

To: Dr. Jennifer Groman
From: Dr. Amy Klinger, Chair, Doctoral and Advanced Studies Department (DSAP)
Subject: 2021-2022 Faculty Annual Review
Date: March 14, 2022

This faculty evaluation is being written in compliance with the Ashland University "Faculty Rules and Regulations for Academic Year 2021-2022", Article VI. Contracts and Evaluations of Instructional Faculty, Section D1, Annual evaluations.

The purpose of this annual review is to evaluate the faculty member's contributions to Ashland University, the Schar College of Education, and the DSAP department.

Teaching

The College of Education Promotion and Tenure standards regarding teaching require "evidence of consistently competent teaching" demonstrated through student evaluations, peer evaluations, and personal reflections on teaching.

First off, Dr. Groman is to be commended for winning the 2021-2022 Academic Mentor Award. This award is reflective of her commitment to her students and is well deserved.

Dr. Groman's analysis and reflection of her student evaluations is thoughtful, proactive, and student-centered. I appreciate and admire Dr. Groman's commitment to her teaching. Dr. Groman practices continuous improvement in her courses, making appropriate changes and upgrades to both the content and her instructional strategies.

Dr. Groman reflected on the challenge of maintaining an appropriate balance of student support without becoming enabling, and on her progress in creating an effective work/life balance. While she acknowledges growth in these two areas, I would also note that I too see significant growth in Dr. Groman in these areas - and many more - that are to the benefit of the department, not just to Dr. Groman or her students.

Two peer reviews were conducted, one by a DSAP faculty member, and one by a TED faculty member. Both were very positive, with a good combination of helpful feedback and an affirmation of a job well done.

In my opinion, Dr. Groman meets/exceeds departmental expectations in the area of teaching.

Scholarship

Dr. Groman has had a number of articles published in the OAGC Review, and has submitted additional works for publication. It is evident that she invests time and energy into her scholarly writing, however I would recommend that Dr. Groman expand the scope of her submissions beyond the OAGC Review so that other publications may benefit from her written work. The same holds true for presentations related to her research and work.

Despite the constraints of the pandemic, Dr. Groman presented at a virtual conference and channeled additional scholarship into the pursuit of grants, three of which she received.

Dr. Groman thoughtfully reflected on the strengths and challenges of her scholarship:
“The strengths of my scholarship are my discipline, my support system, and passion for my research and writing areas. I write 30-60 minutes daily. I have a new AURWC writing group this year, and appreciate and enjoy our weekly support and check in meetings. My research continues to guide me to new projects and writing....The challenges of my scholarly work include a slow start to my next project, lack of balance in my research capabilities, and patience.”

Dr. Groman also discussed the steps she has undertaken to expand her research capabilities in the quantitative realm despite her evident competence in qualitative research. Striving to expand her professional practice in this manner is something not every academic is willing to do. I appreciate and support Dr. Groman in this endeavor.

In my opinion, Dr. Groman meets departmental expectations in the area of scholarship.

Service

Dr. Groman is an active member of several professional organizations and a valuable participant of numerous college and institutional committees. In addition, she has served on dissertation and thesis capstone committees.

Dr. Groman discussed her strengths in the area of service: *“My strengths in service this past year include improved knowledge of the processes of the University and increased capacity for collaboration on large-scale projects like Essex@Ashland.”* I would concur with this assessment of Dr. Groman’s increasing expertise in these areas. She has demonstrated the ability to plan, lead, and execute in a number of areas critical to the department, including the Essex@Ashland program.

In my opinion, Dr. Groman meets or exceeds departmental expectations in the area of service.

Goals

2021-2022

Dr. Groman listed four goals for the past year, two of which she has attained. Her reflection and planning for the remaining goals is authentic and intentional.

More significantly, Dr. Groman met two of her long-term career goals through her well-deserved promotion to Associate Professor, and the establishment of an alumni communication strategy.

2022-2023

For the upcoming academic year, Dr. Groman listed goals related to improving and enhancing this year's Essex School, and updating the Graduate Thesis and Capstone Handbook. In addition, she circled back to her unattained goals from the past year, demonstrating her commitment to accomplishing her stated objectives.

Summary

It has been a pleasure to work with Dr. Groman over the years and see her professional and personal growth during this time. She continues to be a thoughtful, gracious, and supportive colleague to the rest of the department. I find her ideas and insights to be critical in the continued improvement of our graduate programs. I encourage her to pursue tenure when appropriate, and stand ready to support and assist her in doing so.

A handwritten signature in blue ink on a light yellow background. The signature appears to be "Amy S. F." with a long, sweeping underline.

Department Chair Signature

Date - 3/14/22

A handwritten signature in black ink. The signature reads "Jennifer L. Groman" in a cursive style.

Faculty Member Signature

Date -