

Associate Provost Patrick Pease
Chair of Search Committee
University of Northern Iowa
Seerley Hall 20
Cedar Falls, IA 50614

19 March 2018

Dear Search Committee:

It is with great pleasure that I submit my application for the position of Associate Vice President for Research and Innovation/Dean of the Graduate College. My broad range of experiences over the last 15 years provide a strong foundation for success. In this letter, I will highlight three principal areas of my experience that align with the qualifications for this position: educational leadership, scholarship, and mentorship.

Educational Leadership

My ongoing involvement in educational leadership has been connected to graduate education and scholarship. As Chair of the Graduate Council and Chair of the Graduate Faculty, I collaborated with faculty, staff, and administrators across campus. I co-led the annual Graduate Faculty meeting, reviewed and updated graduate policy, including the recency and TOEFL/IETLS waiver policy. As Chair of the Graduate Faculty, I organized the brown bags and promoted the scholarship of faculty members. In 2011, I chaired the graduate education strategic planning committee. With assistance from the Dean and Associate Dean of the Graduate College, as well as the Chair of the Graduate Council, I coordinated focus groups with faculty and graduate students where we facilitated a SWOT discussion. I synthesized these data to formulate a new graduate education strategic plan (see Graduate Council notes #1001). Through these leadership positions, my understanding of national trends in graduate education and graduate education at UNI has expanded. My work with the Graduate Leadership team, and guiding the specific projects will transfer to providing leadership and oversight to the Graduate College.

I served as the graduate coordinator for Women and Gender Studies (WGS) and the former sport psychology focus of the Physical Education program. As the graduate coordinator for WGS, I helped direct the reinstatement of the Master's program that comprised an updated curriculum and the addition of an applied track. I worked closely with the Director of WGS and the graduate committee to (a) strategize and create the culminating experience for students completing the applied track of the program, and (b) revise the comprehensive exams to parallel the new curriculum. I have proven leadership in managing and developing curriculum. I successfully managed strategic projects, including the Academic Program Review and the Student Outcomes Assessment Committees of the Physical Education graduate program. My familiarity with and success leading graduate programs, graduate faculty, and the Graduate Council, as well as curriculum development, create a strong foundation to serve as Dean of the Graduate College.

As Chair of the Institutional Review Board (IRB), I have comprehensive knowledge of the federal regulations of ethical scholarship and how to use the regulations to logically analyze IRB applications. With particularly complex research designs, I often consult with the investigators to enhance communication and to solve the ethical dilemmas that arise in scholarship. With the

pending revisions to federal regulations, I collaborate with the IRB administrator and IRB board to review and update our policies. During this process, I synthesize the regulations, while ensuring the implementation of best practices for our institution. Working with individuals in the Office of Research and Sponsored programs, I am committed to continued education of the campus community and to assist, rather than deter, the scholarly endeavors of faculty, staff, and students.

Scholarship

I am a dedicated scholar evidenced by a strong publication record. As a mixed methodologist, I competently employ both quantitative and qualitative methodologies. My work has been published in top journals such as *Sex Roles*, *Journal of Clinical Sport Psychology*, and *Research Quarterly for Exercise and Sport*. As my career has advanced, my empirical scholarship has resulted in being invited to write nine editor-reviewed book chapters and serving on the Editorial Board of several journals, including as the current Associate Editor of *Women in Sport and Physical Activity Journal*. I have submitted six external grants, many collaborating with other scholars, which has contributed to my understanding of the grant-writing process. My numerous internal grants include two Professional Development Assignments. As an early scholar, I was honored with the Mabel Lee Award from the American Alliance for Health, Physical Education, Recreation and Dance, which recognizes young members who have demonstrated outstanding potential in scholarship, teaching, and/or professional leadership. I was the recipient of the College of Education faculty award for research and scholarship and was a 2016 Iowa Academy of Education inductee.

My growth as a scholar has led to deeper understanding and appreciation of all forms of scholarship. To this end, I participated in the Service Learning Institute and implemented a service learning project into an undergraduate class. As PAC chair, I guided the creation of a draft policy that incorporated Boyer's Model of Scholarship.¹ Finally, as the previous faculty member of the scholarly communications committee, I promoted open access to scholarship through UNI ScholarWorks and the open textbook initiative. I agree with Dr. Timothy Eatmann, who said "excellent scholarship is just that – excellent scholarship."² Although I emerge from an empirical scholarship tradition, I value and will advocate for all excellent scholarship. As the Associate VP for Research and Innovation, I will rely on the breadth of my experiences as a researcher to mentor and elevate faculty and student scholarship.

Mentorship

I have extensive experience mentoring and collaborating with undergraduate students, graduate students, and faculty. I mentor a yearly undergraduate research team and chaired approximately 35 graduate and undergraduate thesis or research projects. I lead these teams and students through the research process from the inception of the research question to dissemination. Most of the students have little scholarship background so I teach them the scientific method, research methodology, and data analysis. My mentorship of students has resulted in co-authoring 11 peer-reviewed publications and multiple presentations. As a tenured faculty member, I mentor new faculty with their transition to UNI, and assist them in developing their line of scholarship. In all these mentoring relationships, I emphasize the value of scholarship for one's own personal and

¹ Boyer, E. L. (1997). *Scholarship reconsidered: Priorities of the professoriate*. San Francisco: Jossey-Bass.

² June, A. W. (2008). *Colleges should change policies to encourage scholarship devoted to the public good, report says*. Retrieved from the Chronicle of Higher Education <https://www.chronicle.com/article/Colleges-Should-Change/937>: ¶ 3

professional development and underscore the importance of disseminating research to advance our disciplines, professions, and the public good. One former student shared, “Dr. Waldron has been and continues to be a mentor to me academically and professionally. She made me a priority and made sure that I was not only completing my research project, but that I was understanding the value and importance of the research process. These experiences were out of my comfort zone but with her support and passion to expand knowledge, I felt competent and capable speaking about my research to professionals.”

The leadership experiences and achievements I have accumulated over the last 15 years demonstrate my qualifications for the position of Associate Vice President for Research and Innovation/Dean of the Graduate College. I am passionate about scholarship and mentorship. Coupled with my leadership approach of collaborating, analyzing, facilitating, reflecting, and supporting, I have the competencies and the attributes to advance and enhance graduate education and scholarship at UNI. I look forward to hearing from the committee in the near future.

Sincerely,



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