



NORTHEASTERN
STATE UNIVERSITY

College of Education

Department of Educational Leadership

Date: January 31, 2019

To: Dr. Vanessa Anton, Dean

Re.: Dr. Alesha Baker Annual Review for Promotion and Tenure

I want to present this letter in support of Dr. Alesha Baker in her continued progress toward retention, promotion, and tenure. This letter measures Dr. Baker's achievements as indicated through her on line portfolio (found at <https://aleshabaker.weebly.com>) and through discussions held with Dr. Baker for the purpose of providing feedback on her progress. This letter will explain how I have arrived at my judgement that Dr. Baker has made adequate progress toward receiving retention, promotion, and tenure based upon the approved department guidelines adopted in December 2017. The guidelines are divided into three areas, all of which are addressed with specific evidence cited (Effective Classroom Teaching, Creative or Scholarly Activity, and Contributions to the Institution and Profession).

Effective Classroom Teaching

Department faculty consider this to be one of the most important of the three areas to be considered when gauging progress toward retention, promotion, and tenure. The areas, along with evidence are cited:

- Immersive learning – This area is well met through course delivery from Dr. Baker. The students in the Library Media Program (LIBM) learn through activities that require them to use their sites as laboratories to complete their projects. This is an important aspect of all programs within the Department of Educational Leadership and is clearly present in the work Dr. Baker does in her courses.
- Peer Reviews/Chair Reviews – I have viewed Dr. Baker during her time as a faculty member in her on line courses and some face-to-face courses. She also works very closely with Dr. Kelli Carney to constantly monitor course design and delivery for the LIBM Program.
- Continuous Curriculum Improvement – As a result of the collaboration between Dr. Baker and Dr. Carney, the concept of continuous improvement is an integral part of the LIBM Program. Dr. Baker, as program chair, led the efforts to update course descriptions and titles this year. As a result of the continuous improvement efforts, including on line delivery, student numbers within the program have grown considerably in the past two years.
- Advisees – Dr. Baker shares the advisee load with Dr. Carney as they are the two faculty members within the program.
- Student Evaluations – Dr. Baker has student evaluations that consistently indicate she is well-respected and has high expectations for her student learning.
- Learning Outcomes/Learning Gains – Dr. Baker monitors the course evaluations to measure students meeting the learning outcomes/learning gains. She also assists students in their practicum experiences. The department faculty view practicum experiences as a culminating



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event at the end of a program and that students cannot successfully complete their practicum experiences if they have not achieved the necessary learner outcomes/learner gains.

- Course Load – Dr. Baker continues to maintain a full course load and is always willing to teach during the summer and accept any necessary overloads given to her.

Creative or Scholarly Activities

Dr. Baker has chosen to concentrate on the Scholarship of Discovery as her main aspect of the Boyer Model. Dr. Baker is a shining star in the department when it comes to scholarly activities. She is constantly working on research and has numerous projects at various stages any given time. She has three articles in peer-reviewed journals, participated in refereed conferences, had book chapters published, made presentations at national conferences, and served as a peer-conference reviewer.

Contributions to the Institution and Profession

Dr. Baker has been an honored member of the NSU faculty since her appointment three years ago. She has served on several committees for the department, college, and university. She also has contributed to the university in a very beneficial way through her work with open education resources (OER). She has also contributed to the community work as part of the Broken Arrow Public Schools partnership by delivering presentations on gifted and talented education.

Please feel free to review Dr. Baker's portfolio online and discuss any of these activities, and more, with Dr. Baker or me. It is my opinion that Dr. Baker is making adequate progress toward retention, promotion, and tenure. She has been a great asset to her program and the department. Please feel free to contact me if you have any questions. I remain;

Respectfully,

Jim Ferrell, Ed.D.

Department of Educational Leadership, Chair