

To: Dr. Vicki Golich, Provost and Executive Vice President of Academic and Student Affairs

From: Faculty Senate Retention, Tenure, and Promotion Committee

Date: March 20, 2018

Re: Dr. Ethan Tsai, Tenure and Promotion Recommendation
Department of Chemistry
Metropolitan State University of Denver

The Faculty Senate Retention, Tenure, and Promotion (RTP) Committee has reviewed Dr. Ethan Tsai's narrative, portfolio and the accompanying evaluative comments from his Department, College and Dean. We have used the department guidelines that are designated by his Chair in accordance with Handbook specifications. Thus, in accordance with Chapter V.C.4:h. of the Handbook for Professional Personnel, we used the 2017 Guidelines for our evaluation. Based on our understanding of the Handbook and his department guidelines, we believe that Dr. Tsai has demonstrated that he has met the appropriate standards and thus we are pleased to inform you that the Committee unanimously recommends that Dr. Tsai be granted tenure at Metropolitan State University of Denver and that he be promoted to the rank of Associate Professor. Our recommendation is hereby included in his portfolio. Our specific comments are as follows:

Teaching: Meets Standards

Dr. Tsai's portfolio demonstrates that he has satisfied his department's expectations in the area of teaching. His overall SRI scores are within 0.5 of the prefix average, which meets the criteria in his Department Guidelines. The evolution of his scores is a strong indicator of his ability to respond to criticism and incorporate changes to improve his overall instruction to meet a broader range of learner needs.

He has taught a variety of different courses, and continually updates his course materials and methodologies. Furthermore, the number of undergraduate research projects that Dr. Tsai has supervised and his willingness to support and mentor students who are applying to graduate school are impressive. It is the opinion of the Faculty Senate RTP Committee that Dr. Tsai has earned the rating of "Meets Standards" in the area of teaching.

Scholarly Activities: Meets Standards

The Faculty Senate RTP Committee recognizes Dr. Tsai's accomplishments in the area of scholarly activities. Dr. Tsai has satisfied his department guidelines with the publishing of a referred book chapter as well as three referred journal articles in respected Chemistry journals. He has also presented two peer-reviewed presentations and has continued his

work as a Co-PI on a NSF grant obtained prior to him beginning in a tenure track position. We believe that Dr. Tsai's scholarly endeavors meet his department's guidelines for tenure and promotion.

Service Activities: Meets Standards

In the area of service, the Faculty Senate RTP Committee is of the opinion that Dr. Tsai has met the department's standard for tenure and promotion to Associate Professor. He has served at the department, college, university, and professional levels. We would like to highlight Dr. Tsai's efforts as the Facility Operator and Manager of the High Field Magnetic Research Facility and his work on the Organic Chemistry Curriculum Committee. We look forward to Dr. Tsai's continued and future service endeavors.

Conclusion

Dr. Tsai provided a portfolio and narrative that detail his achievements and contributions in all three areas. It is clear to the Faculty Senate RTP Committee that Dr. Tsai integrates his teaching, research and service to contribute in important ways to the quality of education at MSU Denver in the field of Chemistry. The Faculty Senate RTP Committee congratulates Dr. Tsai on his accomplishments and wishes him continued success in his career at Metropolitan State University of Denver. We trust that his productivity and growth will continue and that he will uphold the high standards expected of tenured faculty at this institution.

Sincerely,



Ann Williams

Chair, Faculty Senate Retention, Tenure and Promotion Committee

cc: Dr. Joan L. Foster, Dean, College of Letters, Arts and Sciences
Dr. Ting Jiang, Chair, College of Letters, Arts and Sciences RTP Committee
Dr. Andrew J. Bonham, Chair, Department of Chemistry
Dr. Ethan Tsai, Assistant Professor, Department of Chemistry