

Committee on Governance: Minutes
Meeting #21: March 14, 2023
Faculty Governance Conference Room, SL 225
1:00pm – 2:30pm

Present: Len Albano (Chair, CEAE), Althea Danielski (HUA), Tanja Dominko (BBT), George Heineman (CS), Suzanne LePage (CEAE), Mark Richman (Secretary of the Faculty, AE), Diane Strong (President's appointment, WBS), Karen Troy (BME)

1. Chair Albano called the meeting to order at 1:17 pm and distributed the agenda
2. Faculty Elections
Prof. Richman discussed the electronic format of the election ballots to COG, CTAF, and COAP, which once again will be distributed using Qualtrics. In response to requests for more information about candidates, Prof. Richman worked with IT to augment the electronic ballots when viewed in a web browser, allowing faculty to click on any candidate's name to view that Faculty member's WPI web page.
3. Reorganization of Faculty Handbook
Overall, the polished draft of the reorganized Faculty Handbook (from several months of effort) is in a suitable shape for reading through from start to finish. COG hopes other faculty members will share their comments and feedback on the reorganization with any member of COG. Feedback to date highlights the improved ability to locate content, and COG discussed comments received by email.
4. Formal Mechanism to Inform Faculty Governance on Incidents of Campus Intolerance
Recently, some faculty members learned of an act of intolerance on campus. Specifically, articles were removed from the doors of one or more faculty members, including stickers/flags showing support for LGBTQIAP+. It was noted that some of the faculty members whose doors were affected are themselves members of the LGBTQIAP+ community; as such, the incident was reported as a *bias incident*, which involved contacting the relevant Department Heads, Deans and campus police.

COG suggests that the Secretary of the Faculty be included in the list of those who receive notice of such bias incidents. In addition, the Secretary could and should be considered a resource and advocate for faculty members that are affected by such incidents.

COG will reach out to the JCC to identify how to ensure relevant information about such incidents could be made available to the Secretary of the Faculty just as it is to other officers of the University. In addition, the suggestion was made to announce such incidents in a timely manner, similar to how the campus police shares emails about safety incidents.

5. Draft Documents on President's and Provost's Fellowships

This effort seeks to define opportunities for Faculty to become involved in leadership initiatives, whether identified by the Provost or the President. COG discussed how in the past numerous WPI initiatives started in a "grass roots" manner where one or more faculty members came forward with ideas to improve WPI. COG wondered if it would be possible for these Fellowship programs to include ways for faculty members to propose the initiatives.

Respectfully submitted,

George Heineman
Secretary