

To: Dr. John Ganio, Dean of Academic Affairs  
From: Miho Iwazaki on Behalf of the Teaching Evaluation Team for Dr. Nicholas Lynchard  
Date: December 12, 2011  
Subject: Fall 2012 Teaching Evaluation Summary Report

The evaluation team for Dr. Nicholas Lynchard was comprised of Steven Schimmrich, Hans Vought and I, Miho Iwazaki. As members of the committee, we were all pleased with Dr. Lynchard's performance.

Professor Schimmrich observed Dr. Lynchard's PSY 206: Psychology of Adolescence class. Dr. Vought observed Dr. Lynchard's PSY 101: General Psychology class and I observed his LIB 111 online section class (social science focused section).

Both Professor Schimmrich and Dr. Vought were impressed with Dr. Lynchard's well-designed classes. In fact, they said it was easy to follow his lectures and understand the materials. Dr. Lynchard clearly exhibited his proficient usage of PowerPoint. He also gave good hypothetical examples for his students to have better understanding of the key concepts. He evidently showed his unique, energetic, and very efficient teaching style. Professor Schimmrich said "He was animated – an understatement at times! – clearly comfortable in front of the classroom and interacted well with the students. Students have no choice but to pay attention when he's lecturing." Dr. Vought stated, "He is truly a gifted lecturer. Rarely have I ever seen an entire class as spellbound as this one." These statements say it all.

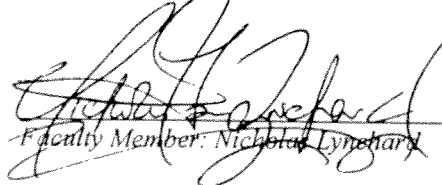
This is Dr. Lynchard's fourth year at SUNY Ulster. He has adjusted well to our community. He has been actively participating in a variety of committees and has been Chair of the Assessment Committee since 2010. Speaking of assessment, he has been working hard to introduce TLOS, a standardized assessment procedure, to assist in the preparation for Middle States Review. He has represented our institution at two conferences on assessment. As in previous years, Dr. Lynchard has worked on textbook reviews and volunteered for a reader for Beacon conference. His most recent accomplishment was that he was featured on The Academic Minute on WAMC Northeast Public Radio network on November 12, 2012.


Dr. Lynchard has been also busy developing new curriculums. Followed by his PSY 212: Memory and Learning course, which has been taught twice and did well, Dr. Lynchard is planning to create two more new courses: Moral Psychology and Psycholinguistics courses. His LIB 111: Information Literacy course (for focusing on social sciences) has been running very well. He always volunteers to take some overload in each academic semester and he also teaches during the winter and summer as well. It is easily noticeable that whatever classes he offers, those classes fill up very quickly. He is a highly demanded instructor.

Dr. Lynchard advises many students from several programs. His dedication to students is impressive. Not only does he maintain his regular office hours, he always accommodates his students and advisees who cannot come to his office during his office hours.

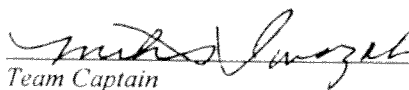
In summary, the evaluation committee members feel that Dr. Lynchard is developing into a skilled college educator. He is definitely a great addition to our department. There is no question that Dr. Lynchard is a dedicated and a vital part of the Social Sciences, Education, and Human Services Department and an invaluable asset to SUNY Ulster.

Copies of the individual evaluations are attached.

  
Faculty Member: Nicholas Lynchard  
Date: 12/12/2012

  
Team Member: Steven Schimmrich  
Date: 12/12/12

  
Team Member: Hans Vought  
Date: 12/12/12

  
Team Captain  
Date: 12-12-2012  
Department Chair: Miho Iwazaki

November 19, 2012

### **Peer Evaluation of Dr. Nicholas Lynchard**

On Monday, November 19, I observed Dr. Nicholas Lynchard's PSY-206-01 *Psychology of Adolescence* class which meets on Monday, Wednesday, and Friday from 10:55-11:50 pm in VAN-111. I was provided with some background material prior to the class as well as a printout of the lecture PowerPoint and Course Outline.

Dr. Lynchard was present 10 minutes prior to the start of class and was chatting with the students as they arrived. He clearly knew the student's names and interacted well with them. He presented a professional appearance in the classroom and I had no difficulties hearing or understanding him as he lectured. He was animated (an understatement at times!), clearly comfortable in front of the classroom, and interacted well with the students. Students have no choice but to pay attention when he's lecturing. They also appeared comfortable in asking questions or contributing comments about the material which he addressed effectively.

The lecture was *The Schema* and covered the basic concept of schema (Piaget) in psychology. While outside of my area of expertise, the material was clearly and logically presented and I had no difficulty following the lecture. Dr. Lynchard is a dynamic lecturer and effectively used a well-designed PowerPoint for presenting visual and textual material to the students. I would assume these PowerPoints are available to the students via Angel. Dr. Lynchard presented the information from memory (he was clearly comfortable and knowledgeable about the topic) and provided many concrete examples to assist the students in understanding the important concepts. His timing was excellent as he covered all of the material within the allotted 55 minute time slot.

I would also like to mention, from the perspective of a faculty member outside of his department, that Dr. Lynchard has appeared to integrate well into the faculty at SUNY Ulster. He is personable and collegial and regularly attends and contributes to meetings, committees, and other College functions. He has worked a lot with assessment at SUNY Ulster this past year. He also appears to be well-liked by the students, even as he upholds academic standards in his discipline.

I have no suggestions for improvement and would simply exhort him to keep up the good work. I would unhesitatingly recommend Dr. Lynchard for reappointment based on what I observed in the classroom and elsewhere on campus.



Steven Schimmrich, Professor & Department Chair  
Math, Sciences, Engineering, & Industrial Technology

Dr. Nicholas Lynchard  
Assistant Professor of Psychology  
Teaching Observation  
Fall 2012

Per Dr. Lynchard's request, I agreed to observe his new online course, LIB 111-S03: *Information Literacy* (Social Science concentration section). Several years ago, Ms. Kari Mack, Director of Library, asked if anyone in our department could develop a LIB 111 section aimed specifically social sciences focused students. After some discussions, Dr. Lynchard agreed to create this unique section.

I was very excited by the opportunity to observe his LIB 111 for the first time. Dr. Lynchard arranged to grant me full access to the class as an instructor. Thus, I could see how he structured the course and how he and his students communicate.

My first thought (which I actually said out loud) was "Oh, my ... He must have gone through a lot of work!" Although this is a one-credit course, the amount of work Dr. Lynchard put into this course is easily equivalent to creating a three-credit course. Dr. Lynchard obviously gave much thought to developing this one-credit course while investing significant time, effort, energy, and professional knowledge.

Dr. Lynchard has four categories in the "Learning Modules" page: 1) "Start. Here. First.;" 2) "Section I"; 3) "Section II" and 4) "Final Exam." That makes a course look very simple, but it gets deeper and deeper from there. Within each category, there are several sub-sections; under each sub-section, there are further sub-sub-sections. This structure shows how he gave careful thought as to how students' minds work. Dr. Lynchard wanted to make certain that all students would have a full understanding of the materials, follow the class properly, and complete the course successfully. He designed the course so that the students could follow the course without any confusion, as long as they open and read the instructions and materials one-by-one.

Dr. Lynchard utilized video instructions here and there, which was particularly a good idea because we are now dealing with the "visual learner" generation. Of course, he also posted the same material in writing so that the students could print it out and review it later. Putting the course on You-Tube video clips is also a good idea as it helps reduce the anxiety level many students experience when they take online courses. As it is true that the majority of online courses can be very impersonal because students do not see the instructor, students may feel more comfortable seeing the instructor as an actual human on video.

I am particularly impressed with the fact that Dr. Lynchard included a simple test for each section and provided a discussion section in which students could share their comments and questions. This is a very good way of making students feel that they are really participating in class. Dr. Lynchard also sends out announcements via emails – as of December 9, 2012, there were a total of 19 announcements.

As a social scientist, I also teach my students how to research and how to write a research paper – although I do not have enough time for this type of lecture – simply because I see the absolute necessity to at least briefly lecture on the subject due to the students' lack of knowledge. Upon reviewing Dr. Lynchard's lecture notes on structuring a research paper, I concluded that if all my students took his LIB 111, I would not be so worried about my students' writing skills.

Dr. Lynchard did an excellent job in this new online course. He has been working hard and has become a great college educator. He is a dedicated faculty member and a vital part of the Social Sciences, Education, and Human Services Department.



Miho Iwazaki, Ph.D.  
Professor of Sociology and Criminology  
Chair, Social Sciences, Education, & Human Services Department

**CLASSROOM OBSERVATION OF DR. NICHOLAS LYNCHARD**  
**By Hans P. Vought**

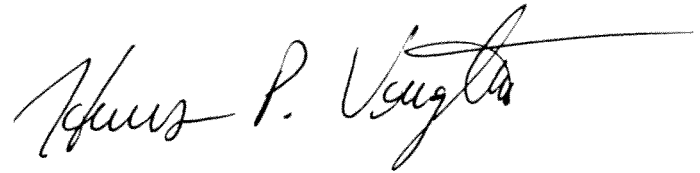
I observed Dr. Lynchard's PSY 101-04 (General Psychology) class on Friday, November 16, 2012, from 12:00 – 12:55 p.m. Dr. Lynchard began the class on time and took attendance, bantering with some of the students as he did so. He appeared to have an excellent rapport with his students, whom he treated with courtesy and respect.

The topic of this class was the use of schema and stereotypes in mental processing. Dr. Lynchard used Power Point effectively to present key terms and concepts. He made good use of hypothetical examples and stories to illustrate key concepts. As one who has never taken a college-level psychology course, I was able to follow and understand the material easily. He asked students questions periodically, both fill-in-the-blank and analytical ones, and paced back and forth across the front of the classroom. He ended class on time at 12:55 p.m.

Dr. Lynchard delivered a well-organized lecture that flowed at an appropriate pace. He is truly a gifted lecturer. Rarely have I ever seen an entire class as spellbound as this one. They clearly followed him, took notes, responded to his questions, and generally showed a level of interest and enthusiasm that is rare in a 100-level general elective course. Perhaps the highest compliment I can pay Dr. Lynchard is that it made me want to take the course with him.

All in all, I was very impressed with Prof. Lynchard's professionalism and obvious command of the material. He communicates his enthusiasm and love of psychology, and it is contagious. I know that he devotes considerable time and attention to his students during office hours, and always treats them with courtesy and respect. He has also contributed great service to the college, particularly on the Assessment Committee. He has patiently worked with me and

other colleagues to utilize the TLOS assessment system he developed to assess courses, which I greatly appreciated. I strongly recommend his continued appointment as a professor here at SUNY-Ulster.

A handwritten signature in black ink, reading "Hans P. Vought". The signature is written in a cursive style with a long horizontal flourish extending to the right.

Hans Vought, Ph.D.  
Associate Professor of History  
Chair, Academic Senate  
SUNY-Ulster