

To: Lin Lin
 From: Andrea Lachance, Chair *A. Lachance*
 Childhood/Early Childhood Education Department
 Date: July 20, 2010
 Re: DSI Recommendation

I have reviewed your application for a Discretionary Salary Increase (DSI), which summarizes your professional efforts during the 2009-2010 academic year. I am pleased to **Most Highly Recommend** you for DSI. Please see the rubric below, which I adapted from one developed by Dr. Cynthia Benton several years ago, for your specific score. Thank you for your application and for your excellent efforts during the past year.

Please note, that if you wish to appeal this decision, you should do so in writing to the Dean, as per the *College Handbook* guidelines on Discretionary Salary Increases.

Mastery of Subject Matter	3
As demonstrated by such things as advanced degrees, licenses, honors, awards and reputation in the subject matter field.	
Effectiveness in Teaching or Librarianship	3
As demonstrated by such things as judgment of colleagues, development of teaching materials or new courses, including materials and courses promoting pluralism and increasing sensitivity toward under-represented groups, and student reaction, as determined from surveys, interviews and classroom observation data from departmental course teacher evaluations (CTE's) and course dossier evaluations (CDE's).	
Scholarly Ability	3
As demonstrated by such things as success in developing and carrying out significant research work in the subject matter field, contribution to the arts, publications and reputation among colleagues.	
Effectiveness of University Service	2
As demonstrated by such things as extraordinary service in college and university committee work, administrative work, accreditation, participation in local and University governance, quality contributions in the promotion of ethnic and gender issues, work with students or community in addition to formal teacher-student relationships, and service within the areas of the five institutional goals.	
Continuing Growth	3
As demonstrated by such things as reading, research or other activities to keep abreast of current developments in his/her fields and being able to handle successfully increased responsibility.	
Academic Advisement	3
As demonstrated by such things as the quality of advisement in assisting students in their development of educational, personal, and career goals, with appropriate course scheduling and post graduate directions and, increasing student awareness with regard to ethnic and gender issues.	
Percentage of Total 18 Possible Points	17/18 94%

- Scoring:
- (0) No Evidence, or below expected performance for rank.
 - (1) Target: Average expected performance for rank with evidence supporting some of the criteria given.
 - (2) Excellent: Exceeds expected productivity for rank with evidence supporting many of the criteria given.
 - (3) Exceptional: Outstanding productivity for rank which meets highest standards of performance with strong evidence supporting all or most of the criteria given.