

## Committee on Governance: Minutes

Meeting #11: November 28, 2022

Faculty Governance Conference Room, SL 225

3:00pm – 4:30pm

**Present:** Len Albano (Chair, CEAE), Althea Danielski (HUA), Tanja Dominko (BBT), George Heineman (CS), Art Heinricher (Interim Provost), Suzanne LePage (CEAE), Mark Richman (Secretary of the Faculty, AE), Diane Strong (President's appointment, WBS), Karen Troy (BME).

1. Chair Albano called the meeting to order at 3:06. The agenda was approved as distributed.
2. The minutes for COG Meeting #10 were approved.
3. December Faculty Meeting
4. The response to the decision to move the Faculty meeting to December 19<sup>th</sup> has on balance been very positive.
5. With respect to scheduling professional days to free time for a variety of faculty activities including attending faculty meetings, COG discussed the need to be sensitive to how changes in the academic calendar affect classes with laboratory sessions; for example, some laboratories continued to run on the November 7<sup>th</sup> wellness day, though students were told participation was optional.
- 6.
7. Reorganization of Faculty Handbook  
COG continued discussions regarding the Promotion section of the reorganized handbook. The goal is to revise the handbook to be consistent with accepted current promotion practices. There are some defined promotion processes in the existing Faculty handbook that do not match current practices. Where these exist, COG is working to understand the implications and possibly make a recommendation about which process to adopt in the revised handbook. In fact, one motivation for reorganizing the handbook is to ensure that documented processes align with current

practices regarding all forms of promotion (both dual-mission faculty as well as teaching faculty).

The preliminary Tenure and Promotion sections of the reorganized faculty handbook have been shared with CTAF and COAP with the goal to check for consistency before widespread distribution to the faculty. Also, the Tenure section and the Governance section have been shared with the Office of General Counsel (OGC). Chair Albano, Interim Provost Heinricher and Prof. Richman will meet the OGC to get their substantive feedback.

WPI tenure and promotion policies do not currently prevent an Assistant Professor from seeking promotion to Associate Professor before being reviewed for tenure. However, the criteria for both are identical. Because the Faculty handbook states that separating tenure and promotion would only be possible “in exceptional circumstances,” COG discussed whether it finally made sense to close this loophole. Doing so would be consistent with the reasons for having combined the two processes under a single CTAF review more than 20 years ago.

8. Discussion of Sexual Misconduct Policy
9. COG discussed differences between non-Title IX and the 2018 Sexual Misconduct Policy approved by WPI Faculty. Chair Albano shared several example differences with the OGC and COG is awaiting feedback.
- 10.
11. Meeting adjourned at 4:38 pm

Respectfully submitted,

George Heineman

Secretary