

Committee on Governance: Minutes
Meeting #20: February 14, 2019
Faculty Governance Conference Room (SL 225)

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

1. Prof. Spanagel called the meeting to order at 10:07; the agenda was approved as distributed.
2. The minutes from meeting #19 were approved with modifications.
3. Update on Global School Proposal: Provost Soboyejo indicated that the draft proposal last seen by COG is undergoing revisions as he consults with various WPI stakeholders. He has revised it to respond to IGSD faculty and staff and is now consulting other parties. His goal is to receive WPI community endorsement following an inclusive process of revision. Provost Soboyejo will provide COG with an updated written draft of the proposal at its February 28 meeting.

Update on Faculty Evaluation of Administrators. COG next turned to the process of evaluating administrators. For each administrative review, faculty members will receive questions about the particular administrator under review. They will also receive more general questions about the current status and future directions of WPI. Prof. Spanagel circulated an updated list of these more general questions. COG then reviewed the process that has been followed for VP Tichenor's upcoming review, starting with a conversation between Secretary Dominko and VP Tichenor. COG provided VP Tichenor with questions from her previous review (put in the format used for last year's administrator reviews) and VP Tichenor gave COG a statement of her responsibilities. VP Tichenor then gave a presentation at the February faculty meeting. COG's hope is that the presentations to the faculty —which COG will prioritize in the review of VP Tichenor (Senior Vice President) and Stephen Flavin (Vice President for Academic and Corporate Engagement)— will help faculty understand the responsibilities of these two nonacademic positions. COG concluded that such presentations are less necessary for academic deans, whose responsibilities are more familiar to most faculty members. Prof. Boudreau reported that VP Flavin, who will be traveling during the March faculty meeting, would like to deliver a video presentation to be shown at that meeting. COG considered the request and concluded that it would be better for VP Flavin to Zoom in for the meeting so he can answer questions. [Later update: No Zoom appearance because VP Flavin will be airborne during the meeting. Instead, his video will be posted on the Faculty Governance website.]

Given COG's goal of opening the evaluation survey soon after the March faculty meeting, time may not allow all administrators being evaluated to present to the

faculty. All job descriptions, recorded presentations, and presentations made at faculty meetings will be posted on the Faculty Governance website for faculty to consider when evaluating administrators.

COG then considered how to incorporate these faculty reviews into a larger review process. Since our last meeting, Provost Soboyejo has spoken with VP Jones-Johnson about adding faculty evaluations to the current 360 evaluation of administrators overseen by her Division. The Provost conveyed VP Jones-Johnson's willingness both to include these faculty evaluations in those processes and to appear at a COG meeting. The Provost also reported on his conversations at the Management Council incorporating faculty reviews into the 360 evaluation, observing that most people in that group would support the idea. COG will continue to release quantitative data to faculty members as in prior years. COG will not add VP Jones-Johnson to the circle of people who see the raw comments for each person being evaluated.

4. Preparations for Faculty Governance presentation at Board of Trustees meeting. Prof. Dominko reported that she will be giving a presentation on Faculty Governance as part of a 3-hour plenary session that will also include discussions about the Bylaws & Governance Working Group (BGWG). Provost Soboyejo added that an outside expert will present on best practices in shared governance as part of that plenary session. The provost indicated that Prof. Dominko's presentation would be critical in helping the Board of Trustees understand the importance of shared governance. Members of COG suggested various points that might be made: the importance of shared governance to WPI's unique curriculum; the confidence faculty place in WPI's tenure process; the emphasis on the major accomplishments of faculty governance within a collaborative if sometimes uneasy process. COG members also expressed the hope that this presentation might help inform the Board's understanding of faculty governance.
5. The meeting adjourned at 11:02

Respectfully submitted,

Kris Boudreau
Secretary, COG