

BUDGET ADVISORY GROUP

September 15, 2017

114 Marano Campus Center

8:30am – 10:00am

AGENDA:

* Reminder to Group: Suggest topics for next meeting.

SUNY Survey Salary Update: Librarians –

We added the librarians and did the compression analysis in-house because they were not included in the original survey results.

Faculty Salary Compression Analysis Study - Subcommittee to Form –

We don't have equity issues, but we did have some compression issues. We have been trying to ameliorate this issue as we have gone forward. We have put aside \$50,000-100,000 to address.

Capital Update –

Capital money starting to flow – planning underway.

Oswego College Foundation Update –

We are continuing to do very well with our fundraising initiatives.

FINANCIAL PLAN TOTALS 216-17 AND 2017-18:

% of Total FP –

Reminder: You have seen this chart before but pay attention to the %. A few years ago we put all technology functions under Business & Finance, but we have moved that budget line under Academic Affairs because it makes more sense to be there (technology supports instruction).

Academic Affairs always has the greatest allocation of the funding.

We used some of the utilities savings to cover UUP raises (in Acad. Affairs).

Tuition Credit – TAP –

Last year we diverted \$800,000 and paid for it from IFR funds so we could put more money towards Academic Affairs (a way we sometimes use reserves).

USE OF INCREMENTAL TUITION 2017-2018

Geothermal pumps built to help with savings, it will take time to get the savings.

- It is expensive to build an efficient academic building; it is easier to do a renovation on residence halls because there are no hoods, specialized lab tables, etc.
- We build to LEED Gold Standards, not required but we want to.

Tuition comes out of stateside of budget.

Incremental Tuition Increase –

Excelsior Scholarship students don't pay the tuition increase.

Tuition Credit (TAP) –

Agreement made with the state requesting college to pay this to get tuition increase.

Additional Projected Salary Raises –

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- Two years of raises here so higher number.
- UUP is asking for a five year contract, starting next year. We don't expect there will be a special appropriation mid-term to cover raises. Colleges will have to pay. NOTE: Gov. does not include salary raises in Maintenance of Effort (MOE). We wanted fixed costs always to be covered, but at least we got MOE this year.

Surplus/Deficit –

This deficit will be paid out of utilities. We often take money out of utilities up front to get by. We can backfill utilities with IFR if needed. The State approved this because we have a lot in our IFR.

Utilities managed by system admin – getting lowest rates. Weather influences what we spend (i.e. salt, plowing, heat). So, a mild winter results in more savings.

FINANCIAL PLAN IMPACTS:

Excelsior Scholarship = \$135K –

682 students aren't paying the tuition increase this year due to receiving the Excelsior Scholarship.

TAP = \$800K (IFR) –

Taken from IFR like last year to cover

Utilities = \$1.3M (IFR) –

Taken from IFR like last year to cover

EXCELSIOR SCHOLARSHIP UPDATE:

The Excelsior Tuition Credit funds come from the college -- New York State said they will pay the colleges back for this cost.

SUNY SURVEY SALARY DATA: LIBRARIANS

Survey is strictly SUNY comprehensives – comparable institutions who categorize librarians like we do.

Visiting Assistant Librarian – new position, only been here one year.

The librarian salaries will be reviewed and vetted by the salary study committee to address.

FACULTY SALARY COMPRESSION ANALYSIS STUDY:

President Stanley: We are looking for equity and fairness in our salaries to remain competitive.

Julie P: When will deans learn which faculty are impacted?

President Stanley: Committee will reach out to deans if their faculty are impacted.

Liz D-S: Committee should include at least two economists.

President Stanley: We want committee to be kept to 5-6 people. If you are interested in being a part of the committee or want to recommend a colleague, please be in touch. Let's report out progress at next Budget Advisory Group meeting.

Salary Compression Analysis –

In original study document, there are areas highlighted that need attention. These positions will be analyzed by the committee. Sometimes the faculty salary levels need to be explained. Will talk with the deans to learn more.

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Liz D-S: Concerned we are using the average vs. the median when looking at the salaries.

President Stanley: We will need to apply discretion and rationale. Let's run data both ways and look at the median and average to see all angles

President Stanley: We will be looking at compression and can compare against comparable schools. We are not saying, at this moment that we can address every area of compression; it may take years. We are ready for the committee to start meeting so we can begin to address.

CAPITAL UPDATE:

Waterbury and Scales –

Made about \$3.5M this semester by opening for Fall 2017 students.

Tyler Hall Phase 1 –

Just finished theater, choral room and art/graphic design/photo studios.

*Poised to go forward with Phases 2 and 3 together because shortage of contractors available now so bidding together because project cost is greater with Phases 2 and 3 combined which will get us more bids.

Wilber Hall Phase III –

Under construction now. Will be done August 2018. When complete, Curriculum and Instruction, Counseling and Professional Services and some Health and Wellness programs will all be under one roof.

Lee Hall Window and Door Replacement –

Will be done by January 2018.

New York State 5-year Capital Plan = ~\$120M/yr. for Oswego. This is great for us!

Cynthia: Could this change with a new Governor?

President Stanley: Yes, a new Governor would have lots of influence, but legislature would need to make change. Though the money is bonded.

Bill C: Is Lanigan in the plans?

Mitch: Yes, we are going to ask. We want New York State to raise from \$550M/year to SUNY to \$800M/year. We need to be ready, like we have been with a plan so we can be awarded our requested funds.

Nick: Tappan Zee Bridge project is almost done – more money.

In Design:

Student Activity Center –

(Lower level of Swetman Gym. Entrance from lower parking lot. Will finish Marano Campus Center projects. Expected to be complete Aug 2018.

Mary Walker Health Center –

Mitch: Not sure when will go into construction.

CO2 Detector Installation –

Law by New York State required that we put in CO2 detectors.

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Commissary Cold Storage –
Original to 1960. Will replace this summer.

Hewitt Quad –
In design: won't happen all at once. Will go into construction, sun dial concrete slab will be gone. Feeder entrances will be included too. Want entrance plaza west side of Culkin.

Hewitt Hall Renovation –
Renamed to Hewitt Hall to show academics within.
Mitch: Our goal is to create the preeminent SCMA, facility (quality not quantity) in the country for broadcast and graphic design programs.

OSWEGO COLLEGE FOUNDATION: A YEAR OF CONTINUED MOMENTUM:

Continued fundraising success -
Reached out to other major donors who didn't give in the campaign.

Endowment grew 14% to \$33.6M –
Combination of strong investment markets (12.4%) plus net new funds added (new deposits less amounts awarded)

OSWEGO COLLEGE FOUNDATION, INC.
15 YEAR GROWTH OF THE ENDOWMENT:

Very committed board and investment committee, made up of all alumni.

OSWEGO COLLEGE FOUNDATION, INC.
OSWEGO ENDOWMENT PERFORMANCE VS CALLAN ASSOCIATES BENCHMARK DATA:

Mark: We have a very conservative portfolio relative to other colleges and universities..

Oswego has beat the NACUBO average endowment investment return for 10 years in a row!

OSWEGO COLLEGE FOUNDATION, INC.
GROWTH IN CAMPUS REPORT:

President Stanley: Reminder: the majority of this money is restricted money. We are also asking departments to think through who their alumni are, who we may want to talk to. Let us know.

2017: \$3.6M total broken down as follows:
\$1.2M = Student scholarships → \$1.4M (next year)
+\$2.4M = Fac, Dept and Program support → \$2.7M (next year)

THANK YOU:

President Stanley: We are already in a hiring cycle for next year. We want to back this up even further for next year so we can be even more competitive. What kind of data environment are we in when thinking about re-allocating money to support positions. We are available for discussion any time. Reminder: please let me know if you want to be on the salary committee.