



Compensation at RIT

A Workshop by the RIT AAUP Chapter



Faculty Governance Scale

What score do you give RIT?

Faculty Governance Scale - I

1. The Administration understands and respects the principle of academic freedom.
2. Faculty have access to university financial data
3. Faculty exercise control over the curriculum
4. Faculty Senate (Assembly, or similar governance structure) participates in institutional decision-making
5. All faculty groups (tenure/tenure-track, full-time lecturer, adjunct, etc.) work together on governance-related issues
6. Faculty participate in presidential search/selection
7. Faculty participate in provost search/selection

Faculty Governance Scale - II

8. Faculty participate in dean search/selection
9. Faculty participate in department chair/head search/selection
10. There is a robust, even-handed faculty grievance policy
11. Faculty collaborate with staff in governance-related issues
12. Faculty collaborate with students in governance-related issues
13. Faculty have access to the Board of Trustees

Faculty Governance Scale - III

Interpretation

≤ 20	Horrible
21-30	Could be worse
31-40	D
41-50	C
51-60	C+
61-70	B
71-80	B+
> 81	Exceptional

aaup @RIT

AMERICAN ASSOCIATION OF
UNIVERSITY PROFESSORS

<https://ritAAUP.org>

<https://aaup.org/join>



Key chapter goals this year

- Survey of RIT adjunct professors (will go out mid-October)
- Building back the chapter membership across RIT faculty – grow a mutually-supportive academic community that can address local issues

Key chapter goals this year

- A faculty member slot on RIT Board of Trustees
- Support of and collaboration with other local/regional chapters and organizations (regional conference Oct 24 at SJFU)

Key chapter goals this year

- Support of and collaboration with students
- Robust community communication (e.g., <https://ritaaup.org>) and ability to mobilize as needed

... your suggestions are welcome

Demystifying RIT's Approach to Compensation

Today's Agenda

Agenda

Agenda

- Faculty Governance Scale
- RIT Faculty Governance
- US News & Carnegie
- COACHE
- Historical Increments/CPI
- Some of Our Neighbors
- IPEDS
- The Tortured History of RIT Benchmarks
- The Mysterious 85th %ile
- Nothing New Under The Sun
- Computing your compa-ratio
- Recourse?
- Benefits
- Is There Money?
- What Is To Be Done?

The graphic consists of two overlapping rectangular shapes. The top rectangle is a solid orange color. The bottom rectangle is a solid maroon color and is positioned slightly below and to the left of the orange rectangle, creating a layered effect. The text 'Faculty Governance' is written in white serif font on the orange rectangle.

Faculty Governance

Article III. Responsibility of the Faculty

B02.3.2 Advice & Recommendations

. , the faculty in accordance with their responsibilities as defined in E 06.0 has a responsibility to advise and make recommendations to the appropriate persons or bodies concerning other policies and decisions affecting university development and welfare.

Article III. Responsibility of the Faculty

Bo2.3.2 Advice & Recommendations

. . . . recommendations include, for example, the appointment, retention, promotion, and tenure of individual faculty; the appointment of administrative and academic officers; faculty personnel policies; student responsibilities and discipline; the academic calendar; the setting of fund-raising priorities; the formulation of priorities for and review of the annual operating budget of the university; the development and expansion of the campus; and the expression of university views on matters of public concern.

Budget & Planning Committee (B02.10.8)

The Budget and Planning Committee (BPC) shall be the faculty committee on all matters pertaining to university budget and finances.

Budget & Planning Committee (B02.10.8)

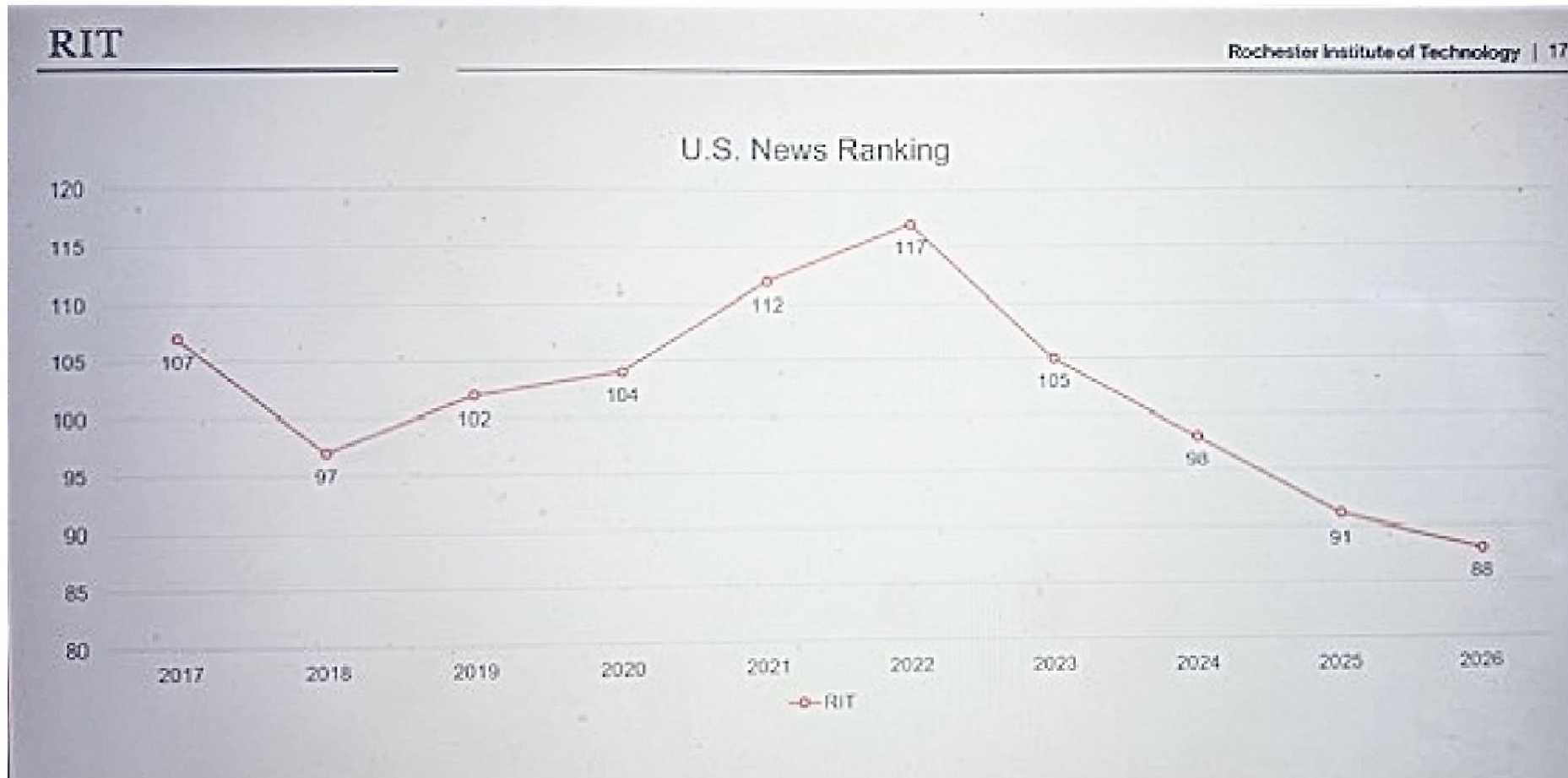
The committee shall submit to the Faculty Senate for review and approval academic priorities related to external academic funding.

The committee shall be responsible for presenting an analysis of the budget and other financial matters to the Senate for its review and the executive committee shall forward that review in writing, as adopted by the Senate, to the president and to the University Council.

US News & Carnegie Ranking

Where do we stand?

RIT & USNEWS&WORLD REPORT



USNEWS&WORLD sub-scores

Criteria	%Weight	2026 Rank	2025 Rank
Graduation & Retention	21%	127	128
Peer Assessment	20%	74	71
Social Mobility	11%	88	85
Faculty Resources	11%	108	119
Graduation Performance	10%	129	168
Financial Resources	8%	151	116
Student Excellence	5%	48	41
Graduate Earning	5%	98	98
Borrower Debt	5%	398	398
Faculty Research	4%	132	147
Overall		95th	88th

Carnegie Reclassification

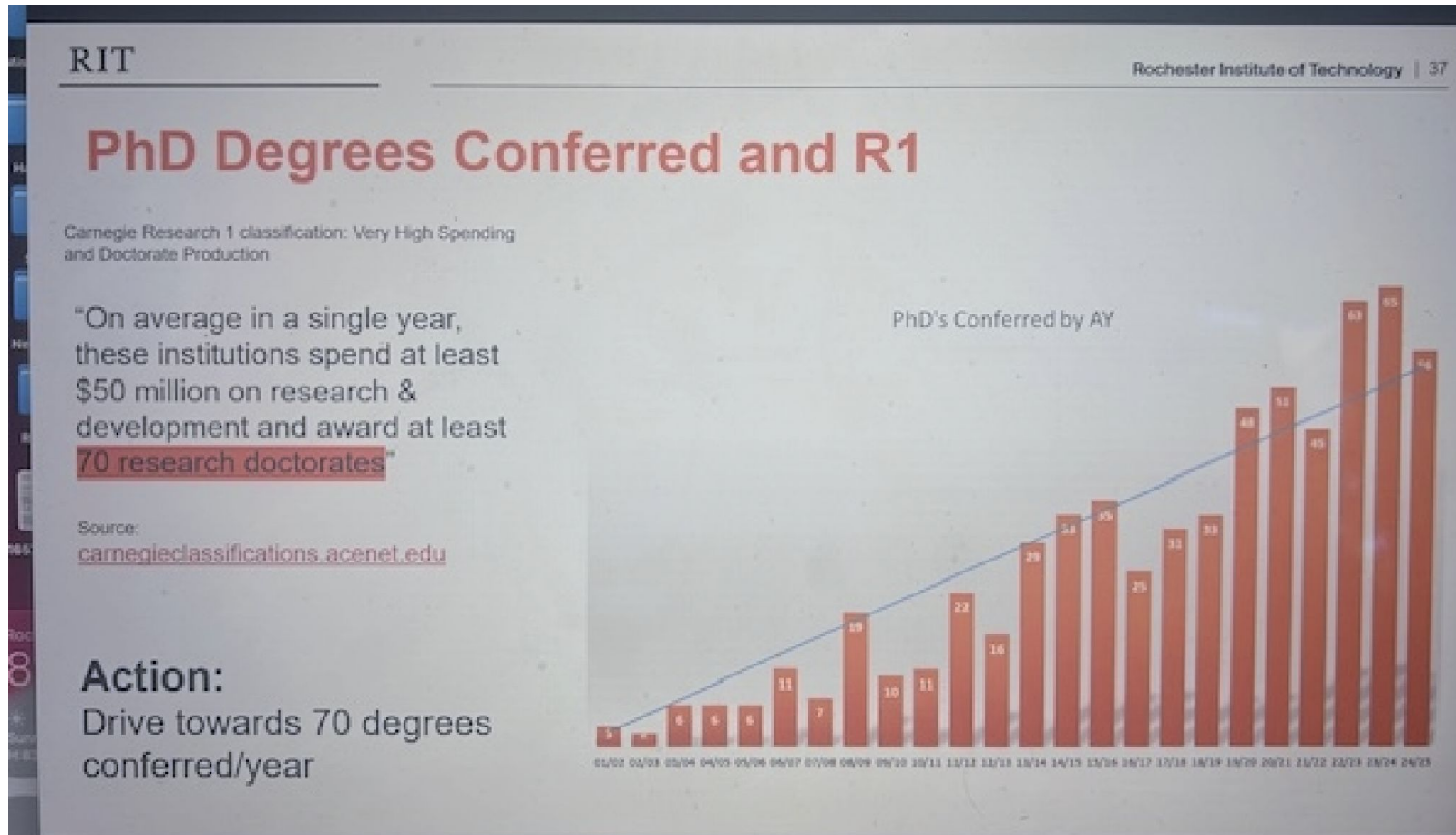
The R1 methodology has changed significantly over time, with the 2005 update adding a 10-metric formula that involved a normative, relative, and complicated process that left an unclear line between the R1 and R2 designations. This methodology also put institutions in competition with one another to gain entrance into an R1 designation that was capped at a certain number.

Carnegie Reclassification

In the 2025 Carnegie Classifications, the updated methodology will use a clear threshold to define the highest research designation: **\$50 million in total research spending and 70 research doctorates**. In the new methodology, any institution that meets the threshold will be classified as R1: Very High Research Spending and Doctorate Production.

PhDs conferred

PhDs conferred



The logo consists of a large orange rectangle with a white serif font text "COACHE Survey" positioned in the lower right corner. Below the orange rectangle is a dark red trapezoidal shape that tapers from left to right, creating a layered effect.

COACHE Survey

COACHE I

“You selected five comparison institutions – “peers” in the report – to represent those most similar to you in the faculty labor market.”

Clemson

Lehigh

Missouri U. of Sciences & Technology

Virginia Polytechnic

Worcester Polytechnic

COACHE II

Faculty are also asked to identify the two worst aspects of working at your institution. . . . The most frequently cited responses at your institution are highlighted in red.

	Overall	Pre-tenure	Associate	Women	FOC
Compensation	30%	26%	30%	21%	32%
Teaching load	18%	4%	20%	18%	19%
Quality of leadership	16%	16%	16%	17%	10%

2018-2026 RIT Faculty Salary % Increment

2018-2026 RIT Faculty Salary % Increment

CPI				Merit	Market
2.40%		2018		2.00%	?
1.80%		2019		2.00%	?
1.40%		2020		0.00%	0.00%
7.00%		2021		2.75%	0.25%
6.50%		2022		2.75%	0.25%
3.40%		2023		2.75%	0.25%
2.90%		2024		2.50%	0.5%
2.70%		2025		2.00%	0.00%
3.40%		2026		0.00%	0.00%

2026/27 Increments Around Us

Brockport: 4.5%

Genesee Community College: 3% plus \$500 added to base

Geneseo: 4.5%

Monroe Community College: 2.75%

St. John Fisher: 2%

University of Rochester: 3%

IPEDS I

Integrated Postsecondary Education Data System

“The custom comparison group chosen by Rochester Institute of Technology includes the following 11 institutions”

IPEDS I

Case Western Reserve University

Clarkson University

Drexel University

Illinois Institute of Technology

Lehigh University

Northeastern University

Purdue University-Main Campus

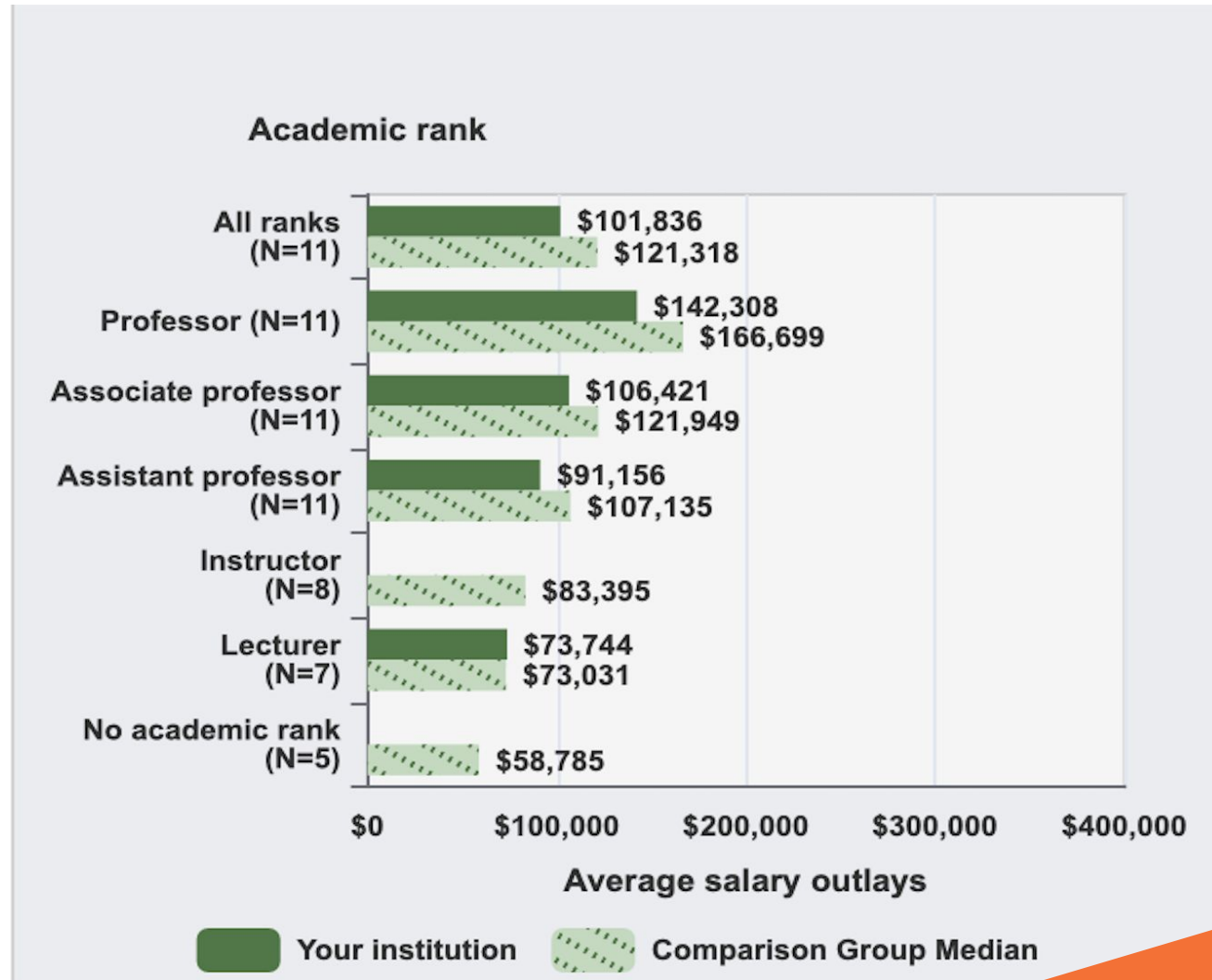
Rensselaer Polytechnic Institute

Stevens Institute of Technology

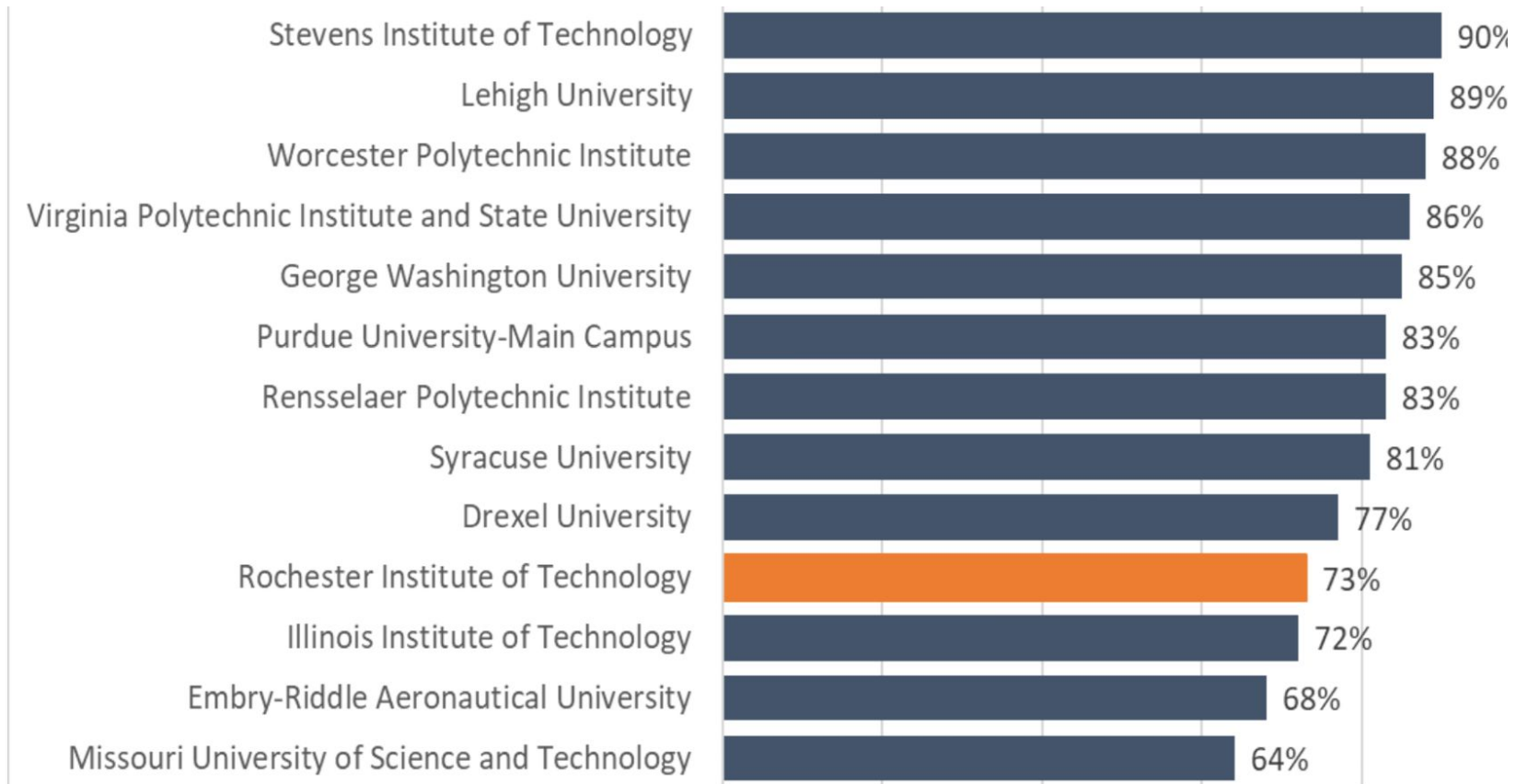
University of Dayton

Worcester Polytechnic Institute

IPEDS II RIT Faculty Salary Comparison 2024



6-yr Graduation Rate of Peer Universities



Student Benchmark Tuition Group (Watters 11/21/24)

<u>University</u>	<u>FY 2025 Tuition & Fees</u>	<u>FY 2025 Room & Board</u>	<u>FY 2025 Total Tuition & Fees Room & Board</u>	<u>FY 2024 Total Tuition & Fees Room & Board</u>	<u>FY 2025 Percent Increase over FY 2024</u>
Northeastern University	\$66,162	\$21,288	\$87,450	\$81,931	6.7%
Case Western Reserve University	\$67,374	\$18,762	\$86,136	\$83,553	3.1%
Stevens Institute	\$63,462	\$19,124	\$82,586	\$79,602	3.7%
Rensselaer Polytechnic Institute	\$64,081	\$18,120	\$82,201	\$79,414	3.5%
Lehigh University	\$64,980	\$17,220	\$82,200	\$78,650	4.5%
Drexel University	\$62,522	\$18,096	\$80,618	\$78,248	3.0%
Worcester Polytechnic Institute	\$60,765	\$18,386	\$79,151	\$75,982	4.2%
Clarkson University	\$59,398	\$18,252	\$77,650	\$75,742	2.5%
Rochester Institute of Technology	\$59,274	\$16,142	\$75,416	\$72,532	4.0%
Illinois Institute of Technology	\$52,386	\$17,356	\$69,742	\$68,291	2.1%
University of Dayton	\$49,140	\$16,320	\$65,460	\$63,240	3.5%
Purdue University	\$30,844	\$12,820	\$43,664	\$42,494	2.8%



The Tortured History

of RIT Benchmarks

CAC Benchmark Group (n=29): 1994-2003

CAC Benchmark Group (n=29): 1994-2003

Alfred University

Clarkson

Case Western Reserve

Cornell

Gallaudet University

Illinois Institute of Technology

Lehigh University

Penn State

Rice University

SUNY Albany

SUNY Buffalo

SUNY Oswego

Syracuse University

University of MA (Amherst)

California Institute of Technology

CMU

Cooper Union

Drexel

Harvey Mudd

Ithaca College

MIT

RPI

Rose Hulman Institute of Technology

SUNY Binghamton

SUNY Geneseo

SUNY Stony Brook

University of Connecticut

University of Rochester

WPI

Benchmark Group (n=22): 2011-2020

Clarkson

Case Western Reserve

Drexel

Illinois Institute of Tech.

Lehigh University

NYU

Pace U.

RPI

Stevens Institute of Technology

Syracuse University

Virginia Polytechnic

CMU

Cornell

Gallaudet University

Kettering

MIT

Northeastern

Purdue

Rose Hulman Institute of Tech.

SUNY Buffalo

University of Rochester

WPI

CUPA R1/R2 Benchmark Group (n=149): 2020 & 2024-2025

CUPA R1/R2 Benchmark Group (n=149): 2020 & 2024-2025

70 R1 institutions, of which just 27 ranked above RIT on US News & World Report.

63 institutions ranked between 200-400 on US News & World Report.

Clarkson

Lehigh University

Virginia Polytechnic WPI

Drexel

SUNY Buffalo Syracuse University

Benchmark hiatus (2021-2024)

5/19/21

Colleagues,

.....The university will expand the list of schools used for salary benchmarking to include all R1 and R2 schools that participate in the College and University Professional Association (CUPA) annual survey of faculty salaries. The expanded list of benchmark schools will significantly increase the availability of market data for a large number of our disciplines for which data was previously not available. No salary benchmarks will be reduced as a result of this change.

Best wishes for a great summer!

Ellen Granberg, Ph.D.

Provost and Senior Vice President for Academic Affairs

Faculty-HR email correspondence - July 2024

To HR:

... I am still trying to understand how the benchmark for full professors ... dropped by 12% between last year and this year.

... Also, I am wondering what our benchmark schools are and whether these were changed over the past year, in what way. This might help me to understand the \$15,000 drop in the benchmark for full professors in ... over the past year.

I noticed that quite a few of the ...benchmarks ... have fallen dramatically in the last year or so.

Faculty-HR email correspondence - July 2024

From HR:

As you may recall, four years ago, Academic Affairs began the transition to combined R1 and R2 school data for salary benchmarking. The move to R1/R2 schools greatly increased the availability of market data across faculty ranks for RIT's many disciplines. During the transition, Academic Affairs continued to use the AY19-20 benchmarks for any ranks/disciplines where the R1/R2 data was lower.

For the majority of faculty, the R1/R2 data now exceeds the AY19-20 benchmarks and the transition is complete. For consistency, all faculty benchmarks are based on R1/R2 school market data beginning with the 2024-25 academic year. The R1/R2 data is averaged over a three-year period.

I hope this information is helpful.

Faculty Compensation Review Committee

Faculty Compensation Review Committee

Charge:

To develop a set of approximately 100 benchmark schools for RIT to use for faculty salary benchmarking. This set can include both **peer and aspirational schools**, public and private, and should ensure an appropriate number of institutions are included to reflect various disciplines and ranks.

Recommendations should be provided to the provost by March 15, 2025.

Criteria for inclusion in the new benchmark

Two primary criteria (unchanged):

- Institutions that report salary data to CUPA (College & University Professional Association)
- Institutions that carry Carnegie designation of either R1 or R2

The two secondary criteria:

- A large enough sample to cover all RIT programs (as determined by HR)
- Institutions have a US News & World report ranking of under 150.

Benchmark Group (n=61): 2025-2026

61 institutions, of which 31 ranked lower than RIT on US News & World Report

45 R1, of which 18 ranked lower than RIT on US News & World Report

Highest ranked US News & World Report institution = U. Michigan at #20

Old Friends (from the 1994 benchmark)

Clarkson

Drexel

Lehigh University

SUNY Buffalo

Syracuse University

University of Connecticut

University of MA (Amherst)

WPI

President Munson's initial response to the 61

From: David Munson

Date: Wednesday, April 9, 2025 at 4:10 PM

Subject: Re: Recommendations for Faculty Salary Benchmarking Final Report

... A bunch of these schools are nothing like us, but I understand that we cannot get data from all of the schools we'd like. At a minimum, I suggest deleting the following schools:

Illinois and Michigan

because they both have very top programs in computing and engineering. We are a really long way from either of these schools academically — **we simply do not compete for the same set of faculty**. We could take off Ga Tech on a similar basis, but at least Ga Tech is more like RIT.

Tulane, Pepperdine, and Creighton

because they are nothing like us — they don't even have real schools of engineering (Tulane offers biomedical and chemical engineering, but that's it).

Here are some schools we'd like to have on the list if they are part of the data pool:

Case Western, U. of Delaware, Penn State, Rutgers, Stevens

--Dave

ChatGPT's recommended benchmark (n=25)

ChatGPT's recommended benchmark (n=25)

Clarkson

Case Western Reserve

Embry-Riddle Aeronautical U.

Kettering

Missouri U. of Sci. and Tech

Northeastern

Purdue

Rose Hulman Institute of Tech.

SUNY Buffalo

University of Cincinnati

University of MA Amherst

Virginia Polytechnic

CMU

Drexel

Illinois Institute of Tech.

Lehigh University

New Jersey Institute of Tech.

Penn State

RPI

Stevens Institute of Technology

Syracuse University

University of Connecticut

University of Rochester

Wentworth Institute of Tech.

WPI

HR position - I

11/2019 Presentation to University Council

Position to Market, aka “compa-ratio,” is a moving target
50th percentile assumes fully functioning in all aspects of position –
time is required to get to this level of competency

Market adjustment eligibility

Criteria: three or more years in grade/rank, and a compa-ratio of less
than 88%, and a three-year average performance rating of 3.7 or higher

Compa-ratio

In HR parlance, a faculty member's compa-ratio is the ratio of a faculty member's full-time salary to a given benchmark

$$\text{Compa-ratio} = (\text{Base Salary} \div \text{Benchmark}) \times 100$$

HR position – II

6/2025 Presentation to the Board of Trustees

“HR considers anyone within 85% of Benchmark to be at benchmark.”

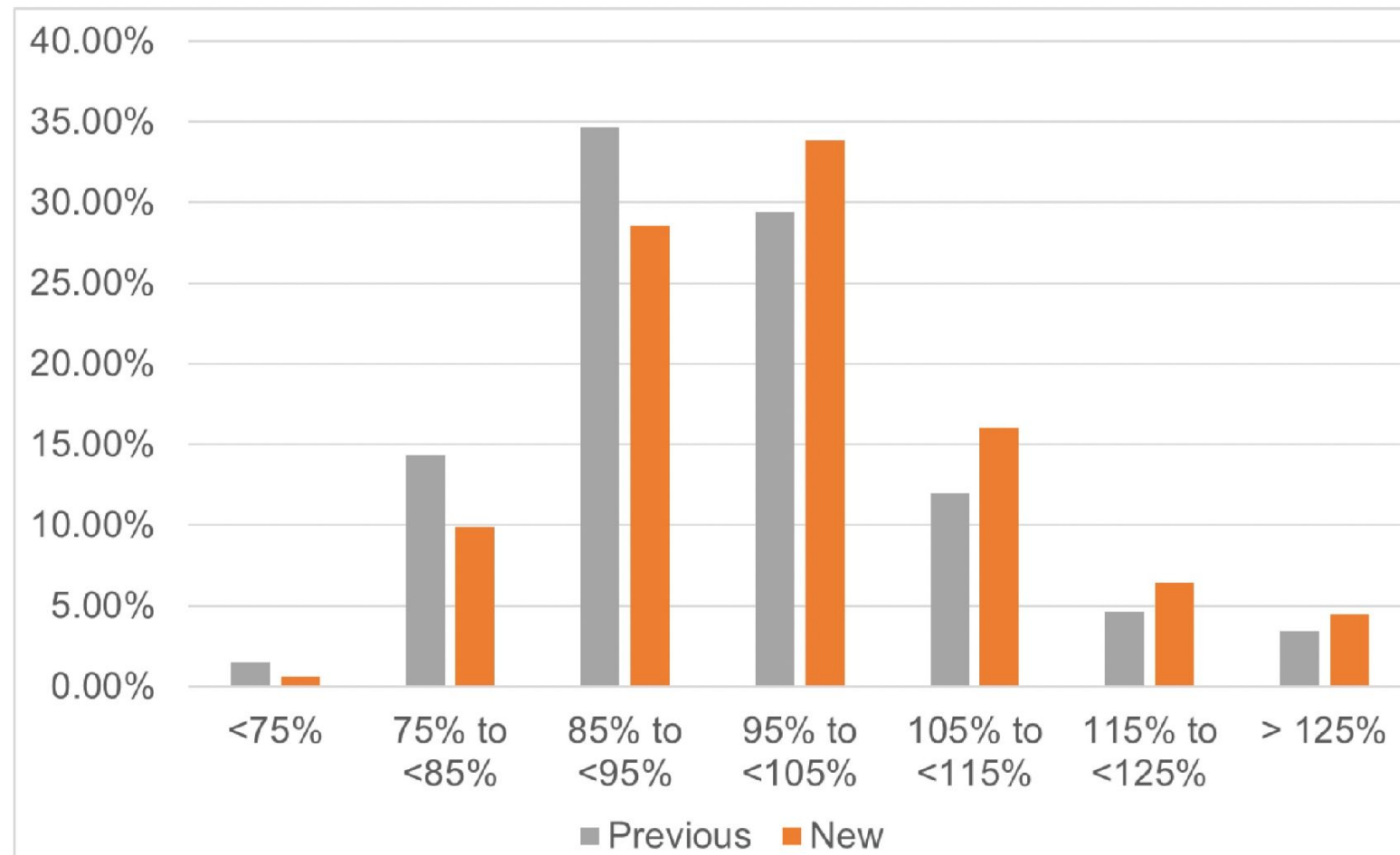
“Our benchmarks are set at the 50th percentile of the full range of salaries”

“Thus, if A is paid 86% of Goal, they are at 86% of 50%”

“If the range is lowered, more salaries fit within the benchmark.”

The 85th %ile in 2022 and 2023

2023 Faculty Compa-Ratio Change



HR position – III

6/2025 Presentation to the Board of Trustees

Faculty Excellence

Goal #4: Attract and retain world-class faculty

Metric c: Faculty salary relative to market (Goal: Achieve 100% by 2025)

Current: 99.7% for all ranks

Nothing new under the sun

These are not new issues. In 2015 the Research Allocation and Budget Committee of Academic Senate was charged with investigating four questions:

- Why is the 50th percentile the stated goal for faculty salaries?
- What is the reality of faculty salaries actually achieving even the 50th percentile?
- Is there a rubric by which salaries are being brought up to benchmark?
- Are there instances in which it would be acceptable for faculty salaries to remain below benchmark?

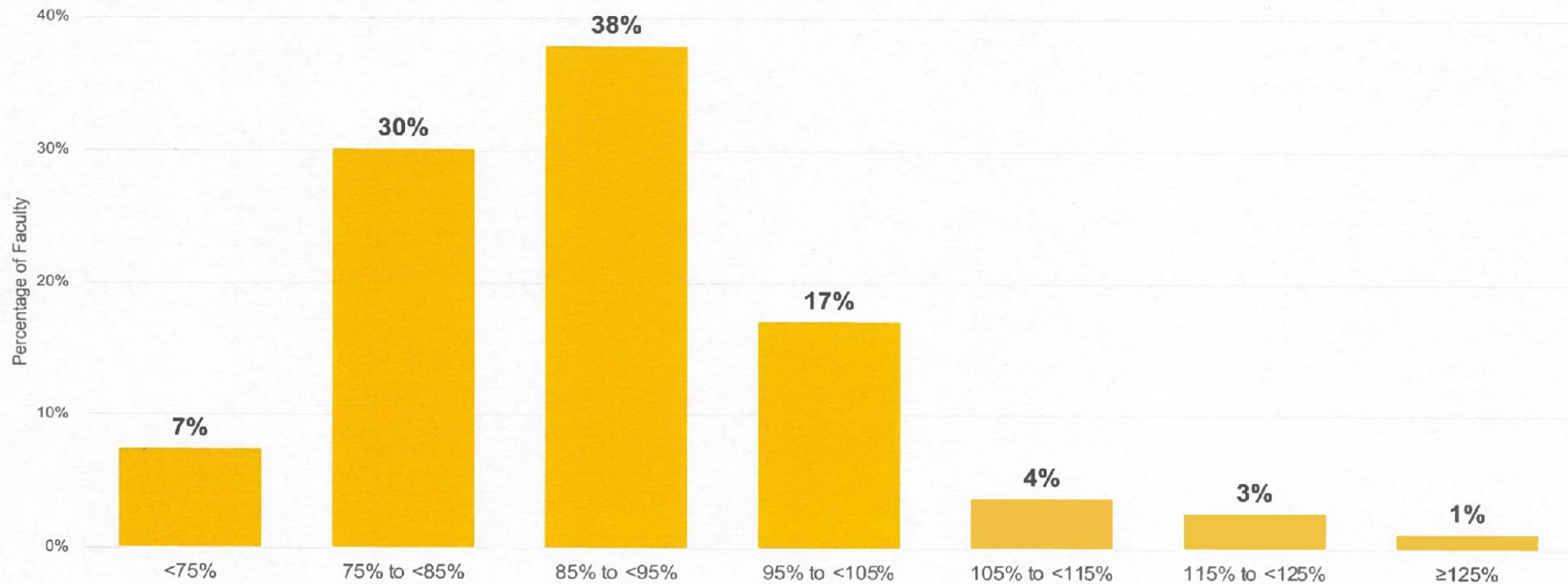
Nothing new under the sun

In its final report, the Committee noted that HR was unable to answer these questions “in an academically rigorous manner.”

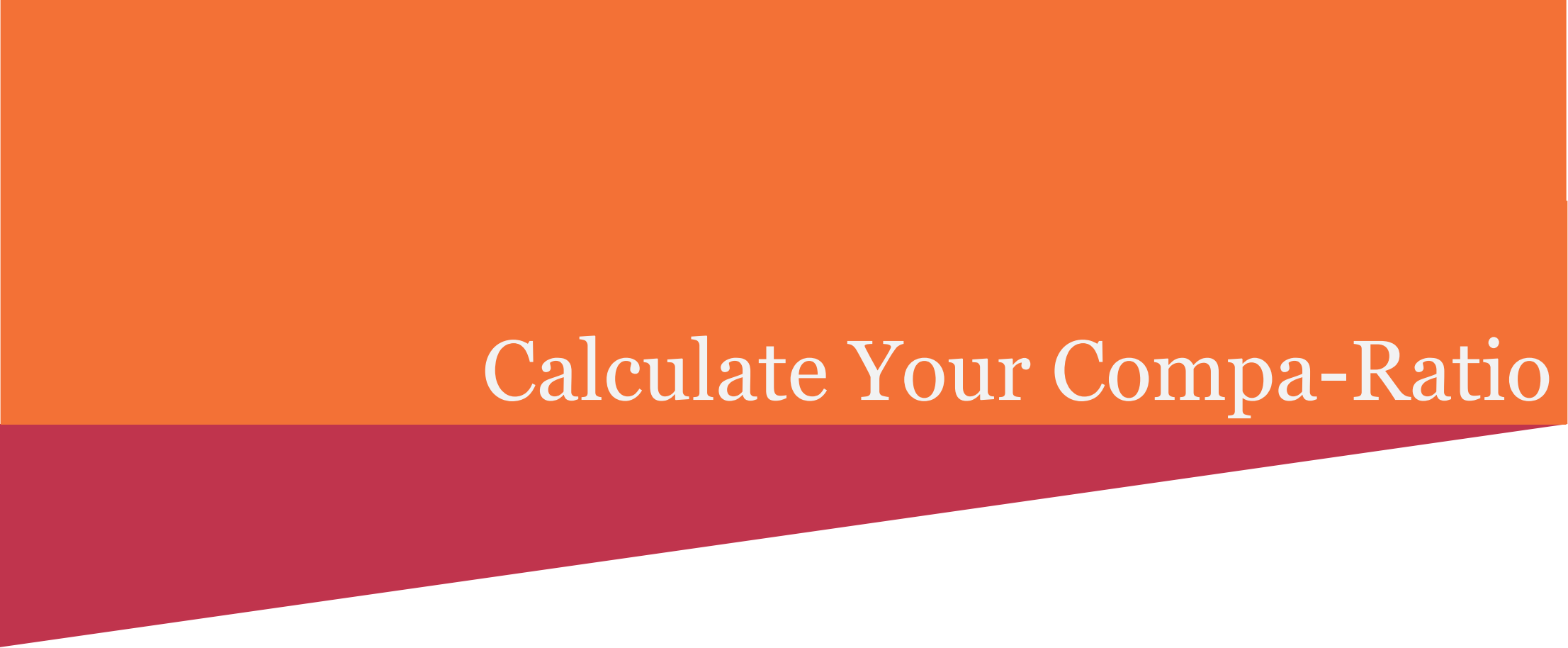
The 85th %ile in 2026

RIT Faculty Salaries Relative to Median of Comparison Group

Compared to Group of 61 Universities



Note: NTID data are excluded



Calculate Your Compa-Ratio

College benchmark #s last four years

College benchmark #s last four years

[illegible]

E.4 Faculty Employment Policies

Section V: Salary Considerations

- A. Annual Salary Review
- C. Benchmarking Salaries
- D. Salary Appeals

Benefits Review

RIT Benefits Outline

Benefits Information

RIT offers a broad range of benefits to its employees, from healthcare and retirement, to legal services and identity theft protection. There is a lot of information to be absorbed.

Key areas of concern are:

1. What is covered
2. What it costs the employee.

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Key areas of concern are:

1. What is covered
2. What it costs the employee.

What is easily overlooked: Changes from year to year.

HR does not record when a policy was changed.

Updates vs Re-Enrollment

This year, we see a shift from implicit to explicit consent.

You are being asked to re-enroll in everything, not just medical benefits. An explicit re-enrollment likely means that the terms and conditions have been changed under the hood.

The documentation of the updates have not yet been shared (as of this prep)

Look for extreme drops in coverage.

Factors to Consider

Medical Co-pays

Deductible Amounts - Individual and Family Deductibles

“Family plans can have embedded deductibles, which include both individual and family deductibles, or they can function as an aggregate deductible, which means that insurance doesn’t pay until the entire family deductible is met.”

RIT has an embedded deductible.

Factors to Consider

Don't forget to look for and understand:

The Co-insurance model that was adopted 5 years ago.

Coverage of name-brand vs generic medication

RIT-specific = Hearing aids and related coverage

RIT also tends to edit benefits in other areas, such as Retirement Contributions!

Retirement Plans

401K and Beyond

Retirement Contributions

If you put in 5%, they pay 9% (only base salary)

4% is double-match and 1% is even.

Anything below is leaving money on the table. No match on additional %.

Any changes on the terms should be to go forward. If they do claw-back (like they did in 2019), it is a problem.

Retirement Contributions

If you put in 5%, they pay 9% (only base salary)

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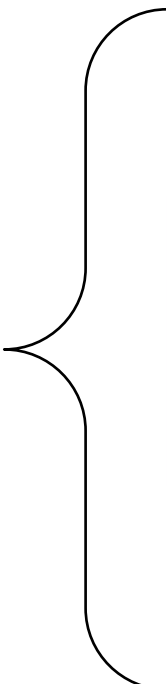
For Employees Hired On or After January 1, 2025 (or whose adjusted date of hire is on or after that date), the University does not match salary reduction contributions in excess of 4% of compensation. See RIT Matching Contributions in General Information below.

Eligibility

Regular full-time employees must confirm eligibility to retire, and must have worked in a full-time assignment for three years immediately preceding the start date of Retirement Transition. The employee's manager and Dean/Vice President must approve participation using the Retirement Transition Request in Workday.

Age, years of service, and date of hire (or adjusted date of hire, if applicable) determines an employee's eligibility for retirement from RIT. You may be ineligible for certain retiree benefits if your employment at RIT is terminated for cause (you would remain eligible for your retirement plan income). Refer to the eligibility section of the Medical Care and Prescription Drug Plan summary for details.

10-Year Claw-Back!

	or before 1/1/1974) OR	• Age: At least 55 • Service: At least 10 years of regular full-time or 15 years of qualifying regular part-time service • Age plus Service: At least 70 points
	• Under age 45 (date of birth after 1/1/1974) with 10 years of regular full-time service (date of hire on or before 1/1/2009) or 15 years of qualifying regular part-time service (date of hire on or before 1/1/2004) on January 1, 2019	
	Adjusted date of hire is before January 1, 2019, AND	• Under age 45 on January 1, 2019 (date of birth after 1/1/1974) AND • Had less than 10 years of regular full-time service (date of hire after 1/1/2009) or less than 15 years of qualifying regular part-time service (date of hire after 1/1/2004) on January 1, 2019
	Adjusted Service date of January 1, 2019 or after	• Age: At least 62 • Service: At least 15 years of regular full-time or 20 years of qualifying regular part-time service • Age plus Service: Not applicable

Eligibility

Regular full-time employees must confirm eligibility to retire, and must have worked in a full-time assignment for three years immediately preceding the start date of Retirement Transition. The employee's manager and Dean/Vice President must approve participation using the [Retirement Transition Request in Workday](#).

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10-Year Claw-Back!

Age, years of service and date of hire determines an employee's eligibility for retirement from RIT.	
Date of Hire	Retirement Requirements
Adjusted date of hire is <i>prior</i> to July 1, 1990	• Age: At least 50 • Service: At least 5 years of regular full-time or 10 years of qualifying regular part-time service • Age plus Service: At least 70 points
Adjusted date of hire is <i>between</i> July 1, 1990 and December 31, 1994	• Age: At least 50 • Service: At least 10 years of regular full-time or 15 years of qualifying regular part-time service • Age plus Service: At least 70 points
Adjusted date of hire is <i>between</i> January 1, 1995 and December 31, 2018	• Age: At least 55 • Service: At least 10 years of regular full-time or 15 years of qualifying regular part-time service • Age plus Service: At least 70 points
Adjusted date of hire is before January 1, 2019, AND • Age 45 or older on January 1, 2019 (date of birth on or before 1/1/1974) OR • Under age 45 (date of birth after 1/1/1974) with 10 years of regular full-time service (date of hire on or before 1/1/2009) or 15 years of qualifying regular part-time service (date of hire on or before 1/1/2004) on January 1, 2019	• Age: At least 55 • Service: At least 10 years of regular full-time or 15 years of qualifying regular part-time service • Age plus Service: At least 70 points
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Adjusted Service date of January 1, 2019 or after	• Age: At least 62 • Service: At least 15 years of regular full-time or 20 years of qualifying regular part-time service • Age plus Service: Not applicable

Self-Insurance

AI Summary:

When your employer is **self-insured**, it means they take on the financial responsibility for paying your medical claims directly, rather than purchasing a traditional insurance policy from an insurance company. This allows employers to customize their health plans and potentially save on costs, but they also assume the risk of higher medical expenses.

Self-Insurance

However...

“self-insuring can provide financial savings as well as the option to tailor-make a health plan to suit the employer’s and employees’ needs.”

“But state-based laws and regulations only pertain to fully insured plans—they do not apply to self-insured plans.”

Recent Change

RIT offers employer-sponsored retiree health benefits through Medicare Advantage Plans.

RIT provides a \$2000 HSA (Health Savings Account) for retirees.
Just reduced 25% from that \$\$ allowance this year!

Education Benefits

Go to School!

Education Benefits

Many RIT faculty are here because they want to support their children through college. This is a huge reason for faculty retention and should be considered as such.

Yet, our education benefits have been under scrutiny for years, and continue to be reduced in small increments.

Education Benefits

Used to include all family members;
now only includes children

Used to include both Masters and Undergraduate degrees;
now only covers undergraduate

Used to cover employee's degrees;
now does not fully cover Masters

Medical Benefits

A Quick Look

Medical Plans

HR has been celebrating the fact that we now have more Plan Options.

The sense is that most employees are needlessly choosing expensive plans instead of going for something like HDHP.

This year, I noticed “Coverage beyond RIT” as an option.

Employees are paying different amounts if they are on less than a 12-month contract.

Medical Plan Options

HDHP

HSA

POS A

POS B

POS D

BluePPO

Coverage Beyond RIT Plans

New Medicare Assistance
Benefit

Pharmacy Benefit Manager

Copay Assistance Programs for
Specialty Prescriptions

Make the Most of Your Plan

Medical Plan Resources

Drug Coverage

Pharmacy benefit agreements have shifted: Wegmans may not be the best option as a provider!

It is worth it to check alternate drug coupon sites like GoodRx to see if your drug costs can be lowered further.

It is work, but some external cards will lower medicine costs by as much as 50%!

BTW: any coupon applications need to be checked per drug each time. Wegmans pharmacy does not automatically check to see which source of coverage is lowest cost for you.

Medical Insurance Pay Bands

1 - less than \$51,000

2 - \$51,000 - \$108,999

3 - \$109,000 - \$161,999

4 - \$162,000 or more

5 - Part-time Employees (assuming Staff and Adjuncts)

Part-Time Employees

Health Care Benefits

Employees working 9, 10, or 11 months will be on the 9 month schedule and have 19 deductions per year.

Plan	Coverage Level	12-Month Deductions		9-Month Deductions (19 deductions/ year)
		Bi-weekly (26 deductions/ year)	Semi-Monthly (24 deductions/ year)	
Blue Point2 POS A	Individual	\$240.55	\$260.60	\$329.17
	2 Person	\$529.32	\$573.43	\$724.33
	Family	\$679.82	\$736.48	\$930.28
	One Parent Family	\$583.95	\$632.61	\$799.09

Salary Level 4 - \$162,000 or more

Health Care Benefits

Employees working 9, 10, or 11 months will be on the 9 month schedule and have 19 deductions per year.

Plan	Coverage Level	12-Month Deductions		9-Month Deductions (19 deductions/ year)
		Bi-weekly (26 deductions/ year)	Semi-Monthly (24 deductions/ year)	
Blue Point2 POS A	Individual	\$221.52	\$239.98	\$303.13
	2 Person	\$460.02	\$498.35	\$629.49
	Family	\$630.69	\$683.25	\$863.05
	One Parent Family	\$531.26	\$575.54	\$726.99

Part-Time
Faculty Pay
More than our
top salary tier!!

We have a .pdf to help you compare the 2025 vs 2026 Plan costs

Health Care Benefits

Employees on a 9, 10, or 11 month schedule will be on the 9-month schedule and have 19 deductions per year.

Plan	Coverage Level	12-Month Deductions		9-Month Deductions (19 deductions/year)
		Bi-weekly (26 deductions/year)	Semi-Monthly (24 deductions/year)	
Blue Point2 POS A	Individual	\$96.07	\$104.08	\$131.46
	2 Person	\$228.58	\$247.63	\$312.79
	Family	\$289.92	\$314.08	\$396.73
	One Parent Family	\$263.16	\$285.09	\$360.11

Health Care Benefits

Employees on a 9, 10, or 11 month schedule will be on the 9-month schedule and have 19 deductions per year.

Plan	Coverage Level	12-Month Deductions (full-time)		9-Month Deductions (19 deductions/year)
		Bi-weekly (26 deductions/year)	Semi-Monthly (24 deductions/year)	
Blue Point2 POS A	Individual	\$111.77	\$121.08	\$152.94
	2 Person	\$265.57	\$287.70	\$363.41
	Family	\$336.29	\$364.32	\$460.19
	One Parent Family	\$305.18	\$330.62	\$417.62

Takeaways

Being informed is key.

Remember, RIT's policies are your employment contract.

If you are not involved, you are allowing your contract to be rewritten without your consent.

The RIT Budget

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The Debt

The Debt

	FY25		FY24		FY23
Net Long term debt	\$420,973	Net Long term debt	\$435,391	Net Long term debt	\$449,297
Interest expense	\$10,247	Interest expense	\$10,247	Interest expense	\$8,578
Payments of long-term debt	\$12,182	Payments of long-term debt	\$11,648	Payments of long-term debt	\$12,157
Total long-term debt	\$420,973	Total long-term debt	\$435,391	Total long-term debt	\$449,297
Schdld. principal payments		Schdld. principal payments		Schdld. principal payments	
2026	\$12,544	2025	\$12,174	2024	\$11,590
2027	\$13,047	2026	\$12,509	2025	\$12,132
2028	\$13,258	2027	\$13,010	2026	\$12,466
2029	\$16,465	2028	\$13,220	2027	\$12,984
2030	\$18,051	2029	\$16,425	2028	\$13,220
Thereafter	\$316,890	Thereafter	\$334,910	Thereafter	\$351,335

The Capital Budget (10/25)

The Capital Budget (10/25)

Performing Arts Building	\$74.4 million
Tiger Stadium	\$30 million
Booth & Gannett AC	\$11 million
CHST Occupational Therapy	\$5.8 million
Battery Prototyping Center	\$2.25 million
TAIT Preserve Classroom	\$2.1 million
RIT Certified (100 Park Point)	\$1.325 million
Other	\$48.639 million

The Endowment

The Endowment

2016 = \$754 million

2025 = \$1.475 billion

Office of University Advancement = 79 positions

2026 Contribution to Operating = \$22.9 million

5-year average total contribution = 5.25% (\$62.9 million)

NYS-authorized percentage = 7%

3-year appropriation for Marketing & Communication = \$15 million

A Case in Point: RIT Certified

A Case in Point: RIT Certified

12/9/21: Ian Mortimer came to Academic Senate: *“RIT Certified has taken a loan from RIT to build this out on behalf of Academic Affairs. Starting this year, we’ll be producing revenue.”*

June/22: Beginning of RIT Certified announced

11/15/22: Mortimer: “There is loan provided by central that requires annual revenue targets to be met. The excess revenue, after paying back central, funds strategic priorities in Academic Affairs. There is a revenue expectation for the end of this fiscal year, with a small return to AA. Returns become more sizeable over time.”

12/22: Ian Mortimer left to head the Golisano Institute for Business, replaced by Dennis DiLorenzo

11/13/23: Munson meeting w/ Exec Committee: “I’m not sure whether RIT Certified is going to pan out. I’m giving it til the end of this year.”

3/5/25: Rosalie Clemens appointed director

10/26: RIT Certified website lists 16 members, including two associate directors.

What Can Be Done?

What Can Be Done?

Enhancements to formal faculty governance:

- Voting faculty member on the BoT
- Take B2 seriously re: budget
- Establish a faculty cabinet in the President's office
- College-based compensation committees

What Can Be Done?

Independent Financial Audit

What Can Be Done?

Other?