

21 January 2003

To Whom it May Concern:

I have known Robert Laurie for more than 22 years first as a graduate student and then as a faculty colleague. Bob taught here for three years total in two different periods primarily in the computer engineering area. When he has taught elsewhere, we have kept in touch.

Bob is an excellent, enthusiastic teacher, well-liked by students. However he does much more. He wrote a text for our introductory computer engineering course; the text was quite well done with many examples. He has great initiative and drive and worked hard to improve our computer engineering program, going well beyond the limits of his job. He has always kept up with the fast changing computer field and has developed courses for us, such as one in web design, and has been eager to teach courses with which he is unfamiliar in order to learn topics that are new to him, such as computer networks, in his most recent stint with us.

We would have loved to have him continue but Bob wanted to return to the Pacific.

In addition Bob is a person with very broad interests. His experiences in Germany, New Zealand, Japan, Korea and the Central Pacific have given him a wealth of understanding of people and cultures.

I believe Bob will do outstandingly at anything he undertakes and strongly recommend him for your position.

Sincerely,



Martha Sloan  
Professor of Electrical and Computer Engineering

21 May 2001, Monday

Michigan Technological University  
312 Chemical Sciences and Engineering Building  
1400 Townsend Drive  
Houghton, Michigan 49931-1295  
906/487-2772 • Fax 906/487-1717  
[biomed@mtu.edu](mailto:biomed@mtu.edu)

TO WHOM IT MAY CONCERN:

I have known Mr. Laurie since 1985 as a graduate student at Michigan Tech and later as an Instructor in Electrical Engineering.

For the current academic year 2000/01, Robert Laurie's primary focus was the course EE3010, Introduction to Electrical Engineering for non-departmental undergraduate students in engineering. This year Michigan Tech University converted to semesters from trimesters. Mr. Laurie created a course under the new format, teaching key concepts from the trimester equivalents of 6 credits of lecture and 2 credits of lab, and create a close to equivalent course utilizing 2 credits of lecture and a 1 credit lab. This course was the pre-requisite to my BioInstrumentation course

When Mr. Laurie took over the responsibility of teaching this course, he organized meetings to discuss requirements with faculty that teach the follow-up courses. He developed a completely new course, including lab exercises, a custom book, computer simulations, and an online learning tools.

This academic year Mr. Laurie taught 375 students in EE3010 and 50 students in EE4272 Computer Networking. Even with such large sections and few credits, he was able to teach the concepts far better it would seem than the previous instructor or courses. I noticed marked improvements in the backgrounds of students who took the new course from Mr. Laurie than the ones who took the trimester equivalent. Furthermore, students spoke highly of him as well as his teaching style, educational materials, and knowledge. I think having a mechanical engineering undergraduate, he was able to relate to the conceptual difficulties of electrical engineering, and explain them to the students with ease.

A member of my family attended some of his lectures on web page design, and she did also speak very highly of his teaching abilities as well as the technical strength. He was also very interested in finding out about the outcome of his activities. He did repeatedly inquire about the success rates of his students in advanced courses, and asked what he could do further improve their learning.

I believe Mr. Laurie is very committed to teaching, and he is a very good teacher. I also think he has a strong engineering background, and a solid understanding of computer technology. Therefore, I encourage potential employers to give the due consideration to his application for professional employment.

Best regards,



Orhan Soykan, Ph.D.



UNIVERSITY *of* MARYLAND UNIVERSITY COLLEGE  
Asian Division

09 December 2002

To Whom It May Concern:

I am pleased to recommend Mr. Robert Laurie for a teaching position with your institution. Mr. Laurie had taught as a full-time faculty member for the University of Maryland University College Asia since January of 1997. I have been his immediate administrative supervisor since August of 2001, when he joined the teaching staff in Japan.

Mr. Laurie has a broad range of teaching approvals in both programming and information systems management. These courses range from the introductory to the advanced undergraduate level. Examples of courses taught include IFSM 201 (Introduction to Computer-based Systems), CMIS 102 (Problem Solving, Algorithm Design, and Programming), IFSM 310 (Hardware and Software Concepts), CMST 385 (Internet: A Practical Guide), IFSM 410 (Database Concepts), and IFSM 450 (Telecommunication Systems Management). Consistent with our scheduling in Asia, he has offered these and other courses in an intensive format, with the academic terms running 8 weeks at a time. He has taught 2 courses per term, and 8 courses during an academic year.

As an instructor, Mr. Laurie has considerable strengths that include his strong background in computer technology, his ability to teach an often-difficult subject matter well, and his concern for his students. I have observed Mr. Laurie in class and have been impressed with how well organized he is and how adept he is at conveying his material. It is clear that he maintains academic standards that are appropriate to university courses, which he matches with a willingness to spend as much time outside of class as needed to assist his students. I am not surprised that his course evaluations, which are extremely positive, reflect his professionalism and dedication.

Administratively, Mr. Laurie has been very responsive. His syllabi are always ready prior to the start of class, and he is timely in reporting grades and meeting other administrative requirements. He has been especially helpful in planning the course schedules at the various locations at which he has taught, helping me gauge where students are in their programs and what they could best use in their curricula at a given point in time.

We had been pleased to have Mr. Laurie on the faculty and in fact awarded him the rank of Associate Professor last year in recognition of his work in the classroom. I am sure that should Mr. Laurie teach for you, you would be equally pleased.

If I can provide further information, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "Greg von Lehmen".

Greg von Lehmen, Ph.D.  
Director, Japan Area Programs  
[gvonlehmen@ad.umuc.edu](mailto:gvonlehmen@ad.umuc.edu)

Henry J. Taijeron, Ph.D.  
College of Natural and Applied Sciences  
UOG Station  
Mangilao, Guam, 96923  
February 12, 2009

Re: Letter of Recommendation for Robert Laurie

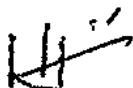
To Whom It May Concern:

I am writing this letter of recommendation in support of Mr. Robert Laurie's employment application. I have known Robert since he was first hired at University of Guam during the academic year 2003-2004 when I was Administrative Chair for College of Natural and Applied Sciences.

For the time that Robert was employed at UOG, he proved to be a dedicated and an effective faculty member. He was well-liked by his students and comments from his student evaluations indicated how effective he was as an instructor of Computer Science/Computer Information Systems (CS/CIS). In addition, he was very much involved in improving the course offerings of the CS/CIS Degree Programs. His significant contribution in the last CS/CIS Program Review is evidence of his dedication in improving the curriculum of the CS/CIS Degree Programs. For example, realizing the importance of a web design course for our students, and used this course to introduce students to coding and validation concepts before the more rigorous programming courses. His teaching credentials not only include CS/CIS courses, but also teaching mathematics at UOG.

Overall, Mr. Robert Laurie is a very conscientious and dedicated instructor. His accomplishments in the areas of instruction and service are evidences of his dedication. I, therefore, strongly can recommend him as a dedicated educator and I am confident that he will continue his dedication at his new position. I can be reached by telephone at (670) 735-2149 or email htaijeron@yahoo.com, if you would like further comment.

Respectfully Submitted,



Henry J. Taijeron, Ph.D.

Anatole Grishin, Ph.D.  
CNAS Mathematics Division  
University of Guam  
UOG Station  
Mangilao, GU 96923  
April 16, 2010

Re: Letter of Recommendation for Robert Laurie

To Whom It May Concern:

I first met Robert Laurie in 1998 when he taught Mathematics and Computer classes for the University of Maryland (UMUC) on Guam. I myself taught various classes for UMUC at the time, and I am well-informed as to his outstanding abilities as a teacher.

Robert's classes were always well-attended and popular. Students had a great regard for his creative teaching techniques in this area. His Web Site Design class was widely sought after, extremely well attended, and came highly recommended by word of mouth.

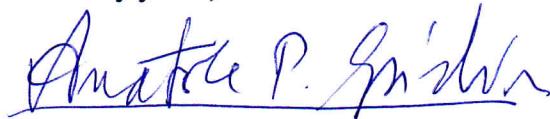
I came in contact with Robert Laurie again in 2004-5 when I left UMUC to teach at the University of Guam. It seems that Robert had also made the move earlier. At UOG Robert taught in the Computer Science Department. As in the past, I would come in contact with students who always spoke highly of Robert's teaching abilities. And, as before, Robert would continue to help out with mathematics courses.

Robert Laurie is a very popular, competent teacher. He has a very outgoing, engaging personality. He is universally liked both by students and colleagues alike. He is highly regarded by the Mathematical Science faculty at the University of Guam.

There is no doubt in my mind that Robert Laurie will remain well-regarded by students and colleagues alike in any future academic endeavor of his choice. I have no reservations whatsoever in recommending him for a mathematics faculty appointment with Guam Community College.

If I can be of any further assistance to you, my contact information is as follows:  
e-mail: apogee@guam.net phone: (H) 646-6147, (W) 735-2833

Sincerely yours,



Anatole Grishin, Ph.D.  
Associate Professor,  
Department of Mathematics, University of Guam



March 25, 2009

• SAIPAN OFFICE:

P.O. Box 502050  
Saipan, MP 96950-2050  
Phone: (670) 323-4260/1/2  
Fax: (670) 323-4263

To Whom it May Concern

Re: Letter of Recommendation for Robert Laurie

Dear Sirs/Madams:

I am writing this letter of recommendation to support the employment application of Mr. Robert Laurie. I have known Robert since Fall 2006 when I was transferred into the Business Department at Northern Marianas College from the Small Business Development Center. One year later, I became the Business Department Chair and served as such until December 2008, when I retired from Northern Marianas College. I currently serve as Branch Manager for StayWell Insurance Company in the U. S. Commonwealth of the Northern Mariana Islands (CNMI).

Robert was an excellent Computer Science instructor with the ability to teach difficult computer courses. Robert taught courses covering a wider range of content in computer technology that included: Web Site Design, C++ Programming, Java Programming, Introduction to Programming using JavaScript, Microsoft Office, and Keyboarding at Northern Marianas College. Students had a high regard for his knowledge and professionalism. In addition to teaching courses, Robert volunteered to serve on several College committees, served as the advisor for students pursuing a Computer Applications certificate or degree, participated in extensive course, program, and institutional review and assessment, and created and revised course guides. After only one semester at NMC, he took the initiative to develop a Computer Curriculum Reform Plan to update all of the computer courses in the Computer Applications degree program. During his second semester at the College, he began to utilize Moodle, an open-source course management system, to teach his classes by hosting the material on his personal web site for the students' benefit. In his second year at the College, he developed two instructional computer labs that utilized disk imaging to ensure that all software was equivalent on student computers, which greatly improved the reliability of instructional computer laboratories. Robert also contributed to the NMC Information Technology Plan and wrote the strategic goals and objectives for developing a distance education program at the College.

Overall, Mr. Robert Laurie is a very conscientious and dedicated educator. His service to the College for three years was exemplary. Without any reservations I can recommend Mr. Laurie as a faculty member or information systems specialist for your organization. If you need additional information please feel free to contact me at (670) 323-4260 or by email at ericplinske@yahoo.com.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Eric L. Plinske".

Eric L. Plinske  
Branch Manager

Perry C. Conner, MBA  
P.O. Box 505913  
Saipan, MP 96950

January 8, 2009

Re: Letter of Reference for Robert Laurie

To Whom It May Concern:

I first met Robert Laurie in 2005 when he interviewed and joined the Business Department at Northern Marianas College.

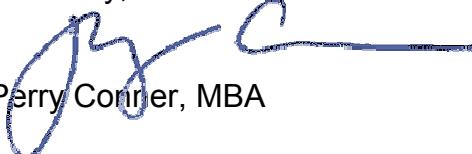
He taught primarily Microsoft Office, computer programming, and web site design classes at the college. His CS222 Web Site Design class was very popular and attended by many students at the college.

Students liked him and he was regarded as a very knowledgeable instructor. In addition he was very active in the overall affairs of the Business Department and college. He made many positive contributions and earned the respect of his peers. He did most of the scheduling of classes and book orders for the computer program. He created a computer curriculum reform plan for the college's computer program and participated in assessment activities at the college. He created two very reliable instructional computer labs on campus to support the department classes that utilized disk imaging for reliable software installation and maintenance. He was one of the leaders on campus for promoting and utilizing the college's Moodle Course Management System software for online and hybrid delivery of classes.

Without any reservations I submit that any educational institution or corporation would be well served to give serious consideration to hiring Mr. Laurie as a faculty member or information systems specialist.

If I may be of further assistance please feel free to contact me at home, (670) 322-9495 or by email, perryconner2002@yahoo.com

Sincerely,



Perry Conner, MBA