

**Committee on Governance: Minutes**  
Meeting #3: September 19, 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), Karen Troy (BME).

1. Agenda was approved as distributed.
2. Minutes for COG Meeting #2 were approved with minor changes.
3. Look Ahead to October Faculty meeting (Mark Richman).  
There will be a presentation from FAP on WPI's highest wage earners and recent executive compensation data. There are also two potential CTAF topics regarding flexibility in determining the year of tenure review for probationary faculty members and increasing the size of CTAF.
4. Reorganization of Faculty Handbook (Mark Richman)  
COG discussed and reviewed the work-in-progress document unifying the sections of the Faculty Handbook related strictly to the tenure process. The guiding principle during the reorganization process is to remove redundancies, unify sections and parts of sections that all relate to the same topic and subtopic, and increase readability and usability of the Handbook. Also, accidental omissions that may have occurred during the last reformatting of the Handbook will be identified.

Prof. Richman observed that the most recent updates to define the teaching-path to tenure includes more descriptive content regarding tenure criteria for teaching faculty than the original Handbook sections that apply to dual-mission faculty.

There is a need to more accurately define in the Handbook the existing process that probationary faculty follow when applying for tenure and the tenure review process that follows. By contrast, the process followed during for promotion review of tenured faculty members are much more descriptive.

There are also important distinctions that need to be clarified, such as providing definitions of – and differences between – the **probationary period** and the **tenure clock**, and the initial hiring of a probationary tenure-track faculty as compared to the steps required in an initial appointment with tenure.

Recent motions related to tenure passed last year were intended to support faculty during COVID – specifically to extend the probationary period by one year by stopping the tenure clock for tenure-track faculty. COG will review these motions to ensure the substance and interpretations of these motions is not altered by any editorial

modifications to, or redefinitions included in, the draft of the updated Handbook.

5. Update on COG appointment to Fringe Benefits Committee (FBC)

Professor Albano has identified two faculty members who are interested in serving as one of COG's appointees to the FBC. After discussion, COG selected one candidate who Professor Albano will formally invite as the COG appointment.

6. Meeting adjourned at 4:27 pm.

Respectfully submitted,

George Heineman  
Secretary