



Date: March 12, 2021  
To: Ali Mageehon, Vice President of Instruction  
From: Michael Winston  
**RE: Administrative Evaluation: Ben Holt Tenure Year Review**

The purpose and scope of the peer observation and evaluation is defined in Article 16: 16.2 and 16.4B of the faculty collective bargaining agreement. All tenure track, visiting, and lecturer faculty members will be evaluated annually. The scope of the evaluation includes multiple indices as outlined under Faculty Performance Standards in the Faculty Evaluation Handbook. In addition to reviewing the faculty performance standards, the Administrative Evaluation will include information from the peer observation and peer evaluation committee for those faculty who are tenure track, visiting, or lecturer.

Tenured faculty are evaluated on a three-year rotation, per Article 16.5. The peer evaluation committee is optional for tenured faculty. The administrative evaluation will be based on the Faculty Performance Standards outlined in the Faculty Evaluation Handbook.

**Discipline: Math**

**Members of the Peer Review Committee: Sean Hutcherson (chair), Kyriakos Kypriotakis, Piper Lisseveld**

**Synopsis:**

At the conclusion of his tenure cycle in his third year at Southwestern Oregon Community College, it is the opinion and recommendation of Ben Holt's Peer Observation Committee and Interim Dean of Instruction that Professor Holt receive a positive review and therefore tenure. He meets the standards set by the Office of Instruction and the faculty body in the Faculty Evaluation Handbook. He excels in his service to the students at Southwestern Oregon Community College and exemplifies the professionalism and character of one who holds the position of professor at this institution. His portfolio can be reviewed here: <http://holt.blue/>.

**Comments from the Dean or Director related to Faculty Performance Standards as noted in observations, student evaluations, portfolio documents, and faculty performance.**

Teaching:

Professor Holt is an excellent teacher. As stated in Dean Keller's review last year, he "is steadily becoming a master teacher." The clearest example of this excellence is defined in his teaching philosophy in the section on "Guided Practice is Essential to Success" and is demonstrated daily in his classroom. His active classroom facilitates his expectations, the course outcomes, and his students' success. He creates a dynamic, flipped classroom where his students demonstrate the skills from the lesson and help and rely on one another as they proceed through the exercises. He calmly and confidently guides each group activity to build the students' self-assurance, which must translate to the homework they do for him outside of class. In my classroom observation in 2019, this was evident in the way he structured his class as I noted then, and in every review that I have read of his instruction since, he has continued to demonstrate this competence. He is an excellent teacher.

In my review of his online courses this year, it is evident that he has invested a considerable amount of effort into developing his course shells in myLakerLink and the continued development of his exceptional, personal website. Both are effective and professional. More importantly, his website and his use of the LMS make for a thoughtful learning environment for the students.

Recommendations:

- Consider integrating the LMS course shell with your website for a more seamless learning experience. For example, a direct connection from the homework assignment to the lecture material may further facilitate the students' efforts.
- Similarly, consider how the three different software being used by the students in your classes interact. Your website, myLakerLink, and myOpenMath intersect at functional points. Creating a seamless flow by linking those points for the students may save them and you time.
- Consider using similar teaching strategies for your online students as you do for in-person students. You are highly effective at using active learning within the classroom. Duplicate it for your online students.

Advising:

In Dean Keller's yearly review, he clearly stated the following: "Ben is one of our first faculty members to have opted out from advising. Instead, he commits his time to working in the Laker Commons as a math tutor to his and other students. This option works well for him, and he is able to be a valuable resource to many more students [than] the limited number he would have advised."

Additionally, if the idea of advising is broader than helping students create an Education Development Plan, Professor Holt assists and mentors students on a regular basis. He is

accessible well beyond his office hour, and with his continued presence in the tutoring center, he is readily available to the students. I have frequently witnessed him encouraging and guiding students who come to his office. He is an excellent role model.

Recommendations: None

#### Assessment:

My conversations with Professor Holt concerning assessment have been thoughtful, problem solving oriented, and focused on improvement. I look forward to our continued collaboration in this area.

Last year, Professor Holt completed his math outcome assessment reports in a timely manner. As stated by Dean Keller, “[h]is reports [were] complete, thorough, and measured. For instance, for fall 2019, in MTH 95, he solving, simplifying, and manipulating algebraic expressions and equations; organizing data into meaningful, useful graphs while critically extracting meaningful data from provided graphs; applying algebraic, graphic, and numeric techniques to frame, visualize, and answer applications across a multiplicity of disciplines; and demonstrating numerical proficiency, tabulation, and computation of standard operations.”

In his first year, Professor Holt and “the math department coordinated efforts to focus assessment on MTH 111. Ben looks closely at his own course assessment tools.”

Recommendations: None

#### Communications Effectiveness:

Professor Holt is professional and approachable. He is an effective communicator. Even with the forced distance created by COVID, he is cordial and friendly and available. This year during the department meetings, he has been vocal and helpful as the department considered the changes related to the co-requisite model.

Recommendations: None

#### Diversity and Inclusion:

As Dean Keller stated in his review last year, Professor Holt’s “greatest contribution to diversity and inclusion is his website holt.blue. He freely makes his materials accessible to students without cost or commitment. Students continue to have access to his materials long after they have taken his class. Cost does not impact his students. He also continues to research and develop online resources for faculty and students.” With many of Southwestern’s students coming from lower socioeconomic backgrounds, Professor Holt’s devotion to the equity of accessibility is commendable and without a doubt needed.

Recommendation: This is a potential area for growth. This should not be interpreted incorrectly. Professor Holt, from my observations, has always been welcoming and helpful with all of his students regardless of demographic. His investment with students

in the tutoring center and regularly during office hours leads me to believe that if he contributes more to other areas of the institution, he will model the type of leadership and inclusivity in which the institution is devoted. I would encourage him to balance his time well however.

#### Professional Learning and Scholarship:

Like many of us, Professor Holt has not attended conferences this year due to COVID. He has attended two textbook affordability webinars this year.

In the past, he has presented his master's thesis research topic and on cryptography at Southwestern's colloquia. He attended and participated at ORMATYC conferences and wants to present there in the future.

He continues to be a valuable source and partner as the math department studies and refines math placement scores to increase student success in developmental and gateway math courses. He has also contributed to the department's efforts to develop the co-requisite math courses.

Recommendations: None

#### Collegiality and Service:

Professor Holt, as Dean Keller described, "willingly participates and contributes his talents and abilities to the department and division at Southwestern. He attends all department and division meetings. He is easy to work with, gentle, and has a clear voice of reason. He works well with colleagues within the department as well as other across campus." However, this does not express his value to the department, the division, his peers, and the institution. He is thoughtful, articulate, and measured in his interaction with his coworkers. Moreover, he willingly gives of his time to help where he can.

Recommendation: He might consider his community involvement and outreach. He may have, in the past, worked with the College Now and TRiO programs, but these are other areas where I believe his talents are greatly need.

#### **Summary and Recommendations:**

Professor Holt is an effective, excellent teacher who continually gives of his time and expertise to the benefit and success of his students. He is a role model for his students and his peers demonstrating compassion and collegiality without reserve or hesitation. One can always expect his full attention and his thoughtful approach to any topic whether in the classroom, in committee, or in a department meeting. He exemplifies the mission of the college, which makes him an asset and invaluable to the institution.

I have listed specific recommendations at various points in this review. As teachers, we all have ways in which to improve. His website is a wonderful resource for him and his students, and I hope the recommendations that I made there help him find new and innovative ways to improve in this area. As to the Diversity and Inclusion and service recommendations, these too are ways

that I believe he may advance as a teacher and a colleague. I do agree that Professor Holt should “pace himself,” as Dean Keller suggested.

Comments from his peers:

- “There is no doubt that Ben is an effective, caring teacher.”
- “Overall, it is evident that Ben is an instructor who is passionate about [the subject matter] and is working diligently to ensure his students are successful in his course!”
- “Ben has done an excellent job at packaging objectives, keeping upbeat and interesting throughout [the lecture].”
- “Directly applicable [methodology]” and “valuable.”
- “Ben is a very hard-working, conscientious individual who goes above and beyond to help his students succeed.”

Professor Holt’s committee includes this recommendation: “In conclusion, the peer evaluation committee commends Ben for all of the work he has done during his three years at Southwestern Oregon Community College. This college and its students are very fortunate to have Ben as a member of the mathematics faculty. We unhesitatingly recommend that Ben be given tenure this year.”

I also recommend a positive review and tenure.

Signed Chair Report

Date: \_\_\_\_\_

*Faculty Signature:*

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Faculty Comments:

*Dean/Director Signature:*

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*Vice President of Instruction Signature:*

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