



DATE: November 26, 2001

TO: Dr. Gregg Asher, Associate Professor
Department of Computer and Information Sciences

FROM: John E. Frey, Dean
College of Science, Engineering and Technology

RE: Response to 2000-01 Professional Development Report and 2001-02 Plan

I enjoyed meeting with you to discuss your Professional Development Report from last year's plan, and to discuss with you your new professional development plan as outlined in Article 22 of the contract. First, I want to indicate that the work you did during this past year has met the goals that you have set out in your previous plan. I have also reviewed your new plan for the 2001-02 academic year and the accompanying comments by your department chair. I will respond to your professional development plan for each of the five criteria.

Criterion I: Demonstrated Ability to Teach Effectively

After reading your plan, it seems that you are using the plan to identify your teaching load. For example, the first three objectives are identifying load issues rather than goals that you might want to implement to demonstrate teaching effectiveness. Objective 4 really belongs under Criterion 5, and Objectives 5,6, and 7 are the heart of this criterion. I would prefer that you go into greater depth so that we are better able to understand the intent of your mission. I may have said something to you about this but not sure because I sometimes visit and listen rather than spend time reading the plans.

Regarding Objectives 5, 6, and 7, I think that these are some very good objectives; however, I would want you to be more explicit about the outcomes. I would also want you to keep the student evaluation and colleague critique aspect, but attach it to an instructional objective. For example, many professors attach these evaluatory methods to features as Ucompass, or other instructional ideas.

I appreciate the leadership in the introductory courses that you are associated with; I think this is good.

Criterion II: Scholarly and Creative Achievement and Research

I am very pleased to see that you are continuing research, and that you have sharpened your focus in the area of attitudes and competencies of students in the introductory level.

Criterion III: Evidence of Continuing Preparation and Study

You have identified trade shows as a major part of your continuing education. It would be helpful if you would identify some of the ones that you routinely attend. Your goal to read professional journals and attend regional seminars is excellent.

Criterion IV: Contribution to Student Growth and Development

Your goal to continue to advise students and to work with them on committees and on projects is very important to student growth and development.

Criterion V: Service to the University and Community

Your goal to serve on departmental committees and to serve the university with your skills is extremely important to the overall health of the campus.

In summary, your Professional Development Report of last year indicates that you have met the contractual expectations for a probationary faculty member in each of the five criteria. Your new Professional Development Plan also sets forth goals that are appropriate for your professional growth; however I would strongly recommend that you express your goals in more detail. Your contribution to the Department of Computer and Information Sciences and to the College of Science, Engineering and Technology is greatly appreciated.

Thank you for your good work and have a good year.