Evidence of Citizenship and Service Contributions (C&SC)

Below is a table that represents different areas in which faculty can show evidence of engaged citizenship and contribute to service. It provides examples of what these contributions might look like. It also provides suggestions for how to identify or measure the impact of these contributions. The table is meant to be a starting point and guide for faculty.

The Committee of Appointments and Promotions (COAP) recognizes that citizenship and service may come in one or more of these contribution areas. COAP also recognizes that there is a difference between the quantity of contributions and the quality of contributions. While COAP anticipates many candidates for promotion will have service contributions in more than one area, it does not expect faculty to contribute to all contribution areas. COAP also recognizes that citizenship and service contributions (including impact) may come in different forms than those listed below.

COAP recommends that faculty discuss with their Department Head and/or Program Director and any department promotion committee and/or mentoring teams their service contributions, including the quantity, quality, and impact of these contributions in relation to promotion and professional goals and growth.

C&S Contribution Area	Examples of Citizenship and Service Contributions	Impacts/Measures of Citizenship and Service Contributions
To Home Department, Program, and/or School	• New Faculty Search Committees • Staff Search Committees • Ad hoc Department/Program/School Task forces • Departmental or Program Committees – curriculum, accreditation, UG, G, Tenure Committee, PhD Committee, etc. • Special events for student and student organizations in schools/departments – e.g., panels, dinners, workshops, open houses/recruitment • Program Directors	• New faculty/staff are hired successfully • Recommendations from Ad hoc Department/Program/School Task forces and Committees are made, considered and (sometimes) adopted • Evidence of leadership activity, e.g., Chair, Liaison, Coordinator, Voluntary "beyond the call of duty" contributions • Departmental service awards • Program initiatives created, number of students enrolled, etc.
To WPI Community	• Campus-wide Search Committees – for DHs, administrators, senior staff • Ad hoc University-wide Task forces	• New administrators and senior staff are hired successfully • Recommendations from Ad hoc University-wide Task

	• University-wide Committees – COG, CTAF, COAP, FAP, CAP, etc. • University Panels, e.g., NFO, STEM Faculty Launch • Insight Advising program • WPI Mentoring Program (New Faculty, Associate Faculty, Mutual Mentoring) • Advisor to student clubs, fraternities/sororities, academic groups • Service to accreditation and quality of life at WPI, e.g., ABET, AACSB, AAUP, honorary societies	forces are made, considered, and (maybe) adopted • University-wide Committees complete their work • Evidence of leadership activity, e.g., Chair, Liaison, Coordinator, Voluntary "beyond the call of duty" contributions • Trustee's service awards
To Field/Profession	• Journal/Conference reviewer (for papers, workshops, symposia) • Organizer of conferences, conference workshops, symposia, panels • Chair/discussant in conference sessions • Journal Editor, Associate Editor or member of journal editorial board • Memberships and leadership roles in professional groups and societies • Invited member to ad hoc Task forces in one's professional societies and groups	• Recognition or awards for journal/conference reviewing • Size and quality of conference, conference sessions, panels, workshops. • Journal impact factor (as a measure of journal quality) • Recognition from professional groups and societies • Being asked to serve field/profession repeatedly and in different capacities • Leadership roles in conferences, professional societies, task forces
To Local/Regional Community	• Volunteer work in support of the local community, e.g., schools, social service agencies, community-building organizations, other kinds of organizations • Pro bono consulting and assistance to people and agencies in local community	• Contributions are valued by community organizations – testimonials provided • Long term engagement with organization and repeated invitations to work together • Contributions to community are measurable and recognizable

	• Work in local government (e.g., serve on town committee)	