
ACADEMIC SENATE PRESENTATION COMPENSATION

October 2013



R·I·T

Rochester Institute of Technology

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 50th 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



R·I·T

Rochester Institute of Technology

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?



R·I·T

Rochester Institute of Technology