



---

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](mailto:dtowley@bemidjistate.edu)

