

RIT STAFF COUNCIL

UPDATE - DECEMBER 1997

Vice-President's Ad Hoc Committee on Staff Compensation Reports to the President

In late November Dr. Linda Kuk, chairperson of the Vice-President's Ad Hoc Committee, submitted a report to President Simone. This group met to review a variety of staff compensation issues which had been raised by Staff Council and Institute managers. The report was distributed to Deans, Directors and Department Heads throughout RIT.

The highlights of the report are:

1. Personnel will work with each of the vice-presidents to ensure that their management staff are knowledgeable of the staff compensation system and that there are appropriate mechanisms and channels within each organization to enable the needed information to be routinely disseminated throughout RIT.

2. The current thirteen level structure will remain and salary caps will continue.

3. IMC benchmark data will be used to determine the salary ranges and levels for all non-exempt positions, as well as any group of exempt positions that are primarily recruited within local markets. The vice presidents have identified 30 institutions that will be used as the source of

external benchmark data for all exempt and EDF positions that are generally recruited beyond local markets (List is available at RSC Office)

4. The new Director of Personnel will be charged with determining an appropriate process for establishing salary targets for groups of positions within each position.

5. Each vice president will also work closely with Personnel to ensure titles for positions are consistently applied to comparable positions.

The report makes clear that compensation issues as they relate to staff are considered a high priority for RIT. The hiring of the new Director of Personnel should impact the speed in dealing with each issue.

Each staff member may receive the full text of this report from their immediate supervisor. If necessary, additional copies may be secured from your Staff Council Representative. Comments on the report should be directed to either Dr. Kuk or the Staff Council.

TAKE A DAY WITH PAY!

Thanks to Staff Council's request to review the Institute Holiday Calendar, Dr. Simone distributed a community memo stating that Friday, January 2, 1998 has been designated as a DAY OFF with pay to all faculty and staff.

This will not be a new holiday, but it is a one time "gift" for this year only in recognition of all the hard work the faculty and staff have given to the Institute.

So, mark your calendars now: JANUARY 2, 1998 - DAY OFF!

ANNUAL FUND CAMPAIGN

The 1997-98 Faculty/Staff Annual Fund Campaign is underway! Please join your colleagues and help our students by contributing. Thank you!

Questions ? Contact Frank Interlichia at x4992 or e-mail: FAIDSR@RIT.EDU

F. Y. I.

The Issues Committee of RSC is researching the problem concerning staff who do not have access to computers and electronic mail. Keep watching for an update in their progress.

FROM RSC CHAIR: Mike Servé

The fall quarter has come and gone in a flash. These are very exciting times for the RIT Community in general and for staff in particular. Reflecting on this fall, all of us take a great deal of pride in the success of the first Staff Recognition Awards Program. The winners truly represented all the staff of the University and the key role we all play in the efforts to provide our students with the best possible education. This program proved that by honoring the few, RIT actually honored all the staff of RIT. Many thanks to all of those who worked so diligently to bring this to fruition: the implementation committee, the selection committee, and the unwavering support of President Simone and the Board of Trustees. Without them this would not have been possible.

The RSC has been working hard to provide input to the Community on many important issues.

- An in-depth review of the proposed revisions to the **Alcohol and Drug Policy** is underway. The RSC has attended meetings with student groups, Campus Safety, and Student Affairs to gain a knowledge base from which policy

recommendations may be made. Your input will be invaluable as these recommendations are formulated in the upcoming weeks.

- Concerns related to **staff compensation issues** are being addressed as evidenced by the recently released report of the special committee chaired by Dr. Linda Kuk.

- The RSC met with Judy DeCoursey, newly hired Benefits Manager for RIT, to discuss current benefits policies and how they might be improved.

Finally, we will be focusing in the upcoming months on ways that staff may contribute to the attainment of the goals articulated by President Simone on the issues of diversity within the RIT Community and how the University will become First in Class.

All members of RSC are enthusiastic about the upcoming months. They will be filled with challenges and opportunities. Their efforts have demonstrated that governance, when properly structured, improves a university by allowing all members to fully participate in shaping future directions.

AND THE WINNERS ARE...

The winners of the Staff Council Drawing are:

- **MARIA PAGANI WIEGAND**, Coop & Placement, won \$100 cash
- **ANNE DIFELICE**, Dept. Secretary in Computer Engineering, won the \$40 Gift Certificate from the Outback Restaurant

Thank you for your generous response to the Staff Council Appeal and for your encouragement and continuing support. Staff continues to be represented on all Institute Committees and consulted on all Institute issues through Staff Council. It is important to pass your

opinions on to your particular Staff Council rep. We are working for you.

Donations can still be made. If it wasn't a good time for you to contribute last quarter, give it some thought for this quarter or even in the spring. Contributions can be made by cash, check or one-time payroll deduction any time during the year. Donations can be sent to Vonnie Pullyblank, MMET, 09-3203. Please send your name and department number with your donation. If you prefer, a payroll deduction, contact Vonnie Pullyblank (x7070) for the required form.

RIT STAFF COUNCIL IS HERE TO SERVE YOU!

There are several ways that RSC currently strives to communicate with and be accessible to RIT staff. They are: through the VAX (via \$notes and \$ask), Staff Council office (A450 Union, telephone 475-7656), e-mail (Staff Council secretary, Peg Meyers, MSMSTA), through the minutes of Staff Council meetings which are available to the entire campus on all-in-one, and through Staff Council representatives. *We want to hear from you!* If you can think of other ways we can convey information to the staff of RIT, please let us know! Fill in below and return to Peg Meyers, Staff Council Office, A450 Union.

My suggestion for better communication between RIT Staff Council and the staff at RIT is:
