



DATE: December 8, 2003

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

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

RE: 2003-04 Professional Development Plan

I enjoyed meeting with you this fall to discuss your last years PDP report as well as the 2003-04 Professional Development Plan. Your new plan has been reviewed by your department chair and by me. My comments for each of the five criteria are as follows.

Criterion I: Demonstrated Ability to Teach Effectively

Analysis of Report

Based on your report and our discussion of your report, it is my judgment that you have shown satisfactory growth during the past year. Your report on the student evaluations suggests that you can make improvements in some of the areas. I am pleased that you are using classroom electronic technology to assist in your teaching. I am not sure of the progress that you have listed in competencies needed by the College of Business. You seem to be moving forward in identifying skills needed by CIS majors.

New Plan

Your goals to teach courses, both undergraduate and graduate, to re-evaluate the course content and delivery, to seek competency exams and be sure that your curriculum is aligned with the College of Business curriculum are important. I appreciate that you will use the student evaluation as the major method of determining your teaching effectiveness. Many of the things that you list are mechanical curricular changes and do not directly address goals that relate to how you can provide a better learning environment for students. I would appreciate it if you would focus on how you can better improve your teaching so that the students will have an improved learning environment. This is not to say that your current teaching has a problem but it may shift your focus from mechanical course changes to how teaching occurs in the classroom.

Criterion II: Scholarly or Creative Achievement or Research

Analysis of Report

Your report indicates that you were successful in developing a manuscript on addressing the dilemma for defining computer competencies but I am not sure if it was sent to a

journal. It also appears that you are collaborating with a colleague in another college on a paper. In addition, it appears that you have published an article entitled "Inadequate Infrastructure, A Common Barrier to the Infusion of Technology into K-12", in the Augsburg College PT3 Project Paper.

New Plan

Your goal in this criterion relates to identifying skill level and attitude changes in students enrolled in CIS introductory classes. Since your goal is to present or publish this data, I assume that it would be this year when you are planning to prepare a manuscript. I am interested in the fact that you are looking into the USDE website for potential grants relating to how computer science can be applied to the NCLB Act. In general, I would like it if you would develop a research area and focus your attention on one or two major areas rather than having so many different objectives that range from cheating to competency development to advising tools, etc.

Criterion III: Evidence of Continuing Preparation and Study

Analysis of Report

You were active in attending trade shows and staying current with the literature in your area of computer science. It is also noted that you attended many MSU seminars of interest during the year.

New Plan

Your goal to attend trade shows and presentations is good since it will give you the latest in the market. I appreciate your work in the CETL and college/university seminars. I am also pleased to see that you follow the professional journals in your area of expertise rather closely.

Criterion IV: Contribution to Student Growth and Development

Analysis of Report

You have provided good evidence that you advise and counsel students and also work with graduate students. I appreciate the mentoring that you do for the graduate assistants who teach in the laboratories.

New Plan

Your goal to foster student interest in computer science and to advise both graduate and undergraduate students is good. I appreciate the work that you do with the graduate students that teach labs in the COMS100 course.

Criterion V: Service to the University and Community

Analysis of Report

You have shown leadership within your department and the university through service. I appreciate the work that you do for students in areas of statistical analysis and the service that you provide throughout the state of Minnesota.

New Plan

Your goal to continue serving your department and the university through the committee structure is good. I also appreciate the statistical work that you do for students and colleagues.

In summary, your past report and your current Professional Development Plan indicates that you are meeting the contractual expectations for a 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