

*This message is sent on behalf of Jeremy Haefner, Provost and
Senior Vice President for Academic Affairs*

MEMORANDUM

To: RIT Tenured and Tenure Track Faculty
From: Jeremy Haefner, Provost and Senior Vice President for Academic Affairs
Michael Laver, Chair, Academic Senate
Subject: Implementation of E5.0: Policy on Tenure
Date: May 27, 2014
CC: William Destler, College Deans, Sue Provenzano

Dear Colleagues,

As you are no doubt aware, RIT has been working diligently for the past couple of years to make rather substantial revisions to its tenure policy (Policy E5.0). Through the exceptional work of the Faculty Affairs Committee and the Academic Senate, the revisions to E5.0 were approved on the floor of the senate, and the president added his approval on April 15 of this year.

In order to facilitate the complex task of implementing the new policy, Academic Senate approved a Senate Ad Hoc Taskforce on 11/21/2013 consisting of the provost, the senate chair, a representative from the Faculty Affairs Committee, and a representative from each of the colleges who is a current or former member of their college's tenure committee. This committee has now met several times and has outlined a timeline and a procedure for implementing the new policy:

1. With the exception of item #2 below, the policy will implemented by May 1, 2015 in time for the tenure and promotion processes for the academic year 2015-2016. The current and existing policy shall be in effect for tenure and promotion processes for the academic year 2014-2015. This additional year provides the colleges sufficient time to revise their promotion and tenure policies in order to be in compliance with the changes in E5.0. The provost will charge the deans at the beginning of the year to ensure that revised college policies are presented to the provost no later than February 1, 2015.
2. The provision in the new policy for an extension of the probationary period for faculty who become a parent either by birth or adoption will be implemented immediately. As a result, any faculty member who has become a parent six months prior to the end of April, 2014 is automatically eligible for a one-year extension of the probationary period upon providing written notice of each birth or adoption to the department head, dean, and provost within six months of the birth or adoption and before the tenure documentation is due. If faculty who fall into this category do not wish to avail

themselves of the extension, they should state as much in writing to their department head. Faculty have up to six months from the date of birth or adoption to decide what course of action is right for them.

3. The new tenure policy states that all college tenure expectations shall be voted upon by the faculty, shall not contradict the stated university tenure criteria found in the new Policy E5.0, and shall be approved by the Academic Senate. We realize that colleges will want to be intentional about familiarizing themselves with the new policy and having conversations about their individual tenure expectations. Therefore, colleges should begin these conversations as soon as possible, and each dean shall be responsible for submitting their faculty-approved expectations to the Senate Ad Hoc Taskforce mentioned in the beginning of this communication by February 1, 2015. The Taskforce will then review the college tenure expectations for consistency with university criteria and present all of the college tenure expectations to the Academic Senate for final approval in March 2015. Please be advised that the Senate is not expected to review a college's entire tenure policy, but only to ensure that the college's tenure expectations do not contradict university tenure criteria. This process should leave enough time to ensure that the new Policy E5.0 can be implemented by May 1, 2015 and go into effect for Academic Year 2015-2016.
4. Upon Academic Senate approval of college tenure expectations, and upon the president's review, Provost Haefner will ensure that all of the college tenure expectations are posted and publicly available on his website.
5. There are undoubtedly a whole host of issues that will arise between now and May 1, 2015, but we believe that the above represents the major implementation issues and that our suggested timeline provides for the maximum fairness for all faculty who are currently in, or who will soon go through the tenure process. One point to keep in mind is that the new policy stipulates that those faculty who are currently in the "tenure pipeline," and who have already undergone their comprehensive mid-tenure review, shall go up for tenure under the current set of college tenure expectations, even after the May 1 implementation date. This will ensure that no faculty about to go up for tenure will have the expectations changed mid-way through their process.

Thank you for your attention. We are attaching the revised Policy E5.0 as well as well as a link to the current [Policy E5.0](#) to this correspondence and trust that if you have comments or concerns you will not hesitate to contact Provost Haefner, your college's dean, or the Academic Senate. All the best for the end of the semester,

Jeremy Haefner
Michael Laver