

Peer Evaluations Evidence:

- Classroom Observations
- Performance Review Letters

Visit To Your Class

Mark DiPietro <MDIPIETRO@sienaheights.edu>

Tue, April 14, 2015 at

9:07 AM

To: Madeline Mohre <mmohre@sienaheights.edu>

Mad,

Thanks for allowing Bob and me to observe your class. I meant to thank you last week, but I'm afraid I just didn't get to it. I found the students all engaged in the activity and willing to share their positive thoughts about you as a teacher. At the end of every academic year, faculty are to fill out a self-evaluation form (I'll send a copy in a subsequent email). Once those are turned in, I will respond to each evaluation with a letter. In that letter, I will further reference the fine time I had visiting your class. In the meantime, I hope you have a healthy (in every sense of the word) and happy end to your semester and first year with us.

Mark

Mark DiPietro
Professor of Theatre and Speech
Chair, Division of Visual and Performing Arts
Siena Heights University
Adrian, MI 49221
517-264-7895

Observation

Mark DiPietro <MDIPIETRO@sienaheights.edu>

Wed, April 20, 2016 at

1:29 PM

To: Madeline Mohre <mmohre@sienaheights.edu>

Cc: Timothy VanBeke <tvanbeke@sienaheights.edu>,
Mark Schersten <MSCHERST@sienaheights.edu>

Dear Mad:

Thanks again for letting me sit in on your class Monday afternoon. As usual, I will include some notes and student comments in my end of the year letter response to your self-evaluation. In the meantime, I just wanted you to know that I felt your demonstration showed mastery of content and respect from your students. All students were engaged during the entire lesson, and it was clear they truly cared about what you were teaching.

It is my intention, after observing you teach, after speaking with program chair Tim Van Beke, and after seeing you become a member of the Siena community, to recommend your continual employment to the Dean.

In the meantime, I hope you have a low-stress end of your semester and I look forward to continuing to work with you.

Sincerely,
Mark

Mark DiPietro
Professor of Theatre and Speech
Chair, Division of Visual and Performing Arts
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RE: Observation

Mark Schersten <MSCHERST@sienaheights.edu>

Wed, April 20, 2016 at 2:02

PM

To: Mark DiPietro <MDIPIETRO@sienaheights.edu>,

Madeline Mohre <mmohre@sienaheights.edu>

Cc: Timothy VanBeke <tvanbeke@sienaheights.edu>

Very nice! Thanks, Mark, and I accept your recommendation that we continue Mad's employment at Siena Heights University.

Mark Schersten
Dean, College of Arts and Sciences
Siena Heights University
Adrian MI 49221

(517) 264-7667
mscherst@sienaheights.edu

Visit of 3-28-17

Mark DiPietro <MDIPIETRO@sienaheights.edu>
10:42 AM

Tue, March 28, 2017 at

To: Madeline Mohre <mmohre@sienaheights.edu>
Cc: Timothy VanBeke <tvanbeke@sienaheights.edu>,
Matthew Draud <mdraud@sienaheights.edu>

Hi Mad

Thank you for allowing Tim and me to visit your classroom yesterday. Upon entering I was impressed to see the students focused on work and intently listening to your demonstration. This continued throughout the time we were there, and the visit was punctuated with a delightful conversation Tim and I had with the students. The students all spoke highly of you – of your patience, your willingness to call it as you see it, your availability and your expertise.

Of course I will put this all in more detailed writing in my end of the year evaluation. I just wanted you to know that as division chair, I am glad you are here.

Respectfully,

Mark DiPietro
Professor of Theatre and Speech
Theatre Program Coordinator
Chair, Division of Visual and Performing Arts
Siena Heights University



Division of Visual and Performing Arts

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May 31, 2017

Mad Mohre
Assistant Professor of Art
Studio Angelico

Dear Mad:

Thanks for sending in your Faculty Performance Review and for another year of successful teaching at Siena. You have proven a valuable member of the Art Program, the Visual and Performing Arts Division, and the University. It was a pleasure to observe you teach, and I only need point to the letter of support from Program Chair Tim Van Beke as a testimony to our support of your work at Siena.

Personally, it was a pleasure to observe you in class on March 27th. When I arrived, all students were standing around the work station with you leading a binding demonstration. You took a kind approach to questions and commanded an amazing focus from the students. You waited for all to catch up and made sure they were with you before continuing at any point in the demonstration. You answered questions as they came, showed a mastery of the content, and were comfortable with all.

Following the demonstration, I had the opportunity to talk to your students. It was rewarding to hear them speak of you with high praise as a professor and a person. All seem to enjoy working with you, and appreciate the effort you put in to your classes. Students shared comments such as "she is super patient – she sat down one on one to work with me on my book", "she is accessible" and "she challenges to push us as artists – it's not all easy – she pushes me to create my best artwork possible". Finally one student said that she appreciated your honesty.

Your Faculty Performance Review was very thorough and appreciated. You taught a full load this past year and have given great thought to your course evaluations. I have already mentioned the comments students make about you – and it is nice to know that they make them whether talking to me in person or citing them in anonymity on line! You also have a great deal listed in your teaching innovation and curriculum development. It's refreshing to see the contemplation you've given these areas, particularly in Prints and Books which bears the majority of your improvements.

Mad, with all you have done to improve your curriculum and be accessible to your students, you still have a great deal of scholarship and professional activity. You have installed in the President's home of Denison University, attended and presented at FATE in Kansas City, and have visited numerous galleries and museums. You have been a visible presence on our campus, attending dozens of events and working with colleagues and students on many projects.

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As a faculty member you have attended TFA, Division and Program meetings, and have successfully chaired the Academic Standards Committee. You have been a campus art committee member, and served on the CIS search committee (which was no small undertaking).

Your list of goals is also impressive, Mad. You have met many from this past year, and have another list for this coming year. I know that you have a good grasp on things, but please also know that if there is anything I can do to help, just call.

Sincerely,

A handwritten signature in dark ink, appearing to read "Mark DiPietro". The signature is fluid and cursive, with the first name "Mark" being more prominent and the last name "DiPietro" following in a similar style.

Mark DiPietro
Chair, Division of Visual and Performing Arts



Art Department

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May 10, 2017

Dear Mad,

Thank you for the opportunity to sit in and observe your class on March 27th. Your demonstration was clear, informative, well-paced and kept the students fully engaged in the learning process. Upon your leaving the room, the students had only kind words for you and your teaching. It was clear that your teaching style and the way that you relate to your students make you a very effective teacher.

The rapport you maintain with the students both in and outside the classroom is educationally demanding yet flexible and sensitive to their individual needs. The students see you as an expert in your field and find you approachable. Additionally, you place a special focus on helping your students realize their creative potential while finding their unique voice in their art. This individual attention that you provide exemplifies what makes the student experience at Siena so special and unique.

You have been a great colleague over these past three years and have contributed much to the Siena's Art Department including, but not limited to, the transformation of the Print and Book Arts program, the new UX/UI class and playing a vital role in the transformation of the Art 107 Foundations course. Furthermore, your active participation in areas such as departmental recruitment efforts, advising and registration days, and community outreach efforts through events such as Art-a-licious and your annual pancake and print sale are invaluable to the department and stand in addition to all of your other scholarly activities and university wide service.

In summary, your collegial and teaching practices model the mission of the University to become "competent, purposeful and ethical" and, whether or not they realize it, this is passed on to your students. You are a valued member of the Art Department and it is for these reasons and more that I hereby fully support your transition from "at will" to "for cause". I have enjoyed working with you and look forward to doing so for many years to come.

Sincerely,

Timothy H. Van Beke
Chair, Department of Art
Siena Heights University

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Division of Visual and Performing Arts

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June 1, 2016

Mad Mohre
Assistant Professor of Art
Studio Angelico

Dear Mad:

Congratulations on the successful completion of your second year with us at Siena Heights University. I also would like to thank you for the thorough self-evaluation that you turned in upon the completion of this year. Your documents, Tim VanBeke's letter to you, and my notes on visiting your class all speak to a professor who has the best interests of her students at heart and is working hard to have top notch classes in a fine program.

You have had a full year of teaching, and course evaluations continue to be strong and replete with comments in support of your work here. Students enjoy your atmosphere, and your expertise. When visiting your class, I noticed that all students were engaged during your demonstration, and clearly all felt comfortable. Questions were answered and all students were addressed by name. This demonstration was a good example of interaction with your students.

Comments were almost all supportive of your work. "She is very accommodating – she responds to email right away – she is a good communicator" said one student, while another added "she pushes you to get the best potential", and that as long as you stay on top of the heavy workload, it's okay. Still another student, not in class the day I visited, emailed after and said "I'm so glad I took Printmaking! I signed up for the class because I love taking art classes and I thought Mad would be an awesome instructor (I wasn't wrong!). Mad is extremely knowledgeable both inside and outside the realm of printmaking and she is always willing to expand her students' knowledge when curiosity is shown. My classmates and I are fortunate to have an instructor of such a high caliber."

You have also included many innovations in your evaluation. You continue to maintain a 'green' classroom, have added equipment to your classrooms, and have introduced interactive technology into your classroom. You have incorporated new things into your courses, new assignments, and new equipment. You constantly are improving your classes.

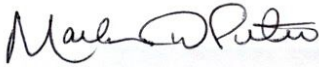
As a professional you worked with Art-a-Licious, participated in a group exhibit at Hidden Lake Gardens, exhibited in Oakland, CA, and also exhibited in Portland, OR. Meanwhile, you have been a valued member of this division and the university as a whole. You clearly are respected by your peers who have named you chair of the Academic Standards Committee. This is a truly impressive honor. Finally, Mad, you have spent so much time on campus participating in its life that it is simply too much to mention. You are a valued member of the community.

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I also appreciate all the work you have done on your goals for this past year, and I notice you have an equally impressive list for this coming year. I'm confident you'll be most successful in the final goal you have listed. In the meantime, I hope you know that I support you and will do whatever I can to help you achieve those goals. I look forward to continuing our work together in the division.

Sincerely,

A handwritten signature in black ink, appearing to read "Mark DiPietro". The signature is fluid and cursive, with the first name "Mark" being more prominent.

Mark DiPietro
Chair, Division of Visual and Performing Arts



Division of Visual and
Performing Arts and Education

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May 13, 2015

Mad Mohre
Assistant Professor of Art
Studio Angelico

Dear Mad:

Congratulations on completing your first year with us at Siena Heights University. From what I've seen it's been a year filled with positive experiences and we are glad you're here. You've had a full year of teaching, teaching innovation, curriculum development, scholarship and service. Program chair Bob Conlon has sent you a detailed letter, and I will comment on his thoughts as well as your self-evaluation.

Bob mentioned your teaching first and that is appropriate at Siena. We are first a teaching institution, so your value as a teacher is greatly appreciated. Bob comments on students feeling pushed, or challenged in your courses, and your ability to weed through nonsense. I found that when I visited your classes, students were engaged in the process with good focus. You were referred to as "expert – she knows her media" I "went to her show – she's an expert". Students described you as a professor willing to sacrifice her own time, and someone who does a good job at reaching non-art majors as well as majors. One student said that although your syllabus was a bit ambitious, you did a good job of adapting the schedule. The feeling was also expressed that you do a good job with international students.

Your course evaluations mirror what we saw and heard in your observation, and I appreciate your thoroughness in your narrative summary or those evaluations. This is an area that many faculty pass over, and it is true we can learn a great deal from those things students are willing to tell us.

I appreciate and applaud your teaching innovation, especially the commitment to the 'green' classroom. The ink usage, clean up and recycling are all commendable. Other innovation includes large scale printing and interactive technology. You also continue to make the classes themselves your own with the use of new practices and current theory and technology.

Mad, you have also managed to exhibit, present, and attend conferences and it's an impressive list. Congratulations also on your published work "In & Around C". At Siena, you've been a regular attendee of program and division meetings, plus you've been a member of the new faculty committee.

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Finally, I appreciate your list of goals for next academic year. This is an important section of your self-evaluation and I hope you know I will help you however I can. Some of your goals may require some funding, and others may require more time. Either way, you have my support!

I look forward to working with you again in the fall, and in the meantime, if you have any questions, please do not hesitate to ask.

Sincerely,

A handwritten signature in black ink, reading "Mark DiPietro". The signature is fluid and cursive, with the first name "Mark" and last name "DiPietro" clearly distinguishable.

Mark DiPietro
Chair, Division of Visual and Performing Arts



Art Department

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Faculty Evaluation: Mad Mohre. April 2015.

Mad,

Your first year here at Siena Heights is concluding, and you have made an impressive start. I will try to highlight your many successes within this letter, as well as a place for recommendations for improvements.

Teaching

All of your student evaluations are positive, and the class visit continued to bear this out. The students seemed engaged and interested, and their work reflected that they were getting both good instruction and good feedback.

The students describe you as "expert" — you know technique and history and can pass that along to them. They noted that you have a love for what you do, and were impressed that you continue your own work and research within the class even as you are working with them. Along with that, you still will sacrifice your own time, particularly outside of class, to offer them assistance or to talk about their ideas. Several non-art majors said that you were able to push them in good ways for them to find new things to do, and that made the class much more valuable and interesting for them. All of the students mentioned that you are very good at pushing for purpose and potential, that this came out in critiques but also personal conversation, and they added this was always done in a caring fashion. A number of the art students noted your ability to "weed out bullshit responses" which meant they had to think through things better and work more diligently, a trait they appreciated. It was also noted that you are a very good steward of resources, re-using and re-purposing materials, and that this was something they were learning simply by watching how wisely you did this.

The students are reaching the goals of the learning outcomes, and there is an obvious interest on their part to learn more.

You have also team-taught ART107 and ARG147. There is nothing but positive praise by those you have worked with, and your input has been a boon to the dynamics and effectiveness of those courses.

The Studio

You have done a marvelous job of introducing new processes and reconfiguring the workspace to accomplish this. Your proposals for further improvements are well thought through, necessary, and considerate of the budget. The studio has attained an atmosphere of being a place to go for "making". Students are excited about the new emphasis on books and simply being more able to "build" things. Having a more open environment has the potential for problems, but your suggestion of a lab assistant and also the ability to expand the supply budget may be two ways to keep this happening. The students seem to love the space more

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than any other in the art building, and I think that is a reflection on the good work they are producing within the printmaking classes.

Improvements

A few students were concerned that the work and number of assignments for the classes is too heavy. As well as mentioning this on evaluations, some of them brought these concerns to you during the first semester. You were able to work with them, and make adjustments both then and in the schedule for the winter semester. The winter classes seemed to agree that the scheduling and load was reasonable and effective. It is very hard to write a class and anticipate the workload through the semester. Your ability to be flexible, but more so to listen to the student concerns and act upon them shows a real commitment to their learning experience, and also your ability to grow as a teacher. I encourage you to keep this flexibility within your schedule, yet remain firm in the expectation of student engagement and work ethic.

Mad, you have done a remarkable job as a first year professor, or even for a highly experienced one. You have shown a real compassion for legitimate student needs, and they have gained a respect and loyalty to you. Your enthusiasm has grown more visible as you have moved through this year, and your passion is an inspiration to them, even though sometimes it is a struggle to fan their own passions. They see your hard work, and thoughtful ideas, and I believe this is the best way to teach these, by setting an example. You have a great desire to keep on improving in everything you do, but know that your teaching has already reached a high level of success.

Your show here at the Klemm Gallery and your installation at Denison University highlights your incredible artistic gifts and ability to push your own work and ideas. Again, apart from demonstrating your talent and passion, it is a wonderful example to the students. Thank you for all you bring to the department.

A handwritten signature in blue ink, appearing to read 'Robert Conlon', with a stylized, flowing script.

Robert Conlon
Art Department Chair