Committee on Appointments and Promotions (COAP)
Open Meetings on Promotion

Peter Hansen, COAP Chair
Faculty Meeting, September 8, 2016
COAP efforts to improve promotion

• COAP report on the COACHE survey in August 2014
• COAP proposed a Task Force in September 2014
• Task Force: appointed by COAP and COG in December 2014; Report submitted October 2015; distributed December 2015
• COAP presentation to the Faculty, January 2016
• COAP open meeting devoted to NTT faculty, February 2016
• Received feedback after both meetings
• COAP motion to modify criteria in March 2016
• Received feedback from COG in April 2016:
  ― Include mentors for associate professors
  ― Community-wide discussion of criteria and committees
• Received additional feedback from COG in August 2016
• As a result, COAP is sponsoring two open meetings
COAP Open Meetings

• September 14, 2:00-3:30 pm, Olin 107
  —Criteria for Promotion to Full Professor

• September 20, 3:00-4:30 pm, Olin 107
  —Academic Departments and Professional Development
Criteria for promotion to full Professor

- reasserts the central importance of teaching and scholarship/creativity to WPI’s mission and goals
- elevates significant service as an essential but not sufficient requirement for promotion
- defines leadership as excellence that demonstrates an impact beyond WPI
- Broadens the range of faculty contributions in teaching, scholarship/creativity and service
- reaffirms “there may be exceptional candidates whose unique contributions, while not conforming to these guidelines, are deserving of promotion.”
Academic Departments and Professional Development

• Professional Development
  — responsibility of each individual faculty member, every academic department, and WPI

• Departmental Professional Development Committees
  — meetings with all full-time faculty on a regular schedule that varies by career stage
  — In response to feedback from COG, a mentor chosen by mid-career faculty is included

• Includes Non-Tenure-Track Faculty
Related issues: future discussion

- COAP Procedures for Promotion
- COAP Elections and Recusal
Comments

Committee on Appointments and Promotions (2016-17)
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