

MEMORANDUM

DATE: October 16, 2024
TO: Binghamton University Faculty
FROM: Donald E. Hall Executive Vice President for Academic Affairs and Provost
RE: Presidential Discretionary Award Increase which affects UUP Presented Faculty

The Agreement between UUP and the State University of New York includes a Discretionary Salary Increase Program that allows Binghamton University to recognize faculty for outstanding performance.

- x The total pool will consist of 1% of total SUNY-wide basic annual salaries as of 06/30/2024.
- x To be eligible for these payments, the employee must be active or on paid leave on the eligibility date of 06/30/2024 to come.

Process

Using the process they have employed in awarding past discretion

on. This process enables us as academic
e at Binghamton University make to the
colleagues' personal and professional

Objectives & Criteria

The purpose of the discretionary program is to recognize significant contributions made by members across the full range of the University's mission: teaching, research, and service. Therefore, the program should grow out of the concept of a community of scholars. Academic units should use some process of collegial review to determine whom to recommend for a discretionary increase. Deans should play an essential role in the process, evaluating recommendations from departments and advisory committees and modifying them if that is judged to be appropriate. Deans may also retain a portion of the allocation to recommend increases to faculty who have made significant contributions to the school. Deans will forward all proposed awards from their school to the Provost.

In making their recommendations, Deans and academic units should recognize outstanding faculty performance in teaching, research, and service. Contributions within those areas should be broadly conceived to recognize exceptional performance in the many ways faculty contribute to each area or a combination of areas.

Procedures

Academic Unit Allocation Guidelines

It is entirely appropriate within these guidelines to make different kinds of recommendations. One faculty member might be recommended to receive an increase to recognize their outstanding scholarly contributions. Another might be recommended for an increase to recognize exceptional contributions to either teaching or service. A third faculty member may be recommended for laudable contributions among our instructional, research, and service missions. In no case should a faculty member be recommended for a discretionary increase if that individual did not fulfill all of their assigned responsibilities at an acceptable level. This includes the timely submission of Performance Programs and Evaluations for professional and clerical staff if the faculty member is a supervisor. All recommendations must be made on the attached form.

Please note that the rationale should be brief; it may be as simple as "outstanding book published," "high quality articles published," "developed new course," "graduated three doctoral students," "extensive University wide service," etc.

Alternative Process

Consistent with past practice, we will make a second pathway available to members of our university community governed by the discr