

COAP / COG Motions

#1: Update for (full) Teaching and Associate Teaching Professors

#2: Dept. Head Evaluations

George Heineman (COG, chair)

Pam Weathers, William Martin (COAP, co-chairs)

Mar 13th Faculty Meeting

#1 COAP / COG Motion for vote

Date: March 13, 2024
To: WPI Faculty
From: Committee on Appointments and Promotions (Prof. Martin and Prof. Weathers, Co-Chairs)
Committee on Governance (Prof. Heineman, Chair)
Re: Motion to add guidance for candidates for promotion to (full) Teaching Professor and Associate Teaching Professor in preparation of the promotion dossier

Motion: The Committee on Appointments and Promotions (COAP) and the Committee on Governance (COG) recommend, and we move, that the language describing the promotion dossier (in the Faculty Handbook, Chapter Four, Section 3.b) be modified to add guidance for candidates for promotion to (full) Teaching Professor and Associate Teaching Professor in preparation of the promotion dossier, and to include page limits for the candidates' personal and reflective statements, as described in the meeting materials.

#1 COAP / COG Motion for vote

- The current Faculty Handbook provides a general description of the promotion dossier for promotion to:
 - (full) Professor;
 - (full) Professor of Teaching;
 - (full) Teaching Professor; and
 - Associate Teaching Professor.
- However, it only provides explicit guidance for candidates for (full) Professor and (full) Professor of Teaching. This motion would address that deficiency by adding information specifically for candidates for promotion to both (full) Teaching Professor or Associate Teaching Professor.
 - Also include page limits throughout to accurately reflect current practice
 - Also includes statements to further explain indicators of service

#1 Specific Changes: CV

- The **CV** provides comprehensive documentation of the candidate's professional experience and accomplishments.
 - For promotion to full Professor, the emphasis is on accomplishments in teaching, scholarship/creativity, and service.
 - For promotion to full Professor of Teaching, the emphasis is on accomplishments in teaching practice, continuing professional growth and currency, and service.
 - For promotion to Associate Teaching Professor, the emphasis is on accomplishments in teaching and service.
 - For promotion to (full) Teaching Professor, the emphasis is on accomplishments in teaching, professional growth, leadership, and service.

#1 Specific Changes: Personal Statement

- The **personal statement** provides a reflective summary and description of the candidate's professional accomplishments and contributions
 - For promotion to full Professor, ...
 - For promotion to full Professor of Teaching, ...
 - For promotion to Associate Teaching Professor, the personal statement (5 pages maximum) includes a reflective statement and description of the candidate's contributions to teaching, and it typically includes sections on teaching, service, and future plans.
 - For promotion to (full) Teaching Professor, the personal statement (10 pages maximum) includes a reflective statement and description of the candidate's contributions to teaching with a focus on professional growth and leadership, and it typically includes sections on teaching, professional growth, leadership, service, and future plans.

#1 Specific Changes: Teaching Portfolio

- The **teaching portfolio** provides documentation of the candidate's teaching. The teaching portfolio presents representative teaching materials and evidence of their effectiveness.
 - For promotion to full Professor, ...
 - For promotion to full Professor of Teaching, ...
- For promotion to Associate Teaching Professor, the teaching portfolio provides documentation of the candidate's high-quality teaching.
- For promotion to full Teaching Professor, the teaching the teaching portfolio provides documentation of the candidate's high-quality teaching practice, professional growth and leadership in teaching.

#1 Specific Changes: Sample Artifacts

- The **sample artifacts** provide documentation of the high quality and external impact of the candidate's contributions.
 - For promotion to full Professor, ... <includes some rewording>
 - For promotion to full Professor of Teaching, ...
 - For promotion to Associate Teaching Professor or (full) Teaching Professor, sample scholarly artifacts that the candidate has shown provide evidence of excellence of teaching are welcomed but not required.

#1 Specific Changes: Assessment Standards (1 of 2)

- All reviewers are invited to apply these six standards to assess the candidate's professional activities described in the promotion portfolio.
 - For promotion to (full) Professor, the focus should be on an assessment of **high quality teaching, high quality scholarship/creativity, and service to WPI, the field/professional, or community outside of WPI. The assessment** may be based on any and all material in the promotion dossier, including the CV, personal statement, teaching portfolio, peer-reviewed scholarship, peer reviews of sample scholarly artifacts, or indicators of external impact, **and indicators of service.**
 - For promotion to (full) Professor of Teaching, the focus should be on an assessment of **high-quality teaching practice with significant impact, commitment to and significant impact of professional growth and currency, and service to WPI, the field/professional, or community outside of WPI. The assessment** may be based on any and all material in the promotion dossier, including the CV, personal statement, teaching portfolio, sample artifacts, or indicators of external impact, **and indicators of service**

#1 Specific Changes: Assessment Standards (2 of 2)

- All reviewers are invited to apply these six standards to assess the candidate's professional activities described in the promotion portfolio.
 - For promotion to Associate Teaching Professor, the focus should be on an assessment of **high-quality teaching and service** to WPI, the field/professional, or community outside of WPI. The assessment may be based on any and all material in the promotion dossier, including the CV, personal statement, teaching portfolio, and indicators of service.
 - For promotion to full Teaching Professor, the focus should be on an assessment of **high-quality teaching, professional growth, leadership, and service** to WPI, the field/professional, or community outside of WPI. The assessment may be based on any and all material in the promotion dossier, including the CV, personal statement, teaching portfolio, and indicators of service.