



# MEMO

**Date: January 4, 2017**

**To: APT Committee**

**James Sorensen, Chair**

**Cc: Cheri Young**

**From: Dennis Wittmer**

**Subject: Chair Assessment for Two-year Review of Cheri Young**

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I will provide the perspective of the department chair with respect to Cheri Young's two-year review as it relates to her standing for tenure. I will assess her performance in the areas of scholarship, teaching, and service, and I will use the categories of excellent, acceptable, needs improvement, and unacceptable as evaluative categories for my assessment. Additionally, you have my two annual performance review letters in her review packet.

While Cheri is not formally part of the Department of Management, I have conducted her annual performance reviews, due to the marital relationship with David Corsun, Director of the Knoebel School, and because of her cognate discipline in management and organizational behavior.

I would like to also clarify my understanding of her status with respect to tenure. Cheri joined the faculty of Daniels and the Knoebel School of Hospitality Management as an Associate Professor, after relinquishing tenure at UNLV's College of Hotel Administration. In terms of tenure, Cheri will be reviewed on two-year cycles, and she has the option of having her materials and performance reviewed for tenure anytime within the normal six-year time frame. For this review period, Cheri is not formally being reviewed for tenure.

Cheri has been a pleasure to work with, and she has been a wonderful addition to the college. She brought a proven record in teaching, research, and service while at UNLV, and she only reinforced that since arriving at Daniels.

## **Teaching:**

Cheri excels in the classroom. She has made the transition to DU and Daniels with flying colors. She has taught both graduate and undergraduate populations, and she has clearly added strength for courses at Knoebel. She has achieved an overall average of 91% in the top three boxes over her first two years, a very successful start, given the variety of courses she was asked to teach. Additionally, she achieved a remarkable 99% satisfaction in the top three boxes during the past academic year for courses in Hospitality. She cares deeply about her teaching and the growth of students, she is creative and innovative in her teaching approaches, and incorporates service learning into courses, an aspect that reinforces the DU mission of being "a great private university dedicated to the public good." I would also note her willingness to take on the graduate Compass course, Essence of Enterprise, in her first quarter. As someone who teaches the course, I know that it can be a very demanding course. Demonstrating her team spirit and

collaborative nature, she was a positive force in the course. Moreover, we hope that sometime in the near future Cheri will be able to teach the new core undergraduate management course in organizational behavior, as we know how well she is received by students. She is a versatile and caring teacher.

I would certainly assess her performance as **excellent** in teaching.

### **Scholarship/ Research:**

Cheri brought a record of excellence in scholarship and research to Daniels, and after a year of transition, Cheri has forged new research relationships and developed an impressive research agenda. She has research in various stages of the pipeline, and I expect positive results will be demonstrated as her research comes to fruition in the next year or two. For example, Cheri has two cases under review in the *Case Research Journal*, a college-wide target journal.

One stream of research is focused on mentor and protégé outcomes of diversified mentoring relationships. She is using African refugees and students from her Human Capital class as subjects, and testimony to the value of her research is evident from the \$1,500 Engaged Scholarship Grant from Campus Compact of the Mountain West. Moreover, she demonstrates her collaboration skills by working with a Ph.D. student from Social Work and has applied for a \$15,000 Public Good grant.

Another stream of research relates directly to themes at Daniels, especially business ethics and social responsibility. Again, she is collaborating with a student (Daniels MBA) to study the impact of employee volunteer programs on firm performance. Her survey instrument is finished, and she has received IRB approval.

Yet another stream of research is focused on employee well-being, and she is partnering with a faculty member in the Department of Marketing. They have received a Summer Research Grant and course release for this project, currently in the data collection stage, to study the role of well-being of hotel general managers and their effectiveness as measured by hotel performance.

Cheri is moving forward with several interesting and potentially impactful research projects. While she has not had journal publications in the past two years, I am confident that her current projects will result in quality journal outlets in the near future.

I would assess her current research and scholarship productivity as **acceptable**, and I very much expect that she will demonstrate excellence in the next couple of years.

### **Service:**

Consistent with her status as an Associate Professor and true to her own team orientation, Cheri wasted no time being involved in various service dimensions of the college and university. Notably she served on two search committees, including the Hilton Chair in Hospitality. She also co-chaired the Daniels Presidential Debate Planning Committee, which organized all Daniels events related to the Presidential Debate. This was very important role that demanded a good deal of time and effort, and to take on such a role in her first two years is further testimony to her dedication to the community. She also was appointed as a Faculty Associate of the Center for Community Engagement & Service Learning (CCESL), further demonstrating her

collaboration skills, in this case outside of Daniels. Cheri also serves the profession. She currently serves as an Associate Editor on the editorial review boards for the *Journal of Hospitality and Tourism Research*, and the *Cornell Quarterly*, both top-tier hospitality research journals on the Knoebel School's target journal list.

I would assess Cheri's commitment and service to the college, university, and profession as **excellent**.

Again, I believe Cheri had been a wonderful addition to the college and university. It has been a joy to work with her, and encourage her to focus on bringing her current research projects to fruition in quality journal outlets in the next year or two.