

October 7, 2011

Dr. MaLesa Breeding  
Dean, College of Education and Human Services  
ACU Box 28276  
Abilene, TX 79699

Dear Dr. Breeding;

Dr. Dana Lynette Austin is in her fourth year of employment with Abilene Christian University in the Department of Communication Sciences and Disorders at the rank of Assistant Professor. In accordance with the Tenure and Promotion policy in the Faculty Handbook, Dr. Austin participated in a Pre-Tenure review on September 23, 2011 to discuss her progress toward tenure and promotion and provide feedback on her portfolio. The committee was comprised of Dr. Brenda Bender, chair and Associate Professor of Communication Sciences and Disorders; Dr. Jeff Haseltine, Associate Professor of Graduate Studies in Higher Education; Dr. Jennifer Shewmaker, Associate Professor of Psychology; and Dr. Beatriz Walker, Associate Professor of Foreign Language. Dr. Donnie Snider, Associate Dean of the College of Education and Human Services also attended the meeting.

The committee commended Dr. Austin on her portfolio contents. Her reflections were thorough and demonstrated a thorough awareness of documenting her journey through the past three years in higher education. The materials were well organized and thoughtfully compiled to support her reflections.

In the area of Teaching, the committee specifically commended Dr. Austin on the development of the Bilingual Emphasis Program. Her portfolio contents documented the principles used in program and course development as well as the needs for clinical practicum and documentation of language proficiency by the students participating in the program. The portfolio also documents Dr. Austin's teaching effectiveness through reflection and faculty evaluations and course evaluations. Suggestions were made by the committee to highlight areas of strength by re-organizing some sections of the reflection on teaching and including information on her student advising activities.

In the area of Scholarship, the committee commended Dr. Austin on the contents of her reflection and the inclusion of up-coming or planned publications. The committee recognized that she is conducting scholarship that is important to the practice of speech-language pathology. The committee stated that the portfolio lacked in the area of publications; however, if the planned publications are included this area of the

portfolio will be very strong. The committee also had some suggestions for strengthening this section of the portfolio through the inclusion of a research agenda, discussing how her scholarship informs her teaching and vice versa. The committee also suggested that Dr. Austin incorporate the list of publications and presentations from the CV into her reflection to help provide a context for the reader.

In the area of Service, the committee felt Dr. Austin documented this well through her reflection and documentation. Dr. Austin has service in the department, the community, the profession and the church. In addition, she began service on the UGEC this year and the committee encouraged her to engage in broader conversations about the issues handled through the UGEC to help her be known outside the department.

In the area of Collegiality, the committee again recognized a strong start to this component. Dr. Austin provided evidence of collegiality with her co-researchers and others within the profession and community in the forms of emails and unsolicited comments. The committee recommended that she solicit letters from individuals within ACU (e.g., the department, collaborative projects referenced in the portfolio) to strengthen this area. In addition, the committee suggested she solicit letters from the individuals within the profession and community to provide a more specific reference to collegiality.

Other suggestions by the committee included revising the reflections to address her value to the University (goodness of fit), intentionally engaging in broader conversations on campus to help her be known outside the department, and refining the portfolio to aid the reader in quickly finding information such as the CV and table of contents.

The committee unanimously stated that Dr. Austin is making great progress toward tenure and promotion. I feel confident that she will address the recommendations made by the committee in the next two years and will present a strong application in 2013.

Sincerely,

Brenda K. Bender, Ph.D.  
Chair and Associate Professor  
Communication Sciences and Disorders

Cc: Dr. Lynette Austin  
Dr. Jeff Haseltine  
Dr. Jennifer Shewmaker  
Dr. Beatriz Walker