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# **2023-2024 Annual Report on WPI Faculty Populations**

Committee on Governance

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April 2024

# Chapter Two: Academic Appointments

## Section 2. Balance of the Faculty at WPI: Faculty Populations

- Consistent with WPI's purpose to create, discover, and convey knowledge at the frontiers of academic inquiry, the University is committed to maintaining an appropriate balance of faculty members who combine both research and teaching, and faculty members who primarily serve the educational mission as teachers and experts in pedagogy, course design, and course delivery.
  - **WPI meets this commitment by aiming to balance its faculty as follows: 70 percent tenured and tenure-track (TTT) dual mission teaching-research faculty and 30 percent teaching mission faculty.**
  - **WPI's initial three-year goal is to balance its teaching mission faculty (by fall 2023) as follows: 40 percent tenured or tenure-track and 60 percent non-tenure-track, *with an openness to further increasing the fraction of tenured or tenure-track teaching mission faculty in the years that immediately follow.***
- The University should periodically revisit these commitments and relevant quantitative goals (described in Academic Appointments, Section 2) through campus-wide discussions that either affirm their soundness or develop an understanding and a consensus concerning changes in mission, priorities, resources, or strategy that would require them to change.
- **Early each fall, the Provost will provide a report to the Committee on Governance detailing the numbers of faculty in each category across the institution and within each department, division, and school. In collaboration with the Provost, the Committee on Governance will disseminate a final report to the Faculty and present the results for open discussion at a Faculty meeting during the same year.**

# Full-time Faculty Categories and Corresponding Titles

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- **Tenured and Tenure-Track Faculty (TTTF)**
  - Asst., Assoc., and full Professors (dual-mission)
  - Asst., Assoc., and full Professors of Teaching
- **Secured Teaching Faculty (STF)** - on 1-3-3-5 year contracts with the expectation of continuing academic responsibilities
  - Instructors and Senior Instructors
  - Asst., Assoc., and full Teaching Professors
  - Professors of Practice
- **Short-Term (Critical Need) Teaching Faculty** – on no more than two 1-year contracts to fill temporary teaching needs
  - Instructors and Senior Instructors
  - Asst., Assoc., and full Teaching Professors
- **Research Faculty** – on grant funding
  - Asst., Assoc., and full Research Professors
- **Others with Teaching and Research Responsibilities**
  - Visiting Faculty – Asst., Assoc., and full Profs. from other institutions
  - Post Doctoral Scholars – for defined periods of mentored advanced training

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**“Teaching Faculty”  
In Green**

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# Full-time Faculty Populations by School 2023-2024

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	Engineering	Arts & Sciences	Business	Global	Total
Dual Mission Faculty	106 +4	149 +7	19 -1	6 NC	280 +10

Key

106
+4

← *Number of faculty members (February 2024)*

← *Net 2-year change from 2021-22*

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Professors of Teaching	9 +6	24 +16	0 NC	10 +6	43 +28

 Worcester Polytechnic Institute

## WPI Appoints 15 Teaching Faculty Members to New Tenure Track

Record of Excellence in Teaching Defines First Group of WPI Professors of Teaching

September 14, 2021

## Number of Teaching Professors Pursuing Tenure at WPI Grows

New Appointments Named to Tenure Track That Rewards Excellence in Teaching

June 1, 2023



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Total TTT Faculty	115 +10	173 +23	19 -1	16 +6	323 +38

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Total Teaching Faculty	34 -1	77 +5	6 +1	22 -1	139 +4



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Total Teaching Faculty	34 -1	77 +5	6 +1	22 -1	139 +4
Total Faculty	140 +3	226 +12	25 NC	28 -1	419 +14



## Additional Faculty

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- **With Teaching Responsibilities**

- Adjuncts:  $178/3 = 59$  FTE (2022 – 23)

- Post Doctoral Scholars: 9

- Visiting: 7

- **Research Faculty: 16**

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## Relative to Our Institutional Goals....

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- WPI aims to balance its faculty as follows: **70 percent** tenured and tenure-track (TTT) dual mission teaching-research faculty and 30 percent teaching mission faculty.
  - Current Status:  $280/419 = 66.8\%$  (last year was 66.7 %)
  - Future Hope: 43 additional TTT dual mission faculty to reach 70 percent
- WPI's initial three-year goal is to balance its teaching mission faculty (by fall 2023) as follows: **40 percent** tenured or tenure-track and 60 percent non-tenure-track.
  - Current Status:  $43/139 = 30.9\%$
  - Current Process: goal of 45 Professors of Teaching by August 2024  
 $(15 + 15 + 15)/139 = \underline{32.3\%}$
  - Future Hope:  $.4 \times 139 = 56$  Professors of Teaching  
 $(15 + 15 + 13)$  leaves us 13 short

# In Closing ...

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- This report is based on the charge given to the Committee on Governance in Section 1, Appendix D of the Faculty Handbook.
- This report presents the numbers of faculty in various categories across the Institution and within each department, division, and school for comparison with and open discussion on the following two goals:
  - Maintain a balance of 70 percent tenured and tenure-track (TTT) dual mission teaching-research faculty and 30 percent teaching mission faculty.
  - Balance the teaching mission faculty (by fall 2023) at 40 percent tenured or tenure-track and 60 percent non-tenure track, with an openness to further increasing the fraction of tenured or tenure-track teaching mission faculty in the years that immediately follow.
- This report does not address the distribution of teaching loads within the various categories of faculty across the Institution and within each department, division, or school.



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Additional Breakdowns...

# Full-time Faculty by Department: Engineering (2023-24)

	AE	BME	CHE	CEAE	ECE	FPE	MME	RBE	Total
Dual Mission Faculty	10 +1	12.5 +2.5	12 +1	13 +1	16 NC	5 NC	25 -2	12.5 +0.5	106 +4
Prof. of Teaching	1 +1	3 +3	1 +1	1 NC	1 NC	0 NC	5 +4	0 NC	12 +9
Total TTT Faculty	11 +2	15.5 +5.5	13 +2	14 +1	17 NC	5 NC	30 +2	12.5 +0.5	118 +13
Secured Teaching Faculty	0 -1	4 -1	2 -1	2 NC	7 +1	1 NC	4 -5	5 NC	25 -7
Total Teaching Faculty	1 NC	7 +2	3 NC	4 NC	8 +1	1 NC	9 -1	5 NC	37 +2
Total Faculty	11 +1	19.5 +4.5	15 +1	17 +1	24 +1	6 NC	34 -3	17.5 +0.5	143 +6

# Full-time Faculty by Department: Arts & Sciences (2023-24)

	BBT	CBC	CS	HUA	MA	PH	SSPS	Total
Dual Mission Faculty	15 NC	13 NC	30 +2	33 +2	30 NC	15 +2	15 +3	151 +9
Prof. of Teaching	1 +1	1 NC	1 -1	14 +11	3 +2	2 +2	1 NC	23 +15
Total TTT Faculty	16 +1	14 NC	31 +1	47 +13	33 +2	17 +4	16 +3	174 +24
Secured Teaching Faculty	3 -1	5 +1	9 -4	13 -14	9 -1	4 -1	1 NC	44 -20
Total Teaching Faculty	4 NC	6 +1	10 -5	27 -3	12 +1	6 +1	2 NC	67 -5
Total Faculty	19 NC	19 +1	40 -3	60 -1	42 +1	21 +3	17 +3	218 +4

# Other Faculty with Teaching and Research Responsibilities

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	Engineering	Arts & Sciences	Business	Global	Total
Research Professors	11 +5	5 -3	0 NC	0 NC	16 +2
Visiting Professors/ Instructors	0 NC	7 +6	0 -1	0 -1	7 +4
Post Docs	0 NC	9 +3	0 NC	0 NC	9 +3
Total Faculty	11 +5	21 +6	0 -1	0 -1	32 +9

# Adjunct Faculty by School (2022 – 23)

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	Engineering	Arts & Sciences	Business	Global	Other*	Total
Adjunct Faculty	58	82	15	12	11	178

**Adjunct Faculty:  $178 / 3 = 59$  FTE (AY 2022-2023)**

\*Other: Academic and Corp. Engagement (1); Interdisciplinary Programs (1); Physical Ed. (2); Undergraduate Studies (4)

# Adjunct Faculty by Dept. and Program (2022-23)

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## Engineering:

	AE	BME	ChE	CEAE	ECE	FPE	MME	RBE	Total
Adjunct Faculty	1	5	2	7	21	4	8	10	58

## Arts and Sciences:

	BBT	CBC	CS	DS	HUA	IMGD	MA	PH	SSPS	Total
Adjunct Faculty	7	7	17	2	31	4	4	2	8	82