

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

Dear 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 we close out our current academic year and prepare to open our next, RIT, like other institutions of higher education, is faced with new challenges. In his letter of April 12, 2017, Dr. Destler outlined a conservative approach to our budget for fiscal year 2017-18, in preparation for the potential impact of those challenges on our enrollment. He announced that RIT will be delaying our merit increase program until our fall numbers are finalized. This action does not, however, impact the university's commitment to our policies. This letter will serve as the salary notification requirement under [E04.0 Faculty Employment Policies](#).

Salary related items for academic year 2017-18 include:

- Tenured and tenure-track faculty members:
  - Who are currently on a 9.5 month appointment period will move to a 9 month appointment period and will maintain their current salary. This is a result of the change to our academic calendar.
  - Who are currently on an appointment period that is greater or less than 9.5 months will maintain their current appointment period and their current salary.
- Non-tenure track faculty members:
  - Renewed non-tenure track faculty members who are currently on a 9.5 month appointment period will move to a 9 month appointment period and will maintain their current salary. This is a result of the change in our academic calendar.
  - Renewed non-tenure track faculty members who are currently on an appointment period that is greater or less than 9.5 months will maintain their current appointment period and their current salary.
- Lecturer renewal notifications will be issued by the dean's office prior to June 30, 2017 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](#).
- The pay rates for adjunct faculty will remain at AY 16-17 levels. Although the budget office has increase the adjunct budget line for fiscal year '17-18, any decisions regarding pay changes for adjunct faculty will be made after the university determines its overall merit program. The university remains committed to competitive pay rates for adjuncts.

As a reminder, faculty who are receiving a promotion in rank will receive the associated pay change for this promotion on July 1, 2017.

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

As Dr. Destler noted in his letter, this was a difficult but appropriate decision based on the external factors that may influence RIT. I share his confidence that RIT will continue to thrive and I thank you all for your support and understanding.

Jeremy Haefner

Provost and Senior Vice President for Academic Affairs