

To the Tenure and Promotion Committee,

I would like to recommend that Dr. Sarah Easter receive tenure and be promoted to the rank of Associate Professor. I have enjoyed working with Sarah during the past five years. She takes her job of educating students for Christian service and leadership throughout the world very seriously. She is a hard-worker and someone to whom being a responsible and productive team player is very important.

I've had the chance to work closely with Sarah as we developed a Social Enterprise Consulting class together. I feel that Sarah and I bring different experiences and skill sets to the class and, to some extent, we have different approaches to course design and teaching. Those differences, however, become less important and less of a challenge because Sarah is deeply committed to being a great team member and has a terrific desire to create a high-quality course. She is always going to do her part; she is always going to complete tasks on time; and she is always going to work to be excellent. At the same time, she is very generous in sharing credit and treating the project as a team activity.

We are currently working on a research project based on the consulting class. We are conducting interviews and will put together a case study to demonstrate the viability and the value that comes from providing classes of this type for undergraduate students and the value that the students gain from having a cross-cultural client experience. This type of project is different from co-teaching a course, but again, Sarah is a capable partner and a fantastic colleague, and she is teaching me more about qualitative research, which is one of her strengths.

Sarah is such a great collaborator that she and I are preparing to co-teach a sustainability course in Leipzig in the fall (hopefully). Sarah has taught Sustainability in the past but it's always been a short course and it's always been in the U.S. context. I'm looking forward to working with her to develop a sustainability course that spans a full semester and that adds in the German/European perspective. While we've split the class so that she will be teaching sustainability in business and I will be teaching personal sustainability, we will work together to develop a course that is cohesive. That's not a task I would want to undertake with just anyone, but I know with Sarah it will be a fun and interesting project.

It seems pretty obvious, but if Sarah were not a great person to work with, I would not continue to take on substantial projects with her. Co-developing and co-teaching courses is fundamentally different from simply sitting on a committee with someone or going to department meetings together a couple of times a semester. The projects we have undertaken are significant and they have all been voluntary. Even the inception of the ideas has been a joint process. In most cases, we cannot recall exactly where the ideas have come from.

Sarah fits well with the ACU culture and she is open to collaborating and working with a variety of people. I feel fortunate that I have been able to be one of them.

Please let me know if you have questions. I would be happy to answer them.

Sincerely,

Laura Phillips