

Campus Compression/Inversion Report Form

This is the report form that campuses will need to fill in once each campus finishes their regression analysis for the Compression Salary Increases. The format and information on this form was agreed to by SUNY and UUP. UUP will receive a copy of this report once it is finalized and reviewed by SUNY Systems Administration. As you can see it will show how the funds were distributed at each campus and a listing of members who received any salary increases. UUP will also be provided with the list of members who receive any increases as it has with previous Discretionary Salary Increases.

This form also describes the data sources to be used when running the regression analysis in addition to the campus data about each member. The campus data points to be used in the regression analysis have been determined by the agreement between UUP and SUNY. Each campus will need to identify which data source they used to determine the market salary benchmarks.

You will also note there are four types' positions the campus may exclude from the regression analysis. They are as follows:

- Visiting academics with less than 4 years of service in title
- Part-time academics paid on a bi-weekly or other non-annual salaried basis with less than 2 years of service
- Part-time professionals paid on a bi-weekly or hourly basis with less than 2 years of service
- Full-time employees who have received notices of non-renewal

If you have any questions or concerns please do not hesitate to contact the UUP Chapter Office, (631) 632-6570. We will keep informed of any additional information we receive about this process.

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 Human Resources.

Year of distribution _____

Amount of DSI funds available for compression/inversion (dollar figure of 0.5% of campus salaries) _____

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) _____

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 _____ ; 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) _____

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 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**

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

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

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

_____ 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:

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.

Such alternative data sources used for Professionals and the departments/functional areas for which they were used are as follows: