

Evaluation Team Report for George Corser, January 30, 2015

MEMO

TO: Dr. Andrew Chubb, Dean
College of Science, Engineering & Technology

FROM: Evaluation Team for George Corser
Assistant Professor of Computer Science

Il-Hyung Cho, Associate Professor of Computer Science and Information Systems
Chair of the Evaluation Team
Appointee of the Dean of SE&T (Deborah Huntley)

Thomas Zerger, Professor of Mathematics
Appointee of the President, SVSU Faculty Association (Shaun Bangert)

Emmanuel K. Ncheuguim, Assistant Professor of Mathematics
Evaluation Team Member Selected by the above two appointees

DATE: Friday, January 30, 2015

RE: FIRST YEAR EVALUATION OF GEORGE CORSER
ASSISTANT PROFESSOR

Enclosed is the evaluation for George Corser, Assistant Professor of Computer Science and Information Systems. When you have completed your comments, please attach them to the evaluation document behind the title entitled, "Dean's Comments and Recommendations," and forward these to the evaluatee and the Evaluation Team. A copy of this evaluation has also been forwarded to George Corser, Assistant Professor per article H2.2.3 of the 2011-2014 SVSU Contract.

Thank you.

This evaluation is being conducted according to Article H 2.2.2 through H2.2.4 of the SVSUFA Contract. This team was organized in the Fall term of 2014 as the team was assigned the task of completing the First Year evaluation for Assistant Professor George Corser.

H 2.2.4:1: List of Evaluation Team

The Evaluation Team consisted of:

Il-Hyung Cho, Associate Professor of Computer Science

Chair of the Evaluation Team

Appointee of the Dean of SE&T (Andrew Chubb)

Thomas Zerger, Professor of Mathematics

Appointee of the President, SVSU Faculty Association (Robert Lane)

Emmanuel K. Ncheuguim, Assistant Professor of Mathematics

Appointee of the Evaluation Team members

The team was convened at 9:00 am on Wednesday September 17, 2014 in SE213 and charged by Andrew Chubb, Acting Dean, SE&T. The team then selected Il-Hyung Cho as the chairperson and agreed upon the procedures for the evaluation. Andrew left at 9:15 am and George Corser joined us at 9:15 am. Each member of the team was assigned to visit at least one of George's classes:

- CS 116, Section 1 (Computer Programming I) lecture, meeting on MW 10:30am – 12:20pm, was allocated to Emmanuel K. Ncheuguim to visit and observe on Wednesday, Oct 8, 2014
- CIS 255, Section 1 (Client Side Web Application Development) lecture, meeting TR 2:30pm – 4:20pm, was allocated to Il-Hyung Cho and Thomas Zerger to visit and observe on Thursday, October 16, 2014
- CIS 355, Section 1 (Server Side Web Application Development), meeting on TR 8:30am – 10:20am, was allocated to Il-Hyung Cho to visit and observe on Tuesday, October 14, 2014

The team also reviewed George Corser's CV for materials that were relevant to scholarship and service.

H 2.2.4:2: Brief Outline of the Record and Team's Recommendation:

The record will follow the outline from section "H 2.2.4 Evaluation Record: Contents" of the faculty contract between SVSU and SVSUF. Under section H 2.2.4:4, the Team's comments and findings will follow the criteria cited in H.2.2.2 as indicated.

The evaluation team recommends approving George Corser's First Year Probation.

H 2.2.4:3: Index of the Complete Record:

1. List of Evaluation Team
2. Brief outline of the record and team's recommendation
3. An index of the complete record
4. Team's comments and findings on:
 - a. Effectiveness of classroom teaching
 - b. Scholarly or creative achievement
 - c. Service to the institution and/or the community
5. Individual evaluation report
6. Team's comments and findings with respect to correction plans
7. Team's final appraisal of the professional effectiveness of the evaluatee
8. The Dean's comments and recommendations for action regarding the evaluatee
9. Comments, responses and materials submitted by the evaluatee in addition to material requested of the evaluatee by the team
10. Copy of the evaluatee's Vita
11. Written statement and recommendation regarding evaluatee by the department
12. Written statements regarding the performance of the evaluatee by faculty colleagues if requested by the evaluatee or the team
13. Recommendations for improvement in the evaluatee's performance
14. Signatures of the members of the evaluation team
15. Appendix A: Comments from Student Evaluations

H 2.2.4:4: Team's Comments and Findings:

The next section of this report will consider the following areas as outlined by the SVSUF Contract in **H 2.2.2:**

(A) Effectiveness of classroom teaching

The evaluation team agrees that students were very comfortable in George Corser's classes and felt free to ask questions. Corser was very engaging in his courses by directing questions to random students and helped them be more involved in the classroom activity. He was very willing to help students in the classroom as well as outside the classroom. He has very good knowledge on the subjects he was teaching. CIS255 and CIS355 are very important courses to the CSIS department, and also very hard to teach. Most of the student comments are very favorable which is consistent with the evaluation team's observation.

When Il-Hyung Cho and Tom Zerger observed CIS255, both observed a lack of organization and preparedness of the subject covered. However, it is not unexpected from a first-time teacher.

It was observed that all three courses were taught like a lab and were very interactive, and the whole class went at the same pace. Such style seemed to work well in CS116. However, while the less experienced students appreciated the slower pace, the more advanced students seemed to feel that the pace was too slow or the content covered was rather easy. This problem was more apparent in CIS255 because the student experience level in that class was more diverse than the other two courses. Shifting to more conventional lecture style as well as better organization and preparation would solve the problem. Our observation was consistent with student comments made on CIS255.

In CS116, some students seemed distracted and played with computers. It would be effective to draw more attention from students if George occasionally moved around the room to check students' work.

Overall, George Corser is knowledgeable and has an excellent rapport with his students. Students have a very favorable opinion on him and are happy with his class and appreciate his addition to the CSIS department.

Composite Profile of Student Evaluations for Current Evaluation

(For the associated written comments on student evaluation form, and a complete list of the questions in the evaluation sheet, see Appendix A)

CS116

COMPOSITE PROFILE	Items	Mean	Std. Dev.
Instructor's Organization	1-3	1.31	0.51
Instructor's Clarity	4-6	1.35	0.67
Instructor's Standards	7-9	1.31	0.47
Course Interactions	10-12	1.10	0.31
Evaluating Students	13-15	1.29	0.65
Feedback to Students	16-18	1.23	0.52
Student's Self-Reported Learning	19-21	1.31	0.72

STUDENT COMMENTS: Number of respondents - 16

CIS255

COMPOSITE PROFILE	Items	Mean	Std. Dev.
Instructor's Organization	1-3	2.68	1.21
Instructor's Clarity	4-6	2.37	1.34
Instructor's Standards	7-9	2.23	1.27
Course Interactions	10-12	1.30	0.68
Evaluating Students	13-15	1.84	1.16
Feedback to Students	16-18	2.14	1.32
Student's Self-Reported Learning	19-21	1.91	1.30

STUDENT COMMENTS: Number of respondents - 25

CIS355

COMPOSITE PROFILE	Items	Mean	Std. Dev.
Instructor's Organization	1-3	2.04	.90
Instructor's Clarity	4-6	1.83	0.88
Instructor's Standards	7-9	1.98	1.18
Course Interactions	10-12	1.31	0.47
Evaluating Students	13-15	1.45	0.62
Feedback to Students	16-18	1.54	0.71
Student's Self-Reported Learning	19-21	1.98	1.36

STUDENT COMMENTS: Number of respondents - 16

THOUGHTS ABOUT WRITTEN COMMENTS

Most students felt the courses were very well taught. They left strong positive feedback on George and rated him very good. They seemed to have enjoyed the interactive style of lecture George used in his classes. Also, George is very friendly to students and easily approachable. He genuinely cares about his students' learning and is always willing to help his students. However, there are some points worthwhile to mention. Some students expressed the courses were too easy and wanted Professor Corser to cover more detailed and advanced topics and to do more challenging programming. Some of the comments are:

- The lessons made this course seem very hands-on, which is good. Unfortunately, more advanced topics were not discussed.
- He is an easy grader.
- Allowing more advanced students to opt out/test out, far to wide a disparity of incoming skillsets made it difficult to teach the less experienced without losing the interest of the more advanced. Departmental issue, but a serious one!
- More intensive coding like the calculator assignment would have been more enjoyable for me.
- I would simply offer a test so that the more advanced students could automatically move up to 355
- Professor Corser is a very good professor and I liked the way he taught the course overall. But at the same time, I think it could have been more challenging.
- I feel Corser is too accommodating and not holding standards where they should be like Bidgoli did.
- The reason I wasn't terribly challenged is because I'm a senior in a sophomore class and I've worked with the material before.
- Everything was perfect, But I think as the basic to C++, it should be a little bit more detailed for the ones who have never programmed before.

The problem is more evident in CIS255 than in CS116 or CIS355. For example, some students already knew most of the material covered and wanted to opt/test out the class. It is partly due to the diverse student population in the class. CIS255 is supposed to be taken by sophomore students, but there were many junior level and some senior students in the class. With such a mix of population, it would be very hard to meet the needs of all students. The CSIS department needs to do better advising to reduce such problems. On the other hand, the interactive and lab style teaching, compared to the traditional lecture style teaching, requires more time to cover the same amount of topics, which results in less details and depth. The evaluation team suggests Professor Corser shift to more lecture style teaching and challenge students more in his future courses.

There are a few complaints in the course organization and preparedness, particularly on using program code which was not tested prior to class in CIS255. Such a problem is not unusual for first time teaching, and the evaluation team believes George will be able to do a better job in course organization and become better prepared in his future courses. Overall, George Corser has done a very good job in his first semester teaching and the evaluation team encourages him to continue to excel in his teaching.

(B) Scholarly or creative achievement

George Corser is a member of IEEE Vehicular Technology Society and IEEE Intelligent Transportation Society. He has been active in his research since he joined SVSU. He has published two journal papers and six conference papers during his Ph.D. work. He has received two research grants, one from the Faculty Led Undergraduate Research Grant, and another from the Foundation Grant on the TEDxSVSU series of talks. He presented a talk on "Protecting Privacy in Vehicular Networks" at the SE&T Colloquium.

The evaluation team feels that George Corser had a very solid research background before joining SVSU and is pleased to see that he has continued to build a solid research program at SVSU. The team encourages George to continue his research with student involvement.

(C) Service to the institution and/or community

George Corser has a very good service record for a first year faculty member. The following shows his service activities:

- Volunteered for Fresh Start Orientation for the CS department on Aug 22, 2014
- Faculty advisor to Cardinal Bitcoiners (RSO)
- Department Ambassador
- Attended the University Open House on Nov 1, 2014
- Represented the CSIS department at the Scholarship Recognition Program meeting and met with students and their parents on Jan 23, 2015

The evaluation team rates his service as very good for a professor in his first year, and recommends that George continue to seek out and participate in similar service opportunities.

**H 2.2.2: 5: Individual Evaluation Report from Evaluation Team
(Not applied for first year probational evaluation)**

**H 2.2.2: 6: Team's Comments and Findings with Respect to Correction Plans
(Not applicable)**

H 2.2.2: 7: Team's Final Appraisal of the Professional Effectiveness of the Evaluatee

The evaluation team feels that Professor George Corser is an excellent instructor. We are pleased with his current classroom performance and achievement in academic research and service to the department and university. We believe that with more experience and adjustment to SVSU, George will become an outstanding professor in the Computer Science and Information Systems department. With all this, we strongly recommend Professor Corser to be retained for second year probation.

**H 2.2.2: 9: Comments, Responses and Materials Submitted by the Evaluatee in Addition to Material Requested of the Evaluatee by the Team
(Not applicable)**

**H 2.2.2: 10: Copy of the Evaluatee's Vita
(Attached)**

H 2.2.2: 11: Written Statement and Recommendation Regarding Evaluatee by the Department

Teaching

Professor George Corser had already established a good teaching record before joining SVSU. He taught three courses in fall 2014 – CS116, CIS255, and CIS355. The student evaluations on his courses show that George is a very good teacher. He is friendly to students and easily accessible to students. He cares about students' learning, and enjoys working with students. CIS255 and CIS355 are some of the hardest courses to teach in CSIS and both had many complaints from CSIS students in previous years, but George was confident in the topics and did a very good job in teaching both courses receiving very good student evaluation reviews. Most students seemed to have enjoyed the interactive lab style of teaching, but the department noted that not all courses fit such a style because it may be hard to cover enough topics within the time period. Also, while it would help slow students to follow, advanced students may not feel challenged.

Scholarly Activity

George has established a very good publication record while working toward his Ph.D. degree. He continues working hard on his research with a few CSIS students and has been awarded three grants:

- Principal Investigator (PI), SVSU, Faculty Led Undergraduate Research Grant, \$1000, Awarded 12/18/2014.
- Principal Investigator (PI) and Organizer, TEDxSVSU (see: www.tedxsvsu.com). An SVSU Foundation Resource Grant, TEDxSVSU, \$5500, awarded 11/21/2014.
- Unit Committee award on Vehicular Network security (pending).

George also presented a talk on "Protecting Privacy in Vehicular Networks" at the SE&T Colloquium. As a new faculty, George has established a very solid foundation on his future research at SVSU and he is actively seeking an opportunity to work with SVSU undergraduate students.

Service

George has participated in SVSU's open house event. He is the faculty advisor to the Cardinal Bitcoiners RSO. He volunteered for Fresh Start Orientation for the CS department, and is designated as Department Ambassador. He also represented the CSIS department at the Scholarship Recognition Program meeting and met with students and their parents. He attended all department meetings, has regularly attended FA meetings, and is always willing to participate and contribute to the department and campus wide affairs. Overall, Professor Corser has done a very fine job as a first year professor. He is a very good instructor, a caring and very friendly teacher, a very active researcher, and a willing participant in the departmental and university service activities. The department encourages George to continue to build excellent scholarship and research at SVSU.

Il-Hyung Cho

Chair, Department of Computer Science and Information Systems

**H 2.2.2: 12: Written Statements Regarding the Performance of the Evaluatee by Faculty Colleagues If Requested by the Evaluatee or the Team
(Not applicable)**

H 2.2.2: 13: Recommendations for Improvement in the Evaluee's Performance

The evaluation team has a very positive rating on Professor Corser's teaching. The classroom visit results and student feedbacks all confirm our view. However, it does not mean that there is not room for improvement. George is already a valuable member of the CSIS department and the SVSU faculty community but could further improve his teaching by being a little more prepared and organized, and challenging more advanced students.

H 2.2.2: 14: Signatures of the Members of the Evaluation Team

(Signature)

(Date)

Il-Hyung Cho, Associate Professor of Computer Science
Chair of the Evaluation Team
Appointee of the Dean of SE&T (Andrew Chubb)

(Signature)

(Date)

Thomas Zerger, Professor of Mathematics
Appointee of the President, SVSU Faculty Association (Shaun Bangert)

(Signature)

(Date)

Emmanuel K. Ncheuguim, Assistant Professor of Mathematics
Evaluation Team Member Selected by the above two appointees