



February 14, 2022

TO: David Starrett, Provost and Executive Vice President for Academic Affairs
FROM: Kathleen Gradel, Chair, and Dawn Eckenrode, Co-Chair
Academic Personnel Committee (APC)
RE: Recommendation on Continuing Appointment & Promotion to Associate Professor Rank for Dr. Angela McGowan-Kirsch

Provost Starrett:

Members of the 2021-22 APC are: Juan De Urda, Dawn Eckenrode, Natasha Farny, Sarah Hamilton, Jessica Hillman-McCord, Kathleen Gradel, Amar Parai, Ivani Vassoler-Froelich, and Junaid Zubairi.

On 1/28/22, the members of the 2021-22 Academic Personnel Committee met to discuss the application of Dr. Angela McGowan-Kirsch for continuing appointment and promotion to the rank of Associate Professor. All members were present for the discussion. All submitted individual ballots and feedback based on individual review of the submitted materials and recommendation letters from each tier of the process.

Guidelines According to HARP 2017

The following sections of HARP were used to guide the discussion and recommendation of the APC:

V.A. Context for Evaluating Faculty at Fredonia (HARP, page 29)

The criteria for faculty review at Fredonia are based on the broad criteria in the Policies, as well as the specific institutional interpretations, commitments, and priorities defined in the sections below. Because each faculty member has an important role in fulfilling Fredonia's mission, faculty reviews should be guided in part by Fredonia's identity as a comprehensive, regional institution that educates, challenges, and inspires students to become skilled, connected, creative, and responsible global citizens and professionals, and is aligned with the following values stated or implicit in the mission statement, baccalaureate and graduate goals:

- *Commitment to student success*
- *Teaching and learning in formal and informal settings, including advising and co-curriculum*
- *Centrality of general education in the arts, humanities, and natural and social sciences*
- *Scholarly/creative activity, broadly defined*
- *Involvement of students in scholarly/creative activity*
- *Knowledge and inquiry that cross disciplinary boundaries*
- *Support of campus community*
- *Engagement and collaboration with communities beyond the campus*
- *Incorporation of global and cultural diversity in curricula, programs, and campus environments*

Faculty are evaluated primarily in the areas of teaching, scholarship/creative activity, and service, with an understanding that continued mastery of subject matter and continuing growth occur in each of these areas. All areas shall be considered in all faculty personnel reviews.

IV.B.6. Expectations for Promotion to Associate Professor (HARP, page 34)

Continuing appointment and promotion are separate personnel recommendations but are normally decided simultaneously. These are the expectations for successful review for continuing appointment and promotion to the rank of Associate Professor:

- The candidate shall have held the rank of Assistant Professor for six years at Fredonia or has been granted prior service credit;
- the candidate has developed and offered courses and has engaged in other teaching activities, such as advising, that improve student learning outcomes;
- the candidate has made use of assessment results to improve his/her work with students;
- the candidate has made improvements and changes in his/her performance in response to recommendations noted in reappointment reviews;
- the candidate has established a record of scholarly/creative achievement, which has grown over the years and shows promise of continuing development, and which has been recognized by experts in the field beyond Fredonia;
- the candidate has made substantial contributions in appropriate department, university, community, and professional service; and
- the candidate’s record indicates that professional growth and contributions in all professional areas are likely to continue.

APC Recommendation

The Academic Personnel Committee concurs with the strong positive recommendations of the Department Personnel Committee (DPC), the Department Chair, and the Dean. The candidate has clearly met the guidelines established in HARP and by the Communication department for both continuing appointment and promotion to the rank of Associate Professor.

Summary of APC Ballots

	Continuing Appointment	Promotion to Associate Professor
Yes, strongly recommend	9	9
Yes, recommend	0	0
Yes, recommend with reservation	0	0
No, do not recommend	0	0

Summary

All nine members of the APC voted to “Strongly Recommend” the candidate for both continuing appointment and promotion to Associate Professor.

The APC was extremely impressed with the numerous professional accomplishments of Dr. McGowan-Kirsch, voting unanimous support at all levels of the review process. Her reviewers noted her excellence as a teacher in providing a cooperative learning environment for her students. Her work as a mentor and advisor is also commendable. She has an excellent record of scholarship, with several published peer-reviewed articles and two book chapters in press. She has an extensive record of service at the campus and professional level; her leadership on the American Democracy Project notable, as is her work with the Digital Instruction Support Team, which assisted the campus community with the pivot to remote learning beginning in Spring 2020. The APC enthusiastically supports Dr. McGowan-Kirsch’s continuing appointment and promotion and looks forward to her future contributions to the campus and to her field of study.