



Department of Communication  
communication.department@fredonia

**TO:** Roslin Smith, Chair, Department of Communication  
**FROM:** Tracy Marafiote, Chair, Department of Communication Personnel Committee  
**DATE:** October 19, 2021  
**SUBJECT:** Continuing Appointment and Promotion: Dr. Angela McGowan-Kirsch

The Department of Communication Personnel Committee is very pleased to unanimously “strongly recommend” continuing appointment and promotion to associate professor for Dr. Angela McGowan-Kirsch effective September 01, 2023 and September 01, 2022, respectively. Her exemplary work in all areas was summarized by one member of the DPC after our thoughtful and comprehensive, but relatively brief review: “well, that decision was easy.” Indeed, her conscientious, focused efforts and consequent growth year after year as a professor, scholar, and contributing colleague has resulted in a model dossier – not only in its form (which is clean, informative, and carefully user-friendly, reflecting her typical care) but in the content of her commendable work and results in every area: teaching, professional development, scholarship, and service to the department and school.

Dr. McGowan-Kirsch has been an integral part of the Communication Studies (CS) major and faculty. She has increased the major’s online presence, and has helped faculty across campus successfully shift to online learning. Most importantly, the quality of Dr. McGowan-Kirsch’s teaching (in-person as well as remote) has received consistent and hard-earned praise about her courses’ structure and content, and her deeply effective student-teacher interactions. Her peer reviewers, and the DPC, have noted that Prof. McGowan-Kirsch has treated her teaching quality with the dedication, research, and hard work that she instills in her other obligations, with equal success. As evidenced by her peer and student evaluations, during her time at Fredonia she has grown into a highly respected teacher, admired by her peers and students alike. She is a deeply valued asset to the department and school.

Dr. McGowan-Kirsch’s scholarship has been equally successful. DPC members each separately noted the significant ways in which Dr. McGowan-Kirsch has formed tight and mutually-beneficial links between her teaching, professional development, service and research. In her 2020 dossier, Dr. McGowan-Kirsch expressed her desire to be part of an elite group of scholars and the DPC noted this as evidence that she is not just working toward tenure but for longer-term goals. The depth of her scholarship – with three peer-reviewed publications, two in-press, and an additional two under revision for resubmission – demonstrates that she is on track toward her objective. The DPC applauds her continued scholarly progress and goals for future work.

In addition to her commendable pedagogical and scholarly efforts, Dr. McGowan-Kirsch has always placed a heavy emphasis on service (in fact, a review earlier in her career at Fredonia

suggested she lighten this load!). She is literally a paradigm of excellent service, with consistent and meaningful contributions to the department, university, discipline, and community. Further, her service is nearly always thoughtfully chosen to enhance the quality of her teaching and/or research; as noted in previous reviews, the DPC is particularly impressed with, as one committee member put it, “her integration of service with her academic specialties.” Her mindful choices have positive results that echo across her academic work.

Finally, Dr. McGowan-Kirsch has not only achieved admirable results individually but has worked collaboratively in her teaching and service (e.g., contributing to the digital support team throughout pandemic; constructing a Master’s in Strategic Communication proposal with two other faculty), as well as in her research (e.g., co-authoring two book chapters with two other Fredonia faculty). In short, the DPC commends her on her accomplishments in all three areas of her work: her strong and continually-developing teaching skills, her robust research agenda, and her exemplary service to the department and university. We are proud to count her as a colleague and a representative of our major, department, and SUNY Fredonia.



Tracy Marafiote, Associate Professor of Communication, DPC Chair

Elmer Ploetz, Associate Professor of Communication

Mark Kiyak, Associate Professor of Communication

Michael Igoe, Associate Professor of Communication

cc: Angela McGowan-Kirsch