

WPI Committee on Appointments and Promotions, Annual Report 2019-2020

The members of the Committee on Appointments and Promotions (COAP) during the 2019-2020 academic year were Professors Pamela Weathers (Chair), Brenton Faber (Secretary), Michael Gennert, Eleanor Loiacono, Germano Iannacchione, Rajib Mallick, and Suzanne Scarlata.

The committee reviewed the nominations of internal tenured associate professor candidates for promotion to Professor and made recommendations to the Provost.

The committee reviewed the nominations of internal teaching and research track candidates for promotion to Associate Teaching Professor and Teaching Professor and made recommendations to the Provost.

The committee reviewed Professor of Practice nominations and made recommendation to the Provost.

The committee reviewed proposed external appointments of three Associate Professors, two external appointments for Professors with tenure, three external appointments of Department Heads, and one Professor of Practice, and made recommendations to the Provost

At the request of the Provost, the committee met with the Provost to discuss the committee's recommendations for promotion and related committee matters.

The committee met with members of the ADVANCE team. Several members of COAP have been working on ADVANCE project subgroups.

The committee reviewed eight requests for sabbatical leave in the 2020-21 academic year and delivered a recommendation on each case to the Provost.

The committee reviewed seven Department Heads and made recommendations to the Provost.

Committee members served on search committees for new Department Heads.

The committee made five recommendations to COG for changes to the Faculty Handbook:

- (1) Clarify the roles of Deans and the Provost in the appointment, performance evaluation, and reappointment of Department Heads and modify the performance review timetable for Department Heads.
- (2) Modify the process for sabbatical leaves, so that leaves are reviewed by Department Heads and the appropriate Dean prior to the request being sent to the Provost. Remove COAP from the sabbatical leave process.
- (3) Clarify the wording in the Faculty Handbook related to years required for eligibility to take a sabbatical leave. Remove the mention of one-term sabbatical leaves of absence, which are no longer available as of 2006.
- (4) Change the review process for requests for unpaid leaves of absence to parallel the process for requests for sabbatical leaves of absence.
- (5) Modify the procedure for providing feedback to faculty candidates who are denied promotion.

The committee held open meetings for faculty considering nomination for promotion on April 6, and April 13, 2020 via zoom. Professor Weathers gave this presentation, and several COAP members were available for the question-answer session.

By faculty election during the spring, two new members were elected to COAP: Professors Sarah Strauss and Jeanine Skorinko. Professors Pamela Weathers and Eleanor Loiacono completed their respective terms.

The 2020-21 members of COAP elected Michael Gennert as Chair, and Brenton Faber as Secretary, for the next academic year.

Respectfully submitted,

Brenton Faber, COAP Secretary

August 13, 2020