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Department of Chemistry

July 29, 2022

Promotion and Tenure Committee
Department of Biology
Western Kentucky University

Dear P&T Committee:

It is my pleasure to write in support of Dr. Natalie Mountjoy's application for tenure and promotion to Associate Professor in the Department of Biology. I have worked with Dr. Mountjoy on the Ogden Retention Task Force since 2017 and as co-chair with her since 2019.

In working and talking with Natalie, it is clear that she has a real passion for helping students. While acknowledging that students must take responsibility for their education, she also strives to provide students with the resources and advising necessary to be successful. She consistently looks for areas in which Ogden can improve retention. Whether by communicating to students the importance of attending class by developing an Ogden College attendance policy, providing students a resource to better understand the technology expectations of being in college through the development of the Ogden College Student Technology Information webpage or identifying gaps in the student advisement process by developing and deploying a student satisfaction survey, Natalie's primary goal is to help students be successful. ***She has been the primary force in moving initiatives along in the Ogden Retention Task Force (ORTF).*** Having served on a wide variety of departmental, college and university committees over the last thirty-one years at WKU, Natalie's energy, dedication and enthusiasm for making a positive impact on our students' educational experiences at WKU is truly exceptional.

Informally I have heard only praise for Dr. Mountjoy's efforts in the classroom from students. They appreciate Dr. Mountjoy's efforts to make material relevant and understandable while challenging them to not only learn the content but to think.

I would also like to say something about Natalie personally. Natalie is a person of integrity. In the time I have had the pleasure of working with her, Natalie has consistently presented herself as an individual of high ethical character and a true team player.

Sincerely,

L.L. Pesterfield
Professor - Chemistry
Co-Director - SKyTeach