

2020 Campus Compression Report Form

The purpose of this form is to inform the campus community, SUNY System Administration, and UUP about the allocation of salary compression/inversion increases pursuant to the guidelines and methodology established through negotiations between the State/SUNY/UUP, including permissible discretion used by the administration to address campus-specific circumstances. Any questions should be addressed to Human Resources.

Year of distribution 2020

Amount of DSI funds available for compression/inversion (dollar figure of 0.5% of campus salaries) \$703,545

Amount of compression/inversion salary increases actually distributed (Could be equivalent to 0.5% of campus salaries or more if other DSI funds were added) \$703,591

Was a minimum threshold used for allocation of compression/inversion increases?

I.e., Was there a dollar amount of identified compression/inversion for full-time employees (pro-rated for part-time employees) below which identified compression was not remediated?

Yes, Threshold Amount \$2500; No _____

Was the compression/inversion money distributed proportionately across UUP members who have compression/inversion identified for campus remediation. In other words, did all individuals identified for compression/inversion increases get the same percentage of their compression/inversion remediated?

Yes (Indicate percentage of identified compression remediated for all) 10%

No _____

If **No**, explain the campus distribution process, identifying the departments/functional areas that received a higher percentage of remediation than the "norm" across campus, the rationale for doing so, and the percentage of identified compression remediated in each of these departments/functional areas.

Campuses have discretion to exclude certain types of employees from the regression analysis and from remediation (i.e. receipt of salary increases to remediate compression). Identify if any of the following permissible exclusions were made by the campus administration:

Excluded

Yes/No

YES Employees paid on a fee basis if their salaries cannot effectively be annualized and they earned **less than** \$2,500 in the 26 pay periods preceding the date of the payroll used to perform the

regression.

YES Employees who have been off payroll on leave without pay for two years or more as of the payroll used to perform the regression.

YES Visiting academics with less than four years of service in title (being careful NOT to exclude those temporarily in Qualified Academic Rank for tenure clock stop purposes).

YES Division 1 head coaches who have individually negotiated, market-based contracts (in addition to a standard appointment letter).

YES Faculty compensated at unusually high rates relative to other faculty in the same department/discipline (primarily at the University and Health Science Centers) whose salary *deviates significantly* from predicted salary given academic rank, market, and years in rank.

Campuses have discretion to exclude certain types of employees who were included in the regression analysis from remediation (i.e. receipt of salary increases to remediate compression). Identify if any of the following permissible exclusions were made by the campus administration:

**Excluded
Yes/No**

YES Part-time academics paid on a bi-weekly or other non-annual salaried basis with less than 2 years of service

YES Part-time professionals paid on a bi-weekly or hourly basis with less than 2 years of service

YES New employees with less than one year of service

YES Employees working under a settlement agreement which includes an exit strategy

YES Full-time employees who have received notices of non-renewal

Data sources used for market salary benchmarks

For Academics

CUPA 2019 *Faculty in Higher Education Survey* is the standard source using Tenure Track Faculty, New Assistant Professor in each department/discipline (except as otherwise specifically allowed).

Identify which CUPA data source was used and any alternative approved data sources, identified in the SUNY-UUP guidelines for distribution of these salary increases. The source(s) used are as follows:

CUPA All Doctoral Institutions

For Professionals

CUPA 2019 *Professionals in Higher Education Survey* should be used wherever possible. For certain positions the CUPA Staff or Administrators Surveys may contain comparable titles which are more appropriate comparators for benchmarking purposes. In those circumstances these surveys may be

used instead. If CUPA data were not available for particular departments or functional areas, alternative data sources for those departments/functional areas as noted in the SUNY-UUP guidelines for distribution of these salary increases were used.

Identify any alternative data sources used for Professionals, and the departments/functional areas for which they were used. The sources used are as follows:

CUPA All Doctoral Institutions

CUPA Div 1 Institutions – Revenue Producing Sports