



DATE: December 5, 2002

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 2002-03 Professional Development Plan and 2001-02 Report

I enjoyed meeting with you this fall to discuss your 2002-2003 Professional Development Plan and your progress as outlined in your PDP Report for last year. It is important to me to learn of your last year's progress, your new goals, and how your professional development supports student learning through teaching and student-faculty research.

I have reviewed your report and received from your chair on November 20, 2002 your new professional development plan.

I first want to reflect on this past year's report. You have made some progress in the area of teaching and course development. It is important that you continue to work and develop quality instruction for the intro courses, particularly as they relate to the needs of the College of Business. As for your research, you have preliminary data and are now in the manuscript development phase. I am not sure about the competency checklist that you were unable to find. It would seem that the computer science programs on the national scale would have specific competencies that you could use to adapt for the local level. You seem to be on target on the continuing preparation and study, student support and service.

The new 2002-03 Professional Development Plan that we discussed has been reviewed by your department chair. My comments for each of the five criteria are as follows:

Criterion I: Demonstrate Ability to Teach Effectively

Your goal to demonstrate effective teaching appears similar to those of last year. I would suggest that items like teaching an overload are more of a change in assignment rather than moving toward effective teaching. However, on the positive side, speaking to the art of teaching the intro courses in computer science and including student evaluations is important. It is good that you are using current technology as one of your goals as is the notion that you will continue to seek input from the College of Business on the

competencies that need to be taught in the service courses. The goal to explore certification is interesting and I look forward to seeing the report.

Criterion II: Scholarly or Creative Achievement or Research

The goal to investigate and identify skill levels and attitudes of computer science students is important. It would seem that you should also include aptitudes that students have and which of them best predict success in the profession. As for the cheating study, I am hopeful that you also seek faculty habits that foster cheating. Some that students across the college have suggested are having the same test over and over, assigning the same papers each term, etc. I look forward to seeing the competency base that you develop and the paper on special education research.

Criterion III: Evidence of Continuing Preparation and Study

Your goal to use trade presentations, reading professional journals, and engaging in departmental presentations is appropriate.

Criterion IV: Contribution to Student Growth and Development

Your goals to serve students in advising, serve on master degree thesis committees, and to engage students as lab instructors for CS 100 are all appropriate.

Criterion V: Service to the University and Community

Your goal to assist your department by serving on committees is good. I appreciate the time that you also give to university-wide committees.

In summary, your Professional Development Plan indicates that you are meeting the contractual expectations for a probationary faculty member in each of the five criteria. It sets forth goals that are appropriate for your professional growth. 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.

cc: Office of Human Resources