

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

Colleagues,

As the end of the academic year quickly approaches, I would like to thank all of you for your ongoing contributions to RIT's success. Within the next few weeks we will be sending off a new set of RIT graduates, young adults, prepared to meet the challenges of new jobs or graduate school, thanks to the support and guidance of each faculty member.

As Dr. Munson previously communicated, beginning in 2018, RIT will use September 1 as the effective date for our salary increase program, contingent upon confidence in our enrollment numbers and associated budget. This timing also offers better alignment with our academic calendar.

Salary related items for academic year 2018-19 include:

- In compliance with policy E04.0 [Faculty Employment Policies](#), and in partnership with Human Resources, I am sending this communication to all faculty, indicating that salaries will remain unchanged for the start of Academic Year 18-19, with the exception of faculty whose salaries will change due to professional leave, retirement transition or other salary adjustment. Faculty whose salaries are changing for these reasons will receive a letter prior to July 1, 2018 notifying them of the change.
- If a salary increase program is approved, salary letters will be provided to all employees, via their Manager/Chair, prior to the effective date of the change. If the salary increase program is not approved, a communication will be sent to all faculty and staff.
- Lecturer renewal notifications will be issued by the dean's office prior to June 30, 2018 for lecturers on annual appointment periods, and those lecturers including Senior Lecturers and Principal Lecturers on multiple year appointments as required by policy [E6.0 Policies on Faculty Rank and Promotion](#).
- Promotions in rank and associated salary changes will be communicated in May and will be effective July 1, 2018. Going forward promotions will continue to be communicated in May, however, in an effort to align all of RIT's major salary increase processes, promotional dollars will be awarded on September 1 of the year of the promotion.
- Adjunct pay levels will remain unchanged for the start of the Academic Year 2018-2019.
- Decisions regarding pay changes for adjunct faculty will be made in the same time frame as the salary increase program. The university remains committed to competitive pay and benefits for our adjunct faculty.

Please contact your Human Resources Manager if you have any questions.

Best wishes for great summer!

Jeremy Haefner
Provost and Senior Vice President for Academic Affairs