

Date: March 19, 2025

To: WPI Faculty

From: Committee on Teaching and Research Faculty (CTRF) (Drew Brodeur, Chair) and
Committee on Governance (COG) (Karen Troy, Chair)

Re: Motion to extend the operation of CTRF for two years

Motion: The Committee on Teaching and Research Faculty (CTRF) and the Committee on Governance (COG) recommend and we move that CTRF's operation as an *ad hoc* committee be extended for an additional two years, with the same charge as given in the motion that created the committee.

Description of CTRF from the Original Motion:

The Committee on Teaching and Research Faculty (CTRF) is an ad hoc committee of the faculty that is concerned with and responsible for raising and addressing issues related specifically to teaching faculty and research faculty. It will be the responsibility of CTRF to apprise the appropriate faculty committees, including but not limited to COG, CTAF, and COAP, of any recommendations for new or modified policies proposed in their work. The committee works with COG and other appropriate committees both to bring such issues to the attention of the faculty and the administration, and to bring proposals for action by the entire faculty.

The five-person CTRF includes three elected members who either hold secured non-tenure-track appointments (and have either the titles Instructor, Senior Instructor, Assistant Teaching Professor, Associate Teaching Professor, full Teaching Professor, or Professor of Practice) or are tenure-track teaching faculty members (i.e., those with titles Assistant, Associate, or full Professors of Teaching). Elected members serve three-year terms. In addition, the committee includes the two elected nontenure-track faculty members serving on COG. The committee elects its Chair from among its three elected faculty members. The committee actively solicits the perspective of WPI's research professors and invites their representatives to participate in CTRF meetings as appropriate.

The committee will operate for three years as described above, publish minutes, and submit written annual reports of their academic-year activities to the Secretary of the Faculty within two weeks after the last day of each D-Term. Consistent with the procedures outlined in Part One, Section Three, Subsection III of the Faculty Handbook, after three years, the ad hoc committee will report to the faculty, whereupon - by action of the faculty - it will be extended for a designated time and purpose, reconstituted, eliminated, or established in an appropriate form as a permanent subcommittee of COG.

Additional text for CTRF in the Current Motion:

The committee will operate for an additional two years as described above, publish minutes, and submit written annual reports of their academic-year activities to the Secretary of the Faculty within two weeks after the last day of each D-Term. Faculty eligible to serve include those described above, and also tenured Professors of Teaching. Consistent with the procedures outlined in Part One, Section Three, Subsection III of the Faculty Handbook, after two years, the ad hoc committee will report to the faculty, whereupon - by action of the faculty - it will be extended for a designated time and purpose, reconstituted, eliminated, or established in an appropriate form as a permanent subcommittee of COG. Elected members serve two-year terms.

All other specifics regarding membership of the committee and the nature of the committee's charge remain unchanged.

Rationale:

CTRF was initially proposed in response to major changes to the faculty landscape, including enfranchisement of all secured teaching faculty (STF) within faculty governance and the establishment of the teaching path to tenure. Since STF had no official prior representation within faculty governance, CTRF was created as an *ad hoc* subcommittee of COG in order to be a centralized "point of contact" for these colleagues. Various and sundry issues related to STF contracts, tenure evaluation and criteria, and general advocacy for teaching- and research-focused faculty have been under CTRF's purview as given in the initial committee charge.

Three cohorts of teaching faculty were selected to be moved onto the new tenure path, and several have since received tenure. However, the majority of faculty from these cohorts are still on the tenure track and may benefit from the collective experience of CTRF members standing in support of them. Additionally, and perhaps most importantly, persistent issues of equity among the various categories of faculty require ongoing work. The Faculty Compensation Committee (FCC) was recently proposed at a faculty meeting, and CTRF would likely work closely with this potential new committee as it advocates for fair pay among colleagues, an issue that is of great importance to STF and many others on campus. The members of CTRF feel that these items justify further committee work and that disbanding the committee at the end of the current academic year would be premature.

The committee is prepared to give a brief report on its activities over these last three academic years, as required by the motion by which CTRF was created, and then to discuss this recommendation among the broader faculty.

Implementation:

Elections for this committee will be held by the end of D-Term 2025 with the elections for all faculty governance standing committees (except COG, CTAF, and COAP).