

To: Dr. Jennifer Groman
From: Dr. Amy Klinger, Chair, Department of Doctoral Studies and Advanced Programs
Date: June 29, 2020
Re: Supplement to Third Year Review

Thank you for your efforts this year as part of the Department of Doctoral Studies and Advanced Programs. This academic year has been particularly challenging given the public health and financial crises our department experienced. In particular, the spring semester of 2020 was significantly disruptive and atypical due to the COVID-19 worldwide pandemic. As a result, this annual review is based largely on the fall 2019 semester, and attempts to take into account the impact of the unique disruptions, challenges, and concerns encountered this past semester.

In compliance with Faculty Rules and Regulations Promotion and Tenure Guidelines, the review committee has provided you with detailed feedback in regards to your teaching, scholarship, and service. The purpose of this additional review is to add my observations and recommendations as chair.

Teaching

I have appreciated your efforts in the past years to expand the options for students in the Talent Development Program, including online and hybrid options. You continue to thoughtfully analyze student evaluations, as well as peer input and your own reflections, to improve your teaching. This translates to a more impactful experience for our students, and greater contributions to the field.

The financial and public health challenges that face us in the fall will require additional flexibility and innovation, both of which you have demonstrated effectively in the past. I look forward to your continued leadership in this area, and your on-going collaboration with other DSAP faculty.

Service


As noted in your committee review, you have pursued diverse service opportunities. While I know I am not aware of all the extra things that you have done this year, I do appreciate your efforts in regards to the Essex School move to Ashland as well as your strong support and involvement in DSAP activities and initiatives.

I encourage you to continue to expand your leadership experiences both institutionally and beyond in your professional association work.

Scholarship

You have continued your scholarship pursuits this year, in particular at the state level, and I agree with your desire to pursue a greater scope of influence regionally and nationally. In particular, I have been impressed with your discipline and commitment to both daily writing, and on-going discussions with DSAP faculty on scholarship opportunities. This is an area on which all DSAP faculty need to be reminded to focus.

I know that this year has presented an ongoing series of challenges in a variety of areas. You have met these challenges with professionalism, enthusiasm, and optimism. In particular I appreciate your willingness to discuss contentious issues with me. You are always willing to explore both sides of an issue, yet ultimately understand when difficult or unpopular decisions need to be made. I look forward to seeing your leadership expand in the coming year. Thank you for your efforts on behalf of the university and the DSAP department.

A handwritten signature in blue ink that reads "Jennifer L. Groman". The script is cursive and fluid.

Dr. Jennifer Groman
Date – June 7, 2020

A handwritten signature in blue ink that reads "Amy Klinger". The script is cursive and fluid.

Dr. Amy Klinger
Date - 6/29/2020