

2006-2009

FACULTY ANNUAL REVIEW REPORT - ANNUAL REVIEW

Faculty member: Ernest W. Brewer
Rank: Professor

Department: Educational Leadership and Policy Studies
Evaluation Period: August 1, 2006 through July 31, 2009

Areas to be evaluated and rated are (1) teaching, (2) research/scholarship/creative activity, (3) service, and (4) overall performance.¹ In each area, the department head rates faculty performance on a scale of 1 to 5, as set forth below, relative to expectations for his or her rank, based on previously established objectives for that faculty member (including goals for the previous year and each of the preceding two years in the Evaluation Period) and departmental bylaws (including the department's criteria for the various ratings at the different ranks).

- 5 - Outstanding (Excellent): Far exceeds expectations
- 4 - More Than Expected (Very Good): Exceeds expectations
- 3 - Expected (Good): Meets expectations
- 2 - Less Than Expected (Fair): Falls short of meeting expectations²
- 1 - Unsatisfactory (Poor): Falls far short of meeting expectations²

	Unsatisfactory				Outstanding	
Teaching	1	2	3	4	5	NA
Research/Scholarship/Creative Activity	1	2	3	4	5	NA
Service	1	2	3	4	5	NA
Overall	1	2	3	4	5	NA

The department head's Progress and Performance Narrative shall be attached to this Report. Other supporting materials also may be attached. For tenured faculty in Good Standing,³ the department head is required to attach a Progress and Performance Narrative only every three years, unless the faculty member asks the department head to draft and attach a narrative for that year.⁴ In years for which a Progress and Performance Narrative is not attached, the faculty member's Faculty Activity Report for that year is attached to this Report in lieu of the Progress and Performance Narrative.

For purposes of merit and performance-based salary adjustments, this faculty member:

- Exceeds expectations (is eligible for significant merit/performance pay adjustments)
- Meets expectations (is eligible for minimum merit/performance pay adjustments)
- Needs improvement (is not eligible for merit/performance pay adjustments)²
- Unsatisfactory (is not eligible for merit/performance pay adjustments)²

By signing below, I acknowledge that I have participated in the review process and have received a copy of this review (without implying agreement or disagreement). I understand that I have the right to respond in writing to this form within two weeks from the date I received this form in accordance with Part II.B. of the Manual for Faculty Evaluation.

Faculty Member: Ernest W. Brewer

Date: 10/30/09

Department Head: Cheryl A. Cuff

Date: 10/29/09

Dean:⁵ _____

Date: _____

Chief Academic Officer:⁴ _____

Date: _____

¹ Procedures and standards are set forth in the Faculty Handbook, the Manual for Faculty Evaluation, and the departmental bylaws.
² An improvement plan is required.
³ A tenured faculty member is in "Good Standing" if he or she (a) receives an overall rating in this annual review indicating that his or her performance meets or exceeds expectations for his or her rank and (b) is not under a Cumulative Performance Review.
⁴ A department head may also voluntarily attach a Progress and Performance Narrative in any year in which it is not required.
⁵ Attach rating and rationale, as necessary.

Progress and Performance Narrative
November 2009

of

Dr. Ernest W. Brewer, Professor

Department of Educational Leadership and Policy Studies

This Progress and Performance Review covers the time frame of August 1, 2006 through July 31, 2009. It is based on the procedures and standards set forth in the *Faculty Handbook*, the *Manual for Faculty Evaluation*, and the *ELPS Departmental Bylaws*. The areas covered in this narrative include: (1) teaching, (2) research/scholarship/creative activity, and (3) service. Dr. Brewer is a Professor in the ELPS Department and the Principal Investigator for multiple federal grants.

Overall Comment: I want to personally thank Dr. Brewer for the fantastic portfolio that he submitted for his evaluation review. The portfolio is well done and is evidence of a tremendous amount of time and energy invested. It documents a massive amount of high quality work performed by Dr. Brewer. It was a pleasure reviewing these materials.

(1) Teaching

In the area of teaching, Dr. Brewer established five goals covering the time period of August 1, 2006 through July 31, 2009. These goals include the development of new courses, updating and refining courses currently being taught, maintaining a minimum teaching mean score of 4.00 (on a 5.00 scale), serving as chair and committee member on doctoral committees, and collaborating with other faculty in the department regarding program development. Dr. Brewer accomplished each of these goals.

Teaching evaluations document a mean “teacher effectiveness” score ranging from 4.58 to 5.00; the “instructor’s contribution to the course” score ranging from 4.60-5.00; and the “course content” score ranging from 4.38 to 5.00. A review of course syllabi reveal well-designed courses with appropriate student assignments and engagement. PowerPoint presentations used in teaching were supplied as part of the documentation and these are excellent—demonstrating the care, concern, and attention given to being a quality teacher. Dr. Brewer is to be congratulated on his performance in the classroom. In the realm of doctoral/masters theses, Dr. Brewer is currently chairing six (6) doctoral dissertations and serving as a committee member for 12 additional doctoral students. He also is working with 3 master’s level students.

Teaching Rating: Outstanding: Far exceeds expectations

(2) Research

Between August 1, 2006 and July 31, 2009, Dr. Brewer published:

- 1 book (2008)
- 11 chapters in edited books (1 in 2006; 2 in 2007; 5 in 2009, and 3 in press for 2010)
- 17 technical reports related to his federal grants (6 in 2006; 5 in 2007; and 6 in 2008)
- 4 articles in refereed journals (0 in 2006; 3 in 2007; 1 in 2008)

A substantial portion of this research focuses on program evaluation, research methods, retention, job stress, and job satisfaction issues. These are areas that are linked to Dr. Brewer's teaching. His articles are published in well-respected journals and his book and book chapters are published by leading publishing houses. His research is well-written and engaging.

In addition to these publications, Dr. Brewer has been active in presentations at national meetings.

Also considered in this category are the federal grants that Dr. Brewer has consistently secured and administered over the years. These grants amount to \$5,804,788.64 for the three-year period and have had a tremendous impact on thousands of people directly serviced by these projects. There is no question that Dr. Brewer is highly skilled at securing and administering federal grants. The financial contributions that these projects afford the College of Education, Health & Human Sciences are numerous. As an example, 50% of Dr. Brewer's salary is funded by his grants.

I congratulate Dr. Brewer for maintaining a very active research agenda.

Research Rating: Outstanding: Far exceeds expectations

(3) Service

Dr. Brewer remains active in the realm of service. He serves the department, college, and university in a number of ways. At the departmental and college levels, Dr. Brewer is the ELPS Institutional Review Board (IRB) representative and serves on the College of Education, Health & Human Sciences Senate. At the university level, he is currently a UTK Faculty Senator for the period of 2009-2012.

In relation to service to the profession, Dr. Brewer has been extremely active. He was the editor of the *International Journal of Vocational Education and Training* from 2001-2008. This involves a tremendous amount of time, skill, and dedication. He is currently an editorial board member of the *Journal of Educational Research and Review*, the *Journal of Human Resource Management*, the *Journal of Educational Opportunity*, and the *Journal of International Studies in Educational Administration*. He is the past Vice-President of the National Association of Industrial and Technical Teacher Education and the faculty counselor for Kappa Delta Pi.

Service Rating: Outstanding: Far exceeds expectations

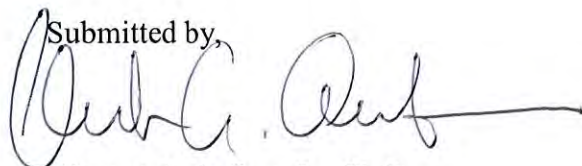
Overall Rating: Outstanding: Far exceeds expectations

Dr. Brewer is to be congratulated for his fantastic work in the realms of teaching, research, and service as a professor in the Department of Educational Leadership and Policy Studies. His work far exceeds the criteria established in the ELPS Departmental Bylaws for tenured professors.

I encourage Dr. Brewer to continue his high level of performance and to continue to make significant contributions to the ELPS department, its faculty, and graduate students.

Recommendations:

I encourage Dr. Brewer to maintain his current level of performance. He has accomplished much in the review period and his contributions add significantly to the reputation of the Educational Leadership and Policy Studies Department.

Submitted by,


Vincent A. Anfara, Jr., Ph.D.

Department Head and Professor, Educational Leadership and Policy Studies