

HERB DERSHEM 2018 Annual Performance Review—July 25, 2018

Herb has ably led our institutional research efforts via countless reports and projects for the College this year, as he has for many years. The first IR director at Hope, he created the role and has met the needs over the years. Interestingly, his many years as a professor and academic leader have shaped him and prepared him to better understand the needs for his work in IR as well as fully understand the enterprise of higher education. It will be difficult for us to find someone with his skillset and likely impossible to find someone with his institutional knowledge, working memory of the college, and widespread trust and relational acumen within the organization. I appreciate Herb's responsiveness, excellence, knowledge, and leadership style.

In particular, I am pleased with the Frost Research Center and IR's positive relationship after the evolution in the unit. I also appreciate the ways that the team members continue to grow and learn with Herb and Millie in leadership roles—I encourage him to keep pushing others to learn what he knows over the coming year, to enable them to successfully transition and follow his eventual retirement (you're welcome as long as you want to be here, Herb). I support the goal of continuing to have the Frost Center managed by Millie and directed by Herb's successor, with a broader portfolio to include assessment and accreditation.

I share his frustration about the SEM project. I'm hopeful that the coming year will be more fruitful, following the various individuals' work to advance meaningful research and input into the retention plan. I think that it might be helpful to have Herb and his successor to attend a Dean's Council meeting to walk everyone through the IR data reports and make clear what other reports/data they can provide, if requested. With a few new faces, it's helpful to be available to share your unit's information and answer questions in person.

Special thanks to Herb for his warmth and hospitality in my first year here. I appreciate his kindness and steady leadership in his work here. We're fortunate to have Herb in our midst. I look forward to working with him in the upcoming year.

Review conducted by Cady Short-Thompson



Signature represents that review meeting has occurred and receipt of review document:

Herb Dershem _____