



To: Finance and Policy Planning Committee of the Full-Time Continuing Contract Faculty Senators Council: Maria Patterson, Joe Foudy, Leila Jahangiri, Noelle Molé Liston, Sylvia Maier, Marlene McCarty, Aaron Primm, Scott Taitel

From: Provost Katherine Fleming and Executive Vice President Martin Dorph

Subject: Full Time Continuing Contract Faculty Senators Council Budget Recommendations for Fiscal 2023

Copy: Ethan Youngerman, Chair, C-FSC; Darcey Merritt, Chair, T-FSC; Michael McCaw, Chair, AMC; Stephanie Pianka, CFO; Pim Thukral, Vice President, Budget and FP&A; Sabrina Ellis, Vice President, Human Resources; Karen Nercessian, Associate Vice Provost for Strategy and Implementation ; Charlton McIlwain, Vice Provost, Faculty Engagement & Development; Kristen Day, Vice Provost

Date: May 5, 2022

This memo responds to the FY 2023 budget recommendations of the Contract Faculty Senators Committee presented at the March 24, 2022 Senate Financial Affairs Committee meeting (attached).

Salary Increases Based Upon Rank

The C-FSC recommends raising the minimum salary threshold based on rank in which “any associate professor (or equivalent rank) making under \$75,000 in base salary receive an increase in salary to \$75,000 and (ii) any full professor (or equivalent rank) making under \$80,000 in base salary receive an increase in salary to \$80,000.”

The C-FSC also recommends a standardized raise of 8-12% in excess of the AMI for promotions.

University Response

At this time, the University will not implement further minimum base salary standards beyond the \$70,000 minimum for all contract faculty. School Deans are encouraged to actively monitor and adjust salaries to be commensurate with higher ranks.

In light of the disproportionate impact increased inflation has on lower wage employees, the University will propose an extra 2% wage increase for faculty with base salaries under \$75,000.

Additionally, the University is actively reviewing the recommendation for standardized raises, but will not issue any policy changes during this budget cycle.

AMI

The C-FSC recommends a total compensation increase of 9.1% with “a CPI-based increase of at least 6.1% before merit increases” and “a performance-based increase of 3%.”

University Response

Given the funding available in the University's Financial Plan, the proposed Annual Merit Increase pool for full time faculty for increases effective September 1, 2022 will be 4.0%. This increase, in excess of the 3% proposed tuition, room and board increase, reflects the high priority placed on competitive faculty salaries. Consistent with prior years, compensation increases are based on performance and will not include a separate component to adjust for inflation.

Individual salary adjustments for equity, promotion and tenure will be in addition to the AMI program. Schools are advised that funds may not be "held back" from the 4% pool to cover salary adjustments such as promotion, tenure, retention, etc.

With the above proposed increase, the two-year cumulative increase for the Contract Faculty pool would be 7.6%. Despite higher inflation over the past year, since 2014, the cumulative AMI pool increases have totaled 20.6%, while NY Metro CPI has increased 17.3%.