



September 14, 2020

To the Northern State University Promotion and Tenure Committee,

I am pleased to write this letter on behalf of Dr. Kristi Brownfield to recommend her for promotion to Associate Professor of Sociology at Northern State University (NSU). This is only my second year at Northern State University, but I can clearly see the value that Dr. Brownfield brings to the department, the University and our academic community. Dr. Brownfield has emerged as my faculty mentor over the last year and I am very grateful for her guidance.

My observations of Dr. Brownfield make me confident that her academic achievements, department & university wide contributions, and her unmatched focused on both the large picture and all the small details make her an excellent candidate for tenure, and an asset as a senior colleague. In this letter, I will be discussing Dr. Brownfield's scholarship, service and teaching commitment to Northern State University as they relate specifically to her abilities as a mentor.

Dr. Brownfield has been a prolific publisher in her time at Northern State University. Her portfolio includes solo authored and collaborated articles. Her collaborative pieces are unique in that she finds colleagues outside of her field to work with. Dr. Brownfield stretches the boundaries of her discipline and engages dialogue and research that spans across many areas. This is evident in the breadth of her publication topics ranging from video gaming, to policing to disability studies. Because of her breadth of research, Dr. Brownfield is also connected to numerous communities and opportunities. Shortly after arriving to NSU in the fall of 2019, Dr. Brownfield made me aware of a call for papers in the book *Advances in Gender Research*. I connected with the editors, submitted a proposal and will have a chapter published in the book in the forthcoming month. This opportunity was made available because of the mentorship of Dr. Brownfield. She made a conscious effort to share the vastness of her networks with a colleague she had only known for a couple of months.

Dr. Brownfield's mentorship continued through her service to the discipline by introducing me to the Great Plains Sociological Association. She encouraged me to submit an abstract for presentation and attend the annual conference. My presentation was accepted and we traveled together to the conference. At the conference I witness the respect the community had for Dr. Brownfield. At the business meeting it was clear that Dr. Brownfield would be the next logical choice for president of the organization. She took the nomination graciously and I look forward to seeing the new directions the organization will take under her leadership.

Around campus at NSU, Dr. Brownfield can be seen on many committees. Again, her strength lies in the diversity of committees she belongs to and the skill set she brings to each. Dr.

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Brownfield has established herself as a strong supporter of diversity on campus by belonging to the Diversity Action Committee and speaking out at annually at the ALLY training. Her logistical skills have made her an asset on the Technology Advising Committee and the MJ Facilities Committee. Furthermore, her attention to detail has made her invaluable in assessment and the HLC Accreditation committee.

Unfortunately, I am not able to speak in-depth regarding Dr. Brownfield's expertise in the classroom. However, Dr. Brownfield and myself are the only two sociology faculty and therefore we share many of the same students. The students who have taken Dr. Brownfield's classes are knowledgeable about sociology, they have learned key analytical strategies and have competent writing and organizational skills. I can usually tell if a student has taken courses from Dr. Brownfield. Finally, I also know anecdotally from students that they tend to enjoy her classes.

In summary, on the basis of her multiple accomplishments in research, service, and teaching, as well as her breadth of commitment to Northern State University I strongly support Dr. Brownfield's application for tenure. She serves as a critical resource and role model for her colleagues in their efforts to support the mission of the University.

I appreciate your efforts in considering this proposal for tenure.

Sincerely,

Dr. Pamela Monaghan-Geernaert
Assistant Professor of Sociology