

# President's Budget Advisory Group

May 10, 2017 - 10:30 AM

Minutes

## **Present:**

President Stanley

## **Priorities and Planning Council**

Dean Crawford

Dan Tryon

## **Faculty Assembly**

Lisa Glidden

## **Faculty Senate**

Frank Byrne

## **Union Representatives**

UUP: Lori Nash and Bill Canning

## **Department Chairs**

*College of Liberal Arts and Sciences:*

Pat Clark

James Mackenzie

*School of Communication, Media and the Arts:*

Cynthia Clabough

*School of Education:*

Marcia Burrell

*School of Business:*

John MacDonald

## **Vice Presidents**

Mary Canale

Nick Lyons

Walter Roettger

Jerald Woolfolk

## **Deans**

Adrienne McCormick

Jill Pippin

Pam Michel  
Julie Pretzat-Merchant  
Richard Skolnik  
Mary Toale

**Administrative Appointment**

Mike Ameigh  
Mitch Fields  
Mike Flaherty  
Jerri Howland  
Rick Kolenda  
Mark Slayton

**Staff to the Committee**

Kristi Eck  
Vicki Furlong  
Howard Gordon  
Sean Moriarty  
Rameen Mohammadi  
Sarah Weisman  
Wayne Westervelt  
Pam Caraccioli

**Excused:** David Andrews

Rick Back, Jim Nichols, Dalton Bisson, Cynthia Claybough and Dan Griffin

**Faculty Salary Study**

The Faculty Salary Study will be updated by the fall. Where needed, the college will work to address the inequities found.

The aggregate Faculty Salary Study data from the 7 SUNY Peers and 1 Private institution was shared in an Excel spreadsheet (see attached) and discussed. The red highlights on the spreadsheet indicate where the salaries were not in range. When reviewing the data, it is important to remember that only a few people were counted in the Salary Study in some departments due to low numbers of faculty in that department and the data includes only base salary data and not Extra Service as well. Therefore, the average salary can be based on a few people. In addition, it is important to drill down to the individual faculty member level to know why the salary is lower. It is not numbers alone; there needs to be discussion on the reason behind the salary amount. These data do help provide a benchmark for various departments. The study needs to be thought through to look at possible impacts such equity. It is a way of helping us do so but not a final finding.

CUPA data are not included in the spreadsheet because CUPA data includes all of the northeast and not just other institutions in the region.

A salary compression analysis will be included in an updated study this fall.

The Business salaries may be a bit misleading on the spreadsheet. It would be more helpful to only see AACSB accredited institutions' salary data for a more equal comparison to SUNY Oswego. This may also apply to Music and Art because those departments also compete for faculty with terminal degrees.

Question: Did the inclusion of Hartwick (the one private) lower our average? Answer: We are not sure. Maybe we should exclude the Hartwick data in the next analysis?

Suggestion: Add a column to the spreadsheet that includes the number of faculty counted in the comparison group.

Next steps: We need to see if there are compressions we need to address. We also want to think about how we market and define our institution. Example, "SUNY Oswego faculty are paid in X% of the salary range compared to...." Faculty can start making budget requests supported by salary study findings balanced by workload.

Question: How will this affect five-year programs?

Answer: Five-year programs like the five-year undergraduate and MBA programs will be covered by the Excelsior Scholarship.

Question: Can tenure-track line salary discussions come off hold? Answer: Yes; "you can start having those discussions, but adjustments will be based on compelling arguments."

Reminder: Most SUNY librarians are on a 12 month contract and not a 10 month contract like other faculty. Nick and Vicki will look into how adding librarians into the study will affect the data.

The Visiting Assistant Professor category was not include in these slides. Vicki will determine whether this omission was an oversight or intentional.

Suggestion: Add a number next to each title to show the title's rank rather than list the titles in alphabetical order.

Suggestion: Add a date to the spreadsheet so we know how current the data are (and differentiate by year).

Race and Gender slide in Power Point: Question – are the data from SUNY HR? The data on the slide are not how we categorize the data at SUNY Oswego. Suggestion: Reformat the data to match the way Oswego breaks down race.

SUNY Oswego does not have a significant salary differential between majority and minority races and genders.

## **2017/2018 New York Enacted Budget Summary**

See Power Point slides for additional details.

New students entering this fall who are eligible for the Excelsior Scholarship do not pay the new tuition.

Maintenance of Effort is restored which really helps us cover salary costs.

Capital Budget: The state values that we have the plans and processes (Campus Concept Committee) to envision, propose and complete capital projects in an effective and efficient manner. SUNY Oswego is depending on the new capital dollars to allow the campus to complete its next round of projects.

## **Excelsior Scholarship**

See Power Point slides for additional details.

Our scholarship awards say tuition, room and board already so we will notify our new students that the award will be used for costs other than tuition. We have never limited our scholarships to tuition alone. We have need and merit-based scholarships.

Action Needed: Find out from NYS Division of Budget what happens with co-op students because they don't pay tuition or earn credits while completing their co-op – does this make them lose their Excelsior Scholarship?

## **Closing**

President Stanley: Continue to dream big and talk with Deborah and Walter (and our new Provost when he starts) if you have ideas you want to share. The budget doesn't drive where we go with ideas; expertise drives us.

The next meeting will be in Fall 2017.