1984
Self-Evaluation
Herbert L. Dershem

<u>Teaching</u>: There was nothing different about my teaching this year except that I did teach two new courses under special topics. These were Math for Computer Science and Algorithms. My overall rating on the student evaluation form was 3.88 out of 4.00, up from 3.86 in 1983. I felt my teaching continued to be very effective.

<u>Scholarship</u>: My professional activity was in the area of reviewing work done by others rather than creating work myself. In addition, I did do some consulting, but these activities were curtailed by the need for me to accept an interim position in Computer Services. I wrote proposals for equipment to both NCR and NSF. I feel an increasing frustration in the area of scholarship by the difficulty in keeping up with the rapidly-changing field of computer science.

<u>Service</u>: I continued to deliver many courses, workshops, and talks to the college and community and serving as chair of the Computer Services Committee. I designed, in conjunction with the Education Department, a proposal for a certified Computer Science major which has been approved by the State. I also served as interim Director of Computer Services, a position which I found stimulating and rewarding.

<u>Chairmanship</u>: Areas where I have been particularly effective this year have been (1) maintaining relationships with alumni through alumni newsletter and correspondence and visits with more than 50 alumni personally; (2) recruiting students through numerous on-campus interviews; (3) recruiting faculty by effective advertising and contacts with candidates and potential candidates and through exploring creative ways of recruiting; (4) staff development in designing and implementing staff development plans and counseling department members on development and career matters; (5) equipment acquisition in setting up the Tower laboratory; (6) curriculum development through the introduction of four new courses. It is in this category that I have devoted most of my efforts and where I feel I have been most effective.

<u>Goals for 1985</u>:
1. Continue development of department faculty through the integration of a new member and continued development of present members.
2. Develop a new research area in Artificial Intelligence.
3. Obtain funding to continue and improve the Summer Institute.

FACULTY SERVICE TO HOPE COLLEGE

[PLEASE TYPEWRITE]

Name   Herbert L. Dershem

A.   SCHEDULED TEACHING - Courses (see notes below)

	Dept. & No.	Credit Hours	Course Description	Formal Contact Hours Per Week	Other Contact	Enrollment
SPRING SEMESTER	CSCI 294A	3	Advanced Programming	3		31
	CSCI 284C	3	Advanced Programming	3		31
	CSCI 495	3	Algorithms	3		21
MAY/JUNE TERMS						
SUMMER SESSION						
FALL SEMESTER	√CSCI 295-01	3	Math for Computer Science	3		25
	CSCI 381-01	3	Data Structures	3		25
	CSCI 383-01	3	Programming Languages	3		23

JANUARY-JUNE, 1984   *JULY-DECEMBER, 1984*

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   29

Majors   5

Fresh./Soph.   24

C.   SCHOLARLY ACTIVITY (List)

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

Reviewer of two textbooks for publishers
Series Editor in Statistics for CONDUIT
Consulting Editor for Harcourt Brace Jovanovich

2. Other Scholarly Work and/or General Professional Development

Reviewer of National Science Foundation proposal
Referee of 8 papers and articles for professional journals and conferences
Attended Computer Science Conference
Wrote proposals for computer equipment to NCR and NSF.

C. INTERNAL SERVICE

1. Student Oriented

	Check (✔) Activity	Total Number of Students	Number of Students Enrolled For Credit
Supervision of independent study or research	✓	4	4
Directing a play			
Recitals			
Coaching			
Other (describe)			

2. Administrative (List)

Chairperson of Computer Science Department
Interim Director of Computer Services
Oak Ridge campus representative

3. Board and Committee Assignments (List)

Chairperson, Computer Services Committee
Co-Chair, Computer Services Director Search Committee

4. Departmental Assignments (List)

Interviewed 34 prospective students
Designed major for secondary certification

E. PUBLIC SERVICE/CONSULTING (List)

Talk on home computers at Herrick Library
Workshop on Computers and liberal arts for President's Conference of Council
   of Independent Colleges
Consultant to Hamilton Schools, Richmond College, Adrian College, Haworth,
   Herman Miller, Parke-Davis, Plascore

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

Taught graduate course for Central Michigan Univ. to health care professionals
   in Grand Rapids.
Taught graduate course for Central Michigan Univ. to Air Force personnel in
   Minot, ND.
Taught course in languages to Parke-Davis personnel.
Presented talks at Winter Happenings, Special Day for High Academic Achievers,
   Science Day, Lampen Contest Faculty Conference.
Conducted faculty workshop on Ingres package.

Signature: Herbert L Dershem

Date: 1-31-85

[Please, black ink only]

NAME: Dershem
SEMESTER: Spring
YEAR: 1984

	Mean	SD	Sample Size
Preparation	3.93	0.17	57
Instruction	3.81	0.29	57
Stimulation of Interest	3.75	0.35	57
Concern for Students	3.89	0.24	57
Overall Rating	3.90	0.23	57

Summary of Comp Sci Faculty Evaluations - Spring, 1984

NAME: Dershem
COURSE NUMBER BETWEEN 284 AND 284
SEMESTER: Spring
YEAR: 1984

	Mean	SD	Sample Size
Preparation	3.90	0.20	41
Instruction	3.78	0.32	41
Stimulation of Interest	3.71	0.39	41
Concern for Students	3.87	0.26	41
Overall Rating	3.88	0.26	41

Summary of Comp Sci Faculty Evaluations - Spring, 1984

NAME: Dershem
COURSE NUMBER BETWEEN 495 AND 495
SEMESTER: Spring
YEAR: 1984

	Mean	SD	Sample Size
Preparation	4.00	0.00	16
Instruction	3.90	0.19	16
Stimulation of Interest	3.86	0.20	16
Concern for Students	3.94	0.18	16
Overall Rating	3.96	0.10	16

Summary of Comp Sci Faculty Evaluations - Fall, 1981 to Spring, 1984

NAME: Dershem

	Mean	SD	Sample Size
Preparation	3.90	0.20	249
Instruction	3.78	0.35	249
Stimulation of Interest	3.70	0.38	248
Concern for Students	3.85	0.41	249
Overall Rating	3.86	0.28	249

Computer Science Faculty Evaluations - Fall, 1984

NAME: Dershem
COURSE NUMBER BETWEEN 100 AND 499
SEMESTER: Fall
YEAR: 1984

	Mean	SD	Sample Size
Preparation	3.90	0.19	57
Instruction	3.85	0.24	57
Stimulation of Interest	3.66	0.36	57
Concern for Students	3.79	0.32	57
Overall Rating	3.86	0.22	57

Computer Science Faculty Evaluations - Fall, 1984

NAME: Dershem
COURSE NUMBER BETWEEN 295 AND 295
SEMESTER: Fall
YEAR: 1984

	Mean	SD	Sample Size
Preparation	3.86	0.25	23
Instruction	3.80	0.27	23
Stimulation of Interest	3.56	0.42	23
Concern for Students	3.76	0.37	23
Overall Rating	3.83	0.28	23

Computer Science Faculty Evaluations - Fall, 1984

NAME: Dershem
COURSE NUMBER BETWEEN 381 AND 381
SEMESTER: Fall
YEAR: 1984

	Mean	SD	Sample Size
Preparation	3.93	0.13	16
Instruction	3.90	0.25	16
Stimulation of Interest	3.81	0.27	16
Concern for Students	3.88	0.20	16
Overall Rating	3.93	0.13	16

Computer Science Faculty Evaluations - Fall, 1984

NAME: Dershem
COURSE NUMBER BETWEEN 383 AND 383
SEMESTER: Fall
YEAR: 1984

	Mean	SD	Sample Size
Preparation	3.92	0.13	18
Instruction	3.86	0.19	18
Stimulation of Interest	3.66	0.36	18
Concern for Students	3.75	0.33	18
Overall Rating	3.84	0.19	18

MEMORANDUM

Date: February 12, 1985

To: Provost Jacob Nyenhuis and the Status Committee

From: Irwin J. Brink, Dean for the Natural Sciences

Subject: Annual Performance Evaluation of Professor Herbert Dershem, Chair, Computer Science Department

Effectiveness as Chairperson: Herb Dershem is an outstanding chairperson. He is particularly effective in supervising and encouraging his faculty. He has spent countless hours working with inexperienced teachers, Bruce Dangremond and Mark Brown to improve their performance. He regularly attends their classes, evaluates and coaches them. He works steadily at developing a pool of potential candidates for positions on our computer science faculty, a strategy designed to solve the difficult problem of recruiting competent faculty in computer science. He has developed a method to fund the purchase of computer hardware and software for his department. His evaluations of his faculty are very thorough and well done, a model for other chairpersons to emulate. He has guided the department to develop a strong curriculum, and in so doing has gone out of his way to make sure that other departments have input into the proposed changes before final action on implimentation is taken. His overall leadership as chairman has been outstanding.

Effectiveness as Chairperson

				X
poor	satisfactory	good	very good	outstanding

Effectiveness as Teacher: Herb has an established record of excellence in teaching. He regularly gets teaching evaluations and studies them carefully. He consistently scores very high on these evaluations. I have reviewed all of his teaching evaluations for 1984 and find them to be excellent. He is undoubtedly one of Hope's top teachers.

Effectiveness as Teacher

				X
poor	satisfactory	good	very good	outstanding

Effectiveness as a Scholar: Herb submitted a proposal to the National Science Foundation for computer hardware and to the National Cash Register Company and served as editor and consultant for publishers. He also did some proposal reviewing and refereeing of papers in his discipline. Herb's special administrative work as interim Director of Computer Services took up time that might otherwise have been devoted to scholarly endeavor.

Effectiveness as Scholar

		X		
poor	satisfactory	good	very good	outstanding

Effectiveness in Service to College and Community: Herb's performance in service to many different constituencies was outstanding this year. He is much in demand as a speaker, his expertise in his field is widely recognized, and his services strongly sought. I heard his talk presented at the Hope Winter Happening last February and it was excellent. Herb's value to Hope beyond his work in the computer science department was demonstrated again this past summer when he filled in as interim Director of Computer Services and designed a certified computer science major for teachers which was approved by the state.

Effectiveness in Service

				X
poor	satisfactory	good	very good	outstanding

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