

Full evaluation by Supervisor, Jim Lynch, AVP, from March 2020

### ***A. Teaching and Professional Effectiveness***

This past year has been a volatile and ever-changing academic year. The complete redesign of courses through a modality not best suited for the lab experience has had a tremendous impact on these goals. Creating active learning and additional writing for assessment is a great accomplishment on top of the work required to change modalities of delivery. I commend Aaron on his work with student engagement in the classroom as well as his work with in creating virtual labs to maintain the rigor of classes not well suited for remote instruction.

### ***B. Professional Growth***

The work Aaron has done with Guided Pathways on campus and as a representative across the SUNY system has been invaluable. I believe this work has directly impacted Aaron's development as a faculty member and as a leader in the college's movement in this initiative. As a result of this work Aaron has taken a leadership role in curriculum design, assessment and equity as the focus of his work.

### ***C. Collegiality***

Aaron's collegiality is beyond compare. The innovative work that he has done to move this college forward on student success through Guided Pathways, Data Summits, and equity has been stellar. I don't believe the college would be in the place it is if not for the work Aaron has done. Aaron has moved the academic forward tremendously over the past few years with his work on curriculum, the process, and helping to assure the students get the most updated and relevant program through his work with the college community on curriculum development.

### ***Overall Evaluation***

I can't express enough the commitment to the college and to the student experience Aaron has shown over the last year. There is a saying that appeared in a report delivered in 1856 by Reverend W. J. Kennedy who was the Inspector of Schools for Lancashire and the Isle of Man in Britain.

***"Just as it is almost proverbial that, if you want any business done for you, you should ask a busy man to do it, and not a man of leisure, so it is the laborious scholar, who is working hard at languages, who picks up, nay, actually reads and studies more of other subjects than the rest of his fellows at school or college."***

This quote is one that is most fitting on the work that Aaron carries out. In March 1895 a version with "busy person" instead of "busy man" was printed, and I make this note in allegiance to Aarons work on equity. His desire to learn about student success through the college experience, his inspired work on equity and his drive to work with all schools, disciplines and faculty has left me grateful to have a colleague that forwards the work of the college. During the is unprecedented year Aaron has been a guiding light in not only the work we do as a college but as a leader in his discipline as we navigated the world of remote learning.