

Committee on Teaching and Research Faculty (CTRF) Meeting #11 Minutes
Tuesday December 5th, 2023
2pm-3pm

Meeting held in person and on Zoom

Members in attendance: Drew Brodeur (Chair, CBC), Joe Aguilar (Secretary, HUA), Izabela Stroe (PH), Althea Danielski (HUA), Steve Kmietek (CHE)

Guest: Chrys Demetry

1. **COG update.** At the last COG meeting, there was discussion about a future call for more professors of teaching and the path for achieving the 40% TRT target number. There was also discussion on sabbaticals for secured faculty, implementation, the timeline, potential benefits to the university, and possible costs.

There should also be announcements upcoming regarding the Provost search committee. Decisions have been made about committee members, but there needs to confirmation with those who have been elected.

2. **Presentation from Chrys Demetry.** Chrys Demetry presented on the COACHE Faculty Job Satisfaction Survey. It's important for Teaching and Research faculty responses to be in the survey results, so it's vital to ensure TRT faculty feel comfortable participating.

The COACHE survey has had some changes in custom questions this year, based on Chair Brodeur's participation in the working group. There are questions pertaining to TRT concerns, including feelings of agency at university, sense of academic freedom, respect, recognition, community, and belongingness.

Chrys Demetry and CTRF discussed strategies for promoting participation in the COACHE survey among TRT faculty. Committee Member Kmietek suggested we reach out to faculty individually to encourage participation and to reassure faculty about the anonymity of their feedback. Committee Member Danielski pointed out the importance of highlighting the tangible results of the COACHE survey in changing policies in the past: Faculty responses are taken seriously, and they matter. Late January or early February would be a good time to reach out to individuals to encourage participation.

Finally, Chrys Demetry explained that we will be using a WPI-specific variable that will enable us to disaggregate the experiences of 4 faculty tracks: teaching-track, research-track, teaching-mission tenure track, and dual-mission tenure track. COACHE will do some custom reporting for us, and she asked for feedback on the type of report and plots that would be helpful.

3. **Scheduling meetings with Deans.** CTRF agreed to try to schedule meetings with Deans in January about the sabbatical implementation plan.

The committee adjourned at 3:00pm.

Respectfully submitted,

Joe Aguilar

CTRF Secretary