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
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