

Candidate's Name:

Dimitrios Melissourgos

Current Rank:

Assistant Professor

Personnel Action Type:

1-3 Year Contract Renewal

## General Information

Early visit Middle visit Late visit

Date of visit	9/29/25	9/29/25	1/7/26
Announced? (Y/N)	Y	N	Y
Course number	CIS 418	CIS 418	CIS 654
Type of class: Lecture? Lab? Small group work? Other?	Lecture	Lecture	Online Async

## 1. Scored Criteria

Place an "X" in the appropriate boxes below. N/A means that the visitor considers the criterion not applicable to the particular visit.

	Excellent	Good	Fair	Poor	N/A
<b>A. Disciplinary Expertise</b>					
Expertise appropriate to the level and purposes of the course	2				
<b>B. Organization</b>					
Provides context for new knowledge	2				
Organizes content and activities to create a purposeful learning structure	2				
<b>C. Learning Environment</b>					
Shows respect for students / Promotes a comfortable atmosphere	2				
Communication: clear, good eye contact, variety of speech, etc.	1	1			
Facilitates questions, discussion, group work, peer learning, etc.		2			
Interprets & responds appropriately to student questions or comments	2				
Appropriateness of examples/analogies	2				
Use of white board, AV, and other support material	2				
Manages/uses class time well	2				
<b>D. Teaching Pedagogies</b>					
Level of student engagement	1	1			
Teacher enthusiasm	1	1			

## 2. Comments

### A. Disciplinary Expertise

Dr. Melissourgos consistently demonstrates a high level of professional expertise and subject matter mastery. He is highly effective in translating complex material into an accessible format, maintaining a seamless flow during instruction. Furthermore, his commitment to student engagement is evident in his proactive use of technology and interactive lecture setups, which foster a dynamic and stimulating classroom environment. His ability to pair deep technical knowledge with an interesting, well-paced delivery significantly enhances the overall student learning experience.

### B. Organization

Dr. Melissourgos demonstrates good course organization and a commitment to practical, hands-on learning. His lectures are well prepared, featuring a structured approach that effectively bridges theoretical concepts with technical application. By successfully integrating complex "Seed Labs" exercises into the curriculum, he provides students with high-value experiential learning opportunities. His ability to guide students through intricate technical assignments ensures that the coursework remains both intellectually stimulating and practically relevant.

### C. Learning Environment

Dr. Melissourgos excels in delivering highly technical, lab-based instruction that prioritizes experiential learning. By utilizing tools like VirtualBox and Linux, he creates a rigorous hands-on environment that keeps students consistently engaged. His teaching methodology is characterized by a strong feedback loop; he proactively identifies students who are struggling and provides real-time troubleshooting assistance. A notable strength is his ability to synthesize complex concepts through real-world applications, culminating in comprehensive demonstrations that encourage students to follow along via active coding. While his lectures are deeply focused on lab content—a strategy that resulted in impressive, full-capacity attendance—it is noted that his structured approach effectively accommodates various learning styles, from active programming to meticulous note-taking.

### D. Teaching Pedagogies

Dr. Melissourgos demonstrates exceptional preparation, dedicating the majority of class time to guiding students through complex, core problems using practical computer-based examples. His clear explanations, paired with ample in-class practice, effectively bridge the gap between theory and application, ensuring students are well-equipped to succeed in their assignments.

Based upon the classroom visitation reports as summarized above, the consensus of the Personnel Advisory Committee is that the candidate's classroom performance meet the expectations of the College of Computing and appears in alignment with the relevant aspects of GVSU's definition of effective teaching practices.

Jonathan Engelsma  
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Chair, CS Personnel Advisory Committee

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Candidate

\_\_\_\_\_  
Date

Jonathan Engelsma, Chair  
Xiang Cao, Member  
Hans Dulimarta, Member  
Erik Fredericks, Member  
Christian Trefftz, Member