



**Department of Human Resources**

To: All UUP Members

From: Judith W. Dorsey, Vice President/Chief Diversity and Ethics Officer

Date: February 14, 2020

Re: Salary Equity Study

A handwritten signature in blue ink, appearing to read 'JD', located to the right of the 'From:' field.

During negotiations for the 2016-2022 State/UUP Agreement, the parties agreed to develop guidelines and a methodology for a salary equity study to be conducted at each campus. The purpose of this study is to identify compression and inversion for UUP-represented employees. Salary inversion may exist when new employees are hired at salaries higher than experienced employees are; compression may exist when salaries of experienced employees fail to maintain distance above salaries of new employees.

A State/SUNY/UUP executive-level committee developed guidelines and a methodology to analyze and identify the extent of salary compression and inversion; and the guidelines and methodology, were utilized at the SUNY Downstate Health Sciences University.

The agreement between the State and UUP also includes using 0.5% of the DSI to address identified compression and inversion. In following the negotiated guidelines, and in an effort to be transparent, attached is a summary of specific considerations made in the distribution of the 0.5% dedicated to addressing identified compression and inversion.

Employees identified to receive a compression, or discretionary salary increase will receive those increases retroactive to 7/1/2019, and this will be reflected in the paycheck dated 2/19/2020.

If you have any specific issues or concerns, please contact Human Resources at 718-270-1191.

Attachment

cc: Julie Petti, University-wide Human Resources  
Patrick Domaratz, United University Professions



**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** \_\_2020\_\_\_\_\_

**Amount of DSI funds available for compression/inversion** (dollar figure of 0.5% of campus salaries) \_\_\$941,241.\_\_\_\_\_

**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)  
\$941,241.  
\_\_\_\_\_

**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 \$2,500; 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) 8.17%

**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 or hourly basis with less than 2 years of service

\_\_\_ 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:

Only CUPA data used

#### 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:

- Pay factors
- Pay scale