

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 _____ 2021 _____

Amount of DSI funds available for compression/inversion (dollar figure of 0.5% of campus salaries) _____ \$237,845 _____

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)
_____ \$237,845 _____

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.

13.38%

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**

 N/A 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.

 N/A 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).

 N/A 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

 N/A 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*

For Professionals

CUPA 2019 *Professionals in Higher Education Survey*