

BUDGET ADVISORY GROUP

June 20, 2018

114 Marano Campus Center

12:30pm-2:00pm

AGENDA

- Welcome
- Instructional Salary Study Analysis
- SUNY Oswego Office of Research and Financial Programs: External Funding
- SUNY Oswego Financial Plans
- 2018-2019 New York State Budget
- UUP Contract
- Discussion
- Closing

INSTRUCTIONAL SALARY STUDY ANALYSIS

Additional analysis conducted beyond One Group study by the committee.

Committee recommendations submitted to Deans for further review.

Goal: Get everyone within 5% of the median.

Results:

\$88k distributed to 36 recipients

36 is only for this year. More adjustments will be made next year.

Additional Findings:

Women's salaries campus-wide within 91% of male salaries.

Much of this difference based on rank, curriculum and years in rank.

Similar findings found for race and ethnic diversity salaries.

SUNY OSWEGO OFFICE OF RESEARCH AND FINANCIAL PROGRAMS: EXTERNAL FUNDING

See slide for charts.

Chancellor looking at this and in comparison to our peers.

Notes on FY 2017-2018 External Funding

12% increase in funding rate between FY 2016-2017 (64%) and FY 2017-2018 (76%) in spite of a 24% decrease in the number of submitted applications (118 in FY 2016-2017 vs 90 in FY 2017-2018) – more competitive applications were submitted this past year.

**We need to start naming peers for these particular areas (external grants) so we can accurately compare ourselves to our peers.*

Several high-dollar; non-renewable grants totaling \$1M termed this past year. New grant awards to campus in FY 2017-2018 bridged half of that funding gap.

There were 41 unique PI's/Co-PI's leading 68 active grants on campus during FY 2017-2018, an increase of 11% in the number of grant-active faculty and staff.

We want to do deep analysis of the data, this is just an overview.

As far as comprehensives go, we are #2 (second to Buff State).

SUNY OSWEGO FINANCIAL PLANS

2017-2018 Financial Plan, Utilities:

\$2,267,335 – *We diverted utility funds to IFR reserves to cover costs*

Tuition Credit – TAP

Based on per capita enrollment

% of Total FP, Tuition Credit – TAP

% of Total FP – President; Provost, VP Academic Affairs; VP Administration; VP Student Affairs; VP Development; Fort Drum; Scholarships; Utilities

** UUP contract will be hard for us to absorb but not as hard as it will be for many other colleges.*

2018-2019 NEW YORK STATE BUDGET

Funding Restored:

Restoration of all funding cut from Executive Budget for EOP, EOC, SBDC.

Tuition Plan:

\$200 annual increase for in-state undergraduate tuition to \$6,870 for non-Excelsior students.

Excelsior Program:

Tuition free college for students of families making up to \$110K annually.

NYS Dream Act:

Governor and the Assembly wish to expand eligibility for TAP and Excelsior Scholarship Program to all NYS residents regardless of federal immigration status. **Note: this has not been approved by the Senate yet and is not a law yet. The bill is currently in the Senate Higher Education Committee.**

Capital Funding:

Restoration of \$200M funding cut from Executive Budget to \$550M per year. Oswego shares approximately \$22M per year. \$80M available for Energy Retrofit Projects.

Of the \$550M, \$100M taken and dispersed to campuses who need it and are ready. The construction fund wants ready-to-go projects.

Oswego scheduled to get \$100M of the discretionary money over the next 5 years.

“Ice Chiller” idea being explored. Would be a part of Hewitt Quad reconstruction.

Projected Use of Incremental Tuition 2018-2019:

Incremental Tuition Increase

Not a given. Trustees just approved \$200, could have been up to \$300.

Tuition Credit (TAP)

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*The TAP will continue to increase.
(\$325,000) Cost to Oswego*

Minimum Wage Impact
(\$25,000) Cost to Oswego

Projected Salary Raises
*One year left to pay 18/19 ~\$1.75M
(\$3,500,000) Cost to Oswego*

Reserves in Place: \$2,000,000
(Utilities and IFR reserves cover this.)

Surplus/Deficit
Surplus BUT we are starting to see a deficit for each year ahead and true of all other SUNYs.

We need to look into crystal ball and ask what is our sweet spot in enrollment and which programs will get us there? We need to make multi-faceted decisions. What programs will attract our students, what career fields will our students seek? What departments have many faculty likely to retire? Where are the PhDs coming from who will teach – in what fields? What disciplines are vibrant and rising?

More of the revenue will be going to personnel and fringe benefits than ever before.

UUP CONTRACT

Financial Impact of UUP Contract:
Offset/State Funding
Salary raises - \$3,500,000

DIFR (Dormitory Income Fund Reimbursable)
Salary Raises - \$77,000

IFR/SUTRA (Income Fund Reimbursable/SUNY Tuition Reimbursable)
Salary raises - \$192,000
IFR getting into deficit condition (HEP1) because fringe benefits continue to rise.

Details of UUP Contract:
6 Year Collective Bargaining Agreement

2% ATB Annual Salary Increases
Retro to July 2/September 1, 2016

Continuing until July 1/September 2, 2021
Retro up charged to campuses over 2 year period.

DSI
\$600 lump sum (all employees/pro-rated to part-time employees) payable ASAP after ratification.

1% not on base distributed to employees per management discretion (lump sum payment)

Effective July 1, 2018 – payable before December 21, 2018

Commencing July 1, 2019 – 1% Discretionary Salary Increase will be split into 2 parts - .5% discretionary, .5% to address equity compression/inversion issues

Continues until July 1, 2022

Equity compression procedures to be established at state level and filtered down to campuses.

UUP Contract: Part-time Academic Faculty Minimum Salaries
Part-time Academic Faculty Minimum Salary (Comprehensive Campuses)

Effective semester beginning after July 1, 2019 - \$2,500
Our current adjunct starting salary is \$2,952

Effective semester beginning after July 1, 2020 - \$2,750

Effective semester beginning after July 1, 2021 - \$3,000

Effective Semester beginning after July 1, 2022 - \$3,250

40% of UUP membership in NYS part-time employees.

Oswego has invested in more FT faculty.

DISCUSSION

Q: What are we doing for DSA review?

A: Payment for 2018-2019 will be a lump sum. (Up to discretion of each division.)

Q: Do we still put aside 25% to cover adjuncts?

A: No, not required.

Comment: The Trustees are thinking of increasing college fee from \$25 to \$75.