

### **Committee on Governance: Minutes**

Addendum to Minutes of Meeting #18: January 31, 2019  
Faculty Governance Conference Room (SL 225)

The release of the following item was delayed so that members of the FPE Department could be consulted before notification went out to the rest of the WPI community.

1. FPE Department Head: Provost Soboyejo reported to COG that, as the Department of Fire Protection Engineering has been operating with an interim Department Head, he would like to launch an internal search for a permanent Department Head. The Provost asked COG's advice about the process before reporting to the FPE Department faculty, stating that his intent is to follow the process for an internal search for DH, with an expected appointment to be made in the late spring. COG endorsed this approach with little discussion.

### **Committee on Governance: Minutes**

Meeting #19: February 7, 2019  
Faculty Governance Conference Room (SL 225)

Present: Len Albano (CEE), Kris Boudreau (Secretary of COG, HUA), Mike Elmes (FBS), Tanja Dominko (Secretary of the Faculty, BBT), Mark Richman (ME), Susan Roberts (ChE), and David Spanagel (Chair, HUA)

1. Prof. Spanagel called the meeting to order at 10:12; the agenda was approved with modifications.
2. The minutes from meeting #18 were approved with modifications.
3. Update on Faculty Conduct Policy: Prof. Dominko circulated a statement of concern about the proposed Faculty Conduct Policy that she had received earlier that morning from a tenured professor. Concerns included the following: the manner in which faculty serving on the investigatory committees are selected; the absence of an explicit requirement that these faculty be tenured; the power to impose interim sanctions resting with the Dean, not the faculty; and the possibility that a tenured faculty member may be dismissed over the objections of the faculty on the judicial committee. A lengthy discussion of these concerns followed. COG looked forward to presenting the proposal at the faculty meeting as planned, anticipating that these objections will be raised on the floor.

COG then discussed text submitted by another faculty member who intended to propose it as an amendment on the floor. The proposed amendment would restore earlier language advising the administration to defer to faculty judgments when the allegations fall within the faculty's areas of primary responsibility. The Secretary of the Faculty noted her intention to alert University Counsel of this anticipated amendment prior to the faculty meeting.

4. Update on the Bylaws & Governance Working Group (BGWG). Prof. Dominko reported that this group had met on Monday, Feb. 4, for four hours. The group heard summaries of the work of the group's subgroups (BGWGSG) on particular items, then discussed as a large group (BGWGLG) most of the subgroups' work (MOSGW). The Secretary of the Faculty will provide an update at the Feb. 7 faculty meeting. Two meetings have been scheduled in March as the group works toward the goal of bringing a draft of a consensus document to the April faculty meeting for discussion and the to the May faculty meeting for a vote.
5. Conversation about reappointment of Professors of Practice: COAP has notified COG that while four Professors of Practice (PoP) were due for review this year, only one of the four responsible Department Heads submitted the review and renewal materials due to COAP. A discussion followed about the long-term adjustments that should be made to assure fair and timely reviews, and a short-term response that would not penalize the PoPs who were not reviewed this year. For the short term, COG agreed to advise COAP to notify these three PoPs that they will have a one-year extension for review and renewal. In considering longer-term measures, COG explored current practices and mechanism for faculty reviews. Unlike candidates for tenure, whose schedules are circulated to all faculty annually by the Office of Faculty Governance, reappointments of PoPs are handled by the Provost's office and do not involve notifications to Department Heads and PoPs due for review. COG recommends that the Provost's office develop and follow a system of regular notification sent to PoPs and their Department Heads regarding the review process and schedule.

On a related matter, COG expressed concerns that faculty contracts have been issued past the April 15 deadline several times in the past few years. COG Chair Spanagel will remind the Provost's office that April 15 is the deadline for issuing faculty contracts.

6. Faculty review of administrators: Chair Spanagel explained that at the Committee Chairs Feb. 4 meeting, faculty shared concerns that while VP/CFO Solomon is no longer being reviewed by the faculty, academic-related responsibilities and results (such as academic spaces) fall within his purview. To get input from the faculty about these concerns, Prof. Spanagel proposed adding questions about facilities and infrastructure management to the general institutional questions to be circulated to the faculty. In that case, COG and the administration can review these results and make their own judgments about which administrator is responsible for these items. COG discussed whether to break these questions down topically (instructional spaces, research spaces, management, grounds,

etc.). The conversation turned to WPI's rewards structure and opportunities for advancement beyond promotion. COG reiterated longstanding concerns that the salary pool is inadequate to reward highly effective faculty, especially in highly effective departments.

7. 2017-18 TTT/NTT credit delivered analysis: Chair Spanagel circulated data from the Provost's office and expressed confusion over the Corporate and Professional Education (CPE). A discussion followed about the differences between corporate education (education delivered at companies and identified and supported by the CPE Division) and online (including regular WPI courses, many taught by WPI faculty in load); these credits fall under both CPE and non-CPE categories. COG members expressed a repeated desire that online course credits be broken out more clearly. A discussion followed regarding how best to use these data to illustrate the extent of still-unmet instructional needs. COG concluded that a future meeting would include a conversation with the Provost about how WPI will effectively manage the intent to expand the faculty to 300.

8. The meeting adjourned at 11:48

Respectfully submitted,

Kris Boudreau  
Secretary, COG