

MEMORANDUM

To: Deans
From: Jeremy Haefner, Provost and Senior Vice President for Academic Affairs
Subject: Promotion monies for lecturers
Date: 4 March 2011
Cc: Patty Spinelli, Interim Director, HR

Faculty are at the heart of what makes RIT a great university. The work that all faculty do in support of student learning and the discovery of new ideas not only defines RIT but contributes significantly to the impact that RIT has on the world. Recognizing the role that faculty play in the success of RIT is critical to our success and future.

Within the past few years, through a series of policy changes, RIT has recognized the important role that full-time lecturers serve as faculty members. RIT policy now acknowledges promotional titles that include senior and principal lecturers and we have implemented processes for awarding promotions to lecturers and senior lecturers.

In addition to longer-term rolling contracts that come with the promotion to senior and principal lecturer titles, RIT will also provide a base salary increase. It is important to keep in mind important differences that exist in the promotion process for lecturers and tenure-track faculty. First, the minimal number of years required for a lecturer to be promoted to senior lecturer and a senior lecturer to be promoted to principal lecturer is lower than that for the promotion processes for assistant and associate professors. Second, the set of expectations used in the lecturer promotion process is substantially different than those that apply to the assistant professor promotion process. Finally, the promotion process for assistant professors, since it is tied directly to the tenure process, is a condition of employment; a factor that is not attached to the promotion of lecturers.

As a result, the stipend that will accompany the promotion to senior and principal lecturer will take these differences into consideration. RIT will provide funding so that when a lecturer is promoted to senior lecturer, the campus will add \$2,000 to their base pay, and when a senior lecturer is promoted to principal lecturer, the campus will add \$3,500 to their base pay.