Committee on Appointments and Promotions (COAP)
Draft Motion to modify the Promotion Criteria

Peter Hansen, COAP Chair
Faculty Meeting, October 14, 2016
COAP efforts to improve promotion

- COAP report on the COACHE survey in August 2014
- COAP proposed Task Force in September 2014
- COAP presentation to the Faculty, January 2016
- COAP open meeting on NTT issues, February 2016
- COAP motion to modify criteria in March 2016
- Received feedback from COG in 2016
- COAP open meetings on criteria and departments in September 2016
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

• redefines leadership as scholarly contributions with a positive external impact beyond WPI

• broadens the definition of scholarly contributions to include the scholarship of discovery, integration, application and practice, teaching and learning, or engagement

• reaffirms “there may be exceptional candidates whose unique contributions, while not conforming to these guidelines, are deserving of promotion.”
Criteria for Promotion

- The candidate for promotion to **associate professor** should have demonstrated high quality teaching and high quality scholarship/creativity as well as the promise for continued high quality performance in these areas. Evidence of service at an appropriate level is expected.

- The candidate for promotion to **full professor** should demonstrate continuing high quality teaching and high quality scholarship/creativity as well as a record of scholarly contributions that demonstrates a positive external impact beyond WPI as appropriate to the candidate’s area of expertise. Evidence of significant service is expected.
Definition of Scholarship

• To recognize the full range of scholarly contributions by faculty, WPI endorses a broad definition of scholarship. Scholarship exists in a continuum across diverse forms.

• for any scholarly form to be scholarship:
  – it must be public,
  – amenable to critical appraisal, and
  – in a form that permits exchange and use by other members of the scholarly community

Multiple forms of Scholarship

- Scholarship of Discovery
- Scholarship of Integration
- Scholarship of Application and Practice
- Scholarship of Teaching and Learning
- Scholarship of Engagement

- Contributions to any area across the continuum of scholarship are valued equally by WPI
- Other examples of inclusive scholarship in criteria: Purdue, NC State, RIT, Arizona, Penn State, Syracuse, Ohio State, Michigan State, Portland State
- Creates multiple pathways for promotion to professor
Quality, Impact and Peer Review

• High quality and positive external impact recognized by peers

• External Impact
  – Wide variety of measures, qualitative and quantitative, which are contextual to the area of scholarly contribution
  – Defined as scholarship, even “local” impact, disseminated and recognized externally, demonstrates external impact

• Peers
  – experts in the area(s) of scholarly contribution
  – broadens the community of peers to match the broader continuum of scholarship
• Open discussion today

• Constructive feedback on index cards
  • What do you think of this proposal?
  • Do you support a broader definition of scholarship?
  • Is something missing?

• Email: phansen@wpi.edu