Motion to:
Add to the Faculty Handbook
A Sample Letter of Appointment
for
Professors of Practice

Committee on Governance:
Tanja Dominko (BBT, SOF)
Kris Boudreau (HUA; Chair, COG)
Mark Richman (AE; Secretary, COG)
Wole Soboyejo (Provost)
Len Albano (CEE)
Tahar El-Korchi (CEE)
Arne Gericke (CBC)

May 27, 2021
The Committee on Governance recommends and I move that Appendix B be added to Part Two of the Faculty Handbook to include a sample appointment letter for Professors of Practice, as provided in the materials distributed for this faculty meeting.
Relevant Highlights of Motions Approved (on May 6, 2021)

• Revised “Categories of Faculty Members at WPI” - Motion #1
  Included.....
  - Appointment, Reapp’t., and Annual Review Processes for Profs. of Practice
  - Appointment and Reapp’t Criteria for Profs. of Practice
  - Sample letter of appointment for Teaching Profs, and Instructors, but NOT one for Profs. of Practice

• Extended Faculty Review Committee Charge – Motion #2
  - to nonrenewal and termination of secured nontenure-track appointments, including Profs. of Practice appointments

• Expanded Formal Definition of the Faculty and Formal Protections of Academic Freedom – Motion #3
  - to all full-time teaching and research faculty members, including Profs. of Practice
Professors of Practice: Protections in Letter of Appointment

- **Security within appointments** – no faculty member will be disciplined or terminated without **just cause**:
  - Misconduct – as **defined** and **adjudicated** according to Faculty Conduct Policies
  - Financial emergency

- **Academic Freedom** - as defined in the Faculty Handbook.
  – guaranteed non-retaliation with respect to appointment decisions and other conditions of employment

- **Appointments**
  – **Term Lengths** – 5 years each
    • subsequent 3-year appointments extended to 5-year appointment
    • renewals subjected to COAP review

- **General workload and responsibilities**
  – initial – documented in writing
  – changes – mutually agreed to in writing

- **Annual performance reviews**
  - written and shared with the faculty member

- **Grievance of non-reappointment** - through the Faculty Review Committee
Implementation (Approved May 6, 2021)

• **Distribution of Appointments for Current Professors of Practice:**
  (effective July 1, 2021):
  
  – Current five-year appointments remain unchanged
  – Current three-year appointments (*at Dept. Head discretion...*)
    • unchanged; or
    • extended by two years to five-year appointments;
Discussion