




OFFICE OF THE PROVOST

To: Dr. Stephen H. Kolison Jr., President

From: Kevin P. Kearns, Interim Provost and Vice President for Academic Affairs 

Date: February 15, 2021

Re: Recommendation for the seventh-year reappointment of Dr. Angela McGowan-Kirsch, Assistant Professor of Communication, effective September 1, 2022.

Based on the support of the personnel committee for the Department of Communication, the Chair for the Department, Mr. Mark Kiyak, and the Dean for the College of Liberal Arts and Sciences, Dr. J. Andy Karafa, I am recommending the seventh-year reappointment of Dr. Angela McGowan-Kirsch, Assistant Professor of Communication, for the period of *September 1, 2022 to August 31, 2023*.

Dr. Angela McGowan-Kirsch submitted a well-organized dossier that demonstrates her teaching effectiveness, advising skills, scholarship and service contributions, as well as solid plans for growth in each area. The Department Personnel Committee voted unanimously to (4-0) to “strongly recommend” her for reappointment.

Her teaching narrative is that of a reflective and thoughtful teacher who is continually looking for ways to improve her effectiveness in the classroom. Her student evaluations are consistent and strong. Her chair notes that she scores high marks from her students for “approachability, assignment grading turnaround, active learning, and her appeal to different learning styles.” Her colleagues, chair and dean are complimentary of her abilities and her collegiality as well, noting that “she has formed tight and mutually-beneficial links between her teaching, service and research. I enjoyed reading her teaching statement and appreciate Dr. McGowan-Kirsch’s intentionality in using multiple assessment tools to develop her teaching skills.

Dr. McGowan-Kirsch’s scholarship is also strong. In this review period she published one peer-reviewed manuscript, is in the process of resubmitting a second and has a third under review. She has two additional projects in progress. I encourage Dr. McGowan-Kirsch to find ways to involve students in her research; she clearly has much to offer, and I have no doubt students working with her would have an excellent experience.

Dr. McGowan-Kirsch’s service contributions are extensive. For example, she chair’s Fredonia’s American Democracy Project, is an active member of the Council for Online Learning, and is an integral member of the Digital Support Instruction Team. She is a peer-reviewer for manuscripts



and conference submissions in her field. I also want to acknowledge that Dr. McGowan-Kirsch worked as part of a team to create a Masters in Strategic Communication (currently in preparation for review by SUNY). The program proposal she submitted through internal channels was exemplary and among the most well done I have reviewed.

We are very fortunate to have Dr. Angela McGowan-Kirsch on the faculty at Fredonia and I congratulate her on her accomplishments.

KPK:ajd

Enclosures: recommendation letters, ballots, dossier

c: Dr. Angela McGowan-Kirsch, Candidate  
Mr. Mark Kiyak, Chair  
Dr. J. Andy Karafa, Dean  
Official Personnel File, HR  
AA file