

**Committee on Governance Annual Report
Academic Year 2015-16**

Committee on Governance (COG):

Chair: John McNeill (Chair from 7/1/15 to 10/29/15; resigned COG 10/30/15); Glenn Gaudette (Chair from 10/30/15 to 6/30/16)

Secretary: Glenn Gaudette (from 7/1/15 to 10/29/15); Dan Dougherty (10/29/15 to 12/30/15); Suzanne Weekes (1/1/16 to 3/15/16); Tanja Dominko (3/16/16 to 6/30/16)

Members: Bruce Bursten (Provost); Chrysanthe Demetry; Tanja Dominko (appointed 12/8/15 to serve until 6/30/17); Dan Dougherty; John McNeill (until 10/29/15); Mark Richman (Secretary of the Faculty); Diane Strong; Suzanne Weekes.

COG met 28 times during AY2015-16.

1. In the beginning of the academic year, COG identified potential agenda items for the upcoming year, which included:
 - a. status of modifications to the intellectual property policy;
 - b. possible modifications to the procedures for Faculty evaluation of administrators;
 - c. possible membership changes for CGSR;
 - d. possible modification of FAP membership and charge;
 - e. possible changes in CITP membership and charge;
 - f. COG's role in WPI's response to the COACHE (Collaborative on Academic Careers in Higher Education) faculty satisfaction report;
 - g. recent trends in TTT/NTT balance;
 - h. promotion task force report;
 - i. modification to stop-the-tenure clock procedures;
 - j. modification to procedures for CTAF consideration of faculty hired with tenure;
 - k. DTC and annual review procedure for interdisciplinary faculty;
 - l. Adjunct Professor of Practice title;
 - m. Department Head evaluation procedures (in general) and whether to evaluate/include program directors;
2. COG identified several significant annual duties:
 - a. developing a full ballot for spring elections to standing committees;
 - b. conducting search committee elections for academic administrators (as needed);
 - c. conducting this year's Faculty evaluation of administrators;
 - d. presenting this year's TTT/NTT report to the Faculty.
3. The Provost informed COG that he would be conducting a search for a Dean of Engineering and a Vice Provost for Research. COG reached a strong consensus that prior

to the search for a new Dean of Engineering, a general campus-wide discussion (beginning with a presentation by the Provost at the October 16 Faculty meeting) should take place concerning the Dean structure at WPI. COG discussed the next steps that the community could take to understand the functions and benefits of the Deans at WPI. COG conducted elections (according to the Faculty Handbook) for faculty members to serve on the VPR Search Committee and the Dean of Engineering Search Committee. After the elections were concluded, on behalf of COG, Profs. Richman and Gaudette met with Provost Bursten and President Leshin to appoint the remaining members of both search committees.

4. COG modified a proposal from the Committee on Information Technology Policy (CITP) to better describe its membership, role, and governance authority. The proposal was sent to the Faculty (at the November 19 and December 18 Faculty meetings) for its approval.
5. COG met with Prof. Demetriou (Chair, CGSR) to discuss a motion to change CGSR's membership by replacing the Director of Continuing Education with the Dean of Graduate Studies. The motion (in final form) eventually came back to and was approved by COG. The motion was sent to the Faculty (at the April 14 and May 10 Faculty meetings) for its approval.
6. COG met with a faculty member to discuss his concerns about academic freedom with regard to ISPs and the responsiveness of the administration in providing data to FAP.
7. COG appointed Prof. Bergendahl to serve on the Educational Development Council (EDC) beginning in C-term 2016.
8. COG received a copy of the report from the Task Force on Academic Promotions at WPI, and in collaboration with COAP forwarded the report to the Faculty for its input. COG discussions (throughout the year) focused on:
 - a. possible recommendations for modifying procedures and membership of COAP
 - b. establishing a mechanism to provide post-tenure mentoring
 - c. changing the criteria for promotion to better align with institutional priorities

COG met once with Prof. Savilonis (Chair, COAP) and Prof. Hansen (member, COAP) to discuss mechanisms by which input from the community could be gathered concerning concerns about the promotions process at WPI. Subsequently, Prof. Hansen summarized the findings of the Task Force and presented COAP's view of the Task Force recommendations at the January 21 Faculty meeting. COG also met with the full COAP to discuss COAP's draft proposal to establish department promotions committees.

With regard to possible recommendations for modifying procedures and membership of COAP, COG agreed to recommend the following:

- a. expanding COAP by one member in order to develop a recusal process similar to that used by CTAF

- b. conducting COAP elections in a manner (including timing of election) similar to that for the CTAF
- c. presentation of these recommendation early in AY2016-17

With regard to establishing a mechanism to provide post-tenure mentoring, COG and COAP agreed that mentoring is essential. However, the details of the mechanism through which this would be achieved differed between committees. COG recommended further discussion on this topic in AY2016-17.

COG did not have substantial discussions concerning changing the criteria for promotion to better align with institutional priorities.

9. COG conducted a special election to replace Prof. McNeill who stepped off COG on October 29. The process (using the runners-up in last year's COG election as nominees) was described in a motion that COG sent to the Faculty (at the November 19 Faculty meeting) for its approval.
10. COG modified the questions and format of the Faculty evaluations of administrators (for the President, the Dean of Undergraduate Studies, the Dean of Graduate Studies, the Dean of IGSD, and the CFO), received approval of the modified questions from those administrators, distributed the evaluation surveys to the Faculty (electronically), tabulated the results, and distributed the results to the Faculty, to the administrators evaluated, and to the Chair of the Board of Trustees.
11. COG appointed Prof. Demetry to represent COG in interviews with candidates for the Director of Academic Programming and Analysis.
12. Prof. Richman, in his role as Secretary of the Faculty, conducted the COG and CTAF elections for new members whose terms will begin on July 1, 2016.
13. COG prepared preliminary and final ballots for all other Faculty Governance Standing Committees, conducted the elections, and disseminated the results to the Faculty.
14. COG appointed Prof. Rangwala as its representative on the committee to select the 2016 recipient of the Trustees' Award for Outstanding Teaching.
15. COG reviewed modifications to WPI's Intellectual Property Policy made by the Office of Intellectual Property. The committee suggested changes to the policy and approved forwarding the revised policy to the Faculty for its input and then to the Board of Trustees for its review.

16. COG received the yearly report from the Provost on the TTT/NTT Faculty Populations and on the credits delivered by TTT and NTT faculty members. COG also requested and received from the Provost's office data on credits delivered by CPE. COG expressed concern regarding continued decrease in the percentage of credits delivered by TTT identified last year. COG suggested that an institutional strategy be developed to address the issue of appropriate growth of the TTT faculty needed to meet the University's teaching commitments and research goals. These data were presented to the Faculty at the April 14 meeting.
17. COG modified a proposal from the Committee on Administrative and Financial Policy that altered its structure, charge and name. The proposal was sent to the Faculty (at the March 17 and April 14 Faculty meetings) for its approval.
18. COG revised language suggested by CTAF to modify the procedures (described in the Faculty Handbook) for stopping the tenure clock. By the end of the 2015-16 academic year, the language was very nearly in final form, and COG anticipates forwarding the proposed revisions to the Faculty early in AY 2016-17.
19. COG reviewed two letters from CTAF:
 - a. CTAF reported a procedural error, and assured COG that steps were taken to ensure such an error will not occur again.
 - b. CTAF reported a finding of no violation of academic freedom in regards to a complaint. However, CTAF reported concerns about a lack of communication between parties.