
April 1, 2025 12:00 – 1:00PM

NFC and RIT Faculty Senate Executive Committee Joint Meeting- April 1, 2025

Transcript Summary

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The Faculty Senate Executive Committee discussed key issues at RIT, including salary benchmarking, DSO accommodations, workload, and evaluation. They recommended reviewing salary benchmarking, DSO liaisons, and leadership training. Faculty salaries are currently at 99.7% benchmark, but adjustments are needed due to inflation. The committee emphasized the importance of faculty governance and advocacy, highlighting the need for faculty to organize and negotiate for better compensation. They also

addressed DSO issues, improving communication, and establishing a DSO fellowship to better represent faculty perspectives. The committee encouraged faculty to engage actively in governance and to voice their concerns.

Action Items

- [] Explore using accrediting body or market data to benchmark NTID faculty salaries.
- [] Organize NTID faculty to have internal discussions about salary concerns and collectively request salary increases.
- [] Encourage NTID senators to consider running for the Faculty Senate Executive Committee.
- [] Follow up with Gerry Buckley, the retiring NTID President/VP/Dean, to see if he can help advocate for NTID faculty salary increases before his departure.
- [] Bring up NTID budget and resource allocation concerns during NFC meetings and request answers from NTID leadership.

Outline

Faculty Senate Executive Committee's Goals and Recommendations

- Patrick Graham, NFC President introduces the goals of the Faculty Senate Executive Committee, focusing on themes from the coach survey such as salary, DSO, workload, and evaluation.
- The committee has recommended reviewing salary benchmarking, DSO liaisons and fellows, site service committee work designation, and leadership training initiatives.
- Patrick welcomes the executive committee and opens the floor for concerns, mentioning the use of slido.com for anonymous feedback.
- Atia Newman, introduces herself as the Faculty Senate Chair and thanks the NTID senators on the Faculty Senate.

Introduction of Executive Committee Members

- Atia introduces Sam Malkowski, the Vice Chair, who discusses his role in addressing the role of lecturers within RIT.
- Keri Barone, introduces herself as the Treasurer and mentions her involvement in the resource allocation and budget committee.
- Steve Aldersley, introduces himself as the Communications Officer and discusses his role in taking minutes and sending them out to all faculty.
- Hamad Ghazle introduces himself as the Operations Officer, responsible for maintaining the membership of senators and updating lists.

Progress on Proposed Actions and Benchmarking

- Atia reports significant progress on the proposed actions from the Faculty Senate (slides), with the exception of leadership training.
- The provost agreed to form a task force to evaluate faculty salaries and compensation, with an outside company providing recommendations.
- The committee recommended moving evaluation goals from the 50th percentile to the 60th percentile to make them more aspirational.
- Stephen Aldersley explains the history of salary benchmarking, including the transition from a smaller group of aspirational colleges to a larger group of R1 and R2 schools.

Challenges with Salary Benchmarking and Faculty Compensation

- Stephen discusses the issues with the new salary benchmarking group, including the inclusion of institutions from states with lower faculty pay.
- The provost established a committee to revise the list, reducing it from 145 to 61 schools, with a focus on higher-status institutions.
- Atia adds context, explaining the importance of benchmarking for faculty compensation and the need to remind leadership of the faculty's value.
- The committee has been advocating for faculty salaries to be at or slightly below benchmark, emphasizing the need for higher pay to reflect the faculty's contributions.

Role of the Faculty Senate and Executive Committee

- Hamad explains the role of the executive committee in interacting with the provost and president, and the importance of faculty governance.
- Atia emphasizes the need for the Senate to represent the faculty's voice and avoid the administration going around the Senate.
- Sam encourages faculty to engage with their senators and participate in Senate meetings to ensure their concerns are heard.
- Stephen highlights the importance of faculty involvement in governance and the potential impact of having NTID faculty on the executive committee.

Addressing Faculty Concerns and Improving Salaries

- Atia addresses a question about improving salaries in NTID, suggesting faculty use benchmarking data to negotiate with HR.
- Hamad discusses the importance of internal governance in NTID and the potential for faculty to influence their compensation.
- Keri emphasizes the need for faculty to be active participants in governance and to work together to improve their situation.
- Stephen encourages faculty to organize and strategize to request better compensation and to understand the budgeting priorities of the university.

DSO Issues and Faculty Concerns

- Atia provides an update on the DSO issues, including the creation of a master list of accommodations and clear FAQs for faculty.

- The executive committee has been working with the VP of Student Affairs to improve the relationship between faculty and DSO.
- A DSO fellowship has been approved, with Keri Barone as the inaugural fellow, to represent the faculty perspective on accommodations.
- Faculty are encouraged to work with DSO and not fear repercussions for pushing back on unreasonable accommodations.

Commitment and Workload of Executive Committee Members

- Hamad discusses the commitment and workload of being on the executive committee, emphasizing the importance of persistence and collaboration.
- Atia and Sam highlight the rewarding nature of the work and the impact it has on improving the university.
- Keri shares her positive experience on the executive committee and the importance of faculty involvement in governance.
- Stephen emphasizes the importance of faculty participation and the need for the executive committee to advocate for the faculty.

Conclusion and Next Steps

- Patrick Graham mentions that there were 16 questions via slido.com, which will be shared with the faculty senate executive committee.
- The executive committee thanks the faculty for their support and participation in the meeting.
- The meeting concludes with a reminder of the importance of faculty governance and the need for continued collaboration and advocacy.

Summary powered by CoPilot and verified and corrected by Scot Atkins, Communications Chair of the NFC.

Respectfully submitted,

Scot Atkins

Communications Chair