

To: Luis Almeida
From: Robert J. Graham, Dean of Undergraduate Studies
Subject: 2008-09 Annual Evaluation
Date: April 6, 2009

In accordance with section 2.5.1.3.2 in the Faculty Handbook and at the behest of the Provost, this serves as your annual evaluation letter. It is a response to your annual self-evaluation, your department chairperson's evaluation and student evaluations.

For a first-year faculty member, your SUMMA scores are pretty good. Your scores are close to the University averages in most categories and this is one indicator of your teaching ability. There is room for improvement and given your work ethic, I am confident that you will improve these in the future.

Thank you for your work on the Curriculum and Educational Policy Committee. Your work on this important committee is an important service to the University. Additionally, your willingness to dive into campus life indicates your understanding that learning doesn't just take place in the classroom. I have noticed your hard work and dedication and I appreciate your efforts.

Besides your involvement in campus life, you manage to maintain outstanding research productivity. You have also involved students in research and professional associations. These are very positive signs.

I also want to make note of your integration of faith in the classroom and your daily life. This is so important to maintaining the Christian mission of Waynesburg University and I applaud your efforts in this area.

I agree with your department chair's evaluation and recommendations. Luis, you are a valued faculty member and I am glad that you are part of Waynesburg University. I wish you success in the coming year.

C: R. Krause