

Date: December 11, 2024

To: The WPI Faculty

From: Committee on Tenure and Academic Freedom (Prof. Wobbe, Chair)
and Committee on Governance (Prof. Troy, Chair)

Re: Motion to temporarily increase CTAF membership by one

Motion:

The Committee on Tenure and Academic Freedom and the Committee on Governance recommend and we move that the membership of CTAF for the academic years 2025-2026 and 2026-2027 be temporarily increased from 9 to 10 members.

Description of the Motion:

This motion would expand CTAF temporarily to handle the number of tenure cases that are anticipated in the next 2 academic years. To implement this, in spring of 2025, we would elect three new members (two regular, one additional) rather than two new members.

Background/Rationale:

Currently, there are 24 tenure cases scheduled for AY 25-26, and 23 in AY 26-27. With the current CTAF membership of 9, this workload would be grueling and likely to lead to less thorough reviews. Increasing CTAF from 9 to 10 members will reduce that workload to a level consistent with the current workload.

Year	Cases	Cases per person 9 members	Cases per person 10 members
2024-2025	21	11 or 12	
2025-2026	24	13 or 14	12
2026-2027	23	12 or 13	11 or 12
2027-2028	21	11 or 12	
2028-2029	14	7 or 8	

Each case requires about 8 hours of combined meeting time (4 hours) and prep time (4 hours). Thus, a case load of 12 is roughly 96 hours of work.

We do not anticipate needing 10 CTAF members past AY 26-27, as the number of tenure cases drops to 21 in AY 27-28 (equivalent to this current year), and 14 in AY 27-28. This is largely due to the bulk of Professor of Teaching candidates completing their probationary period.

Implementation Plan:

This spring, faculty committee elections would elect to CTAF 3 new members (2 regular and 1 additional member) each to a standard 4-year term. In 2027, faculty committee elections would elect to CTAF only 2 new members instead of the planned 3. This would provide 10 CTAF members for AY 25-26 and AY 26-27 before returning to 9 for AY 27-28 and beyond. The table below indicates how members would be added in subsequent years to maintain a membership of 10 through AY 26-27 and drop back to nine in AY 27-28.

CTAF Membership

2024-25	2025-26	2026-27	2027-28	2028-29
25 Erin Solovey	Replacement 1	Replacement 1	Replacement 1	Replacement 1
25 Kris Wobbe	Replacement 2	Replacement 2	Replacement 2	Replacement 2
26 Renata Konrad	Renata Konrad	Replacement 3	Replacement 3	Replacement 3
26 Randy Paffenroth	Randy Paffenroth	Replacement 4	Replacement 4	Replacement 4
27 Amity Manning	Amity Manning	Amity Manning	Replacement 5	Replacement 5
27 Aaron Sakulich	Aaron Sakulich	Aaron Sakulich	Replacement 6	Replacement 6
27 Lyuba Titova	Lyuba Titova	Lyuba Titova	(not replaced)	
28 Raghu Cowlagi	Raghu Cowlagi	Raghu Cowlagi	Raghu Cowlagi	Replacement 7
28 Pratap Rao	Pratap Rao	Pratap Rao	Pratap Rao	Replacement 8
	New	New	New	New
Total: 9	Total: 10	Total: 10	Total: 9	Total: 9

Resources Required:

Because CTAF members are currently offered either a course release or a stipend, the funds for this would have to increase to accommodate the additional person for the next two years.