Dear Colleagues:

The Human Resources Department recently completed the annual analysis of current pay levels for all RIT faculty and staff compared to the labor market, similar to the study conducted last year. We followed a consistent process utilizing external salary surveys to establish target market rates for positions within RIT.

A number of factors were considered in the initial recommendations including performance, time in rank (faculty) or position (staff), and market position of current pay (compa-ratio). The criteria used to make initial recommendations were the same for faculty and staff:

1) Satisfactory or higher performance rating
2) A minimum of three years’ time in current rank/wage grade
3) A pay gap to the market of 10 percent or greater
4) Available budget dollars

Initial recommendations were reviewed with senior management for their input and approval.

HR will provide notifications the week of October 6, 2014 to deans’ offices and division leadership for distribution to individuals who are receiving a market adjustment. These changes will be included in the October 15th and October 24th direct deposits/pay checks.

There are Frequently Asked Questions on this topic attached to this note. This information will also be posted on the HR website. Please contact your HR Services Manager if you have any additional questions.

Thank you,

Judy
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