

WPI Committee on Appointments and Promotions (COAP) Annual Report 2021-2022

The members of the Committee on Appointments and Promotions (COAP) during the 2021-2022 academic year were Professors Germano Iannacchione (Chair-22), Ali Rangwala (22), Brigitte Servatius (22), Jeanine Skorinko (23), Sarah Strauss (23), John Sullivan (Secretary-24), and Susan Zhou (24).

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 recommendations for external appointments of one full Professor and Dean, two full Professors with tenure, one full Research Professor, one Professor of Practice, two Associate Professors, two Associate Professors with tenure and one Senior Lecturer.

The committee reviewed six Department Heads and made recommendations to the Provost. The committee subsequently met with the Deans of the respective schools to encourage them to meet with their department heads and inform the respective departments that their responses were received and appreciated.

A COAP representative was a committee member on the Faculty Governance Chairs Committee, the Exemplary Faculty Awards Committee and four Department Head Search Committees.

All COAP members participated in NSF ADVANCE coordinated Bias training.

The committee held open meetings for faculty considering nomination for promotion on March 24 and 25, 2022 for the TRT faculty promotions and the tenured faculty promotions, respectively. Professor Iannacchione gave the presentations, and several COAP members were available for the question-answer sessions.

By faculty election during the spring, three new members were elected to COAP: Professors Emmanuel Agu, Jennifer deWinter, and Pamela Weathers. The 2022-23 members of COAP elected Jeanine Skorinko and Sarah Strauss as Co-Chairs, and Pamela Weathers as Secretary, for the next academic year.

Four COAP Motions were brought to and approved by the faculty. At the April 14, 2022 faculty meeting Professor Iannacchione presented the first motion: the Committee on Appointments and Promotions (COAP) and the Committee on Governance (COG), moved that the Faculty Handbook (Part Two: Policies and Operating Procedures; Section 10: Promotion Procedures and Criteria for Non-Tenure-Track Faculty; Subsection B. Promotion to Associate Teaching Professor) be modified to add language requiring the submission of professional associate letters in applications for promotion to Associate Teaching Professor as described in the meeting materials. At the May 10, 2022, faculty meeting the other 3 motions were approved: Motion A: established the criteria for promotion to Associate Professor of Teaching and the criteria for promotion to full Professor of Teaching. Motion B: established procedures for promotion to full Professor of Teaching in parallel to those for promotion to dual-mission full Professor and the last Motion established eligibility and time-in-rank guidelines for promotion of tenured and tenure-track faculty members.

Respectfully submitted, John Sullivan, COAP Secretary June 25, 2022