

April 6, 2021

Dear Academic Affairs Colleagues,

I am writing to share with you a set of recommendations I received from the Spring/Fall Academic Planning Committee. The report can be found [here](#).

This Planning Committee was charged with recommending changes to current policies and practices based on what we learned during the pandemic. The report advances both COVID-specific and COVID-inspired recommendations affecting faculty and staff personnel policies.

The report is divided into two sections. Section 1 covers recommendations within the purview of Academic Affairs and Section 2 covers institution-wide recommendations. I intend to forward Section 2 to the appropriate divisional vice president for their consideration.

Recommendations in both sections provide the rationale, the scope, and additional stakeholders that should review the recommendation prior to deciding an appropriate action.

The themes include:

- Annual Evaluation
- Plan of Work and Workload
- Tenure and Promotion
- Faculty/Staff Leave & Sabbaticals
- Working Remotely
- BetterMe/Wellness

The committee consulted with key functional partners from Human Resources, Office of Legal Affairs, AdvanceRIT and Council for the Representation and Engagement of Women (CREW), University and Community Partnerships, Dr. Mindy Maygar, Faculty Associate for AALANA Faculty, the Ombuds Office, and non-committee representatives from Staff Council and Academic Senate in order to understand the context underlying current policy and explore opportunities for modifications.

You will notice that some recommendations require policy modifications and others require changes to current practice or procedures. Some have significant resource implications as well. Moving forward, I plan to engage key stakeholders in discussion about recommendations in Section 1 prior to making any implementation decisions.

I want to thank the entire academic planning committee for this report and most especially, the committee's working group led by Jim Lee and Cathy Clarke for the forward-thinking recommendations they have provided.

The academic planning committee has one remaining charge this year related to recommendations for the teaching/learning environment at RIT post-pandemic. These recommendations are expected by May 15.

I look forward to working with all of you as we evaluate the recommendations in this report.

Sincerely,

Ellen Granberg, Ph.D.  
Provost and Senior Vice President for Academic Affairs