

End of Year Meeting Summary
Sarah Easter Spring 2021
4-9-21

Sarah:

It was so good to meet with you and look back over the last year as you head toward your tenure application this fall. I have enjoyed working with you as you have spent these last few years figuring out this whole business we are involved in (including more than one discussion about 'challenging' students and how to deal with them).

Most of our discussion centered on your tenure application. You are well-positioned, and I foresee no problems with your application and approval this fall. You exceed our college requirements in all areas, and you are clearly the type of person we work to attract and retain.

We also discussed your plans for the next year, and some adjustments we are making to your schedule to allow more time for research. I appreciate the time required to fully immerse yourself in both teaching and research, and I am glad that Dr. Crisp continues to provide geographic and scheduling flexibility for faculty who will benefit from it.

I support your plan to assess the scope and reach of your research agenda. After producing multiple rounds of revisions, only to have a paper ultimately rejected, I am glad that you are taking a proactive stance, rather than letting it discourage you. I also applaud your plan to explore some new research streams which will hopefully have more real-world impact, as I know that is important to you.

I'm glad you discovered that online teaching can work well for you, and your flexibility to do that will benefit both the college (in terms of course scheduling) and your own research (in terms of opening up blocks of research time). Let's continue to discuss this as we move ahead.

In summary, we had high expectations when we hired you, and you did not disappoint. I look forward to continuing to work with you.

Mark Phillips
Assistant Department Chair