

RESOURCE ALLOCATION AND BUDGET COMMITTEE
Report to Academic Senate
AY 2011 – 2012

Charge 1 – Report on last year’s work and, where appropriate, make recommendations for Senate consideration.

Last year’s work was presented to Academic Senate (called Senate) by Paul Tymann, Chairperson of Resource Allocation and Budget Committee (RABC) Academic Year (AY) 2010-2011.

The motion for Charge 1: “On the recommendation of the Resource Allocation and Budget Committee, the Academic Senate recommends to President Destler that RIT return to the practice of making salary increments effective at the beginning of each fiscal year on July 1. On May 5, 2011, President Destler reported that the Board of Trustees will consider making salary increments effective July 1 starting 2012 – 2013 academic year.”

Charge from 2010 – 2011 Motion

Given the growth in scholarly and creative activity among faculty and students, we recommend that the Wallace Center be assigned a high priority in the next budget cycle.

- An immediate goal should be to close the gap between the increase in the Wallace Center’s costs and its budget allocation.
- A longer-term goal should be to bring the Wallace Center’s expenditures per student to the 50th percentile of the CAC peer school (Recommended by Paul Tymann to Senate, 2011).

Charge: **Close the gap between costs and budget allocation.
Bring annual expenditures per student to the 50th
percentile among peer schools.**

Findings: Our library expenditures are among the lowest in our peer group.

Expenditures for scholarly journals are less than \$.05 per research dollar obtained.

Electronic subscriptions must be expanded.

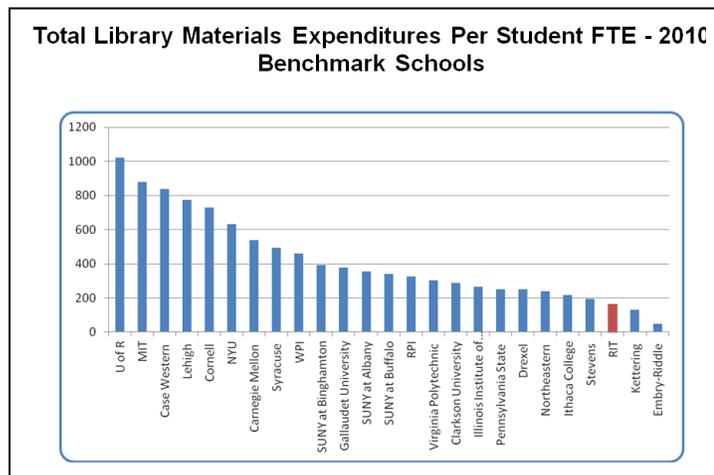
Electronic subscriptions must be sustained in order to retain access to archives.

Recommendation: Form an intercollegiate taskforce to assess our needs and recommend a plan for improving the library’s holdings and for increasing our standing among peer schools.

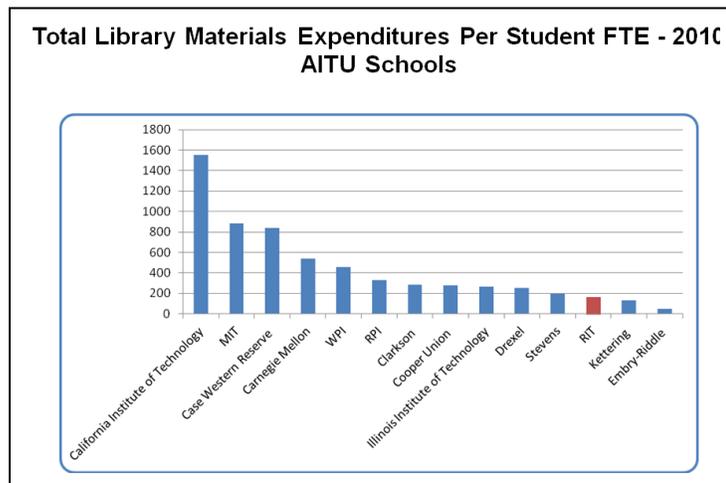
Narrative for Findings and Recommendation

Findings: There is no question that a strong library (Wallace Center) is a necessary foundation for a quality education and competitive scholarship. Consequently, we looked at the RIT center’s position relative to our benchmark schools with an eye toward gauging our competitiveness in that milieu. The following figures employ metrics taken from the 2010 Association of College and Research Libraries annual survey.

If we first look at materials expenditures per student, FTE compared to our benchmark schools, we see that RIT ranks 22nd out of a field of 25 schools.



RIT is in a similar position when compared to the AITU schools, 12th out of 14.



While our standing among any pool of other institutions is interesting, it does not fully reflect the University's commitment to success and the Wallace Center's remarkable ability to manage costs. For example, in the 2010-2011 academic year, the cost per full text download was as low as \$.04 per article for those resources primarily used by our undergraduate students such as EBSCO and Proquest. Materials typically used to support our research efforts, for example, journals provided by Elsevier, were under \$4.00 per article. During this same time period nearly 2 million items, including journal articles, images, and book sections were downloaded from the center.

Clearly, there is a need for the Center's resources; and it is currently doing a commendable job of controlling costs. Despite their efforts, which include partnering with other institutions to enhance their negotiating power with providers, the cost of these resources is significant. Our Elsevier subscriptions cost nearly \$400k annually, and our IEEE subscriptions cost nearly \$135K. In terms of our support for scholarly work, RIT currently spends approximately \$.045, 4.5 cents, per extramural research dollar obtained.

The model for sustaining a modern center has changed from one of collecting materials to one of buying materials. Books can be obtained when needed, rather than in anticipation of a need, and other materials are available through electronic subscriptions. A consequence of this change is that access to archival materials is lost when an electronic subscription is not renewed. When a journal subscription is lost, it is the equivalent of destroying a portion of a traditional library stack. Clearly that loss is unthinkable.

Recommendation: It will be a challenge to remain competitive, either with regard to our graduates and their success beyond RIT or our faculty as they work to achieve the scholarship expectations intrinsic to their jobs, without expanding the Wallace Center. Practicing scientists and scholars are currently frustrated by the lack of library resources and the need to go elsewhere, either through interlibrary loans which foil the immediacy of our needs or through more clandestine means which involve unauthorized access to libraries at other institutions.

The current model, while sustainable, is not optimal. We recommend that the University identify an interim means to fund an expansion of our Center's services to meet the current needs of our students and faculty. Those needs should be carefully assessed by an interdisciplinary taskforce that is charged with making a meaningful recommendation for funding based on their findings. Of course, a commitment to comply with that recommendation on behalf of the administration will affect the sort of change that is clearly needed. We further recommend that a plan is developed to deliberately and sustainably increase our standing among peer institutions for the direct benefit of our students and faculty. That plan should be

developed by the same taskforce and supported by the administration through permanent budget adjustments.

Other recommendations from the AY 2010 – 2011 RABC led to Charges 2 – 5.

Charge 2: Identify and assess permanent incremental costs associated with semester conversion.

Findings: No permanent budget allocations.

No additional costs to students.

One-time costs of \$1M/year for 3 years of conversion and one year into semester for specifics such as advising, new SIS, and curriculum conversion.

Recommendation: Findings indicate no recommendations are necessary.

Narrative for Findings and Recommendation

Findings: There are no permanent budget allocations planned solely to the semester conversion. The one-time costs will stay within the budget of \$1M/year budget for 3 years of conversion and 1 year into semesters.

The conversion of SIS was much needed with or without the conversion. The semester conversion was an enabling condition that precipitated the change. A one-time cost of \$15.2M cost from operating budget includes buying software and paying Oracle. The expense leads to improved services to students and faculty.

Another one-time cost is the curriculum conversion of \$1M - \$1.2M.

The advising system is not up to needed standards. Twelve professional staff advisors hired through temporary dollars for the conversion will now be converted to permanent positions.

There is an absolute commitment to the pledge that students finish their degrees on time. There will be exceptions if the student does not live up to his/her commitment. There may be a need of one-time, five-week long courses in certain key colleges.

Charge 3: Identify and assess the impact on the annual operating budget of incremental costs associated with new buildings.

Findings: During the 2010 – 2011 academic year, Ross Koenig made a presentation to the RABC that covered the highlights and main features of the University’s “Cost Model.” At that meeting, an explicit statement was made that the model did not take into account the incremental cost of new buildings. This was the background behind Charge 3 for the academic 2011 – 2012.

In a meeting with the RABC, Dr. Watters cleared up several points as they related to new buildings.

The model does include incremental costs for new buildings, faculty, and staff. Included in the model are debt services and operating expenses.

There is an attempt to make the model self-amortizing with new programs paying for the incremental costs.

The green data center in Institute Hall has a different model that anticipates savings from the consolidation of servers. While 9000 sq. ft. of space is tasked for research, the funding recovery from overhead could not be estimated at the present time.

Center for Bioscience Education and Technology (CBET) was constructed with \$8M from the state and \$4.4M from RIT for construction and maintenance, a different model than discussed above.

There is legacy approached to building maintenance not yet addressed on our campus.

Requests for classrooms have been made but, whether the Institute is in transition or the request for seats has evolved, the seats per room is hurting RIT.

Recommendation: There are simply too many unanswered questions, not due to the reticence of administrators to share data with the committee, but because the University is in a multi-year transition that encompasses a myriad of older buildings for which maintenance plans have yet to be developed;

an emerging cost model that may still be undergoing changes;

a transition to semesters;

the costs of new PhD programs many of which are “loss-leaders” at R01 Universities; and

the inclusion of best practices for building new buildings based on best practices.

It is recommended that this charge be expanded for the next academic year to include expenses to launching new programs and their relationship to the evolving cost of new buildings required to house new programs.

Charge 4: **Review the move to self-funding and the current benefits.**

4.1 Review the move to self-funding

Findings: Move to self-funding has been in effect since 2008.

Recommendation: Findings indicate no recommendation is necessary. The Institute completed the charge prior to AY 2011-2012.

4.2 Review of the current benefits

Findings: Review of benefits available at
<http://finweb.rit.edu/humanresources>

- Categories of current benefits include
- Medical
 - Prescription Drug Coverage
 - Dental Coverage
 - Beneflex
 - Education Benefits – Tuition Waiver (TW)
 - Tuition Assistance (TA)
 - Life Insurance

AD & D Insurance
Disability
Retirement Plan
Vacation
Holidays
Sick Leave
Employee Assistance Program
Better Me Employee Wellness Program
Other Benefits

Recommendation: Findings indicate no recommendation is necessary. The Institute completed the charge prior to AY 2011-2012.

Narrative for Findings and Recommendation

Findings: Move to Self-Funding¹

We have already moved to Self-Funding. In 2008, the Human Resources undertook an initiative to consider different ways of funding health-care benefits in order to improve our ability to control cost over time and to eliminate unnecessary cost built into our former, fully-insured contract policy with Excellus BlueCross BlueShield.

In 2009, the change was made to self-funding which was anticipated to save money over the prior, fully insured Excellus BlueCross BlueShield plan. Self-funding means that all benefits provided under the Plan are paid by RIT from its general assets. Prior to making this move, other plan vendors in addition to Excellus were investigated and considered as options.

With our move to self-funding, there was a moderate increase in employee contribution; and the contribution was kept low due to RIT's prescription drug experience being very favorable. Significant cost savings to the Institute have been recognized to date since this move. Currently, there are plan administrators (Excellus BlueCross BlueShield Rochester Region); and we do not have to pay the extra charges that were formally incurred. Additionally through self-funding, we are able to collect aggregate data to help us with future planning. RIT purchases a stop-loss insurance policy to protect us in the event that we over use medical expenses in a single given year.

Review of Current Benefits

RIT's current benefits are clearly published and are made readily available to all employees through the Department of Human Resources website at <http://finweb.rit.edu/humanresources>.

The following is a brief synopsis of benefits to employees from the above resource².

Medical - RIT offers several medical plans that provide against unexpected catastrophic medical expenses that are available to all regular full-time and extended part-time faculty. Employees may cover their spouses or domestic partner and their children to age specific limits. RIT self-funded plans are administered by Excellus BlueCross BlueShield of Rochester region (BCBS) and Point of Service (POS) plans and a Preferred Provider Organization (Blue PPO) for those who live outside of the area. The current medical plan options are as follows:

- Point of Service (POS)
 - Blue Point2 POS A
 - Blue Point2 POS B
 - Blue Point2 POS No Drug
 - Blue Point2 POS C
- Preferred Provider Organization (PPO)
 - Blue PPO (available only to employees/retirees residing outside the POS service area)

Prescription Drug Coverage - Medco, a Pharmacy Benefit Manager, manages the drug plan on RIT's behalf. This drug coverage plan is separate from the medical plan; and the employee is automatically enrolled if he or she chooses any of the medical plans except for the Blue Point2 POS No Drug plan, which has no prescription drug coverage.

Dental Coverage - All regular full-time and extended part-time employees may choose to participate in RIT's Dental Plan for a small contribution with RIT paying the majority of the dental costs. The employee can also choose to cover the spouse, domestic partner, and children to age-specific limits.

Beneflex - Regular full-time and extended part-time employees may choose to participate in Beneflex which is a flexible spending account plan that allows employees to pay for eligible expenses on a pre-tax basis.

Education Benefits - Tuition Waiver (TW) - Regular full-time (up to 11 ³/₄ credit hours per quarter) and extended part-time employees (up to 8 ³/₄ credit hours per quarter) are eligible for 100 percent waiver for undergraduate and most graduate-level courses. Family members (spouse/domestic partner/child) are also eligible after the employee has five years of service to RIT.

Tuition Assistance (TA) - Regular full-time and extended part-time employees may be reimbursed up to \$750 per semester for job-related credit taken at other accredited colleges and universities.

Life Insurance - All regular full-time and extended part-time employees receive Basic Life Insurance equal to two times the employee's annual base pay. Supplemental and Dependent Life Insurance policies can also be purchased.

AD & D Insurance - All regular full-time and extended part-time employees receive Accidental Death and Dismemberment Insurance equal to two times the employee's annual base pay.

Disability - All regular employees are covered by short-term disability for absences due to non-work related injury or for pregnancy. The employee would receive 100 percent pay for up to 8 weeks and then 80 percent for up to an additional 18 weeks. The Basic Long-term Disability Plan (LTD) also covers regular full-time employees. Long-term Disability provides 60 percent of base pay with a monthly benefit maximum of \$7,000. Employee's can choose to purchase additional LTD Insurance.

Retirement Plan - RIT offers a Basic Retirement Plan and a Voluntary Retirement Plan. In general, beginning the first month after one year of service and the employee contributes at least 2 percent of eligible pay contribution, RIT will also contribute to the plan. The percentages of employee to RIT contribution are as follows: 2/4, 3/6, 4/8, and 5/9. In 2012, new investment alternatives and changes were introduced. The Basic Retirement Plan and the RIT Voluntary Retirement Plan were merged into one plan now called the RIT Retirement Savings Plan. Investment funds, including performance and fees, are monitored by RIT. The menu of investment options was simplified, and a new brokerage account option was added and disclosure of fees is felt to be more transparent.

Vacation - Regular full-time and extended part-time employees are eligible for paid vacation time with supervisor approval. Vacation is earned based on the fiscal year (July 1 - June 30) and is pro-rated during the first year, based on the date of hire. Vacation amounts vary depending on professional and administrative staff, non-exempt staff, or faculty and years of service.

Holidays - The University observes 11 paid holidays each year: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and the day after Thanksgiving, Christmas Day, and four RIT-designated holidays.

Sick Leave - Full-time and extended part-time, non-exempt employees earn one sick day per month up to eight days per year. In lieu of sick leave, faculty and exempt staff (salaried) employees receive salary continuation (paid at 100 percent) when absent for five consecutive days or less.

Employee Assistance Program - RIT's Employee Assistance Programs are available for a wide variety of confidential, personal, and professional assistance.

Better Me Employee Wellness Program - All employees can elect to participate in a variety of fitness, wellness, and educational programs.

Other Benefits - RIT offers several payroll-deduction plans, on-site day care, use of the Student Life Center and University Library, 10 percent discount at Barnes & Noble @ RIT bookstore, and an Adoption Assistance Program.

Charge 5 **Review Institute implementation of salary benchmarking goals, and review the feasibility of benchmarking lecturer and adjunct compensation.**

5.1: Review Institute implementation of salary benchmarking goals.

Findings: The March 10, 2011 memo from President Destler and Provost Haefner titled, Faculty Compensation, stated RIT's position and goals with implementation steps.

The President agreed to move the merit allocations from October to July, creating an additional one-year expense to the university that reduced the amount of monies available for distribution. The planned 2.5 percent increase is a result of the survey and analysis.

The President's initiative to maintain a significantly smaller tuition increase for 2012 has also had a clear impact.

This year's merit pool percentage may only be enough to keep us at current standing against the benchmarking schools.

Recommendations: In a meeting with Provost Haefner, the RABC recommended an 'Action Plan' for salary benchmarking success. The Provost, Dr. Watters, and HR have taken that request seriously and will work to frame such a plan for the President's consideration.

The committee believes the sense of purpose communicated in the Faculty Compensation memo has not been sufficiently realized this academic year.

Proposed Motion: **The committee moves that the 'Action Plan' should detail yearly numerical goals transparent to the faculty body.**

5.2: Review the feasibility of benchmarking lecturer and adjunct compensation.

Findings: The lecturer salaries will be benchmarked at the same time as Tenure-track/Tenured (TT/T) faculty starting next year. Regarding adjuncts, HR regularly conducts a benchmark survey across the colleges and universities in the Rochester region. This data is used to set the adjunct pay rate.

Recommendation: None.

Narrative for Findings and Recommendation

Brief History³

- In 1993, President Simone created the Compensation Advisory Committee (CAC), which had as its third charge, in part, *Compare and benchmark our compensation levels with those of competing universities and other organizations hiring comparable personnel. Prepare a multiyear schedule for bringing our compensation to the benchmarking level.* A report was submitted in May 1994. The initial five-year benchmarking plan (1994-1999), saw substantial improvement:
 - Professor 10th to 37th percentile.
 - Associate Professor 13th to 47th percentile.
 - Assistant Professor 17th to 48th percentile.
- CAC-II was formed in 2003 with new charges as questions:
 - Charge 1: Does our current salary plan enable us to recruit, retain, and motivate competent faculty and staff?
 - Charge 2: Have we achieved the benchmark goals from the plan in 1994 and is there a need to address future benchmark requirements?
 - Charge 3: Is the salary plan for faculty and staff sustainable over the coming years in recognition of the difficult economic environment facing higher education today?
 - One result - an updated pool of benchmarking schools following the same metrics used to establish the original pool (See Appendix 1).
- The Post-benchmarking years following CAC-II witnessed marked erosion in faculty salaries.
 - 2003-04 mean average salaries
 - Professor Rank 16/28: 43rd percentile.
 - Associate Professor Rank 13/28: 54th percentile.
 - Assistant Professor Rank 18/28: 36th percentile.

- 2010-11 mean average salaries
 - Professor Rank 23/30: 23rd percentile.
 - Associate Professor Rank 22/30: 27th percentile.
 - Assistant Professor Rank 23/30: 23th percentile.
- The most recent data shows improvement with the current year thanks to larger salary raise percentage increases in the Associate and Assistant levels (the implementation of the new plan begins for the 2012-13 salary cycle [See Appendix 2]).
 - 2011-12 mean average salaries (best data)
 - Professor Rank 23/30: 23rd percentile.
 - Associate Professor Rank 20/30: 33rd percentile.
 - Assistant Professor Rank 20/30: 33rd percentile.

Current Goals

- The May 10, 2011 memo from President Destler and Provost Haefner titled, Faculty Compensation, stated RIT's position and goals (excerpts⁴)
 - *The purpose of this memorandum is to clarify and re-establish RIT's commitment to competitive faculty salaries. The result of such clarification should be to not only insure our budgetary priorities support this commitment but also to make sure that our processes for awarding salary increments are effective and based on fundamental principles.*
 - *RIT strives to competitively compensate faculty by making material progress towards the goal that, on average, full-time salaries will match the average salary for the 50th percentile of the average salaries from the RIT approved list of peer institutions.*
 - *Every year the campus will set aside an appropriate amount of salary monies to address issues such as salary compression, longevity, and equity.*

Review Implementation

- STEP 1: Beginning in fall 2011, the Office of Institutional Research will conduct a salary survey from the official list of peer institutions. On the basis of this survey and the goals mentioned above, the Provost and Senior Vice President for Academic Affairs and the Senior Vice President for Finance and Administration will present recommendations to the President for a percentage of salary increments for the upcoming fiscal year. This recommendation will occur prior to the traditional budget presentations. Final decisions will not be made until the RIT Board of Trustees approves the RIT budget.
 - The President agreed to move the merit allocations from October to July, creating an additional one-year expense to the university that reduced the amount of monies available for distribution. The planned 2.5 percent increase is a result of the survey and analysis.

- *There is a very small pool (\$150,000) that has been set aside to address compression and salary equity issues for those faculty rated 'exceeding expectations or greater'. The pool is distributed to the colleges on the basis of the college faculty salary pool. The deans are also provided with a basic salary regression model, which uses variables of time at RIT and time in rank. This model is not perfect so the deans are instructed to use this only as a guide. The model does not include faculty evaluation information so the deans are directed to address those salary issues where the faculty have achieved exceeding expectations or higher. I review the deans' recommendations with them to insure consistency and fairness. – Provost Haefner.*
 - The Provost has discussed this pool and distribution method used since 2010 with the Academic Senate Executive Council.
- STEP 5: After receiving the report from each dean, but before the end of the fiscal year, the Provost will compile an institutional report on salary incremental allocations that will be available to the entire RIT community.
 - This is slated to occur after this report is submitted and before the end of the fiscal year 2011-12.

Lecturer and Adjunct Benchmarking

- Memorandum: The TT/T faculty group and the non-tenured (NT) faculty group will be handled separately, but the processes and principles for both will be similar.
- Questions: What is your stance on the feasibility of benchmarking lecturer and adjunct salaries? Would you use the same benchmarking schools? Do you have the data on our lecturers and adjuncts (mean average pay at each ranking, at each college)?
 - *Answer: The lecturer salaries will be benchmarked at the same time as the TT/T faculty starting next year. Regarding adjuncts, HR regularly conducts a benchmark survey across the colleges and universities in the Rochester region. This data is used to set the adjunct pay rate. – Provost Haefner*

RABC Recommendations

- In a meeting with Provost Haefner, the RABC requested an 'action plan' for salary benchmarking success. The Provost, Dr. Watters, and HR have taken that request seriously and will work to frame such a plan for the President's consideration.
- The 2.5 percent salary increase pool for 2012-13 is not optimum. The costs of the merit increase move to July, plus the President's initiative to maintain a significantly smaller tuition increase for 2012, have had a clear impact.

- Given best available data⁵, in order for the RIT average salaries, by rank, to reach the 50th percentile, the following salary raise percentages would be required:
 - Professor 15.18%
 - Associate Professor 6.89%
 - Assistant Professor 7.79%
- Assuredly, these numbers are not realistic, but be advised that this year’s merit pool percentage may only be enough to keep us at current standing against the benchmarking schools.
- There may be an indication that the *additional pool* of monies set aside to address salary equity issues might be directed to “faculty exceeding expectations or greater.” There is some concern from committee members that this is problematic. Perhaps it is fairer to focus on getting *all* faculty salaries raised, guided by merit, and to an aggregate level approaching the 50th percentile before more focused merit-based adjustments.
- It is clearly understood of the importance of the Salary Benchmarking Goals in keeping and attracting the best faculty. Success is centered on the ‘market-value’—closely linked to competitive salaries in the 50th percentile and greater.
 - Of note, for example, Carnegie-Mellon University’s Assistant Professor average salary is *greater* than the average salary for Associate Professors. This would seem to indicate that in recent years they have been striving to get better faculty by offering equal or greater than market value for new TT hires.
 - RIT’s average salary for Assistant Professors is \$13K less than Associate. Are we compromising or remaining competitive?

Charge 6: **Review Institute process, priorities and faculty involvement in building the budget model. Consider ways in which academic governance might play a stronger and more constructive role.**

Findings: Previous year’s Chair of RABC should meet with Chair of Academic Senate Executive Committee to identify pivotal components of the Institute budget for previous and upcoming year. These should serve as key drivers for the charges to the new RABC.

Recommendations: Early in the fall, RABC should request and collect information regarding:

- Outlook for new enrollment
- Updated information on salary benchmarking and intended distributions across ranks and colleges
- New one-time or recurring sources of Institute revenue (for example, fund raising, donations, and federal awards.)
- New one-time or recurring Institute costs (for example, semester conversion and new building and associated maintenance.)

Respectfully submitted,

Charlotte L. V. Thoms (NTID), Chairperson
Jim Leone, (GCCIS), Assistant Chairperson
Gary Skuse (COS, At Large), Communications Officer
Jack Beck (CIAS)
Dan Johnson (CAST)
Michael Kotlarchyk (COS, At Large)
Bruce Oliver (SCB)
Eli Saber (KGCOE, At Large)
Vincent Serravallo (CLA)
Nancy Valentage (CHST)
Jayanti Venkataraman (KGCOE)
Jim Watters (VP of Finance & Administration or his delegate)
Paul Wilson (COS)

Footnotes

¹ Waters, J. Interview. Budget & Finance Committee, February 2, 2012.

² Human Resources Finance & Administration Rochester Institute of Technology. RIT Benefits at a Glance. 2011.

³ Naud, J.G. A History of Benchmarking Faculty Salaries at RIT. Revised May 24, 2007.

⁴ Destler, W. and Haefner, J. Memorandum: Faculty Compensation. March 10, 2011.

⁵ AAUP Research Office, Washington, DC. AAUP Faculty Compensation Survey 2011-12. April 5, 2012.

Reference

AAUP. March-April 2012. *Academe: A Very Slow Recovery. The Annual Report on the Economic Status of the Profession, 2011-12*. Retrieve from <http://www.aaup.org/AAUP/pubsres/academe/2012/MA/zreport/>

APPENDIX 1

Current Benchmark Schools - Approved 12/03

The original benchmarking group (1994), A.K.A. the Combined Group, was based on the following criteria: select the top twenty institutions with which RIT has the largest number of student cross-applications and the institutions belonging to the Association of Independent Technological Universities (AITU), a private, by invitation-only, association to which RIT has belonged since the mid-80's. – Jean-Guy Naud

- Carnegie Mellon University *
- Case Western Reserve University *
- Clarkson University *
- Cornell University *
- Drexel University *
- Embry-Riddle Aeronautical University
- Gallaudet University *
- Illinois Institute of Technology *
- Ithaca College *
- Kettering University
- Lehigh University *
- Massachusetts Institute of Technology *
- Milwaukee School of Engineering
- New York University
- Northeastern University
- Penn State University *
- Polytechnic University of New York
- Rensselaer Polytechnic Institute *
- Rose-Hulman Institute of Technology *
- Stevens Institute of Technology
- SUNY Albany*
- SUNY Binghamton*
- SUNY Buffalo*
- SUNY Stony Brook *
- Syracuse University *
- The Cooper Union *
- University of Rochester *
- Virginia Polytechnic Institute and State University
- Worcester Polytechnic Institute *

* From 1994 List

APPENDIX 2

History of RIT Faculty Salary, Ranking and Percentile from 1992-1993 to 2011-2012

Benchmarking Group Approved 12/03 used from 2003-2004 to present

RIT	Academic Years																	
	Original Benchmarking Schools					Rev. Benchmarking Sch. 12/2003												
	<<<<<< Benchmarking Years >>>>>>					<<<<<< Post Benchmarking Years >>>>>>												
	BM1	BM2	BM3	BM4	BM5	BM+1	BM+2	BM+3	BM+4	BM+5	BM+6	BM+7	BM+8	BM+9	BM+10	BM+11	BM+12	
95-96	96-97	97-98	98-99	99-00	00-01	01-02	02-03	03-04	04-05	05-06	06-07	07-08	08-09	09-10	10-11	11-12		
Professor	Provost	Provost	Provost	Provost	Provost	Provost	Provost	Provost	Provost	Provost	Provost	Provost	Provost	Provost	AAUP	AAUP	AAUP	AAUP
Mean	61.52	66.28	71.12	76.84	82.45	85.41	88.91	93.80	98.09	99.35	100.67	102.51	104.22	108.80	108.90	111.30	113.07	
Ranking	26/30	25/30	24/30	21/30	19/30	22/30	22/30	19/30	16/28	15/28	19/29	23/30	23/30	22/30	23/30	23/30	24/30	
Percentile	13	17	20	30	37	27	27	37	43	46	34	23	23	27	23	23	20	
RIT % inc.	7.74%	7.74%	7.30%	8.04%	7.30%	3.59%	4.10%	5.50%	4.57%	1.28%	1.33%	1.83%	1.67%	4.39%	0.09%	2.20%	1.59%	
Associate	Provost	Provost	Provost	Provost	Provost	Provost	Provost	Provost	Provost	Provost	Provost	Provost	Provost	Provost	AAUP	AAUP	AAUP	AAUP
Mean	50.85	53.70	56.14	59.05	62.43	64.98	66.92	71.53	73.03	74.79	75.84	77.11	79.58	82.40	82.00	83.00	85.94	
Ranking	24/30	21/30	18/30	17/30	16/30	18/30	20/30	14/30	13/28	16/28	20/29	20/30	20/30	21/30	22/30	22/30	20/30	
Percentile	20	30	40	43	47	40	33	53	54	43	31	33	33	30	27	27	33	
RIT % inc.	7.28%	5.60%	4.54%	5.18%	5.72%	4.08%	2.99%	6.89%	2.10%	2.41%	1.40%	1.67%	3.20%	3.54%	-0.49%	1.22%	3.54%	
Assistant	Provost	Provost	Provost	Provost	Provost	Provost	Provost	Provost	Provost	Provost	Provost	Provost	Provost	Provost	AAUP	AAUP	AAUP	AAUP
Mean	42.25	44.92	47.79	49.80	53.54	54.16	55.18	58.53	60.01	61.22	62.21	63.41	65.38	68.40	69.40	70.50	72.45	
Ranking	23/29	18/29	17/29	16/29	15/29	20/29	23/30	21/30	18/28	20/28	22/29	23/30	24/30	25/30	23/30	23/30	23/30	
Percentile	21	38	41	45	48	31	23	30	36	29	24	23	20	17	23	23	23	
RIT % inc.	2.80%	6.32%	6.39%	4.21%	7.51%	1.16%	1.88%	6.07%	2.53%	2.02%	1.62%	1.93%	3.11%	4.62%	1.46%	1.59%	2.77%	
Note																		
Starting in 2008-2009, only AAUP data is used to match the national reporting																		
Prepared by Jean-Guy Naud, Professor Emeritus																		
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