FAQ Sheet for UUP Represented Employees

2020 Salary Compression/Inversion Information

**What is the Compression and Inversion and who is affected?**

Inversion may exist when new employees are hired at salaries higher than experienced employees, while compression may exist when salaries for experienced employees fail to maintain distance above salaries of new employees. A State/SUNY/UUP committee developed guidelines and a methodology, and these were adopted by Stony Brook University. The State/UUP Agreement includes a 0.5% salary pool to address identified compression and inversion.

**When and how will salary adjustments be distributed?**

Those employees receiving an adjustment will have their increase added to base, retroactive to July 1, 2020 for employees having an annual or college year obligation, August 22, 2020 for academic employees with a pay basis of 21 pay or September 1, 2020 for academic employees with a calendar year pay basis.

**Are there any exclusions from eligibility?**

Employees excluded from eligibility included visiting faculty with less than four (4) years of service in title, part time faculty paid on a bi-weekly or other non-annual salaried basis, with less than two (2) years of service, part time professionals paid on a bi-weekly or hourly basis with less than two (2) years of service, full-time employees who have received notices of non-renewal, and employees with compression of less than $1,000. Additionally, the 2020 review only applied to employees on the payroll through November 25, 2020.

**What approach was utilized to identify compression/inversion?**

A variety of data sources were utilized for the analysis. For Academics, the College and University Professional Association (CUPA) 2019 Faculty in Higher Education Survey was the standard source for faculty in each department/discipline. For Professionals, CUPA 2019 Professional and Administrators in Higher Education Surveys were used wherever possible. The following surveys were also used: CompAnalyst, Culpepper, Western Management, and Economic Research Institute (ERI), if they were a more appropriate match for certain positions.

**How will I know if I am going to receive an adjustment?**

Those employees receiving a compression/inversion salary increase will receive an email on or before March 17, 2021 indicating the adjustment to base annual salary. As with the discretionary increases, the adjustment will be included in the paycheck dated March 17, 2021, and will be retroactive to either July 1, 2020, or September 1, 2020.

**What if I have additional questions?**

Should you have questions, please contact Human Resource Services at our designated hotline at (631) 632-6156.