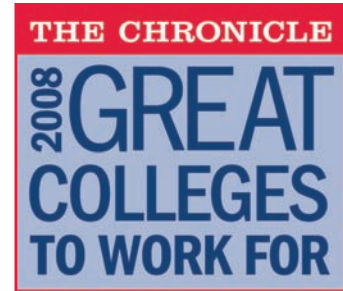


The Academic Workplace



Tuition Exchanges Are Popular at Rochester Institute of Technology

WITH two college-age daughters, Char Ipacs lists tuition reimbursement at the top of her list of favorite benefits as a Rochester Institute of Technology employee. Her younger daughter will start at Syracuse University this fall with a waiver equal to the cost of tuition at RIT, about \$26,000. That is one of many reasons Ms. Ipacs, a communications analyst, loves to work at RIT. “The benefits package over all is very nice,” says Ms. Ipacs, who has worked there for 18 years. “They always work to improve them every year.”

Beyond RIT’s participation in Tuition Exchange, an association of nearly 600 institutions that honor one another’s tuition reimbursements, the institute offers complete tuition waivers to employees’ spouses and domestic partners for undergraduate and, in some cases, graduate courses at RIT. A scholarship program helps employees cover up to \$1,500 each year in other costs, such as books or tuition at community colleges. “It’s a pretty broad program, and most of the children of our employees should be able to benefit from one of these,” says Judy DeCoursey, a senior benefits specialist in RIT’s human-resources department.

At a time when health-insurance premiums eat up a growing portion of an employee’s paycheck, RIT ties the premiums that employees pay to their salary level. Employees who make less pay less for medical coverage. The institution even offers health insurance for pets, which covers routine care and serious medical problems. The benefits provide “opportunities for people to save money on things they would be doing anyway,” Ms. DeCoursey says.

—KATE MOSER

Professional/Career Development Program

Employees are given the opportunity to develop skills and understand requirements to advance in their careers.

Small (499 or fewer employees)	Medium (500 to 2,499 employees)	Large (2,500 or more employees)
Austin College	Indiana Wesleyan U.	Cornell U.
Juniata College	Rochester Institute of Technology	Duke U.
Niagara U.	U. of Central Oklahoma	Stanford U.
Regent U.	U. of Dayton	U. of Louisville
Southern New Hampshire U.	Webster U.	U. of Southern California

Institutions are listed in alphabetical order.

Compensation and Benefits

Pay is fair, and benefits meet the needs of employees.

Small (499 or fewer employees)	Medium (500 to 2,499 employees)	Large (2,500 or more employees)
Aurora U.	Bentley College	Cornell U.
Austin College	Canisius College	Ohio State U.
Niagara U.	Indiana Wesleyan U.	Stanford U.
Regent U.	Rochester Institute of Technology	State U. of New York at Buffalo
Southern New Hampshire U.	Rowan U.	U. of Michigan at Ann Arbor

Institutions are listed in alphabetical order.

Tuition Reimbursement

Small (499 or fewer employees)	Medium (500 to 2,499 employees)	Large (2,500 or more employees)
Augustana College (Ill.)	Canisius College	Boston U.
Hastings College	Miami U.	Stanford U.
Niagara U.	Rochester Institute of Technology	U. of Louisville
Oklahoma City U.	U. of Dayton	U. of Memphis
Southern New Hampshire U.	U. of San Diego	U. of Southern California

Institutions are listed in alphabetical order.



403b or 401k

Appearance of the campus is pleasing, and the institution takes steps to provide a secure environment.

Small (499 or fewer employees)	Medium (500 to 2,499 employees)	Large (2,500 or more employees)
Agnes Scott College	Bentley College	Saint Louis U.
Albright College	Indiana Wesleyan U.	U. of Iowa
Gordon College (Mass.)	Rochester Institute of Technology	U. of Kentucky
Regent U.	U. of San Diego	U. of Michigan at Ann Arbor
Rhodes College	Webster U.	U. of Southern California

Institutions are listed in alphabetical order.

Disability Insurance

Small (499 or fewer employees)	Medium (500 to 2,499 employees)	Large (2,500 or more employees)
Gordon College	Bentley College	George Mason U.
Niagara U.	Indiana Wesleyan U.	Stanford U.
Regent U.	Rochester Institute of Technology	U. of Iowa
Southern New Hampshire U.	U. of Dayton	U. of Michigan at Ann Arbor
U. of Virginia's College at Wise	Utah State U.	U. of Southern California

Institutions are listed in alphabetical order.

Life Insurance

Small (499 or fewer employees)	Medium (500 to 2,499 employees)	Large (2,500 or more employees)
Juniata College	Drake U.	Ohio State U.
Regent U.	Indiana Wesleyan U.	Stanford U.
Saint Francis U.	Kent State U.	U. of Iowa
Southern New Hampshire U.	Rochester Institute of Technology	U. of Kentucky
U. of Virginia's College at Wise	Webster U.	U. of Southern California

Institutions are listed in alphabetical order.

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See RIT's benefits website at <http://finweb.rit.edu/humanresources/benefits>