

2011-2012 TRANSMITTAL SHEET

Retention, Promotion, Tenure

Name: Gilles Kouassi
Present Rank: Assistant Professor
PY Status (if applicable): PY 5
Date of Initial WIU Appointment: Fall 2007

Department/Unit: Chemistry
Date Rank Awarded: Fall 2007
Date Tenure Awarded (if applicable):
Full Time Years at WIU (include this year): 4

Highest Degree Held: Ph. D

Does it meet departmental tenure requirement? ☒ Yes ☐ No

Status Requested:

☐ Retention
☐ Tenure

☐ Promotion to Assistant Professor
☒ Promotion to Associate Professor
☐ Promotion to Professor

• **Faculty Applying for Both Tenure and Promotion to Associate Professor:**

Check both boxes above. Faculty need only submit one portfolio for both personnel actions, and only one transmittal sheet is required.

Received by Rose McConnell Date 01/13/2012
(Department Chair)

DEPARTMENT PERSONNEL COMMITTEE RECOMMENDATION:

Recommended ☒ Not Recommended ☐

Gilles Kouassi 01/26/2012
Applicant Signature*

[Signature] Jan 26, 2012
Chair, Department Personnel Committee

Date of Transmittal to Department Chair

DEPARTMENT CHAIR RECOMMENDATION:

Recommended ☒ Not Recommended ☐

Gilles Kouassi
Applicant Signature*

Rose McConnell Jan 31, 2012
Department Chair

02/01/2012
Date of Transmittal to Dean or College Personnel Committee

COLLEGE PERSONNEL COMMITTEE RECOMMENDATION: [Only if there is a negative recommendation by DPC or department chair]

Recommended ☐ Not Recommended ☐

Chair, College Personnel Committee

Date of Transmittal to Dean/Director

DEAN RECOMMENDATION:

Recommended ☐ Not Recommended ☐

Dean/Director

Date of Transmittal to Academic Vice President

UNIVERSITY PERSONNEL COMMITTEE RECOMMENDATION: [Only if there is a negative recommendation at one or more of the four previous levels]

Recommended ☐ Not Recommended ☐

Chair/Vice Chair, University Personnel Committee

Date of Transmittal to Academic Vice President

*Applicant signature denotes only that the applicant has read the DPC/chair recommendations and narratives. Do not sign at time of initial submission of application.

2011-2012 SUMMARY EVALUATION FORM

Retention, Promotion, Tenure

PLEASE CHECK ONE: Chair ☒

DPC ☐

CPC ☐

DATE: 01/30/2012

NAME: Gilles Kouassi

DEPARTMENT: Chemistry

PY YEAR (if applicable): 05

PRESENT RANK: Assistant Professor

YEARS IN RANK [See Art. 20.9.b] (if applicable): 05

Status Being Evaluated:

☐ Retention

☐ Tenure

☐ Promotion to Assistant Professor

☒ Promotion to Associate Professor

☐ Promotion to Professor

• **If Faculty Are Applying for Both Tenure and Promotion to Associate Professor:**

Check both boxes above. Faculty need only submit one portfolio for both personnel actions, and each evaluator need only complete one Summary Evaluation Form.

I. EVALUATION OF TEACHING/PRIMARY DUTIES

Evaluation of teaching/primary duties will be based on Article 20 of the WIU/UPI 2011-2015 Agreement and the Department Criteria.

Recommendation: ☒ Meets requirements

☐ Does not meet requirements

Include below a narrative explanation of your recommendations, summarizing specific accomplishments and any notable concerns. If a recommendation is negative, explain the reasons, based on contract language and Department Criteria.

The following is an excerpt from the Chemistry department criteria:

"For tenure or promotion to Associate Professor, a rating of Excellent (E) in the area of teaching/primary duties, a rating of Highly Effective (HE) or better in the area of scholarly/professional activities, and a rating of Highly Effective (HE) or better in the area of service are required. Included in the achievement of a rating of Highly Effective for Scholarly/Professional Activities in the evaluation for tenure or for promotion to associate professor, the faculty member must have at least two peer-reviewed article describing scholarly work carried out at WIU (on which the faculty member is either the principal author or a major contributing author) published in national/international journal(s)."

After careful review of materials submitted by Dr. Kouassi for the evaluation period (Fall 2007 - Fall 2011) the Chair finds that his overall performance in the area of Teaching/Primary Duties meets the requirements for promotion to the rank of Associate Professor.

The following is an excerpt from the chemistry department Criteria:

"Teaching performance will be based on five performance benchmarks. All five performance benchmarks listed below will count equally, each with a possible range of 1.00 to 5.00:

1.00 - 5.00	Benchmark for Quantitative Student Evaluations (Section A)
1.00 - 5.00	Benchmark for Classroom Evaluations by Peers (Section B)
1.00 - 5.00	Benchmark for Classroom Evaluation by the Department Chair (Section B)
1.00 - 5.00	Review of syllabi, teaching materials, etc. (Section C)
1.00 - 5.00	Review of Extended Teaching Duties (Section D)
5.00 - 25.00	Total Teaching Performance

Total Teaching Performance will be defined by the following system:

EXCELLENT	=	17.5 - 25.0
HIGHLY EFFECTIVE	=	15.0 - 17.4
SATISFACTORY	=	13.0 - 14.9
UNSATISFACTORY	=	5.00 - 12.9"

Student evaluations:

During the evaluation period Fall 2007-Fall 2011 Dr. Kouassi taught a total of 24 lecture or lab sections (8 lower division and 16 upper/grad level) of 6 courses. This included 8 upper /graduate level lecture sections, 7 lower level lecture sections, 7 upper division lab sections, and 2 lower division lab sections. Student evaluation scores (represented by Question 9: overall teaching effectiveness) varied with the level of the course. The following table shows student evaluation scores:

FY08		FY09		FY10		FY11		FY12	
Fall 07	Stud. Eval (Q9)	Fall 08 (Q9)	Stud. Eval (Q9)	Fall 09 (Q9)	Stud. Eval (Q9)	Fall 10 (Q9)	Stud. Eval (Q9)	Fall 11	Stud. Eval (Q9)
CHEM 101L	-----	CHEM 101L	3.06						
		CHEM 201	2.79			CHEM 201	2.92		
				CHEM 202	3.57				
CHEM 571	3.83	CHEM 571	4.00	CHEM 571	4.07			CHEM 571	4.18
								CHEM 374	4.00
								CHEM 374 L	4.25
SP 08	Stud. Eval (Q9)	SP 09	Stud. Eval (Q9)	SP10	Stud. Eval (Q9)	SP 11	Stud. Eval (Q9)		
CHEM 101L	3.06								
				CHEM 201	2.82	CHEM 201	2.78		
		CHEM 202	3.35						
CHEM 370	4.29	CHEM 370	3.30	CHEM 370	3.79	CHEM 370	3.34		
CHEM 370L	4.56	CHEM 370L	3.08	CHEM 370L sec 21	3.71	CHEM 370L sec 21	2.75		
				CHEM 370L sec 22	4.29	CHEM 370L sec 22	3.80		

For lower division courses (CHEM 101L, CHEM 201, CHEM 202) Dr. Kouassi's average student evaluation scores were 3.04, an average of 3.76 for upper division lectures and labs (CHEM 370, CHEM 370L, CHEM 374, and CHEM 374L), and an average of 4.02 for the graduate level (CHEM 571) course. These averages according

to the Chemistry Department Criteria rate Dr. Kouassi's student evaluation averages as "Excellent" for graduate level courses, "Excellent" for upper division level courses, and "Highly Effective" for lower division courses as described below:

Excerpt from Chemistry Department Criteria:

"In the classroom evaluation questionnaire (attached), the response for the question/item (e.g., question #9 on the present questionnaire) that requires peers/chair to give a rating for the overall effectiveness will be graded by the department as follows:

'EXCELLENT'	=	a mean score of 3.50 - 5.00
'HIGHLY EFFECTIVE'	=	a mean score of 3.00 - 3.49
'SATISFACTORY'	=	a mean score of 2.50 - 2.99
'UNSATISFACTORY'	=	a mean score of 1.00 - 2.49"

In review of comments from student evaluations the Chair notes many positive comments. Student evaluation comments reflect a strong appreciation by the students for Dr. Kouassi for his helpfulness and approachability. Although some students speak of difficulties in understanding Dr. Kouassi in class, these comments were less in upper division courses than in lower division courses, and seemed to decrease over time. The Chair commends Dr. Kouassi in his efforts to address issues in student evaluations and to improve the effectiveness of his communications in the classroom over the years.

Teaching effectiveness is based on more than student evaluations. According to the department criteria for the Department of Chemistry teaching performance is determined by five benchmarks (listed above).

The following table shows a summary of Dr. Kouassi's performance on these benchmarks since the current Chemistry Department Criteria was first established (at the beginning of his PY2 year) as recorded in annual performance evaluations by the Chair. (The DPC has also rated Dr. Kouassi as Excellent overall in his teaching/primary duties during each of the probationary years listed below.)

	Sec A Student Evaluations (Q9)	Sec. B Peer Classroom Evaluation	Sec B Chair Classroom Evaluation	Sec C Review of teaching materials	Sec D Extended Teaching Duties	Total Teaching Score	Rating
PY1	3.72	---	---	---	---	---	
PY2	3.97	4.50	4.50	4.25	4.50	21.72	Excellent
PY3	3.20	5.00	4.40	4.00	4.50	21.10	Excellent
PY4	3.71	4.75	4.60	3.80	3.49	20.35	Excellent
PY5	3.12	4.85	4.40	3.45	3.49	20.15	Excellent
Average	3.50	4.775	4.475	3.875	3.995	20.83	Excellent

Peer and Chair Classroom Evaluations: Dr. Kouassi has consistently received **Excellent** ratings each year for classroom evaluations performed by peers and by the chair. These snapshot evaluations have always been positive and demonstrate Dr. Kouassi's effectiveness at communicating the course materials.

Review of Syllabi and Teaching Materials: Dr. Kouassi has developed and utilized **Excellent** teaching materials in support of his courses.

Review of Extended Teaching Duties: Dr. Kouassi have an outstanding record in the area of extended teaching duties. Dr. Kouassi's **Excellent** rating in extended teaching duties includes his activities as research mentor of 8 undergraduate students and 10 graduate students during the evaluation period, resulting in two honors theses and two M.S. theses. Dr. Kouassi's students have presented their research data at several local, state, regional, and national conferences. These include 4 student presentations at WIU Undergraduate Research Day, 12 student presentations at state meetings, 3 student presentations at regional (ACS or Argonne Symposia), and 4 student presentations at national conferences. The chair congratulates Dr. Kouassi for his graduate student (Ms. Prathyusha Jagarlam) presentation award (Best Oral Presentation – Graduate student) at the 2011 Illinois State Academy of Sciences. The Chair also notes that activities such as described above have led to Dr. Kouassi having received in 2009 a PAA, and approval for a second PAA in FY11. In addition, three of Dr. Kouassi's undergraduate students and one graduate student working in his lab received the CAS Undergraduate Research Award and a Graduate Research grant.

Based on the above the Chair finds that Dr. Kouassi's overall performance in the area of Teaching/Primary Duties meets the requirements for promotion to the rank of Associate Professor. The chair commends Dr. Kouassi for his excellence in all of his teaching/primary duties, and for the important role he plays in training WIU students.

II. EVALUATION OF SCHOLARLY/PROFESSIONAL ACTIVITIES

Evaluation of scholarly/professional activities will be based on Article 20 of the WIU/UPI 2011-2015 Agreement and the Department Criteria.

Recommendation: ☒ Meets requirements

☐ Does not meet requirements

Include below a narrative explanation of your recommendations, summarizing specific accomplishments and any notable concerns. If a recommendation is negative, explain the reasons, based on contract language and Department Criteria.

The following are excerpts from the Chemistry department criteria:

"For tenure or promotion to Associate Professor, a rating of Excellent (E) in the area of teaching/primary duties, a rating of Highly Effective (HE) or better in the area of scholarly/professional activities, and a rating of Highly Effective (HE) or better in the area of service are required. Included in the achievement of a rating of Highly Effective for Scholarly/Professional Activities in the evaluation for tenure or for promotion to associate professor, the faculty member must have at least two peer-reviewed article describing scholarly work carried out at WIU (on which the faculty member is either the principal author or a major contributing author) published in national/international journal(s)."

After careful review of materials submitted by Dr. Kouassi for the evaluation period (Fall 2007 - Fall 2011) the Chair finds that his overall performance in the area of **Scholarly/Professional Activities** meets the requirements for promotion to the rank of Associate Professor.

Dr. Kouassi has consistently received a rating of Excellent in each of his probationary years by both the chair and the DPC. The chair evaluates Dr. Kouassi performance in the area of Scholarly activities with overall rating of **Excellent** based on his many professional presentations, research proposals submitted, and those funded. During

the evaluation period Dr. Kouassi has successfully secured funding for three research grants from WIU sources to support his research program. While University Research Council funded two research proposals submitted by Dr. Kouassi, a third proposal was funded by the Faculty Development Office in the form of a Summer Stipend Award. In addition, Dr. Kouassi also submitted two external grant proposals during this evaluation. A proposal to the National Science Foundation was submitted in 2008 and another one to the Research Corporation in 2009. A third pre-proposal was also submitted in 2009 to the Nine Sigma Corporation. The first two proposals were not funded and an invitation to submit a full proposal to the Nine Sigma Corporation was not extended. The Chair joins with the DPC in commending Dr. Kouassi's willingness seek external funding.

Dr. Kouassi has also made contributions to the following referred journal articles published or accepted for publication:

1. Hayman, M.M., Kouassi K. G., Floros, J., Anantheswaran, R. Knabel, S. 2008. Effect of water activity on the activity of actase dehydrogenase and growth of *Listeria monocytogenes* upon high pressure treatments. *Int. J. Food Microbiol.* 124, (1) 21-26 (40-45%, post-doctoral research)
2. Kouassi, K. G., Wang, P., Sreevatan, S., Irudayaraj J. 2007. Aptamer-mediated magnetic and gold coated magnetic nanoparticles as detection assay for prion protein assessment. *Biotechnol. Prog.* 23, 1239-1244. (65-75%, post-doctoral research)
3. Kouassi, K.G, Anantheswaran R. Knabel, J.S. Floros, D. J. 2007. Investigating the effects of high pressure processing on activity and structural changes of alkaline phosphatase and L-lactate dehydrogenase in milk and buffers. *J. Agric. Food Chem.* 55, 9520-9529 (65-75%, post-doctoral research)
4. Kolachana K. V. S., Cholkar, K., Kouassi, K. G., Kayani W. M., Jagadeesh R.V., Made Gowda N.M. 2011. Oxidative Conversion of Lactic Acid by Chloramine-T in Sulfuric Acid Medium: A Kinetic and Mechanistic Study. *Amer. J. Org. Chem.* 1. 1-6. (30-35%)
5. Cholkar K., Kouassi, G. Ananda, S. Veeraiah, M.K., Gowda, N. M. 2011. Osmium (VIII)-catalysed kinetics and mechanism of Indigo Carmine by Chloramine -B and basic medium. *Synthesis and Reactivity in Inorganic, Metal-Organic, and Nano-metal Chemistry.* 41, (9), 1126,-1134. (30-35%)
6. Kouassi, K. G. 2011. Magnetic and gold coated magnetic nanoparticles as tools for biodetection: preparation, characterization, and biosensing applications. *Current Nanoscience.* 7, 4, 510-523. (100%)
7. Kouassi K. G. Teriveedhi, V., Milby, C., Tarab A., Boley, M., Made Gowda, N.M., Terry, R. 2012. Nano/Micro-encapsulation of linoleic acid in biopolymer matrices: effects of the physical state, Water, and quercetin on oxidative and thermal stability. *J. Encapsul. Absorp. Sci. In press.* (75%)

The Chemistry Department Criteria states very clearly that for promotion to associate professor "the faculty member must have at least two peer-reviewed articles describing scholarly work carried out at WIU (on which the faculty member is either the principal author or a major contributing author) published in national/international journal(s)."

After review of information provided by Dr. Kouassi the chair concurs with the DPC that journal articles 6 and 7 listed above meet the specific conditions described in the Chemistry Department Criteria for promotion. Journal articles 1-3, while excellent works of scholarship, describe Dr. Kouassi's post-doctoral research rather than research carried out at WIU, and so do not meet the requirements for publications specifically described in the Chemistry Department Criteria. Dr. Kouassi's reported contributions to journal articles 4 and 5 listed above, which are outside of Dr. Kouassi's specific area of expertise, also do not qualify him as "major contributing author". Publication #4 and #5 describe research results from Dr. Kouassi's collaborative work with Dr. Netkal Made Gowda (WIU) and additional collaborators from universities in India. A letter of support from a member of the DPC (Dr. Made Gowda) is included in Dr. Kouassi's promotion application.

However, Dr. Kouassi does meet the specific requirements for promotion described in the department criteria of two peer-reviewed articles (describing work carried out at WIU where he is the principal author or major contributing author) with his publication of articles 6 and 7 listed above. These publications demonstrate Dr. Kouassi's scholarly creativity. The chair commends Dr. Kouassi on these accomplishments and recommends that he continue to pursue his own uniquely creative research ideas. Dr. Kouassi's expertise in the areas of bio-encapsulation and magnetic nanoparticles show great promise for significant funding in the future from the National Institutes of Health for projects in bio-detection and/or nutritional health. Publications #6 and #7 above could serve as springboards for competitive NIH:AREA grant applications.

The chair notes that Dr. Kouassi's is continuing other scholarship activities with the recently submitted an additional manuscript for publication:

Kolachana, K.V.S. ; Cholkar¹, K; Kouassi¹, K.G., Kayani¹, W, Jagadeesh², R,V, Made Gowda N. "Ruthenium(III) Catalyzed Oxidation of Indigo Carmine by Manganese(III) in Sulfuric Acid Medium: A Kinetic and Mechanistic Study", *Oxidation Commun.*, Submitted.

Also, additional important works of Dr. Kouassi are two book chapters in *Nanoparticles in Biology and Medicine. Methods and Applications* submitted for publication to Humana Press USA. The details of these contributions are listed below:

Book Chapters submitted

1. **Gilles Kouassi¹**, Lan Sun², Chen Xu Yu², and Joseph Irudayaraj⁴. Synthesis and preparation of magnetic and gold-coated magnetic nanoparticles.
2. **Gilles Kouassi¹**, Lan Sun², Chen Xu Yu², and Joseph Irudayaraj⁴. Functionalization and Biological and Medical Applications of Magnetic and gold-coated Magnetic Nanoparticle.

The chair congratulates Dr. Kouassi for his important scholarship and professional activities, and encourages him to continue to build his research program at WIU.

III. EVALUATION OF SERVICE ACTIVITIES

Evaluation of service will be based on Article 20 of the WIU/UPI 2011-2015 Agreement and the Department Criteria.

Recommendation: ☒ Meets requirements ☐ Does not meet requirements

Include below a narrative explanation of your recommendations, summarizing specific

accomplishments and any notable concerns. If a recommendation is negative, explain the reasons, based on contract language and Department Criteria.

The Chemistry department criteria states that an individual applying for promotion to Associate Professor must earn a minimum ranking of Highly Effective (HE):

"To achieve the rating of HE in the evaluation for tenure or for promotion to associate professor, the faculty member must, in addition to the above, chair departmental committees, serve as faculty sponsor for a student organization, or have served on at least one college committee, one university committee, or one pertinent community/regional committee. This higher level service must have been for a cumulative total of two years or more."

After careful review of materials submitted by Dr. Kouassi for the evaluation period (Fall 2007 - Fall 2011) the Chair finds that his overall performance in the area of Service meets the requirements for promotion to the rank of Associate Professor.

The following table summarizes the service activities in which Dr. Kouassi played a critical role:

	Dept Committees	CAS Committees	University Committees	External Services	DC Points	Rating
PY2	Chem Club Adv Graduate Com. TA training Thesis com			Reviewer journal articles Science Fair judge	16	Highly Effective
PY3	Chem Club adv. Grad Adviser (Grad Chair) TA training Program review Thesis com. Grade appeal	CAS Graduate committee		Reviewer journal articles Science Fair judge	67	Excellent
PY4	Grade appeal TA training General Education. Assessment Rad Safety	CAS undergrad scholarship	Univ Tech Advis Committee	Reviewer journal articles Science Fair judge	55	Excellent
PY5	Thesis comm Grade appeal Rad Safety	CAS undergrad scholarship	Univ Tech Advis Committee	Reviewer journal articles Science Fair judge	91	Excellent
Avg					57.3	Excellent

It is clear from the table above that Dr. Kouassi meets the requirements for promotion to the rank of associate professor in the area of service as established in the Chemistry Department Criteria. The chair commends Dr. Kouassi for these activities and for the important role he plays in the department, in the college and university, as well as for his dedication to his profession.

Note: For retention, tenure, and promotion, faculty must "meet requirements" in all three areas (teaching/primary duties, scholarly/professional activities, and service) to be "recommended" on the Transmittal Sheet.

2011-2012 SUMMARY EVALUATION FORM

Retention, Promotion, Tenure

PLEASE CHECK ONE: Chair ☐

DPC ☒

CPC ☐

DATE: 1-26-2012

NAME: Gilles Kouassi

DEPARTMENT: Chemistry

PY YEAR (if applicable): 5

PRESENT RANK: Assistant Professor

YEARS IN RANK [See Art. 20.9.b] (if applicable): 5

Status Being Evaluated:

☐ Retention

☐ Tenure



Promotion to Assistant Professor



Promotion to Associate Professor



Promotion to Professor

• **If Faculty Are Applying for Both Tenure and Promotion to Associate Professor:**

Check both boxes above. Faculty need only submit one portfolio for both personnel actions, and each evaluator need only complete one Summary Evaluation Form.

I. EVALUATION OF TEACHING/PRIMARY DUTIES

Evaluation of teaching/primary duties will be based on Article 20 of the WIU/UPI 2011-2015 Agreement and the Department Criteria.

Recommendation: ☒ Meets requirements

☐ Does not meet requirements

Include below a narrative explanation of your recommendations, summarizing specific accomplishments and any notable concerns. If a recommendation is negative, explain the reasons, based on contract language and Department Criteria.

Having reviewed the materials submitted by Dr. Gilles Kouassi for the evaluation period of Fall 2007-Fall 2011, the Chemistry Department Personnel Committee (DPC) finds that his performance in the area of Teaching/Primary Duties meets the requirements for promotion to the rank of Associate Professor. The DPC comes to this conclusion after a careful review of the teaching related materials presented in conjunction with the established Departmental Criteria (DC).

As required by the DC, File 2 (Teaching/Primary Duties) of Dr. Kouassi's portfolio includes Student Evaluations, Peer Evaluations, and Chair Evaluations for all courses that he taught during this evaluation period. Also included in the portfolio are the representative syllabi, exams, quizzes, and homework assignments. In his narrative, Dr. Kouassi has included detailed descriptions and highlights of different courses he taught along with his self assessment of how he has met the existing Department Criteria for promotion to associate professor. Additionally, the portfolio includes the extended teaching activities. After a careful review of Dr. Kouassi's narrative statement on teaching along with all of the documents contained in the teaching folder (file 2), the DPC makes the findings as summarized below.

The DPC finds that Dr. Kouassi has taught a wide range of chemistry courses [CHEM 101 (Lab Sections), CHEM 201 (Lecture and/or Lab Sections), CHEM 202 (Lecture and/or Lab Sections), CHEM 370 (Lecture and Lab), CHEM 374 (Lecture and Lab), and CHEM 571 (Lecture)] during this evaluation period. As recognized by the chemistry department criteria, traditionally, lower-level courses such as CHEM 201 and 202 are two of the most challenging gen. ed. classes to teach in our department as the freshman students enrolled in these courses are often overwhelmed by the scientific rigor and the intellectual challenges of the courses. Students of CHEM 201 and 202 have often directed their frustrations and failures to secure good grades, which primarily are the result of their lack of adequate

preparation, background and work ethics to succeed in these courses, at the course instructor. Historically, the student evaluation scores for gen ed courses, CHEM 101-102 and CHEM 201-202, are considerably lower than the departmental average and Dr. Kouassi's scores follow the same trend except for the fact that his average student evaluation scores for CHEM 201 and 202 during the evaluation period is 3.12 as compared to ~2.5 for anytime during the recent history of these two courses. The Department Criteria specifically refers to instances of low student evaluation scores for demanding general education courses (page 8) and the need for adjusting those scores according to long term trends for such courses. The DPC feels that considering the fact that these evaluation scores are well above the historical average for CHEM 201 and 202, Dr. Kouassi has succeeded in the effective teaching of these gen. ed. courses during the evaluation period. The DPC notes that, as he states in his teaching narrative, he has extensively used WesternOnline learning resources to empower the students to achieve their maximum learning potential. He further states, "This allows the students to read the materials ahead and gives them enough time to prepare questions that could be answered during the class."

The student evaluation scores of Dr. Kouassi for the other courses (CHEM 370, CHEM 374, and CHEM 571) that he taught during the same period unambiguously reflect his development as an effective instructor. It should be noted that physical chemistry is perceived by chemistry students as one of the toughest subareas to grasp. These student evaluation scores with an overall average of 3.82 for Q#9 reflect the superior instructional skills of the instructor (see Table 1 below). While most of the written comments from student evaluations for the higher level classes Dr. Kouassi taught during this evaluation period are highly positive, the written comments for CHEM 201 and 202 reflected students' apprehension in these two courses. The written comments from CHEM 201-202 students addressed the main concerns, namely (i) the overall difficulty of the course content to a greater extent, and (ii) instructor's communication skills/techniques to a lesser extent. Dr. Kouassi has specifically addressed how he has tried and continues to try to remedy the two concerns by spending extra time during lectures to explain the concepts in considerably greater detail to lower the level of anxiety of the students and the level of difficulty of the hard concepts discussed. A review of the Peer and Chair Evaluations for these courses clearly indicates that Dr. Kouassi's lectures are in fact of average pace and that he does not rush through his lectures.

The scores of student evaluations of Dr. Kouassi for question #9 on the student evaluation form that deals with the overall effectiveness of teaching are **tabulated below** for a total of 25 courses taught by him. According to the established benchmarks for student evaluation scores in the DC, Dr. Kouassi's scores are rated as: Excellent for 11 courses, Highly Effective for 6 courses, Satisfactory for 3 courses, and Unsatisfactory for 5 courses. In addition to these evaluation scores, most of his student evaluations also include highly positive comments, with many of them commenting on Dr. Kouassi's dedication to his students and his availability to help them at all times. Dr. Kouassi's teaching skills and his breadth

Course/Term	Student Evaluation Score	DC Rating
CHEM 571 (Lect)/ 2007 F	3.83	Excellent
CHEM 370 (Lect)/ 2008 Sp	4.29	Excellent
CHEM 370 (Lab)/ 2008 Sp	4.56	Excellent
CHEM 101 (Lab)/ 2008 Sp	3.06	Satisfactory
CHEM 571 (Lect)/ 2008 F	4.07	Excellent
CHEM 201 (Lect)/ 2008 F	2.79	Unsatisfactory
CHEM 101 (Lab)/ 2008 F	3.06	Satisfactory
CHEM 370 (Lect)/ 2009 Sp	3.30	Highly Effective
CHEM 370 (Lab)/ 2009 Sp	3.08	Satisfactory
CHEM 202 (Lect)/ 2009 Sp	3.35	Highly Effective
CHEM 571 (Lect)/ 2009 F	4.07	Excellent
CHEM 202 (Lect)/ 2009 F	3.57	Highly Effective
CHEM 370 (Lect)/ 2010 Sp	3.79	Excellent
CHEM 370 (Lab1)/ 2010 Sp	3.71	Highly Effective
CHEM 370 (Lab2)/ 2010 Sp	4.29	Excellent
CHEM 201 (Lect)/ 2010 Sp	2.82	Unsatisfactory
CHEM 201 (Lab)/ 2010 Sp ?	3.71	Highly Effective
CHEM 201 (Lect)/ 2010 F	2.92	Unsatisfactory
CHEM 370 (Lect)/ 2011 Sp	3.34	Highly Effective
CHEM 370 (Lab1)/ 2011 Sp	2.75	Unsatisfactory
CHEM 370 (Lab2)/ 2011 Sp	3.80	Excellent
CHEM 201(Lect)/ 2011 Sp	2.78	Unsatisfactory
CHEM 571 (Lect)/ 2011 F	4.18	Excellent
CHEM 374 (Lect)/ 2011 F	4.00	Excellent
CHEM 374 (Lab)/ 2011 F	4.25	Excellent
Average, Gen ed Lower level-100-200 courses	3.12	Satisfactory
Average, Upper level-300 & Grad 500 courses	3.83	Excellent

and depth of knowledge of the subject matter are also noted by many students in their comments.

According to the current Department Criteria, a candidate applying for promotion to Associate Professor must secure a rating of excellent (E) in his/her teaching/primary duties. The teaching performances are to be evaluated by considering the five benchmarks: (i) Student Evaluations, (ii) Peer Evaluations, (iii) Chair Evaluations, (iv) Review of teaching materials, and, finally, (v) Review of

extended teaching responsibilities. To award a rating of Excellent (E) for Student Evaluations to a particular candidate, he/she must have an average mean score of 3.75-5.00. The average uncorrected Student Evaluation score (Q#9) for all the courses Dr. Kouassi taught during the evaluation period is found to be 3.57, which is closer to the lower end (3.75) of the rate, Excellent, than HE. *The DC (IV.1A) also stipulates, ".....Faculty members shall not be denied retention, tenure, or promotion based solely on student evaluation scores. Overall teaching performance will be assessed using all evaluative tools noted in this document for teaching/primary duties.....".*

To award a rating of Excellent (E) for Peer and Chair Evaluations to an applicant, he/she must have an average mean score of 3.50-5.00. Classroom evaluations by Peers and the Chair of Dr. Kouassi's lectures have consistently received high-end scores as he is a very lively instructor in the classroom, who constantly engages his students by encouraging questions and by getting them involved in discussions during the lectures. Of the 15 questions listed on the questionnaire, most questions including the important one (Q#9) have received maximum 5 points. The average scores of Peers and Chair evaluations for the lecture classes for the overall effectiveness of teaching (Q#9) during the evaluation period range 4-5 with approximate averages of 4.9 and 4.4, respectively. These two Peer/Chair evaluation scores represent a rating of "Excellent" each.

After an evaluation of the representative materials (Syllabus, Quiz, Exam, Home-work, Handout etc), the DPC agrees that Dr. Kouassi has carefully and meticulously prepared these documents, which is clearly an indication of the level of preparation that he makes in teaching each course. Dr. Kouassi addresses how he meets the five different guidelines (DC, page 9) when preparing documents for the courses he teaches and the DPC rates his efforts in this area as "Excellent" by awarding an average score of 4.5.

The last subarea of evaluation under the teaching/primary duties is the review of extended teaching responsibilities. A significant contribution made by Dr. Kouassi in this sub-area is in the teaching of research skills/techniques to his students. In addition to being an effective teacher, Dr. Kouassi is also developing into an excellent mentor to our research students both at the graduate and undergraduate levels. During this evaluation period, Dr. Kouassi has trained eight undergraduate students and 10 graduate students to effectively and systematically carry out chemical research. These efforts have resulted in as many as 23 presentations made by the students of Dr. Kouassi at the local, state and regional research meetings/conferences. He has secured funding from internal sources to support the research efforts of his students. In April 2011, at the Illinois State Academy of Science (ISAS) Research Conference at EIU-Charleston, a research presentation made by Dr. Kouassi's student, Prathyusha J., was judged as the best student presentation. The DPC applauds Dr. Kouassi for a job well done in this area. As part of extended teaching responsibilities, he extensively utilizes Web and on-line methods and resources in his classrooms. Considering all these significant activities, the DPC rates Dr. Kouassi's efforts in this subarea of the "extended teaching responsibilities" as 'Excellent' by awarding an average score of 4.25.

The Overall teaching performance of Dr. Gilles Kouasssi for the evaluation period is rated as

"Excellent" as he has secured a total of 21.62 points for the five performance benchmarks (DC, page 7, with 17.5-25.0 needed for an "Excellent" rating) considered to evaluate the teaching performance. This total of the accumulated points represents the higher end of the "Excellent" range. The DPC is pleased to note that in the previous five evaluation periods, Dr. Kouassi's overall performance has been consistently rated as "Excellent" in all the three areas including the teaching/primary duties. The DPC unanimously concludes that Dr. Kouassi's performance meets the requirement in this area of Teaching/Primary Duties.

Before concluding the evaluation in this area the DPC would also like to note that Dr. Kouassi was the recipient of a PAA award for the 2009-2010 academic year and is slated to receive one for the PAA application that is currently being evaluated.

II. EVALUATION OF SCHOLARLY/PROFESSIONAL ACTIVITIES

Evaluation of scholarly/professional activities will be based on Article 20 of the WIU/UPI 2011-2015 Agreement and the Department Criteria.

Recommendation: ☒ Meets requirements

☐ Does not meet requirements

Include below a narrative explanation of your recommendations, summarizing specific accomplishments and any notable concerns. If a recommendation is negative, explain the reasons, based on contract language and Department Criteria.

The file submitted by Dr. Gilles Kouassi, in the area of Scholarly and Professional Activities, for consideration of promotion to the rank of Associate Professor includes complete documentation of his activities in this area for the evaluation period from Fall 2007-date of submission of the portfolio. All materials submitted by Dr. Gilles Kouassi for the evaluation period were reviewed and the DPC finds that his performance meets the requirements for promotion to the rank of Associate Professor in the area of Scholarly and Professional Activities. Dr. Kouassi's performance in this area as evident from the cited activities has to be rated as Excellent (E) according to the current departmental criteria (DC). The various activities performed during this evaluation period and how they meet the criteria are detailed below.

As per our Department Criteria (DC), a candidate applying for promotion to the rank of Associate Professor requires a rating of Highly Effective (HE) in this area and as per DC a rating of Highly Effective (HE) can be awarded should a research active faculty member have at least two-peer-reviewed article describing scholarly work carried out at WIU (on which the faculty member is either the principal author or a major contributing author) published in national/international journal(s). In the case of multi-authored publications in national/international journal(s), the faculty member must provide evidence that he/she made a major contribution to the research work published. Careful review of the documentation provided by Dr. Kouassi demonstrates that he has met the DC requirements for promotion to the rank of Associate Professor. Listed below under separate headings are Dr. Kouassi's accomplishments in the Scholarly Professional Area.

Research Articles: During this evaluation period Dr. Kouassi has published seven research articles in peer-reviewed international journals. These articles are listed below showing Dr. Kouassi's contribution

in parenthesis at the end of each publication. The included extent of contribution as a fractional percentage was communicated to DPC by Dr. Kouassi in an e. mail correspondence which is also included and as part of the documentation. Of the seven articles published during the evaluation period, Publications #1, #2 and #3 describe research findings from Dr. Kouassi's stint as a post-doctoral fellow at Pennsylvania State University and will not be considered towards meeting the DC criteria for promotion. Publications #6 and #7 describe research findings from Dr. Kouaasi's independent research at Western Illinois University and meet the two publication criterion noted in DC. In addition to these publications Dr. Kouassi is a co-author on two additional publications, Publication #4 and #5 which describes research results from Dr. Kouaasi's collaborative work with Dr. Netkal Made Gowda (WIU) and additional collaborators from universities in India. A supporting letter from Dr. Made Gowda is included as part of the documentation. It is unusual to see a supporting letter from a DPC member during a promotion deliberation. Therefore the DPC discussed this letter at length and agreed that Publications #4 and #5 on which Dr. Kouassi is a co-author describing collaborative research do not meet the 2 publication requirement as stipulated in the DC for promotion. The DPC finds that critical requirement of 2 peer-reviewed publications where the faculty member is the principal author or the major contributing author in the DC has been met by Dr. Kouassi for promotion to the rank of associate professor by Publications #6 and #7.

1. Hayman, M.M., Kouassi K. G., Floros, J., Anantheswaran, R. Knabel, S. 2008. Effect of water activity on the activity of actase dehydrogenase and growth of *Listeria monocytogenes* upon high pressure treatments *Int .J. Food Microbiol.* 124, (1) 21-26 **(40-45%, post-doctoral research, does not meet DC for promotion)**
2. Kouassi, K. G., Wang, P., Sreevatan, S., Irudayaraj J. 2007. Aptamer-mediated magnetic and gold coated magnetic nanoparticles as detection assay for prion protein assessment. *Biotechnol. Prog.* 23, 1239-1244. **(65-75%, post-doctoral research, does not meet DC for promotion)**
3. Kouassi, K.G, Anantheswaran R. Knabel, J.S. Floros, D. J. 2007. Investigating the effects of high pressure processing on activity and structural changes of alkaline phosphatase and L-lactate dehydrogenase in milk and buffers. *J. Agric. Food Chem.* 55, 9520-9529 **(65-75%, post-doctoral research, does not meet DC for promotion)**
4. Kolachana K. V. S., Cholkar, K., Kouassi, K. G., Kayani W. M., Jagadeesh R.V., Made Gowda N.M. 2011. Oxidative Conversion of Lactic Acid by Chloramine-T in Sulfuric Acid Medium: A Kinetic and Mechanistic Study. *Amer. J. Org. Chem.* *Accepted for publication* **(30-35%)**

5. Cholkar K., Kouassi, G. Ananda, S. Veeraiah, M.K., Gowda, N. M. 2011. Osmium (VIII)-catalysed kinetics and mechanism of Indigo Carmine by Chloramine -B and basic medium. *Synthesis and Reactivity in Inorganic, Metal-Organic, and Nano-metal Chemistry*. 41, (9), 1126,-1134. (30-35%)
6. Kouassi, K. G. 2011. Magnetic and gold coated magnetic nanoparticles as tools for biodetection: preparation, characterization, and biosensing applications. *Current Nanoscience*. 7, 4, 510-523. (100%)
7. Kouassi K. G. Teriveedhi, V., Milby, C., Tarab A., Boley, M., Made Gowda, N.M., Terry, R. 2012. Nano/Micro-encapsulation of of linoleic acid in biopolymer matrices: effects of the physical state, Water, and quercetin on oxidative and thermal stability. *J. Encapsul. Absorp. Sci. In press*. (75%)

The DPC also favorably notes that Dr. Kouassi and his coworkers have recently submitted an additional manuscript for publication and Dr. Kouassi is a co-author on two book chapters in *Nanoparticles in Biology and Medicine. Methods and Applications* to be published by Humana Press USA. The details of these contributions are listed below. The DPC notes that the current DC permits credit only for published book chapters under 'Other principal scholarship work' and thus this scholarly activity, though laudable, will not be credited at this juncture of Dr. Kouassi's career at WIU.

Articles submitted

1. Kolachana, K,V.S, ; Cholkar¹, K; Kouassi¹, K.G., Kayani¹, W, Jagadeesh², R,V, Made Gowda¹ N. "Ruthenium(III) Catalyzed Oxidation of Indigo Carmine by Manganese(III) in Sulfuric Acid Medium: A Kinetic and Mechanistic Study", *Oxidation Commun.*, Submitted.

Book Chapters submitted

1. Gilles Kouassi^{1*}, Lan Sun², Chen xu Yu², and Joseph Irudayaraj^{4*}. Synthesis and preparation of magnetic and gold-coated magnetic nanoparticles.
2. Gilles Kouassi^{1*}, Lan Sun², Chen xu Yu², and Joseph Irudayaraj^{4*}. Functionalization and Biological and Medical Applications of Magnetic and gold-coated Magnetic Nanoparticle

Research Proposals and Secured Funding: During the evaluation period Dr. Kouassi has also successfully secured funding for three research grants from WIU sources to support his ongoing research. While University Research Council funded two research proposals submitted by Dr. Kouassi, a third proposal was funded by the Faculty Development Office in the form of a Summer Stipend award. In addition to these funded proposals Dr. Kouassi has also submitted two external grant proposals during

this evaluation. A proposal to the National Science Foundation was submitted in 2008 and another one to the Research Corporation in 2009. A third pre-proposal was also submitted in 2009 to the NineSigma Corporation. The first two proposals were not funded and an invitation to submit a full proposal to the NineSigma Corporation was not extended. The DPC commends Dr. Kouassi's willingness to resubmit the NSF and Research Corporation proposals after incorporating reviewer comments and criticisms as he has noted in his narrative. Dr. Kouassi was also a co-PI on another unfunded NSF proposal submitted during this period.

Furthermore, it should be noted that three of Dr. Kouassi's undergraduate students and 1 graduate student working in his lab have received the CAS Undergraduate Research and Scholarly Activity awards and Graduate Research award. According to our DC, activities pertaining to faculty sponsor of student grant funded are to be considered as Extended Teaching Duties and credit for these activities will be noted there.

Mentoring of Research Students

Our DC lists many activities that can be counted and credited for when evaluating Scholarly/Professional activities of a candidate. One such activity is the supervision of student research leading to presentation of papers at scientific meetings. During this evaluation period, Dr. Kouassi and his collaborators have mentored both undergraduates and graduate students who have presented their research results at both local, state level, and national level meetings. Listed below are number of presentations made by these students at different venues

- At local meetings (University Undergraduate Research Day): 4 Presentations
- At state level meetings (Student research conference, ISAS meetings): 12 Presentations
- At regional level meetings (ACS regional meeting, Argonne Symposium): 3 Presentations
- At national meetings (American Chemical Society meetings, Institute of Food Technology mtg. etc): 4 presentations

The DPC also notes here that the presentation made by Ms. Prathyusha Jagarlam, a graduate student of Dr. Kouassi, at the Illinois State Academy of Sciences meeting at Eastern Illinois University in April 2011 was judged as the Best Oral Presentation at the meeting.

Other Scholarly Activities

Our DC also gives credit for many other professional activities of a faculty member that does not directly result in a publication/presentation or funding. These activities include the role of the faculty member as reviewer for journal articles, external funding agencies, organizer of symposiums and meetings. Dr. Kouassi has been very active in these areas as well. Dr. Kouassi is a well sought reviewer for manuscripts submitted to a variety of Journals dealing with biotechnology, food chemistry, nanotechnology etc. During this evaluation period Dr. Kouassi has reviewed 32 manuscripts submitted to 16 different journals. DPC applauds this prolific activity of Dr. Kouassi. In 2008 Dr. Kouassi also

presided as a moderator for one of the sections of the Student Research Conference held on WIU campus that year.

It is clearly evident from the above narrative that Dr. Kouassi has provided evidence to support his Scholarly/Professional activities for his promotion to the rank of Associate Professor in the Department of Chemistry here at WIU. The DPC would like to acknowledge all of these efforts and congratulate him on his accomplishments in this area.

The table below lists the various activities reported in the Scholarly/Research Activities and the corresponding numerical credits (points) as per the current DC. The total number of allowed points calculated per year (see Table below) puts Dr. Kouassi's performance level as **Excellent** in this area.

Activity	Points Allowed
International or national referred journal publications	<i>NanoScience paper</i> = 10 <i>J. Encapsul. Absorp. Sci.</i> = 8 <i>Synth. React. In Inorg.</i> = 3 (prorated based on % contribution) <i>Am.J.Org. Chem.</i> = 3 (prorated based on % contribution)
Supervision of student presentation at the IFT meeting, 2011	1x10=10
National ACS meeting, 2009	3x10=30
Midwest ACS meeting, 2011	3x8=24
ISAS meeting, 2011 (State)	5x4=20
ISRC meeting (State)	4x4=16
Argonne Symposium (Regional)	3x8=24
WIU Undergraduate Research Day	4x3=12
URC/Fac. Dev. Grant funded	3x10=30
Unfunded NSF grant	1x8 = 8
Unfunded Res. Corp. Grant	1x6 =6
Unfunded NSF grant (coPI)	1x4 =4
Review of journal articles	16x10=160
Total number of points	368 for 4.5 years
Average total # points/year	81.77

III. EVALUATION OF SERVICE ACTIVITIES

Evaluation of service will be based on Article 20 of the WIU/UPI 2011-2015 Agreement and the Department Criteria.

Recommendation: ☒ Meets requirements ☐ Does not meet requirements

Include below a narrative explanation of your recommendations, summarizing specific accomplishments and any notable concerns. If a recommendation is negative, explain the reasons, based on contract language and Department Criteria.

Having reviewed the materials submitted by Dr. Gilles Kouassi for the evaluation period (Fall 2007 to Fall 2011), the Chemistry Department Personnel Committee (DPC) has determined that his performance in the area of Service Activities meets the requirements for promotion to Associate Professor. The committee's conclusion is based on a careful review of the materials submitted in conjunction with the established Departmental Criteria (DC). File 4 (Service Activities) of Dr. Kouassi's portfolio includes documentation that outlines service at the Departmental, College, and University levels

as well as service to the community.

At the departmental level, Dr. Kouassi has served on the Graduate Committee; he was the chair of the committee in Fall 2009 and spring 2010. Additionally he has served on other departmental committees such as Grade Appeals, Graduate Education Assessment, and General Education Assessment. Dr. Kouassi has also served as advisor to the Chemistry Club. He has also served on the thesis committees of many M.S. students in the department.

At the college level, Dr. Kouassi has been a member of the Undergraduate Scholarship Committee from Fall 2009 to date. The committee meets monthly to discuss innovative ways to improve undergraduate scholarship at Western Illinois University.

At the University level, Dr. Kouassi has been a member of the University Technology Advisors Groups (UTAG) since Fall 2009. This committee also meets monthly and works to achieve the goals set forth in the Institutional Strategic Plan for Technology.

At the community level, Dr. Kouassi has served as judge by invitation at a high school science fair.

Based upon the DC, Dr. Kouassi's service points are computed as follows:

	Activity	Points Allowed
Fall 2007- Spring 2008	Membership in Department Graduate Committee	6
	Student advisor	3
	Committee member for thesis defense (3x4)	12
Fall 2008- Spring 2009	Membership in Department Graduate Committee	6
	Chemistry club advisor	7
	Committee member for thesis defense (7x4)	28
Fall 2009- Spring 2010	Chair of Department Graduate Committee	8
	Membership in College Undergraduate scholarship committee	7
	Membership in University Technology Advisors Groups	
	Chemistry club advisor	8
	Committee member for thesis defense (7x4)	7
		28
Fall 2010- Spring 2011	Membership in Department Grade Appeal Committee	3
	Membership in College Undergraduate scholarship committee	7
	Membership in University Technology Advisors Groups	
	Other important service work	8
	Committee member for thesis defense (12x4)	5
		48
Fall 2011	Membership in Department Grade appeal committee	1.5
	Membership in College Undergraduate scholarship committee	3.5
	Membership in University Technology Advisors Groups	
		4
total		200 points over 4.5 years (Average 44.4 points/year)

The current DC stipulates that an individual applying for promotion to Associate Professor must earn a ranking of Highly Effective (HE): *To achieve the rating of HE in the evaluation for tenure or for promotion to associate professor, the faculty member must, in addition to the above, chair departmental committees, serve as faculty sponsor for a student organization, or have served on at least one college*

committee, one university committee, or one pertinent community/regional committee. This higher level service must have been for a cumulative total of two years or more. Considering the various service activities engaged in by Dr. Kouassi the DPC rates his efforts in this area as "Excellent" by awarding an average score of 44.4. It is evident to the DPC that his service meets the criteria for promotion to Associate Professor.

Note: For retention, tenure, and promotion, faculty must "meet requirements" in all three areas (teaching/primary duties, scholarly/professional activities, and service) to be "recommended" on the Transmittal Sheet.