March 24, 2024

I concur with the recommendation of the Department of Computer Science that Dr. Laura Grabowski be promoted to the rank of Full Professor. She has achieved a record of sustained teaching excellence and continued scholarly productivity expected of a Full Professor as provided for by department and college standards.

As Dr. Grabowski's peers note, her class style and course materials attest to her teaching excellence. A "very prepared teacher," her lectures are "relevant, accurate, and aligned to the course objectives." One alumnus comments that her software engineering course is the department's "crown jewel." Her courses are "fun, demanding, knowledge building, and applicable," praises another. Though a few students have found Dr. Grabowski to be "intimidating," creating a classroom environment that is "simultaneously nurturing and challenging" is a thoughtful and deliberate goal.

Dr. Grabowski's scholarly accomplishments, which more than meet departmental and college standards for promotion, include conference presentations and proceedings, and a review paper on evolutionary computation in *Artificial Life*, a renowned journal that is celebrating its thirtieth anniversary this year. She was a Principal Investigator on NSF grants in 2017 and 2018 and is listed as an academic mentor in the most recent S-STEM "ELITES" grant proposal to the NSF with her STEM colleagues.

As Department Chair, Dr. Grabowski has led the program through realignment and subsequent curricular changes, including the creation of cybersecurity, data analytics, and general tracks. In addition to revising and expanding the introductory sequence, she has broadened the catchment area for the major by developing WAYS 103: Algorithms of Oppression. She sits on the Artificial Intelligence Task Force and the Advisory Boards for CSTEP and Jefferson Community College's Computer Science. She served as a Faculty Senate Vice Chair and on the search committee for Chief Information Officer (2019-2020). Ever committed to diversifying the field, she is also a member of the Association for Computing Machinery Committee on Women.

Computer Science is a discipline that changes rapidly and requires frequent review and updating. In keeping with her team approach to her software development projects with students, she collaborates closely with faculty as they go through academic assessment. While safeguarding workload demands, she continues to seek new opportunities for the program to meet workforce needs and for future growth. Be it finding a new home for the department in the Performance Arts Center or organizing alumni board meetings, Dr. Grabowski's scholarly and teaching expertise directly inform her meaningful service.

Sincerely,

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