

**Sixth Annual Report
from the Committee on Governance
to the WPI Faculty concerning:**

**The TTT/NTT Teaching Distribution at WPI:
Fall 2004 to Spring 2016**

COG Members:

Prof. Len Albano

Provost Bruce Bursten

Prof. Tanja Dominko (Chair)

Prof. Glenn Gaudette

Prof. Eleanor Loiacono

Prof. Mark Richman

Prof. David Spanagel

Prof. Suzanne Weekes

Background

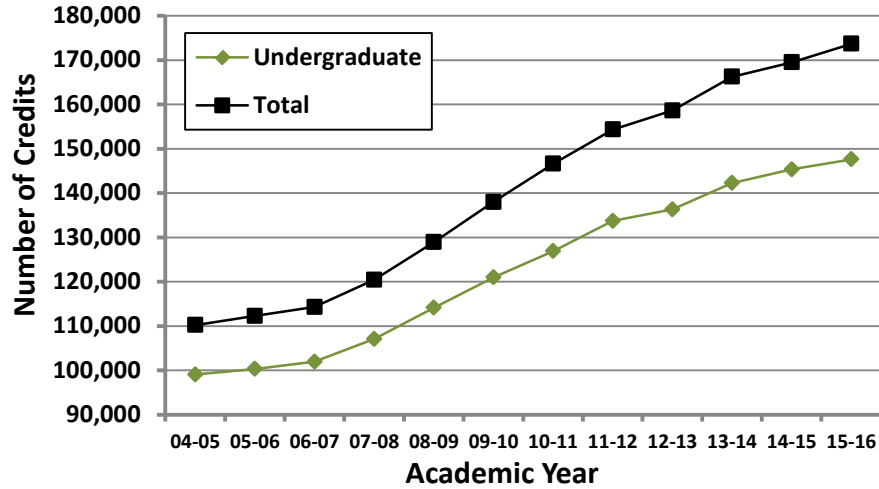
- April 2011: WPI Faculty voted to eliminate the “Three- and Five-Year Rule”
 - Rule: No full-time non-tenure track teaching appointment may extend for more than three consecutive years or for more than a total of five years. *Appointment beyond this limitation must be as a tenure-track Faculty member.*
- Effect of the rule: (...the problem we wanted to solve...!)
 - *In principle*, it prevented WPI from establishing long-term relationships with non-tenure track faculty members.
- Concerns about eliminating the rule:
 - Tenured and tenure-track (TTT) Faculty wanted to maintain its primary role in delivering WPI’s academic curriculum.
 - TTT Faculty wanted to ensure that its commitment to delivering the curriculum (to a rapidly growing student body) did not work against us in expanding our other activities.

Solution: Appendix D of the WPI Faculty Constitution (approved April 2011)

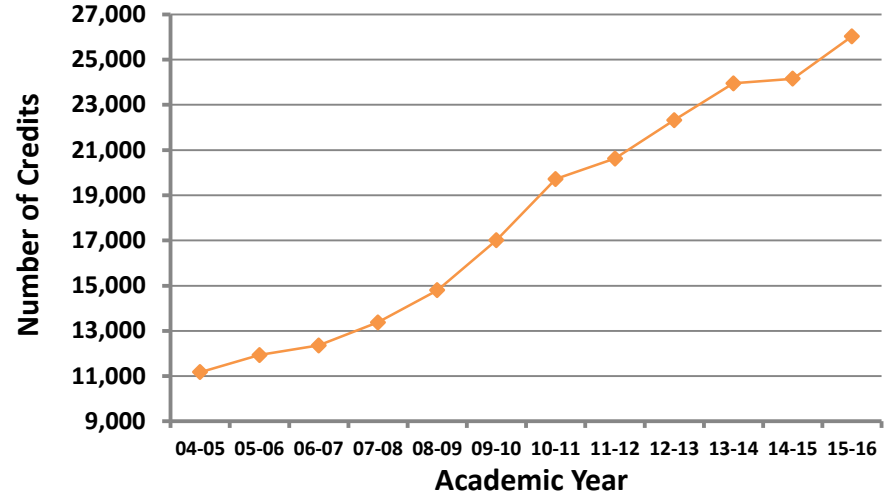
- The tenured and tenure-track (TTT) Faculty at WPI are committed to delivering a *significant majority* of the academic credit offered to WPI students.
- WPI meets this commitment by ensuring that the TTT Faculty increase at a rate that is commensurate with the University's growth and strategic needs.
- Non-tenure track (NTT) faculty members enhance new and existing educational programs, and complement and expand scholarly expertise on campus.
- The Committee on Governance will present a report (for open discussion) to the Faculty each year concerning the distribution of teaching done by TTT faculty members and NTT faculty members.
 - Formal mechanism for Faculty oversight

Academic Credits Delivered: Fall 2004 to Spring 2016

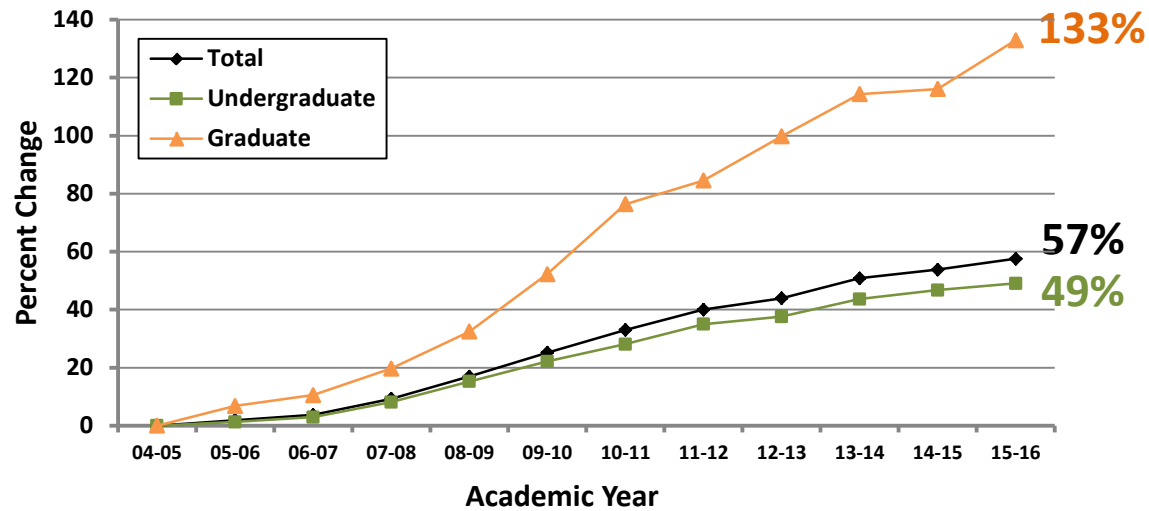
Academic Credits Delivered



Graduate Credits Delivered

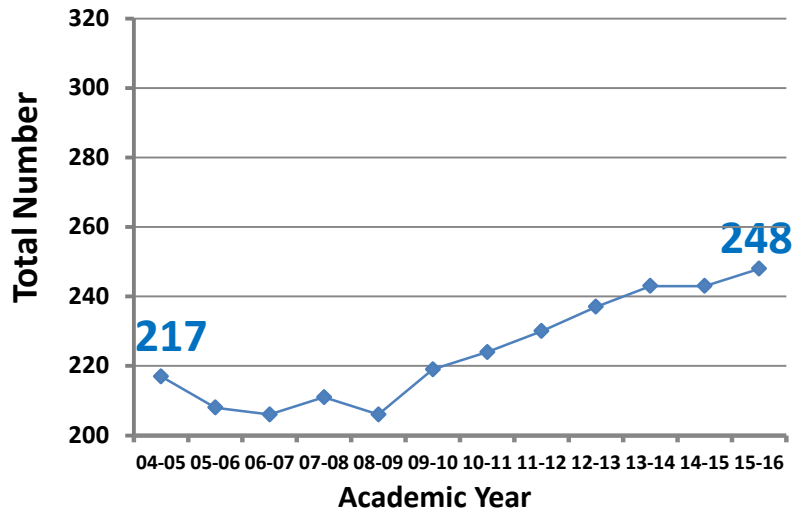


Percent Change in Credits Delivered Since 2004

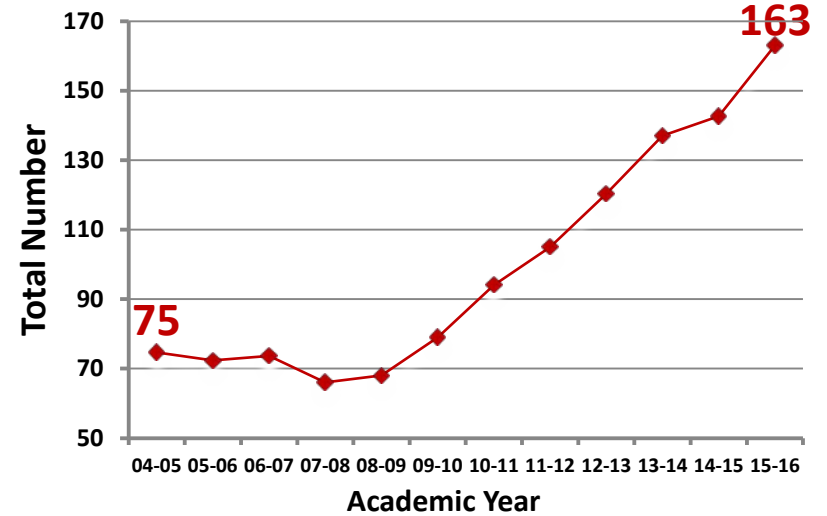


Faculty Population: Fall 2004 to Spring 2016

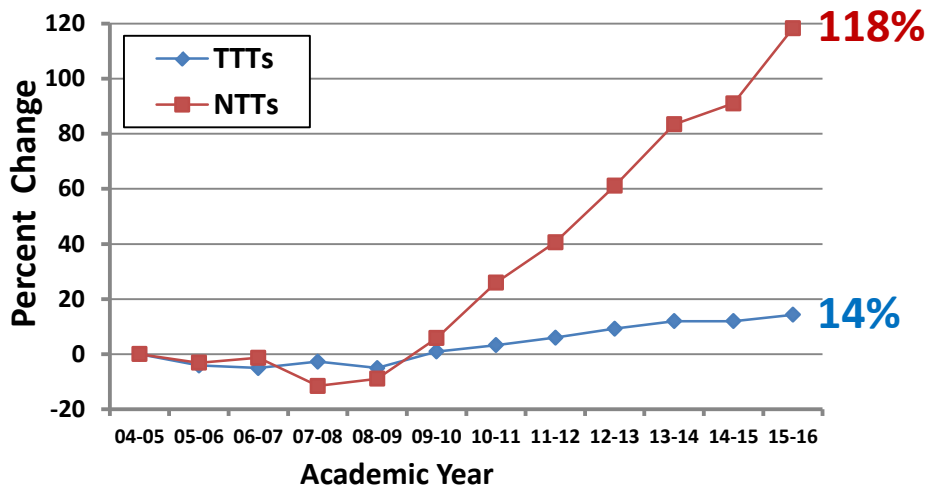
Total Number of TTTs



Total Number of (FTE) NTTs



Percent Change in TTTs and (FTE) NTTs

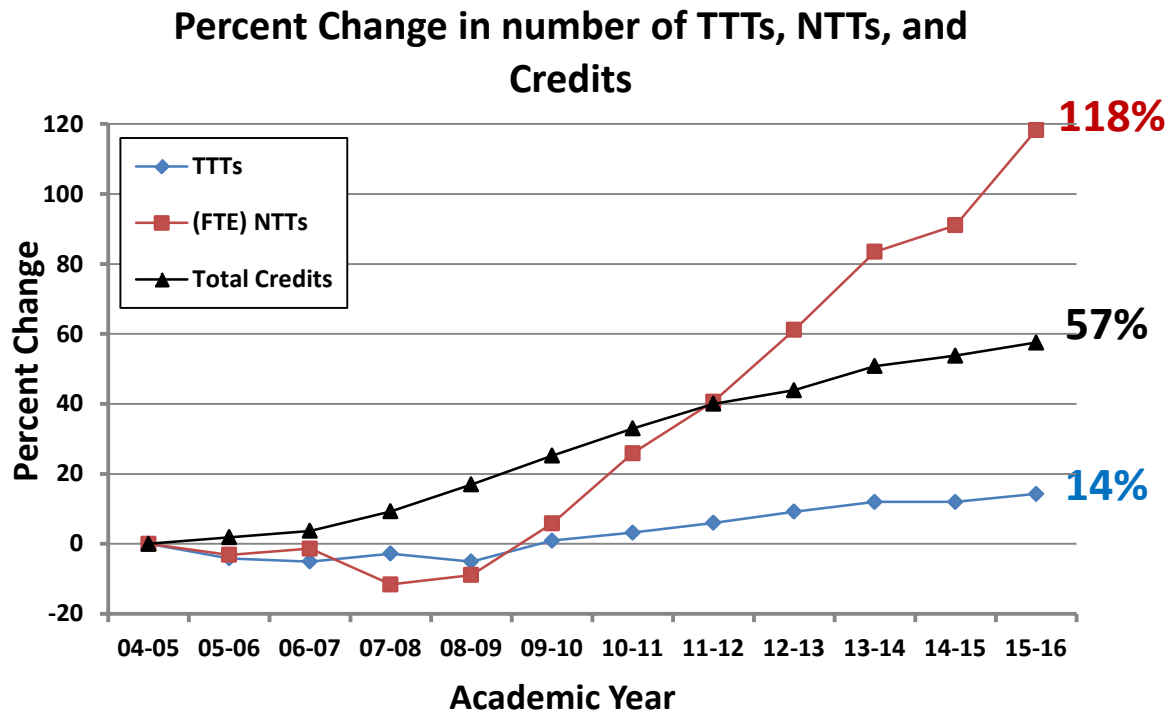


TTT to NTT Ratios

In 2004-05: **3** to **1**

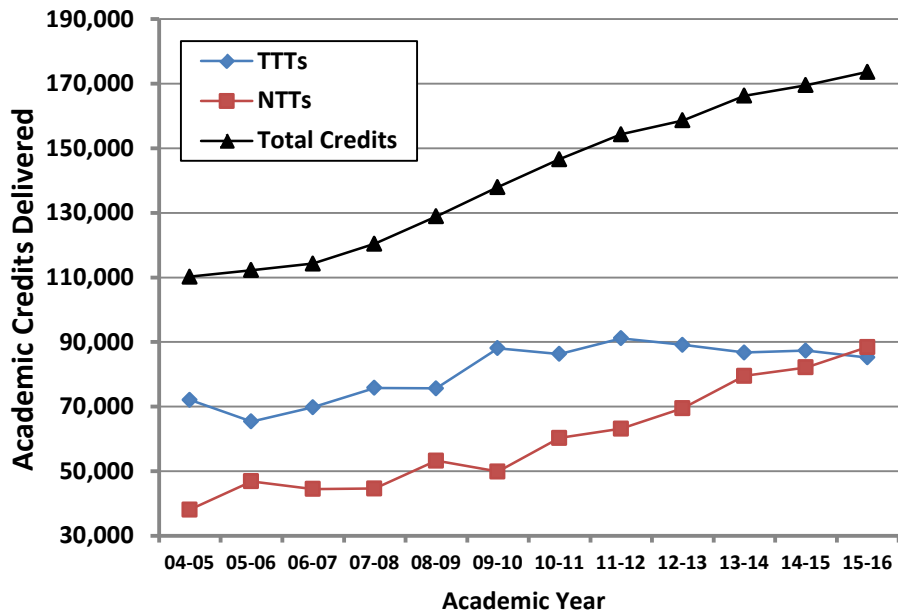
In 2015-16: **3** to **2**

Changes in the Number of Faculty and Credits: Fall 2004 to Spring 2016

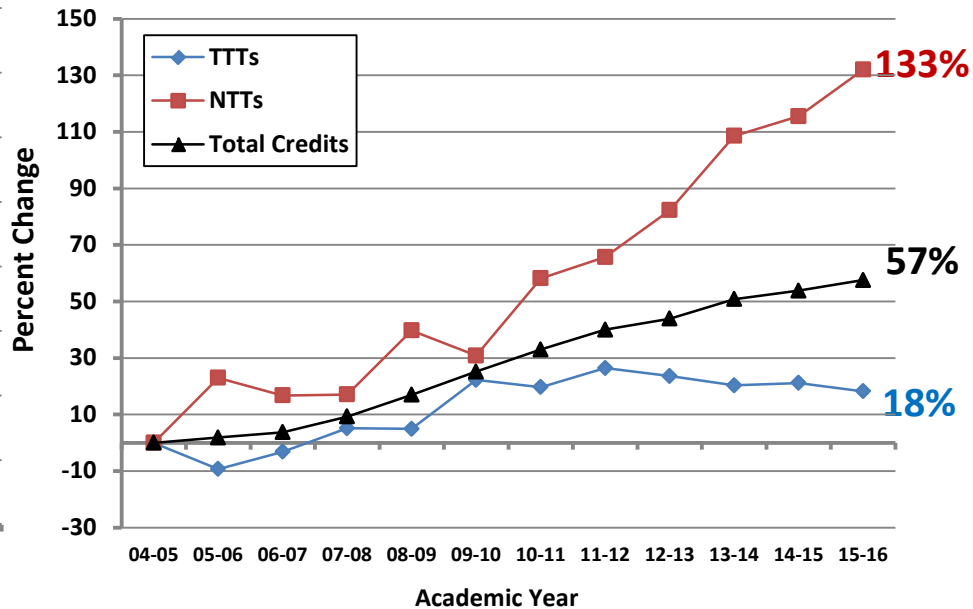


Academic Credits Delivered by TTTs and NTTs: Fall 2004 to Spring 2016

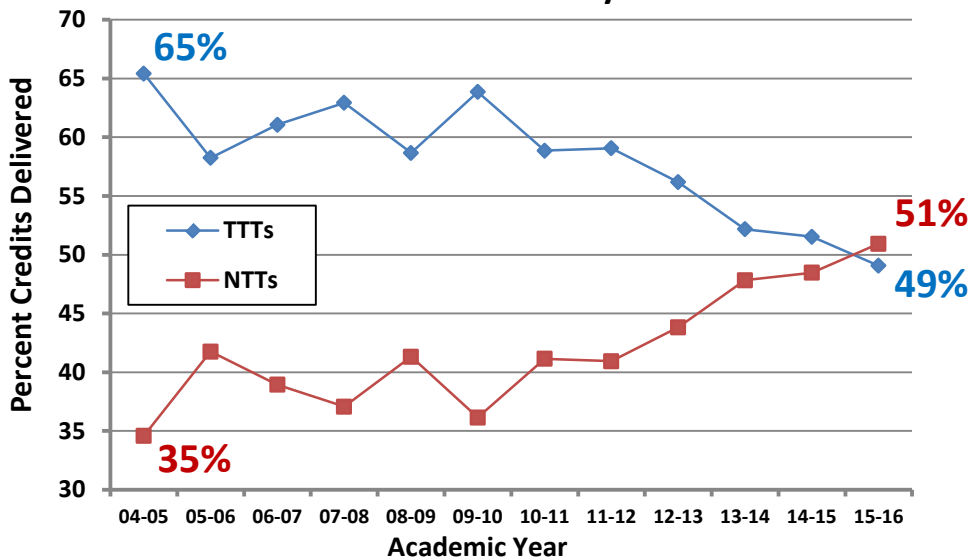
Academic Credits Delivered



Percent Change in Credits Delivered



Percent Credits Delivered by TTTs and NTTs



Undergrad Credits

(147,632)

TTTs: 47%

NTTs: 53%

Graduate Credits

(26,035)

TTTs: 61%

NTTs: 39%

Division-by-Division Credit Delivery

Division		Credits Delivered		Credits Delivered by TTTs (%)	
		2014-15	2015-16	2014-15	2015-16
Arts and Sciences	UG	88,022	88,662	45.3%	43.2
	G	6,919	8,128	76.0%	67.4
	Total	94,941	96,790	47.6%	45.2%
Engineering	UG	44,344	44,430	63.1%	61.2%
	G	11,113	11,915	71.3%	68.0%
	Total	55,457	56,345	64.7%	62.7%
Business	UG	6,599	6,655	49.8%	52.9%
	G	6,066	5,905	43.0%	36.4%
	Total	12,665	12,559	46.5%	45.2%
IGSD	UG	3,671	4,833	11.0%	8.3%
	G	7	5	0.0%	0.0%
	Total	3,678	4,838	11.0%	8.3%
Other	UG	2,723	3,052	0.0%	0.0%
	G	49	88	0.0%	0.0%
	Total	2,772	3,140	0.0%	0.0%
Total	UG	145,359	147,632	49.2%	47.1%
	G	24,154	26,035	65.4%	60.5%
	Total	169,513	173,666	51.5%	49.1%

Arts and Sciences: Dept.-by-Dept. Credit Delivery

Department	Credits delivered		Credits delivered by TTTs (%)	
	2014-15	2015-16	2014-15	2015-16
Biology and Biotechnology	6,611	6,755	68.0%	68.4%
Chemistry and Biochemistry	9,108	8,838	37.6%	36.2%
Computer Science	19,871	21,545	52.1%	49.1%
Humanities and Art	21,991	22,205	47.9%	48.7%
Mathematical Sciences	23,424	22,910	41.4%	37.8%
Physics	8,155	8,070	38.9%	30.5%
Social Sciences	5,777	6,465	60.3%	53.8%
Total	94,937	96,790	47.6%	45.2%

Engineering: Dept.-by-Dept. Credit Delivery

Department	Credits delivered		Credits delivered by TTTs (%)	
	2014-15	2015-16	2014-15	2015-16
Biomedical	4,733	4,305	68.6%	61.4%
Civil and Environmental	6,389	6,769	66.1%	68.4%
Chemical	5,666	4,929	73.7%	75.8%
Electrical and Computer	12,680	13,292	64.7%	62.0%
Fire protection	1,589	1,869	67.1%	56.7%
Mechanical	24,397	25,182	64.7%	59.5%
Total	55,454	56,345	67.1%	62.7%

CPE (Corporate and Online) Credit Delivery

Fall and Spring

	Credits delivered		Credits delivered by TTTs (%)	
	2014-15	2015-16	2014-15	2015-16
Corporate (Off-site)	3,738	4,248	27%	19%
Online Grad FT	1,425	1,474	45%	47%
Online Grad PT	843	1,837	50%	35%
Online UG	506	701	75%	57%
Online Other*	1,641	948	8%	18%
Online Total	4,415	4,960	36%	39%

(Note: Online credits do not include FSB hybrid/blended courses)

* "Other" are corporate students taking WPI online courses

CPE (Corporate and Online) Credit Delivery (cont.)

Summer

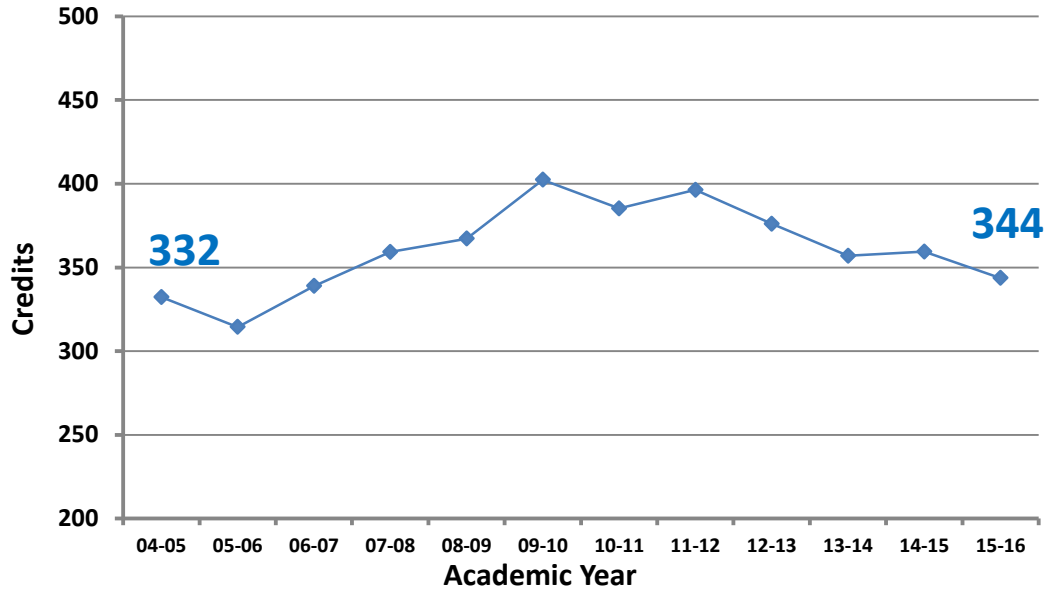
	Credits delivered		Credits delivered by TTTs (%)	
	Summer 2015	Summer 2016	Summer 2015	Summer 2016
Corporate (Off-site)	534	411	26%	23%
Online Grad FT	192	251	9%	14%
Online Grad PT	179	320	26%	14%
Online UG	101	190	29%	10%
Online Other*	207	85	20%	19%
Online Total	679	846	20%	14%

(Note: Online credits do not include FSB hybrid/blended courses)

* "Other" are corporate students taking WPI online courses

Credits Delivered per Faculty Member: Fall 2004 to Spring 2016

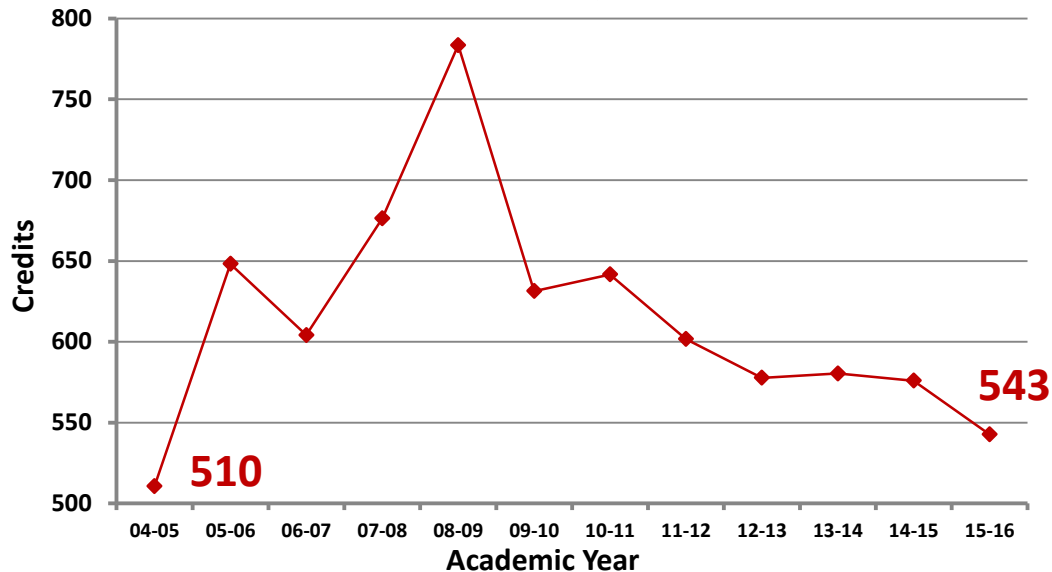
Credits Delivered per TTT



Credit Distribution by TTT Rank 2015-16

Rank	Number	Credits Delivered	Credits Delivered per Faculty
Assistant Professor	58	18,236	314
Associate Professor	90	32,961	366
Full Professor	100	34,020	340
Total	248	85,218	344

Credits Delivered per (FTE) NTT



Glance at the Most Recent Changes

	Fall 2015	Fall 2016	Percent Change (2015 to 2016)
FTE Undergraduate Students*	4,213	4,195	-0.4 %
FTE Graduate Students*	1,366	1,297	-5.0%
Number of TTTs	248	245 (248**)	-1.2 % (0.0%**)
Number of (FTE) NTTs	163	178	9.1 %

*From WPI's "Common Data Set" from 2015-16 and 2016-17

** As of January 1, 2017

Has the fraction of overall credits delivered by TTTs dipped even further below 50%?

Summary and Questions

- Summary: From Fall 2004 to Spring 2016
 - Student credit enrollments have increased by **57%**
 - Tenured and Tenure-Track Faculty:
 - Headcount has increased by **14%**
 - Fraction of total credits delivered has decreased from **65%** to **49%**
 - Load (in credits) per TTT has increased by **3.6%**
 - Non-Tenure Track Faculty:
 - FTEs have increased by **118%**
 - Fraction of total credits delivered has increased from **35%** to **51%**
 - Load (in credits) per (FTE) NTT has increased by **6.5%**
- Questions (for full discussion...):
 - How can WPI meet its commitment to increase the TTT Faculty at a rate commensurate with the University's growth and strategic goals?
 - What is the goal for the size of the TTT Faculty (....40 to 50 more needed?)?
 - How will we get there?

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Discussion.....