



2021 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)
\$304,502

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) \$304,502

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; 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 percent remediated for all) 14.06%; 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

Y 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.

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

Y 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).

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

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

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

Y New employees with less than two years of service

Y Certain retirees who are working post-retirement under Section 212

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

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

Data sources used for market salary benchmarks

For Academics

CUPA 2021 *Faculty in Higher Education Survey*

For Professionals

CUPA 2021 *Professionals or Administrators in Higher Education Surveys*

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