



October 15, 2004

To: Whom It May Concern

From: Leon Tietz, Professor, Computer and Information Sciences

Re: Tenure Recommendation for Gregg Asher

A handwritten signature in blue ink, appearing to read "Leon Tietz", written over the "From:" line.

Prior to becoming a Probationary Faculty member, Gregg served our department as an Adjunct Faculty member. While I was department chair, I recommended that Gregg be hired as a Probationary Faculty member. His performance during this probationary period has been very good and I am now prepared to recommend that he be granted tenure. I would like to address each of the five criteria from Article 22.

1. Gregg has done a commendable job teaching the Computer Literacy courses in this department. As I and others who have attempted to do this are well aware, the vast range of skills and motivation levels of the population of students in these classes represents a significant challenge. Gregg has a natural talent in this area and also the willingness to experiment with new approaches to continually improve these courses.
2. Since the day I arrived at MSU, I have known Gregg as a person who was involved in research. His background in statistics and knowledge of applying computation to support research in education and in the social sciences has made Gregg a valuable resource to researchers at MSU. This has allowed Gregg to co-author a number of papers and although this may be atypical as a research interest in this department, it is sorely needed and also provides significant criterion 5 service.
3. Gregg has been active in professional societies relating to both computing and education. His activities in these areas have helped him to be more a more effective employee in criteria 1 and 2.
4. Gregg participates in the student growth of both undergraduate and graduate students. At the undergraduate level, Gregg has participated in the Undergraduate Research Conference and has a significant number of advisees. Gregg's statistical work has placed him on the committees of many master's candidates.

5. Gregg has served on numerous departmental and university committees. I have not shared committee responsibilities with Gregg, but from the willingness to do more than is required that I have observed in his general approach to life, I am convinced that his service on these committees has been quality. Gregg's ability and willingness to provide statistical support to other researchers is of significant value to MSU.

I have been impressed and pleased with Gregg Asher's "fit" in this department and I heartily recommend that he be granted tenure.