

## **WPI Committee on Appointments and Promotions, Annual Report 2015-2016**

The members of the Committee on Appointments and Promotions (COAP) during the 2015-2016 academic year were Professors Brian Savilonis (Chair), Peter Hansen (Secretary Terms A-C), William Martin (Secretary Term D), Helen Vassallo, Ravi Datta, and Micha Hofri.

The committee reviewed the nominations of internal tenured candidates for promotion to (Full) Professor and made recommendations to the Provost.

The committee reviewed the nomination of internal non-tenure track candidates for promotion to Associate Teaching Professor and made recommendations to the Provost.

The committee reviewed recommendations from the Provost for external appointments: two teaching professors, two professors of practice, two tenure-track associate professors, two appointments with tenure at the full professor level, and one appointment with tenure at the associate professor level. The committee eagerly awaits the results of two ongoing searches for academic deans.

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

A COAP representative participated in the department head search for the Department of Physics.

The committee reviewed faculty evaluations of four department heads. Summaries of the comments by departmental colleagues for each of these department heads were transmitted to the Provost.

The committee reviewed eight requests for sabbatical leave in the upcoming 2016-17 academic year and delivered a recommendation on each case to the Provost. The committee notes with concern that the number of faculty who apply for sabbatical leave each year is far below the number who might be eligible.

The committee received the report of Task Force on Academic Promotion on October 16, 2015. The task force consisted of Peter Hansen and John McNeill, co-chairs, with Dan Dougherty, Ingrid Matos-Nin, Jeannine Plummer, Reeta Rao, Pamela Weathers, and Sharon Wulf.

The committee discussed the Task Force report and communicated its initial reactions to the Committee on Governance (COG) in November. COG released the report to the Faculty in December. The committee met with COG to discuss the report.

The committee presented the recommendations of the Task Force on Academic Promotion at the Faculty Meeting on January 21, 2016, and collected feedback on some of its recommendations at the end of this meeting. The committee also held an open meeting devoted to issues in the Task Force report related to Non-Tenure Track Faculty on February 4, 2016, and again collected feedback from those in attendance after the meeting.

The committee developed motions for the Faculty to make changes in the criteria for promotion to full professor, to create professional development committees in each department, and to revise the procedures for promotion for tenured faculty and for non-tenure track faculty. COG recommended that these motions be revised and presented to the Faculty early in the 2016-17 academic year.

The committee held an open meeting for faculty considering nomination for promotion on March 30, 2016. Professor Savilonis 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 P.K. Aravind and John Sullivan. Professors Savilonis and Vassallo are completing their terms.

The 2016-17 members of COAP met on May 14, 2016, and elected Peter Hansen as Chair, and Micha Hofri as Secretary, for the next academic year.

Respectfully submitted,

Peter Hansen, COAP Secretary  
May 18, 2016