

May 14, 2020

TO: Dr. Sarah Easter

FROM: Mark Phillips

RE: End of year meeting 2020

Sarah:

Always good to talk with you. I can't believe you are already preparing for pre-tenure, as it seems like you just got here. You continue to be a wonderful colleague and I appreciate getting to work with you and watch you grow in your abilities.

I'll briefly touch on the major areas you will be documenting this fall for pre-tenure review. Be sure to note the due dates for these in the faculty handbook and let me know if you have any concerns.

1. Research

Your research continues to be a major strength. As you noted in your reflections, you are having trouble placing your work in the journals you are targeting. Also as you noted, this is only because you are targeting very selective, high-quality journals. As a grad student I was told that "Good research always finds a home," and I am certain that is the case for your current efforts. Please know that I understand the sometimes long process of writing for good outlets, and appreciate your determination to publish well.

I am also glad that our changes to your teaching schedule had their desired effect and freed up more time for research without dropping your teaching load. Finally, commendations for your collaboration with peers including Dr. Greg Straughn; multi-disciplinary work is its own challenge and I am glad you are undertaking it.

2. Teaching

As I shared with you in our meeting, I was super impressed with your narrative about how you updated and modified both your MGMT 439 and your MGMT 330 in response to student concerns. That is exactly the type of behavior I always hope to see when I evaluate a portfolio, as it shows engagement and innovation in your work. As you noted, your teaching evaluations have also improved since you began, and I expect they will continue to be high. I am especially pleased that your efforts in this unusual semester were recognized by your students.

3. Service

As you noted, you took specific steps to carve out a bit more personal time this year, and I applaud that. I hope that your schedule going forward (contingent on social distancing, etc.) will allow you to have students in your home once again. While clearly not mandatory, this is such a

wonderful way to build relationships. If you are wanting additional committee or other campus service assignments, please let me know.

4. Collegiality.

You continue to engage well with your colleagues, both on campus and off. This one is the hardest to demonstrate, so when we review your pre-tenure portfolio this fall we can give you feedback.

In summary, you are on track for a Fall 2021 application, and I anticipate no problems.

Thank you for the chance to review the year, and good luck this fall.

Mark Phillips
Assistant to the Department Chair