



EMPORIA STATE UNIVERSITY

1200 COMMERCIAL ST EMPORIA KS 66801-5087 316/343-1200

April 29, 1998

Chuck Pheatt
Division of Mathematics
and Computer Science
Emporia State University

Dear Chuck:

This is a letter of evaluation for the faculty of the Division of Mathematics and Computer Science. As Chair, I am required to evaluate your contributions to the division and to the university during the **1997 calendar year**. Merit salary increases will be based on these evaluations. The actual dollar amount will be determined once the Legislatures' allocations are known.

I have reviewed the material in each faculty member's file and have arrived at a rating for you. My evaluations were based on the definitions of teaching, scholarship, and service found in our faculty recognition document. The possible ratings range from 0.0 to 10.0 in each area. The average rating for each category is approximately seven. It should be understood that your evaluation is made relative to the contributions of the other faculty of the division. As the division comprises many excellent faculty members, ratings below last years ratings do not necessarily indicate a weaker performance.

Your ratings and the division averages are given below:

<u>Category</u>	<u>Percentage</u>	<u>Evaluation</u>	<u>Division Average</u>
Teaching	55%	7.1	7.0
Scholarship	25%	6.9	7.0
Service	20%	7.1	7.1
Overall		7.05	

I feel that you have had a very good second year here at ESU. You are providing leadership for our computer science program. You have shown a strong commitment to remaining current in your discipline, which is not an easy thing to do. You interact well with our students and you do an excellent job of advising and counseling students. Your knowledge of computer science is a strong asset for the University and you have shown a commitment to serving the University and profession. In short, you are making good progress toward establishing a strong record in the areas of teaching, scholarship, and service.

I feel that your greatest strength is in the classroom. Your

student evaluations are very good - especially in lower level classes. You seem to have the ability to communicate with students and faculty who have a limited knowledge of computing. You seek advice from our senior faculty and respond extremely well to their suggestions. I believe that you are well on your way to becoming an outstanding teacher. I have given you a high rating in this area.

In my opinion, you have the ability to become a very productive scholar. During the past year, you have made three presentations and have had a research proposal funded by the ESU Faculty Research and Creativity Committee. On the other hand, we will need to be very careful to give you enough time to complete your projects. I recognize the fact that you have a very heavy load. You will almost always have four class preparations, you tend to be in high demand by our students, you are frequently asked to work on equipment, you participate in student recruiting activities, and you have been asked to serve on numerous college and university committees. In summary, I feel that you are working very hard and I feel that if you are given enough time you will establish a strong list of accomplishments in the area of scholarship. I have given you a good rating in this area.

You have made significant contributions in the area of service. You have been given numerous committee assignments in the Division, College, and University. You have also served as secretary at our divisional meetings. You are knowledgeable about computing issues and you work well with the other members of the faculty. I have given you a high rating in this area.

In summary, I feel that you have had a very good second year. You have made solid contributions in the areas of teaching, scholarship, and service. I would be happy to discuss any questions concerns that you have about this merit evaluation. Please feel free to schedule an appointment with me to review my evaluation of you.

Sincerely,

A handwritten signature in cursive script that reads "Larry Scott".

Larry Scott, Chair
Division of Mathematics
and Computer Science