



## Message from the Dean

Dear Colleagues,

Happy New Year and Welcome Back! I wish you the very best in beginning your new semester. I want to communicate to all involved in the **searches for new colleagues**.

First, most searches are well underway and that means we need to spend as much time **recruiting** candidates as we do assessing them. I know there are outstanding candidates in each pool, but we cannot count on getting any of them. It is important to treat all finalists in ways that make them *want* to come here. I hope even those who had Charlotte as their second or third choice come away from here deciding it is their *first* choice. I have been in too many searches where my institution was the “practice” place and the candidate had eyes for another institution. So, showing them the beautiful city of Charlotte, the gorgeous campus, and especially the kind, respectful, accomplished, generous colleagues in the College are critical for helping candidates want to come here.

Also, I am asking that all search committee chairs work with department chairs on sending **personalized rejection** letters or emails to all candidates we interview, whether by phone or on-campus. Every candidate interviewed who you decide is not a good fit deserves to be treated with kindness and respect. This means letting them know as soon as possible that their candidacy is not moving forward. In the email or letter, please begin with how impressed you were with the candidate’s credentials and then follow with a gently-worded explanation for moving on without them (e.g., “Other candidates were more qualified”), and then wish them the best. Remember, many of you will have career-long relationships with the people you reject. You will want to be able to face them at conferences or other professional meetings. You want our university to be seen as a kind, respectful place. And mostly, it’s the right thing to do.

Additionally, I appreciate that the **day/time notices for all candidate research presentations** have gone out to the college. This is important. Everyone in the College should have access to that information. I have already seen colleagues from one department attending the presentations of colleagues from other departments.

Finally, I will be attending every job talk and interviewing every candidate (with great pleasure), and so I ask your patience with my calendar and accessibility during this time.

Thanks, and here’s the news:

Congratulations to **Dr. Scott Kissau** who has been awarded a Faculty Research Grant for research entitled, **“The Impact of the Oral Proficiency Interview on Foreign Language Teacher Education Programs.”**

On Friday, January 24 from 11:00 a.m.-12:15 p.m., the **Center for STEM Education** will host Dr. Renee Cole, associate professor of chemistry at the University of Iowa, who will be presenting a talk titled, “Sociochemical norms in chemistry classes,” as part of the NOYCE Scholars program. Dr. Cole’s research focuses on the social and sociochemical norms that are critical for creating a student-centered, problem-based chemistry class. If you are interested in receiving a copy of Dr. Cole’s paper, please email Michelle Stephan.

### **New Publications**

**Matthews, M. S., Ritchotte, J. A., & McBee, M. T.** (2013). Effects of schoolwide cluster grouping and within-class ability grouping on elementary school students’ academic achievement growth. *High Ability Studies*, 24(2), 81-97. doi: 10.1080/13598139.2013.846251

The College of Education Connections is compiled and edited by Latricia Boone, Communications Director. Send all news to [lboone10@uncc.edu](mailto:lboone10@uncc.edu)

*The mission of the College of Education at UNC Charlotte is to prepare highly effective and ethical professionals who have a positive impact on children, youth, families, community, and schools and who are successful in urban and other diverse settings. This mission is accomplished through teaching, research, and community engagement that lead to improved practice and by working in partnership with schools, communities, and university colleagues.*