



SCHOOL OF EDUCATION

To: Committee on the Professoriate

Re. Petition for Rank Advancement for Dr. Jill Gonzalez-Bravo

June 10, 2018

Summary of request:

On behalf of Dr. Jill Gonzalez-Bravo, I am petitioning the Committee on the Professoriate to consider Dr. Gonzalez-Bravo for rank advancement to associate professor.

Hire date and rank:

In 2014 Dr. Jill Gonzalez-Bravo was hired as the SOE Director of Clinical and Field Based Experiences at the rank of assistant professor.

Context:

After serving in the Peace Corps, Jill began teaching middle level science in 1997. Between 1997 and 2009, she served as a classroom teacher (in math and science), math specialist teacher, instructional support teacher, math and reading resource teacher, and assessment specialist. Joining MNU in 2010 as an adjunct, Jill immediately impacted programming, participated in meetings, and supported students in extracurricular activities while teaching at least 6 credit hours each semester. With this experience and recognizing a portion of her secondary school teaching, at the time of her hire at MNU she had 8 years of equivalent higher education teaching experience. Jill was hired as a full time employee at MNU in October 2014. In 2015, just five years after beginning her work with MNU, Jill completed her doctorate. Dr. Gonzalez-Bravo has set herself apart through her leadership and professional contributions to the institution, both in and out of the SOE. Examples of this include her receipt of the Emerging Scholar Award, from the Association of Teacher Educators in 2015, and Outstanding Education Graduate Award, from Kansas State University, in 2015. Such excellence led to her most recent accomplishment, being named Chair of the Department of Teacher Education.

Provision for request:

Dr. Gonzalez-Bravo has spent four years at the rank of Assistant Professor, thus qualifying her for rank promotion consideration. The School of Education is petitioning the Committee on the Professoriate to consider Dr. Gonzalez-Bravo for rank advancement to associate professor based on her contributions to the institution, qualifications, and accomplishments in her field.

Rationale:

Rank advancement honors its recipient by acknowledging not only the faculty member's longevity and contributions to their field, but also her impact in advancing the goals of the institution. Through innovation, research, excellence in

teaching, generosity with time and talents, and investing in students and colleagues, a faculty member earns the privilege of rank advancement. Dr. Jill Gonzalez-Bravo deserves such recognition due to her tireless investment—and the success therein—in the students, faculty, staff, and mission of MidAmerica Nazarene University (MNU).

Establishing visionary practices in education requires innovation and know-how. Jill Gonzalez-Bravo possesses these attributes, affecting positive change in schools as she prepares teacher candidates to serve in P-12 environments. Dr. Gonzalez-Bravo continually reads and analyzes trends in education for use in her work. The mere application of possible selves theory and motivational factors to pre-service teacher preparation (an understudied area) demonstrates her ability to synthesize multiple resources for the purpose of solving problems and improving the profession. It is this kind of thinker who will change industry standards and elevate the field of education.

This commitment to reflection and improvement has led to meaningful scholarship which in turn has brought about meaningful change for all programming in which Jill has been working. Affecting true change within an industry takes creativity, vision, knowledge of current industry standards and their weaknesses, and a passion to contribute to something larger than self. Dr. Jill Gonzalez-Bravo is an education leader poised to change teacher preparation practices through the examination of motivational factors related to teacher candidate success. Her research is innovative and may help the nation deal with teacher retention issues as well as pending teacher shortages. Jill has acquired one recent publication in a peer reviewed journal and two submissions are currently under review. Additionally, Jill served as President of the Kansas Professional Development Schools and is currently President Elect of the Kansas Association of Teacher Educators.

Jill's passion for to serve Christ drives her commitment to contribute to the education industry for the sole purpose of improving lives—affecting positive change. Ultimately, Jill's research will revolutionize the way teacher candidate are prepared for the classroom, *and how they are kept in the field*. She certainly has transformed MNU by challenging colleagues through the application of her research and reading, and strengthening in-service teachers' ability to mentor pre-service teachers by the same means. Jill provides workshops to teacher mentors emphasizing the art and science of developing future teachers. Reviews have been outstanding and in the end MNU will be able to provide superior mentors to its teacher candidates because of her work.

Applying her research to helping middle school students identify a desire and aptitude for teaching, Jill adapted her research into a survey and visual representation of possible selves, effectively walking students through an analysis of self to determine who they wish to be and how that might translate to teaching. Her presentation elevated her career and MNU, ultimately inspiring many secondary students to pursue the worthy career of teaching. This approach has also been

embedded in the initial licensure programs at MNU through a clinical case file, Jill's course work, and faculty development within the SOE.

Research and application of theory related to retention, identity development, and curriculum and instruction are not limited to the field of education. Jill has taken her expertise and applied it to the development of curriculum for Freshman Seminar. In collaboration with Abby Hodges, Rick Hanson, and others, she has restructured the first year experience and developed dynamic curriculum that will help freshman students see success while at MNU and adapt to the campus culture.

Further examples of Dr. Gonzalez-Bravo's generosity of time and talent are seen in her grant writing efforts, service on community advisory boards, and willingness to contribute to committee work (both ad hoc and continuous) across campus. Her collaborative spirit has developed relationships with the Center for Games and Learning, development of MOUs (Memorandum of Understanding) and CMT (Clinical Mentoring Team) partnerships with schools and districts across the metropolitan area, and state.

Most recently Jill has been asked to serve as the Chair of the Teacher Education Department and FORCE (Forging Opportunities and Recruiting for Careers in Education) co-director. Her know-how and collaborative leadership style have poised her for these roles. MNU and the SOE will benefit from her vision and hard work.

Jill's service as a team member allows the SOE to flourish. Her ability to investigate and analyze the art and science of teaching allows for progressive contributions to the field and campus as a whole. Dr. Gonzalez-Bravo's vision for excellence and drive to learn are inspirational. Jill's work at MNU has resulted in higher standards, more efficient programming, and, most important, better prepared teacher candidates. She is well deserving of the rank of Associate Professor.

If I can provide any additional information regarding Dr. Gonzalez-Bravo's merit, performance, or contributions, please contact me.

Thank you for your consideration.



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