



March 20<sup>th</sup>, 2020

Dear Dr. Jennifer Groman,

**RE: THIRD YEAR REVIEW FEEDBACK**

Per Promotion and Tenure Guidelines, it is our honor and privilege to be part of your third-year review. As stated in the guideline document, the third-year review grants you a mentoring opportunity by peers in your department. After having individually and collectively examined your record of scholarship, teaching and service, we are happy to rate your portfolio as extremely well done and that you are making satisfactory progress towards promotion and tenure. We provide more specific comments in the sections below for both you and the Chair of the DSAP, Dr. Amy Klinger.

***Scholarship***

In the years under review, 2016 -2019, you have successfully engaged in scholarship in your field of gifted education. Your scholarly input at the state level is impressive with an average of two presentations a year at your professional association meetings. The juried publications are increasing and you have steadily submitted articles for publication. Your reflections on scholarship acknowledge these areas of strength as well as some areas of improvement, which include more national and regional level scholarship activities, for example Mid-West Regional Education Association (MWERA ) and peer reviewed publications.

Dr. Groman's membership in the Ashland University Research and Writing Community, along with your daily commitment for scholarship work, demonstrates your willingness to grow professionally.

We recommend you continue to pursue your passion and depth of research in creativity and transpersonal psychology as a pathway to "signature" scholarship works in the publication and presentation areas of your discipline. We also suggest that you organize all scholarly work together and move the awards and nominations to the end of the portfolio, in addition to removing any unaccepted manuscripts from the P & T portfolio and resume.

***Teaching***

Dr. Groman's record of teaching and feedback from students reflect an outstanding level of accomplishments. Not only have you devoted yourself to high student engagement, your peers



equally have observed and written glowing reports on your teaching. Student feedback in this regard is excellent with many students stating “She’s one of the best professors I’ve had at AU so far!” We appreciate the fact that you reflected deeply on your teaching evaluations, responding and commenting on positive and not so positive ones. It is clear that you fully embrace students’ feedback from the course evaluations, which is reflected in your continuous work to improve and modify curriculum and instruction, especially as it relates to online education. Dr. Groman has completed extensive work with curriculum development projects which demonstrates your commitment to Ashland University’s Gifted Education program.

***Service***

As far as service at college and institutional level as well as service to professional association, Dr. Groman has done her share of all types of service. Dr. Groman's work as a COE representative on the Faculty Senate and the Faculty Senate's Executive Committee shows direct commitment to the College and University, while your membership on the OAGC and the ODE Gifted Education Advisory Council demonstrates a more external scope of service.

Again, thank you for creating a thorough and seamless electronic portfolio embodying your presence and work at Ashland University. We wish you the very best as you grow into a formidable voice in your discipline.

Sincerely,

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Dr. Robert Thiede  
Associate Professor

*Cathryn A. Chappell*

Dr. Cathy Chappell  
Associate Professor

*Rosaire Ifedi*

Dr. Rosaire Ifedi  
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