

Committee on Governance: Minutes
Meeting #5: September 25, 2018
Faculty Governance Conference Room (SL 225)

Present: Len Albano (CEE); Tanja Dominko (Secretary of the Faculty, BBT); Mike Elmes (FBS); Mark Richman (Secretary, ME); Sue Roberts (ChE); Wole Soboyejo (Interim Provost); David Spanagel (Chair, HUA)

1. Prof. Spanagel called the meeting to order at 11:03am; the agenda was approved as amended.
2. The minutes of COG meeting #4 from Sept. 18, 2018 were approved as amended.
3. Updates on COG appointments:
 - COG confirmed that its current appointee to the Committee on Information Technology (CITP) is Prof. Paffenroth (MA) for a three-year term (2016-2019) and expressed its gratitude to Prof. Cowlagi (ME) for his willingness to serve on CITP if a vacancy were available.
4. Mentoring and Professional Development Proposal: The motion to adopt guidelines for mentoring of professors at the associate level will come jointly from COG and COAP. With COG approval, Prof. Roberts incorporated some final suggestions from COAP. She will confirm with COAP that, with these small changes, the joint motion can be included on the agenda of the October 4 faculty meeting for faculty consideration.
5. Status of the Proposal to Form a New Academic Global Unit: Provost Soboyejo is currently working with Dean Rissmiller and Dean Wobbe to provide COG with a proposal that addresses the many questions posed by COG at its Sept. 4 meeting. Following Prof. Dominko's recommendation, COG agreed to have Prof. Spanagel provide an update on the proposal at the October 4 faculty meeting. The purpose of Prof. Spanagel's presentation would be to outline the questions posed by COG and to solicit from the faculty any other questions that should be addressed in the proposal.

Provost Soboyejo shared some of his thoughts on the proposed global unit, including how – through a focus on global policy and global innovation - it can be much more than a simple combination of the globally themed activities in which WPI is currently engaged. He discussed mechanisms that might involve a wide range of both TTT and NTT faculty members from a variety of departments (including SSPS, HUA, and Business) who would be affiliated with the global unit, and the importance of having the global unit offer degrees – perhaps at the graduate level – that will attract new students and generate revenues for WPI.

6. Annual Salary Increases for Faculty Members: COG began a discussion about the process by which annual salary increases are determined for individual faculty members. Based on how the members of COG understand the current process, there are two fundamental lines of communication: one between the individual faculty member and his or her department head – from which a salary recommendation is made; and another between the department head and the Dean and/or Provost – from which a final salary determination is made. The first line of communication might be improved by emphasizing the importance of the annual process that each department head uses to review each faculty member in the department. The second line could be improved by requiring that appropriate deliberations and discussions occur when the Dean and/or Provost do not agree with the department head's salary recommendation.
7. Other Salary-Related Items: Prof. Spanagel will check with FAP on the status of the compensation study for NTT faculty members that is to be conducted this year. Prof. Spanagel will also check with

FAP on the extent to which salary adjustments have been made for those TTT faculty members who were found last year to be below 85 percent of their market median salaries (by rank and discipline), and to see if there are plans to address the inequities in faculty compensation by gender that were also discovered last year. Finally, on behalf of COG, Prof. Spanagel will ask FAP to request the table of median salaries (by rank and discipline) used to compile last year's TTT faculty compensation study.

8. The meeting adjourned at 12:50pm.

Respectfully submitted,
Mark Richman
Secretary, COG