

Academic Affairs Annual Performance Evaluation

DATE: September 9, 2024

NAME: Eric Reyes

TITLE: Associate Professor

DEPARTMENT: Mathematics

EVALUATION FOR ACADEMIC YEAR: 2023-2024

Summary and Recommendation

During the 2023-24 academic year Eric continued to make excellent progress towards promotion to full professor. His teaching is excellent, his professional development is excellent, and his service is very strong. He continues to be looked upon as a leader of the department and institute.

Eric deserves to be promoted to Professor. Given his sustained excellence in teaching, professional development and service it is very reasonable that he seek promotion at this time. He has also handled the expected leadership and other responsibilities that not only come with being a tenured faculty member at Rose but also one who achieves the rank of Professor.

Teaching and Student Advising

Eric's teaching continues to be excellent. This year he again taught MA 223 and MA 482 Biostatistics; each course continued to be well-organized, and the students were quite positive about the learning experience. He continues to use mastery-based grading in many of his classes, with excellent results. Most students appreciated this approach, and Eric continues to find ways to improve this approach each term. He also taught MA 382 Intro to Statistics with Probability, MA 483 Bayesian Data Analysis and MA 381 Intro to Probability; he has taught these previously but are not courses he teaches every year. These courses were also well received by the students. As one student noted in a course evaluation: "Dr. Reyes exudes passion about his field and loves to help students when they are interested in learning more. He is a great lecturer and offers a lot of additional course material for those curious."

He also was the academic advisor for 6 Y1 ME students and he supervised a senior biomathematics capstone student.

In general, Eric has continued his record of excellent teaching during this academic year. He continues to develop as an instructor by incorporating new teaching approaches and assessment ideas, and I expect he will continue this throughout his career. His quality of teaching is what we would expect for faculty members seeking promotion to Professor.

Professional Development and Curriculum Development:

Eric's professional development activities were very good this year and encompass both statistical analysis and pedagogical work. He continued his collaboration with the IU School of Medicine, where he works with medical students on their research. This led to a paper submission in the *Community Mental Health Journal*. He also was a co-author on a paper discussing non-traditional grading in statistics courses that was published in the *Journal of Statistics and Data Science Education*. In addition, Eric presented some research at the Joint Statistical Meetings. He also led various sessions at the Institute's Faculty Teaching Workshop and presented some of his recent work for the Rose-Hulman Sustainability Network.

Eric's professional and curriculum development activities point towards continued growth and future promotion to the rank of professor. It is anticipated that he will continue to demonstrate to students how to learn new material through these activities. His professional development is very appropriate and exceeds the standard for faculty members seeking promotion to Professor.

Service

Eric's service remains excellent. Within the department he was chair of the Mathematics Group for Program Improvement, which oversees the assessment of the mathematics program. He was also the departmental representative on CASO, and he continues to serve as the departmental Moodle Mentor.

Eric was also very active with Institute service. He was a member of the Animal Care and Use Committee, and a member of the Rose Show Planning Committee. He was also the Teaching Workshop Co-Coordinator. In addition, he began service on one of the Innovation by Design Action Teams and he continues to serve as faculty advisor for InterVarsity Christian Fellowship. Finally, he served as Academic Affairs Faculty Representative to the Board of Trustees.

Eric's service within the department and Institute has always been excellent and exceeds the expectations on a faculty member seeking promotion to Professor. It is expected that he will be looked upon as a leader of the department and institute for many years.

Leadership and Departmental Citizenship

While this is not a stated area of review for annual evaluations, when someone seeks promotion to Promotion it is useful to consider.


Eric has exhibited strong leadership skills and potential during his time at Rose. He has looked for opportunities to provide leadership both within the department (assessment, teaching innovations) and

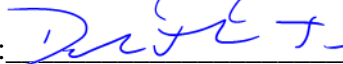
within the institute (CASO, Teaching Workshop, Faculty Representative to Board of Trustees); these endeavors demonstrate that he is viewed as a leader within the department and the Institute.

Eric is also an excellent departmental citizen. He attends many of our functions and is often willing to help with any tasks that need to be done. He is willing to participate in departmental discussions, and often brings useful insights (with evidence) to the conversations. He is viewed as a leader within the department and his thoughts are often sought when issues arise within the department. He continues to be a role model for younger faculty.

His demonstrated leadership and his departmental citizenship are consistent with expectations of a faculty member seeking promotion to Professor.

My signature below acknowledges that the information presented within this document was clearly communicated to me during the Annual Performance Evaluation but does not necessarily imply that I agree with this Performance Evaluation.

Faculty Member Signature:  Date: 9-9-2024

Department Head Signature:  Date: 9/9/24