

EMPORIA STATE UNIVERSITY

College of Liberal Arts & Sciences

December 8, 1997

Dr. Chuck Pheatt
Division of Mathematics & Computer Science
Emporia State University
Emporia, KS 66801

Dear Dr. Pheatt:

This is your second probationary year toward tenure, and I am pleased to inform you that your tenure-track contract will be renewed for the 1998-1999 academic year. The Faculty Recognition Committee and Chair of the Division of Mathematics & Computer Science unanimously recommend your retention. After reviewing the documents you submitted, I agree that you are making very good progress toward tenure.

Teaching excellence should be the primary focus of faculty members in the College of Liberal Arts & Sciences, and you seem to be well on your way to achieving this standard. Your file indicates that students respond well to your teaching, and to your willingness to advise them often. You have developed a number of new courses and computer projects. You work to remain current in a rapidly changing field.

You display a lot of scholarship potential, and the presentations you have done are valuable. I encourage you to find additional outlets for your scholarship to strengthen your achievements as you move toward tenure. You are also committed to quality service. I acknowledge your significant work in service, but I echo Dr. Scott's concern that you not overload yourself in this area. You need to make time for other responsibilities, and you may need to say "No" to some service requests to best manage your time. Let me know if I can help clarify expectations in scholarship and service. As a second-year faculty member you are fine, but in the next few years your accomplishments need to be greater in scholarship than in service.

Thank you for your hard work and dedication to the College of Liberal Arts & Sciences. You have my best wishes for another successful academic year.

Sincerely,



Lendley C. Black
Dean

C: Vice President Schwenn
Dr. Scott