Committee on Tenure and Academic Freedom
Annual Report 2022-2023

Committee Members: Mark Claypool (Chair), Constance Clark (Secretary), Mike Timko, Kris Wobbe, Renata Conrad, Nima Rahbar

CTAF took the following actions during the 2022-2023 Academic Year:

1. With departmental tenure committees, reviewed 13 tenure cases and made recommendations to the Provost.

2. Reviewed one proposal for appointment with tenure and made a recommendation to the Provost.

3. Presented a session on the tenure review process during New Faculty Orientation on August 19, 2022.

4. Introduced a motion to expand the size of CTAF from six to nine members in response to increased numbers of cases as more teaching faculty become eligible for tenure. Presented this motion to the faculty in Fall, which voted approval.

5. Discussed and proposed a revision of tenure clock policies to include the possibility of a more flexible tenure clock and presented it to the faculty.

6. Worked with the Secretary of the Faculty to review Faculty Handbook revisions relevant to the work of CTAF.

7. Notified departmental tenure committees to conduct annual reviews of untenured tenure-track faculty and to certify to CTAF in writing that the reviews had been done.

8. Established guidelines for Joint Tenure Committees (JTCs) meeting remotely via Zoom while maintaining confidentiality procedures.

9. Codified procedures for JTCs voting in-person and via Zoom.

10. Worked on guidance for teaching portfolios of both professors of teaching and dual-mission faculty, and posted guidance documents on the CTAF Canvas page.

11. Revised CTAF guidance overviews, CV formats, and teaching portfolios for professors of teaching, then revised them again in response to faculty suggestions. Posted these guidance documents on the CTAF Canvas page.

12. Drafted a guidance document for DTCs for selection of external reviewers for professors of teaching.

13. Held open meetings, both remotely and in person, in February and March of 2023, with untenured professors of teaching faculty to provide information on the tenure process at WPI. Held open meetings, both remotely and in person, in February and March of 2023, with Department Tenure Committees (DTCs) to provide information on guiding untenured professors of teaching faculty through the tenure process at WPI.

14. Held an open meeting in April of 2023 with untenured dual-mission faculty to provide information on the tenure process at WPI. Held an open meeting in April 2023, with DTCs to provide information on guiding untenured teaching track faculty through the tenure process at WPI.

15. Revised CTAF letters to department heads to include procedures for teaching faculty as well as dual-mission faculty.

16. Selected Sara Saberi (BUS) as a CTAF appointment to the Committee on Information Technology Policy (CITP).

17. Prepared and distributed a roster of non-tenured tenure track faculty, along with their tenure years.

18. Worked with COG, the administration and the board of trustees on guiding principles for CTAF review of alleged cases of academic freedom violation.

19. Worked with the Committee on Governance (COG) to begin to craft guidelines for the Faculty Handbook for academic freedom cases and planned a working group to continue this during the summer and fall of 2023.

20. Appointed K. Wobbe (until 2024) as the new Chair. Continuing members are M. Timko (until 2026), and R. Conrad (until 2026), and K. Wobbe (until 2025).

Respectfully submitted,

Constance Clark
2022-2023 CTAF Secretary