



SCHOOL OF TECHNOLOGY, ART & DESIGN

January 1, 2021

Dr. MaryTheresa Seig
Dean, College of Arts, Education & Humanities
Bemidji State University
Bemidji, MN 56601

Dear Dean Seig,

I am writing this letter in strong support of Dr. Mahmoud Al-Odeh, who is applying for promotion from associate to full professor. I have known Dr. Al-Odeh for approximately ten years and during this time have come to appreciate him as an excellent teacher, a dedicated researcher, and a highly respected colleague.

Dr. Al-Odeh demonstrates his value to the School of Technology, Art & Design in many ways. First his well-documented teaching record consistently demonstrates his commitment to his students. He worked to prepare his students for the national Lean Six Sigma certification exam with results touting a passing rate of 96%. This success makes BSU students stand out from the competition and can lead to better career opportunities.

Secondly, Despite Dr. Al-Odeh's busy schedule as a classroom teacher, he still finds time to devote to his research. As a scholar, Mahmoud has been nationally recognized and has an impressive scholarly record. One example is the resource manual he published to support operation & project managers titled "*Economics and Cost Analysis for Operations and Project Managers*," which helps professionals and learners prepare financial analyses of alternatives using spreadsheets. In addition to this publication, Dr. Al-Odeh was highlighted by Online Engineering Management Programs on their list "Professor to Know in Engineering Management Programs."

Dr. Al-Odeh is a very professional individual with a strong work ethic. His excellent teaching record, his research efforts, and his ability to get along well with his colleagues makes him an invaluable member of the School of Technology, Art & Design and Bemidji State University.

I recommend Dr. Mahmoud Al-Odeh, without hesitation, for promotion to full professor.

Sincerely,

Dr. Bonnie Higgins
Chair, School of Technology, Art & Design
Bemidji State University



SCHOOL OF TECHNOLOGY, ART & DESIGN

January 5, 2021

Letter of Support for Dr. Mahmoud Al-Odeh:

Dr. Mahmoud Al-Odeh has been a valuable part of our department and academic community since he was first hired in 2012. I met him when I was chairing the search committee which hired him at that time. I was extremely pleased when he was re-hired over four years ago. During his almost nine years of service to BSU, I have had the pleasure of watching him become a valuable member of our academic and local community.

Dr. Mahmoud Al-Odeh is always willing to participate in departmental activities, whether he is advising and recruiting students, working with students and local industry, supporting community appreciation day, or volunteering to work with the Beaver Engineering Club on community activities such as making duck calls or working with student volunteers on STEM projects with the Boys and Girls Club. He always maintains a sense of professionalism and a strong sense of commitment to our students, our department, the university, and the greater Minnesota community.

As a colleague, he is a well published and presented coworker who takes pride in pursuing his academic career. I am impressed with his dedication and knowledge of his course content and was pleased to see him complete his textbook over his sabbatical. As a faculty member, he has achieved several academic acknowledgements and has written and been awarded several grants. He has also been the Director of the Student Achievement Day and coordinated a summer international conference at BSU.

On behalf of the Technology, Art & Design – Technology (TADT) team, Mahmoud has directed and submitted Task Stream accreditations and ATMAE accreditations. He coordinated our last on-campus ATMAE review. He is a very active and respected member of ATMAE and other professional associations. As a TADT team member, I can always count on him to coordinate our fall and spring course schedules. He was the author or co-author on several curriculum packages for our degrees and certificate programs.

Considering Dr. Mahmoud Al-Odeh's strong academic record and consistent dedication during his almost nine years of service to BSU, I recognize Dr. Al-Odeh's efforts, and strongly support his tenure and promotion.

Respectfully,

Dr. Tim Brockman, Professor
Coordinator, Technology Programs
School of Technology, Art & Design
Bemidji State University



Towley, David R
Fri 1/8/2021 5:03 PM
To: Al-Odeh, Mahmoud A



Hello Mahmoud:

I am glad to hear that you are going for Full Professor. You have my full support and I will do whatever I can in that regard so please let me know; I am confident that you will achieve it.

The impact that you have made in our programs and support for our students is without question of the highest order and professional in all regards. In fact Sir, I do not know how you accomplish all that you do and how you do it so well. I have heard from many students that you are an excellent teacher in all regards and have the highest respect from them.

I have worked with a great many excellent professionals in my career, I will say without reservation that you are one of the best that I have had the pleasure of working with. You are an critical element in our team.

Again, Mahmoud if I can be of any assistance please do not hesitate to let me know; as we say, I am in your corner.

That said, as I mentioned when I shared Mike's news about his PE certification, it was a best practice at Ford to have the one who achieves advancement bring in the coffee and rolls – I am looking forward to when we can all be together and you bring them in.

With My Highest Respect and Best Regards,

Dave

David R. Towley MBA SSGB
Assistant Professor
School of Technology, Art & Design
Bemidji State University
Office BN230 Box 34
[Bridgeman Hall](#)
[1500 Birchmont Dr. NE](#)
[Bemidji, Minnesota 56601](#)
218-755-2205
dtowley@bemidjistate.edu





January 24, 2021

MaryTheresa Seig, PhD
Dean
College of Arts, Education and Humanities
Bemidji State University

SUBJECT: Support for Dr. Mahmoud Al-Odeh's Promotion to Full Professor

Dear Dr. Seig:

It is with the greatest respect that I write this letter of support for my esteemed colleague, Dr. Mahmoud Al-Odeh, and his application for promotion to full Professor. To be clear, Dr. Al-Odeh did not request this letter from me, rather when I learned that he was applying for promotion I felt that it was my obligation to our organization to provide such.

Over the course of my career, I have had the opportunity to work with many excellent professionals; I will affirm here, without any reservation, that Dr. Al-Odeh has proven himself to be one of the very best of these. In my view, Dr. Al-Odeh exemplifies not only the mission but also the vision of Bemidji State University; I base my statement not only on what he says, but, more importantly, on what he does.

Teaching

As an educator, Dr. Al-Odeh is expert in the subjects that he teaches. On numerous occasions, I have had his students share with me their very positive comments as to his command of the material and his ability to lead them to understanding of its' practical application, not simply the theory. In the time that I have known him, Dr. Al-Odeh has continued to share his expertise outside of the classroom as well, presenting at numerous professional conferences, sitting on various committees here in Bemidji State and in his professional affiliation with the Association of Technology Management and Applied Engineering (ATMAE), and as a reviewer for Quality Matters.

Continuing Preparation

An authority in the material that he teaches, Dr. Al-Odeh nevertheless continues to pursue research and, with his inquiring mind, to continue to stay abreast of the latest information in his field through professional associations and a vast network of professional contacts.

218-755-2205 / Fax 218-755-4011 /

230 Bridgeman Hall #34, 1500 Birchmont Drive NE, Bemidji, MN 56601-2699

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MaryTheresa Seig, PhD
Dean
College of Arts, Education and Humanities
Bemidji State University
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Support for Students

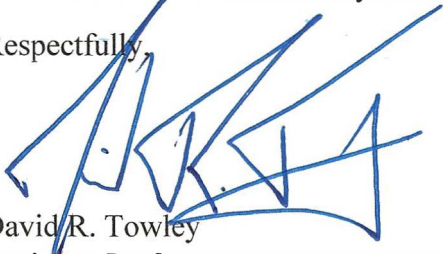
As you know, faculty at Bemidji State are expected to serve our students beyond the classroom too; Dr. Al-Odeh's support for our students in this regard is again of the highest order. Besides serving as an academic advisor, guiding students through their degree, Dr. Al-Odeh has also served our students as the faculty advisor of the Beaver Engineering Design club since the first year he joined us. His dedication to our students in this endeavor has provided so many with the real-world opportunity to develop leadership and team-based skills outside of the classroom; often in service to the larger community. Not to limit his support for students to only those within the School of Technology, Art & Design, Dr. Al-Odeh has served as the Chair of the Student Achievement Day Conference for multiple years; events that were particularly well organized and attended.

Service to the University and Department

Besides support for students, Dr. Al-Odeh steps up in service to our department and university in so many ways. Recognizing opportunities to strengthen our offerings for students, Dr. Al-Odeh was instrumental in the revision of curriculum for our existing programs, as well as in the development of two new ones; Applied Management and Project Management. Tireless in his own work related to accreditation, in 2017 Dr. Al-Odeh took the lead in coordinating the Technology side of TAD for our own successful ATMAE accreditation and has since coordinated maintaining our support for the University's accreditation by the Higher Learning Commission.

To summarize, I write this letter for Dr. Al-Odeh's promotion to full professor to support the recognition of dedication and very positive contributions that Dr. Al-Odeh has made to the University, our department, programs, and students that such a promotion will bring. For me not to do so would be to fail in my own responsibility to our organization. Thank you.

Respectfully,



David R. Towley
Assistant Professor
School of Technology, Art & Design

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