



WPI

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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