Committee on Governance: Minutes
Meeting #2: September 4, 2018
Faculty Governance Conference Room (SL 225)

Present: Len Albano (CEE); Kris Boudreau (HUA); Tanja Dominko (Secretary of the Faculty, BBT); Mike Elmes (FBS); Mark Richman (Secretary, ME); Sue Roberts (ChE); David Spanagel (Chair, HUA)

1. Prof. Spanagel called the meeting to order at 11:03am; the agenda was approved as distributed.

2. The minutes of COG meeting #1 from August 28, 2018 were approved as distributed.

3. Update: The following COG appointments have been confirmed:

   - Fringe Benefits Committee:
     - Prof. Koutmos (FBS) for a 3-year term
     - Prof. Wodin-Schwartz (ME) for the remainder of a two-year term
   - Conflict Management Committee:
     - Prof. Shue (CS) as a member for a one-year term
     - Prof. Kazantis (ChE) as an alternate for a one-year term

   COG has identified several faculty members appropriate to serve on the Committee on Information Technology Policy (for one three-year term). Prof. Spanagel will contact them to determine their availability and willingness to serve.

4) Faculty Advocacy and Mentoring Expansion (FAME): COG approved the proposal from the joint Working Group on Promotion to establish a mentoring system for mid-career WPI faculty members. With only minor editorial changes, the proposal is essentially unchanged from the version presented at the May 2018 faculty meeting. Prof. Roberts will work with Prof. Albano and Prof. Richman to prepare the proposal in final form to be presented at the October 2018 faculty meeting. The motion to be presented will include an indication of where it would be inserted in the Faculty Handbook, and a specific statement of the resources that the mentoring program will require.

5) Global Impact Division:
   In anticipation that a Dean search will be conducted for either the IGSD or a merged and realigned global division, Prof. Richman made the following motion:

   I move that when the search committee for the next Dean of the IGSD (or GID, or Global School...TBD) is formed, the Committee on Governance make an exception to the Guidelines for Searches to Fill Academic Administrative Positions (Faculty Handbook - Part Two, Section 1.H) for the purpose of constituting the search committee <u>with equal representation of TTT and NTT faculty members</u>.

   Prof. Richman felt strongly that forming the search committee in this way would demonstrate good faith and good will toward our NTT colleagues while Prof. Dominko – in her role as

Secretary of the Faculty – organizes a more general effort to address the status of NTT faculty members on campus. Although the details of how the search committee will be formed were not established, there was a strong consensus that NTT faculty members should have the opportunity to elect their own representatives to the committee. Prof. Dominko will compile an accurate list of all current continuing NTT faculty members (with their departmental or programmatic affiliations) needed to prepare such nomination and election ballots. The motion **passed** unanimously.

COG discussed in detail the latest proposal from the Global Impact Division advisory group concerning the formation of a new global unit. The purpose of the discussion was to formulate questions for and requests to the administration for additional information and clarification, so that COG can perform its due diligence in bringing any recommendation about a proposal to "create, merge, realign, or eliminate an academic program" forward to the faculty for consideration. In an attempt to treat it as COG's highest priority and expedite consideration of the proposal, COG hopes to get responses that can be incorporated into its deliberations on September 11 and September 18.

Many of COG's requests for additional information and clarifications are guided by the Provost's original charge to the GID advisory group to:
- flesh out detailed recommendations regarding the structure of the GID and a staffing vision for the academic and other strategic activities to be housed within the division;
- examine various options for how WPI faculty might be assigned exclusively to GID, or otherwise be shared /affiliated between existing departments and GID programs; and
- think carefully about challenges, opportunities, and unanticipated consequences of making these structural changes, and how to address them.

COG's requests and questions are summarized below.

1) **Requests for critical information**:
    a. Describe the Administrative Structure of the Proposed Unit:
        i. Include Deans; Assoc. Deans; Directors; Department Heads; Administrative support staff, etc. What will the structure be at first and how is it anticipated to evolve?
        ii. Provide job descriptions for any anticipated new Dean's, Director's, or Department Head's positions.

    b. Describe the Faculty Structure of the Proposed Unit:
        i. Who are the current faculty members (TTTs and NTTs) who will be affiliated with the unit immediately?
        ii. What is the projection for growth in the number of faculty members affiliated with the unit? How will the opening and addition of TTT and NTT faculty lines within the unit be determined?
        iii. Address the possibility of raising the status of our Continuing NTTs by providing paths to tenure for and long-term commitments to our valued teaching professors.

      iv. By what process and by what criteria will faculty members become affiliated with the unit as it evolves? Will there be the different types of affiliations (i.e. full, partial, etc.) that faculty members can have with the unit? Will "unaffiliated" faculty members be eligible to advise IQP's and serve as IQP project center advisors? Will anything change with respect to eligibility and involvement in IQP advising?

      v. From which and from how wide a range of academic disciplines will the proposed unit's faculty be associated?   With such a wide range of academic disciplines within the unit, how would tenure reviews and the tenure process work for tenure-track faculty members within the unit?

c. <u>Provide a Projected Itemized Budget for the Proposed Unit</u>:
    i. Include administrative costs, instructional salaries, and operational expenses. Indicate how this proposed budget compares to the current costs of our global programs.
    ii. Indicate anticipated growth in budget over time.

d. <u>Describe Planned Curriculum to be Administered through the Proposed Unit</u>:
    i. Undergraduate majors, minors, and concentrations – include expected number of enrolled students over time.
    ii. Graduate degree programs – include expected number of enrolled students over time.

2) Critical Questions to be Addressed:
a. Why should the proposed unit be its own school, particularly when our global programs belong to the whole campus? Are there other academic structures that might be more consistent with our campus-wide ownership of our global programs? And might the academic Head of one of those other campus-wide structures be more analogous to a Dean of Undergraduate or Graduate Studies, or to a VPR than to a Dean of Engineering or Arts and Sciences or Business?
b. If the goal is to coordinate disparate global activities, could this be achieved by a Director of Global Programs rather than a Dean?
c. Provide *specific foreseeable examples* of how grouping our current global activities and efforts within the proposed unit will lead to improvements, new opportunities, and efficiencies?

Prof. Spanagel will forward these requests for critical information to the Provost so that the administration's responses can be incorporated into COG's continued consideration of the GID proposal next week (Sept. 11).

6) The meeting adjourned at 12:50pm.

Respectfully submitted,
Mark Richman
Secretary, COG