

Committee on Tenure and Academic Freedom Annual Report 2016-2017

Committee Members: Constance Clark (Chair), Carolina Ruiz (Secretary), Jill Rulfs, Alexander Wyglinski, John Bergendahl, and Steven Taylor.

CTAF took the following actions during the 2016-2017 Academic Year:

1. With departmental tenure committees (DTCs), reviewed twelve tenure cases and made recommendations to the Provost.
2. Met with the Provost to discuss individual cases as appropriate.
3. Reviewed two proposals for appointment with tenure and made recommendations to the Provost.
4. Reviewed one proposal for re-appointment with tenure and made a recommendation to the Provost.
5. Notified departmental tenure committees to conduct annual reviews of untenured tenure-track faculty and to certify to CTAF in writing that the reviews had been done.
6. Presented a session on the tenure review process during New Faculty Orientation in August 2016.
7. Met with the Provost in February 2017 to share and discuss ideas on aspects of the tenure review process that could be made more effective, including improving the consistency of department annual reviews and mentoring of pre-tenure faculty; and proposing an earlier schedule of elections for departmental tenure committees.
8. Worked on a motion to revise departmental procedures for periodic review of non-tenured, tenure track faculty. The committee plans to submit this motion to COG in the future.
9. Revised letters to Department Heads to include revised annual deadlines for election of the departmental tenure committee (by April 1st), DTC submission to CTAF of annotated list of external reviewers (by April 15th), and meeting of all three DTC members with CTAF (by April 30th).
10. Held an open meeting on April 12, 2017 with untenured tenure-track faculty to provide information on the tenure process at WPI.
11. Held an open meeting on April 12, 2017 with departmental tenure committees to discuss the tenure review process.

12. Held meetings with departmental tenure committees from departments with candidates for tenure review in 2017-2018 to discuss procedure.
13. Revised letters to external reviewers and professional associates for clarity.
14. Revised letter sent to candidates for tenure and promotion.
15. Appointed James Cocola to a three-year term as the CTAF representative on the Committee on Information Technology Policy (CITP).
16. Appointed new chair (Rulfs) and secretary (Wygliniski), and welcomed new members Aaron Deskins and Diana Lados for the 2017-2018 academic year.

Respectfully submitted,

Carolina Ruiz
2016-2017 CTAF Secretary