

TO: Edward Caffarella, Dean, School of Education
FROM: School of Education Personnel Committee
DATE: November 7, 2005
RE: Reappointment of Dr. Kimberly Rombach

The School of Education Personnel Committee met on November 4, 2005 to consider the reappointment of Dr. Kimberly Rombach. By a vote of 3-0 the committee unanimously recommends re-appointment for a two-year term. Dr. Rombach is truly an exemplary model, who fulfills the quote by Og Mandino included in her portfolio: "Take the attitude of the student. Never be too big to ask questions. Never know too much to learn something new." Dr. Rombach's scholarly/teaching performance and her collaboration with colleagues is a standard for students and colleagues. She is a life-long learner and her commitment to diversity supports the goals of the College.

The following are offered as support for this decision:

Mastery of Subject Matter:

Dr. Rombach received her Ph.D. in Teaching and Curriculum from Syracuse University in December 2002. She received her Master of Science in Elementary Education at the State University of New York College at Cortland in December 1992 and her Bachelor of Science in Elementary Education from the State University of New York College at Cortland in May 1988.

Scholarship:

Dr. Rombach has established an exemplary record of scholarship. Her career as a public school teacher, her graduate work and her work in the Childhood/ Early Childhood Department are noteworthy for their congruency and the congruency between her philosophy and the philosophy and goals of the College. As reported in the reflective statement in her portfolio, Dr. Rombach has developed a five-year research plan, which integrates her research, teaching and collaboration with colleagues. She has established the long-range goal of a Social Justice Teaching, Research and Service Center at SUNY Cortland.

Dr. Rombach has three articles under review in peer-reviewed journals. She published an article in *Teaching K-8* before she joined the faculty of SUNY Cortland and was a contributor to an *Educational Activity Guide* (1999) and a book, *Because We Can Change the World* (2001).

Dr. Rombach made a national, peer-reviewed presentation in spring 2005. She was also selected to be a panel member for the Teaching and Teacher Education Division (Division K) of the American Educational Research Association's 2005 Annual Meeting in Montreal, Quebec, Canada.

Dr. Rombach has a peer-reviewed presentation and a peer-reviewed presentation with colleagues accepted for an international conference for January 2006 and a peer-reviewed national conference presentation with colleagues accepted for February 2006. Dr. Rombach has another presentation at a national conference under peer review for April 2006.

Dr. Rombach has applied for and received small grants at SUNY Cortland to support her research/teaching commitment. She applied the resources directly into her work with students, contributing to the department's understanding of students as well as contributing to the students' development. Through a Faculty Research Program grant titled, *Understanding Preservice Teachers' Perspectives about Diversity*, she is currently interviewing student teachers to better understand how they learn about differences within the elementary school classes in which they participate.

Teaching/Supervision:

Dr. Rombach has taught five different courses, including the undergraduate and graduate level. Dr. Rombach's course teacher evaluations are exceptional. Student comments attest to the impact on their growth as teachers and upon their understanding of educational issues, particularly diversity. A member of the School of Education Personnel Committee has informally observed Dr. Rombach on many occasions during the spring and fall 2005 semesters and finds her to be an impressive teacher who relates exceptionally well to her students and delivers content through sound and effective pedagogy.

Dr. Rombach is highly organized and realistic about her expectations for herself and others. The reflective statement, syllabi and student comments presented in the portfolio are evidence of her well-developed philosophy and her effective planning and pedagogy. Dr. Rombach's dedication to excellence is evident.

Dr. Rombach holds her students to rigorous standards, and is effective in scaffolding student performance, in part because of the standards she upholds for herself. She commits the necessary time and energy to help students perform well. She takes the perspective of students and consistently positions herself as a learner and not just the expert. Dr. Rombach displays sound ability to teach about diversity in ways that are developmentally appropriate and to help students apply their learnings to their own professional practice. Student comments on Course Teacher Evaluations attest to her effectiveness in this area.

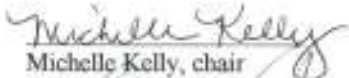
Consistent with her philosophical stance, Dr. Rombach has initiated conversations within the department about creating a thematic strand throughout course content, focused on issues of equity. She has consciously coordinated that goal with the College Mission Statement and the College commitment to helping students understand and affirm diversity. Related to that goal, Dr. Rombach is seeking to form a partnership with a local elementary school in Cortland. Dr. Rombach consistently goes far beyond what is expected in helping students develop professionally and in helping SUNY Cortland respond to the needs of New York State schools.

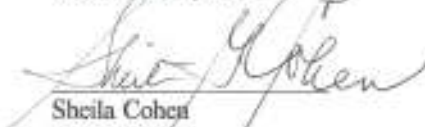
Dr. Rombach advises thirty-two students in the Childhood/Early Childhood program. She considers herself a guide and professional mentor, not merely a source of sound information on coursework and degree requirements. She supports her advisees through this role and also serves as a model and mentor for colleagues, as well.

Service:

Dr. Rombach has established a strong service record at all levels. At the national level, she serves as an Annual Meeting Proposal Reviewer for the American Educational Research Association. She is a member of the Faculty Senate and three other college-wide committees. She served as the School of Education representative on the Search Committee for the Associate Provost for Academic Affairs. She has served on a number of department committees including standing committees and search committees. Dr. Rombach is also a member of the Children's Museum Committee. In all ways, Dr. Rombach's efforts support the excellence of College programs and the excellence and professional development of students. She is a strong, positive collegial model among her peers.

In summary, Dr. Rombach provides an exemplary model of scholarship, teaching and service. The School Personnel Committee recommends that Dr. Rombach be encouraged to maintain her stellar and integrated focus and that she be protected from pressures that might cause her to be overcommitted. The Department Personnel Committee is very happy to support a two-year reappointment.


Michelle Kelly, chair


Sheila Cohen


Joy Mosher

cc: / Dr. K. Rombach, Childhood/Early Childhood Education Department
Dr. C. Benton, Chair, Childhood/Early Childhood Education Dept.
Dr. A. Lachance, Childhood/Early Childhood Education Department
Personnel Committee Chair
Dr. Michelle Kelly, Chair, School of Education Personnel Committee