

2003



February 26, 2004

Dr. Olga Welch
Interim Department Head
Department of Educational Administration and Policy Studies
The University of Tennessee
325A Claxton Complex
CAMPUS

Dear Dr. Welch:

Pursuant to your request, I have attached a summary of my **RESEARCH**, **SERVICE**, and **TEACHING** activities for my 2003 Annual Performance Review. Throughout my years of service at The University of Tennessee, I have been rated at the “exceed expectations” level on all of my annual performance reviews. After your assessment of my materials and performance, I am sure that you will conclude that I again meet the “exceeds expectations” level for my 2003 performance.

I would like to briefly summarize my performance over the last calendar year. In the area of **RESEARCH**, I have authored or co-authored seven (7) refereed articles [Exhibits 1-7] and one non-refereed article [Exhibit 8] that were either published in 2003 or were accepted for publication in 2003 and are currently in-press. The majority of these articles report empirical research. In addition to the existing published or in-press articles, I have authored or co-authored seven (7) articles that are under review with refereed journals or being re-submitted to a professional journal [Exhibits 9-15]. I am also the Editor of the *International Journal of Vocational Education and Training* (an international refereed education journal). This activity consumes a significant amount of my time—but it is a highly related research activity—some individuals consider this a service activity.

Concerning my 2003 **SERVICE**, I have served on the UTK Senate, the UTK Senate Faculty Affairs Committee, and the Curriculum Review Committee. As you are aware, the Senators have been very busy working on the Faculty Handbook and the Faculty Evaluation Manual. In addition, I am the Faculty Counselor for Kappa Delta Pi at The University of Tennessee. As noted in the supplemental materials, I am actively involved in six (6) professional associations and three (3) honorary societies. In addition, I am working with Oak Ridge High School on their plans for a new high school. As in the past, my grant activity has been at a very high level of productivity. I serve as the Principal Investigator/Director for six (6) federal grants and one foundation award that are funded at \$2,117,061.00 annually and employ about 35 project staff members throughout the calendar year. My current total amount for grant awards is \$8,408,244.00.

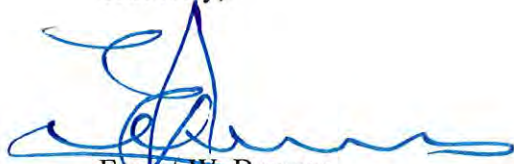
My 2003 **TEACHING** activity has been reduced due to “course buy-out” for Spring 2003 and Fall 2003 semesters to accommodate for my grant administration activity. As

noted in the attached supplemental documentation, I have “highly exceeded” in this area. Although my workload appears as 100% on paper, I constantly work at least 150% throughout the year because of the demands of being actively engaged in research, grant administration, teaching, and service. As you have witnessed my strong work ethic and high level of productivity, I work long work days that typically goes into the late evenings and I often come in on holidays and weekends. I usually average 60-70 hours per week—usually I am in my HPER grant office (where my six federally funded grants are located) or at the library doing research in the evenings and on weekends.

After reviewing my 2003 activities in the areas of **RESEARCH**, **SERVICE**, and **TEACHING**, I am sure that your assessment of my annual performance will be at the “exceeds expectations” level in comparison with other faculty members in the department and the college.

If you have any questions or need any additional documentation, please let me know.

Sincerely,



Ernest W. Brewer
Professor and PI/Director

Enclosures

13 Page Summary of Annual Review Materials for 2003 Calendar Year
Exhibits 1-15 (Copies of Articles)