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To whom it may concern:

I enthusiastically provide this endorsement of Dr. Tim McGee's expertise as a college instructor. For a number of years we've worked together on various college projects. The most memorable of these experiences was the opportunity to co-teach courses with him in an honors program. These were interdisciplinary classes establishing integrative connections among the arts, learning processes, developments in technology, and various other topics from diverse fields. I've also seen Dr. McGee take on leadership roles, develop artful collaboration, and provide dynamic presentations in faculty forums. Here are a few of the considerable strengths he has demonstrated through this work:

- His impressive intelligence and extensive knowledge base come through in his
 interactions with students and faculty. He has accumulated expertise in a wide variety of
 academic disciplines and he is able to convey complex concepts from these fields in
 understandable ways. This ability to "translate" complexity into accessible frameworks
 for learners and colleagues makes him highly effective at the college level.
- This breadth of knowledge enables him to teach a variety of courses at the college level.
 In addition to the aforementioned interdisciplinary courses he co-taught with me, Dr.
 McGee also has very effectively designed and delivered courses addressing reading and composition, public speaking, instructional technology, and business communication.
- Important aspects of exceptional college teaching include the ability to creatively and critically think while exploring the conceptual territory of the field(s) addressed by a course, and to design the pedagogical processes that will most effectively enable students to navigate through that territory. Based on our collaborative teaching, I've concluded that Dr. McGee is an expert when it comes to designing and planning courses. He very effectively integrates theory, research, and practical application of academic content while portraying the essence of courses in clear syllabi. He also knows how to implement a wide variety of instructional strategies that generate highly motivating inquiry learning and student collaboration.
- An instructor characterized by the preceding descriptors would be truly outstanding but Dr. McGee possesses a few other attributes that make all of these skills even more effective. He has remarkable interpersonal skills and a keen sense of humor that students really appreciate. This is one more of the teaching strengths that enable him to help students transition from extrinsic motivation (working to get a grade) to intrinsic motivation (discovering aspirations and developing a strong sense of purpose).

I should provide some context for my assessment of Dr. McGee's strengths as a college instructor. I'm an interdisciplinary scholar of creative intelligence (creativity, giftedness, talent development, intelligence). I edit an international peer-reviewed journal addressing giftedness and creativity so I interact with many of the world's leading creative intelligence researchers. I've done presentations throughout the world so I've observed teaching processes that are prevalent in Europe, the Middle East, Asia, Australia, and throughout North America. I've also published a lot of journal articles, book chapters, and books on creative intelligence topics. For

example, I've co-edited 8 books with the eminent psychologist and past president of the American Psychological Association, Robert J. Sternberg (5 published, 1 in press, 2 in progress). All of this work has enabled me to develop broad and deep understanding of the most effective learning processes and the ways in which creativity, motivation, and knowledge acquisition emerge from them. It also has given me the opportunity to informally evaluate the teaching and communication skills of close to 1000 of the world's most effective college professors around the globe. Even though I've seen the work of so many immensely talented professionals, I still place Dr. McGee up there with the very best. Metaphorically speaking, if we were to think about effective college teaching as climbing Mount Everest, there would be significant number of instructors struggling in the lower reaches; a larger number making their way up the side, striving to get to the snow line; a much smaller cluster just past the snow line, slipping and sliding in the snow and ice attempting to reach the summit, which still appears far away; and very few skillfully approaching the summit. Tim McGee is very near the summit because he is the best college instructor I've ever seen.

Finally, I should mention one other attribute Dr. McGee will bring to the fortunate college that hires him. He has a very strong sense of ethics and injects it into all of his work. One of Robert Sternberg's influential theories applies here. The WICS construct shows how wisdom, intelligence, and creativity can be synthesized. Individuals can be intelligent but not creative or wise. Their work likely won't make much impact because it's not novel. In addition, if it does have some impact it could be harmful because the W (ethics and compassion) is lacking. Other individuals can be creative but not intelligent or wise. Their work also likely won't be influential because it's not intelligently refined. And if it does have some small impact it could be harmful because the W is missing. Some other individuals can be intelligent and creative but not wise. The blend of intelligence and creativity can make their work influential; however, the lack of wisdom makes it quite possible that their high-impact work will do significant harm in the world. Finally, a few impressive individuals synthesize intelligence, creativity and wisdom so their work often has very strong impact, and it's guided by ethical awareness so the impact will be beneficial. Dr. McGee is one of my favorite examples of a WICS professional.

I should stop here before this turns into a dissertation. Please feel free to contact me if you need any clarification or elaboration.

Sincerely,

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