ACADEMIC SENATE PRESENTATION
COMPENSATION

October 2013
Agenda

- Compensation Philosophy
- Point of Clarification
- What Hasn’t Changed
- History of Market Adjustment Process - Evolution
- Market Adjustment Recap
- Path Forward
- Benchmark Schools
- Questions
Compensation Philosophy

- RIT is committed to pay competitively
- We utilize peer institutions and market data for benchmarking
- Target pay on average at 50\textsuperscript{th} percentile of market for:
  - Faculty
  - Exempt Staff
  - Non-Exempt Staff
Point of Clarification

- President’s letter spoke to discipline specific market analysis
  - Process allows for use of more precise discipline specific data
  - Utilized data from benchmark schools
- Resource Allocation & Budget Committee historically communicated aggregate data published by AAUP
  - Includes all disciplines averaged together for one data point
- We should have clarified this distinction in the letter
What Hasn’t Changed

- RIT’s commitment to pay competitive salaries to our faculty
- Administrations commitment to allocate budget dollars for market adjustments for faculty
History of Market Adjustment & Merit Planning Processes

- Resource Allocation and Budget Committee pulled aggregate faculty salary data from AAUP to review with President and Provost
- In parallel, individual colleges pulled their own market data to determine gaps (variety of sources)
- Administration provided funds to Provost for distribution based on recommendations from Deans/Colleges (more discipline specific)
- Evolution to a more standardized process and market data sources across University
Market Adjustment Recap

- Discipline data indicates opportunities to close market gaps for individual faculty members
- Provided market adjustments to faculty in early October 2013
- Market adjustment dollars (2010 – 2013)
  - $825.7K total
    - $52.2K non-tenure track
    - $203.6K to tenure track
    - $569.9K to tenure faculty
Path Forward – Market Adjustments

- Factors that influence pay:
  - Performance
  - Rank/position
  - Discipline
  - Time in rank/position
  - Market

- Market Review Process
  - Continue to review annually with consistent methodology across colleges
  - Continue to consider all of the above factors
  - Adjustments limited by budget dollars available
RIT Benchmark Schools
RIT’s Benchmark Schools

- Carnegie Mellon University
- Case Western Reserve University
- Clarkson University
- Cornell University
- Drexel University
- Gallaudet University
- Illinois Institute of Technology
- Kettering University
- Lehigh University
- Massachusetts Institute of Technology
- New York University
- Northeastern University
- Pace University, NY
- Polytechnic Institute of New York University
- Purdue University – Main Campus
- Rensselaer Polytechnic Institute
- Rose-Hulman Institute of Technology
- Stevens Institute of Technology
- NYS University at Buffalo
- Syracuse University
- Virginia Polytechnic Institute and State University
- Worcester Polytechnic Institute
Benchmark School Information

- Previous list 29 schools constructed by Compensation Advisory Committee to Dr. Simone

- Criteria included:
  - Membership in AITU
  - Cross-applicant schools
  - Enrollment
  - Endowment
  - Carnegie classification
  - Aspirational schools
Benchmark School Information

- 2012 BOT approved an updated list – 22 schools using same criteria
- Updated list added
  - Pace
  - Purdue
- Removed:
  - Cooper Union
  - Embry-Riddle Aeronautical University
  - Ithaca College
  - Milwaukee School of Engineering
  - Penn State
  - SUNY Albany, Binghamton and Stony Brook.
Path Forward

- Provide more transparency regarding discipline specific market data
- Continued opportunity for discussion regarding compensation philosophy (50th percentile)
- Continued opportunity for discussion regarding benchmark schools
Questions?