

Committee on Governance: Minutes

Meeting #6: October 1, 2019

Faculty Governance Conference Room (SL 225)

Present: Kris Boudreau (Secretary, HUA), Tanja Dominko (Secretary of the Faculty, BBT), Tahar El-Korchi (CEE), Glenn Gaudette (Chair, BME), Arne Gericke (CBC on the carphone from Interstate 88), Mark Richman (ME), Susan Roberts (ChE), and Wole Soboyejo (Provost).

1) Prof. Gaudette called the meeting to order at 3:09. The agenda was approved.

2) Discussion on Creating and Filling Academic Administrative Positions and Faculty Leadership Opportunities: This issue has three components relevant to faculty governance:

- the ways in which the roles, responsibilities, and designated administrative time commitment affect the requirements governing the search processes for filling the various positions;
- the circumstances under which the various academic administrative positions are and should be eligible to represent faculty constituencies on various ballots and committees; and
- the manner in which positions are created, posted, and filled when they are intended to provide leadership opportunities for current WPI faculty members.

Prof. Dominko and Prof. Gaudette distributed a working document that incorporated definitions and procedures used by some other institutions into existing language in the *WPI Faculty Handbook*.

- With respect to the first component (above), for instance, COG discussed adopting the practice used at some institutions where positions are regarded as administrative when at least 50 percent of the commitment is devoted to academic administrative functions (oversight of faculty, of budgets, of curriculum, etc.), in which case these positions would be filled using the process described (or, perhaps, to be modified appropriately) in our Faculty Handbook. COG members agreed that interim appointments to these positions may be made by the administration, provided that the appointments are short-term and will be followed by a formal process when filling the permanent position. Professor Dominko will revise the document based on COG's discussion, and COG will resume the discussion at a future meeting.
- With respect to the third component (above), COG agreed that less time-intensive administrative work (for instance, working on a short-term project of interest to the institution) might fall into the category of *leadership opportunities* and wouldn't require a formal search. On the other hand [here, Professor Gericke's radiator exploded and he apologized for having to multitask during an important conversation], even these positions should be made open to the faculty community by announcing the opportunities and by allowing all interested faculty to express their interest and be considered for these positions. All agreed that a clear system should be established for creating and filling these positions (involving collaboration in identifying the

opportunities, clarity in informing faculty, and fairness and transparency in the selection process) that leads to broad institutional ownership of these leadership positions. As was discussed last week, COG will put together a subcommittee to look into the details of a system for these positions.

3) The meeting adjourned at 4:42 p.m.

Respectfully submitted,

Kris Boudreau
Secretary, COG