

December 15, 2015

Dr. Maria Timberlake
Foundations and Social Advocacy
Cornish Hall

Dear Dr. Timberlake:

I am pleased to offer you reappointment to the faculty staff at SUNY Cortland as Assistant Professor in the Foundations and Social Advocacy Department effective September 1, 2016, such appointment to cease August 31, 2018. This is a term appointment subject to the laws of this State and the Policies of the Board of Trustees. Please note that Article XI, Titles D and Article XIV, Title B of these Policies are particularly applicable to this appointment.

In accordance with the Policies of the Board of Trustees of State University of New York, a term appointment does not obligate the staff member to serve beyond the termination date, nor does it obligate the College to employ a staff member beyond the termination date regardless of work or quality of performance.

If you wish to accept this offer, please sign the endorsement on the enclosed copy of this letter and return to me. This offer shall be considered withdrawn if I do not receive your acceptance on or before December 29, 2015.

Sincerely,



Erik J. Bitterbaum
President

I hereby accept the foregoing offer of appointment

Date

Signature

Pc: M. Prus
A. Lachance
J. Rayle
J. Kim
M. Kelly
F. Pierce
T. Rammacher
S. VanLiew

15DEC3 10:59AM

TO: Erik J. Bitterbaum, President
FROM: Mark J. Prus, Provost and Vice President for Academic Affairs *Myo?*
DATE: December 1, 2015
RE: Maria Timberlake, Assistant Professor
 Foundations & Social Advocacy Department

SUNY CORTLAND
SCHOOL OF EDUCATION
DEAN'S OFFICE

I have reviewed the materials submitted on Dr. Maria Timberlake and am pleased to recommend her for a two-year term renewal in the Foundations & Social Advocacy Department effective September 1, 2016 through August 31, 2018. This recommendation is consistent with that of the department personnel committee, the department chair, the school personnel committee and the dean.

Professor Timberlake's record of teaching, service and scholarship warrants reappointment. In the area of teaching, Professor Timberlake has established a very strong record of effectiveness. She services a variety of courses at the undergraduate and graduate level. Numeric scores on her CTEs are consistently in the high fours with students commending her for her organization and knowledge of course topics. She effectively integrates her work with local schools into her courses.

Professor Timberlake's performance in the area of scholarship meets the expectations for reappointment. She published three articles in peer reviewed journals in the last year and has two more in preparation. She has been active presenting papers at national conferences and is likely to continue to be productive in the pursuit of her scholarly endeavors.

Professor Timberlake has established a strong record of service to the Department. She has made significant contributions to her department's SPA report and serves on the Department Curriculum Committee, School Curriculum Committee and is the school's representative to the TECRC. She is also the school's representative on the Professional Development School Advisory Committee.

Professor Timberlake has contributed to the Department and the College and is deserving of reappointment. I look forward to her continued contributions in teaching, scholarship and service.

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	<u>Renewal</u>	<u>Non-renewal</u>	<u>Cont. Apt.</u>
Department Personnel Committee	X		
Department Chair	X		
School Personnel Committee	X		
School Dean	X		

NOTE: Your file in the above matter has been transferred to the President's Office for the President's review. In accordance with the UUP Agreement, Article 31.6, you have the right to examine the file during normal business hours and to respond to any item contained therein. If you wish to examine the file, please promptly call that office for an appointment.

MEMORANDUM

TO: Mark Prus, Provost and Vice President for Academic Affairs

FROM: Andrea Lachance, Professor and Dean, School of Education



DATE: November 16, 2015

RE: Reappointment of Dr. Maria Timberlake

After carefully reviewing the online professional portfolio of Dr. Maria Timberlake, I am enthusiastically recommending her for a two-year reappointment. This recommendation is consistent with the recommendations made at the department and school levels. The rationale for this recommendation is explained in the sections below.

Teaching

The evidence that Dr. Timberlake presents in her portfolio suggests that she is an outstanding teacher who connects well with her students. Since coming to SUNY Cortland, Dr. Timberlake has taught seven different courses (two new ones since her last review). She teaches both at the graduate and undergraduate level, and student feedback across all of her courses is highly positive. Her most recent CTE's fall in the 4.5-5.0 range, and student comments cite her strengths as organization of course material, passion for her discipline, concern for her students, and depth of her content knowledge. Of particular note is Dr. Timberlake's continued integration of her teaching with her work in schools. Since arriving at SUNY Cortland, Dr. Timberlake has played an active role in developing school partnerships and is well connected to the schools that host her students. Dr. Timberlake's engagement with the field illustrates that her teaching is not only focused on the success of her own students but also on the success of the children whose lives her students will touch.

Scholarship

Since her last review, Dr. Timberlake has continued to make excellent progress on her scholarly pursuits. In the past year, Dr. Timberlake has had three articles published in peer review journals and has two other articles in preparation. As a member of the editorial board for the *Review of Disability Studies: An International Journal*, Dr. Timberlake also published a thought-provoking commentary on the power of art to promote human connection and inclusion. In addition, Dr. Timberlake presented at two national conferences and has one research project involving teacher perceptions of the NYS Common Core modules underway. Dr. Timberlake's scholarship maintains a central theme related to continued critical examination and questioning of educational practices and assumptions. Her scholarship is clearly motivated by her desire to see schools be more inclusive and supportive of all children, a vision that is also reflected in her

teaching. Dr. Timberlake is to be commended for her continued productivity and thoughtfulness in the area of scholarship.

Service

Dr. Timberlake's collaborative nature has led her to engage in a variety of service activities. She was an active participant in writing the SPA reports for her department. Last year, she served on her department's curriculum committee and faculty search committee and is the faculty advisor for the Inclusive Special Education Club. At the school level, Dr. Timberlake is currently the chair of the School of Education Curriculum Committee and is the school's representative on the Teacher Education Council's Review Committee (TECRC). Because of her active engagement in P-6 schools, Dr. Timberlake was asked to be a faculty representative to the School of Education's Professional Development Schools (PDS) Advisory Committee. In the area of service, Dr. Timberlake is quickly becoming one of the most active faculty members within the School of Education.

Dr. Timberlake's work over the last two to three years has clearly demonstrated that she is a highly productive faculty member with a commitment to collaboration and a passion for her work on inclusion. She is well-liked and respected across the school and is most certainly seen as one of the school's emerging leaders. I look forward to her continued development as a faculty leader and her on-going contributions to our school.

PC:

Dr. Maria Timberlake, Assistant Professor, Foundations and Social Advocacy Department

Dr. Joseph Rayle, Chair, School of Education Personnel Committee

Dr. Ji-Ryun Kim, Interim Chair, Foundations and Social Advocacy Department

Dr. Michelle Kelly, Chair, Foundations and Social Advocacy Department Personnel Committee

To: Ji-Ryun Kim, Acting Chair, Foundations and Social Advocacy Department
From: Foundations and Social Advocacy Department Personnel Committee
Date: September 25, 2015
Re: Reappointment of Dr. Maria Timberlake

After carefully reviewing the online professional portfolio of Dr. Maria Timberlake at mariatimberlake.com, the Foundations and Social Advocacy Department Personnel Committee recommends a two-year reappointment as an assistant professor, with a unanimous vote of 3 – 0. Dr. Timberlake continues to be an excellent colleague with highly effective teaching and exemplary scholarship and service.

Teaching

By all accounts, Dr. Timberlake is an excellent teacher. Her syllabi are clear and well organized. CTEs consistently rank in the high-4s to 5.0 range, with students appreciating her style as an instructor and her knowledge of the field. Students describe Dr. Timberlake as an “amazing professor. Her passion and drive reflects on us ... positively” and that she “...stimulated my thinking as to how to best include all students in a seamless way.” Her CTEs and comments were particularly strong in FSA 651 (Research) and 652 (Master’s Project), both courses that tend to intimidate students. She was able to support students in their first major research project in a way that “...made me believe in myself and helped me guide my research.” The teaching observation of FSA 651 conducted by a member of the department personnel committee corroborates students’ experiences: “I was particularly impressed with Dr. Timberlake’s understanding of students’ strengths and needs for support. The directions and purpose of each activity were clearly communicated.” Dr. Timberlake has taught seven different preps in her time at SUNY Cortland. She has a new prep this fall in FSA 410, a 4-credit pedagogy course in the Block sequence, which is a challenging semester for both students and instructors. The committee commends Dr. Timberlake for consistent and excellent teaching across a broad range of courses.

Scholarship

Dr. Timberlake exceeds expectations at any level at this point in her career. She had two publications in refereed journals during her first review period and has added three more during the current review period, with two additional articles in progress. Each journal is well regarded in her field. She has been a single author and collaborated on projects. In addition Dr. Timberlake had two national presentations in the past year. She collaborates on projects with colleagues in the FSA Department and across institutions. For example, she was invited to collaborate with a colleague at Marist College on a federally funded project. She served as an invited reviewer for four different journals, as a conference proposal review for two Special Interest Groups (SIGS) in the American Educational Research Association (AERA), and is the Associate Editor for “Creative Works” in the


journal *Review of Disability Studies*. Dr. Timberlake's choices for professional development tend to support her research agenda.


Service

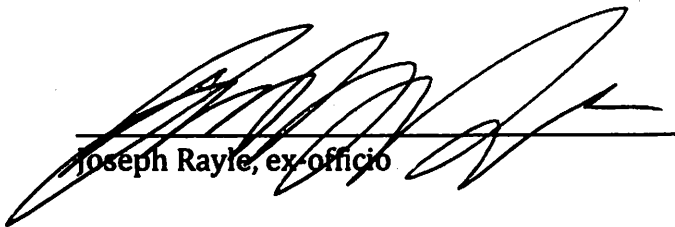
Dr. Timberlake's service record is exemplary; reflecting one the committee might expect to see for a continuing appointment review rather than a third-year review. Her service record includes Chair of the FSA Department and School of Education Curriculum Committees and ISE Club Advisor. She was a member of the most recent FSA search committee, and currently serves on EPC and TECRC at the College level. She is a community board member and a faculty liaison to a local school. Dr. Timberlake was also a vital contributor to FSA's SPA reports over the past several years. She received recognition for her work as the 2015 recipient of the "Daring to Dream Award for Social Change" from the Center for Community Inclusion and Disability Studies at the University of Maine. Here at SUNY Cortland, Dr. Timberlake serves on committees that address critical campus issues and shows strong leadership through club advising, SPA work, and collaboration within the department, public schools, and across institutions.

Dr. Maria Timberlake is an excellent colleague, teacher, and scholar. She is able to integrate her interests across all aspects of her work as an assistant professor. The FSA Department Personnel Committee strongly supports her for a two-year reappointment


Michelle Kelly, Chair


Brian Barrett


Judy Bentley


Joseph Rayle, ex-officio

Cc: Maria Timberlake