




OFFICE OF THE PROVOST

To: Dr. Stephen H. Kolison Jr, President

From: David A. Starrett, Executive Vice President and Provost 

Date: April 15, 2022

RE: Recommendation for Tenure for Dr. Angela McGowan-Kirsch, Department of Communication, effective September 1, 2023, with Promotion to the rank of Associate Professor, effective September 1, 2022

Based on the review and recommendation of the Departmental Personnel Committee of the Department of Communication, the Chair for the Department, Ms. Roslin Smith, the Dean for the College of Liberal Arts and Sciences, Dr. J. Andy Karafa, and the Academic Personnel Committee, I **recommend Dr. Angela McGowan-Kirsch for Tenure, effective September 1, 2023, and promotion to the rank of Associate Professor, effective September 1, 2022.**

Dr. Angela McGowan-Kirsch has prepared an impressive e-dossier documenting her accomplishments in teaching, scholarship and service. She clearly demonstrates that she has met the criteria for promotion to Associate Professor as outlined in the *Handbook on Appointment, Reappointment and Promotion (HARP)*. The Academic Personnel Committee notes that Dr. McGowan-Kirsch has also met the guidelines established by the Communication department for both tenure and promotion to the rank of Associate Professor. The Departmental Personnel Committee (4-0) and the Academic Personnel Committee (9-0) were unanimous in voting to strongly recommend Dr. McGowan-Kirsch for tenure and promotion to Associate Professor.

One of Dr. McGowan-Kirsch's departmental colleagues notes "Dr. McGowan's review for continuing appointment was, while thoroughly discussed and vetted, surprisingly brief. This was due to the sheer quality and volume of excellent work, contributions, and efforts in her thoughtful teaching, strong research, and exemplary service...." Review of her dossier confirms all of these observations. Dr. McGowan-Kirsch has proven herself to be a reflective and effective teacher and advisor; one need only read her teaching narrative to see that students are at the center of everything she does in the classroom. Her dean writes that "Dr. McGowan-Kirsch has demonstrated a mastery of teaching throughout most (if not all) of her time here at Fredonia" and her student perception scores support that, as do her peer evaluations.

Dr. McGowan-Kirsch has established herself as an able and prolific scholar. In this review period she has published one peer-reviewed manuscript, has one manuscript under review, has one accepted pending revision, and has two book chapters *in press*. Dr. McGowan's service contributions



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to her department, university, and discipline are numerous and meaningful. Of special note, Dr. McGowan-Kirsch was one of only a few faculty members that served on the Digital Instruction Support Team, the group tasked with little notice to support the continuity of teaching and learning at the start of the pandemic. Dr. McGowan-Kirsch has earned a reputation for doing excellent work both within the classroom and beyond.

I am grateful for Dr. McGowan-Kirsch's commitment to the university, and I strongly support her continuing appointment and promotion to Associate Professor.

DAS:snt

Enclosures: recommendation letters, ballots, dossier

c: Dr. Angela McGowan-Kirsch, Candidate
Ms. Roslin Smith, Chair
Dr. J. Andy Karafa, Dean
Dr. Kathleen Gradel, APC Chair
Official Personnel File, Human Resources
AA file