

RIT

**Staff
Council**

September 24, 2026

Represent Advocate Communicate



Meeting Agenda:

- Call to Order
- Vote on minutes from 8/27/26 meeting
- Leadership Update
- Featured Wellness & Tiger Perks
- Brick City Homecoming
- University Advisory Committee on Gender Related Experience
- Committee Opportunities Overview
- 2027 Medical Insurance Changes and Renewal Process
- Old & New Business
- Committee Time
- Adjourn

Vote on Minutes from 8/27/26 meeting

Meeting Highlights from 8/27/26

93%

Communicate with Staff Council

- **Constituent Concern Form**
 - On SC website
 - For all staff
- **Connect with your representative**
- **Open forum at 4pm today**

Leadership Update

- RIT Rankings
- President's State of the University Address
- New positions announced

RIT Rankings

- U.S. News & World Report
 - Top 100 National Universities
- Princeton Review:
 - Top 50 schools for “Colleges that Create Futures”
 - #4 for best undergrad and graduate Game Design
 - “Best Northeast Colleges”
 - “Best Green Colleges”



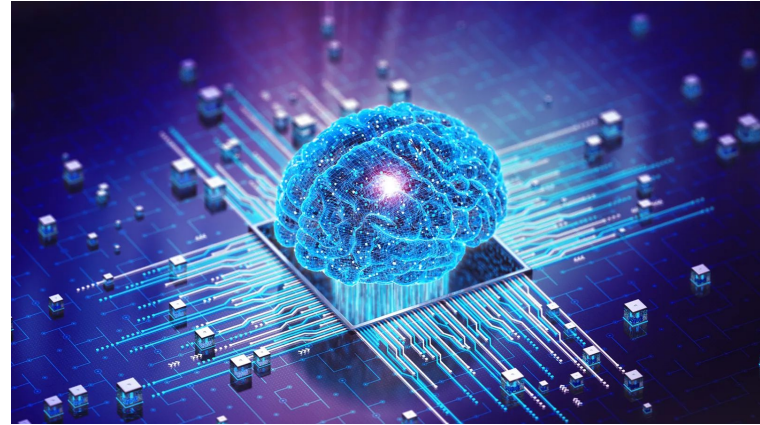
State of the University Address

- Remarks from campus representatives
- President focused on building “People and Programs”
 - Highlighted student outcomes, distinctive RIT Programs
 - Acknowledged the changing Higher Education landscape
- Emphasized RIT’s Strategic Framework:
 - Transformative Student Experiences and Success
 - World-Changing Research
 - Culture of Well-Being and Belonging
 - Global Reach and Mindset



Executive Director, AI Institute

- Endowed leadership position supported by a \$5 million philanthropic commitment from the Harris-Pratt family
- The AI Institute will be a “Focal point for advancing interdisciplinary AI research, scholarship, external engagement, and innovation”
- University-wide entity that complements and strengthens work already taking place across campus



Vice President for Institutional Initiatives

- “Provide executive-level leadership, counsel, and implementation support to the President and university leadership”
- “Foster progress on the university's most consequential opportunities and challenges”
- “Help create the financial capacity to invest in what matters most while keeping RIT strong for the future”

Old and New Business

Corrections and Clarifications

- No staff, including senior leadership, have received merit increases this year
- General parking permit prices did not increase, reserved parking permits did increase

Old Business

Topic	Outcome
Merit Increases	Due to budget constraints merit raises were not issued to any staff, including senior leadership.
Contractor safety concerns	Specific instance was addressed. Future instances should be reported to the public safety non-emergency line 475-2853
Use of AI likeness w/o consent	Prohibited: Using Gen AI to create fake videos, images, or audio that could mislead, defame, or harm individuals or organizations. (RIT Brand Portal)
Career Development	Leah Burger presented at our last meeting, sharing resources for staff to map their career trajectory and gain skills

Old Business Continued

Topic	Outcome
RSC for HR topics	HR cases contain highly sensitive and confidential information. Access to these cases is restricted to Human Resources staff and full-time RIT employees who have completed the required HR confidentiality training. Student employees are not permitted to access HR cases. Additionally, individuals granted access are required to acknowledge and uphold strict confidentiality expectations, either verbally, in writing, or both, as a condition of their role and continued access.

Old Business Continued

Topic	Outcome
HR Salary Level 2	“Salary Level II is essentially the baseline or benchmark level, in other words, the contribution level we would use if we did not have differentiated salary levels. As such, it includes the largest number of participants. Because the overall cost of the medical plan still needs to be funded, changing the boundaries between the salary levels redistributes costs across participants rather than eliminating them. Splitting Salary Level II into two levels, or alternatively broadening Salary Level I by raising its upper salary limit, would reduce contributions for some employees. The result, however, would be higher increases for all other participants, including employees who remain in Salary Level II. Additionally, making changes to the salary levels in a year with a high increase would have a compounding effect for those in the tiers that are increasing. We will continue to revisit the salary levels, and contribution structure overall, on an annual basis.”

Old Business

Topic	Outcome
Staff Participation in Research Projects	Addressed by Ben Willmott and Ricky Albarran; participation is at the discretion of departments
Difference in sick time between exempt and non-exempt employees	“While I am not able to speak to the original rationale for the university's different sick leave allocations for non-exempt staff and exempt employees (faculty and staff), I can share that there is a proposal being considered to standardize sick leave allocations across employee groups. We are hopeful that this change can be implemented in 2027.”

New Business

Topic	Outcome
E-conveyances	• Policy C.14 “Use of Skate Boards, Roller Blades, Skates, Bicycles and Other Similar Conveyances” • Messages have gone out to the student body on this topic • Staff are encouraged to call the PS non-emergency line to report these issues

New Business Continued

Topic	Outcome
Mist/liquid spraying between COS and KGCOE	It is due to overspray from the rooftop chillers, it is pure water. Issue will cease when AC is turned off for the year.