

SUMMARY EVALUATION
For Retention, Promotion, Tenure, and Professional Achievement Award (PAA)

PLEASE CHECK ONE: Chair ☒

DPC ☐

DATE: 01-22-2007

NAME: Gilles Kouassi

DEPARTMENT: Chemistry

PY YEAR (if applicable): PY01

PRESENT RANK: Assistant Professor YEARS IN RANK [See Art. 20.9.b] (if applicable): 0.5

PLEASE NOTE: The Department Personnel Committee (DPC) and the Department Chair shall carry out separate and independent evaluations. When faculty submit a single portfolio for tenure and promotion to associate professor, separate Summary Evaluations are still required for each employment status.

Status Being Evaluated:

☒ Retention

☐ Tenure

☐ Professional Achievement Award (PAA)

☐ Promotion to Assistant Professor

☐ Promotion to Associate Professor

☐ Promotion to Professor

I. EVALUATION OF TEACHING/PRIMARY DUTIES

Evaluation of teaching/primary duties will be based on Article 20 of the UPI/WIU 2001-2007 Agreement and the Department Criteria.

Recommendation: ☒ Meets requirements

☐ Does not meet requirements

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

The following comes from a careful review of Dr. Kouassi's portfolio materials, Chemistry Departmental Criteria, and the UPI contract.

Summary of Teaching Activities: During the evaluation period (Fall 07) Dr. Kouassi taught CHEM 571 Advanced Physical Chemistry lecture, and three sections (sections 21, 22 and 24) of CHEM 101 Lab: General Chemistry I lab. In addition Dr. Kouassi served as the CHEM 101 lab coordinator for additional sections. The UPI contract states that employees in PY1 and PY2 shall be evaluated in Teaching/Primary duties. In the current Department of Chemistry Criteria the benchmarks for evaluation of teaching/primary duties include 1) student evaluations: emphasizing Question 9-overall teaching effectiveness, 2) course materials, and 3) extended teaching activities.

Student Evaluations: In review of student evaluations, especially Question 9: Overall Teaching Effectiveness, Dr. Kouassi's CHEM 571 class, the average on Question 9 (3.72) was somewhat below the departmental average (4.15) for graduate level courses, however the student comments were generally positive. Students describe Dr. Kouassi as "very friendly" and "helpful". Some students had difficulty with Dr. Kouassi's accent. The Note: This score represents overall teaching effectiveness at a range of 1 to 5, where 2, 3, 4, and 5 represent ratings of "weak", "adequate", "strong", and "very strong".

It should be noted that the CHEM 101 lab sections taught by Dr. Kouassi were not evaluated by the students. **This lack of student evaluations was due to an error made by the Chair, not the faculty member.** Normally the department Chair meets with all faculty to discuss the departmental student evaluation process, and sets the schedule for evaluations and assigns proctors. However, late in the fall 2007 semester the Chair was ill and hospitalized during the period when this normally takes place. The new department secretary organized the evaluation process, but was not aware of the procedures regarding lab sections. Dr. Kouassi, during his first semester at WIU, was also unaware of normal procedures regarding student evaluations. The Chair has since discussed this with the secretary and Dr. Kouassi and this mistake will not be made in the future.

Other Course Materials: After reviewing copies of syllabi, exams, quizzes, homework, and laboratory procedures submitted for both CHEM 571 and CHEM 101 lab, it is noted that Dr. Kouassi is very thorough and organized in his approach to teaching. Dr. Kouassi strengthened the background of his CHEM 571 students in many physical chemistry properties while teaching the students about nanotechnology. This is a significantly new approach to teaching physical chemistry. By relating physical chemistry properties to nanotechnology, the students were shown the relevance of physical chemistry to a very modern technological application. Dr. Kouassi has also utilized Western Online for his courses.

Student Research Mentorship: Dr. Kouassi has undertaken the mentorship of one graduate student during the evaluation period. He plans to serve as faculty mentor for at least one undergraduate student during the next evaluation period. He has also stated plans to recruit graduate research students during this semester and the next year.

Dr. Kouassi's CHEM 571 student evaluations and other teaching materials represent an excellent rating according to the current Dept Criteria. Dr. Kouassi has also agreed to teach a section of CHEM 201/202 sequence, the first course taken by science majors during the fall 2008 semester. Dr. Kouassi's dedication to teaching will be a strong asset to our program. The Chair wishes to commend Dr. Kouassi for his innovative approach to teaching physical chemistry, and his dedication to teaching in general.

Based on the Chemistry Departmental Criteria, the DPC report, and the portfolio provided, it is concluded that Dr. Kouassi meets the criteria for retention.

II. EVALUATION OF SCHOLARY/PROFESSIONAL ACTIVITIES

Evaluation of scholarly/professional activities will be based on Article 20 of the UPI/WIU 2001-2007 Agreement and the Department Criteria.

Recommendation: ☒ Meets requirements ☐ Does not meet requirements

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

According to the UPI contract "Employees in PY1 and PY2 will be required to submit plans for pursuit of scholarly/professional activities."

Dr. Kouassi has submitted his plans, and actually begun the implementation of his plans, for development of a research program at WIU. Dr. Kouassi's research plan involves research on three major topics: 1) development of nanomaterials for biosensing applications, 2) nanoencapsulation of nutraceuticals, and 3) physical state and reaction kinetics in foods and pharmaceuticals. In fact, Dr. Kouassi is already successfully implementing this plan. Dr. Kouassi has had 2 refereed journal articles published during 2007, has had a third journal article accepted and has submitted a fourth during 2007.

In addition Dr. Kouassi has submitted and approval for funding of two internal grant applications (URC and Summer Stipend). Since both the URC and summer stipend were approved for funding the OSP forced him to choose between the two projects. In addition, Dr. Kouassi made a significant contribution as co-investigator on an external NSF-RUI application, which is still pending. Dr. Kouassi has been actively establishing his research program and conducting preliminary studies; while mentoring a graduate student. In addition Dr. Kouassi has served as a referee on seven journal articles in four national/international chemistry journals.

The chair wishes to congratulate Dr. Kouassi on his success in scholarship during this first semester at WIU.

III. EVALUATION OF SERVICE

Evaluation of service will be based on Article 20 of the UPI/WIU 2001-2007 Agreement and the Department Criteria.

Recommendation: ☒ Meets requirements ☐ Does not meet requirements

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

According to the UPI contract, "Employees in PY1 and PY2 will demonstrate at least minimal service in each evaluation period."

Dr. Kouassi has been involved in several service activities. Dr. Kouassi has served as a referee of seven journal articles in four nationally/internationally recognized journals. Department committee activities include: departmental graduate committee, departmental general education assessment committee, and service as department radiation safety officer. In addition Dr. Kouassi has been actively involved in numerous departmental meetings (establishing departmental policies and contract documents) during his first semester. Dr. Gilles Kouassi has also been extensively involved in the GA training during the fall semester and participated in commencement ceremonies.

The Chair wishes to commend Dr. Gilles Kouassi for his innovative approach to teaching, his pursuit of scholarship, and his service activities during his first semester.

SUMMARY EVALUATION COVER SHEET

For Retention, Promotion, Tenure, and Professional Achievement Award (old PAA Cycle C)

PLEASE CHECK ONE: Chair ☐

DPC x

CPC ☐

DATE: 22-1-2008

NAME: Gilles Kouassi

DEPARTMENT: Chemistry

PY YEAR (if applicable): PY1

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

PLEASE NOTE: The Department Personnel Committee (DPC), Department Chair, and College Personnel Committee (CPC) shall carry out separate and independent evaluations. When faculty submit a single portfolio for tenure and promotion to associate professor, separate Summary Evaluations are still required for each employment status.

Status Being Evaluated:

x Retention

☐ Tenure

☐ Professional Achievement Award (old Cycle C)

☐ Promotion to Assistant Professor

☐ Promotion to Associate Professor

☐ Promotion to Professor

I. EVALUATION OF TEACHING/PRIMARY DUTIES

Evaluation of teaching/primary duties will be based on Article 20 of the WIU/UPI 2007-2011 Agreement and the Department Criteria.

Recommendation: x Meets requirements

☐ Does not meet requirements

Having reviewed the materials submitted by Dr. Gilles Kouassi for the evaluation period of PY1 (Fall 2007) the DPC finds that his performance in the area of Teaching/Primary Duties meets the requirements. 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. File 2 (Teaching/Primary duties) of Dr. Kouassi's portfolio included student evaluations for CHEM 571 that he taught during the evaluation period as well as the syllabus, exams, homework assignments, and quizzes that he used in this course. Dr. Kouassi has received a rating of Excellent based on the student evaluation scores (3.83/5.00) for this graduate level course. The DPC finds his course materials (syllabus, handouts and exams) as being very informative and pedagogically appropriate as well. Dr. Kouassi also taught three different CHEM 101 lab sections during this evaluation period but student evaluations were not conducted for these courses. However, a review of the course materials provided by Dr. Kouassi convinced our committee that all pedagogical requirements for the course were met by this offering. During this evaluation period, Dr. Kouassi also mentored a graduate student.

Considering Dr. Kouassi's input and effort to fulfill his primary responsibility as a teacher in the department, his teaching evaluation scores, and his role as a research mentor for aspiring

finds that during this evaluation period Dr. Kouassi has served on three departmental level committees and also participated in the graduation ceremonies representing the department. The DPC through this evaluation advises Dr. Kouassi to seek opportunities to serve on committees at the College and University level as he proceeds towards his tenure.

The DPC would like to thank Dr. Kouassi for his/her willingness to serve on these important committees.

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

- *Faculty must "meet requirements" in all three areas (teaching/primary duties, scholarly/professional activities, and service) to be "recommended" on the Transmittal Sheet.*