

Sample reflection statement for Dr. Marie Net (bulleted points related to Meritorious or Highly Meritorious Ratings)

I am currently in my fourth year as an assistant professor in the Department of Education. My statement of expectations included a teaching load of three courses a semester equivalent to 60% of the total time in my SOE, another 10% for other student-related duties including advising over 15 students in the masters and doctoral program in EPS and serving on dissertation committees, 20% for research and the final 10% related to service. I am pleased to report that I have achieved the expectations outlined in my SOE in all three areas. Bold text in this statement reflect the linkages to the annual review criteria.

Teaching:

Teaching Expectations (70%)	Outcomes
Teach 2 grad and one undergrad class in the Fall and three grad classes in the Spring	Taught COE 450, 600 and 700 in the fall and COE 599, 550, and 680 in the Spring (total of 18 credits)
Create new class	Developed new class COE 599
Serve as dissertation chair for one doctoral student	Two students successfully defended their dissertation
Serve on three doctoral dissertation committees	Served on four doctoral dissertation committees
Supervise an independent study project	Completed
Mentor two undergrad students in research	Mentored one undergraduate and one graduate student in research
Advise masters students in Education (15)	Completed

I received **strong teaching evaluations in all of my courses** with a high response rate (average 70% return rate). Students were generally pleased with the content covered in classes and the various activities utilized to promote learning. I **created a new class** in Psychological Assessment and Diagnosis. I offered this class as a COE 599 and plan to submit a new course plan next year. I used **innovative teaching strategies in my class to enhance student learning**. Instead of doing two or three major exams, I focused on weekly quizzes related to each diagnostic category covered each week. I also included case studies so students could apply their knowledge of the diagnostic criteria to the case studies. Students reviewed the materials and completed case studies prior to coming to class. The class discussed each case study in depth and reviewed their responses. We also watched clips of contemporary films that highlighted the diagnoses of the week. My goal was that students become extremely familiar with the criteria. We ended each class with the quiz that assessed their understanding of the criteria. It also helped with student engagement and reading prior to coming to class. The attached syllabus provides evidence of teaching strategies and methods of assessment. My ratings and comments indicated that students appreciated this format of instruction and assessment.

I worked with **two students, one graduate and one undergraduate and included them in my research activities**. Specifically, I applied for an Intern 2 Scholar and Jane Eat helped me gather data from the schools for a Kindergarten Readiness Project. She subsequently submitted her work and presented at the **Undergraduate Symposium**. My graduate student who was also part of the project, helped to mentor Jane Eat, and I helped to mentor her **Qualifying Research Project**. She presented her work at the

annual meeting of the American Psychological Association. Please see Attachment 1 and 2 for copies of their presentation.

Finally, at least **two of my doctoral students successfully defended their dissertations** and graduated in May 2018. Attached is the Final defense Dissertation Report which provides evidence of a successful defense and the quality of the presentation.

Scholarship:

Scholarship Expectations (20%)	Outcomes
1. Plan to submit an abstract and present at least one peer-reviewed/refereed national conference presentation on personality research (20%)	Along with my graduate student Jane Fern, I submitted a paper to APA which was accepted and we presented in August (see vita for citation)
2. Complete analysis of data, literature review, and prepare one unique scholarly artifact for peer-reviewed publication related to personality research and submit the article (45%)	We completed an analysis of the data and prepared an article for publication. We are in the final stages of revision and will submit it this Fall.
3. Submit a co-authored scholarly artifact for peer-reviewed publication related to school violence (20%)	Did not occur; see new project in narrative.
4. Submit a grant proposal in an area related to a programmatic need or research (15%)	I submitted a grant proposal for \$350,000 related to Integrated Behavioral Health. I served as the CO-PI along Dr. B and several co-investigators. It involved faculty from three colleges and six departments. It was an NIH grant addressing clinical research skills among behavioral health professionals.

I did not complete all the activities outlined in my SOE. Specifically, I got involved in another research project related to Kindergarten Readiness. **We collected data, completed the analysis and prepared a report for a local community organization. This report was used in an application for another grant which was successfully obtained to support the work of this community organization. This project also involved preparing an IRB application.**

I continue to make progress on my research agenda related to personality factors among individuals from different cultures. I am getting ready to collect data along with my doctoral student on a current sample of college students. I have completed the **IRB application for this project.**

Service

Service Expectations (10%)	Outcomes
Actively participate in COE and Department faculty meetings	I attended all department, college council and faculty assembly meetings.
Actively participate on the University Graduate Committee	I served on the Review Committee of the University Graduate Committee and attended all meetings and served as the Graduate Rep for four dissertation final defenses (see thank you note acknowledging service and graduate rep work)
Actively participate in Departmental Accreditation efforts (20%)	I worked with the self-study team to prepare the self-study response to the recent accreditation and successfully submitted it in August 2018
Chair a Search committee (25%)	I chaired a search committee which led to a successful hire (Dr. John Doe)
Serve as a reviewer for the following journals and review at least 2 manuscripts (5%)	I continue to serve as a review for the Journal of Education and reviewed 4 manuscripts
Participate in two recruiting activities	I served as a faculty ambassador for an honors recruitment event and during a campus visit.
Serve as a lead faculty for COE 580 and mentor part-time faculty who teach this class	I met regularly with part-time faculty and provided them with an updated syllabus and met with them as needed (thank you note attached)

In addition to the activities listed above, I served as the **Chair of the planning committee for the National Professional School Educators Masters Association national conference**, which was held in Phoenix. The conference was a resounding success (see acknowledgement letter from President of this association and agenda of the conference). The search committee was also highly successful. We worked hard to recruit a strong pool and received over 40 applications. We are pleased with Dr. Doe who will bring a lot to NAU and the department.

In summary, I believe I had a good year and met the majority of my goals and objectives. I continue to make good progress towards tenure and hope to have two more publications in the coming year. I have included a table that highlights my progress in research tied to the P&T criteria (see attached table). Thank you for your review of my materials.