

PROBATIONARY DEVELOPMENT/DEPARTMENT REVIEW REPORT

Faculty Member's Name Kyle Bryant Simmons		Department/Division Humanities	
Semester/Year of Evaluation: Spring 2017	Tenure Track: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Month/Year Hired: August, 2014	

Instructions: This form is to be completed each semester for faculty who meet one of the following conditions:

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- (i) Excellent
- (ii) Commendable
- (iii) Satisfactory -- or --
- (iv) Unsatisfactory

Evaluation of the faculty member's achievement of the "Standards for Recommending Appointment with Tenure" from the NSHE Code *(to be completed by the department review committee also, in case the faculty member becomes eligible for tenure at a later date)*.

If more space is needed, please attach a separate sheet.

Standard One: Teaching/Performance of Assigned Duties

Dr. Simmons continues to one of TMCC's top teachers. In Fall 2016, Dr. Simmons taught an incredible SIX preps: six sections, each of them different. While this would overwhelm most people, Dr. Simmons' Fall 2016 teaching evaluations were top-notch. Student comments on his course evaluations continue to reflect not just an excellent teacher, but one who inspires and motivates his students. From HUM 295, "I had Kyle Simmons for 6 semesters. The best teacher I very had was Professor Simmons." From CH 202, which tends to get reluctant students who may go negative on evaluations, every comment was glowing. Some excerpts are: "The energy was always high and the additional material was insightful to the topics of the class." "Being a dual student at TMCC and UNR I have never been so engaged in a classroom. Dr. Simmons is the best professor I have had as undergrad, hands down." An amazing teacher. He provoked thought, strived to include every student, and created an environment with meaningful and thoughtful conversation." "The thing that stood out for this course is the critical analysis... I have found myself carrying this analysis outside the class and applying it from everything from politics to song lyrics and searching for a deeper meaning. Overall great class!" "If it were up to me I would do whatever it took to keep this man teaching." These are representative and not unusual comments for Dr. Simmons. We rate him Excellent (i).

Probationary Development/Department Review Report

Faculty Member: Kyle Bryant Simmons

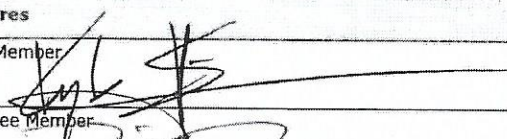

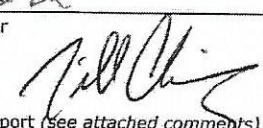
Semester/Year: Spring 2017

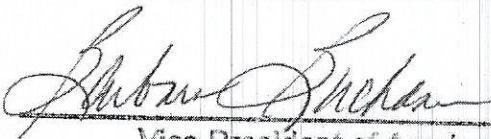
Standard Two: Service

Dr. Simmons continues to perform service at an excellent level. After one year of service on the SLOA (now ASAC) committee, he has served two years on the Professional Standards Committee, where he is an active participant, attending all meetings. We should note that Dr. Simmons has chosen two of the most essential (and highest workload) committees for his service. He has attended every department meeting and participates actively and effectively. He has been absolutely key to Humanities Department assessment and curriculum efforts, helping redesign the PHIL degree emphasis and to create five new PHIL courses. He is playing an essential role in the General Education and course level assessment this semester, and has always been a key member of every course assessment in CH/HUM/PHIL. He is collegial with all members of the department, and never creates problems with the department's functioning. His book orders, class schedules, and all other required paperwork are always done on time. We rate him "Excellent" (i).

Evaluation of the faculty member's completion of committee requested activities

Dr. Simmons has without fail performed every task the committee has requested of him, ahead of schedule, and to the highest of standards.

Signatures	
Faculty Member	Date
	4/4/17
Committee Member	Date
	4/11/17
Committee Member	Date
W. Hampton	4/11/17
Committee Member	Date
Committee Chair	Date
J. Cardon	4/4/17
Dean/Appropriate Supervisor	Date
	4/12/17
<input checked="" type="checkbox"/> Concur with report	
<input type="checkbox"/> Do not concur with report (see attached comments)	

 4/18/17
Vice President of Academic Affairs

Probationary Development/Department Review Report

Additional Comments

Dr. Simmons continues to perform exemplary work for TMCC. He has fulfilled all duties at the highest levels of achievement. All faculty and staff members like and admire him, and he gets along well with everyone. The department has not received a single student complaint regarding Dr. Simmons. Office staff comment on his cheerful and positive attitude, students comment on his approachability, clarity, and rigor, and his colleagues all regard him as a superior teacher. He richly deserves tenure.

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Standard One: Teaching/Performance of Assigned Duties

Dr. Simmons continues to do an outstanding job teaching. Despite his very rigorous standards, he remains popular with his students, and his classes consistently fill. Students in Spring 2016 commented that "the teacher is impeccable and he inspired me to work well"; "Dr. Simmons is very knowledgeable about every subject in this class" (for his first time teaching HUM 101); "Your enthusiasm for what you teach is infectious and definitely makes this course better. I would recommend you to other people." In his PHIL 201 course, students said, "This is my third semester in a row that I have attended Dr. Simmons classes. His teaching method has a great amount of intellectual stimulus. He is obviously excited about what he teaches and has a vast amount of knowledge on all topics discussed in class. I'm always telling other students to try and take a course with him. His grading is very fair, he also encourages the students to do their best"; and "Such a great course. I refer Simmons to everyone!" These are not outliers: this is the norm for his student comments. His teaching observation by Professor Lindsay Wilson was glowing, and spoke of Dr. Simmons' amazing talent for student engagement.

We rate him as (i)--Excellent.

Probationary Development/Department Review Report

Faculty Member: Kyle Bryant Simmons

Semester/Year: Spring 2016

Standard Two: Service

Dr. Simmons has attended every department and division meeting and always participates actively and effectively. He voluntarily attended a meeting to discuss the revision of the Philosophy AA emphasis, and he has volunteered to revise PHIL 200 to make it a general education humanities and diversity class as part of the revision. He has also reviewed Master Course Outline changes for new PHIL classes and offered suggestions, as well as helped with textbook selection for CH and PHIL classes.

He is collegial at all times and is a vocal and active member of the department. His book orders, class schedules, and all other required paperwork are always done on early. We rate him "Excellent" (i).

Evaluation of the faculty member's completion of committee requested activities

Dr. Simmons has fulfilled or exceeded the committee's expectations in every area. He is thoroughly conversant with the NSHE code and with TMCC's tenure guidelines, and takes an active and proactive role in ensuring that the committee functions properly, as required in the code and guidelines. Moreover, in a time of fiscal crisis and low enrollments campuswide, Dr. Simmons' classes consistently fill to capacity.

We rate him "Excellent" (i).

Signatures	
Faculty Member	Date <u>10/31/16</u>
Committee Member	Date <u>10/31/16</u>
Committee Member	Date <u>10/31/16</u>
Committee Member	Date <u>10/31/16</u>
Committee Chair	Date <u>10/31/16</u>
Dean/Appropriate Supervisor	Date <u>11/2/16</u>
<input checked="" type="checkbox"/> Concur with report	
<input type="checkbox"/> Do not concur with report (see attached comments)	

Probationary Development/Department Review Report

Additional Comments

Dr. Simmons has been exemplary in all his work since arriving at TMCC. He has fulfilled all duties at the highest levels of achievement. TMCC is lucky to have him.

PROBATIONARY DEVELOPMENT/DEPARTMENT REVIEW REPORT

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Standard One: Teaching/Performance of Assigned Duties

Dr. Simmons continues to perform admirably. As before, he is self-motivated, low maintenance, and performs his duties at an excellent level. Dr. Simmons' Fall 2015 teaching evaluations were top-notch. His HUM 295 students gave him a remarkable 100% for "The instructor provided clear and useful feedback to improve learning" as well as "The instructor evaluated and graded my work in a timely manner." Comments included "Dr. Simmons is one of the best teachers I've ever had. I'm taking his classes three semesters in a row" and "Most insightful professor I have ever had. Truly knows the definition of teaching." In CH 201--a hard sell for most students--Dr. Simmons' reviews were again extremely positive, with no negative ratings or comments, and many positive comments such as "Most insightful professor I have ever had. Truly knows the definition of teaching," and "Dr. Simmons is an amazing professor one of the best I've had. He truly wants us to involve ourselves in the text and history NOT just him lecturing. His organization and punctuality on grading was great which is very helpful for me as a student. His assignments were fair and actually contributed to my learning and attendance, not just busy work. Excellent class because of the professor." We should note that he receives reviews such as this while teaching a wide variety of courses, and creating new ones. In Fall, he taught four separate preps, including three courses that he either created or heavily modified this year. We rate him as (I)--Excellent.

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Faculty Member: Kyle Bryant Simmons

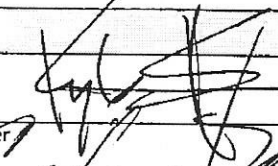
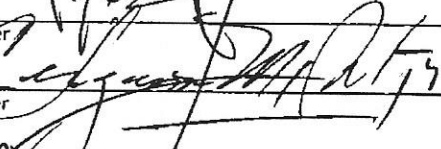
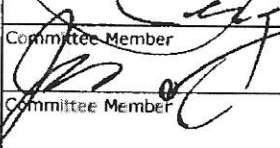
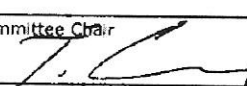
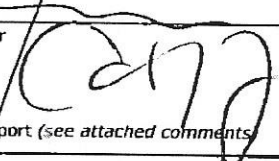
Semester/Year: Spring 2016

Standard Two: Service

Dr. Simmons served on a search committee in Summer 2015 even when off contract, postponing his vacation to do so. He has attended every department meeting and participates actively, and effectively. He is collegial with all his colleagues, and never creates problems with the department's functioning. His book orders, class schedules, and all other required paperwork are always done on time. We rate him "Excellent" (i).

Evaluation of the faculty member's completion of committee requested activities

At every level and on every task, he has fulfilled or exceeded the committee's expectations, and based on our observations and on experience, we expect this to continue. He is thoroughly conversant with the NSHE code and with TMCC's tenure guidelines, and takes an active and proactive role in ensuring that the committee functions properly, as required in the code and guidelines. Moreover, students vote with their feet, and Dr. Simmons' classes consistently fill to capacity. This means that he is a financial asset to the college, in addition to being an intellectual asset. We rate him "Excellent" (i).

Signatures	
Faculty Member 	Date <u>3/31/16</u>
Committee Member 	Date <u>3/31/16</u>
Committee Member 	Date <u>3/31/16</u>
Committee Member	Date
Committee Chair 	Date <u>3/31/16</u>
Dean/Appropriate Supervisor 	Date <u>4/12/16</u>
<input checked="" type="checkbox"/> Concur with report <input type="checkbox"/> Do not concur with report (see attached comments)	

Probationary Development/Department Review Report

Additional Comments

Dr. Simmons has been exemplary in all his work since arriving at TMCC. He has fulfilled all duties at the highest levels of achievement, and has familiarized himself thoroughly with the TMCC Bylaws and NSHE Code, as required in the TMCC Tenure Guidelines. He works smoothly with the faculty, staff, and students of the unit, and his contributions help the unit to run smoothly and effectively.

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Standard One: Teaching/Performance of Assigned Duties

Dr. Simmons has done an excellent job in all his assigned duties, and his teaching stands out as particularly excellent. Students speak highly of his energy, enthusiasm, knowledge, and dynamism in the classroom and in office hours. Dr. John Kemp observed Dr. Simmons' course this semester, noting that "he has an easy rapport with his students" and "the class was lively and informative." A year ago, we wrote that "The committee has every confidence that future semesters will continue to show a pattern of excellence." This has proven to be true. Dr. Simmons continues to impress his colleagues with his professionalism, his collegiality, and his devotion to his work. In addition to his teaching, Dr. Simmons is assisting with the Humanities Program and Unit Review, he remains active in assessment, and in Faculty Senate committee work. As before is an asset to the department and a well-respected colleague who works well with others. We rate him "Excellent" (i).

Probationary Development/Department Review Report

Faculty Member: Kyle Bryant Simmons

Semester/Year: Fall 2014

Standard Two: Service

Dr. Simmons has been active in Faculty Senate committees, and is a member of the Humanities Program and Unit Review Committee. He reviewed new textbooks for our World Religions class, and gave his recommendations last January. Dr. Simmons has attended every department meeting and made meaningful contributions. He clearly cares about the department, its well-being, and its future success. We are proud to have him as a colleague. We rate him "Excellent" (1).

Evaluation of the faculty member's completion of committee requested activities

At every level and on every task, he has fulfilled or exceeded the committee's expectations, and based on our observations and on experience, we expect this to continue. We rate him "Excellent" (1).

Signatures

Faculty Member

Date

10/29/15

Committee Member

Date

10/29/15

Committee Member

Date

Committee Member

Date

11/2/15

Committee Chair

Date

10/28/15

Dean/Appropriate Supervisor

Date

☐

Concur with report

☐

Do not concur with report (see attached comments)

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Standard One: Teaching/Performance of Assigned Duties

Dr. Simmons received an excellent rating in Fall 2014. This semester, Dr. Cardoza did his teaching observation and noted that excellent use of A/V equipment and did a masterful job of engaging his students in discussion. His student evaluations for Fall (received in the Spring) were outstanding, with many students referring to him as "the best teacher I have ever had." There was no pattern of complaints or problems in student numbers or comments. His office hours are busy, and he is always present during his posted hours. Committee members continue to receive unsolicited comments from students about the excellence of his teaching and his inspirational and positive methods. We rate him "Excellent" (i).

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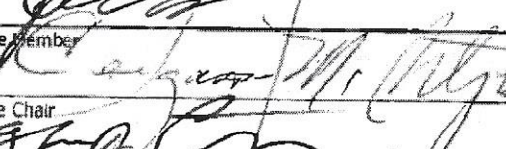
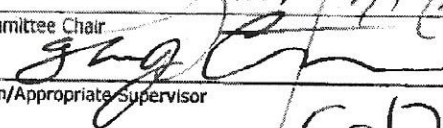
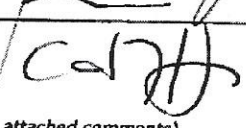
Semester/Year: Spring 2015

Standard Two: Service

Dr. Simmons continues to serve the department and the college effectively, serving with distinction on the SLOA committee and volunteering as needed elsewhere, including reviewing PHIL 210 textbooks, and his comments on those texts was valuable in narrowing the choices that led to a successful search for more affordable textbooks. Dr. Simmons has attended every department meeting and made meaningful contributions. He continues to be a respected and admired colleague who takes responsibility for his own success and is self-directed and self-motivated. We rate him "Excellent" (I).

Evaluation of the faculty member's completion of committee requested activities

Dr. Simmons has complied with all of the committee's requests for information with punctuality and transparency. We rate him "Excellent" (I).

Signatures	
Faculty Member 	Date <u>5/14/15</u>
Committee Member	Date
Committee Member 	Date
Committee Member 	Date <u>4/21/15</u>
Committee Chair 	Date <u>4/18/15</u>
Dean/Appropriate Supervisor 	Date <u>5/13/15</u>
<input checked="" type="checkbox"/> Concur with report <input type="checkbox"/> Do not concur with report (see attached comments)	

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Standard One: Teaching/Performance of Assigned Duties

Dr. Simmons has done an excellent job teaching and in all his assigned duties. There is already a great deal of buzz among TMCC students about what an excellent teacher Dr. Simmons is. The peer observation done by Dr. Kemp this semester shows Dr. Simmons is "a master of the Socratic method" who uses a variety of methods and media to teach, but who is comfortable teaching without technology as well. The committee has every confidence that future semesters will continue to show a pattern of excellence. Regarding other assigned duties, Dr. Simmons is known in the department as "The Self-Cleaning Oven," since he sees what needs to be done and takes care of it with minimal or no direction. He is an asset to the department and a well-respected colleague who works well with others. We rate him "Excellent" (I).

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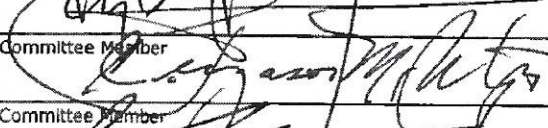
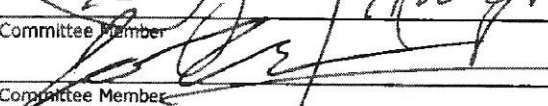


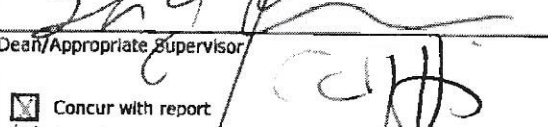
Semester/Year: Fall 2014

Standard Two: Service

Dr. Simmons has been active on the SLOA committee, and members of that committee report that he makes regular and valuable contributions, one of which led to the creation of a "TMCC Acronym List" for new faculty. Dr. Simmons is also reviewing new textbooks for our World Religions class, and will give his recommendations in January. Dr. Simmons has attended every department meeting and made meaningful contributions. He also clearly cares about the department, its well-being, and its future success. We are proud to have him as a colleague. We rate him "Excellent" (1).

Evaluation of the faculty member's completion of committee requested activities

Since this is Dr. Simmons' first semester, we have not made many requests of him yet. However, at every level and on every task, he has fulfilled or exceeded the committee's expectations, and based on our observations, we expect this to continue. We rate him "Excellent" (1).

Signatures	
Faculty member 	Date 11/10/14
Committee Member 	Date 11/10/14
Committee Member 	Date 11/12/14
Committee Member 	Date
Committee Chair 	Date 11/10/14
Dean/Appropriate Supervisor  11/25/14	Date
<input checked="" type="checkbox"/> Concur with report <input type="checkbox"/> Do not concur with report (see attached comments)	