

TO: School of Education Personnel Committee
FROM: Andrea Lachance, Associate Professor and Chair,
Childhood/Early Childhood Education Department
DATE: December 4, 2009
RE: Promotion of Dr. Lin Lin

A. Lachance

After carefully reviewing Dr. Lin Lin's on-line professional portfolio, I am strongly recommending Dr. Lin Lin for promotion to the rank of Associate Professor in the Childhood/Early Childhood Education Department. The rationale for this recommendation is explained in the sections below.

Teaching

For promotion to the rank of Associate Professor, the College Handbook outlines the following criteria in the area of teaching:

"A demonstrated and continuing ability (i) to develop areas of instruction in a manner that is intellectually sound and effective in terms of students learning, and (ii) to discharge in an effective manner a broad range of professional responsibilities for the development of students."

The evidence in Dr. Lin's portfolio suggests she has surpassed this criteria. By all measures, Dr. Lin Lin is an exceptional teacher. Her teaching evaluations across all courses and sections that she teaches are extremely positive. She is frequently cited by students as one of the best professors they have had at SUNY Cortland.

Dr. Lin has also consistently shown great innovation in her teaching. She uses on-line course management systems in all of her courses and has created thought-provoking and challenging learning experiences for her students. These experiences include field trips to local schools and historic sites, the use of texts and videos to help broaden students' cultural perspectives, and assignments such as unit plans that require substantive thought and effort on the part of her students.

Observations of Dr. Lin's teaching and presentation reveal that she is a highly engaging and enthusiastic presenter. She has a passion for her content area and for student learning, and this very much shows in her teaching style. Dr. Lin is clearly a gifted teacher, and her teaching skills are widely admired both within our department and across the campus.

Scholarship

For promotion to the rank of Associate Professor, the College Handbook outlines the following criteria in the area of scholarship:

“A demonstrated ability to undertake and successfully carry out a productive program of intellectual inquiry, research, or creative work and to do so with a degree of intellectual or creative excellence.”

Dr. Lin presents evidence that she has indeed been able to undertake and sustain a very focused and creative line of intellectual inquiry in her years at SUNY Cortland. Among her achievements in the area of scholarship are her 2009 Drescher Leave Award, her 2008 Faculty Research Award, her five publications in peer-reviewed journals, and her sixteen presentations at the regional and national level. All of these scholarly achievements have been accomplished in the past four years.

Dr. Lin has been disciplined and persistence in her pursuit of scholarship. She develops and implements an idea, collects data on that idea, presents her results at a conference, and develops a manuscript for publication from that conference paper. Along the way, Dr. Lin solicits feedback from colleagues at a variety of institutions to improve the quality of her work. The final product has been five publications in journals that are highly regarded in her field.

The work that Dr. Lin has accomplished in the area of scholarship on a short timeline is evidence that she not only has clear ideas of how she can best contribute to her field, but also has developed productive strategies for actually making those contributions. In the area of scholarship, Dr. Lin provides an excellent model for sustaining a program of intellectual inquiry along with a demanding teaching load.

Service

For promotion to the rank of Associate Professor, the College Handbook outlines the following criteria in the area of service:

“A demonstrated and continuing service to the department and the College or the University in a manner that makes a significant contribution to the overall excellence of the institution.”

Having served a variety of constituents through various efforts, Dr. Lin Lin has clearly met the criteria for promotion in the area of service. Dr. Lin Lin invests time in service activities at the department, college, and community level. She has recently extended her service in several areas. Dr. Lin Lin was recently appointed as the higher education representative to the Cortland County Teacher Center Policy Board. She has also volunteered her time to review NCATE SPA reports for other departments through the college-sponsored Quality Circle process. Finally, she is serving as chair of the School of

Education Curriculum Committee. Dr. Lin's contributions and leadership in a variety of service activities significantly contributes to the excellence of our academic community.

Summary

The evidence in Dr. Lin's on-line professional portfolio demonstrates she has clearly met SUNY Cortland's high expectations for promotion to the rank of Associate Professor. She is an extremely productive member of our department, an outstanding teacher, and a valued colleague. I have no doubt that Dr. Lin Lin will continue to make substantive and positive contributions to our department, our college, and our community at the rank of Associate Professor.