

2010-2011 SUMMARY EVALUATION FORM
For Retention, Promotion, Tenure, and Professional Achievement Award (old PAA Cycle B)

PLEASE CHECK ONE: Chair ☐ DPC ☒ CPC ☐ DATE:

NAME: Gilles Kouassi

DEPARTMENT: Chemistry

PY YEAR (if applicable): PY4

PRESENT RANK: Assistant Professor YEARS IN RANK [See Art. 20.9.b] (if applicable):

Status Being Evaluated:

- | | |
|---|---|
| <input checked="" type="checkbox"/> Retention | <input type="checkbox"/> Promotion to Assistant Professor |
| <input type="checkbox"/> Tenure | <input type="checkbox"/> Promotion to Associate Professor |
| <input type="checkbox"/> Professional Achievement Award (old Cycle B) | <input type="checkbox"/> 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 PY4 (Fall 2009 – Summer 2010), the DPC finds that Dr. Kouassi's performance in the area of Teaching/Primary Duties meets the requirement for retention. The DPC's finding of Dr. Kouassi's performance in the Teaching/Primary Duties as meeting the requirement is made after a careful review of the materials presented in conjunction with the established Departmental Criteria (DC). File 2 (Teaching/Primary duties) of Dr. Kouassi's portfolio included student evaluations and Chair & Peer evaluations for the four lectures (Chem 201, 202, 370, and 571) and two laboratory classes (Chem. 370-021 and 370-022 labs) he taught during the evaluation period, representative syllabi, exams, and quizzes.

In evaluating Dr. Kouassi's portfolio for retention, the DPC first considered the student evaluation scores and written comments for the six courses that he taught. Dr. Kouassi has received a rating of Excellent based on the student evaluation scores (4.07/5.00) for CHEM 571 lecture. The student comments for this course were mostly positive. Dr. Kouassi's student evaluation scores for CHEM 201 lecture and CHEM 202 lecture were 2.82/5.00 and 3.57/5.00 and provided a rating of "Highly Effective," and "Excellent", respectively for these two courses. The evaluation score of 2.82/5.00 for CHEM 201 is close to the Department average for Lower Division courses (2.84/5.00, fall 2009); and the evaluation score for CHEM 202 is better than the Department average for Lower Division courses (3.01/5.00, spring 2010). Many CHEM 201 students expressed in written comments their appreciation for Dr. Kouassi's willingness to help them, his encouragement and his depth of knowledge in the subject. The DPC finds his course

materials (syllabi, quizzes and exams) very informative and pedagogically appropriate as well. In the context of student evaluations for CHEM 201 the DPC would like to cite from our DC that *“historically general education courses in the department have rendered low evaluation scores because of the nature and difficulty of subject and the preparative background needs”*.

Dr. Kouassi's student evaluation score for CHEM 370 lecture was 3.78/5.00 and provide a rating of “Highly Effective” for this course. The student evaluation scores for CHEM 370-021 and CHEM 370-022 labs were 3.71/5.00 and 4.29/5.00, respectively. The average scores for CHEM 370 labs were 4.00/5.00 and provided a rating of “Excellent.” for the lab teaching. Dr. Kouassi has made tremendous improvement in teaching this course and the associated labs by re-designing the lab experiments. In previous year's student evaluations for Dr. Kouassi's courses they (students) noted some difficulty in understanding his accent during lecture. DPC now notes that the student comments for the current courses do not contain such a criticism indicating an improvement in that aspect of Dr. Kouassi's teaching. Both Peers and the Chair noted in their evaluations of CHEM 370 that Dr. Kouassi was well prepared for the lectures and that he interacted well with students.

During this evaluation period, Dr. Kouassi mentored an undergraduate student and two graduate students; and one of the students has completed MS thesis defense. In addition, he supervised several presentations at the University, State, and National-level scientific Conferences.

Considering Dr. Kouassi's input and effort to fulfill his primary responsibility as a teacher in the department, his teaching evaluation scores, his evaluations by peers and the Chair, and his role as a research mentor for aspiring students, the DPC unanimously agrees that Dr. Kouassi's performance meets the requirement in this area.

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.

Having reviewed all the materials submitted for this evaluation period (Fall 2009-Summer 2010), the DPC determines that Dr. Kouassi's scholarly/research activities meet the requirement for retention in the area of Scholarly and Professional Activities. His performance in this area as evident from the listed activities has to be rated Highly Effective (HE) according to the current departmental criteria document (DC). The various activities performed during this

evaluation period and how they meet the DC requirements are as detailed below.

It is evident from Dr. Kuassi's narrative in File #3 that he has now successfully established his research program at Western Illinois University and that he has been successfully training undergraduate and graduate researchers. The research results obtained from his own work and the work conducted by his students are currently being disseminated through publications and presentations. They are also being used as preliminary data to support and strengthen Dr. Kouassi's proposals submitted to external agencies for funding.

During this FY4 evaluation period, Dr. Kouassi has one manuscript that has been submitted for publication in *Current Nanoscience*, where he is a single author. Based on the research performed at WIU, Dr. Kouassi and his students had submitted another manuscript to a peer-reviewed international journal, which has come back for revision based on the reviewers' comments. Dr. Kouassi and his co-workers are currently revising this manuscript for resubmission. They also have four other manuscripts currently under preparation for publication in peer-reviewed international journals such as *Current Nanoscience* and *Journal of Food Chemistry*. In the opinion of the DPC, Dr. Kouassi is taking active steps in getting his research published in reputed journals and the DPC feels that Dr. Kouassi is making timely progress in this area to meet the DC criteria for tenure and promotion. However, the DPC would like to take this opportunity to once again remind Dr. Kouassi that the requirement stipulated by the current DC is that a candidate for tenure/promotion must publish at least two manuscripts based on the research work carried out at WIU by the statement below. *"Activities in the evaluation for tenure or 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)."*

Dr. Kouassi is currently revising the grant proposal submitted earlier to the Research Corporation by incorporating the reviewers' suggestions to submit it to the National Science Foundation. During this evaluation period, his proposal submitted twice (September 2009 and April 2010) to the Western's URC was not funded. He states that he plans to revise the proposal and resubmit it to URC. He is also planning to submit a proposal to NIH on the effect of plant ployphenols extract on cancer cells. The DPC is aware of the difficulty in securing external funding from major national agencies such as NIH and NSF and applauds Dr. Kouassi's persistent attempts in securing funds for sustaining his research program at WIU.

The last scholarly/professional activities listed in Dr. Kouassi's File #3 are the research presentations made by Dr. Kouassi and his students at the national and state level meetings. During this evaluation period, Dr. Kouassi presented one paper at the national meeting of the

American Chemical Society in San Francisco in March 2010. Four undergraduate students of Dr. Kouassi presented posters at the Undergraduate Research Symposium in Spring 2010 and three students (undergraduate and graduate) presented three papers at the ISAS Meeting in April 2010. The DC lists these types of presentation activities to be considered and credited for tenure/promotion and in the DPC's opinion, Dr. Kouassi is making positive strides towards the required professional benchmarks.

The DPC applauds Dr. Kouassi on his research activities and his attempts to secure external support for his research at Western. However, as stated earlier, the DPC strongly encourages him to publish the research data specifically gathered here at WIU with student co-authors as he proceeds towards his tenure and/or promotion. It is evident from the listed PY4 activities that Dr. Kouassi will continue to be a productive researcher/student-research mentor at Western and the DPC congratulates and wishes him the best in these future endeavors.

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.

After reviewing the list of service activities provided by Dr. Kouassi for the current evaluation period (Fall 2009-Summer 2010), the DPC feels that Dr. Kouassi **meets** the requirement for retention as stipulated in the DC.

At the Departmental level, Dr. Kouassi served as the Chair of Chemistry Graduate Committee and an active member on the following committees: Grade Appeals Committee, Graduate Education Assessment Committee, and General Education Assessment Committee. As the Chair of the Graduate Committee, Dr. Kouassi worked closely with all graduate students assisting them with course selections, making degree plans etc. Dr. Kouassi and members of the Graduate Committee have screened about 120 graduate applications. Dr. Kouassi also has served as advisor to the Chemistry Club.

At the University level, Dr. Kouassi was elected to serve on the following two committees: the Council on Admission, Graduation, and Academic Standards (CAGAS) as a representative of the College of Arts and Sciences; and University Technology Advisors Groups. By serving on these University level committees on top of his service to the department the DPC feels that Dr. Kouassi is meeting all the Service benchmarks that are expected of a PY4 candidate progressing towards his tenure.

The DPC would like to take this opportunity to thank Dr. Kouassi for his service to the Department, College, and the University.

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. For the PAA, faculty must "meet requirements" in teaching/primary duties and for one other area (scholarly/professional activity or service) to be "recommended" on the Transmittal Sheet.*