
2022-2023 Annual Report on WPI Faculty Populations

Committee on Governance

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Appendix D: The Roles and Balance of the Faculty...

- Consistent with [its] mission, the University is committed to maintaining an appropriate balance of faculty members who combine both research and teaching, and faculty members who primarily serve the educational mission as teachers and experts in pedagogy, course design, and course delivery. **WPI meets this commitment by aiming to balance its faculty as follows: 70 percent tenured and tenure-track (TTT) dual mission teaching-research faculty and 30 percent teaching mission faculty.**
- **WPI's initial three-year goal is to balance its teaching mission faculty (by fall 2023) as follows: 40 percent tenured or tenure-track and 60 percent non-tenure-track, *with an openness to further increasing the fraction of tenured or tenure-track teaching mission faculty in the years that immediately follow.***
- The University should periodically revisit these commitments and goals through campus-wide discussions that either affirm their soundness or develop an understanding and a consensus concerning changes in mission, priorities, resources, or strategy that would require them to change.
- **Early each fall, the Provost will provide a report to the Committee on Governance detailing the numbers of faculty in each category across the institution and within each department, division, and school. In collaboration with the Provost, the Committee on Governance will disseminate a final report to the Faculty and present the results for open discussion at a Faculty meeting during the same year.**

Full-time Faculty Categories and Corresponding Titles

- **Tenured and Tenure-Track Faculty (TTTF)**
 - Asst., Assoc., and full Professors (dual-mission)
 - Asst., Assoc., and full Professors of Teaching
- **Secured Teaching Faculty (STF)** - on 1-3-3-5 year contracts with the expectation of continuing academic responsibilities
 - Instructors and Senior Instructors
 - Asst., Assoc., and full Teaching Professors
 - Professors of Practice
- **Short-Term (Critical Need) Teaching Faculty** – on no more than two 1-year contracts to fill temporary teaching needs
 - Instructors and Senior Instructors
 - Asst., Assoc., and full Teaching Professors
- **Research Faculty** – on grant funding
 - Asst., Assoc., and full Research Professors
- **Others with Teaching and Research Responsibilities**
 - Visiting Faculty – Asst., Assoc., and full Profs. from other institutions
 - Post Doctoral Scholars – for defined periods of mentored advanced training

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**“Teaching Faculty”
In Green**

Full-time Faculty Populations by School 2022-2023

	Engineering	Arts & Sciences	Business	Global	Total
Dual Mission Faculty	104 +2	143 +1	20 NC	6 NC	273 +3

Key

104 +2

← *Number of faculty members (early January 2023)*

← *Net change from 2021-22*

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Total TTT Faculty	110 +5	160 +10	20 NC	13 +3	303 +18

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Total Teaching Faculty	33 -2	73 +1	6 +1	24 +1	136 +1

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Total Teaching Faculty	33 -2	73 +1	6 +1	24 +1	136 +1
Total Faculty	137 NC	216 +2	26 +1	30 +1	409 +4

Additional Faculty

- **With Teaching Responsibilities**

- Adjuncts: $177/3 = 59$ FTE (2021 – 22)

- Post Doctoral Scholars: 9

- Visiting: 2

- **Research Faculty: 15**

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Relative to Our Institutional Goals....

- WPI aims to balance its faculty as follows: **70 percent** tenured and tenure-track (TTT) dual mission teaching-research faculty and 30 percent teaching mission faculty.
 - Current Status: $273/409 = \underline{66.7\%}$
 - Future Hope: 44 additional TTT dual mission faculty to reach 70 percent
- WPI's initial three-year goal is to balance its teaching mission faculty (by fall 2023) as follows: **40 percent** tenured or tenure-track and 60 percent non-tenure-track.
 - Current Status: $30/136 = 22.1\%$
 - Current Process: 45 Professors of Teaching by August 2023
 $(15 + 15 + 15)/136 = \underline{33.1\%}$
 - Future Hope: $.4 \times 136 = 54$ Professors of Teaching
 $(15 + 15 + 15)$ leaves us 9 short

In Closing ...

- This report is based on the charge given to the Committee on Governance in Section 1, Appendix D of the Faculty Handbook.
- This report presents the numbers of faculty in various categories across the Institution and within each department, division, and school for comparison with and open discussion on the following two goals:
 - Maintain a balance of 70 percent tenured and tenure-track (TTT) dual mission teaching-research faculty and 30 percent teaching mission faculty.
 - Balance the teaching mission faculty (by fall 2023) at 40 percent tenured or tenure-track and 60 percent non-tenure track, with an openness to further increasing the fraction of tenured or tenure-track teaching mission faculty in the years that immediately follow.
- This report does not address the distribution of teaching loads within the various categories of faculty across the Institution and within each department, division, or school.

Additional Breakdowns...

Full-time Faculty by Department: Engineering (2022-23)

	AE	BME	CHE	CEAE	ECE	FPE	MME	RBE	Total
Dual Mission Faculty	9 NC	11 +1	12 +1	13 +1	15 -1	5 NC	28 +1	11 -1	104 +2
Prof. of Teaching	0 NC	0 NC	1 +1	1 NC	1 NC	0 NC	3 +2	0 NC	6 +3
Total TTT Faculty	9 NC	11 +1	13 +2	14 +1	16 -1	5 NC	31 +3	11 -1	110 +5
Secured Teaching Faculty	1 NC	6 +1	2 -1	2 NC	5 -1	1 NC	5 -4	5 NC	27 -5
Total Teaching Faculty	1 NC	6 +1	3 NC	3 NC	6 -1	1 NC	8 -2	5 NC	33 -2
Total Faculty	10 NC	17 +2	15 +1	16 +1	21 -2	6 NC	36 -1	16 -1	137 NC

Full-time Faculty by Dept.: Arts & Sciences (2022-23)

	BBT	CBC	CS	HUA	MA	PH	SSPS	Total
Dual Mission Faculty	14 -1	12 -1	28 NC	32 +1	29 -1	14 +1	14 +2	143 +1
Prof. of Teaching	1 +1	1 NC	2 NC	8 +5	2 +1	2 +2	1 NC	17 +9
Total TTT Faculty	15 NC	13 -1	30 NC	40 +6	31 NC	16 +3	15 +2	160 +10
Secured Teaching Faculty	2 -2	4 NC	13 NC	22 -5	10 NC	4 -1	1 NC	56 -8
Total Teaching Faculty	3 -1	5 NC	15 NC	30 NC	12 +1	6 +1	2 NC	73 +1
Total Faculty	17 -2	17 -1	43 NC	62 +1	41 NC	20 +2	16 +2	216 +2

Other Faculty with Teaching and Research Responsibilities

	Engineering	Arts & Sciences	Business	Global	Total
Research Professors	7 +1	8 NC	0 NC	0 NC	15 +1
Visiting Professors/ Instructors	0 NC	2 +1	1 NC	1 NC	4 +1
Post Docs	0 NC	9 +3	0 NC	0 NC	9 +3
Total Faculty	7 +1	19 +4	1 NC	1 NC	28 +5

Adjunct Faculty: $177 / 3 = 59$ FTE (2021 – 22)

Adjunct Faculty by School (2021 – 22)

	Engineering	Arts & Sciences	Business	Global	Other*	Total
Adjunct Faculty	67	65	19	18	8	177

Adjunct Faculty: $177 / 3 = 59$ FTE

*Other: Academic and Corp. Engagement (1); Interdisciplinary Programs (1); Physical Ed. (2); Undergraduate Studies (4)

Adjunct Faculty by Dept. and Program (2021-22)

Engineering:

	AE	BME	ChE	CEAE	ECE	FPE	MME	RBE	Total
Adjunct Faculty	1	8	3	12	23	2	6	12	67

Arts and Sciences:

	BBT	CBC	CS	DS	HUA	IMGD	MA	PH	SSPS	Total
Adjunct Faculty	3	5	9	1	32	4	2	2	7	65