



OUR GOAL IS YOUR SUCCESS

COMMUNITY COLLEGE
OF ALLEGHENY COUNTY
808 Ridge Avenue
Pittsburgh, PA 15212
www.ccac.edu

February 14th, 2022

Dear Tenure Committee:

Please accept this letter of support towards Dr. Rebecca DuPont's tenure application.

Considering Dr. DuPont's submitted portfolio along with personal familiarity about the quality of her teaching, knowledge of discipline, teaching effectiveness, implementation of goals and objectives for the department, course materials, and participation in assessment, I fully support granting Dr. DuPont tenure. Per Article X: Improvement of Teaching in the AFT Full-Time CBA Section B.2.b., the instructor is assessed on the dimensions indicated based on the contents of their teaching portfolio. The teaching portfolio must contain all elements as listed in Article X Section D. Please see below for an assessment based upon each dimension:

Knowledge of Discipline

Dr. DuPont has deep knowledge of multimedia, technology, and communications. This is evidenced by her extensive personal and professional knowledge displayed in her portfolio, and her ability to grow relationships with the gaming industry. Dr. DuPont's Curriculum Vitae highlights her extensive academic credentials, including a PhD in Communications Media and Instructional Technologies from Indiana University of Pittsburgh. In addition, her knowledge is valued in the industry and teaching community, as she serves as an Executive Committee Member for the Virtual Reality and Augmented Reality Association and on the Occupational Advisory Board for the A. W. Beattie Career Center. Dr. DuPont has also been an invited speaker over 10 times, including for organizations such as WQED and the PA Communication Association. Dr. DuPont also has teaching experience within the discipline at both four-year and two-year colleges. She served as an adjunct faculty member at ITT, St. Vincent College, Duquesne University, and Indiana University of Pennsylvania prior to her full-time teaching position at CCAC. Though her discipline is defined as MMC, Dr. DuPont is also qualified and knowledgeable to teach in the CIT discipline. Dr. DuPont deeply understands the underlying curriculum and goals of not only her discipline but also the broader information technologies discipline at the College. In addition, Dr. DuPont keeps current with industry demands not only through her personal and professional connections to industry partners such as Shell Games and SimCoach Games. Finally, Dr. DuPont's SOSO results confirm her knowledge of the discipline, as students perceive her to be knowledgeable as well, with giving high scores in content knowledge areas.

Teaching Effectiveness

The SOSO results provided show high overall scores for teaching effectiveness as perceived by students. Students have also sent the instructor personal letters expressing their gratitude for the effective teaching methods of Dr. DuPont.

Dr. DuPont also provided multiple examples of student work in her portfolio, which show the thought and care she puts into creative active learning opportunities for her students.

The sample assignments included in the portfolio were creative and asked students to apply skills in scenarios of varying degrees of difficulty, which was found to be appropriate for this level of class and addressed key learning outcomes indicated for the course.

Implementation of Department Goals and Objectives

Dr. DuPont indicates in her tenure letter that she was hired to launch a start-up program for her discipline. She has been working tirelessly towards that goal by redesigning courses and curriculum for the new workforce and educational system that is emerging in a post-pandemic world. Dr. DuPont is currently on version 3.0 for the MMC program, and is constantly tweaking and updating the curriculum to reflect not only employer needs but also student programming needs.

Dr. DuPont actively engaged in the College community and looks for opportunities for growth and development professionally. In addition, Dr. DuPont is actively involved in the curriculum development and programming goals for the division, serves on College Council and the Assessment and Research Subcommittee, and serves as department chair for the CIT disciplines at North campus.

Course Materials

Dr. DuPont uses her knowledge of industry and professional needs to update her materials regularly. She even created a new capstone course where students design a professional portfolio so that they are work-ready upon graduation. Dr. DuPont also actively engages in using new technology in her courses, including virtual reality and augmented reality. She also is a champion for accessibility and low-cost course materials for her students. This shows her commitment to make her program flexible enough for anyone to participate and succeed.

Methods of Assessment

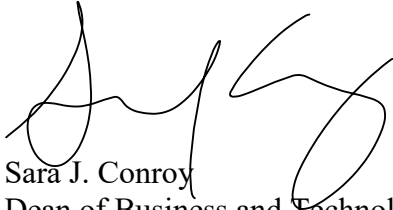
Dr. DuPont serves on the Assessment and Research subcommittee. She integrates both formative and summative assessment into her courses by looking for ways to improve her courses while she is teaching and for the future. Dr. DuPont also participates in tracking assessment for the discipline and encourages other faculty to assess courses with missing or low data.

Dr. DuPont also leads and participates in all program review activities for her discipline and CIT.

Areas for Improvement

Dr. DuPont's work as a faculty member is exceptional. There are no areas for improvement and I fully support the tenure of Dr. DuPont.

Sincerely,

A handwritten signature in black ink, appearing to read 'Sara J. Conroy', with a stylized, flowing script.

Sara J. Conroy
Dean of Business and Technologies
Community College of Allegheny County