

# TECH SECTOR FTE COMPARISON

Presentation by  
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# FTE Project Defined

Need to Right Size  
Personnel Costs



Example: Person works 50% of the full work week = .5 FTE  
or person works full time only 50% of the year is also .5 FTE

# Problem of Comparing Tech Sector Information

**Many unique items to consider at each campus:**

Research Foundation, EOC, EOP, Outsourced functions, shared functions, square footage of property owned and maintained, and PSR vs. Temp Service.

# Solutions

- “Normalize” Data; removes any items that are unique
- Compare at a Department level
- Add in Extra Service and Overtime pay

# The TEAM



## System:

- Julie Petti
- Christine Guyette
- Patrick Deloughery

## Research Foundation:

Regina Buschmann  
Devin McCarthy

# TEAM continued. . .

**Alfred:** Michelle Francisco and Joe Greenthal

**Canton:** Shawn Miller and Melissa Tulip

**Cobleskill:** Wendy Gilman

**Delhi:** Carol Bishop and Steve Cembrinski

**Farmingdale:** Kate Calabrese, Keri Franklin and Greg O'Connor

**Morrisville:** Deb Babowicz, Rhonda Davis, John Gunerman and Chris Maroney

**SUNY Poly:** Susan Head

**Maritime:** Did not participate

## Simplified Outline:

Gather Data

Understand Data

Form comparative reports

Share data

Modifications

## Key Components

System & Campuses

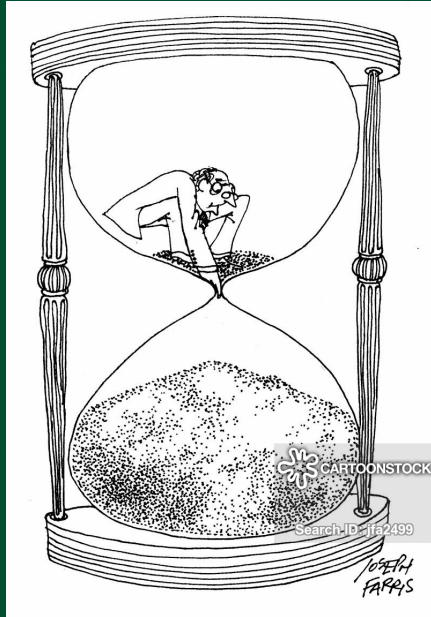
Ask more questions

Excel format

Email & Meeting

Based on responses

# Conflict Resolution: Running Out of Time



People with the answers are very busy people!

**Solution:**  
Be Gracious and Grateful!



# Lessons Learned

## 1. Self Awareness - Strengths and 360

Responsibility/Connectedness/Learner/Belief/Individualization

Harder on myself than others

## 2. Want Buy In? Begin with the Why

## 3. Heeded the advice of “watch out for scope creep” – possible Phase 2: DEI

**“Challenges can be solved by the  
knowledge of experts.  
Leaders learn with the Team.”  
- Mark Saine, TIAA**

# Thank you for this Opportunity!

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## Questions?