



WPI

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
- Task Force 2014-2015: Report in October 2015
- 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
 - From John M. Braxton, William Luckey, Patricia Helland, *Institutionalizing a Broader View of Scholarship Through Boyer's Four Domains*, (2002), p. 25, who are themselves adapting Shulman and Hutchings (1999), Glassick, et al., (1997), and others

Multiple forms of Scholarship

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

Discussion

- 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

