

Faculty Senate Minutes of Meeting

Regularly scheduled meeting of the Faculty Senate of Rochester Institute of Technology

Thursday, February 16, 2023

12:15 – 1:50 PM

Zoom

Attendance: See Below

Agenda Item No. 1: Call to Order; A. Newman (12:17)

Meeting called to order.

Agenda Item No. 2: Approval of Agenda; A. Newman (12:17)

Motion: S. Johnson

Seconded: S. Malachowsky

Agenda Item No. 3: Communication Officer's Report/Approval of Minutes; S. Aldersley (12:18)

Approved without amendment by acclamation.

[February 2, 2023 Faculty Senate Meeting Minutes](#)

Agenda Item No. 4: Executive Committee Report; A. Newman (12:18)

- In lieu of a full meeting on the 23rd February, the Senate will host a mixer for senators and senate alternates. It will be catered by Lovin' Cup. President Munson will be our guest. Senators are requested to RSVP if you have not already done so. Ideas for ice-breakers are welcome.
- An invitation to respond to the COACHE survey is being sent out. Please encourage your constituents to respond since recommendations from past COACHE surveys, for example, relating to tenure and promotion and salary increases following promotion, have been implemented by the administration. I believe the survey will close on April 7th. Laverne Williams is heading up the COACHE steering committee. Please contact her if you would like more information.
- The President's Commission on Women is launching a series of events in March, kicking off a campaign entitled "Beyond the Ratio" with an all-day event on March 1st.
- The RIT phone system is being overhauled and updated. The system will be replaced over the summer being in May. Your number will not change and you will be able to use the phones as you do. However, if you wish to integrate your phone with Slack or Zoom, or carry your phone number around with you, that will now be possible.

Agenda Item No. 5: Staff Council Update; Emily Heyman (12:22)

- Director of Compensation, Tina Ross, will be joining Staff Council this afternoon to continue responding to comments and questions following last week's presentation on compensation.
- We're planning events for Spring including the Presidential awards for outstanding staff. Please join us for the award ceremony on March 20th from 2:00-3:00 pm in Ingle Auditorium.

Agenda Item No. 6: Student Government Update; Leah Dibble (12:23)

- Last week SG listened to a presentation on the University Calendar. There was a productive conversation during which there were a lot of questions and we gave feedback.
- SG had a presentation on Robert's Rules.
- We discussed a motion to split the current position of Graduate Senator into two - one each for Master's degree students and PhD students, and a motion to create a position for a Performing Arts senator. Both motions were voted down.
- We approved election by-laws.

Agenda Item No. 7: 2023 RIT United Way Campaign; L. Rowoth, S. Durgee and N. Prahler (12:25) *Presentation linked below*

- S. Durgee introduced himself as the chair of the Campaign Steering Committee for RIT United Way campaign.
- The tag line for this year's campaign is "Show Your Stripes." The campaign will run through the month of March. Our goal is \$300,000. Last year's goal was \$314,000 and we received just under \$300,000. We are also looking for a total of 1,000 individual donors.
- For those who are unfamiliar with the United Way, it is an organization that unites all the smaller local charities. The focus of the campaign is the United Way Community Fund. Donations will go to the fund unless the donor designates a specific charity. The Community fund targets the areas of health, education and economic mobility. Donations help the needy in our community. By reducing crime rates and health risks, donations have a positive ripple effect on the whole community. President Munson called the fund a "one stop shop."
- A video was then shown, featuring Provost Granberg and Jamie Saunders, President and CEO of the United Way of Greater Rochester and the Finger Lakes. "... RIT has been a partner supporting the United Way for more than 100 years. ... Through your collective giving ... you create opportunities for individuals and families to thrive and build real impactful change in our community. ... Let's continue this Tiger tradition and uplift our community members in need."
- The campaign kick-off is March 6th with an event during which deans and members of the President's Council, wearing orange hairnets, will try to make 1,000 sandwiches. Anyone wishing to join in and wear an orange hairnet between 11:00 and 2:00 pm is welcome.
- Between March 1st and March 15th, there will be "Chairity Auction." You may view the chairs in the Fireside Lounge, including one designed in the shape of a goat with fur and hoofs.
- Between March 2nd and March 16th, there will be a pie sale (distribution on March 30th) with funds directed to the Special Touch Bakery.
- NTID will host an auction from March 20th to March 24th.
- Some of the United Way agencies support our students directly, including the Center for Youth, offering stable housing for young adults and the Henrietta-Scottsville Auxiliary Ambulance Service which provides back-up when the RIT ambulance service is overwhelmed. The Legal Aid Society assists students with immigration, visa and citizenship advice for our international students. Trillium Health specializes in aid to LGBTQ+ students and Willow supports victims of domestic violence.
- RIT students have donated \$10,000 to United Way in each of the last five years.
- I would like to thank the 30 volunteers who serve on the steering committee, plus we have over 100 key captains across the university.
- Donating through your pay check is a very simple to contribute.

- D. Laury: Spring break runs from 3/10-3/17. Will that interfere with the pie sale?
- L. Rowoth: Pie pick-up is not until the end of March.
- A. Newman: Please send questions to Lynn Rowoth or Nicole Prahler.

[United Way Presentation](#)

Agenda Item No. 8: Faculty Compensation; C. Ross, D. Kloc and J. Pinkham (12:40) *Presentation linked below*

- T. Ross: I would like to give some background on HR's compensation function. Other functions of HR include: Benefits: talent acquisition; employee relations; salary benchmarking; annual salary increase administration; pay equity; staff job evaluations; staff wage grade bands; consultation to hiring managers; and, compliance with federal and state laws related to compensation.
- I'd like to introduce David Kloc who serves as Assistant Director of Compensation. He will be assisting me with this presentation.
- Today we will begin with a review of the University's compensation philosophy, then move on to how salary benchmarking is conducted and the results of the most recent salary increase in terms of performance rating, salary progress results, equity review process and total compensation.
- University compensation philosophy: we are committed to paying competitively to the market.
- We use market data from our peer institutions for salary benchmarking, both annually and throughout the year.
- Our target is to achieve, on average, compensation levels at the 50th percentile. Of course, individually, we would expect variation around the average.
- Factors bearing on an individual's salary include performance, time in rank, experience and salary at the time of hire.
- We use a variety of surveys to monitor external market data: the primary source is the CUPA (College and University Professional Association) survey, which is based on data from 800+ institutions, but for GCCIS we use data from the Computing Research Association and for Saunder COB we use AACSB data.
- Using RI and RII data from these surveys, we calculate a CUPA-ratio (= position to market) for each individual faculty member, where a CUPA ratio of 100 = salary at the 50th %ile.
- It's important to keep in mind that benchmarking is not an exact science. There are many factors that bear on the accuracy of the data, including, for example: # of institutions participating; demographics of survey data; # of higher paid faculty retiring; # of faculty being promoted; # of faculty recently hired, etc. As a result of this variation, we say that a salary that is within 5% of the benchmark is "at market."
- To calculate a CUPA-ratio, you would divide your 9 month salary by the 9 month benchmark for your discipline and rank and multiply by 100.
- Each year, the university sets aside a pool of money to apply to the salary increase program. Increments are based on two factors: merit increase, and market exceptional performance increase. The pool is based on the recommendation of the upper administration to the Finance Committee of the Board of Trustees. The recommendation is based on information provided by HR on where our salaries are relative to the benchmark, and what other institutions are doing re: salary increases, plus available funding from projected enrollment and the tuition discount rate.
- D. Kloc: I am going to show some results from the most recent salary increase program.

Slide: Distribution of performance ratings. As in past years, most common rating was “exceeds expectations”. The small group of faculty with no rating is made up of faculty on leave, retiring, or just recently hired.

- Slide: % merit increment against performance rating.
- Slide: distribution of small pool allocated for “market exceptional performance.”
- Slide: distribution of faculty by CUPA-ratio bucket, pre and post salary increase - showing significant amount of movement from below market benchmark as a result of salary increase.
- Slide: movement from below market to market is similar for both exempt and non-exempt staff.
- Slide: progress towards moving all faculty into the market benchmark bucket.
- Ross: HR has been performing pay equity reviews since 2012. We contract with a third party who perform a regression analysis using relevant factors like discipline, rank, etc., and we find that there are no significantly statistical differences for gender or ALANA status.
- With regard to total compensation, benefits are an important component.
- Every employee can see their total compensation by logging into Oracle and navigating to Employee Self Service.
 - B. Thomas: Is there a way to access the CUPA website? I’d like to be able to compare the data on there with our data.
 - T. Ross:: We use a three-year span of CUPA data in our calculations to account for variability in their data, so you wouldn’t be able to compare our data with theirs for a single year.
 - B. Thomas: Still, I’d like to be able to see it.
 - CUPA has some user requirements for sharing raw data to protect the confidentiality of the participating institutions.
 - M. Anselm: I had a question re: calculating my own CUPA-ratio and it was answered in the Chat.
 - J. Olabisi: I am curious about your statement that you found no statistical salary differences based on gender or race, but then you mentioned that performance ratings are a major factor in determining salary, and I wonder if you have looked at possible group differences in performance ratings?
 - T. Ross: I would have to go back and ask the third party that conducts the regression analysis for us. I believe ratings are taken into account, but it’s been a while since I looked into it.
 - B. Thomas: How do you take into account instances where the faculty member disputes their rating with the department chair?
 - J. E. Pinkham: In HR, we provide the framework for the administration but actual determinations of faculty pay are made at the college level and then reviewed by the Provost. HR does not get involved in discussions about the performance of individual faculty, or disputes about ratings. That is, unless there is some potential violation of policy, such as discrimination or harassment.
 - B. Thomas: Do different colleges get different pools?
 - J.E. Pinkham: No, each college gets the announced university percentage. The actual amount is based on the college’s total salary budget for its faculty. The dean then distributes that and the provost reviews the distribution. The provost may add to the college allotment if discretionary funding is available.
 - R. Ulin: One thing has always bothered me, and that is the rhythm of faculty work is very different from that of staff, and I don’t think that is always reflected in annual reviews and performance ratings. Some faculty write large grants, which takes time, some publish papers as third or fifth author, some write books that make take five years to complete. Faculty work does not map well on to annual review practices. I think this is an issue that the Senate ought to take up, and it should also be taken up by HR.
 - J.E. Pinkham: I appreciate the comment and I understand it. But that is an issue for faculty and the leadership of the university, not for HR. Our role is to administer the program that is crafted by the senior leadership of the University.
 - M. Amy (read by A. Newman): I’m hearing that the cost of living is increasing. Is that taken into account when salaries are determined? Also, why is the 50th percentile considered appropriate for an institution that is aiming for greatness?

• T. Ross: The 50th percentile is a very common way to benchmark salaries, used by many universities, and other organization, including in the private sector. Some institutions may aim above the 50th percentile for a short period of time or if they are starting up, or if they want to attract people away from their competitors, but it's not a sustainable strategy. There may be more flexibility in the benefits portion of total compensation. With regard to cost of living, RIT is highly tuition-dependent, and that fuels our ability to fund salary increase programs. Everyone is dealing with the same level of inflation, including our students and their families. It's not possible to pass costs on to them. I understand your questions but we have limited resources.

• A. Newman: We heard at University Council that the university is absorbing the 2023 increase in health care costs for the first six months of the year.

• T. Ross: Correct. Those additional costs won't be felt by employees until July.

• S. Sarchet (read by A. Newman): you stated that there are no significant salary differences for gender and ALANA. has such an analysis been done for deaf versus hearing faculty?

• T. Ross: Not to my knowledge.

• S. Sarchet: Are there any plans to do so?

• T. Ross: Not that I am aware of.

• S. Malachowsky: Is tuition going up this year?

• J.E. Pinkham: Tuition rates go up at the beginning of the year.

[Faculty Compensation Presentation](#)

Agenda Item No. 9: Global Governance Summit; A. Newman (1:17) *Document linked below*

- As you may know, we have been working with the Provost's office and Dr. Jim Myers' office to organize a global governance summit in Dubai. Representing RIT will be myself, the chairs of ICC and Grad. Council, Jay Yang, Nathin Cahill and Jim Myers. A number of faculty from the global campuses will participate.
- It will be a 2-day event and I will share the draft agenda, which is available in the Drive.
- The purpose will be to discuss and understand the challenges that faculty face on each of our campuses, to think about strategies to mitigate those and to increase collaboration and coordination.
- I know some colleges have programs on our global campuses and I would love to hear about any particular issues you would like to bring up, like for example, challenges you may face in setting up programs on the global campuses, how the curriculum works, etc.
- The conference will begin with a joint presentation from Jim Myers and myself, talking about university structure. We will then hear from administrators from the global campuses, speaking about their roles and their overall experience. On the second day, we would like to explore potential solutions to existing challenges. The goal of the conference is to build a very general and flexible framework for a more robust and shared governance structure.
- Questions? At the end of last semester, we talked about shared governance on this campus, and what concerns we have. If you have any feedback you would like us to share at the conference, please let me know.
- We will be flying out on 25th February and returning on March 1st.

[Global Governance Summit Draft Agenda](#)

Agenda Item No. 10: New Business; A. Newman (1:23)

- Is there any New Business?
 - H. Ghazle: Yes. In October, Senate approved on a vote of 34:0:0 to recommend Juneteenth as an Institute holiday. Subsequently, the President requested faculty representation on the planning group. On Monday, B. Dell and I met with the President's cabinet and I reiterated the Senate's position the day should be a holiday rather than a celebration. It's now in the President's hands.
 - A. Newman: Thank you Hamad, and your comments remind me that last year we voted to create an ad hoc Committee on Academic Freedom. I know this has been an interesting year with a lot of turnover on committees and we may be experiencing "committee fatigue." However, academic freedom is a topic that really demands attention, especially given some of the things that have been happening across the country. I would like to ask Senators to go back to your colleges and ask the faculty for nominations to serve on the ad hoc committee. I can see that this is something that will come up at some point and it would be nice if we could be proactive rather than reactive.
 - C. Lutzer: What would the charge be for this committee?
 - A. Newman: I need to go back into the minutes, but as I recall, the charge is to figure out how to write a policy that explicitly outlines what we mean by academic freedom. Obviously the committee would have to work with the Provost's office and the Legal Affairs and a variety of other offices across campus. But I do think this is something that should be led by faculty. I will look into the minutes for the exact language of the charge and will send it out from the Senate to faculty.

Agenda Item No. 11: Adjournment; A. Newman (1:29)

Attendance February 16, 2023

Name	Relationship to Senate	Attended		Name	Relationship to Senate	Attended
Abushagur, Mustafa	KGCOE Senator			Malachowsky, Sam	Treasurer, GCCIS Senator	x
Adrion, Amy	ALT CAD Senator (Fall 2022)			McLaren, Amy	CAD Senator	X

Aldersley, Stephen	Communications Officer, SOIS Senator	x		Newman, Atia	Chair, CAD Senator	x
Anselm, Martin	CET Senator	x		Newman, Dina	COS Senator	x
Babbitt, Gregory	COS Senator			Olabisi, Joy	SCB Senator	x
Bamonto, Suzanne	CLA Senator	x		Osgood, Robert	ALT CHST Senator	
Barone, Keri	CLA Senator			Perez Sanchez, Alejandro	CAD Senator	
Boedo, Stephen	ALT KGCOE Senator			Puchades, Ivan	KGCOE Senator	x
Brown, Tamaira	Senate Coordinator			Ray, Amit	CLA Senator	
Butler, Janine	ALT NTID Senator			Reed, Mary Lynn	COS Senator	x
Chiavaroli, Julius	ALT GIS Senator			Ross, Annemarie	ALT NTID Senator	
Crawford, Denton	CAD Senator			Shaaban, Muhammad	ALT KGCOE Senator	
D'Amanda, Elisabetta	CLA Senator	x		Sheffield, Jr., Clarence	ALT SOIS Senator	
Deese, Franklin	CAD Senator	x		Song, Qian	SCB Senator	x

Dell, Betsy	CET Senator	Excused		Sparkman, Torrence	ALT SCB Senator	
Dibble, Leah	Student Gov't Rep	X		Thomas, Bolaji	CHST Senator	X
Eddingsaas, Nathan	COS Senator	X		Tobin, Karen	NTID Senator	X
Faber, Joshua	COS Senator	x		Tsukernik, Olga	ALT COS Senator	
Fillip, Carol	ALT CAD Senator			Ulin, Robert	CLA Senator	x
Gehret, Austin	NTID Senator	X		Van Aardt, Jan	ALT COS Senator	
Ghazle, Hamad	Operations Officer, CHST Senator	X		Venkataraman, Jayanti	KGCOE Senator	x
Granberg, Ellen	Provost	Excused		Villasmil, Larry	ALT CET Senator	
Hazelwood, David	NTID Senator	x		Warp, Melissa	ALT CAD Senator (Spring 2023)	
Heyman, Emily	Staff Council Rep.	X		White, Phil	ALT GCCIS Senator	
Hsieh, Jerrie	ALT SCB Senator	x		Williams, Eric	GIS Senator	X
Johnson, Dan	CET Senator	x		Worrell, Tracy	ALT CLA Senator	

Johnson, Scott	GCCIS Senator	x		Zanibbi, Richard	GCCIS Senator	x
Kincheloe, Pamela	NTID Senator	x		Zlochower, Yosef	COS Senator	x
Kiser, Larry	GCCIS Senator	x				
Kray, Christine	CLA Senator	x				
Lapizco-Encinas, Blanca	KGCOE Senator	x				
Laury, Dino	NTID Senator	x				
Lawley, Elizabeth	Vice Chair, GCCIS Senator	Excused				
Lee, James	ALT CET Senator	x				
Liu, Manlu	SCB Senator	x				
Lutzer, Carl	COS Senator	x				
Ma, Yunn-Shan	ALT CLA Senator					

Interpreters: Jennifer Mura and Nic Crouse

Student Assistant: Guru Goutham

Presenters: Shane Durgee, Lynn Rowoth, Nicole Praher, Christine Ross, David Koch and Jo Ellen Pinkham