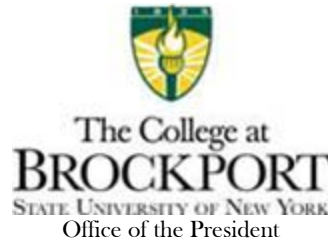


From: [Sheila Strong](mailto:Sheila.Strong)
To: dmlfacultystaff@brockport.edu
Subject: A Message from Dr. Halstead re: New Voluntary Separation Incentive Program for The College at Brockport
Date: Monday, March 08, 2010 4:11:09 PM
Attachments: [ATT01258.png](#)



March 8, 2010

TO: Faculty and Professional Staff

FROM: John R. Halstead, President



SUBJECT: New Voluntary Separation Incentive Program for The College at Brockport

The College at Brockport has continued to evaluate additional approaches that will reduce expenditures as part of our ongoing efforts to manage the severe budget situation that impacts the entire SUNY system and the State of New York. Since faculty and staff salaries make up a very significant portion of our budget—as they do at most institutions of higher learning—we have been considering a number of possible new and creative approaches.

Thus, I am pleased to announce a new Voluntary Separation Incentive Program with two options that has been developed by The College at Brockport for both our faculty and professional staff. This program is open to all full-time employees classified as faculty, non-teaching professionals, and M/C professional employees who either have 25 years of SUNY service *or* who are at least 60 years old with a minimum of ten years of service to SUNY by December 31, 2010. All who apply for the plan will be approved; however, once the decision is made to participate, that decision will not be revocable. Faculty positions vacated through this voluntary separation incentive will be evaluated through the normal faculty allocation methodology process and non-teaching and M/C professional positions vacated through this incentive will be evaluated through the current hiring “hard freeze” process.

The incentive for faculty consists of a Title F leave for one semester at full salary for those who take advantage of the program followed by an immediate separation upon conclusion of the leave. Participants must be separated from the payroll by August 31, 2011. The Human Resources Office will individually notify all who are eligible for this program and will include information about when applications must be submitted, along with the specific details of the application and approval process.

The incentive for non-teaching and M/C professional employees consists of a Title F leave for six months at full salary for those who take advantage of the program followed by an immediate separation upon conclusion of the leave. Participants must be separated from the payroll by June

30, 2011. The Human Resources Office will individually notify all who are eligible for this program and will include information about when applications must be submitted, along with the specific details of the application and approval process.

In the best interests of your planning and the College's, I thought it would be best to promulgate this new policy—individualized to the Brockport campus—broadly and in a timely fashion. Please know how much I value the innumerable accomplishments and years of service by those of you who may qualify and be interested in either option of this new program.

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