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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

appropriate as well. 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 in the art of chemical research.

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. A brief review of Dr. Kouassi's PY1 evaluations shows that, in this PY2 evaluation period, he has shown an improvement in this primary area.

II. EVALUATION OF SCHOLARLY/PROFESSIONAL ACTIVITIES

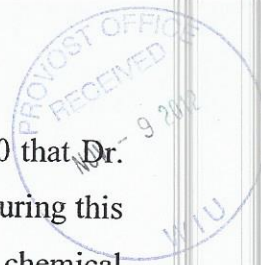
Evaluation of scholarly/professional activities will be based on Article 20 of the WIU/UPI 2007-2011 Agreement and the Department Criteria.

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 (Spring 2008-Summer 2008), it is evident that Dr. Kouassi's scholarly/research activities meet the requirement for retention in the area of Scholarly and Professional Activities. His performance has to be rated very high in this area and DPC believes that Dr. Kouassi will be successful in establishing an active and recognized research program here at WIU.

During this evaluation period Dr. Kouassi has set up his laboratory and has been active in research. Dr. Kouassi's research interests include: food physical chemistry, non-thermal food processing, micro/nanoencapsulation-controlled release, nanotechnology and biosensors. During this evaluation period Dr. Kouassi has: (1) published two papers [*Investigating the effects of high pressure processing on activity and structural changes of alkaline phosphatase and L-lactate dehydrogenase in milk and buffers*] and [*Aptamer-mediated magnetic and gold coated magnetic nanoparticles as detection assay for prion protein assessment*] in refereed journals describing his research results from his previous institution, (2) a third paper is accepted for publication in *International Journal of Food Microbiology*, and (3) completed a scientific review article on magnetic and gold coated magnetic nanoparticles and their use in biodetection. Dr. Kouassi was also awarded a URC grant and a Summer Stipend during this evaluation period, though only one award (URC award) was availed. The stipulation that only one of the two internal awards can be accepted by a PI during a single academic year prevented Dr. Kouassi from utilizing both grants. During his first year (PY1 & PY2) at WIU, Dr. Kouassi submitted a grant titled "*Synthesis and characterization of conducting polymers for biosensing*" and





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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 materials submitted for this evaluation period (Fall 2009 - Summer 2010), the Chair believes that Dr. Kouassi deserves an Excellent rating in scholarly/professional activities. Based on values assigned using the current department criteria, **Dr. Kouassi's scholarly/research activities meets the requirement for retention in the area of Scholarly and Professional Activities.**

According to the Chemistry Department Criteria for Evaluation, Promotion, and Tenure in the area of Scholarship/professional activities:

Total Scholarly/Professional Activities Performance will be defined by the following system:

EXCELLENT (E)	=	17.5	-	25.0
HIGHLY EFFECTIVE (HE)	=	15.0	-	17.4
SATISFACTORY (S)	=	13.0	-	14.9
UNSATISFACTORY (UN)	=	5.00	-	12.9

Each scholarship activity evaluated will be assigned points as listed in the Department Criteria and a total score is used to assign the descriptor above (E), (HE), (S), or (UN).

During this evaluation period in Dr. Kouassi: has submitted a significant external grant (Research Corporation) proposal (not funded) and two URC proposals (not funded). Dr. Kouassi will address reviewer comments and resubmit the Research Corporation application in FY11. Dr. Kouassi also plans to submit a grant proposal to NIH on the effects of polyphenols on the growth of cancer cells by June 11, 2010.

Also during the evaluation period Dr. Kouassi submitted a research article to *Current Nanoscience* of which he was the sole author. Dr. Kouassi is also currently addressing reviewer comments on a previously submitted manuscript. Dr. Kouassi has several papers either under revision or in various stages of preparation.

In addition Dr. Kouassi presented a research paper at national American Chemical meeting in San Francisco, March 2010, and mentored one graduate student paper at the Illinois State Academy of Sciences in April 2010.

The efforts demonstrated by Dr. Kouassi thus far in to publish his work and in seeking funding are highly encouraging. The Chair concurs with the DPC in belief that "the publication activities reported for the current evaluation period portends to a productive publication record for Dr. Kouassi in the years to come."

However, the Chair wishes to remind Dr. Kouassi that the Chemistry Department Criteria states:



“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).”

The department Chair and DPC chair met together with Dr. Kouassi in April 2009 as he was finishing his PY3 academic year to better advise him, and to provide him with small benchmarks for steady progress in the tenure process. The PY4 Benchmarks in research/scholarship included: 1) Submit for publication one paper to a refereed journal using WIU students as coauthors, and 2) Continue to submit external and URC grant applications. Advice given: “Seek URC funding for student support to attract more graduate students.” Dr. Kouassi responded positively and has met both of these benchmarks.

The Chair commends Dr. Kouassi for his development of a viable research program and his efforts in research/scholarly activities made this past year. Especially noted is the collaborative work Dr. Kouassi has undertaken with Dr. Mark Boley in Physics, which benefits students in both departments. The Chair also reminds Dr. Kouassi that the department Chair and members of the DPC are more than willing to review manuscripts and grant applications for his prior to submission. Dr. Kouassi is advised to seek out the expertise of senior members of the faculty as he writes.

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 materials submitted by Dr. Kouassi for the evaluation period, **the Chair finds that Dr. Kouassi meets the requirement for retention in the area of service as established by the current department criteria, with an excellent rating.**

The Chemistry Department criteria states:

Total Service Activities Performance will be defined by the following system:

EXCELLENT (E)	=	17.5	-	25.0
HIGHLY EFFECTIVE (HE)	=	15.0	-	17.4
SATISFACTORY (S)	=	13.0	-	14.9
UNSATISFACTORY (UN)	=	5.00	-	12.9

Each service activity evaluated will be assigned points as listed in the department criteria and a total score will be used to assign the descriptor above (E), (HE), (S), or (UN).

Department Level:

During the evaluation period, Dr. Kouassi has served as Graduate Program Director and graduate Advisor in Chemistry. As a chair of the graduate committee Dr. Kouassi reviewed

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numerous applications for admission, and requests for course waivers and substitutions, as well as reviewed graduate degree plans. As the chemistry Graduate Student Advisor for FY10 Dr. Kouassi met with 37 students each semester advising them on their course schedules. Dr. Kouassi also served on the Chemical Safety and Security committee, the chemistry general education assessment committee, and grade appeals committee, as well as served as Chem Club faculty advisor. In addition, Dr. Kouassi provided service as thesis committee membership for six students who defended their theses during the evaluation period.

College Level and University Level Committees:

In response to PY4 service benchmarks recommended by the department Chair and DPC at the end of his PY3 year, Dr. Kouassi sought out opportunities on College and University level committees. Dr. Kouassi served as a member of CAS Graduate Committee, CAGAS, and the University Technology Advisory Group (UTAG).

Also noted is the tremendous service Dr. Kouassi performed as referees for national and international journals.

The Chair wishes to remind Dr. Kouassi of the following statement in the Department Criteria:

To achieve the rating of HE in the evaluation for tenure or for promotion to associate professor, the faculty member must, 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.

The Chair concurs with the DPC that Dr. Kouassi has should continue to seek out opportunities to serve at the College and University levels, as well as to volunteer to take additional leadership roles in department level service. The Chair commends Dr. Kouassi for his service activities and joins the DPC in congratulating him for these efforts.

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.