



WPI

COAP Presentation on the Task Force on Academic Promotion

Faculty Meeting, January 21, 2016



Task Force on Academic Promotion Members

Dan Dougherty, CS (Full Professor)

Peter Hansen, HUA (Full Professor), co-chair

Ingrid Matos-Nin, HUA (Associate Teaching Professor)

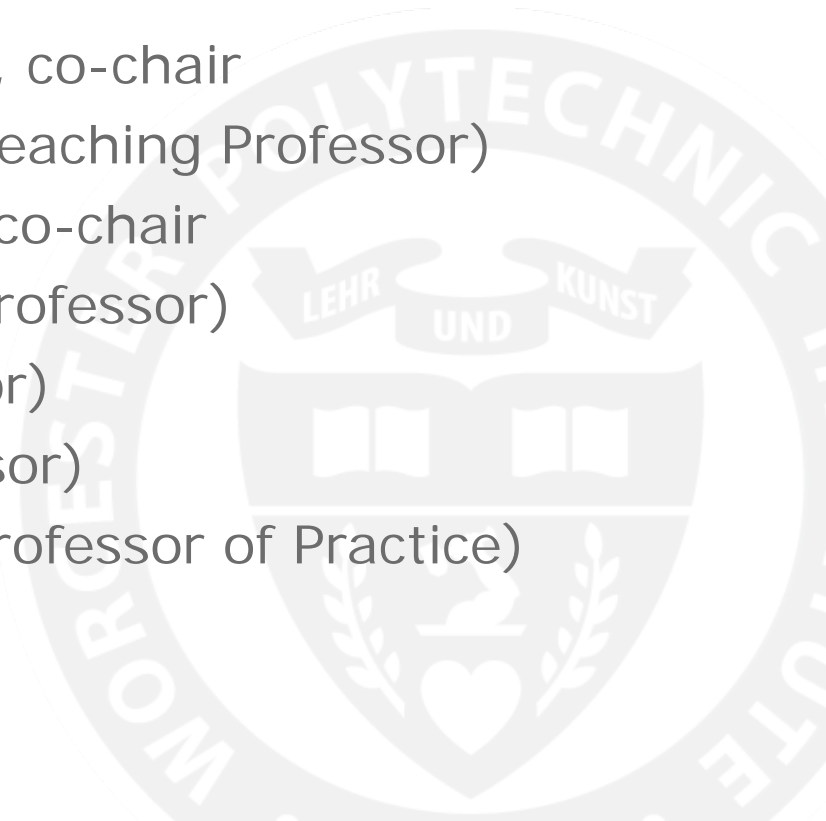
John McNeill, ECE (Full Professor), co-chair

Jeanine Plummer, CEE (Associate Professor)

Reeta Rao, BBT (Associate Professor)

Pamela Weathers, BBT (Full Professor)

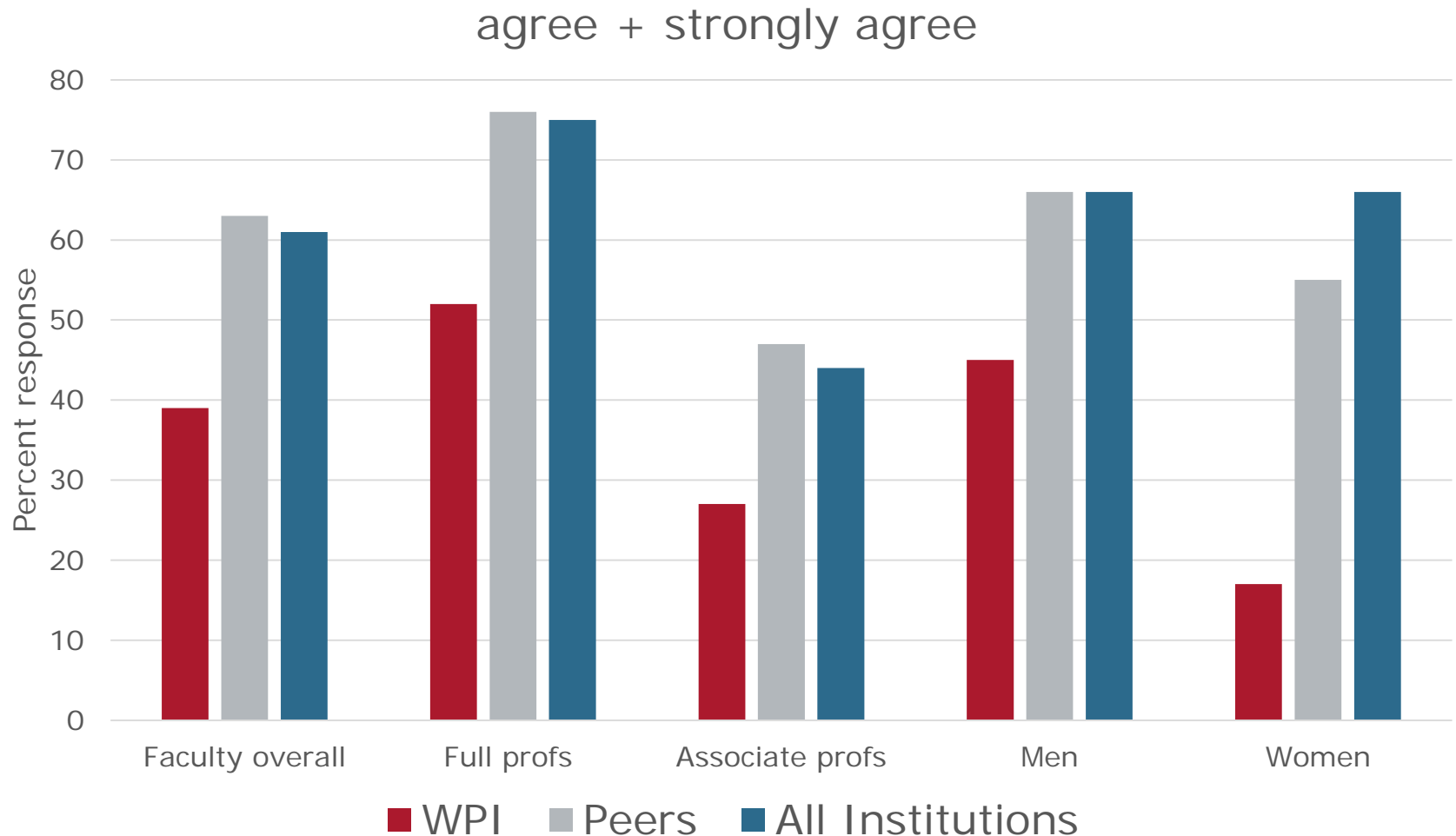
Sharon Wulf, School of Business (Professor of Practice)



Perceptions of Promotion at WPI

- Department Heads, Task Force survey:
 - Procedures vary widely by department
- Associate Professors, Task Force focus groups unifying themes:
 - Unnecessary uncertainty regarding criteria, mentoring, and timing
 - Lack of recognition for people who spend time on activities that are essential to WPI's mission
- Non-Tenure Track Faculty, Task Force survey unifying themes:
 - Academic departments need to clarify and publicize NTT promotion procedures
 - Process needs to have transparency
 - *Note:* Issues related to Professors of Practice deserve separate discussion

COACHE: "Department culture encourages promotion to full prof"



Women Faculty Perceptions of Promotion at WPI

- Task Force survey of women faculty, unifying themes:
 - Women are not promoted at the same rate as men
 - Women often have a higher service load and may value teaching more
 - Service and teaching were not valued as highly as research for promotion at WPI

A National Problem

THE CHRONICLE OF HIGHER ED

Home

News ▾

Global

Opinion & Ideas ▾

Facts & Figures

Blogs ▾

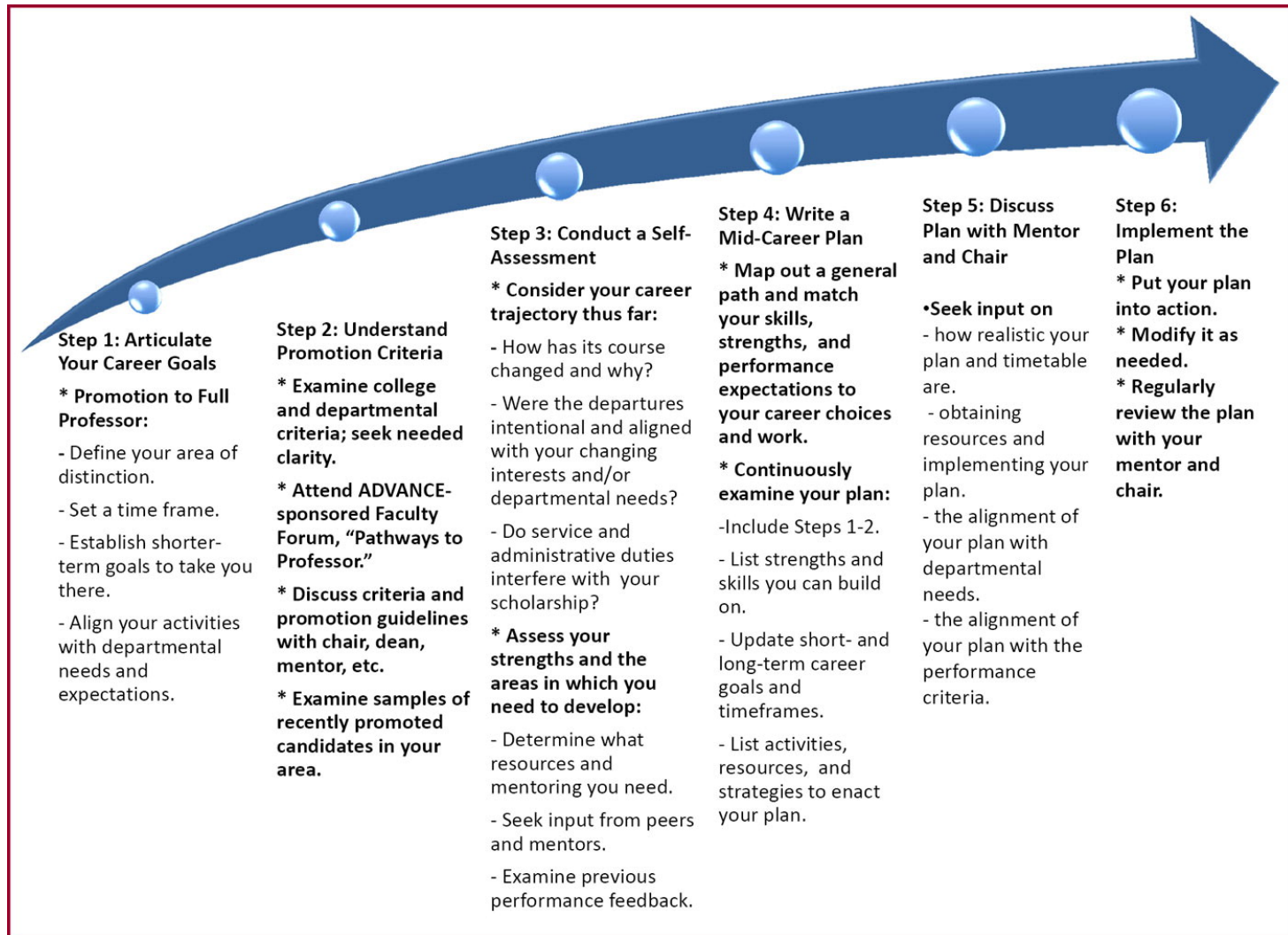
Advice

FACULTY

|  Comments

Why Are Associate Professors So Unhappy?

Mid-Career Faculty Planning and Mentoring



Recommendations

Broaden Criteria for Promotion from Associate to Full Professor

Establish Professional Development and Promotion Committees in each Department

Revise COAP Procedures on Promotion



Current Criteria for Promotion from Associate to Full Professor

Approved in 1978:

- Recent accomplishments of high quality in both teaching and scholarship/creativity
- demonstrated leadership in one of these two areas
- some appropriate degree of service to WPI
- “outstanding candidates should not be deprived of promotion because of the uniqueness of their contribution”
- Recent interpreted as within the last five years

Task Force: Broaden Criteria for Promotion from Associate to Full

- High quality contributions in teaching, scholarship/creativity, and service
 - Each an essential (but not sufficient) requirement for promotion
- a record of outstanding accomplishment in at least one of these three areas
- emphasis on work since tenure and/or promotion to Associate
- Multiple paths to professor. Each candidate will be evaluated on the outstanding accomplishments in the path they have chosen

Professional Development and Promotion Committees

- Required in every department
- Provide mentoring on professional development and on nomination for promotion; they are *not* performance reviews
- Meet periodically with all Tenured Faculty and all Continuing Non-Tenure Track Faculty
- Two elected department members and the Department Head
- These meetings would replace Post-Tenure Review in the Faculty Handbook

Schedule for Professional Development Meetings

- Associate Professors: 3 years after tenure to discuss a mid-career plan, and between 5-10 years after tenure to discuss professional development and promotion
- Continuing Non-Tenure Track Faculty: 5 years after initial appointment to discuss professional development and promotion, and every 5-10 years thereafter
- Tenured Full Professors: 10 years after promotion to full professor or after the last 10-year meeting to discuss professional development

Revise COAP Promotion Procedures

- Election and Composition of COAP
 - Add one elected member (committee of seven)
- Recusal Process
 - Each promotion case heard by six elected COAP members; one member recused from each case
- COAP Decision Letter
 - Addressed to the candidate as well as the Provost
- Appeals Procedure
 - Only based on procedural grounds
- COAP Reporting
 - Department Professional Development and Promotion Committees report schedule of meetings (not contents)

COAP Reactions and Options

Committee on Appointments and Promotions (2015-16)

Brian Savilonis, ME, Chair

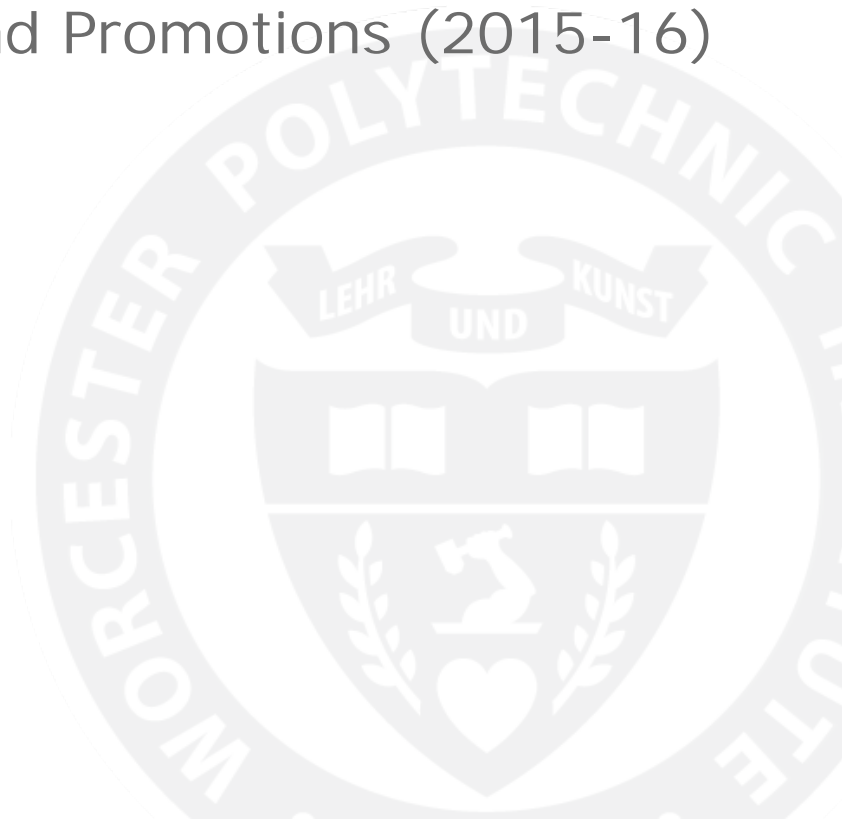
Ravi Datta, CHE

Peter Hansen, HUA

Micha Hofri, CS

William Martin, MA

Helen Vassallo, BUS



Task Force and COAP Reactions

- Modify COAP Procedures
 - Professional Development & Promotion Committee in each Department
 - Promotion criteria with high quality in each: teaching, scholarship, service
 - Promotion based on outstanding **teaching, scholarship or service**
- Modify COAP Procedures
 - Professional Development & Promotion Committee in each Department
 - Promotion criteria with high quality in each: teaching, scholarship, service
 - Promotion based on outstanding **teaching or scholarship**

Discussion

