FACULTY SERVICE TO HOPE COLLEGE

[PLEASE TYPEWRITE]

Name   Herbert L. Dershem

A. SCHEDULED TEACHING - Courses (see notes below)

		Credit Hours	Course Description	Formal Contact Hours Per Week	Other Contact	Enrollment
JANUARY-JUNE, 1983 SPRING SEMESTER	Teaching for Boston University in Europe					
MAY/JUNE TERMS	Teaching for Boston University					
SUMMER SESSION	in Europe					
JULY-DECEMBER, 1983 FALL SEMESTER	Comp Sci 120	3	Introduction to Comp Sci	4		33
	Comp Sci 295	1	Advanced Basic	2		18
	Comp Sci 383	3	Programming Languages	3		31
	Comp Sci 491	3	Internship in CS	1		8

Notes: 1. For team-taught courses, please place an asterisk (*) before the course description and list other members of the team immediately under the course description.
2. If this is the first time you have taught a listed course, please place a check (✓) before the course description.
3. Clearly designate separate sections of the same course.

B. ACADEMIC ADVISING

Total number of advisees   21
Majors   1
Fresh./Soph.   20

C. SCHOLARLY ACTIVITY (List)

1. Scholarly Work Supported by Outside Funding (list both project description and source of funding)

   Conducted 3 Pascal Workshops for U.S. Military Professionals in Germany.
   Series Editor, Statistics, CONDUIT
   Visiting Rufus Foundation Professor, Ripon College
   Taught 2 graduate courses for Central Michigan University

2. Other Scholarly Work and/or General Professional Development

   Reviewer of 2 articles

[over]

	Check (✔) Activity	Total Number of Students	Number of Students Enrolled For Credit
1. Student Oriented			
Supervision of independent study or research	✓	3	3
Directing a play			
Recitals			
Coaching			
Other (describe)			

2. Administrative (List)

Department Chairman

3. Board and Committee Assignments (List)

Chairman of the Computer Services Committee

4. Departmental Assignments (List)

E. PUBLIC SERVICE/CONSULTING (List)

Consultant to Munich International High School, Herman Miller, Holland Public Schools

F. OTHER (course and curricular development, lectureships, seminars, presentations,
     to high school students, etc.)

Speaker to High School class at Munich International School
Conducted In-service training at Munich-American High School
Gave career day presentation at Munich American Elementary School
Gave talk on Pascal at Lampen Contest
Gave Science Day Talk
Gave talk at Parents Program sponsored by Development Office
Presented 5 lectures at Ripon College
Gave talk to Hope College ACM Chapter

Signature: _____

Date: _____

[Please, black ink only]

1983
Self-Evaluation
Herbert L. Dershem

<u>Teaching</u>: My biggest problem in teaching was at the upper level where I had a
difficult time adjusting to the level of the Hope student. The students I
taught while on leave were much less capable than the Hope Computer Science
major, so I had to work to make the class challenging enough. I was happy to
get an opportunity to teach the introductory course again after 6 years absence.
My student evaluations were almost identical to those I received during the
1981-2 year, differing by no more than .04 in any category. My overall rating
over all courses was 3.86 (on a 4.0 basis) with every category rated above 3.8
except for stimulation of interest which was 3.67.

<u>Scholarship</u>: I was invited to serve as a funded visiting progessor by the
Mathematics and Computer Science Department at Ripon College. During the three
days I spent on campus at Ripon, I consulted with faculty, administrators, and
students, gave one public lecture, one departmental colloquium, a senior
seminar, and two lectures within classes. This is the only scholarhip activity
I have been able to carry out in the four months time. I plan to actively
pursue consulting and writing projects in the coming year. These have been
interrupted by the discontinuity of my leave.

<u>Service</u>. I have served as chair of the newly formed Computer Services Committee
and in that role taken the responsibility for the smooth implementation of
policies with the new computer systems. In addition, I have given numerous
talks to campus and off-campus groups as outlined on the "Faculty Service to
Hope College" form.

<u>Chairmanship</u>: The major challenges of the chairmanship have been: (1) breaking
in a new staff member; (2) constructing professional development plans with two
staff members; (3) adapting the curriculum to the VAX computer systems; (4)
revising the curriculum and degree requirements; (5) attempting to recruit in a
dismal market, and (6) constructing a new brochure to be used for student
recruiting.

Name of Chairperson _____Dershem_____

Evaluator _____   Date _____

    In evaluating your chairperson, please circle the number which best describes your summary evaluation of each item. Feel free to add comments where you believe they would explain your evaluation or where they would be helpful to the chairperson. The comments will be summarized and shared anonymously unless you specify otherwise.

    The guidelines for your evaluation are as follows:

5 = This aspect of the job is being performed well beyond my expectations

4 = This aspect of the job is being performed better than I expect that it normally is

3 = This aspect of the job being performed adequately

2 = There are some minor difficulties with the way this aspect of the job is being performed

1 = There definitely needs to be improvement in this aspect of the job

0 = I am not able to evaluate

I. LEADERSHIP ABILITY

4.0   5 4 3 2 1 0   A. Efficiency

                    1. Planning and conducting departmental meetings.
                    2. Planning and conducting departmental business.
                    3. Delegation of responsibility.
                    4. Recognition of, and prompt action on, problems when they arise.

4.33   5 4 3 2 1 0   B. Planning for the future of the department

4.0   5 4 3 2 1 0   C. Stimulation and encouragement of professional growth of staff

4.66   5 4 3 2 1 0   D. Fairness and impartiality

4.0   5 4 3 2 1 0   E. Formulation and articulation of department objectives

3.33   5 4 3 2 1 0   F. Periodic reassessment and revision of objectives

3.66   5 4 3 2 1 0   G. Integration of department objectives with purposes and curriculum of the College

3.66   5 4 3 2 1 0   H. Effectiveness in communication with the staff

Comment:

II. SUPERVISORY SKILLS

3.33 5 4 3 2 1 0   A. Training of inexperienced staff

3.0   5 4 3 2 1 0   B. Evaluation of staff

Comment:

III. CREATING AND MAINTAINING ESPRIT DE CORPS

3.33 5 4 3 2 1 0   A. Sensitivity to needs and feelings of staff

4.33 5 4 3 2 1 0   B. Establishment and maintenance of atmosphere of trust, confidence, mutual respect and cooperation

4.33 5 4 3 2 1 0   C. Democratic involvement of staff in department decisions

Comment:

IV. LIAISON ROLE

4.66 5 4 3 2 1 0   A. Effective liaison between department and administration

3.66 5 4 3 2 1 0   B. Effective liaison with other departments and faculty at large

4.0   5 4 3 2 1 0   C. Effective liaison with students

4.33 5 4 3 2 1 0   D. Effective liaison with community

4.0   5 4 3 2 1 0   E. Effective liaison with off-campus organizations

4.0   5 4 3 2 1 0   F. Effective liaison with alumni

Comment:

V. ADMINISTRATIVE RESPONSIBILITIES

3.5   5 4 3 2 1 0   A. Management of budget

3.66 5 4 3 2 1 0   B. Determination of assignments and loads

3.66 5 4 3 2 1 0   C. Provision and allocation of facilities, supplies and equipment

3.66   5 4 3 2 1 0   D.   Preparation of catalog, class schedules and depart-
mental reports

4.0   5 4 3 2 1 0   E.   Recruitment of new faculty

4.0   5 4 3 2 1 0   F.   Promptness in discharging administrative responsi-
bilities

Comment:

VI.   PERSONAL ATTRIBUTES

5.0   5 4 3 2 1 0   A.   Integrity

5.0   5 4 3 2 1 0   B.   Dependability

4.33   5 4 3 2 1 0   C.   Availability

4.33   5 4 3 2 1 0   D.   Sincerity and frankness in dealing with staff members

4.33   5 4 3 2 1 0   E.   Departmental interests above personal interests

4.33   5 4 3 2 1 0   F.   Acceptance of criticism and suggestions

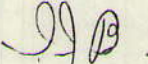4.33   5 4 3 2 1 0   G.   Identification with goals of the College

Comment:

Additional Comments:

DW1V

MEMORANDUM

Date: February 27, 1984

To: Chairpersons, Natural Sciences Division

From: Irwin J. Brink

Subject: 1983 Performance evaluations and salary recommendations

Attached are copies of the summary of your performance evaluations by your departmental faculty, my personal evaluation of your 1983 performance, the salary recommendations for your department that I forwarded to the Status Committee, and any other correspondence pertaining to your department members (if any) that I sent to the Status Committee. If I forgot something that should be brought to the Status Committee at this time please contact me immediately. Just a comment about the salary evaluations: some of you made pleas for salary increments for individual faculty members to make up for what were perceived to be inequities of one kind or another. Some department members volunteered to give up their salary increments so that other members of the department might have inequities partially compensated. This is a noble gesture and I sympathize with the approach but the 1% salary increment which was divided 0.8% for your department and 0.2% across the division was merit money for 1983 performance. Making up for inequities isn't truly what it is meant for. The Status Committee looks at the total salary picture and tries to compensate for inequities. I tried to help out a bit with righting inequities but concentrated on awarding 1983 merit with what limited funds I had to alot.

If you have any questions about any of this please contact me.

D8AA

MEMORANDUM

Date: February 13, 1984

To: Members of the Status Committee

From: Irwin J. Brink *OJB*

Subject: 1983 Performance Evaluation for Professor Herbert Dershem, Chairman,
Computer Science Department

Herb Dershem was on leave of absence during the 1982-83 academic year and most of
the summer of 1983. During this time he was teaching United States military per-
sonnel in Germany under the auspices of Boston University. It is good to have him
back teaching and chairing the Computer Science department once again.

Effectiveness as Chairman: The Computer Science faculty give Herb very high
marks for his performance as chairman. The only item of the 32 items listed on the
chairman's evaluation form for which his average score was not above 3 (adequate
performance) is item B, Evaluation of staff, in category II, Supervisory Skills, for
which his average is 3. In all other categories his average scores are much above
3. In category VI, Personal Attributes, his average scores on all items are con-
siderably greater than 4 - outstanding. Clearly the Computer Science faculty be-
lieve they have a very good chairman and I agree. Although we have had only a
short time to work together in our Chairman-Dean relationship, I am very pleased
with his work as chairman and rate his performance in this role as very good.

Effectiveness as Teacher: Herb is the best teacher in his department and certainly
one of the best in the Natural Science Division and the College. His evaluations
reveal that students rank him very high as a teacher. I rate his performance in
this category as very good to outstanding.

Effectiveness as Scholar: Since much of Herb's time in 1983 was devoted to teaching
in Europe and upon return to gearing up for resuming his teaching and chairmanship
duties, 1983 was not a particularly productive one as far as scholarship is con-
cerned. He continues to serve as a series editor for CONDUIT. His stature in his
field was recognized by his being chosen to serve as the Rufus Foundation Visiting
Professor at Ripon College this past fall and he reviewed two articles during the
year. Knowing how Herb works I have every reason to believe that he carried out
these duties in a most effective manner. I rate his performance in this category as
good.

Effectiveness in Service to Department, College and the Greater Community: Herb
continues to be a tower of strength at Hope College in a discipline for which the
difficulties of recruiting qualified faculty are formidable to say the least. His overall
service record to those constituencies to which he is related was again very strong
in 1983. I rate his performance in this category as very good. There is no ques-
tion that Herb Dershem is one of the outstanding teachers and leaders in the field of
Computer Science in four year colleges in this country. Hope College is indeed
fortunate to have a person of Herb's professional and personal stature on its
faculty.

D8Q