

2019 Campus Compression/Inversion 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 SUNY Oswego Human Resources.

Year of distribution: 2019

Amount of DSI funds available for compression/inversion (dollar figure of 0.5% of campus salaries) \$232,583

Amount of compression/inversion salary increases actually distributed (Could be equivalent to 0.5% campus salaries or more if other DSI funds were added) \$232,583

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 \$1,000

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 - The compression/inversion pool was distributed proportionately across all UUP members who had compression/inversion identified (in excess of \$1,000). An individual's amount of compensation is directly proportional to their amount of compression/inversion when compared to the total amount of compression/inversion.
11.96%

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 remediation each departments/functional area received.

From the pool of employees eligible to receive salary increases from the compression/inversion pool, identify any of the following permissible exclusions made by the campus administration:

Excluded

Yes/No

 Yes Visiting academics with less than 4 years of service in title

 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 basis with less than 2 years of service

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

Data sources for market salary benchmarks

For Academics

CUPA 2019 *Faculty in Higher Education Survey*

For Professionals

CUPA 2019 *Professionals in Higher Education Survey*