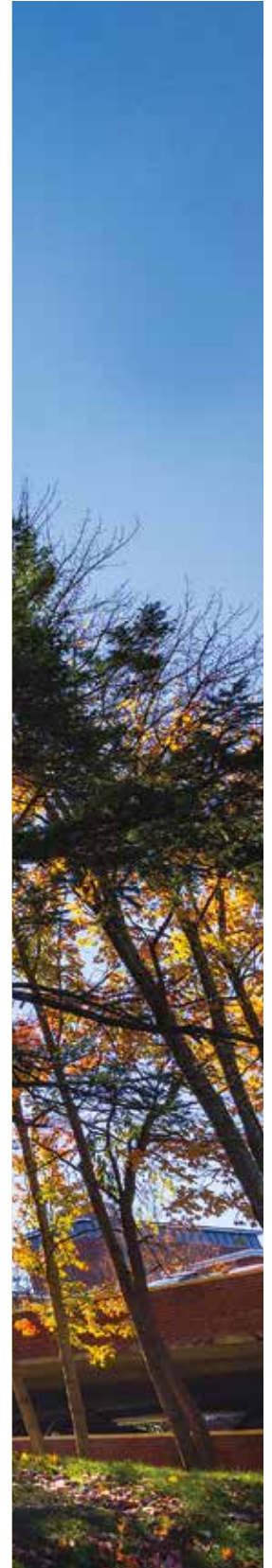


BINGHAMTON UNIVERSITY

# 2018–2023 FINANCIAL REPORT

REPORT FROM THE PRESIDENT AND PROVOST | WINTER 2024



## TO BINGHAMTON UNIVERSITY COLLEAGUES:



**T**his 2018-2023 Financial Report is the eighth in a series of annual reports informing the campus community about the fiscal status of Binghamton University. The content of this report tabulates and presents campus revenues, expenditures and enrollment for academic years 2018-19 through 2022-23, with estimates for academic year 2023-24 where possible.

The University is beginning to see some significant changes as we navigate further from the COVID-19 pandemic. One example of this is international graduate student enrollment, which has grown by 500 students since the fall 2020 semester. This growth has helped Binghamton maintain a steady enrollment of more than 18,000 students.

The biggest change in the 2023-24 budget is a 33% increase from the previous year in legislative appropriation, which now totals \$60 million. Binghamton received \$6.5 million through a State University of New York program to hire 36 new faculty members during the 2022-23 academic year. Another \$8.6 million from the state is being used to add 46 new staff and 12 additional faculty in 2023-24. Since the fall 2011 semester, our full-time tenured and tenure-track faculty (FTTTF) have grown by 176, bringing the total of FTTTF to 628. The University is grateful for support from the state legislature and SUNY System Administration for this funding, which allows for the addition of faculty in key research areas and staff who will provide essential support to students.

Research expenditures are also growing as the University's faculty continue to excel and innovate. We are projecting that research expenditures will reach \$66.9 million in 2023-24, a five-year increase of \$18.3 million (38%). Much of this increase comes from Build Back Better Regional Challenge and state funding to support the New Energy New York project.

A comprehensive view of this data — expenditures, income, enrollment, hiring and retention — shows that Binghamton is in a strong financial position. The University is also poised to grow in the years ahead. Concluding in June 2024, a comprehensive campaign, EXCELERATE: Moving at the Speed of Binghamton, is set to reach a new super goal of raising \$250 million to support vital initiatives. This goal more than doubles what was raised during the previous campaign.

We hope you find this report transparent and useful and encourage you to ask any questions you might have concerning its contents.

Sincerely,

**Harvey Stenger**  
President

**Donald Hall**  
Provost and Executive Vice President for Academic Affairs

## INCOME

There are six types of income received by the University: State Purpose, State University Tuition Reimbursement Account (SUTRA), Income Fund Reimbursement (IFR), Dormitory Income Fund Reimbursement (DIFR), Research Foundation Income (RF) and Binghamton University Foundation Income (BUF). Additional information and definitions of terms are available on the Division of Operations' policy on the State Operating Budget, at [binghamton.edu/operations/policies/policy-200.html](http://binghamton.edu/operations/policies/policy-200.html).

## EXPENSES AND ENROLLMENT

For the most part, the University spends the income received in each of the six categories during the year the income is received. State Purpose funds (legislative appropriation and tuition) must be spent within the year they are received and must follow state expenditure rules and procedures. SUTRA, IFR and DIFR income are also state funds and therefore must follow state expenditure rules and procedures. RF funds are slightly more flexible than state funds; however, they must follow the rules and procedures of the funding agency, which can be the federal government, state government, private

foundations or corporations. BUF funds are more flexible than RF funds; however, they must follow the restrictions of donors, IRS guidelines and Foundation policies.

SUTRA, IFR, DIFR, RF and BUF funds do not have to be spent in the year they are received and can be carried forward from one year to the next. However, IFR and DIFR balances are observable by SUNY and the state Budget Office and can be considered reserves that should be spent before asking for additional state allocations.



## UNIVERSITY EXPENDITURES

University expenditures for the past five years, 2018-19 to 2022-23, are shown in Table 1, along with estimates for 2023-24. Between 2018-19 and 2022-23, total expenditures for Binghamton University

have grown by \$99.5 million (24.4%). The revenue for these expenditures came from growth in IFR (\$40.7 million), tuition (\$17.1 million), RF (\$15.1 million), DIFR (\$7.4 million) and Binghamton University Foundation \$26.4 million.

Expenditures in Table 1 exclude state-provided capital funds, which vary from year to year and are on the order of \$40 million per year. We are assessing how to generate a construction expenditure report that will be issued separately.

TABLE 1: BINGHAMTON UNIVERSITY EXPENDITURES BY FUND TYPE							in thousands of dollars
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	
<b>STATE PURPOSE</b>							
Legislative Appropriation	\$54,010 <sup>2</sup>	\$43,002	\$43,138	\$43,138	45,087	60,388	
Tuition	145,894	158,225	152,856	155,684	163,035	183,445 <sup>1</sup>	
SUTRA/FWS	8,465	8,554	7,724	7,908	10,094	11,103	
<b>Total</b>	<b>208,369</b>	<b>209,781</b>	<b>203,718</b>	<b>206,730</b>	<b>218,215</b>	<b>254,936</b>	
<b>INCOME FUND REIMBURSEMENT</b>	<b>83,859</b>	<b>85,565</b>	<b>83,199</b>	<b>109,255</b>	<b>124,588</b>	<b>128,325</b>	
<b>DORMITORY INCOME FUND REIMBURSEMENT</b>	<b>31,074</b>	<b>29,120</b>	<b>31,568</b>	<b>32,030</b>	<b>38,507</b>	<b>39,277</b>	
<b>RESEARCH FOUNDATION</b>							
Direct Costs	39,412	37,682	37,540	39,880	51,270	53,834	
Indirect Costs	9,158	9,175	8,994	10,393	12,452	13,075	
<b>Total</b>	<b>48,570</b>	<b>46,857</b>	<b>46,534</b>	<b>50,273</b>	<b>63,722</b>	<b>66,908</b>	
<b>BINGHAMTON UNIVERSITY FOUNDATION</b>							
Unrestricted	4,670	4,703	4,815	7,955	6,291	6,678	
Restricted	31,037	37,363	21,704	26,380	55,802	27,601	
<b>Total</b>	<b>35,707</b>	<b>42,066</b>	<b>26,519</b>	<b>34,335</b>	<b>62,093</b>	<b>34,279</b>	
<b>GRAND TOTAL</b>	<b>\$407,579</b>	<b>\$413,389</b>	<b>\$391,538</b>	<b>\$432,623</b>	<b>\$507,125</b>	<b>\$523,727</b>	

1. 2023-24 includes estimates of tuition, interest on balances (-\$7M), and the college fee (-\$4M). Earlier years only include actual expenditures of tuition. This follows SUNY accounting guidelines.  
2. 2018-19 includes one-time legislative appropriation of \$5.2M.

TABLE 2: BINGHAMTON UNIVERSITY ENROLLMENT						
	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023
<b>UNDERGRAD TOTAL (DEGREE AND NON-DEGREE)</b>	<b>14,021</b>	<b>14,165</b>	<b>14,333</b>	<b>14,307</b>	<b>14,402</b>	<b>14,408</b>
New York state residents	12,252	12,471	12,761	12,852	12,871	12,730
Nonresident total	1,769	1,694	1,572	1,455	1,531	1,678
Domestic out-of-state	786	857	885	964	1,050	1,216
International	983	837	687	491	481	462
<b>GRADUATE TOTAL</b>	<b>3,747</b>	<b>3,959</b>	<b>3,815</b>	<b>3,748</b>	<b>3,910</b>	<b>4,046</b>
New York state residents	2,153	2,399	2,499	2,444	2,295	2,202
Nonresident total	1,594	1,560	1,316	1,304	1,615	1,844
Domestic out-of-state	211	212	251	279	292	305
International	1,383	1,348	1,065	1,025	1,323	1,539
<b>ALL STUDENTS</b>	<b>17,768</b>	<b>18,124</b>	<b>18,148</b>	<b>18,055</b>	<b>18,312</b>	<b>18,454</b>

Table 2 shows the change in enrollment during this period, where the total of all undergraduate and graduate students, degree and non-degree, rose by 686 (3.9%).

**DIVISIONAL EXPENDITURES:** The first level of expense assignments is to University divisions. As of the 2019–20 academic year, the University has been comprised of ten divisions: Academic Affairs; Advancement; Athletics; the Binghamton University Foundation; Communications and Marketing; Diversity, Equity and Inclusion; Operations; President; Research; and Student Affairs.

**STATE PURPOSE EXPENDITURES**

**BY DIVISION:** Table 3 shows University expenditures of State Purpose funds (legislative appropriation and tuition) for each division for five years (2018–19 to 2022–23) and an estimate for 2023–24. These show that University State Purpose expenditures have grown by \$9.8 million (4.7%) between 2018–19 and 2022–23, and that the majority of the increase has occurred in the Division of Academic Affairs (\$6.9 million). We are projecting a much larger increase during 2023–24 as a result of the new state appropriations allocated to SUNY.

**INCOME FUND REIMBURSEMENT**

**EXPENDITURES:** Table 4 shows University expenditures of IFR income for each division for the past five years. IFR expenditures, shown, have grown by \$40.7 million (48.6%) between 2018–19 and 2022–23, as a result of growing student fee income from increased enrollment, modest annual increases in student fee rates, and spending of reserves to meet budget closure.

<b>TABLE 3: STATE PURPOSE EXPENDITURES</b>							in thousands of dollars
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24*	
Academic Affairs	\$161,423	\$164,214	\$157,304	\$161,081	\$168,354	\$196,685	
Operations	29,005	25,340	27,085	25,471	28,737	33,573	
Research	2,551	2,622	2,704	2,729	2,946	3,442	
Student Affairs	5,986	5,935	5,503	6,009	6,224	7,271	
Advancement	2,186	2,161	1,999	2,007	1,928	2,252	
President	2,111	2,087	1,944	1,858	1,976	2,309	
Athletics	3,955	3,855	3,535	3,668	3,704	4,327	
BU Foundation	412	439	436	459	470	549	
Diversity, Equity and Inclusion	740	861	1,058	1,216	1,360	1,589	
Communications and Marketing	—	2,266	2,150	2,231	2,515	2,938	
<b>TOTAL</b>	<b>\$208,369</b>	<b>\$209,781</b>	<b>\$203,718</b>	<b>\$206,729</b>	<b>\$218,215</b>	<b>\$254,936</b>	

<b>TABLE 4: INCOME FUND REIMBURSEMENT EXPENDITURES</b>							in thousands of dollars
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24*	
Academic Affairs	\$18,295	\$18,807	\$21,704	\$36,105	\$38,500	\$39,655	
Operations	6,474	11,166	8,431	10,961	18,010	18,551	
Research	3,485	2,449	2,082	2,656	2,909	2,996	
Student Affairs	44,088	42,047	40,873	47,473	51,763	53,316	
Advancement	—	—	—	—	—	—	
President	550	333	468	769	617	636	
Athletics	10,967	10,607	9,394	11,084	12,554	12,931	
Diversity, Equity and Inclusion	—	—	—	24	87	90	
Communications and Marketing	—	157	247	184	148	152	
<b>TOTAL</b>	<b>\$83,859</b>	<b>\$85,565</b>	<b>\$83,199</b>	<b>\$109,256</b>	<b>\$124,588</b>	<b>\$128,325</b>	

**EXPENSES: ACADEMIC AFFAIRS**

**BREAKDOWN:** The scale and complexity of the Division of Academic Affairs, which in 2022-23 accounted for 77.2% percent of the University's State Purpose expenditures (\$168.4 million), warrants that those expenditures be broken down by schools, colleges, and units of the division. These include: General Administration (admissions, financial aid, international affairs, undergraduate education, business office), College of Community and Public Affairs, Decker College of Nursing and Health Sciences, Harpur College of Arts and Sciences, School of Management, School of Pharmacy and Pharmaceutical Sciences, Thomas J. Watson College of Engineering and Applied Science, Graduate School and Libraries.

Table 5 shows the expenditures for each of these units over the past five years.

**TABLE 5: STATE PURPOSE EXPENDITURES FOR ACADEMIC AFFAIRS UNITS:**

Values for figures 1 to 6 (see page 8), in thousands of dollars

	2018-19	2019-20	2020-21	2021-22	2022-23
<b>COLLEGE OF COMMUNITY AND PUBLIC AFFAIRS</b>					
Faculty	\$5,835	\$6,424	\$5,413	\$6,031	\$6,020
Staff	2,348	2,609	2,396	2,852	3,051
OTPS	161	278	788	506	689
<b>Total</b>	<b>8,344</b>	<b>9,310</b>	<b>8,597</b>	<b>9,389</b>	<b>9,760</b>
<b>DECKER COLLEGE OF NURSING AND HEALTH SCIENCES</b>					
Faculty	5,310	5,461	5,163	5,678	5,594
Staff	1,715	2,347	2,693	4,168	5,667
OTPS	—	21	—	—	—
<b>Total</b>	<b>7,025</b>	<b>7,829</b>	<b>7,856</b>	<b>9,845</b>	<b>11,261</b>
<b>HARPUR COLLEGE OF ARTS AND SCIENCES</b>					
Faculty	59,219	60,525	57,547	62,812	60,238
Staff	9,176	9,054	8,898	9,841	10,464
OTPS	870	1,839	1,690	—	2,423
<b>Total</b>	<b>69,265</b>	<b>71,418</b>	<b>68,135</b>	<b>72,653</b>	<b>73,124</b>
<b>SCHOOL OF MANAGEMENT</b>					
Faculty	7,762	7,734	7,105	7,567	7,327
Staff	1,559	1,608	1,626	1,637	1,755
OTPS	76	99	55	165	578
<b>Total</b>	<b>9,397</b>	<b>9,441</b>	<b>8,786</b>	<b>9,369</b>	<b>9,659</b>
<b>SCHOOL OF PHARMACY AND PHARMACEUTICAL SCIENCES</b>					
Faculty	3,242	3,651	3,910	4,214	4,378
Staff	1,487	1,580	1,549	1,676	1,641
OTPS	518	622	677	582	491
<b>Total</b>	<b>5,247</b>	<b>5,853</b>	<b>6,136</b>	<b>6,472</b>	<b>6,509</b>
<b>THOMAS J. WATSON COLLEGE OF ENGINEERING AND APPLIED SCIENCE</b>					
Faculty	16,128	16,338	14,727	17,542	16,574
Staff	4,048	4,028	3,859	4,474	4,736
OTPS	1,091	1,224	2,260	504	1,779
<b>Total</b>	<b>21,267</b>	<b>21,590</b>	<b>20,846</b>	<b>22,520</b>	<b>23,088</b>
<b>LIBRARIES</b>					
Faculty/Staff	5,373	5,277	4,756	5,391	6,017
OTPS	6,883	6,997	7,101	7,197	7,238
<b>Total</b>	<b>12,256</b>	<b>12,274</b>	<b>11,857</b>	<b>12,588</b>	<b>13,255</b>
<b>GRADUATE SCHOOL</b>					
Faculty/Staff	1,181	1,013	683	533	582
OTPS	1	1	—	—	—
<b>Total</b>	<b>1,182</b>	<b>1,014</b>	<b>683</b>	<b>533</b>	<b>582</b>
<b>GENERAL ADMINISTRATION WITH REORGANIZATION</b>					
Personnel and Expenses	27,440	25,485	24,408	17,712	21,115
<b>GRAND TOTAL</b>	<b>\$161,423</b>	<b>\$164,214</b>	<b>\$157,304</b>	<b>\$161,081</b>	<b>\$168,354</b>

**TENURED AND TENURE-TRACK FACULTY:** An emphasis of our faculty hiring plan in the past 12 years has been recruiting full-time tenured or tenure-track faculty (FTTTF), and nearly all of our new revenues used for faculty hires have been targeted toward FTTTF positions. Table 6 shows the changes in full-time tenure-track faculty over the past 12 years by school/college. Figures 1 to 6 (pages 8–10) show graphs of enrollment and expenditures for each school/college for academic years 2018–19 to 2022–23.

The trends in expenditures make sense, as increasing enrollments drive increases in revenues that support faculty hiring, which together with discretionary, across-the-board and promotional salary increases result in higher faculty expenditures. However, it is difficult to judge if the proportion of growth of expenditures and enrollment is similar for each school/college for a variety of reasons, including:

- Differential in tuition rates between in-state and out-of-state students.
- Differential in tuition rates between graduate and undergraduate programs.
- Time lags between enrollment changes and faculty hiring decisions.
- Salary differentials among ranks and disciplines.

**TABLE 6: FULL-TIME TENURED AND TENURE-TRACK FACULTY**

	Fall '11	Fall '12	Fall '13	Fall '14	Fall '15	Fall '16	Fall '17	Fall '18	Fall '19	Fall '20	Fall '21	Fall '22	Fall '23	Net New
CCPA	39	44	48	47	46	50	52	50	53	54	44	48	48	9
Decker	13	13	15	18	18	18	17	14	14	17	17	23	32	19
Harpur	306	322	342	356	373	376	376	368	364	363	361	368	380	74
Management	33	36	37	38	40	41	39	43	41	40	38	40	39	6
Pharmacy	—	—	—	—	1	6	10	12	11	15	15	16	17	17
Watson	61	65	71	83	88	87	93	97	96	101	96	102	110	49
University-wide programs	—	—	—	—	—	—	—	1	1	4	10	1	2	2
<b>Total</b>	<b>452</b>	<b>480</b>	<b>513</b>	<b>542</b>	<b>566</b>	<b>578</b>	<b>587</b>	<b>585</b>	<b>580</b>	<b>594</b>	<b>581</b>	<b>598</b>	<b>628</b>	<b>176</b>

———— NYSUNY 2020 legislation in effect ————

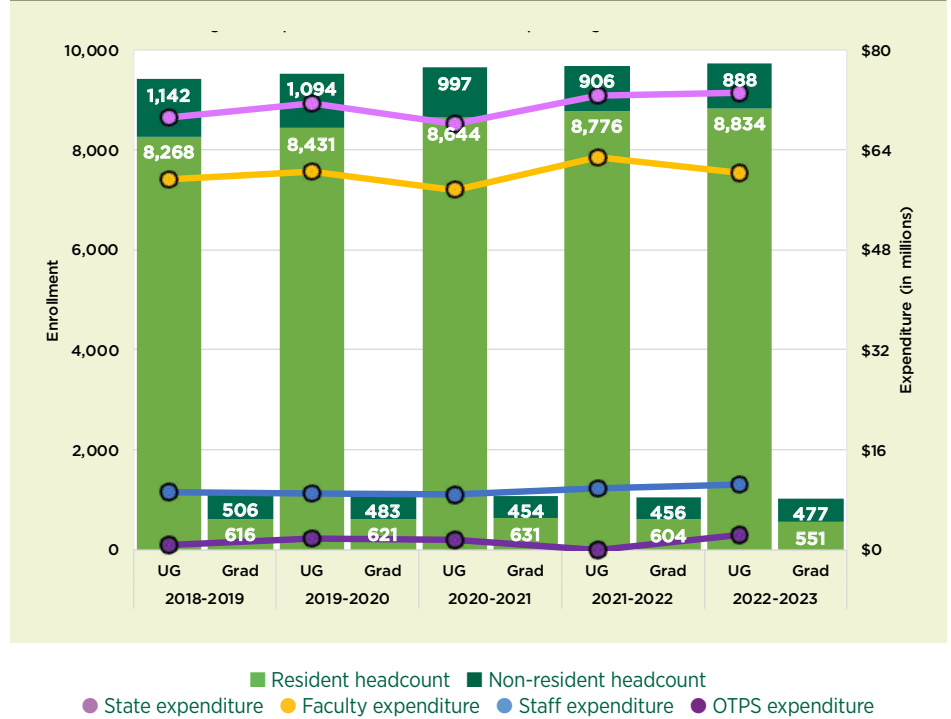


## ENROLLMENT AND EXPENDITURES

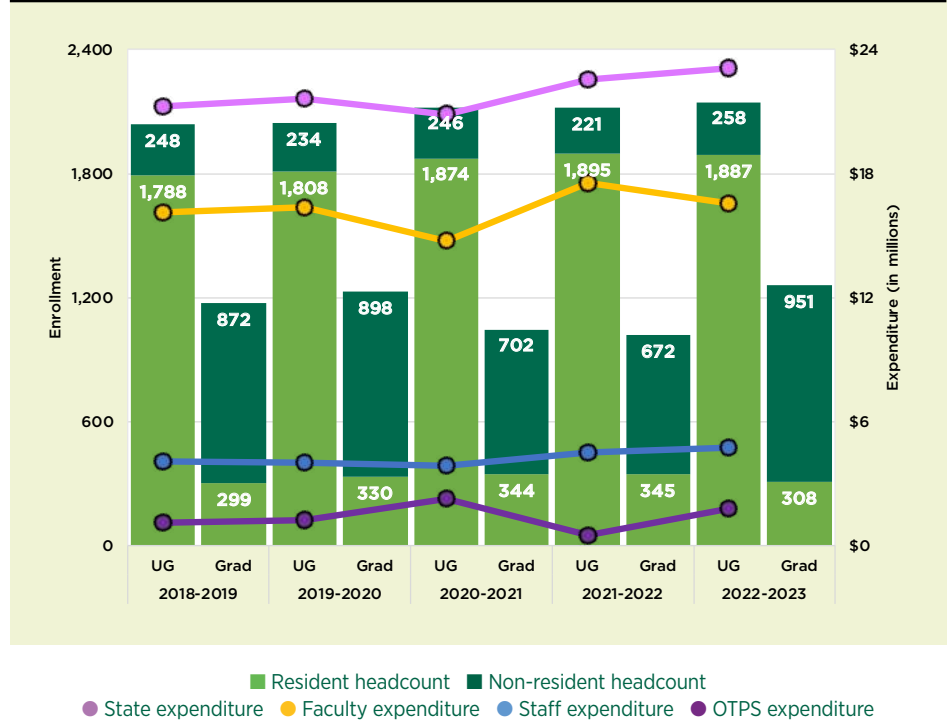
**COLLEGES AND SCHOOLS:** Figures 1 to 6 show values and graphs of State Purpose expenditures by each school and college and their corresponding enrollment of students. The student enrollment data for each school/college are the actual students taught by faculty in that school/college and are divided into out-of-state, in-state, undergraduates and graduate students. The expenses are broken into three components: faculty salaries, staff salaries and OTPS (other than personnel services).

In general, the trends for all the schools and colleges show increasing enrollments and increasing expenditures, with a majority of these increases supporting faculty hiring (gold lines in Figures 1 to 6).

**FIGURE 1: EXPENDITURES AND ENROLLMENT FOR HARPUR COLLEGE OF ARTS AND SCIENCES**

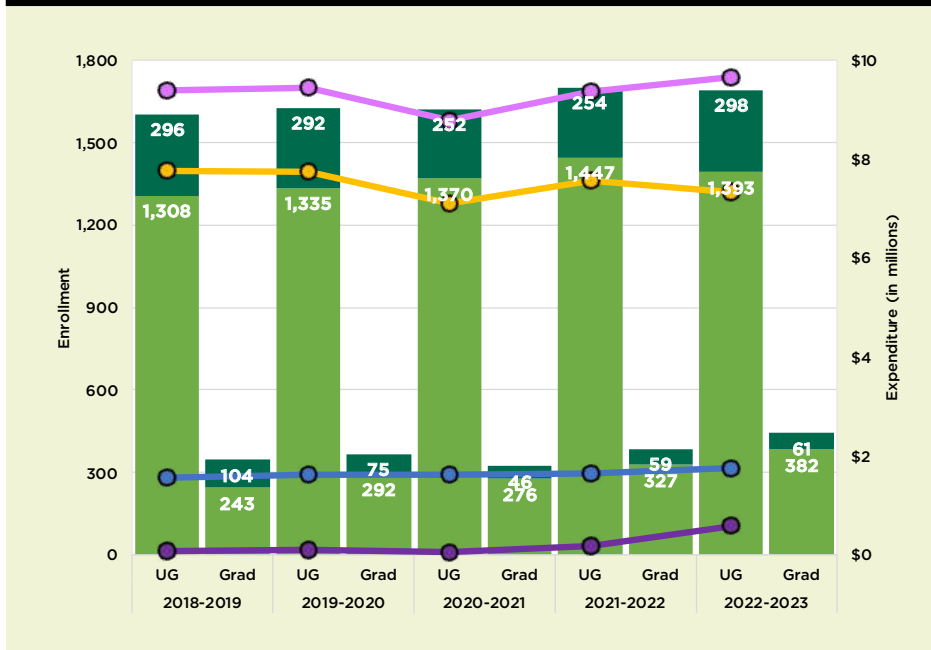


**FIGURE 2: EXPENDITURES AND ENROLLMENT FOR THE THOMAS J. WATSON COLLEGE OF ENGINEERING AND APPLIED SCIENCE**



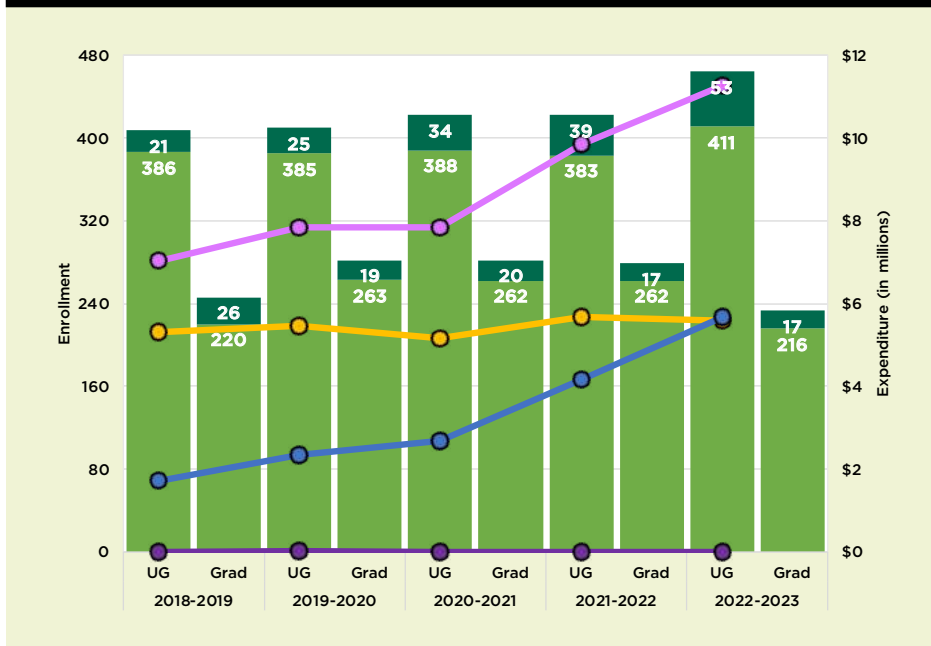


**FIGURE 3: EXPENDITURES AND ENROLLMENT FOR THE SCHOOL OF MANAGEMENT**

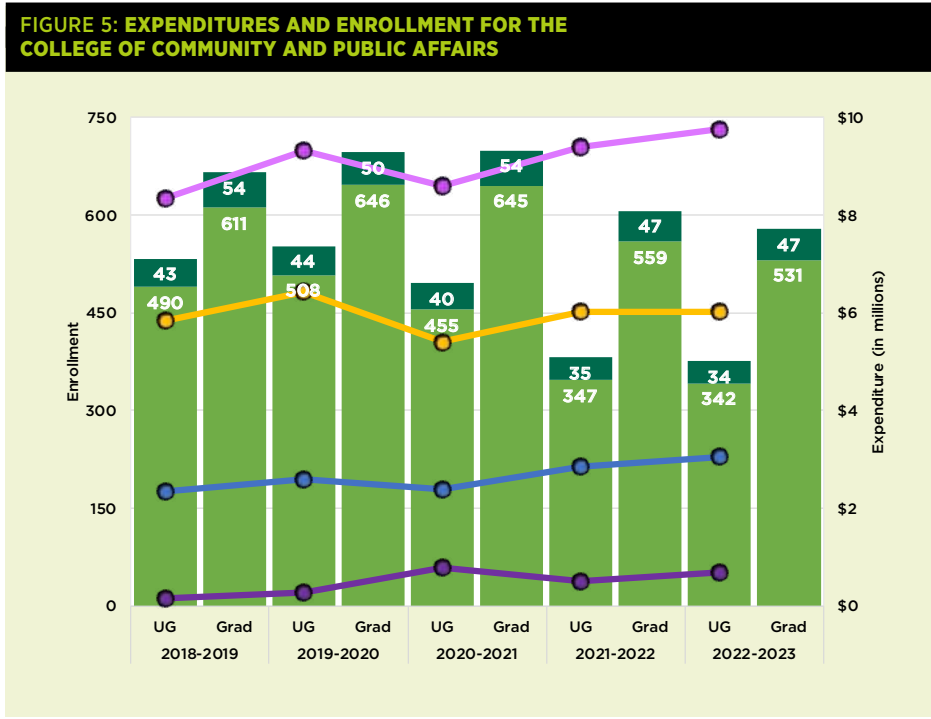


■ Resident headcount 
 ■ Non-resident headcount  
● State expenditure 
 ● Faculty expenditure 
 ● Staff expenditure 
 ● OTPS expenditure

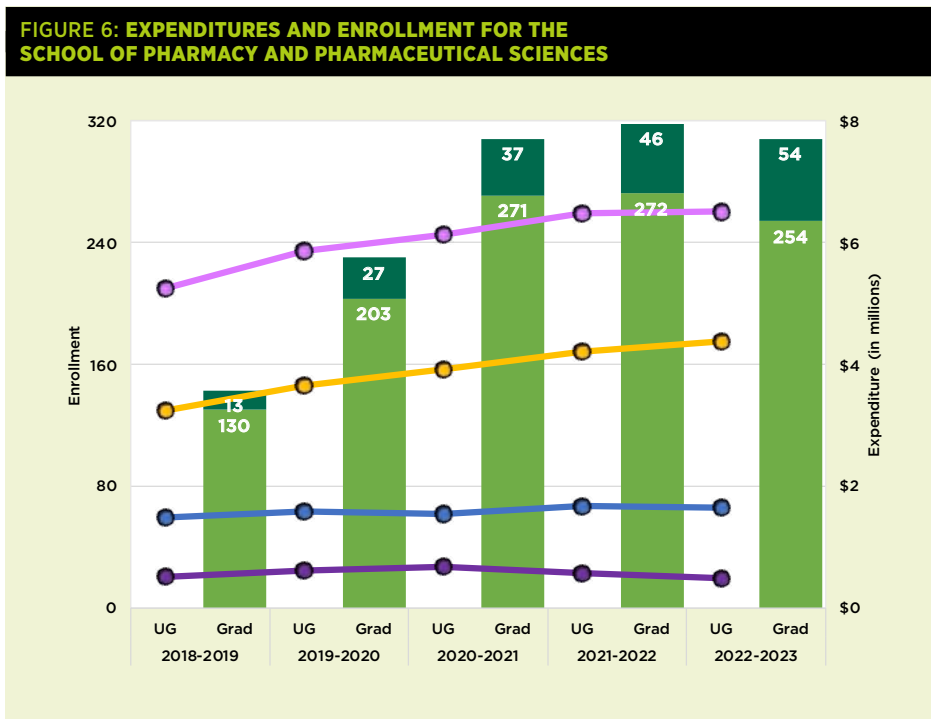
**FIGURE 4: EXPENDITURES AND ENROLLMENT FOR DECKER COLLEGE OF NURSING AND HEALTH SCIENCES**



■ Resident headcount 
 ■ Non-resident headcount  
● State expenditure 
 ● Faculty expenditure 
 ● Staff expenditure 
 ● OTPS expenditure



■ Resident headcount ■ Non-resident headcount  
● State expenditure ● Faculty expenditure ● Staff expenditure ● OTPS expenditure



■ Resident headcount ■ Non-resident headcount  
● State expenditure ● Faculty expenditure ● Staff expenditure ● OTPS expenditure

## SUPPLEMENTARY MATERIAL

Tables 7, 8 and 9 show school- and college-level expenditures of RF, IFR and BUF funds. Tables 10 and 11 show detailed professional staff counts and Table 12 shows detailed faculty counts by school and college. These supplemental tables were generated at the request of the Faculty Senate Budget Review Committee and the Professional Staff Senate Executive Committee. Requests for further information are welcomed and encouraged, and can be made through the president's or provost's offices.

<b>TABLE 7: RESEARCH EXPENDITURES BY SCHOOL/COLLEGE</b>						
						in thousands of dollars
Unit	Type	2018-19	2019-20	2020-21	2021-22	2022-23
<b>Administration</b>	Direct	\$4,551	\$4,353	\$4,304	\$4,682	\$8,017
	Indirect	346	511	588	606	1,066
	<b>Total</b>	<b>4,897</b>	<b>4,864</b>	<b>4,892</b>	<b>5,288</b>	<b>9,083</b>
<b>CCPA</b>	Direct	2,118	2,222	2,273	3,515	3,469
	Indirect	325	378	285	568	486
	<b>Total</b>	<b>2,442</b>	<b>2,600</b>	<b>2,558</b>	<b>4,083</b>	<b>3,955</b>
<b>Decker</b>	Direct	1,422	1,201	1,075	1,431	1,619
	Indirect	200	96	100	114	156
	<b>Total</b>	<b>1,622</b>	<b>1,297</b>	<b>1,176</b>	<b>1,544</b>	<b>1,774</b>
<b>Harpur</b>	Direct	15,155	14,894	13,132	13,771	15,506
	Indirect	4,203	4,061	4,078	4,561	4,826
	<b>Total</b>	<b>19,358</b>	<b>18,955</b>	<b>17,210</b>	<b>18,332</b>	<b>20,332</b>
<b>Management</b>	Direct	305	249	79	72	124
	Indirect	59	27	29	17	36
	<b>Total</b>	<b>364</b>	<b>276</b>	<b>108</b>	<b>89</b>	<b>160</b>
<b>Pharmacy</b>	Direct	1,192	1,006	767	693	1,387
	Indirect	507	309	241	274	618
	<b>Total</b>	<b>1,700</b>	<b>1,315</b>	<b>1,008</b>	<b>967</b>	<b>2,005</b>
<b>Watson College</b>	Direct	14,669	13,758	15,910	15,717	21,078
	Indirect	3,518	3,792	3,673	4,254	5,253
	<b>Total</b>	<b>18,186</b>	<b>17,550</b>	<b>19,583</b>	<b>19,971</b>	<b>26,331</b>
<b>Foundation</b>	Direct	—	—	—	—	71
	Indirect	—	—	—	—	11
	<b>Total</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>82</b>
<b>Grand Total</b>		<b>\$48,570</b>	<b>\$46,857</b>	<b>\$46,534</b>	<b>\$50,274</b>	<b>\$63,722</b>

Unit	2018-19	2019-20	2020-21	2021-22	2022-23
CCPA	\$1,055	\$716	\$257	\$1,167	\$1,053
Decker	626	552	836	1,185	1,277
Harpur	3,604	2,339	3,373	5,518	2,844
Management	683	1,080	697	654	683
Pharmacy	438	751	1,012	1,207	1,000
Watson	2,342	1,745	1,389	2,546	3,135
Libraries	549	361	107	864	936
Graduate School	1,467	1,385	997	1,297	1,379
<b>Total</b>	<b>\$10,763</b>	<b>\$8,929</b>	<b>\$8,667</b>	<b>\$14,437</b>	<b>\$12,308</b>

Unit	2018-19	2019-20	2020-21	2021-22	2022-23
CCPA	\$614	\$379	\$285	\$334	\$310
Decker	1,522	869	997	1,258	1,652
Harpur	2,608	2,344	2,610	2,594	3,487
Management	1,955	1,915	1,700	1,751	1,993
Pharmacy	184	77	76	130	212
Watson	867	693	974	540	929
Libraries	208	81	109	124	91
Graduate School	121	54	58	59	66
General*	12,622	978	755	1,743	2,948
<b>Total</b>	<b>\$20,703</b>	<b>\$7,390</b>	<b>\$7,564</b>	<b>\$8,534</b>	<b>\$11,688</b>

\*General includes Provost Office operations as well as Enrollment Management/Undergraduate Admissions, University Art Museum, Agency Funds, and Anderson Center for the Performing Arts.

Salary level*	Spring 2019	Spring 2020	Spring 2021	Spring 2022	Spring 2023
\$19,000-\$39,328	14.4	11.0	11.0	35.0	35.1
\$39,329-\$59,657	67.0	73.6	67.4	69.4	70.5
\$59,658-\$79,986	40.4	37.8	39.0	22.5	28.5
\$79,987-\$100,314	11.8	14.0	14.2	14.0	15.0
\$100,315-\$120,643	7.0	8.0	5.0	4.0	7.0
\$120,644-\$140,972	3.0	3.0	3.0	5.0	3.0
<b>RF total</b>	<b>143.6</b>	<b>147.4</b>	<b>139.6</b>	<b>149.9</b>	<b>159.1</b>

\*Research Foundation (RF) employees do not have salary grades similar to UUP, so at the request of the PSS Executive Committee RF employee salary levels were chosen to closely resemble UUP SL ranges.

**TABLE 11: UUP EMPLOYEE COUNT BY SALARY LEVEL**

Level	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Level	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023
<b>ACADEMIC AFFAIRS</b>						<b>OPERATIONS</b>					
SL 1	24.6	31.1	28.4	30.4	33.75	SL 1	—	—	0.8	0.5	—
SL 2	54.2	46.8	59.0	64.3	62.75	SL 2	17.8	21.5	14.9	19.9	13.0
SL 3	185.4	170.9	158.3	181.0	202.55	SL 3	65.0	61.0	66.7	72.7	77.7
SL 4	84.2	81.7	85.1	90.0	97.16	SL 4	35.2	40.2	37.4	39.0	39.0
SL 5	33.5	35.1	39.5	44.5	41.45	SL 5	22.9	22.9	22.0	18.3	20.0
SL 6	10.0	8.0	6.0	7.0	7.0	SL 6	4.0	5.0	5.0	5.0	6.0
<b>Total</b>	<b>391.9</b>	<b>373.6</b>	<b>376.3</b>	<b>417.2</b>	<b>444.7</b>	<b>Total</b>	<b>144.9</b>	<b>150.6</b>	<b>146.8</b>	<b>155.4</b>	<b>155.7</b>
<b>ADVANCEMENT/FOUNDATION</b>						<b>PRESIDENT'S OFFICE</b>					
SL 1	—	—	—	0.5	0.5	SL 1	—	0.2	—	—	—
SL 2	1.0	1.0	1.0	1.0	—	SL 2	—	—	—	—	—
SL 3	1.8	1.0	—	—	2.0	SL 3	1.0	2.0	3.0	2.0	5.0
SL 4	7.0	5.0	4.0	4.0	4.0	SL 4	1.0	1.0	1.0	—	—
SL 5	9.0	9.0	9.0	6.0	7.0	SL 5	—	—	1.0	1.0	1.0
SL 6	1.0	1.0	1.0	2.0	2.0	SL 6	1.0	1.0	1.0	1.0	1.0
<b>Total</b>	<b>19.8</b>	<b>17.0</b>	<b>15.0</b>	<b>13.5</b>	<b>15.5</b>	<b>Total</b>	<b>3.0</b>	<b>4.2</b>	<b>6.0</b>	<b>4.0</b>	<b>7.0</b>
<b>ATHLETICS</b>						<b>RESEARCH</b>					
SL 1	10.7	7.5	8.5	6.4	9.1	SL 1	—	—	—	—	0.2
SL 2	34.8	33.2	37.8	39.3	40.8	SL 2	3.0	2.0	2.0	3.0	3.0
SL 3	3.5	3.0	3.0	3.0	3.0	SL 3	9.0	9.0	9.0	5.0	8.0
SL 4	21.0	21.0	19.0	20.0	18.0	SL 4	9.5	7.5	7.5	7.5	7.0
SL 5	5.0	5.0	5.0	6.0	5.0	SL 5	2.5	2.5	3.5	2.5	4.5
SL 6	5.0	5.0	4.5	4.5	6.0	SL 6	2.0	2.0	2.0	2.0	4.0
<b>Total</b>	<b>80.0</b>	<b>74.7</b>	<b>77.8</b>	<b>79.2</b>	<b>81.9</b>	<b>Total</b>	<b>26.0</b>	<b>23.0</b>	<b>24.0</b>	<b>20.0</b>	<b>26.7</b>
<b>DIVERSITY, EQUITY AND INCLUSION</b>						<b>STUDENT AFFAIRS</b>					
SL 1	1.0	0.5	0.5	—	—	SL 1	1.2	5.6	50.9	12.9	1.7
SL 2	1.9	1.9	3.0	2.0	2.0	SL 2	25.9	25.9	28.1	35.1	41.9
SL 3	4.0	4.0	4.0	3.0	5.0	SL 3	57.4	55.4	49.9	58.2	70.8
SL 4	1.0	1.0	—	—	—	SL 4	45.2	42.9	45.8	39.3	42.3
SL 5	—	—	—	1.0	—	SL 5	18.6	18.0	17.0	18.0	19.0
SL 6	—	—	—	—	—	SL 6	3.0	2.9	2.9	3.9	4.0
<b>Total</b>	<b>7.9</b>	<b>7.4</b>	<b>7.5</b>	<b>6.0</b>	<b>7.0</b>	<b>Total</b>	<b>151.3</b>	<b>150.7</b>	<b>194.6</b>	<b>167.4</b>	<b>179.7</b>
<b>COMMUNICATIONS AND MARKETING</b>											
SL 1	—	—	—	—	—	SL 1	—	—	—	—	—
SL 2	—	8.8	8.0	10.0	9.0	SL 2	—	8.8	8.0	10.0	9.0
SL 3	—	16.0	16.0	17.0	21.0	SL 3	—	16.0	16.0	17.0	21.0
SL 4	—	3.0	3.0	3.0	2.0	SL 4	—	3.0	3.0	3.0	2.0
SL 5	—	—	—	—	—	SL 5	—	—	—	—	—
SL 6	—	—	—	—	—	SL 6	—	—	—	—	—
<b>Total</b>	<b>—</b>	<b>27.8</b>	<b>27.0</b>	<b>30.0</b>	<b>32.0</b>	<b>Total</b>	<b>—</b>	<b>27.8</b>	<b>27.0</b>	<b>30.0</b>	<b>32.0</b>
<b>Univ. total</b>	<b>824.8</b>	<b>829.0</b>	<b>875.0</b>	<b>892.7</b>	<b>950.2</b>						

**TABLE 12: FACULTY BY RANK**

	Fall '19	Fall '20	Fall '21	Fall '22	Fall '23		Fall '19	Fall '20	Fall '21	Fall '22	Fall '23
<b>CCPA</b>						<b>MANAGEMENT</b>					
Professor full-time	7	7	8	7	7	Professor full-time	10	8	8	8	6
Assoc. professor full-time	25	23	19	24	24	Assoc. professor full-time	13	14	14	12	12
Assistant professor full-time	21	24	17	17	17	Assistant professor full-time	18	18	16	20	21
<b>Tenured/tenure-track full-time</b>	<b>53</b>	<b>54</b>	<b>44</b>	<b>48</b>	<b>48</b>	<b>Tenured/tenure-track full-time</b>	<b>41</b>	<b>40</b>	<b>38</b>	<b>40</b>	<b>39</b>
Non-tenure-track full-time	13	11	17	10	9	Non-tenure-track full-time	2	2	4	3	2
<b>Total full-time</b>	<b>66</b>	<b>65</b>	<b>61</b>	<b>58</b>	<b>57</b>	<b>Total full-time</b>	<b>43</b>	<b>42</b>	<b>42</b>	<b>43</b>	<b>41</b>
Tenure-track part-time	0	0	0	0	0	Tenure-track part-time	0	0	0	0	0
Non-tenure-track part-time	34	25	33	41	52	Non-tenure-track part-time	31	25	31	30	31
<b>Total part-time</b>	<b>34</b>	<b>25</b>	<b>33</b>	<b>41</b>	<b>52</b>	<b>Total part-time</b>	<b>31</b>	<b>25</b>	<b>31</b>	<b>30</b>	<b>31</b>
<b>Total headcount</b>	<b>100</b>	<b>90</b>	<b>94</b>	<b>99</b>	<b>109</b>	<b>Total headcount</b>	<b>74</b>	<b>67</b>	<b>73</b>	<b>73</b>	<b>72</b>
<b>DECKER (INCLUDES HEALTH AND WELLNESS)</b>						<b>PHARMACY</b>					
Professor full-time	5	7	5	5	5	Professor full-time	5	5	5	5	5
Assoc. professor full-time	5	7	7	13	15	Assoc. professor full-time	2	3	3	4	4
Assistant professor full-time	4	3	5	5	12	Assistant professor full-time	4	7	7	7	8
<b>Tenured/tenure-track full-time</b>	<b>14</b>	<b>17</b>	<b>17</b>	<b>23</b>	<b>32</b>	<b>Tenured/tenure-track full-time</b>	<b>11</b>	<b>15</b>	<b>15</b>	<b>16</b>	<b>17</b>
Non-tenure-track full-time	40	36	40	57	60	Non-tenure-track full-time	12	13	13	13	15
<b>Total full-time</b>	<b>54</b>	<b>53</b>	<b>57</b>	<b>80</b>	<b>92</b>	<b>Total full-time</b>	<b>23</b>	<b>28</b>	<b>28</b>	<b>29</b>	<b>32</b>
Tenure-track part-time	1	1	1	0	0	Tenure-track part-time	3	3	2	1	1
Non-tenure-track part-time	41	36	39	39	47	Non-tenure-track part-time	5	4	4	0	0
<b>Total part-time</b>	<b>42</b>	<b>37</b>	<b>40</b>	<b>39</b>	<b>47</b>	<b>Total part-time</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>1</b>	<b>1</b>
<b>Total headcount</b>	<b>96</b>	<b>90</b>	<b>97</b>	<b>119</b>	<b>139</b>	<b>Total headcount</b>	<b>31</b>	<b>35</b>	<b>34</b>	<b>30</b>	<b>33</b>
<b>HARPUR</b>						<b>WATSON</b>					
Professor full-time	131	126	125	126	126	Professor full-time	34	34	38	34	38
Assoc. professor full-time	135	146	152	160	160	Assoc. professor full-time	24	28	24	26	29
Assistant professor full-time	89	78	68	65	75	Assistant professor full-time	38	38	34	42	43
Tenure-track Instructor	9	13	16	17	19	Tenure-track instructor	0	1	0	0	0
<b>Tenured/tenure-track full-time</b>	<b>364</b>	<b>363</b>	<b>361</b>	<b>368</b>	<b>380</b>	<b>Tenured/tenure-track full-time</b>	<b>96</b>	<b>101</b>	<b>96</b>	<b>102</b>	<b>110</b>
Non-tenure-track full-time	84	91	101	130	139	Non-tenure-track full-time	12	20	14	16	16
<b>Total full-time</b>	<b>448</b>	<b>454</b>	<b>462</b>	<b>498</b>	<b>519</b>	<b>Total full-time</b>	<b>108</b>	<b>121</b>	<b>110</b>	<b>118</b>	<b>126</b>
Tenure-track part-time	11	10	10	6	6	Tenure-track part-time	1	1	1	2	2
Non-tenure-track part-time	161	156	149	134	108	Non-tenure-track part-time	19	15	13	15	13
<b>Total part-time</b>	<b>172</b>	<b>166</b>	<b>159</b>	<b>140</b>	<b>114</b>	<b>Total part-time</b>	<b>20</b>	<b>16</b>	<b>14</b>	<b>17</b>	<b>15</b>
<b>Total headcount</b>	<b>620</b>	<b>620</b>	<b>621</b>	<b>638</b>	<b>633</b>	<b>Total headcount</b>	<b>128</b>	<b>137</b>	<b>124</b>	<b>135</b>	<b>141</b>

	Fall '19	Fall '20	Fall '21	Fall '22	Fall '23
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### LIBRARIES

Librarian full-time	0	0	0	1	1
Assoc. librarian full-time	11	13	14	13	13
Assistant librarian full-time	4	5	3	7	12
Senior assistant librarian full-time	9	7	8	7	6
<b>Tenured/tenure-track full-time</b>	<b>24</b>	<b>25</b>	<b>25</b>	<b>28</b>	<b>32</b>
Visiting librarian full-time	1	0	0	0	0
<b>Total headcount</b>	<b>25</b>	<b>25</b>	<b>25</b>	<b>28</b>	<b>32</b>

### UNIVERSITY-WIDE PROGRAMS

Professor full-time	0	1	2	0	0
Assoc. professor full-time	1	1	5	0	1
Assistant professor full-time	0	1	2	1	1
Instructor full-time	0	1	1	0	0
<b>Tenured/tenure-track full-time</b>	<b>1</b>	<b>4</b>	<b>10</b>	<b>1</b>	<b>2</b>
Non-tenure-track full-time	5	5	20	4	16
<b>Total full-time</b>	<b>6</b>	<b>9</b>	<b>30</b>	<b>5</b>	<b>18</b>
Tenure-track part-time	0	0	1	1	1
Non-tenure-track part-time	3	2	8	7	13
<b>Total part-time</b>	<b>3</b>	<b>2</b>	<b>9</b>	<b>8</b>	<b>14</b>
<b>Total headcount</b>	<b>9</b>	<b>11</b>	<b>39</b>	<b>13</b>	<b>32</b>

<b>Total tenured/tenure-track full-time headcount</b>	<b>604</b>	<b>619</b>	<b>606</b>	<b>626</b>	<b>660</b>
<b>Total full-time headcount</b>	<b>772</b>	<b>797</b>	<b>815</b>	<b>859</b>	<b>917</b>
<b>Total part-time headcount</b>	<b>311</b>	<b>278</b>	<b>292</b>	<b>276</b>	<b>274</b>

<b>Total faculty headcount</b>	<b>1,083</b>	<b>1,075</b>	<b>1,107</b>	<b>1,135</b>	<b>1,191</b>
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# BINGHAMTON UNIVERSITY

STATE UNIVERSITY OF NEW YORK

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