

Committee on Teaching and Research Faculty Meeting #2
Tuesday September 6th, 2022
11AM-Noon

Meeting held electronically via Zoom

Members in attendance: Drew Brodeur (Chair, CBC), Izabela Stroe (PH), Althea Danielski (HUA), Suzanne LePage (CEAE)

1. **Call to order.** Chair Brodeur called the meeting to order at 11:00 AM
2. **Review and approve minutes from Meeting #1.** The committee discussed and agreed upon format, length, and distribution of minutes. Some minor changes in this regard will be made by Secretary Aguilar. Committee will vote via email to approve and distribute prior to next week's meeting. There was some discussion about various email distribution lists. gr-TRT Council and gr-TRT faculty both exist in Outlook, but who manages and how are they updated? Althea will investigate and follow-up.
3. **Updates from meeting with Kimberly LeChasseur.** Regarding the Professor of Teaching (PoT) Tenure Path FAQ, Chair Drew learned that is a Google doc, which is easy to update. CTRF will continue maintenance. Also, Kimberly will be able to help create a survey to collect thoughts from the WPI community on future CTRF agenda items. Committee agreed a simple, open-ended way for people to share their thoughts would be most helpful. Adding an option for someone to request a meeting would be a good addition. For example, *"would you like a member of the Committee to contact you personally for a discussion?"*

The committee discussed Chair Brodeur's draft introductory email to faculty to explain their role, as CTRF will handle issues formerly under the TRT Council's purview. Committee approved draft. Chair will distribute this week.

4. **Ongoing issue: Continued support and advocacy for Instructors on campus, including pay, campus wide respect, providing adequate resources, unifying requirements etc.**

Committee discussed salary equity and how to collect data. While self-reported data through a survey of some kind may not be comprehensive (some may be reluctant to share and anonymity may be hard to achieve), there is value in creating a culture where people are comfortable sharing their salaries in an effort to attain pay equity. Committee member LePage suggested that a list of Titles and respective pay ranges may also be helpful. Chair Brodeur offered to check in with AAUP to see if they have any of this kind of information available.

5. Althea's email to TRT Council. Committee member Danielski reported that the TRT Council leadership and former members seem eager to hand over the responsibilities, but likely will want to meet with us to ensure issues do not fall in the cracks or get forgotten. Committee members agreed to keep their input and considerations as active agenda items. Chair Brodeur will invite to a future CTRF meeting. Also, there is consensus that a follow-up meeting with the Provost is needed to address unanswered questions regarding contracts with the first few Cohorts, plans for Cohort #3, and the need to reach the 40% goal of getting teaching faculty onto the tenure track. It is important to get the administration on board with recognizing that, for cohort three, there should be a larger number than with previous cohorts if we are to reach 40%. Drew will draft an agenda for this meeting, ideally incorporating results from survey discussed in agenda item #3.

6. The meeting was adjourned at 12:08pm

Respectfully submitted,

**Joe Aguilar
CTRF Secretary**