



January 17, 2024

Dear Sir or Madam:

I am writing this letter in support of Dr. Laura Grabowski's application for the rank of professor.

My general impression of Dr. Grabowski, is of a seasoned professional who always brings to bear her strengths in academics, her teaching, and especially her strength of reasoning to all work she does for the benefit of the college. She is deeply committed to the success of her students and her department and this shows in everything she does. I will be concentrating on her service to the college through Faculty Senate as this is an area where I was well positioned to observe her contributions.

Dr. Grabowski has a long record of service to the college through Faculty Senate. She has been a delegate from her department for more than four years. She is currently serving on the Business Affairs Committee (2023-25) and the Academic Programs and Curriculum Committee (2023-25). Most significantly she served as Vice Chair from 2020-2022. I was Faculty Senate Chair during the period she served as Vice Chair, so we worked together on regular a basis.

I want you to note that Dr. Grabowski agreed to run for Vice Chair after the start of the pandemic, at a point when most people were refusing all calls for service or any additional work. Our Faculty Senate does not run well without a Vice Chair and Laura stepped up to the task when called upon. I cannot thank her enough for supporting me, the senate and the whole college through those very tough years.

The position of Vice Chair has no formal responsibilities except to serve as chair when they are unable to attend. Of course, Laura made the role uniquely her own, stepping in wherever and whenever needed to shore up the work of the senate. During this time, all our meetings were run over zoom. Running a meeting for more than 100 over zoom is not easy. We had a strong team, myself, Laura, our secretary, our parliamentarian Adam Pearson and additional frequent help from Jim Fryer and other members of FSEC. Together, we made those meetings work and work well. Laura admitted people to the meeting, monitored chat, and interjected regularly to keep me on task and to ensure I did not miss anything or anyone. It was a very important role and one that was crafted to meet the needs of the time. Laura was particularly good at asking the tough questions, and doing it politely, when our administrators were conducting Q&A. Many faculty reported to me that they valued this very much.

Dr. Grabowski did chair one senate meeting for me in that time period and everyone I spoke to agreed she was very effective in the role. It is hard enough to run a meeting of over 100 people but doing so over zoom is even more challenging. Laura was not just adequate, she was very good at it. When I finished my term as Chair, her name was repeated over and over again as a potential successor. People remembered her strong performance as Vice Chair and her ability to run a good meeting.

Of course, the biggest part of the work Dr. Grabowski did was seen by very few people. We met monthly with the Provost and President to keep up with pressing issues and needs. Dr. Grabowski was copied on every email I sent as chair, and she clearly read them because she frequently responded with sage advice or an incisive question. I most valued the ability to share issues with her in confidence and receive excellent feedback. Through the troubles we faced in those years, this happened way more often than anyone should have to face as vice chair or chair of senate.

Finally, I want to speak to the time commitment that Laura made as Vice Chair. Dr. Grabowski attended all Faculty Senate meetings, all Full Faculty meetings, all faculty senate executive committee meetings and many other senate related meetings. That is a hefty time commitment, on the order of 100 hours per year. I'm certain the time outside those meetings was more than double that

In summary, I think Dr. Laura Grabowski filled an incredibly important role in our senate that helped us to thrive under very challenging circumstances. She fulfilled that role with intelligence, wisdom, sensitivity and patience. I am extremely proud of her work and thankful to call her my colleague.

Please feel free to contact me with any questions or concerns via email madorebf@potsgdam.edu or telephone 315 267 2060.

Sincerely,

A handwritten signature in black ink that reads "Blair Madore". The signature is written in a cursive, flowing style.

Blair Madore
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