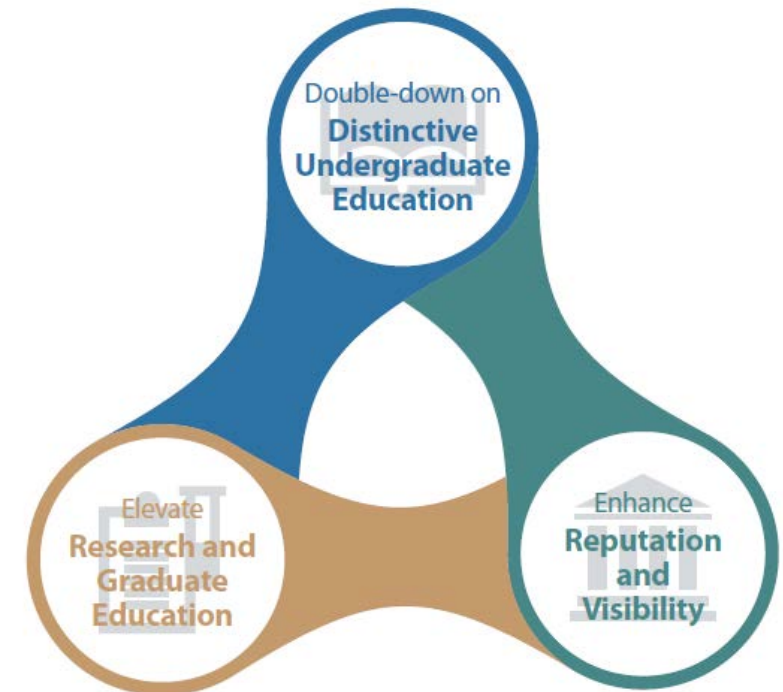
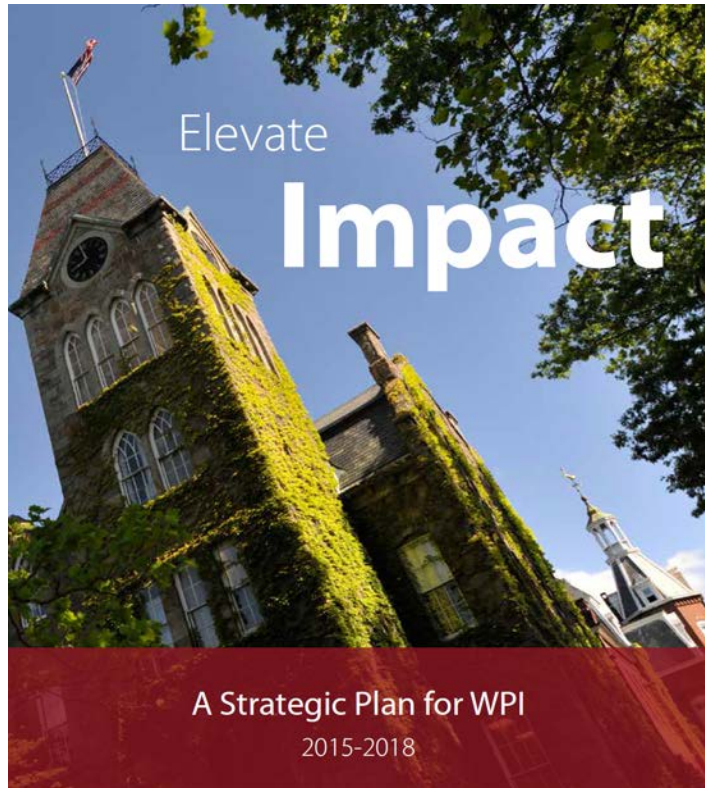
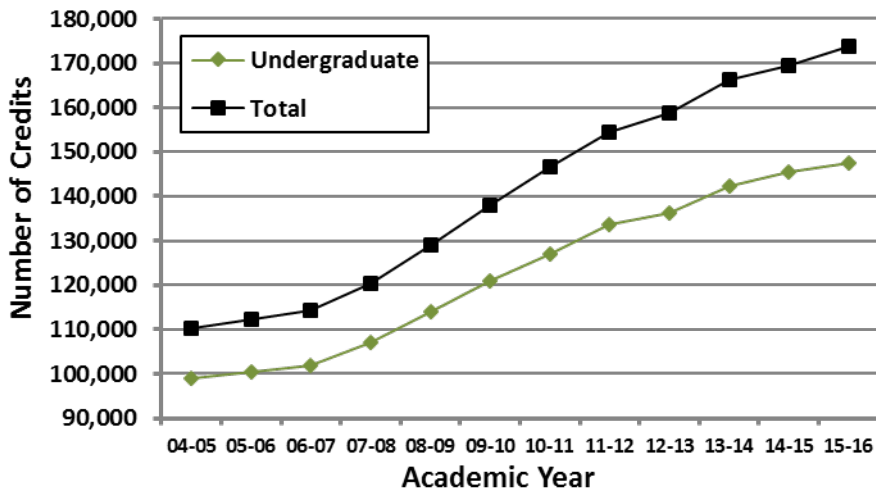


Keeping up with the WPI Plan:
Strategic Growth of the Tenured
and Tenure Track Faculty

Tenured and Tenure-Track Faculty

- The tenured and tenure track Faculty at WPI play the primary role in fulfilling the University's academic mission
- Numbers of tenured and tenure-track Faculty at WPI have not increased at a rate that is commensurate with:
 - University's growth and
 - Strategic needs

Academic Credits Delivered



How to Double Down on UG, Elevate Research & Grad, and Enhance Reputation?

- Strategically grow TTT
- Provide development opportunities for TTT
- Retain TTT

Strategically Grow the TTT

- Need to grow TTT numbers
 - 300 faculty members by 2023?
- Identify areas for significant growth as demonstrated by measurable metrics
- Be innovative
 - WPI balances teaching and research
 - Demonstrate that to faculty candidates
 - Demonstrate that in terms of scholarship expectations
 - Provide start up packages that show we balance both
- Invest in our successful programs
- Only grow in areas that have Faculty buy in and “fit” WPI

Development Opportunities

- TTT faculty contribute to the mission of WPI in different ways:

Teaching

Scholarship

Service

- Invest strategically to support Faculty in all 3 areas

- Facilitate professional growth, for example:

- Provide leadership appointments of faculty members for specific goals (administrative, scholarly and others)
- Expand the role of the Morgan Teaching and Learning Center into the “Morgan Center for Teaching, Learning, and Faculty Development” with advancement opportunities
- Invest in mentoring of mid-career faculty members
- Provide course releases for faculty who perform significant service and leadership
- Provide incentives for faculty members to serve as advisors/directors of global projects

Faculty Retention

- Listen to the Faculty to understand what opportunities/resources are important to them
- Reward outstanding faculty achievement with:
 - Professional development funds
 - Research or teaching support (e.g. internal seed funds)
 - Department or unit teacher/scholar of the year award
 - Endowed Professorships
- Provide support for developing funded research programs
 - internal seed funds
 - grant proposal review/development support
 - post-doc fellowships
- Provide competitive salaries
- Recognizing high performance with bonuses or significant salary increases
- Allow for leadership opportunities at WPI