

End of Year Meetings
Management Sciences Dept
(revised 2017)

Instructions:

- Complete this document (on this paper or on a separate typed page).
 - Give it to Kathy by April 10th and set a time for your meeting.
 - Attend your meeting.
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Your name: Sarah Easter

1. What was one thing you were pleased about this year in your work at ACU? What made that thing particularly positive in your mind?

As a first-year faculty member transitioning from the role of PhD student to full-time academic, I believe this year was largely focused on ramping up and beginning to learn how to strike an appropriate balance between teaching and research activities. While fully recognizing that I am still very much learning how to juggle these priorities, I am pleased by the progress I have made in these areas.

In regards to teaching, I am pleased with the redesign of the strategic management course which focused on applied learning and the development of problem solving skill sets in the context of abstract and complex management situations. While I made some adjustments from last semester to the present one based upon input from students, overall, I received positive feedback from students in the fall as to the design and benefits of the course. I plan to re-evaluate again at the end of this year based upon student feedback.

In regards to research, I have worked to develop the three major findings from my dissertation into manuscripts and move them closer to publication. My co-authored conceptual piece is currently under review at a top management journal, *Human Relations* (FT 45 Journal). The two pieces that focus on the main empirical findings from my dissertation were both accepted to the Academy of Management conference this August and one will feature in the Best Paper Proceedings (top 10% of research papers accepted to the conference). I am now working with my co-authors to submit both empirical pieces this spring/summer to FT-45 journals. In addition, I have started two new research projects this spring.

2. What was one thing that you wish had gone differently this year? Why?

One aspect that really excited me about coming to ACU as a professor was the regular involvement in students' lives. At the same time, I've really struggled to determine what this might actually look like in practice. Generally speaking, I find that my interactions with students in the classroom are not sufficient to truly understand what is happening in their lives as I am generally in the process of setting up before class and then students are in a rush to leave after class. While I have invited all of my students to come to my house for optional dessert and games nights each semester, and these were helpful in building camaraderie with students who chose to come (about 20%), it still seemed like there was more that I could do. Earlier this semester, I felt called to co-lead a weekly COBA women's Bible study, which began in February. This weekly time with 8 COBA women has been such a blessing (and hopefully to the students as well!). It is also something that I wished I would have thought of sooner.

3. What is one thing you plan to do next year to enhance or improve your interaction with students (this can be in any form or context including outside activities, changes to class processes, etc.).

I recently became involved as a supporting faculty advisor for Enactus and I hope to continue my involvement with this organization from the beginning of the 2017-2018 academic year on a regular basis. I also hope to form some type of bible study with students in the fall.

4. What was your goal for chapel involvement last year? Did you achieve it?

I was not as involved as I would have liked to be in Moody chapel sessions my first semester, where the weeks seemed to go by very quickly with many items still on my to-do list. I was much more involved in Management chapel on a monthly basis last term and provided the lesson one week to students. This semester has been much more manageable in terms of attending chapel in Moody on Mondays and I have tried to go as much as I can. At the same time, since I teach class at noon this semester, I have not been able to attend as many monthly Management chapel sessions.

5. What is your goal for chapel involvement next year?

Next year, I hope to regularly attend chapel on Mondays in Moody from the beginning of the year. I also plan to continue to co-lead a COBA women's bible study on a regular basis, where students receive spiritual formation credits.

6. Please think about your plans for employment, when you are anticipating retirement or any other job change, and any interest you have in leadership or administrative positions and be ready to share these in our meeting.

7. What (and when) is your next step, if any, in tenure & promotion?

Since I will be entering my second academic year, I plan to continue to develop as a teacher and to continue to develop my research portfolio.

8. What is one thing that I can do to help you thrive in your work?

I have felt VERY supported by you - from advice about dealing with challenging student situations, to research support to resources needed for classroom engagement. Thank you for helping to make my first year here go so smoothly!

9. Anything else we need to cover?

I am excited about teaching the first installment of the Business & Sustainability class this May and teaching International Business this fall.