



TO: Terry Brown, Provost and Vice President for Academic Affairs

FROM: J. Andy Karafa, ^{JK} Dean, College of Liberal Arts and Sciences

SUBJ: Reappointment Recommendation of Dr. Angela McGowan-Kirsch, Assistant Professor, Communication for fifth and sixth year effective September 1, 2020 to August 31, 2022

DATE: December 17, 2018

I have reviewed the recommendation of the Communication Personnel Committee (DPC), each member's ballot, the recommendation of the chair, Mr. Mark Kiyak, and Dr. McGowan-Kirsch's reappointment materials. Dr. McGowan-Kirsch joined Communication in August of 2016; therefore, she is now being reviewed for years five and six.

In accordance with the unanimous strong recommendations of the DPC and chair, I recommend reappointing Dr. McGowan-Kirsch for years five and six, effective September 1, 2020, to August 31, 2022. Please see below for details.

Teaching

I continue to be impressed by the degree to which Dr. McGowan-Kirsch attends to student feedback as a means of adjusting her classes, both those in development and those in progress. In fact she explicitly states in her dossier: "I have made a conscious effort to take student feedback and apply it to future semesters. Although I cannot please all students, I will continue to use various means to try to help them see how course content is relevant to their daily lives." She provides plenty of evidence of this in her dossier, including a detailed review of how she has developed and revised two courses, respectively. For example, via student evaluation data, she learned that students found too much weight was placed on two examinations. In response, she added an examination.

Her dossier includes a section related to how she facilitates student development in her various roles as teacher, advisor, and research mentor. I appreciate that she sees how her work as a professor cuts across both teaching, scholarship and service. I am always encouraged when it is difficult to categorize an individual's effort, as it implies an integrated, teacher-scholar approach to working with students. I would, however, like to learn more about her approach to and assessment of advising.

December 17, 2018

Finally, evaluations of her teaching are generally positive. Across the various scale items provided by the Fredonia survey, she receives, on average, a score of "very good." Perhaps not too surprisingly, based on the start of this section, she also asks students to complete a survey she created, in part, to increase her response rate. A recent peer observation of her teaching suggests that she develops a very good rapport with her students, creating a safe and engaging environment.

Scholarship

Since her last review, Dr. McGowan-Kirsch has had a manuscript accepted for publication in a peer-reviewed journal; she has one under review; and she is currently working on two manuscripts. Has supervised a number of student research projects since joining Fredonia. Most recently, this has resulted in at least 3 student presentations and/or panels at the annual meeting of the Eastern Communication Association.

Service

Dr. McGowan-Kirsch's service commitments, when assembled together, create a rather large list. These include (but are *far* from limited to) membership on the University Senate, acting as co-facilitator of the resume and cover letter workshop, service as committee chair of the American Democracy Project, advising the Applied Communication Association, and acting as a reviewer for the National Communication Association.

Overall, Dr. McGowan-Kirsch continues to progress positively toward continuing appointment. In fact, I believe she has met or surpassed the expectations associated with the three obligations outlined above for someone at this stage in her career. Again, I concur with the strong recommendations of her chair and the DPC. I offer my congratulations and look forward to her future contributions!

JAK:tmh

Attachments

C: Mr. Mark Kiyak, Chair
Dr. Angela McGowan-Kirsch, Assistant Professor
Mr. Michael Daley, Director of Human Resources