Q: What funding sources are impacted by the hold on hiring?
This impacts all positions supported by the following funds:
- State Purpose
- General IFR
- SUTRA
- RF Indirect Cost Recovery (IDC)

Q: What led to this point?
Contractual salary increases, negotiated at the state level, have not been reimbursed since FY15, leading to a total base funding shortfall of $18M. Assuming this will continue, future and retroactive contractual increases will compound the shortfall. Stony Brook covered the FY15 through FY17 contractual salary increases with $18.15M of reserves. There is no way to replenish this one-time money under the current fiscal conditions.

During the SUNY 2020 timeframe, the $300 annual predictable tuition increase brought in $4 M per year to support campus operations and promised enhancement of our student experience and research operation. This, coupled with the long-standing payment for any negotiated salary increase, adequately funded our operating expenses. That tuition plan ended in 2016 and the salary payment ended in 2015, and for a year, there was no tuition increase.

The New York State budget passed in 2017 allows for a four-year span of annual tuition increases of $200, which bring in $2.3M per year. As noted above, this tuition revenue increase does not cover the contractual salary increase expense. In addition, we will forego $3.7M in Excelsior tuition for the next four years since tuition remains flat for the Excelsior scholarship program until the 2021-2022 academic year. Additionally, we spent about $7M this year to cover the difference between the maximum Tuition Assistance Program (TAP) award (set at 2010-2011 tuition levels) and the current tuition level. This TAP gap payment will increase annually. These numbers are stark and indicate that we are in an untenable position and must take concerted action to address the problem.

We had intended to cover this deficit through attrition and other savings but that plan has not resulted in the necessary level of annual savings.

Q: What is the University's position on the UUP contract negotiations?
The University fully supports the negotiation process between the executive branch and UUP and looks forward to agreement on a mutually satisfactory contract.

Q: Are there any exemptions to the hold on hiring?
Exemptions from this action include positions that are self-supporting, separate and distinct from the State budget, which use revenue designated to a fund’s specific purpose. They include positions and other commitments charged to the following funds:

- Hires requested as part of start-up packages for faculty members or researchers, where the University has made a contractual commitment to someone as part of their employment offer letter
- Clinical Practice
- Faculty Student Association (FSA)
- Dormitory funds
- Hospital funds
- Veterans Home fund
- Sponsored Research
- RF Other: Service & Facility; Service Agreements; BSA; Royalties; Agency Fee; Other Agency
- Special Appropriations (member items) – examples: SPIR, AER, EIP

Q: Does the $200 tuition increase help?
As noted above, the unfunded annual contractual salary increases cost approximately $8M per year and the $200 increase brings in about $2.3M per year. Without additional state support, there is a built in deficit that will get larger each year as the salary increase amount compound.

Q: Are positions covered by student fees affected such as rec center positions and IT jobs?
Positions funded by student fees are ‘self-supporting' positions to include those paid via broad-based fees (i.e. student tech fee). The funds used for these hires are paid 100% by our students for services expected and required by our students.

Q: Are specific positions exempt from the hold on hiring?
Specific positions are not exempt from the hold on hiring; the funding source determines whether or not a position is exempt from the hold on hiring.

Q: Are there any other issues impacting the University budget?
Yes. We are faced with the usual cost of living increases for goods and services and the planned and unexpected expenses of an aging infrastructure. These costs coupled with the structural deficit noted above contribute to an urgent need to put a hold on hiring and reduce other expenditures as we are able to do so. Additionally, the proposed State budget cuts $34M from Stony Brook Hospital’s operating budget, which will have a significant impact on the care we provide as well as a potential impact on the budget of the School of Medicine.

Q: What non-salary expenditures will be restricted?
Expenditure restrictions against non-salary budgets will be in effect for the following funds:

- State Purpose
- General IFR
- SUTRA
- RF Indirect Cost Recovery (IDC)
Q: What are additional expenditure restrictions?
   ● All equipment purchases (defined as items costing $5,000 and above) require review and approval by the respective Vice President.
   ● No new consultant contracts are permitted without pre-approval utilizing the exemption review process.
   ● All travel expenditures must be pre-approved by the respective Vice President. Travel arrangements should not be made until such approval is obtained.
   ● Overtime must be pre-approved by the respective Vice President or Dean, will be carefully monitored and shall be restricted whenever possible.
   ● Payments for work outside of current responsibilities, both via temporary salary increases or extra service payments, must be submitted through the exemption review process and should be limited to the greatest degree possible.
   ● Temporary agency hiring should be carefully scrutinized. Existing arrangements with temporary agency staff must be rejustified using the exemption review process with only the most critical appointments allowed to continue.

Q: Are there exceptions to expenditure restrictions and hold on hiring?
   Although very few exceptions are expected to the hold on hiring and expenditure restrictions, there will be cases where it is in the institution’s best interest to proceed with a commitment.

Q: Will there be a system in place for review of urgent hires?
   To request an urgent hire exemption, an Exemption Request Form must first be approved by the respective Senior Vice President or Vice President, who will determine if the hiring exception request is justified by considering a number of factors that include but are not limited to academic mission, strategic investment and health and safety. If such a determination is made, the Senior Vice President or Vice President will forward the request to the President or Senior Administrative team for review.

Q: Will the hold on hiring result in faculty having more expectations on them without the possibility of hiring new people?
   Faculty workload policies are determined by the individual Deans of their respective schools and colleges.

Q: What measures, tracking systems, stop gaps will budget be using/developing to ensure the plan is working?
   We will track based on a myriad of measures including, but not limited to, FTE counts, salary encumbrances, and monthly financial condition reports.

Q: What will need to happen for the hold to be lifted?
   The hold will be lifted when we achieve our savings targets and eliminate our structural deficit.

Q: Will a retirement incentive be offered?
A retirement incentive will not be offered although we encourage employees contemplating retirement to explore existing programs such as the Toll Professorship for tenured faculty and other phased retirement options which may be available..

Q: Can you grow your way out of this?
We anticipate some modest growth in enrollment and will also consider other ways to grow revenue, but growth alone will not resolve the deficit.