

GEORGE MASON UNIVERSITY

BOARD OF VISITORS

Academic Programs, Diversity, and University Community Committee Meeting

Thursday, April 17, 2025 10:00-11:30 a.m.

AGENDA

- I. Call to Order**
- II. Approval of Academic Programs, Diversity and University Community Committee Minutes from February 13, 2025 (Action Item)**
- III. New Business**
 - A. Provost's Report (J. Antony)
 - B. Faculty Senate Update and Proposed Revisions to the Faculty Handbook (S. Simmons)
(**Action Item**)
 - C. Faculty Actions (**Action Item**)
 - 1. Promotion and/or Tenure
 - 2. Conferral of Emeritus/Emerita Status
 - 3. Elections of New Tenured Faculty
 - 4. Special Rank Change
 - D. Announcements
 - 1. Appointment of Faculty
 - 2. Appointment of Administrative and Professional Faculty
 - 3. Appointment & Reappointment of Deans, Department Chairs and School Directors
 - 4. Renewals and Reappointments
 - 5. Separations
 - 6. Other Announcements
 - 7. Summary Sheet- May 2025
 - 8. Annual Summary Sheet – July 2024 – May 2025
 - E. Committee Name Change
 - F. DEI Discussion
 - 1. Required Diversity Statements and Hiring
 - 2. Resolution regarding the Presidential Executive Order on Diversity, Equity, and Inclusion (**Action Item**)

IV. Adjournment

The April 17, 2025 Meeting of the Board of Visitors Academic Programs, Diversity and University Community Committee will be in-person. Members of the public are welcome to observe in person or may view the meeting live at the following link: <https://bov.gmu.edu/live/>. Those attending any Board of Visitors sessions are asked to adhere to the meeting rules, accessible at the following webpage: <https://bov.gmu.edu/board-of-visitors-resources/>

No oral public comment will be taken at this meeting.

GEORGE MASON UNIVERSITY
BOARD OF VISITORS
Academic Programs, Diversity, & University Community Committee

MINUTES

Thursday, February 13, 2025

COMMITTEE MEMBERS PRESENT: Chair: Lindsey Burke; Visitors: Mike Meese, Jeff Rosen; Staff Representatives: Provost Jim Antony, Sharnnia Artis, Rose Pascarell; Faculty Senate President: Solon Simmons; Staff Senate Chair: Rachel Spence; Faculty Representatives: Cameron Harris, Melissa Broeckelman-Post; Student Representatives: Maria Cuesta, Carolyn Faith Hoffman

ALSO PRESENT: Rector Stimson, President Washington, Visitors: Armand Alacbay, Anjan Chimaladinne

I. The meeting was called to order by Chairperson Lindsey Burke at 10:00 a.m.

II. Approval of Minutes (Action Item)

Chairperson Burke called for any corrections to the minutes from the November 19, 2024 APDUC Committee Meeting. Hearing no corrections, the meeting minutes stood **APPROVED** as written.

III. New Business

A. Provost's Update

James Antony – Provost and Executive Vice President

Provost Antony provided an update on the spring semester, which began on January 21. He noted that spring recess is scheduled for March 10-16 and commencement will take place on May 15. He also shared an enrollment update, highlighting the over 3,000 new and transfer students joining George Mason this semester. Provost Antony highlighted the opening of the new Life Sciences and Engineering Building, with over 90 courses there this semester. He also noted that George Mason's online master's programs earned top 10 rankings by U.S. News & World Report in special education, industrial engineering, and nursing for veterans. Additionally, he reported that the College of Science dean search is advancing, with finalist interviews scheduled. He provided updates on the Budget Model Redesign, set for implementation in FY 2026, and introduced two new working groups that will begin this semester—one focused on enhancing graduate education and postdoctoral affairs, and the other, a Research Kitchen Cabinet initiative, aimed at strengthening George Mason's research enterprise. Finally, Provost Antony provided a brief overview of the recent Executive Orders, emphasizing Mason's commitment to clear and transparent communication as more details emerge. He concluded by recognizing the achievements of students, faculty, and staff across the university.

B. Program Actions and Faculty Actions

Provost Antony provided an overview of both the Program Actions and Faculty Actions.

Chairperson Burke called for a **MOTION** to approve the Program Actions and Faculty Actions en bloc; Visitor Meese **MOVED**; Visitor Burke **SECONDED** the following program actions:

1. Degree Program Closure: MS Marketing
2. Conferral of Emeritus/Emerita Status
3. Elections of New Tenured Faculty

MOTION CARRIED BY VOICE VOTE.

Yes – 3

C. Discussion: A Report of the University of Chicago Committee on the Criteria of Academic Appointment- *to reflect on what, if anything, can be gleaned from the Shils Report*

The committee discussed the University of Chicago's Shils Report on academic appointment criteria. Provost Antony emphasized George Mason's commitment to transparency, balance between research and teaching, and cross-disciplinary collaboration regarding academic appointment. He also highlighted the university's adherence to Section 5 of the report. Faculty representatives noted that George Mason's Faculty Handbook is regularly updated to reflect contemporary priorities like career readiness and faculty service, areas not emphasized in the Shils Report. While the "Chicago Trifecta" of free expression, institutional neutrality, and merit-based advancement was acknowledged, George Mason has adapted its merit criteria to better serve its institutional goals. An invitation was extended to meet with the Faculty Handbook Committee if committee members wanted to learn more.

D. Antisemitism Resolution

A draft resolution addressing antisemitism was brought before the APDUC Committee for discussion, led by Visitor Rosen and discussed by board members, administrators, faculty, and students. The conversation included arguments for and against the resolution, concerns about potential impacts on free speech and academic freedom, and the broader implications for campus climate. Visitor Rosen discussed the context and reason for the creation of the resolution, emphasizing that the resolution aims to reinforce protections against harassment and discrimination without restricting academic freedom or political expression. Some committee members expressed concerns about the resolution's language, particularly the IHRA definition, the inclusion of Zionism as a protected category, and the need for equal protection for all minority groups. University administrators highlighted existing initiatives addressing antisemitism and broader discrimination, while also acknowledging areas for improvement, such as updating reporting mechanisms and ensuring clear communication. Several members proposed refining the resolution to align with George Mason's policies and suggested moving some elements into the "whereas" clauses to acknowledge current efforts. Participants stressed the need for consistency in addressing these issues and ensuring that fundamental freedoms are not compromised. The discussion also touched on the potential impact of the resolution on political and academic discourse, emphasizing the need for careful refinement. The conversation concluded with agreement to continue discussions on revisions to the draft resolution.

E. Announcements and Reports

Announcements and Reports were acknowledged for the Committee's benefit. No further discussion was held.

IV. Adjournment

The meeting was adjourned at 11:34 a.m.

Respectfully submitted,

Sarah Parnell
Secretary Pro Tem



Academic Programs, Diversity, and University Community Committee

Board of Visitors



*Office of the Provost
April 17, 2025*

Agenda

I. Call to Order

II. Approval of Minutes (Action Item)

III. New Business

- A. Provost's Report
- B. Faculty Senate Update and Proposed Revisions to the Faculty Handbook (Action Item)
- C. Faculty Actions (Action Item)
- D. Announcements
- E. Committee Name Change Proposal
- F. Diversity, Equity, and Inclusion Discussion
 - 1. Required Diversity Statements and Hiring
 - 2. Resolution of George Mason University Regarding the Presidential Executive Order on Diversity, Equity, and Inclusion (Action Item)

IV. Adjournment



Action Item

Approval of Minutes

February 13, 2025

Provost's Report

James Antony, PhD

Provost and Executive Vice President



Spring Graduation



Commencement Ceremony

- **Thursday, May 15** at 9:30 a.m. in EagleBank Arena
- Degree conferral by university president
- Doctoral student recognition

Degree Celebrations

- **Wednesday, May 14:** Schar School
- **Thursday, May 15:** CEC and CVPA
- **Friday, May 16:** CHSS, Carter School, COS, and Costello
- **Saturday, May 17:** CEHD, Scalia Law School, and CPH

Spring Graduates*

- **185** Doctoral Students
- **2269** Graduate Students
- **3576** Undergraduate Students
- **219** Law Students

**Applied to graduate as of April 1, 2025*

College of Science

Dean Search Update

Cody W. Edwards
named new dean of the
College of Science.



The Academic Year in Review



Communication



Research



Budget Model Redesign

Looking Ahead



Undergraduate
Learning Supports
Implementation
Committee



Building a
Blueprint for the
Future of Doctoral
and MFA Education,
and Postdoctoral
Affairs



Competitive
Landscape



Faculty Awards

Presidential Awards for Faculty Excellence



Bethany Cieslowski
CPH



Rebecca Goldin
COS



Susan Howard
CHSS



Weiwen Jiang
CEC



Daphne King
CPH



Jacqueline McDowell
CEHD



Angela Miller
CEHD



Aarthi Narayanan
COS



Allison Redlich
CHSS



Margarita Tadevosyan
Carter School



Janani Umamaheswar
CHSS



Xueso Xiao
CEC

<https://president.gmu.edu/faculty-awards/recipient>

Faculty Awards

Teaching Excellence Awards

Teaching Excellence Award

Kevin Andrea, CEC
Lois Groth, CEHD
Greta Ann Herin, COS
Kerri LaCharite, CPH
Audrey Pettibon, CHSS
Kevin Rockmann, Costello
Roland Wilson, Mason Korea

Adjunct Teaching Excellence Award

Dana Siller, CHSS
Michelle Lague, CEHD

Online Teaching Excellence Award

Lila Fleming, CPH
Katherine Rosenbusch, Costello

Adjunct Teachers of Distinction

Bruce Aft, CHSS
Alma Jadallah, Carter School
Suneel Grover, Costello

Online Teachers of Distinction

Frank Kruger, COS
MB (Marybeth) Mitcham, CPH

Teacher of Distinction

Jennifer Wood, CHSS

David J. King Teaching Award

Kelly Schrum, CHSS

Faculty and Student Awards

OSCAR Excellence Awards

Faculty and Staff



Ali
Beheshti



Ozlem
Dilek



Jennifer
Nicholl Victor

Graduate Student



Mary
Catlin

Undergraduate Students



Amira
Anwar



Daniel
Cardona



Anna
Garren

<https://oscar.gmu.edu/celebration/oscar-excellence-awards>

Student Awards

2025 Peter N. Stearns Provost Scholar Athletes

A record 78 Peter N. Stearns Provost Scholar Athletes were honored for their outstanding academic achievements.



2025 Guggenheim Fellowship

Tania James

Fellowships for
exceptional individuals in
the creative arts



Fall 2025 Schedule



Summer Orientations

June 16–August 19



Freshman Move-in

August 20–21



New Student Convocation

August 22

Academic Calendar



Fall Semester

August 25–December 17



Commencement

December 18



Winter Break

December 22–January 2

Faculty Senate Update and Proposed Revisions to the Faculty Handbook

Solon Simmons, PhD
Faculty Senate President



Academic Policies

2.1.3 Term Appointments

2.12.3 Procedures for Appointment and Renewal (Department Chairs)

3.6.2 Leave Program for Instructional Faculty

2.8.5 Remand Process

2.11.2.2 Grievance Procedures



Faculty Handbook Revisions

2.1.3 *Term Appointments*

Add:

- For initial appointments **for faculty with terminal degrees**, the maximum contract length for assistant professors is three years and for associate and full professors it is five years. **For initial appointments for faculty without terminal degrees, the contract length is one year.**

Delete:

- ~~• Faculty on multi-year contracts normally hold a terminal degree, as defined by standards in the discipline~~

Faculty Handbook Revisions

2.12.3.1 Procedures for Appointment and Renewal (Department Chairs)

Add:

- If the committee and the departmental faculty are not in agreement or if the Dean does not endorse the recommendation of a majority of the committee and/or the department faculty, the Dean meets with the committee and/or the faculty to seek ~~an identity of views~~ **committee and faculty perspectives and try to reach consensus** before submitting the **Dean's** recommendation to the Provost.
- If the committee and/or the departmental faculty and the Dean have remained in disagreement, or if the Provost does not endorse the joint recommendation of the committee and the Dean, the Provost meets with the committee and the Dean to seek ~~an identity of views~~ **each party's perspectives and to try to reach consensus**. The final decision rests with the Provost.

Faculty Handbook Revisions

2.12.3.2 *Procedures for Appointment and Renewal (Department Chairs)*

Add:

- To begin the process for chair renewals, the committee consults with the department faculty and other persons it deems appropriate concerning the past performance of the chair and the desirability of the chair's renewal. The committee ascertains the will of the department faculty through an anonymous ballot and makes recommendations in writing to the Dean no later than October 15th. LAU bylaws should specify who has voting rights. The report includes the division of departmental and committee balloting by numbers only.

Faculty Handbook Revisions

3.6.2 *Leave Program for Instructional Faculty*

Add:

- Faculty must be tenured or on a term multi-year contract, with six years of service at Mason, and have completed six years of such service since a previous study leave (not including tenure-track study leaves, see 3.6.1). This six-year period includes time spent on leave of absence, unless such leave includes time worked at another agency or institution, in which case an exception must be approved and granted by the Vice President for Research.
- Colleges and schools establish and publish the procedures, criteria and deadlines for submission and review of leave proposals.



Faculty Handbook Revisions

2.8.5 *Remand Process*

Add:

- The ~~reason for the case file submitted by the~~ UPTRAC ~~remand~~ must be explicitly addressed in the recommendation at each level. No case may be remanded more than once.



Faculty Handbook Revisions

2.11.2.2 *Grievance Procedures*

Delete:

- ~~• In cases of alleged violations of academic freedom, the faculty of the college/school acts on its grievance committee's recommendation my formal vote, the outcome of which is final.~~



Action Item

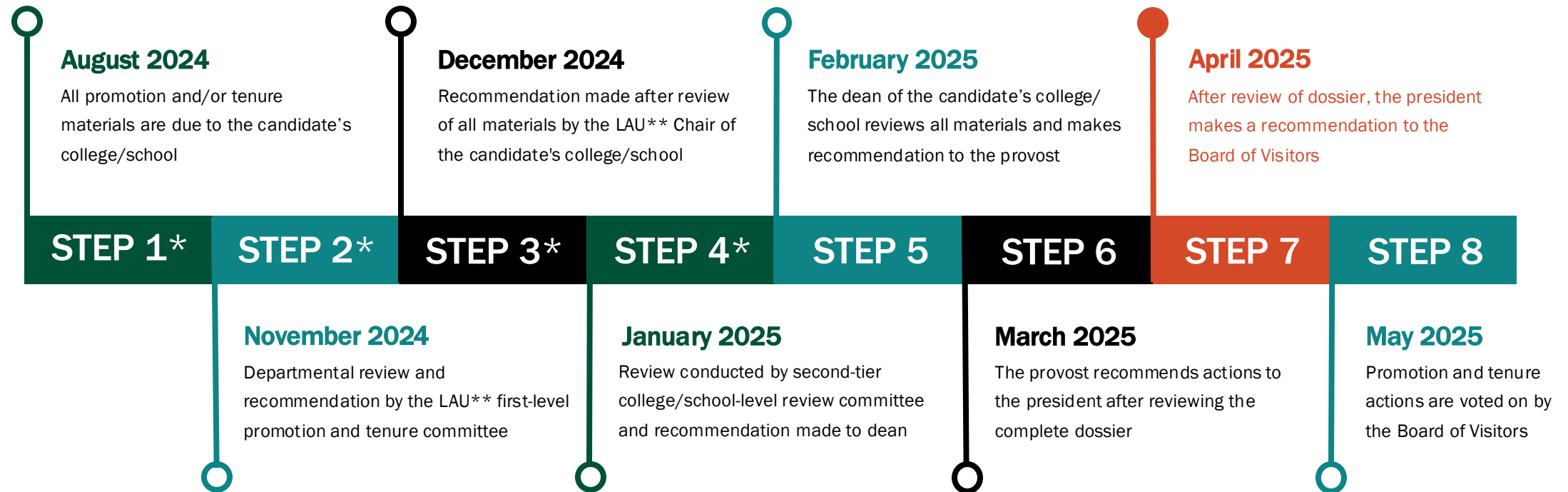
MOTION

To approve the proposed changes to the Faculty Handbook as outlined in the meeting materials

ACTION ITEMS

Faculty Actions

Promotion and/or Tenure



**Steps 1-4 may be adjusted due to academic unit needs*

***Local Academic Unit (LAU)*

Faculty Actions

Conferral of Emeritus/Emerita Status



Pamela Baker
CEHD



Rei Berroa
CHSS



Frederick Brigham
CEHD



Nada Dabbagh
CEHD



Nancy Hanrahan
CHSS



Theodore Kelly
CHSS



Gary Kreps
CHSS



Peggy Maddox
CPH



Lorraine Pierce
(CEHD)



Earle Reybold
(CEHD)



Beverly Shaklee
(CEHD)



Jagadish Shukla
(COS)



Debra Sprague
(CEHD)



James Witte
(CHSS)

Faculty Actions

Elections of New Tenured Faculty

Robert Miller



Antonin Scalia Law School

Terri Rebmann



College of Public Health

Min Shen



Costello College of Business

Faculty Actions

Special Rank Change

Distinguished University Professor

Lawrence Cheskin

College of Public Health (CPH)
Department of Nutrition and Food Studies



Action Items

MOTION

To approve the following faculty actions, en bloc, as they are outlined in the meeting materials:

- Promotion and/or Tenure
- Conferral of Emeritus/Emerita Status
- Elections of New Tenured Faculty
- Special Rank Change

Announcements

- Appointment of Faculty
- Appointment of Administrative and Professional Faculty
- Appointment and Reappointment of Deans, Department Chairs, and School Directors
- Renewals and Reappointments
- Separations
- Other Announcements
- Summary Sheet, May 2025
- Annual Summary Sheet, July 2024–May 2025

Committee Name Change Proposal



Diversity, Equity, and Inclusion Discussion

- Required Diversity Statements and Hiring



Resolution of George Mason University Regarding the Presidential Executive Order on Diversity, Equity, and Inclusion



Action Item

MOTION

To approve the Resolution of George Mason University Regarding the Presidential Executive Order on Diversity, Equity, and Inclusion



Adjournment

[PROVOST.GMU.EDU](https://provost.gmu.edu)



**GEORGE MASON
UNIVERSITY®**

Faculty Handbook Revision Committee
Revisions approved by the Senate and ready for BOV approval

- [2.1.3 Term Appointments](#)
- [2.12.3 Procedures for Appointment and Renewal](#) (Department Chairs)
- [3.6.2 Leave Program for Instructional Faculty](#)
- [2.8.5 Remand Process](#)
- [2.11.2.2 Grievance Procedures](#)

2.1.3 Term Appointments

Proposed Language

2.1.3 Term Appointments

Full-time faculty on fixed-term, non-tenure-track appointments are known as Term Faculty. Term faculty whose assignments focus primarily on teaching are appointed as instructional faculty. Term faculty whose assignments focus primarily on research are appointed as research faculty. Term faculty whose assignments focus primarily on clinical practice are appointed as clinical faculty. While term faculty may identify with a primary focus, their assignments may include a blend of teaching, research, service, clinical practice, administrative, or leadership responsibilities that go beyond the boundaries of their primary focus. The faculty member's specific responsibilities will be stipulated in the appointment contract or assignment letter.

Instructional term faculty with a terminal degree may hold one of the following ranks: Instructional Assistant Professor, Instructional Associate Professor, or Instructional Professor. Research term faculty with a terminal degree may hold one of the following ranks: Research Assistant Professor, Research Associate Professor, or Research Professor. Clinical term faculty with a terminal degree may hold one of the following ranks: Clinical Assistant Professor, Clinical Associate Professor, or Clinical Professor.

Instructional term faculty without a terminal degree may hold one of the following ranks: Instructor, Senior Instructor, Master Instructor; or Professor of Practice. Clinical term faculty without a terminal degree may hold the rank of Clinical Instructor, Clinical Senior Instructor, or Clinical Master Instructor. Research term faculty without a terminal degree are Research Staff ([Section 2.1.6](#)).

Term faculty on single-year appointments whose permanent employment is with another organization hold title with the prefix "Visiting."

Term faculty appointment contracts are issued for a single-year or for multiple years, up to a maximum of 5 years. For initial appointments for faculty with terminal degrees, the maximum contract length for assistant professors is three years and for associate and full professors it is five years. For initial appointments for faculty without terminal degrees, the contract length is one year. If a multi-year appointment is offered to a faculty member whose position relies entirely or partially on non-state appropriated funding, then a multi-year contract may be established subject to the continuing availability of funding throughout the contract period. Exceptions to either contract length or terminal degree requirements must be approved by the Provost.

Contracts automatically expire at the end of the contract period, and although a faculty member may be reappointed ([Section 2.7.1](#)), there is no guarantee or right to reappointment from one contract to the next, whether single-year or multi-year. With the prior approval of the Provost, term faculty with the terminal degree may be considered for a tenure-track or tenured appointment as a result of a search ([Section 2.3.2.1](#)) or, rarely, by a direct appointment ([Section 2.3.2.2](#)). Service on a term appointment, whether or not externally-funded, may be applied to tenure consideration only if specified in the initial tenure-track letter of appointment.

Term faculty are eligible to be considered for promotion in rank, normally after five years of service.

Proposed Language with Track Changes

2.1.3 Term Appointments

Full-time faculty on fixed-term, non-tenure-track appointments are known as Term Faculty. Term faculty whose assignments focus primarily on teaching are appointed as instructional faculty. Term faculty whose assignments focus primarily on research are appointed as research faculty. Term faculty whose assignments focus primarily on clinical practice are appointed as clinical faculty. While term faculty may identify with a primary focus, their assignments may include a blend of teaching, research, service, clinical practice, administrative, or leadership responsibilities that go beyond the boundaries of their primary focus. The faculty member's specific responsibilities will be stipulated in the appointment contract or assignment letter.

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Term faculty on single-year appointments whose permanent employment is with another organization hold title with the prefix "Visiting."

Term faculty appointment contracts are issued for a single-year or for multiple years, up to a maximum of 5 years. For initial appointments [for faculty with terminal degrees](#), the maximum contract length for assistant professors is three years and for associate and full professors it is five years. [For initial appointments for faculty without terminal degrees, the contract length is one year.](#) If a multi-year appointment is offered to a faculty member whose position relies entirely or partially on non-state appropriated funding, then a multi-year contract may be established subject to the continuing availability of funding throughout the contract period. Exceptions to either contract length or terminal degree requirements must be approved by the Provost.

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Deleted: Faculty on multi-year contracts normally hold a terminal degree, as defined by standards in the discipline.

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Current Language

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Contracts automatically expire at the end of the contract period, and although a faculty member may be reappointed ([Section 2.7.1](#)), there is no guarantee or right to reappointment from one contract to the next, whether single-year or multi-year. With the prior approval of the Provost, term faculty with the terminal degree may be considered for a tenure-track or tenured appointment as a result of a search ([Section 2.3.2.1](#)) or, rarely, by a direct appointment ([Section 2.3.2.2](#)). Service on a term appointment, whether or not externally-funded, may be applied to tenure consideration only if specified in the initial tenure-track letter of appointment.

Term faculty are eligible to be considered for promotion in rank, normally after five years of service.

2.12.3 Procedures for Appointment and Renewal

Proposed Language

2.12.3 Procedures for Appointment and Renewal

2.12.3.1 Search Procedures

Search procedures are initiated after the incumbent chair has declined to seek reappointment, or after the Provost has notified the incumbent chair of the decision not to reappoint, or when the position is vacant. A search committee is constituted no later than December 10th. This committee consists of five faculty, all of whom have held a full-time instructional appointment for at least one year: (i) a chair, appointed by the Dean, from among the faculty of the college/school but not of the department; (ii) two faculty appointed by the Dean from among the faculty of the department; and (iii) two faculty elected from among and by the faculty of the department. The department elects its members of the committee after the appointments by the Dean have been made known. The four department faculty members must include at least one representative from each of the faculty groups (tenured, tenure-track, instructional term) who have appointments in the department. If the qualifications for faculty membership cannot be met, the Dean will consult with the department faculty before appointing another faculty member.

The search committee:

1. consults with the faculty of the department and other persons it deems appropriate about the qualities to be sought in a new chair;
2. seeks qualified candidates from inside or, if the Dean has given notice that external candidates can be considered, from outside the department;
3. requests dossiers, including references, from candidates outside the University, when appropriate;
4. consults regarding fair employment practices with the Office of Diversity, Ethics, and Inclusion;
5. evaluates qualifications and dossiers of candidates;
6. supervises departmental discussion of candidates and balloting to determine the wishes of the department faculty; and
7. submits to the Dean reports including a general assessment of the several candidates, a summary of departmental discussions, the results of departmental balloting, and its own recommendations.

The Dean makes a recommendation with an accompanying justification in writing to the Provost and the departmental faculty, including in that recommendation the full report of the committee. If the committee and the departmental faculty are not in agreement or if the Dean does not endorse the recommendation of a majority of the committee and/or the department faculty, the Dean meets with the committee and/or the faculty to seek committee and faculty perspectives and try to reach consensus before submitting the Dean's recommendation to the Provost.

If the committee and/or the departmental faculty and the Dean have remained in disagreement, or if the Provost does not endorse the joint recommendation of the committee and the Dean, the

Provost meets with the committee and the Dean to seek each party's perspectives and to try to reach consensus. The final decision rests with the Provost.

The Provost apprises the Dean, the search committee, and the faculty of the decision. Upon notification of the Provost's decision, the Dean extends a formal invitation to the person chosen.

If the vacancy is not filled nor an offer extended by May 1st, the Provost, after consultation with the Dean and the faculty of the department, appoints an acting chair and so notifies members of the department by July 1st.

2.12.3.2 Renewal Procedures

The Dean of the appropriate college/school writes to the incumbent chair before the last day of classes of the spring term of the academic year preceding the chair's final year of appointment. In this letter, the Dean states that the chair will be considered a candidate for reappointment unless the chair withdraws from consideration in writing before September 1st.

If the incumbent chair wishes to be a candidate for reappointment, the Dean constitutes by September 15th a committee to elicit and formulate the views of the faculty of the department. The committee is constituted according to the specifications governing the composition of the search committee described in [Section 2.12.3.1](#).

To begin the process for chair renewals, the committee consults with the department faculty and other persons it deems appropriate concerning the past performance of the chair and the desirability of the chair's renewal. The committee ascertains the will of the department faculty through an anonymous ballot and makes recommendations in writing to the Dean no later than October 15th. LAU bylaws should specify who has voting rights. The report includes the division of departmental and committee balloting by numbers only.

The Dean makes a recommendation to the Provost by November 1st. The Provost decides whether or not to reappoint the incumbent chair by December 1st and promptly communicates this decision and supporting reasons in writing to the Dean, the committee, the departmental faculty, and the chair.

Proposed Language with Track Changes:

2.12.3 Procedures for Appointment and Renewal

2.12.3.1 Search Procedures

Search procedures are initiated after the incumbent chair has declined to seek reappointment, or after the Provost has notified the incumbent chair of the decision not to reappoint, or when the position is vacant. A search committee is constituted no later than December 10th. This committee consists of five faculty, all of whom have held a full-time instructional appointment for at least one year: (i) a chair, appointed by the Dean, from among the faculty of the college/school but not of the department; (ii) two faculty appointed by the Dean from among the faculty of the department; and (iii) two faculty elected from among and by the faculty of the department. The department elects its members of the committee after the appointments by the Dean have been made known. The four department faculty members must include at least one representative from each of the faculty groups (tenured, tenure-track, instructional term) who have appointments in the department. If the qualifications for faculty membership cannot be met, the Dean will consult with the department faculty before appointing another faculty member.

The search committee:

1. consults with the faculty of the department and other persons it deems appropriate about the qualities to be sought in a new chair;
2. seeks qualified candidates from inside or, if the Dean has given notice that external candidates can be considered, from outside the department;
3. requests dossiers, including references, from candidates outside the University, when appropriate;
4. consults regarding fair employment practices with the Office of Diversity, Ethics, and Inclusion;
5. evaluates qualifications and dossiers of candidates;
6. supervises departmental discussion of candidates and balloting to determine the wishes of the department faculty; and
7. submits to the Dean reports including a general assessment of the several candidates, a summary of departmental discussions, the results of departmental balloting, and its own recommendations.

The Dean makes a recommendation with an accompanying justification in writing to the Provost and the departmental faculty, including in that recommendation the full report of the committee. If the committee and the departmental faculty are not in agreement or if the Dean does not endorse the recommendation of a majority of the committee and/or the department faculty, the Dean meets with the committee and/or the faculty to seek committee and faculty perspectives and try to reach consensus before submitting the Dean's recommendation to the Provost.

If the committee and/or the departmental faculty and the Dean have remained in disagreement, or if the Provost does not endorse the joint recommendation of the committee and the Dean, the Provost meets with the committee and the Dean to seek each party's perspectives and to try to reach consensus. The final decision rests with the Provost.

Deleted: an identity of views

Deleted: an identity of view

The Provost apprises the Dean, the search committee, and the faculty of the decision. Upon notification of the Provost's decision, the Dean extends a formal invitation to the person chosen.

If the vacancy is not filled nor an offer extended by May 1st, the Provost, after consultation with the Dean and the faculty of the department, appoints an acting chair and so notifies members of the department by July 1st.

2.12.3.2 Renewal Procedures

The Dean of the appropriate college/school writes to the incumbent chair before the last day of classes of the spring term of the academic year preceding the chair's final year of appointment. In this letter, the Dean states that the chair will be considered a candidate for reappointment unless the chair withdraws from consideration in writing before September 1st.

If the incumbent chair wishes to be a candidate for reappointment, the Dean constitutes by September 15th a committee to elicit and formulate the views of the faculty of the department. The committee is constituted according to the specifications governing the composition of the search committee described in [Section 2.12.3.1](#).

To begin the process for chair renewals, the committee consults with the department faculty and other persons it deems appropriate concerning the past performance of the chair and the desirability of the chair's renewal. The committee ascertains the will of the department faculty through an anonymous ballot and makes recommendations in writing to the Dean no later than October 15th. LAU bylaws should specify who has voting rights. The report includes the division of departmental and committee balloting by numbers only.

The Dean makes a recommendation to the Provost by November 1st. The Provost decides whether or not to reappoint the incumbent chair by December 1st and promptly communicates this decision and supporting reasons in writing to the Dean, the committee, the departmental faculty, and the chair.

Current Language

2.12.3 Procedures for Appointment and Renewal

2.12.3.1 Search Procedures

Search procedures are initiated after the incumbent chair has declined to seek reappointment, or after the Provost has notified the incumbent chair of the decision not to reappoint, or when the position is vacant. A search committee is constituted no later than December 10th. This committee consists of five faculty, all of whom have held a full-time instructional appointment for at least one year: (i) a chair, appointed by the Dean, from among the faculty of the college/school but not of the department; (ii) two faculty appointed by the Dean from among the faculty of the department; and (iii) two faculty elected from among and by the faculty of the department. The department elects its members of the committee after the appointments by the Dean have been made known. The four department faculty members must include at least one representative from each of the faculty groups (tenured, tenure-track, instructional term) who have appointments in the department. If the qualifications for faculty membership cannot be met, the Dean will consult with the department faculty before appointing another faculty member.

The search committee:

1. consults with the faculty of the department and other persons it deems appropriate about the qualities to be sought in a new chair;
2. seeks qualified candidates from inside or, if the Dean has given notice that external candidates can be considered, from outside the department;
3. requests dossiers, including references, from candidates outside the University, when appropriate;
4. consults regarding fair employment practices with the Office of Diversity, Ethics, and Inclusion;
5. evaluates qualifications and dossiers of candidates;
6. supervises departmental discussion of candidates and balloting to determine the wishes of the department faculty; and
7. submits to the Dean reports including a general assessment of the several candidates, a summary of departmental discussions, the results of departmental balloting, and its own recommendations.

The Dean makes a recommendation with an accompanying justification in writing to the Provost and the departmental faculty, including in that recommendation the full report of the committee. If the committee and the departmental faculty are not in agreement or if the Dean does not endorse the recommendation of a majority of the committee and/or the department faculty, the Dean meets with the committee and/or the faculty to seek an identity of views before submitting the recommendation to the Provost.

If the committee and/or the departmental faculty and the Dean have remained in disagreement or if the Provost does not endorse the joint recommendation of the committee and the Dean, the Provost meets with the committee and the Dean to seek an identity of view.

The Provost apprises the Dean, the search committee, and the faculty of the decision. Upon notification of the Provost's decision, the Dean extends a formal invitation to the person chosen.

If the vacancy is not filled nor an offer extended by May 1st, the Provost, after consultation with the Dean and the faculty of the department, appoints an acting chair and so notifies members of the department by July 1st.

2.12.3.2 Renewal Procedures

The Dean of the appropriate college/school writes to the incumbent chair before the last day of classes of the spring term of the academic year preceding the chair's final year of appointment. In this letter, the Dean states that the chair will be considered a candidate for reappointment unless the chair withdraws from consideration in writing before September 1st.

If the incumbent chair wishes to be a candidate for reappointment, the Dean constitutes by September 15th a committee to elicit and formulate the views of the faculty of the department. The committee is constituted according to the specifications governing the composition of the search committee described in [Section 2.12.3.1](#).

The committee consults with the department faculty and other persons it deems appropriate concerning the past performance of the chair and the desirability of the chair's renewal. The committee ascertains the will of the department faculty and makes recommendations in writing to the Dean no later than October 15th. The report includes the division of departmental and committee balloting by numbers only.

The Dean makes a recommendation to the Provost by November 1st. The Provost decides whether or not to reappoint the incumbent chair by December 1st and promptly communicates this decision and supporting reasons in writing to the Dean, the committee, the departmental faculty, and the chair.

3.6.2 Leave Program for Instructional Faculty

Proposed Language

3.6.2 Leave Program for Instructional Faculty

The purpose of this leave program is to support professional development initiatives designed to advance scholarly research, teaching, and/or creative activity, including the development of innovative teaching approaches and methods. Leaves are for one semester at full pay and full benefits or an academic year at half pay with full benefits (based on 50% of base salary).

Faculty must be tenured or on a term multi-year contract, with six years of service at Mason, and have completed six years of such service since a previous study leave (not including tenure-track study leaves, see 3.6.1). This six-year period includes time spent on leave of absence, unless such leave includes time worked at another agency or institution, in which case an exception must be approved and granted by the Vice President for Research.

Colleges and schools establish and publish the procedures, criteria and deadlines for submission and review of leave proposals. The timing of a leave may be delayed if in the judgment of the LAU administrator, the faculty member's services are needed for a particular semester. Colleges and schools will notify the Provost of those faculty who have been approved for a study leave.

A faculty member who receives a study leave must agree to remain a full-time employee of the University for at least one academic year after the conclusion of the leave.

A faculty member who accepts a study leave must agree to serve as a reviewer of future applications at least once.

Proposed Language with Track Changes

3.6.2 Leave Program for Instructional Faculty

The purpose of this leave program is to support professional development initiatives designed to advance scholarly research, teaching, and/or creative activity, including the development of innovative teaching approaches and methods. Leaves are for one semester at full pay and full benefits or an academic year at half pay with full benefits (based on 50% of base salary).

Faculty must be tenured or on a term multi-year contract, with six years of service at Mason, and have completed six years of such service since a previous study leave (**not including tenure-track study leaves, see 3.6.1**). This six-year period includes time spent on leave of absence, unless such leave includes time worked at another agency or institution, in which case an exception must be approved and granted by the Vice President for Research.

Colleges and schools establish **and publish** the procedures, criteria and deadlines for submission and review of leave proposals. The timing of a leave may be delayed if in the judgment of the LAU administrator, the faculty member's services are needed for a particular semester. Colleges and schools will notify the Provost of those faculty who have been approved for a study leave.

A faculty member who receives a study leave must agree to remain a full-time employee of the University for at least one academic year after the conclusion of the leave.

A faculty member who accepts a study leave must agree to serve as a reviewer of future applications at least once.

Current Language

3.6.2 Leave Program for Instructional Faculty

The purpose of this leave program is to support professional development initiatives designed to advance scholarly research, teaching, and/or creative activity, including the development of innovative teaching approaches and methods. Leaves are for one semester at full pay and full benefits or an academic year at half pay with full benefits (based on 50% of base salary).

Faculty must be tenured or on a term multi-year contract, with six years of service at Mason, and have completed six years of such service since a previous study leave. This six-year period includes time spent on leave of absence, unless such leave includes time worked at another agency or institution, in which case an exception must be approved and granted by the Vice President for Research.

Colleges and schools establish the procedures, criteria and deadlines for submission and review of leave proposals. The timing of a leave may be delayed if in the judgment of the LAU administrator, the faculty member's services are needed for a particular semester. Colleges and schools will notify the Provost of those faculty who have been approved for a study leave.

A faculty member who receives a study leave must agree to remain a full-time employee of the University for at least one academic year after the conclusion of the leave.

A faculty member who accepts a study leave must agree to serve as a reviewer of future applications at least once.

2.8.5 Remand Process

Proposed Language

2.8.5 Remand Process

If the UPTRAC determines by majority vote that the appeal has sufficient merit, then the UPTRAC remands the case to the lowest level at which the grounds for appeal was based or to the first-level review committee if the grounds for appeal is based on Substantial New Evidence ([Section 2.8.1](#)). At that level and each subsequent level specified in [Section 2.7.3](#) (or in the case of renewal, [Section 2.7.2](#)), the case shall be evaluated by the designated bodies as they are constituted at the time of the remand, and by the individuals holding the relevant administrative positions at the time of the remand. At each level, a recommendation should normally be completed within fourteen calendar days and forwarded to the next level. The reason for the UPTRAC remand must be explicitly addressed in the recommendation at each level. No case may be remanded more than once.

If the President believes that promotion or tenure should be granted, the recommendation is submitted to the Board of Visitors for final action. If the President decides that renewal should be granted, the decision is final. If the President decides renewal, promotion or tenure should not be granted, the decision is final and there is no further appeal.

At each level of review in the remand process, if a recommendation or decision is negative, a clear, written justification is sent concurrently to the appellant, to the local academic unit, and to the next level of review.

Proposed Language with Track Changes

2.8.5 Remand Process

If the UPTRAC determines by majority vote that the appeal has sufficient merit, then the UPTRAC remands the case to the lowest level at which the grounds for appeal was based or to the first-level review committee if the grounds for appeal is based on Substantial New Evidence ([Section 2.8.1](#)). At that level and each subsequent level specified in [Section 2.7.3](#) (or in the case of renewal, [Section 2.7.2](#)), the case shall be evaluated by the designated bodies as they are constituted at the time of the remand, and by the individuals holding the relevant administrative positions at the time of the remand. At each level, a recommendation should normally be completed within fourteen calendar days and forwarded to the next level. The [reason for the UPTRAC remand](#) must be explicitly addressed in the recommendation at each level. No case may be remanded more than once.

If the President believes that promotion or tenure should be granted, the recommendation is submitted to the Board of Visitors for final action. If the President decides that renewal should be granted, the decision is final. If the President decides renewal, promotion or tenure should not be granted, the decision is final and there is no further appeal.

Deleted: case file submitted by the

At each level of review in the remand process, if a recommendation or decision is negative, a clear, written justification is sent concurrently to the appellant, to the local academic unit, and to the next level of review.

Current Language

2.8.5 Remand Process

If the UPTRAC determines by majority vote that the appeal has sufficient merit, then the UPTRAC remands the case to the lowest level at which the grounds for appeal was based or to the first-level review committee if the grounds for appeal is based on Substantial New Evidence ([SECTION 2.8.1](#)). At that level and each subsequent level specified in [SECTION 2.7.3](#) (or in the case of renewal, [SECTION 2.7.2](#)), the case shall be evaluated by the designated bodies as they are constituted at the time of the remand, and by the individuals holding the relevant administrative positions at the time of the remand. At each level, a recommendation should normally be completed within fourteen calendar days and forwarded to the next level. The case file submitted by the UPTRAC must be explicitly addressed in the recommendation at each level. No case may be remanded more than once.

If the President believes that promotion or tenure should be granted, the recommendation is submitted to the Board of Visitors for final action. If the President decides that renewal should be granted, the decision is final. If the President decides renewal, promotion or tenure should not be granted, the decision is final and there is no further appeal.

At each level of review in the remand process, if a recommendation or decision is negative, a clear, written justification is sent concurrently to the appellant, to the local academic unit, and to the next level of review.

2.11.2.2 Grievance Procedures

Proposed Language

2.11.2.2 Grievance Procedures

1. Grievance procedures for all Grievance Committees must adhere to the following basic elements.
 - a. The faculty member initiates a grievance by filing a written statement of the grievance, along with supporting documentation, with the Chair of the relevant grievance committee. No grievance may be heard on behalf of a third party or group.
 - b. Before the grievance itself is considered, the committee must conclude that the petitioner's case appears to have merit.
 - c. The faculty member may withdraw the grievance at any time without the grievance committee's approval. In such case, the grievance committee will not make a decision or recommendation.
 - d. No member of the committee with a conflict of interest in the grievance case may participate in the proceedings.
 - e. Committees are particularly charged to be alert to instances of inequitable treatment and retaliation against colleagues who have filed grievances.
2. Within a college/school, grievances against fellow faculty members and academic administrators below the level of Dean are heard by the local grievance committee.
 - a. If the grievance is against a fellow faculty member, the committee is charged to investigate the facts of the case and determine an appropriate resolution. The grievance committee's decision is final.
 - b. If the grievance is against an academic administrator below the level of Dean, the committee is charged to investigate the facts of the case and to recommend a resolution, which is then forwarded to the Dean, whose decision is final.
3. Grievances against academic administrators at or above the level of Dean are heard by the University Grievance Committee.
 - a. If the grievance is against a Dean, the committee's recommendation is forwarded to the Provost, whose decision is final.
 - b. If the grievance is against the Provost, the committee's recommendation is forwarded to the President, whose decision is final.
 - c. If the grievance is against the President, the committee's recommendation is forwarded to the Rector of the Board of Visitors, whose decision is final.

Proposed Language with Track Changes

2.11.2.2 Grievance Procedures

1. Grievance procedures for all Grievance Committees must adhere to the following basic elements.

- a. The faculty member initiates a grievance by filing a written statement of the grievance, along with supporting documentation, with the Chair of the relevant grievance committee. No grievance may be heard on behalf of a third party or group.
- b. Before the grievance itself is considered, the committee must conclude that the petitioner's case appears to have merit.
- c. The faculty member may withdraw the grievance at any time without the grievance committee's approval. In such case, the grievance committee will not make a decision or recommendation.
- d. No member of the committee with a conflict of interest in the grievance case may participate in the proceedings.
- e. Committees are particularly charged to be alert to instances of inequitable treatment and retaliation against colleagues who have filed grievances.

2. Within a college/school, grievances against fellow faculty members and academic administrators below the level of Dean are heard by the local grievance committee.

- a. If the grievance is against a fellow faculty member, the committee is charged to investigate the facts of the case and determine an appropriate resolution. The grievance committee's decision is final.
- b. If the grievance is against an academic administrator below the level of Dean, the committee is charged to investigate the facts of the case and to recommend a resolution, which is then forwarded to the Dean, whose decision is final.

3. Grievances against academic administrators at or above the level of Dean are heard by the University Grievance Committee.

- a. If the grievance is against a Dean, the committee's recommendation is forwarded to the Provost, whose decision is final.
- b. If the grievance is against the Provost, the committee's recommendation is forwarded to the President, whose decision is final.
- c. If the grievance is against the President, the committee's recommendation is forwarded to the Rector of the Board of Visitors, whose decision is final.

Deleted: c. In cases of alleged violations of academic freedom, the faculty of the college/school acts on its grievance committee's recommendation by formal vote, the outcome of which is final.

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Current Language

2.11.2.2 Grievance Procedures

1. Grievance procedures for all Grievance Committees must adhere to the following basic elements.
 - a. The faculty member initiates a grievance by filing a written statement of the grievance, along with supporting documentation, with the Chair of the relevant grievance committee. No grievance may be heard on behalf of a third party or group.
 - b. Before the grievance itself is considered, the committee must conclude that the petitioner's case appears to have merit.
 - c. The faculty member may withdraw the grievance at any time without the grievance committee's approval. In such case, the grievance committee will not make a decision or recommendation.
 - d. No member of the committee with a conflict of interest in the grievance case may participate in the proceedings.
 - e. Committees are particularly charged to be alert to instances of inequitable treatment and retaliation against colleagues who have filed grievances.
2. Within a college/school, grievances against fellow faculty members and academic administrators below the level of Dean are heard by the local grievance committee.
 - a. If the grievance is against a fellow faculty member, the committee is charged to investigate the facts of the case and determine an appropriate resolution. The grievance committee's decision is final.
 - b. If the grievance is against an academic administrator below the level of Dean, the committee is charged to investigate the facts of the case and to recommend a resolution, which is then forwarded to the Dean, whose decision is final.
 - c. In cases of alleged violations of academic freedom, the faculty of the college/school acts on its grievance committee's recommendation by formal vote, the outcome of which is final.
3. Grievances against academic administrators at or above the level of Dean are heard by the University Grievance Committee.
 - a. If the grievance is against a Dean, the committee's recommendation is forwarded to the Provost, whose decision is final.
 - b. If the grievance is against the Provost, the committee's recommendation is forwarded to the President, whose decision is final.
 - c. If the grievance is against the President, the committee's recommendation is forwarded to the Rector of the Board of Visitors, whose decision is final.

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Albanese	Massimiliano	8/25/2025	Y/ N

Title: Professor without Term

Local Academic Unit: Information Sciences and Technology (CEC)

Note(s): URL: [Massimiliano Albanese Web Profile](#)

Notification to Candidate	
First Level	November 15, 2024
LAU Head	November 15, 2024
Second Level	January 10, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

Anand	Priyanka	8/25/2025	N/ Y
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Title: Associate Professor without Term

Local Academic Unit: Health Administration and Policy (CPH)

Note(s): URL: [Priyanka Anand Web Profile](#)

Notification to Candidate	
First Level	October 18, 2024
LAU Head	November 13, 2024
Second Level	December 4, 2024
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

Anderson	Taylor	8/25/2025	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Geography and Geoinformation Science (COS)

Note(s): URL: [Taylor Anderson Web Profile](#)

Notification to Candidate	
First Level	November 22, 2024
LAU Head	January 23, 2025
Second Level	January 23, 2025
Dean	February 5, 2025
Provost	March 28, 2025
President	April 14, 2025

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Beauchamp	Jonathan	8/25/2025	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Economics (CHSS)

Note(s): URL: [Jonathan Beauchamp Web Profile](#)

Notification to Candidate	
First Level	October 29, 2024
LAU Head	November 13, 2024
Second Level	January 13, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

Bidkhor	Hoda	8/25/2025	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Computational and Data Sciences (COS)

Note(s): URL: [Hoda Bidkhor Web Profile](#)

Notification to Candidate	
First Level	November 22, 2024
LAU Head	November 22, 2024
Second Level	February 24, 2025
Dean	February 24, 2025
Provost	March 28, 2025
President	April 14, 2025

Borup	Jered	8/25/2025	Y/ N
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Title: Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: [Jered Borup Web Profile](#)

Notification to Candidate	
First Level	November 21, 2024
Second Level	December 17, 2024
Dean	January 28, 2025
Provost	March 28, 2025
President	April 14, 2025

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Cai	Xiaomei	8/25/2025	Y/ N

Title: Professor without Term

Local Academic Unit: Communication (CHSS)

Note(s): URL: [Xiaomei Cai Web Profile](#)

Notification to Candidate	
First Level	November 11, 2024
LAU Head	November 14, 2024
Second Level	January 13, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

Carrier	Jason	8/25/2025	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Art (CVPA)

Note(s): URL: [Jason Carrier Web Profile](#)

Notification to Candidate	
First Level	October 10, 2024
LAU Head	November 1, 2024
Second Level	December 11, 2024
Dean	January 30, 2025
Provost	March 28, 2025
President	April 14, 2025

Chavis	Charles	8/25/2025	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Jimmy and Rosalynn Carter School for Peace and Conflict Resolution

Note(s): URL: [Charles Chavis Web Profile](#)

Notification to Candidate	
First Level	November 27, 2024
Second Level	January 7, 2025
Dean	January 31, 2025
Provost	March 28, 2025
President	April 14, 2025

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Chitnis	Parag	8/25/2025	Y/ N

Title: Professor without Term

Local Academic Unit: Bioengineering (CEC)

Note(s): URL: [Parag Chitnis Web Profile](#)

Notification to Candidate	
First Level	November 15, 2024
LAU Head	November 15, 2024
Second Level	January 10, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

Cooley	Mark	8/25/2025	Y/ N
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Title: Professor without Term

Local Academic Unit: Art (CVPA)

Note(s): URL: [Mark Cooley Web Profile](#)

Notification to Candidate	
First Level	October 21, 2024
LAU Head	November 1, 2024
Second Level	December 6, 2024
Dean	January 30, 2025
Provost	March 28, 2025
President	April 14, 2025

Craig	Richard	8/25/2025	Y/ N
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Title: Professor without Term

Local Academic Unit: Communication (CHSS)

Note(s): URL: [Richard Craig Web Profile](#)

Notification to Candidate	
First Level	October 8, 2024
LAU Head	November 15, 2024
Second Level	January 13, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
D'Arcy	Shaun	8/25/2025	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Dance (CVPA)

Note(s): URL: [Shaun D'Arcy Web Profile](#)

Notification to Candidate	
First Level	October 15, 2024
LAU Head	October 28, 2024
Second Level	December 11, 2024
Dean	January 31, 2025
Provost	March 28, 2025
President	April 14, 2025

Edwards	Cody	6/10/2025	Y/ N
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Title: Professor without Term

Local Academic Unit: Biology (COS)

Note(s): URL: [Cody Edwards Web Profile](#)

Notification to Candidate	
First Level	November 22, 2024
LAU Head	December 6, 2024
Second Level	December 6, 2024
Dean	January 31, 2025
Provost	March 28, 2025
President	April 14, 2025

Epstein	Neil	8/25/2025	Y/ N
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Title: Professor without Term

Local Academic Unit: Mathematical Science (COS)

Note(s): URL: [Neil Epstein Web Profile](#)

Notification to Candidate	
First Level	November 22, 2024
LAU Head	November 22, 2024
Second Level	January 23, 2025
Dean	February 5, 2025
Provost	March 28, 2025
President	April 14, 2025

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Ermagun	Alireza	8/25/2025	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Geography and Geoinformation Science (COS)

Note(s): URL: [Alireza Ermagun Web Profile](#)

Notification to Candidate	
First Level	November 22, 2024
LAU Head	January 23, 2025
Second Level	January 23, 2025
Dean	February 5, 2025
Provost	March 28, 2025
President	April 14, 2025

Ferguson	Daniel	8/25/2025	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: [Daniel Ferguson Web Profile](#)

Notification to Candidate	
First Level	November 2, 2024
Second Level	December 17, 2024
Dean	January 28, 2025
Provost	March 28, 2025
President	April 14, 2025

Frenn	Chawky	8/25/2025	Y/ N
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Title: Professor without Term

Local Academic Unit: Art (CVPA)

Note(s): URL: [Chawky Frenn Web Profile](#)

Notification to Candidate	
First Level	October 23, 2024
LAU Head	November 1, 2024
Second Level	December 6, 2024
Dean	January 30, 2025
Provost	March 28, 2025
President	April 14, 2025

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
George Mwangi	Chrystal	8/25/2025	Y/ N

Title: Professor without Term

Local Academic Unit: Higher Education Program (CHSS)

Note(s): URL: [Chrystal George Mwangi Web Profile](#)

Notification to Candidate	
First Level	October 17, 2024
LAU Head	November 18, 2024
Second Level	January 13, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

Ghahari Kermani	Fereshte	8/25/2025	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Physics and Astronomy (COS)

Note(s): URL: [Fereshte Ghahari Kermani Web Profile](#)

Notification to Candidate	
First Level	November 22, 2024
LAU Head	November 22, 2024
Second Level	January 23, 2025
Dean	February 5, 2025
Provost	March 28, 2025
President	April 14, 2025

Gupta	Jhumka	8/25/2025	Y/ N
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Title: Professor without Term

Local Academic Unit: Global and Community Health (CPH)

Note(s): URL: [Jhumka Gupta Web Profile](#)

Notification to Candidate	
First Level	October 18, 2024
LAU Head	November 6, 2024
Second Level	December 9, 2024
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Han	Bo	8/25/2025	N/ Y

Title: Associate Professor without Term

Local Academic Unit: Computer Science (CEC)

Note(s): URL: [Bo Han Web Profile](#)

Notification to Candidate	
First Level	November 15, 2024
LAU Head	November 15, 2024
Second Level	January 10, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

Holincheck	Nancy	8/25/2025	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: [Nancy Holincheck Web Profile](#)

Notification to Candidate	
First Level	November 18, 2024
Second Level	December 17, 2024
Dean	January 28, 2025
Provost	March 28, 2025
President	April 14, 2025

Inoue	Megumi	8/25/2025	Y/ N
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Title: Professor without Term

Local Academic Unit: Social Work (CPH)

Note(s): URL: [Megumi Inoue Web Profile](#)

Notification to Candidate	
First Level	October 16, 2024
LAU Head	November 6, 2024
Second Level	December 11, 2024
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Irvin-Erickson	Douglas	8/25/2025	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Jimmy and Rosalynn Carter School for Peace and Conflict Resolution

Note(s): URL: [Douglas Irvin-Erickson Web Profile](#)

Notification to Candidate	
First Level	November 27, 2024
Second Level	January 7, 2025
Dean	January 31, 2025
Provost	March 28, 2025
President	April 14, 2025

Ji	Ran	8/25/2025	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Systems Engineering and Operations Research (CEC)

Note(s): URL: [Ran Ji Web Profile](#)

Notification to Candidate	
First Level	November 15, 2024
LAU Head	November 15, 2024
Second Level	January 10, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

Ji	Wenying	8/25/2025	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Civil, Environmental and Infrastructure Engineering (CEC)

Note(s): URL: [Wenying Ji Web Profile](#)

Notification to Candidate	
First Level	November 15, 2024
LAU Head	November 15, 2024
Second Level	January 10, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Jing	Hao	8/25/2025	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Chemistry and Biochemistry (COS)

Note(s): URL: [Hao Jing Web Profile](#)

Notification to Candidate	
First Level	February 5, 2025
LAU Head	February 5, 2025
Second Level	February 5, 2025
Dean	February 5, 2025
Provost	March 28, 2025
President	April 14, 2025

Kang	Pilgyu	8/25/2025	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Mechanical Engineering (CEC)

Note(s): URL: [Pilgyu Kang Web Profile](#)

Notification to Candidate	
First Level	November 15, 2024
LAU Head	November 15, 2024
Second Level	February 4, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

Kavak	Hamdi	8/25/2025	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Computational and Data Sciences (COS)

Note(s): URL: [Hamdi Kavak Web Profile](#)

Notification to Candidate	
First Level	November 22, 2024
LAU Head	November 22, 2024
Second Level	February 18, 2025
Dean	February 17, 2025
Provost	March 28, 2025
President	April 14, 2025

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Khasawneh	Khaled	8/25/2025	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Electrical and Computer Engineering (CEC)

Note(s): URL: [Khaled Khasawneh Web Profile](#)

Notification to Candidate	
First Level	November 15, 2024
LAU Head	November 15, 2024
Second Level	January 10, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

Lattanzi	David	8/25/2025	Y/ N
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Title: Professor without Term

Local Academic Unit: Civil, Environmental and Infrastructure Engineering (CEC)

Note(s): URL: [David Lattanzi Web Profile](#)

Notification to Candidate	
First Level	November 15, 2024
LAU Head	November 15, 2024
Second Level	January 10, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

Leider	Robert	8/25/2025	Y/ N
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Title: Professor without Term

Local Academic Unit: Antonin Scalia Law School

Note(s): URL: [Robert Leider Web Profile](#)

Notification to Candidate	
First Level	December 9, 2024
Second Level	February 3, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Liu	Hung-Ling	8/25/2025	N/ Y

Title: Associate Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: [Hung-Ling Liu Web Profile](#)

Notification to Candidate	
First Level	November 19, 2024
Second Level	December 17, 2024
Dean	January 28, 2025
Provost	March 28, 2025
President	April 14, 2025

Mayer	Jeremy	8/25/2025	Y/ N
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Title: Professor without Term

Local Academic Unit: Schar School of Policy and Government

Note(s): URL: [Jeremy Mayer Web Profile](#)

Notification to Candidate	
First Level	December 6, 2024
Second Level	January 30, 2025
Dean	February 1, 2025
Provost	March 28, 2025
President	April 14, 2025

Miller	Angela	8/25/2025	Y/ N
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Title: Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: [Angela Miller Web Profile](#)

Notification to Candidate	
First Level	November 25, 2024
Second Level	December 17, 2024
Dean	January 28, 2025
Provost	March 28, 2025
President	April 14, 2025

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Moran	Jeffrey	8/25/2025	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Mechanical Engineering (CEC)

Note(s): URL: [Jeffrey Moran Web Profile](#)

Notification to Candidate	
First Level	November 15, 2024
LAU Head	November 19, 2024
Second Level	January 10, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

Morris	Christopher	8/25/2025	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Sociology and Anthropology (CHSS)

Note(s): URL: [Christopher Morris Web Profile](#)

Notification to Candidate	
First Level	November 8, 2024
LAU Head	November 8, 2024
Second Level	January 13, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

Nelson	Jill	6/10/2025	Y/ N
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Title: Professor without Term

Local Academic Unit: Electrical and Computer Engineering (CEC)

Note(s): URL: [Jill Nelson Web Profile](#)

Notification to Candidate	
First Level	November 15, 2024
LAU Head	November 15, 2024
Second Level	January 10, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Nowaczyk	Sarah	8/25/2025	Y/ N

Title: Professor without Term

Local Academic Unit: Psychology (CHSS)

Note(s): URL: [Sarah Nowaczyk Web Profile](#)

Notification to Candidate	
First Level	November 4, 2024
LAU Head	November 6, 2024
Second Level	January 13, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

Oh	Kyeung	8/25/2025	Y/ N
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Title: Professor without Term

Local Academic Unit: Nursing (CPH)

Note(s): URL: [Kyeung Oh Web Profile](#)

Notification to Candidate	
First Level	October 16, 2024
LAU Head	November 20, 2024
Second Level	December 12, 2024
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

Otis	Jessica	8/25/2025	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: History and Art History (CHSS)

Note(s): URL: [Jessica Otis Web Profile](#)

Notification to Candidate	
First Level	October 8, 2024
LAU Head	November 15, 2024
Second Level	January 13, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Peterson	Andrew	8/25/2025	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Philosophy (CHSS)

Note(s): URL: [Andrew Peterson Web Profile](#)

Notification to Candidate	
First Level	November 13, 2024
LAU Head	November 15, 2024
Second Level	January 13, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

Plavchan	Peter	8/25/2025	Y/ N
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Title: Professor without Term

Local Academic Unit: Physics and Astronomy (COS)

Note(s): URL: [Peter Plavchan Web Profile](#)

Notification to Candidate	
First Level	November 22, 2024
LAU Head	November 22, 2024
Second Level	January 23, 2025
Dean	February 5, 2025
Provost	March 28, 2025
President	April 14, 2025

Reinkemeyer	Andrea	8/25/2025	N/ Y
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Title: Associate Professor without Term

Local Academic Unit: Music (CVPA)

Note(s): URL: [Andrea Reinkemeyer Web Profile](#)

Notification to Candidate	
First Level	October 17, 2024
LAU Head	November 1, 2024
Second Level	December 11. 2024
Dean	January 31, 2025
Provost	March 28, 2025
President	April 14, 2025

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Rosenberg	Jessica	8/25/2025	Y/ N

Title: Professor without Term

Local Academic Unit: Physics and Astronomy (COS)

Note(s): URL: [Jessica Rosenberg Web Profile](#)

Notification to Candidate	
First Level	November 22, 2024
LAU Head	November 22, 2024
Second Level	February 5, 2025
Dean	February 5, 2025
Provost	March 28, 2025
President	April 14, 2025

Salerno	Jennifer	8/25/2025	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Environmental Science and Policy (COS)

Note(s): URL: [Jennifer Salerno Web Profile](#)

Notification to Candidate	
First Level	November 22, 2024
LAU Head	November 22, 2024
Second Level	January 23, 2025
Dean	February 5, 2025
Provost	March 28, 2025
President	April 14, 2025

Schulman	Vanessa	8/25/2025	Y/ N
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Title: Professor without Term

Local Academic Unit: History and Art History (CHSS)

Note(s): URL: [Vanessa Schulman Web Profile](#)

Notification to Candidate	
First Level	November 7, 2024
LAU Head	November 12, 2024
Second Level	January 13, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Schulz	Jonathan	8/25/2025	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Economics (CHSS)

Note(s): URL: [Jonathan Schulz Web Profile](#)

Notification to Candidate	
First Level	October 29, 2024
LAU Head	November 13, 2024
Second Level	January 13, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

Sheridan	Kimberly	8/25/2025	Y/ N
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Title: Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: [Kimberly Sheridan Web Profile](#)

Notification to Candidate	
First Level	November 20, 2024
Second Level	December 17, 2024
Dean	January 29, 2025
Provost	March 28, 2025
President	April 14, 2025

Solomon	Lee	8/25/2025	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Chemistry and Biochemistry (COS)

Note(s): URL: [Lee Solomon Web Profile](#)

Notification to Candidate	
First Level	November 22, 2024
LAU Head	February 18, 2025
Second Level	February 18, 2025
Dean	February 5, 2025
Provost	March 28, 2025
President	April 14, 2025

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Stice	Han	8/25/2025	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Costello College of Business

Note(s): URL: [Han Stice Web Profile](#)

Notification to Candidate	
First Level	October 11, 2024
Second Level	November 11, 2024
Dean	January 21, 2025
Provost	March 28, 2025
President	April 14, 2025

Streckfus-Green	Heather	8/25/2025	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Art (CVPA)

Note(s): URL: [Heather Streckfus-Green Web Profile](#)

Notification to Candidate	
First Level	October 10, 2024
LAU Head	November 1, 2024
Second Level	December 11, 2024
Dean	January 30, 2025
Provost	March 28, 2025
President	April 14, 2025

Tan	Xiaoyan	8/25/2025	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Chemistry and Biochemistry (COS)

Note(s): URL: [Xiaoyan Tan Web Profile](#)

Notification to Candidate	
First Level	January 23, 2025
LAU Head	January 23, 2025
Second Level	January 23, 2025
Dean	February 5, 2025
Provost	March 28, 2025
President	April 14, 2025

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Tian	Kuo	8/25/2025	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Civil, Environmental and Infrastructure Engineering (CEC)

Note(s): URL: [Kuo Tian Web Profile](#)

Notification to Candidate	
First Level	November 15, 2024
LAU Head	November 15, 2024
Second Level	January 10, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

Turpin	Rodman	8/25/2025	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Global and Community Health (CPH)

Note(s): URL: [Rodman Turpin Web Profile](#)

Notification to Candidate	
First Level	October 18, 2024
LAU Head	November 6, 2024
Second Level	December 9, 2024
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

Yun	John	8/25/2025	Y/ N
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Title: Professor without Term

Local Academic Unit: Antonin Scalia Law School

Note(s): URL: [John Yun Web Profile](#)

Notification to Candidate	
First Level	December 9, 2024
Second Level	February 3, 2025
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Zhang	Ketian	8/25/2025	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Schar School of Policy and Government

Note(s): URL: [Ketian Zhang Web Profile](#)

Notification to Candidate	
First Level	October 29, 2024
LAU Head	December 2, 2024
Second Level	January 30, 2025
Dean	February 3, 2025
Provost	March 28, 2025
President	April 14, 2025

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

CONFERRAL OF EMERITUS/EMERITA STATUS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>
Baker	Pamela H.	6/2/2025

Title: Associate Professor Emerita of Education

Local Academic Unit: College of Education and Human Development

Berroa	Rei	5/1/2025
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Title: Professor Emeritus

Local Academic Unit: Modern and Classical Languages (CHSS)

Brigham	Frederick J.	6/2/2025
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Title: Professor Emeritus of Education

Local Academic Unit: College of Education and Human Development

Dabbagh	Nada	6/2/2025
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Title: Professor Emerita of Education

Local Academic Unit: College of Education and Human Development

Hanrahan	Nancy W.	5/1/2025
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Title: Associate Professor Emerita

Local Academic Unit: Sociology and Anthropology (CHSS)

Kelly	Theodore M.	5/1/2025
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Title: Professor Emeritus

Local Academic Unit: History and Art History (CHSS)

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

CONFERRAL OF EMERITUS/EMERITA STATUS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>
Kreps	Gary L.	6/2/2025

Title: Distinguished University Professor Emeritus

Local Academic Unit: Communication (CHSS)

Maddox	Peggy J.	6/2/2025
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Title: Professor Emerita

Local Academic Unit: Health Administration and Policy (CPH)

Pierce	Lorraine V.	6/2/2025
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Title: Associate Professor Emerita of Education

Local Academic Unit: College of Education and Human Development

Reybold	L. Earle	6/2/2025
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Title: Professor Emerita of Education

Local Academic Unit: College of Education and Human Development

Shaklee	Beverly D.	6/2/2025
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Title: Professor Emerita of Education

Local Academic Unit: College of Education and Human Development

Shukla	Jagadish	6/2/2025
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Title: Distinguished University Professor Emeritus

Local Academic Unit: Atmospheric, Oceanic and Earth Sciences (COS)

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

CONFERRAL OF EMERITUS/EMERITA STATUS

LAST NAME

FIRST NAME

EFFECTIVE DATE

Sprague

Debra R.

6/2/2025

Title: Associate Professor Emerita of Education

Local Academic Unit: College of Education and Human Development

Witte


James C.

6/2/2025

Title: Professor Emeritus

Local Academic Unit: Sociology and Anthropology (CHSS)

TO: James Antony, PhD, Provost and Executive Vice President
Gregory Washington, PhD, President

FROM: Ingrid Guerra-López, PhD
Dean, College of Education and Human Development 

RE: Emerita Faculty Appointment Letter of Endorsement for Dr. Pamela Hudson Baker

DATE: March 7, 2025

I am writing to endorse the nomination of Associate Professor Pamela Hudson Baker for the honorary title of Associate Professor Emerita of Education.

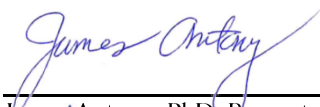
Dr. Baker joined Mason in 2005 as an assistant professor and was promoted to associate professor with tenure in 2012. She has been the director of the Division of Special Education and disAbility Research since 2014, and under her leadership the Special Education program has reached #1 in Virginia and #5 in the nation, according to the 2025 *U.S. News and World Report*. Dr. Baker has guided the efforts to establish an American Sign Language minor and an undergraduate special education program, and she shepherded the Mason Learning into Future Environments (LIFE) program, which provides post-secondary education and independent living opportunities for individuals with intellectual disabilities.

Dr. Baker has taught multiple sections of 12 distinct courses at the undergraduate, master's, and doctoral levels. She has served on 25 doctoral dissertation committees, chairing or co-chairing five, and on 32 doctoral advisory committees, chairing seven. She received the Teaching Excellence Award in 2009. Dr. Baker has maintained a steady research trajectory, contributing one book and publishing 25 articles in top-tier, peer-reviewed journals and 10 book chapters while at Mason. Dr. Baker has given more than 100 refereed presentations at the local, state, regional, national, and international levels and has secured numerous prestigious grant awards totaling over \$13 million.

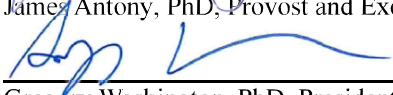
Dr. Baker's service has been extensive across her college, university, and profession. Service to CEHD and Mason has included serving on CEHD's Leadership Team, Educator Preparation Council, and on Mason's Faculty Senate Technology Policy Committee and Undergraduate Online Task Force. Professional service has including holding many positions in the Council of Administrators of Special Education, and serving as proposal reviewer for the Council for Exceptional Children and the American Educational Research Association. She currently serves on the VA CEEDAR State Steering Committee to help improve outcomes for students with disabilities.

The impact of Dr. Baker's leadership has been tremendous for her division, college, university, and for the profession. I highly recommend an appointment for emerita faculty status.

Approved ☒ Not Approved ☐

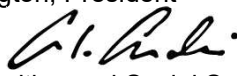

James Antony, PhD, Provost and Executive Vice President

Approved ☒ Not Approved ☐


Gregory Washington, PhD, President

This memo certifies that the criteria have been met by this Emerita candidate according to the Faculty Handbook requirements: full-time Associate or Full Professor with ten or more years of continuous academic service; nominated by the home unit with the Dean, Provost, and President's recommendations.

To: James Antony, Ph.D., Provost and Executive Vice President
Gregory Washington, President

From: Ann Ardis, Dean 
College of Humanities and Social Sciences

Subject: Emeritus Designation for Rei Berroa

Date: March 27, 2025

On the recommendation of the Department of Modern and Classical Languages, I am pleased to recommend Dr. Rei Berroa for appointment as Professor Emeritus, effective May 1, 2025 upon approval of the Board of Visitors. Dr. Berroa earned his Ph.D. from the University of Pittsburgh in 1983 and began teaching at George Mason University in 1984. He retired from Mason in 2023.


Dr. Berroa had a long and varied career in teaching, research, creative work, and administrative services. He is the author of two books on the literature of the Dominican Republic, co-editor on two more, and the author of many scholarly essays. He is also a distinguished poet and author of many books of poetry, and an editor of still more.

As an instructor at both graduate and undergraduate levels of university teaching, Dr. Berroa engaged in experiential learning with his students long before that practice became a university focus. He had undergraduate students translating plays for Arlington's Spanish-language Teatro de la Luna, and he took graduate students on different occasions to Boston and New York to see celebrated special exhibits relevant to classes he was teaching.


Dr. Berroa provided important service to the department, college and university. He was a long member of the Faculty Senate serving on numerous of committees. He represented MCL on the College of Arts and Sciences Council for 10 years, and he served as department chair of MCL for four years (and as interim chair for a year before that service). He was instrumental in bringing many distinguished literary and intellectual figures to George Mason University.

Based on his distinguished service at GMU, the department faculty were unanimous and enthusiastic in their support of recommending Rei Berroa for Emeritus status.

Approval ☒ Disapproval ☐



James Antony, PhD
Provost and Executive Vice President

Approval ☒ Disapproval ☐


Gregory Washington, PhD
President

This memo certifies that the criteria have been met by this Emeritus candidate according to the Faculty Handbook requirements: full-time Associate or Full Professor with ten or more years of continuous academic service, home unit and/or Dean recommendation, Provost recommendation, and the President's recommendation.

TO: James Antony, PhD, Provost and Executive Vice President
Gregory Washington, PhD, President

FROM: Ingrid Guerra-López, PhD
Dean, College of Education and Human Development 

RE: Emeritus Faculty Appointment Letter of Endorsement for Dr. Frederick Brigham

DATE: March 7, 2025

I am writing to endorse the nomination of Professor Frederick Brigham for the honorary title of Professor Emeritus of Education. Dr. Brigham joined George Mason University in 2005 when he was hired as a tenured associate professor. In 2015, he was promoted to the rank of full professor.

Dr. Brigham has taught numerous sections of nine distinct courses in special education as well as three different courses required for doctoral students in the PhD in Education program. His course expertise relates to educational assessment, measurement, and research. In addition, he has served on many dissertation committees and continues to publish and present with students after they graduate. He has been nominated three times for the GMU Teaching Excellence Award—in 2012, 2016, and 2020.

Dr. Brigham's research has focused primarily on effective interventions and services for students with emotional and behavior disorders. He has published three books, 29 peer-reviewed articles, and 27 book chapters. His articles have appeared in such prominent special education journals as the *Journal of Emotional and Behavioral Disorders* and the *Journal of Autism and Developmental Disorders*. He received the Outstanding Author Contribution Literati Award for Excellence in both 2013 and 2020. Additionally, Dr. Brigham has presented close to 200 times across his career to a wide range of audiences.

Regarding service, Dr. Brigham has served on several faculty search committees, the School of Education's Faculty Evaluation Committee, and Mason's Institutional Review Board. His editorial positions include being twice appointed as co-editor of *Behavioral Disorders*, serving as a recent guest co-editor of *Behavior Modification*, and serving as associate editor of *Exceptional Children*, the most respected scholarly journal in special education. Equally important is his service to the leading professional organization of special education, the Council for Exceptional Children (CEC). From 2006–2009, he was elected to the presidential line of CEC's Division for Research.

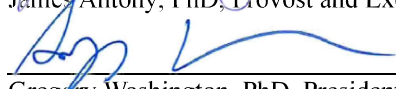
Dr. Brigham is a respected scholar who has been a dedicated educator and advocate for individuals with disabilities. I am pleased to offer my recommendation for Professor Emeritus status.

Approved ☒ Not Approved ☐



James Antony, PhD, Provost and Executive Vice President


Approved ☒ Not Approved ☐



Gregory Washington, PhD, President

This memo certifies that the criteria have been met by this Emeritus candidate according to the Faculty Handbook requirements: full-time Associate or Full Professor with ten or more years of continuous academic service; nominated by the home unit with the Dean, Provost, and President's recommendations.

TO: James Antony, PhD, Provost and Executive Vice President
Gregory Washington, PhD, President

FROM: Ingrid Guerra-López, PhD
Dean, College of Education and Human Development 

RE: Emerita Faculty Appointment Letter of Endorsement for Dr. Nada Dabbagh

DATE: March 7, 2025

I am writing to endorse the nomination of Professor Nada Dabbagh for the honorary title of Professor Emerita of Education. Dr. Dabbagh joined Mason in 1999 as an assistant professor. She earned tenure and promotion in 2004 and promotion to professor in 2011. She is the inaugural director of the Division of Learning Technologies in the College of Education and Human Development.

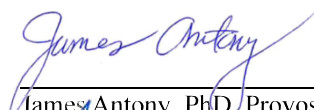
Dr. Dabbagh's research has greatly impacted the fields of instructional design, learning design, and learning technologies. She has published seven books (with one under contract), 47 peer-reviewed articles, 28 book chapters, and 34 refereed conference proceedings, and remarkably, almost 40% of these publications are co-authored with her graduate students. In addition, Dr. Dabbagh has developed several technology-based instructional and training products, such as the *Learning Asset Technology Integration Support Tool (LATIST)* with a companion mobile app designed to assist faculty and staff with integrating advanced technologies into their course design and delivery.

With regard to teaching, Dr. Dabbagh has taught numerous sections of 16 different courses at the master's and doctoral levels across various modalities (in person, hybrid, and online), and she developed six new courses. In 2003, she was awarded the Teaching Excellence Award. She has chaired 18 and served as a member of 11 dissertation committees and has chaired 27 and served as a member of six pre-dissertation committees. She has improved educational outcomes by serving as project advisor for the International Society for Technology in Education Teacher Ready Project funded by the GATES Foundation.

Dr. Dabbagh's service spans her program, division, college, university and profession. She has served on the CEHD Promotion and Tenure Committee, Faculty Evaluation Committee, and CEHD Council. At the university level, she serves as a Distinguished Faculty Mentor and has served in the Faculty Senate. She served in the presidential line for the Association for Educational Communications and Technology (AECT) and received several prestigious awards in her field, including the Featured Research Award, Outstanding Research Reviewer Award, and AECT Crystal Award.

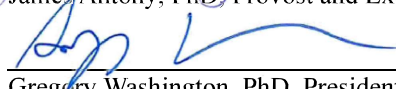
Dr. Dabbagh is a recognized scholar who has had an extraordinary influence on the field of learning technologies both nationally and internationally. I highly recommend her for an emerita faculty appointment.

Approved ☒ Not Approved ☐



James Antony, PhD, Provost and Executive Vice President


Approved ☒ Not Approved ☐



Gregory Washington, PhD, President

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To: James Antony, Ph.D., Provost and Executive Vice President
Gregory Washington, President

From: Ann Ardis, Dean 
College of Humanities and Social Sciences

Subject: Emerita Designation for Nancy Hanrahan

Date: February 21, 2025

On the recommendation of the Department of Sociology and Anthropology, I am pleased to recommend Dr. Nancy Hanrahan for appointment as Associate Professor Emerita, effective May 1, 2025 upon approval by the Board of Visitors. Dr. Hanrahan joined Mason in 1994 as Assistant Professor of Sociology. Since that time, she has demonstrated an outstanding commitment to the institution through research, teaching, and service. Dr. Hanrahan retired on June 1, 2024.

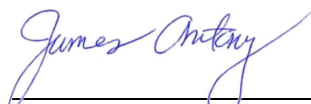
Dr. Hanrahan taught courses of high value to the sociology curriculum, introduced popular electives, and interacted with introductory level students. Core courses taught include Contemporary Sociological Theory and Classical Sociological Theory. These courses were popularly enrolling sections among the SOAN graduate and upper-division student communities. Her student evaluations were among the highest in sociology, and she achieved dedicated followings of students. Her teaching was augmented by dedicated mentorship of graduate students, having mentored seven doctoral students.

Dr. Hanrahan's research expertise lies in cultural sociology, feminist theory, and the sociology of music. Since arriving at Mason, Dr. Hanrahan published 18 peer-reviewed articles and book chapters as well as one book and one edited volume. She also delivered 19 presentations at professional conferences since 2007. Dr. Hanrahan is known for her exacting interaction with deep theory, careful, meticulous research of critical inquiry, and incorporation of this to music.

Dr. Hanrahan served as Director of the sociology doctoral program and also Director of the Women and Gender Studies program. Within the Women and Gender Studies program, she is a core constituent faculty member, having been a contributor and supporter of the initial build-out of the program. Her service on committees within SOAN was always deeply valued.

Based on her distinguished service at GMU, the department faculty were unanimous and enthusiastic in their support of recommending Nancy Hanrahan for emerita status.

Approval ☒ Disapproval ☐


James Antony, PhD
Provost and Executive Vice President

Approval ☒ Disapproval ☐

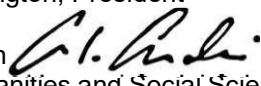

Gregory Washington, PhD
President

This memo certifies that the criteria have been met by this Emeritus candidate according to the Faculty Handbook requirements: full-time Associate or Full Professor with ten or more years of continuous academic service, home unit and/or Dean recommendation, Provost recommendation, and the President's recommendation.



College of Humanities and Social Sciences
Horizon Hall #6100
4400 University Drive, MS 3A3, Fairfax, Virginia 22030
Phone: 703-993-8720

To: James Antony, Ph.D., Provost and Executive Vice President
Gregory Washington, President

From: Ann Ardis, Dean 
College of Humanities and Social Sciences

Subject: Emeritus Designation for T. Mills Kelly

Date: March 7, 2025

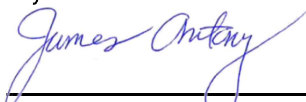
On the recommendation of the Department of History and Art History, I am pleased to recommend Dr. T. Mills Kelly for appointment as Professor Emeritus, effective May 1, 2025 upon approval by the board of Visitors.

Dr. Kelly joined Mason in 2001, making an enormous impact in research, teaching and service. In addition to his groundbreaking research on Eastern European history, he has been a pioneer in the scholarship of teaching and learning. In his 2013 book, *Teaching History in the Digital Age*, he argued that we can most effectively teach our students when we give them the opportunity to experiment, using digital technology to enable creative engagements with the past. Dr. Kelly's pioneering approach to pedagogy and his demonstrated success in the classroom were rewarded with the prestigious Gutenberg Teaching Award from the University of Mainz in 2020. Even as he was reshaping our discipline's approach to teaching history and historical methodology, Dr. Kelly was also producing ambitious, grant-funded projects in digital public history, including World History Matters, Women in World History, and Making the History of 1989: Sources and Narratives on the Fall of Communism. In recent years, he has researched the history of the Appalachian Trail, producing two books and a highly successful historical podcast.


Just as impressive as Dr. Kelly's research and teaching portfolio is his record as an administrator and leader. After achieving demonstrable success as the Director of the Global Affairs Program and in various high-level university service roles, he took over as Executive Director of the Roy Rosenzweig Center for History and New Media (RRCHNM) in 2019 just before the pandemic hit. Despite this inauspicious context, the center thrived under his leadership. He proved adept at improving and sustaining morale and creating a high-functioning, collaborative environment. Among his many concrete victories was the \$1 million grant he and his team secured from the Mellon Foundation to reimagine the center's funding mechanisms and place it on more solid financial footing.

Dr. Kelly retired from Mason in February 2025, after an exemplary academic career. Based on his distinguished service at GMU, the History Department faculty were unanimous and enthusiastic in their support of recommending T. Mills Kelly for emeritus status.

Approval ☒ Disapproval ☐



James Antony, PhD
Provost and Executive Vice President

Approval ☒ Disapproval ☐


Gregory Washington, PhD
President

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To: James Antony, Ph.D., Provost and Executive Vice President
Gregory Washington, President

From: Ann Ardis, Dean 
College of Humanities and Social Sciences

Subject: Emeritus Designation for Gary Kreps

Date: February 26, 2025

On the recommendation of the Department of Communication, I am pleased to recommend Dr. Gary Kreps for appointment as Distinguished University Professor Emeritus, effective June 2, 2025 upon approval by the Board of Visitors.

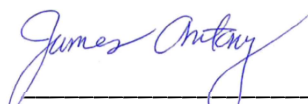
Gary Kreps is a health and risk communication scientist who is widely known as one of the world's leading and founding health communication scholars. Dr. Kreps joined Mason in 2004 at the rank of Full Professor, serving as the Communication Department Chair from 2004 to 2013, and held the Eileen and Steve Mandell Endowed Chair in Health Communication from 2004 to 2010. In 2007, he established Mason's Center for Health and Risk Communication (CHRC), which has been in continuous operation since and has received millions of dollars to support cutting-edge funded research and outreach projects from major funding agencies.

Dr. Kreps' primary research focus has examined the applications of human and mediated communication to promote public health, with a focus on serving the needs of at-risk populations who often experience significant health disparities. He has received extensive recognition and honors for his active and productive research program. His research has been reported in more than 600 frequently cited research articles, chapters, scholarly books, and edited volumes published across the fields of communication, public health, medicine, and information science. His published work has been widely cited in scholarly literature more than 24,000 times.

Dr. Kreps has primarily taught graduate courses, most of which he developed himself. He has received wide recognition for his teaching, including being honored by the Stearns Center for Teaching and Learning: Thank a Teacher Program. He was instrumental in the development of Mason's highly ranked Ph.D. program in Communication and also in the revitalization of the department's MA program.

On June 1, 2025, Dr. Kreps will retire from Mason after an exemplary academic career as a Distinguished University Professor of Communication. An emeritus appointment will allow him to continue his valuable research and programmatic involvement advising graduate students, working on funded research projects, and potentially returning to the university in adjunct status to teach occasional courses. His continued contributions in these areas are highly desirable.

Approval ☒ Disapproval ☐



James Antony, PhD
Provost and Executive Vice President

Approval ☒ Disapproval ☐



Gregory Washington, PhD
President

This memo certifies that the criteria have been met by this Emeritus candidate according to the Faculty Handbook requirements: full-time Associate or Full Professor with ten or more years of continuous academic service, home unit and/or Dean recommendation, Provost recommendation, and the President's recommendation.



**GEORGE MASON
UNIVERSITY®**

College of Public Health
Office of the Dean
4400 University Drive, MS Number 2G7, Fairfax, Virginia 22030

To: James Antony, Ph.D., Provost and Executive Vice President
Gregory Washington, President

From: Dean Melissa Perry, ScD, MHS 
College of Public Health

Subject: Emerita Designation for Peggy Jo (PJ) Maddox

Date: 3/13/2025

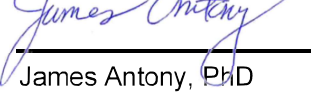
I am pleased to submit this memo in strong support of granting Professor Emerita status to Dr. Peggy Jo Maddox in recognition of her outstanding contributions to George Mason University, the College of Public Health, and the Department of Health Administration and Policy. The Emerita status will take effect on June 2, 2025 upon approval by the Board of Visitors.


Since joining the university in 1995 as an Associate Professor and Coordinator of the Graduate Program in Health Systems Management, Dr. Maddox has been an exemplary leader, educator, and scholar. Her distinguished career includes serving as Professor and Chair of the Department of Health Administration and Policy (HAP) since 2005, Co-Director of the Virginia Center for Health Workforce Development, and, most recently, Acting Co-Director of the School of Nursing. Under her leadership, the Department and School have experienced remarkable growth, faculty development has been strengthened, and research initiatives have flourished, leaving a lasting impact on students, faculty, and staff.

A respected scholar, Dr. Maddox has made significant contributions to health workforce development, nursing economics, and health policy reform, with numerous publications in top-tier journals and leadership in securing multi-million-dollar research grants. Her work has been instrumental in shaping state and national healthcare policies.

Dr. Maddox's unwavering dedication to education has mentored and shaped the careers of countless students and junior faculty, many of whom have gone on to become leaders in academia, government, and healthcare. Her exceptional service and scholarship have been recognized through numerous accolades, including George Mason University's Faculty of the Year Award (2021).

Given her distinguished career, transformative leadership, and enduring contributions, I wholeheartedly support Dr. Maddox's nomination for Professor Emerita status, confident that she will continue to enrich and inspire the academic community in this role.

Approval ☒ Disapproval ☐ 
James Antony, PhD
Provost and Executive Vice President

Approval ☒ Disapproval ☐ 
Gregory Washington, PhD
President

This memo certifies that the criteria have been met by this Emeritus candidate according to the Faculty Handbook requirements: full-time Associate or Full Professor with ten or more years of continuous academic service, home unit and/or Dean recommendation, Provost recommendation, and the President's recommendation.

TO: James Antony, PhD, Provost and Executive Vice President
Gregory Washington, PhD, President

FROM: Ingrid Guerra-López, PhD
Dean, College of Education and Human Development



RE: Emerita Faculty Appointment Letter of Endorsement for
Dr. Lorraine Valdez Pierce

DATE: March 7, 2025

I am writing to endorse the nomination of Associate Professor Lorraine Valdez Pierce for the honorary title of Associate Professor Emerita of Education. Dr. Valdez Pierce joined George Mason University in 1992 as an associate professor and earned tenure in September 1998. She is considered a leading authority on assessment in the field of Teaching English to Speakers of Other Languages (TESOL).

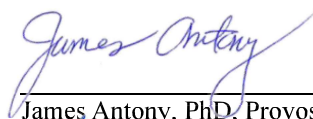
Dr. Valdez Pierce has taught 10 different courses (four of which she developed) at the master's and doctoral levels in the Teaching Culturally and Linguistically Diverse and Exceptional Learners (TCLDEL) program and the PhD Multilingual/Multicultural Education (MME) specialization. She served as the co-coordinator of the MME program and was instrumental in the development of the ESL Teacher Licensure Program, which is now part of the TCLDEL Program. She was a finalist for the Center for Teaching Excellence award four times.

Her research in the field of TESOL education and assessment has produced two books, 15 book chapters, 13 peer-refereed journal publications, and 46 other publications. Additionally, she delivered three international webinars, 23 invited keynotes in the U.S., 43 invited and 61 refereed presentations, 48 invited summer institutes, and 91 invited workshops in Virginia and across the US. Her dedication to building school-university partnerships is seen in an astounding 169 workshops about oral language and writing assessment for English learners for school districts in Virginia.

Dr. Valdez Pierce's university service includes chairing the Effective Teaching Committee, which resulted in a revision of the university Student Evaluation of Teaching (SET) form. At CEHD, she served on the PhD Committee in Education and the CEHD Tenure-Track Annual Review Committee. Her abundant service to her profession includes serving as a reviewer for assessment guidelines for the National Council on Measurement in Education Standards & Test Use Committee and as a reviewer for the *Journal of Teacher Education*.

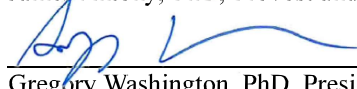
Dr. Valdez Pierce is a highly respected scholar and leader in applied linguistics and TESOL assessment locally, nationally, and internationally. I am pleased to endorse her emerita faculty status.

Approved ☒ Not Approved ☐



James Antony, PhD, Provost and Executive Vice President


Approved ☒ Not Approved ☐



Gregory Washington, PhD, President

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TO: James Antony, PhD, Provost and Executive Vice President
Gregory Washington, PhD, President

FROM: Ingrid Guerra-López, PhD
Dean, College of Education and Human Development 

RE: Emerita Faculty Appointment Letter of Endorsement for Dr. Earle Reybold

DATE: March 7, 2025

I am writing to endorse the nomination of Professor Earle Reybold for the honorary title of Professor Emerita of Education. Dr. Reybold joined the George Mason University faculty in 2006 and earned tenure in 2009. In 2016, she was promoted to full professor.

Dr. Reybold's work has focused on 1) qualitative research methods, 2) faculty development, and 3) the experiences of women, minorities, and disabled faculty in academia. She has published over 40 scholarly works, presented over 70 national/international presentations, and received grant funding for 15 projects. She is committed to mentoring developing scholars, evidenced by her co-authorship of many publications and presentations with graduate students.

She has been a dedicated teacher, teaching multiple sections of 12 different doctoral courses and developing eight of the 12 courses. She was a finalist for the GMU Excellence in Teaching Award in 2015–2016 and was recognized as a Distinguished Mentoring Fellow in 2019–2020. In addition, she supervised numerous dissertations as a qualitative methodologist throughout her career and chaired (and served as methodologist) on eight dissertation committees. Notably, Dr. Reybold guided the development of the Qualitative Research Certificate that brings students from other disciplines to CEHD to learn high-quality qualitative research skills.

Regarding college and university service, Dr. Reybold has served on the CEHD PhD in Education Committee, Faculty Evaluation Committee, the CEHD Promotion and Tenure Committee. For Mason's Faculty Senate she has served on the Executive Committee and as secretary. In addition, Dr. Reybold has been active in many professional organizations, such as the American Educational Research Association, American Association of University Professors, and the Institute for the International Education of Students.

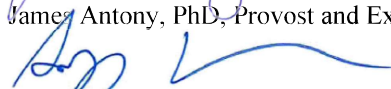
Dr. Reybold is a well-respected scholar who has been a vital member of CEHD and Mason for nearly two decades. I am pleased to recommend her for an emerita faculty appointment.

Approved ☒ Not Approved ☐



James Antony, PhD, Provost and Executive Vice President


Approved ☒ Not Approved ☐



Gregory Washington, PhD, President

This memo certifies that the criteria have been met by this Emerita candidate according to the Faculty Handbook requirements: full-time Associate or Full Professor with ten or more years of continuous academic service; nominated by the home unit with the Dean, Provost, and President's recommendations.

TO: James Antony, PhD, Provost and Executive Vice President
Gregory Washington, PhD, President

FROM: Ingrid Guerra-López, PhD
Dean, College of Education and Human Development 

RE: Emerita Faculty Appointment Letter of Endorsement for Dr. Beverly Shaklee

DATE: March 7, 2025

I am writing to endorse the nomination of Professor Beverly Shaklee for the honorary title of Professor Emerita of Education. Dr. Shaklee joined George Mason University in 2001 as a tenured full professor. She has held multiple leadership positions in the college, including as inaugural division director of the Division of Advanced Professional Teacher Development and International Education for eight years and as coordinator of both the Elementary Education and FAST TRAIN international education programs.

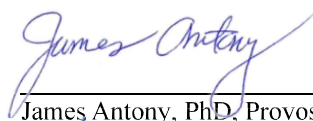
Dr. Shaklee's research focuses on dynamic educational environments, antiracist pedagogy, gifted education, assessment, systems, and teacher training in a globalized society. She has published five co-authored books, 18 book chapters, 30 peer-reviewed journal articles, and 45 non-refereed products. In addition, she has given over 100 refereed national and international presentations. She has served as PI and co-PI for grant projects totaling over \$5 million from sources such as the U.S. Department of Education, MacArthur Foundation, and U.S. Department of State; the projects are specific to areas such as gifted education, international teacher education, and international quality assurance in education.

Dr. Shaklee has taught 17 graduate courses on international education, gifted education, and elementary education. She has chaired or co-chaired 15 doctoral dissertation committees and consistently offers mentoring support for junior faculty. Prior to online teacher education, Dr. Shaklee led the innovative FAST TRAIN program for 10 years, which produced educators across the world.

Dr. Shaklee's service is extensive. At CEHD, she has been a member of the CEHD Council, CEHD Leadership Team, and CEHD Promotion and Tenure Committee, among others. At Mason, she contributed her expertise to the Global Complexity and Ethical Education Committee, President's Vision Committee on Global Strategies, and the Center for Global Studies. She also served as editor-in-chief of the Association for Advancement of International Education (AAIE) *InterEd* journal and has contributed to the Alliance for the Council for International Schools and National Association for Gifted Children. She was recently inducted into the Hall of Fame of AAIE for her longstanding contributions.

Dr. Shaklee's important contributions have spanned 24 years at Mason. She is highly deserving of the Professor Emerita status, and I am pleased to offer my strongest recommendation.

Approved ☒ Not Approved ☐



James Antony, PhD, Provost and Executive Vice President


Approved ☒ Not Approved ☐



Gregory Washington, PhD, President

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To: Dr. James Antony, Provost and Executive Vice President
Dr. Gregory Washington, President

From: Dr. Cody W. Edwards, Interim Dean 

Subject: Emeritus Designation for Dr. Jagadish Shukla

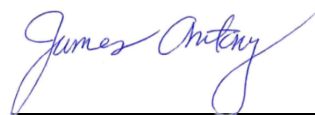
Date: March 10, 2024

Dr. Jagadish Shukla joined the George Mason faculty on February 1, 1994 and will retire on June 1, 2025 with an exemplary record of teaching, scholarship, research, and service as a Distinguished University Professor Emeritus in the College of Science and to the George Mason community. Dr. Shukla is retiring after 31 years of service and has embodied an outstanding record of achievement in research, scholarship, and education.

Dr. Shukla's scientific contributions have changed the course of climate research. I echo the words of the recommending chair in that Dr. Shukla is an "internationally-recognized scientist who has contributed to the science of meteorology and to governments, research organizations, and institutions of higher learning throughout the world, through scientific research, institution building, and international cooperation in meteorology for the betterment of humankind worldwide."


I am pleased to support the nomination of Dr. Shukla for the rank of Distinguished University Professor Emeritus, as recommended by Dr. Mark Uhen, Professor and Chair of the department of Atmospheric, Oceanic, and Earth Sciences (AOES). Given Dr. Shukla's contributions and impact at George Mason and beyond, it seems fitting that we confer this honor effective June 2, 2025 upon approval by the Board of Visitors.

Approval ☒ Disapproval ☐



James Antony, PhD
Provost and Executive Vice President


Approval ☒ Disapproval ☐



Gregory Washington, PhD
President

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TO: James Antony, PhD, Provost and Executive Vice President
Gregory Washington, PhD, President

FROM: Ingrid Guerra-López, PhD
Dean, College of Education and Human Development 

RE: Emerita Faculty Appointment Letter of Endorsement for Dr. Debra Sprague

DATE: March 7, 2025

I am writing to endorse the nomination of Associate Professor Debra Sprague for the honorary title of Associate Professor Emerita of Education. Dr. Sprague began her career at Mason in 1995 as an assistant professor. In 2001, she earned tenure and was promoted to the rank of associate professor.

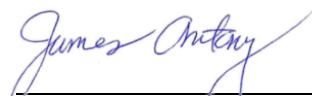
Dr. Sprague has taught numerous courses at all levels across multiple programs (Elementary Education, Teaching and Teacher Education, Advanced Studies in Teaching and Learning) and deliveries (F2F, hybrid, synchronous online, and asynchronous online). Noteworthy is her development of ELED 257, which has become a core course in the Elementary Education program, reflecting her innovative approach to curriculum design. She has received student “Thank-a-Teacher” notes from the Stearns Center and recognition from Mason’s Distance Learning office for the development of exceptional online courses.

She has collaborated extensively with colleagues through peer-reviewed publications, presentations, and editorials; has conducted numerous workshops and webinars; and has secured external and internal funding for her many research projects. Her expertise led to her reviewing several books focused on technology integration in teacher education. A significant scholarly contribution was her leadership as editor of the *Journal of Technology and Teacher Education* from 2001 to 2012, a role that provided critical guidance to emerging scholars. Under her guidance, *JTATE*’s influence in the field grew, and it is currently ranked the #1 journal in teacher education and technology.

Dr. Sprague’s exceptional service has included participation in critical university and CEHD committees, including Mason’s Faculty Senate (serving as co-chair of the Technology Policy Committee) and Distance Education Committee, and as chair of the CEHD Tenure-Track Annual Review Committee. She was also co-chair of the Technology Infusion SIG for the Society for Information Technology and Teacher Education and as chair of the TACTL SIG for the American Educational Research Association.

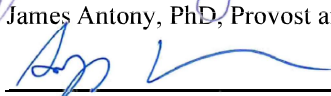
Dr. Sprague’s career has been marked by exceptional service, significant research, and engaged teaching that has advanced our university’s mission and reputation. I am pleased to offer my recommendation for emerita status.

Approved ☒ Not Approved ☐



James Antony, PhD, Provost and Executive Vice President


Approved ☒ Not Approved ☐



Gregory Washington, PhD, President

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To: James Antony, Ph.D., Provost and Executive Vice President
Gregory Washington, President

From: Ann Ardis, Dean 
College of Humanities and Social Sciences

Subject: Emeritus Designation for James Witte

Date: February 21, 2025

On the recommendation of the Department of Sociology and Anthropology, I am pleased to recommend Dr. James Witte for appointment as Professor Emeritus, effective June 2, 2025 upon approval by the Board of Visitors.

Dr. Witte joined Mason in 2009 as Professor of Sociology after holding faculty positions at Northwestern University (1994-1999) and Clemson University (1999-2009). Dr. Witte has also served as the Director of the Center for Social Science Research (2009-2020) and Director of the Institute for Immigration Research (2012-present).

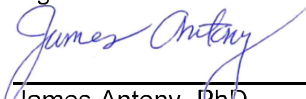
Dr. Witte is seen as one of the “go-to” faculty who teaches methods. His deep and exacting knowledge of quantitative methods have been greatly valued by our student body. He has provided students with detailed training in the quantitative methods associated with applied sociological research through practice, in addition to their experience in the classroom. He has also taught courses for SOAN including SOCI 636 Statistical Reasoning for Applied Sociological Research and has garnered exceptionally positive feedback. Dr. Witte can be seen as a faculty member who teaches through both direct pedagogical methods and by mentorship during his leadership of the research centers. He has supervised four doctoral dissertations in sociology and mentored dozens of students.

Dr. Witte's expertise within sociology lies within the use of survey data collected from the internet, immigration, digitization of academic publications into a research archive for the production of sociological knowledge, and survey studies of immigrant professionals across seven cities in the United States. His research contributions include more than 60 peer-reviewed journal articles and book chapters. His research has been funded by prestigious peer-review and philanthropy organizations. These efforts have amassed more than \$7 million dollars to fund faculty, graduate student, and postdoctoral research at Mason.


Dr. Witte has served on several committees for the University. Within SOAN, he has served on the Faculty Matters Committee, Academic Program Review Committee, and the By-Law Revision Committee in 2021. He has twice served on the CHSS Senior Leadership Committee.

Based on his distinguished service at GMU, the department faculty were unanimous and enthusiastic in their support of recommending James Witte for emeritus status.

Approval ☒ Disapproval ☐


James Antony, PhD
Provost and Executive Vice President

Approval ☒ Disapproval ☐


Gregory Washington, PhD
President

This memo certifies that the criteria have been met by this Emeritus candidate according to the Faculty Handbook requirements: full-time Associate or Full Professor with ten or more years of continuous academic service, home unit and/or Dean recommendation, Provost recommendation, and the President's recommendation.

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

ELECTIONS OF NEW TENURED FACULTY

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>
Miller	Robert T.	8/25/2025

Title: Professor of Law and Rouse Chairholder

Rank: Professor without Term

Classification: Tenured (without term) - Instructional

Local Academic Unit: Antonin Scalia Law School

Rebmann	Terri	5/1/2025
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Title: Professor

Rank: Professor without Term

Classification: Tenured (without term) - Instructional

Local Academic Unit: Nursing (CPH)

Note(s): Additional Title: Divisional Dean and Director

Shen	Min	8/25/2025
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Title: Associate Professor

Rank: Associate Professor without Term

Classification: Tenured (without term) - Instructional

Local Academic Unit: Costello College of Business

Note(s): Additional Title: Phillip G. Buchanan Endowed Fellowship



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ALAN AND SALLY MERTEN HALL
4400 University Drive, MSN 3A2, Fairfax, Virginia 22030
Phone: 703-993-8770; Website: provost.gmu.edu

Procedural Checklist for New Faculty Being appointed to Tenured (Without Term) Positions

This form must be submitted in Interfolio as part of the Tenured upon Hire case at the Dean's recommendation step.

Robert Miller, Professor of Law

Faculty Member's Name and Title

Antonin Scalia Law School

Local Academic Unit



Verification of Hiring and Trainings:

I verify that all hiring requirements, including reference checks, for the candidate has been completed and the candidate has been informed of all training that need to be completed within the first few weeks of the start of their appointment (including but not limited to DEI trainings: Title IX Overview and Sexual Harassment Prevention, Equal Opportunity: A Fair Shake and Ethics).

One-half page justification for appointment, to include a description of the benefit of this hire for the department, school, etc., as well as the rationale for selecting this candidate over others.

Robert Miller easily meets or exceeds the university's requirements for tenure and the rank of full professor. His appointment at the rank of Professor of Law is in keeping with his distinguished academic career, where he has held tenure at both the University of Iowa College of Law (since 2012) and Villanova University School of Law (since 2008). Professor Miller is a nationally-recognized scholar in corporate law, and brings a long research and publication history with him which will improve the reputation of our law school. He also has strong connections with large law firms, particularly in New York, where he will be of great value in helping to place our students after graduation. His teaching is consistently rated highly by students who praise his command of the material, his real-world experience, and his energetic lecture style. His service to his law schools, his universities, his students, his colleagues, the practice of law, and the study of law have been outstanding. Along with our faculty, I strongly recommend Robert Miller's hire with tenure and the rank of Professor of Law.

Dean

March 6, 2025

Date

Robert Miller

May 1, 2025

Robert Miller, J.D. is a candidate for Tenure upon Hire to Professor without Term in the Antonin Scalia Law School (ASLS). Professor Miller received his J.D. in 1997 from Yale Law School. He also earned a M.A. in Philosophy in 1994 and a B.A. in Philosophy and Mathematics in 1992 from Columbia University.

Currently, Professor Miller holds an appointment as the F. Arnold Daum Chair in Corporate Finance and Law and is a Professor of Law in the University of Iowa and also served as Associate Dean for Faculty Development. He previously was a Professor of Law at Villanova University and served as an Associate Director and Acting Executive Director for the Matthew J. Ryan Center for the Study of Free Institutions and the Public Good. In addition, he's held a variety of visiting professorships and fellowships with the University of Pennsylvania, Yeshiva University, and Oklahoma State University. He's also currently an affiliated scholar with New York University and James Wilson Institute on Natural Rights and the American Founding.

Professor Miller's tenure dossier demonstrates that he has established an exceptionally strong record of research/scholarship, teaching, and service. His case strongly is supported by the ASLS Review Committees and the Dean of the Law School each of which has documented the strength of his academic record.

The decision to hire Professor Miller is well supported. He will be a valued member of our university community and is deserving of appointment to the rank of Professor without Term.

Consistent with the recommendation of the ASLS review committees, and the Dean of the Law School, I also recommend that Professor Miller be granted appointment without term to the rank of Professor without Term in the Antonin Scalia Law School, effective August 25, 2025.



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ALAN AND SALLY MERTEN HALL
4400 University Drive, MSN 3A2, Fairfax, Virginia 22030
Phone: 703-993-8770; Website: provost.gmu.edu

Procedural Checklist for New Faculty Being appointed to Tenured (Without Term) Positions

This form must be submitted in Interfolio as part of the Tenured upon Hire case at the Dean's recommendation step.

Terri Rebmann, Professor without Term

Faculty Member's Name and Title

School of Nursing, CPH

Local Academic Unit



Verification of Hiring and Trainings:

I verify that all hiring requirements, including reference checks, for the candidate has been completed and the candidate has been informed of all training that need to be completed within the first few weeks of the start of their appointment (including but not limited to DEI trainings: Title IX Overview and Sexual Harassment Prevention, Equal Opportunity: A Fair Shake and Ethics).

One-half page justification for appointment, to include a description of the benefit of this hire for the department, school, etc., as well as the rationale for selecting this candidate over others.

The benefit of this hire, Dr. Terri Rebmann, is to provide strong leadership to the School of Nursing. Her academic preparation (undergraduate and graduate degrees and certifications) is in Nursing with specializations in Infection Control and Epidemiology and Disaster and Emergency Preparedness. She has extensive academic leadership experience stemming from serving 11 years as the Director of the SLU Institute for Biosecurity and at the university level (2020-2023) by serving as Special Assistant to the President of SLU for managing the university's COVID pandemic response. She is familiar with external program accreditation and the requirements for fielding professional degrees in general. She has strengths in overall academic program leadership in all areas of management responsibility (budget, HR, fundraising, staffing, accreditation management) and at both local academic unit and university levels. Of the candidates interviewed she had the most robust leadership experience and was the best fit to offer strong leadership to the faculty, students, and staff in the School of Nursing.

Melissa J. Perry

Dean

3-13-25

Date

Terri Rebmann

May 1, 2025

Terri Rebmann, PhD is a candidate for Tenure upon Hire to Professor without Term in the School of Nursing within the College of Public Health (CPH) and was also selected to serve as the Divisional Dean and Director for the School of Nursing that began in March 2025. Professor Rebmann received her PhD in Nursing (2006) from Saint Louis University. She also received her MSN (1996) in Nursing from the University of Missouri (2008) and a BSN in Nursing (1992) from Truman State University.

Prior to Professor Rebmann joining George Mason University, she held an academic appointment as a Tenured Professor of Epidemiology and a variety of administrative and staff appointments as Director for the Institute for Biosecurity (2014-2025), Special Assistant to the President (2020-2023), Associate Dean for Academic and Faculty Affairs (2020-2021), Associate Director for Curricular Affairs (2005-2007), and Infectious Disease Specialist (200-2006) throughout her career at Saint Louis University. Concurrently, she was the Lead Epidemiologist at Biorisk Intelligence and Public Health Communications Specialist at PHC Global (2024-2025). Professor Rebmann also held position with a variety of hospitals and Health Projects and Services such as, Barnes-Jewish Hospital as an Infection Preventionist, Reproductive Health Services of Planned Parenthood as Patient Services Supervisor, Aids Project of the Ozarks as a Clinical Research Coordinator, and Harry S. Truman Veteran's Administration Hospital as a Charge Nurse, and US Medical Center for Federal Prisoners as a RN.

Professor Rebmann's tenure dossier demonstrates that she has established an exceptionally strong record of research, teaching, and service. Her case is strongly supported by all of the CPH review committees, the Co-Director, and the Dean of the College. She will be a valued member of our university community and, in my view, is deserving of appointment to the rank of Professor without Term.

Consistent with the unanimous recommendation of the CPH review committees, the Co-Director, and the Dean of the College, I recommend that Professor Rebmann be granted appointment to the rank of Professor without Term in the School of Nursing within the College of Public Health, effective May 1, 2025.



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Procedural Checklist for New Faculty Being appointed to Tenured (Without Term) Positions

This form must be submitted in Interfolio as part of the Tenured upon Hire case at the Dean's recommendation step.

Dr. Min Shen, Associate Professor without Term

Faculty Member's Name and Title

Accounting Area

Local Academic Unit



Verification of Hiring and Trainings:

I verify that all hiring requirements, including reference checks, for the candidate has been completed and the candidate has been informed of all training that need to be completed within the first few weeks of the start of their appointment (including but not limited to DEI trainings: Title IX Overview and Sexual Harassment Prevention, Equal Opportunity: A Fair Shake and Ethics).

One-half page justification for appointment, to include a description of the benefit of this hire for the department, school, etc., as well as the rationale for selecting this candidate over others.

The appointment of Dr. Min Shen will greatly benefit Costello College of Business. Min Shen earned her PhD degree in Accounting from Michigan State University in 2005. Min has seven premier publications and a conditional acceptance, an extremely strongest record in Accounting for an Associate Professor. She also has a strong pipeline and meets Costello's AACSB Scholarly Academic (SA) standards. Min is well recognized in the accounting profession for her expertise on corporate disclosure and market microstructure. She is a creative and passionate scholar, a strong applied econometrician, and an experienced mentor to many. Her research interests on capital markets, corporate disclosures, regulatory filings, information intermediaries, etc. align closely with the work of nearly all the accounting area research faculty. She has been a strong mentor to others, serving on dissertation committees and the editorial board of the Journal of Accounting, Auditing, and Finance (a well regarded accounting journal). She teaches in one of our needed topical areas, is a dedicated teacher who has taught large classes in multiple modalities, and has been a good citizen at her previous institution.

Dean

3/12/2025

Date

Min Shen
May 1, 2025

Min Shen, PhD is a candidate for Tenure upon Hire to Associate Professor without Term in the Costello College of Business (CCB). Professor Shen received her PhD (2005) and MS (2003) in Accounting from Michigan State University. She also received her BA in International Finance from the Shanghai University of Finance and Economics (1998).

Currently, Professor Shen holds an academic appointment as an Associate Professor of Accounting at Baruch College, Zicklin School of Business. Prior to that, she held appointments as an Associate Professor (2011-2012) and Assistant Professor (2005-2011) of Accounting at George Mason University in the Costello College of Business. Professor Shen also taught courses previously at Michigan State University and participated in a lecture to doctoral students at Xiamen University.

Professor Chen's tenure dossier demonstrates that she has established an exceptionally strong record of research, teaching, and service. Her case is strongly supported by all of the CCB review committees and the Dean of the College. She will be a valued member of our university community and, in my view, is deserving of appointment to the rank of Associate Professor without Term.

Consistent with the unanimous recommendation of the CCB review committees and the Dean of the College, I recommend that Professor Shen be granted appointment to the rank of Associate Professor without Term in the Costello College of Business, effective August 25, 2025.

ACTION ITEMS

Academic Programs, Diversity, and University Community Committee

May 1, 2025

SPECIAL RANK CHANGE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>
Cheskin	Lawrence	5/1/2025

Title: Distinguished University Professor
Local Academic Unit: Nutrition and Food Studies (CPH)

ANNOUNCEMENT

Academic Programs, Diversity, and University Community Committee

May 1, 2025

APPOINTMENT OF FACULTY

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Sanghera	Kamaljeet	3/10/2025	3 years

Title: Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Note(s): Additional Title: Executive Director, Tech Talent Development and Global Engagement
Promotion and Transfers

van Oevelen	Petrus J.	2/10/2025	2 years
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Title: Research Professor

Rank: Research Professor

Classification: Term - Research

Local Academic Unit: Center for Ocean-Land-Atmosphere Studies (COS)

Weinberger	Lael	8/25/2025	3 years
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Title: Assistant Professor of Law

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Antonin Scalia Law School

ANNOUNCEMENT

Academic Programs, Diversity, and University Community Committee

May 1, 2025

APPOINTMENT OF ADMINSTRATIVE AND PROFESSIONAL FACULTY

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>
Ackerman	Christopher M.	2/24/2025

Title: Vice President of Human Resources and Chief Human Resource Officer

Classification: At will - Admin/Professional

Local Academic Unit: Human Resources

Coleman	Chaz	2/17/2025
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Title: Assistant Athletic Director, Facilities and Operations

Classification: At will - Admin/Professional

Local Academic Unit: Intercollegiate Athletics

Dhillon	Kiranjit K.	4/10/2025
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Title: Director of Finance and Administration

Classification: At will - Admin/Professional

Local Academic Unit: Research, Innovation, and Economic Impact (Provost)

Douglas	Patrick A.	3/10/2025
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Title: Assistant Director of Finance

Classification: At will - Admin/Professional

Local Academic Unit: College of Public Health

Ehmke	Peyton N.	3/6/2025
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Title: Assistant Coach, Women's Volleyball

Classification: At will - Admin/Professional

Local Academic Unit: Intercollegiate Athletics

ANNOUNCEMENT

Academic Programs, Diversity, and University Community Committee

May 1, 2025

APPOINTMENT OF ADMINISTRATIVE AND PROFESSIONAL FACULTY

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>
Etter	Tammy C.	3/10/2025

Title: Director of Provost Finance and Planning

Classification: At will - Admin/Professional

Local Academic Unit: Academic Administration (Provost)

Gor	Phoebe	2/24/2025
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Title: Associate Director of Development, Major Gift Officer

Classification: At will - Admin/Professional

Local Academic Unit: College of Visual and Performing Arts

Haaland	Janae	2/10/2025
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Title: Director of UL Technology Services

Classification: At will - Admin/Professional

Local Academic Unit: University Life Technology Services (UL)

Hammon	Craig M.	3/10/2025
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Title: Assistant Coach, Women's Rowing

Classification: At will - Admin/Professional

Local Academic Unit: Intercollegiate Athletics

Macasa	Michael J.	4/1/2025
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Title: Head, Resource Acquisition

Classification: At will - Admin/Professional

Local Academic Unit: University Libraries

ANNOUNCEMENT

Academic Programs, Diversity, and University Community Committee

May 1, 2025

APPOINTMENT OF ADMINISTRATIVE AND PROFESSIONAL FACULTY

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>
Perez	Melissa R.	2/10/2025

Title: Assistant Vice President, Research Security

Classification: At will - Admin/Professional

Local Academic Unit: Research, Integrity, and Assurance (Provost)

Reed	Christopher E.	3/25/2025
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Title: Associate Director, Virtual Services

Classification: At will - Admin/Professional

Local Academic Unit: Mason Student Services (Provost)

Richardson	Audrey R.	2/25/2025
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Title: First Year Experience Librarian

Classification: At will - Admin/Professional

Local Academic Unit: University Libraries

Sosa	Kayleigh R.	3/25/2025
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Title: Compliance Investigator

Classification: At will - Admin/Professional

Local Academic Unit: Access, Compliance, and Community

Tolson	Jennifer	2/25/2025
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Title: Head Athletic Trainer

Classification: At will - Admin/Professional

Local Academic Unit: Mason Recreation (UL)

ANNOUNCEMENT

Academic Programs, Diversity, and University Community Committee

May 1, 2025

APPOINTMENT OF ADMINISTRATIVE AND PROFESSIONAL FACULTY

LAST NAME

FIRST NAME

EFFECTIVE DATE

Watford

Miyah

2/3/2025

Title: Director of Marketing and Digital Strategy

Classification: At will - Admin/Professional

Local Academic Unit: Intercollegiate Athletics

ANNOUNCEMENT

Academic Programs, Diversity, and University Community Committee

May 1, 2025

**APPOINTMENT/REAPPOINTMENT OF DEANS/DIRECTORS
AND DEPARTMENT CHAIRS/SCHOOL DIRECTORS**

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Edwards	Cody	3/25/2025	5 years

Title: Dean
Local Academic Unit: College of Science

Uhen	Mark D.	8/25/2025	4 years
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Title: Department Chair
Local Academic Unit: Atmospheric, Oceanic and Earth Sciences (COS)

ANNOUNCEMENT

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Abdullah	Sharmin	8/25/2025	1 year

Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Computational and Data Sciences (COS)

Agada	Omoche C.	8/25/2025	3 years
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Alamdar Yazdi	Amirhossein	8/25/2025	1 year
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Arafin	Md Tanvir	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Cyber Security Engineering (CEC)

Ashraf-Hassan	Saima	8/25/2025	5 years
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Title: Senior Instructor

Rank: Senior Instructor

Classification: Term - Instructional

Local Academic Unit: Modern and Classical Languages (CHSS)

ANNOUNCEMENT

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Attie	Raphael	1/9/2025	1 year

Title: Research Assistant Professor

Rank: Research Assistant Professor

Classification: Term - Research

Local Academic Unit: Physics and Astronomy (COS)

Attili	Sarojini M.	8/25/2025	1 year
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Neuroscience Program (COS)

Auerbach	Jonathan L.	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Statistics (CEC)

Austin	Leila G.	8/25/2025	3 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Avramovic	Ivan	8/25/2025	3 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Computer Science (CEC)

Note(s): Previous title: Instructional Assistant Professor

ANNOUNCEMENT

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Aylsworth	Julie H.	8/25/2025	3 years

Title: Associate Professor of Sport Management
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: College of Education and Human Development

Balmaceda	Laura A.	6/10/2025	3 years
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Title: Research Associate Professor
Rank: Research Associate Professor
Classification: Term - Research
Local Academic Unit: Physics and Astronomy (COS)

Note(s): Previous title: Research Assistant Professor

Banerjee	Patrali	8/25/2025	3 years
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Title: Instructional Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Chemistry and Biochemistry (COS)

Note(s): Previous title: Instructional Assistant Professor

Baume	Michael J.	8/25/2025	3 years
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Title: Assistant Professor
Rank: Assistant Professor
Classification: Tenure Track - Instructional
Local Academic Unit: Mathematical Science (COS)

Belaia	Mariia	8/25/2025	1 year
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Title: Instructional Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: Computational and Data Sciences (COS)

ANNOUNCEMENT

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Berg	Colleen F.	8/25/2025	3 years

Title: Instructor

Rank: Instructor

Classification: Term - Instructional

Local Academic Unit: Mechanical Engineering (CEC)

Besmel	Parwez	8/25/2025	1 year
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Criminology, Law and Society (CHSS)

Beveridge	Tina M.	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Music (CVPA)

Black	Lee J.	8/25/2025	1 year
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Health Administration and Policy (CPH)

Bonilla	Carrie L.	8/25/2025	5 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Modern and Classical Languages (CHSS)

ANNOUNCEMENT

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Bowins	Pierre	8/25/2025	3 years

Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Art (CVPA)

Brandhorst	Kurt A.	8/25/2025	5 years
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Philosophy (CHSS)

Bray	Harrison	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Mathematical Science (COS)

Broberg	Shelby	8/25/2025	1 year
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Title: Instructor

Rank: Instructor

Classification: Term - Instructional

Local Academic Unit: Communication (CHSS)

Note(s): Additional Title: Communication Center Director

Brooks	Natalie	6/10/2025	1 year
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Nursing (CPH)

ANNOUNCEMENT

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Brouse	Peggy S.	8/25/2025	5 years

Title: Instructional Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Systems Engineering and Operations Research (CEC)

Brown	Bradley W.	8/25/2025	1 year
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Title: Instructor of Education

Rank: Instructor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Bryan	Amanda L.	8/25/2025	3 years
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: English (CHSS)

Buckley	Martha	6/10/2025	3 years
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Title: Research Associate Professor

Rank: Research Associate Professor

Classification: Term - Research

Local Academic Unit: Center for Ocean-Land-Atmosphere Studies (COS)

Bulancea	Gabriela	8/25/2025	5 years
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Title: Instructional Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Mathematical Science (COS)

Note(s): Previous title: Instructional Associate Professor

ANNOUNCEMENT

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Burmeister	Steven	8/25/2025	3 years

Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Forensic Science Program (COS)

Burns	Carla F.	8/25/2025	5 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Modern and Classical Languages (CHSS)

Callus	Jessica A.	6/10/2025	1 year
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Chemistry and Biochemistry (COS)

Carson	Scott	8/25/2025	3 years
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Mathematical Science (COS)

Caswell	Amanda M.	6/10/2025	1 year
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Title: Professor of Athletic Training

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

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RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Chalip	Laurence H.	8/25/2025	1 year

Title: Professor of Sport Management

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Chee	Vanessa A.	8/25/2025	1 year
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Global and Community Health (CPH)

Chen	Xi	6/10/2025	5 years
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Title: Senior Instructor

Rank: Senior Instructor

Classification: Term - Instructional

Local Academic Unit: Modern and Classical Languages (CHSS)

Chen	Ted Hsuan Yun	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Environmental Science and Policy (COS)

Cheng	Constant	8/25/2025	3 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

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RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Ciftci	Olcay	8/25/2025	3 years

Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Dade	Damon	8/25/2025	1 year
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Computational and Data Sciences (COS)

Davis	Michael L.	6/10/2025	3 years
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Antonin Scalia Law School

Note(s): Previous title: Senior Lecturer-In-Law (Term Instructor)

De Marco	James	8/25/2025	1 year
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Nursing (CPH)

DeLuycker	Anneke	6/10/2025	5 years
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Title: Instructional Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Smithsonian-Mason School of Conservation

Note(s): Previous title: Instructional Associate Professor

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Demirkan	Sebahattin	8/25/2025	3 years

Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Demory	Yvonne	8/25/2025	3 years
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Title: Instructional Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Note(s): Previous title: Instructional Associate Professor

Deneva	Iulia S.	2/25/2025	1 year
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Title: Research Associate Professor

Rank: Research Associate Professor

Classification: Term - Research

Local Academic Unit: Physics and Astronomy (COS)

Desierto	Desiree A.	8/25/2025	3 years
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Economics (CHSS)

Diddi	Pratiti	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Communication (CHSS)

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Diouf	Fatou	8/25/2025	1 year

Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Note(s): Previous title: Instructional Assistant Professor

Djordjevic	Branislav R.	8/25/2025	3 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Physics and Astronomy (COS)

Doetsch-Kidder	Sharon P.	8/25/2025	3 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: English (CHSS)

Drake Patrick	Jennifer	8/25/2025	3 years
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Title: Associate Professor of Education

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

DuBois	Megan L.	8/25/2025	1 year
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Global and Community Health (CPH)

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Duke	Jodi M.	8/25/2025	1 year

Title: Associate Professor of Education

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Dummett	Roxanne E.	8/25/2025	3 years
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Title: Senior Instructor of Education

Rank: Senior Instructor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Dungan	Caitlin E.	8/25/2025	1 year
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: English (CHSS)

Eddo	Oladipo O.	8/25/2025	3 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Note(s): Previous title: Instructional Assistant Professor

Elashkar	Eman	6/10/2025	1 year
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Health Administration and Policy (CPH)

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Esherick	Craig R.	6/10/2025	5 years

Title: Professor of Sport Management

Rank: Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Note(s): Previous title: Instructional Associate Professor

Eshete	Zelalem	8/25/2025	3 years
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Mechanical Engineering (CEC)

Fadahunsi	Adetokunbo I.	8/25/2025	3 years
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Title: Instructional Associate Professor

Rank: Research Associate Professor

Classification: Term - Instructional

Local Academic Unit: Statistics (CEC)

Note(s): Previous title: Instructional Assistant Professor

Fairchild	Samuel E.	8/25/2025	3 years
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Mathematical Science (COS)

Farnham	Ana I.	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Art (CVPA)

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Fitzgerald	Ryan A.	8/25/2025	1 year

Title: Instructional Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: Religious Studies (CHSS)

Note(s): Additional Title: RELI Undergraduate Director

Foecke	Kimberly	8/25/2025	1 year
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Title: Instructional Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: Sociology and Anthropology (CHSS)

Foreman	Kenneth W.	8/25/2025	1 year
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Title: Instructional Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Chemistry and Biochemistry (COS)

Fratila	Iulia	8/25/2025	1 year
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Title: Instructional Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: Global and Community Health (CPH)

Frederick	Joanne J.	8/25/2025	1 year
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Title: Associate Professor of Education
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: College of Education and Human Development

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Frisch	Alexandria	8/25/2025	3 years

Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Religious Studies (CHSS)

Fyock	Marcie	6/10/2025	1 year
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Title: Associate Professor of Athletic Training

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Ganjalizadeh	Saïid	8/25/2025	1 year
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Gantar	Suzanne M.	8/25/2025	1 year
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Biology (COS)

Geiger	Erin K.	8/25/2025	1 year
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Title: Assistant Professor of Education

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

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Girard	Amanda	8/25/2025	1 year

Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: English (CHSS)

Goldspiel	Jules M.	8/25/2025	1 year
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Title: Instructional Assistant Professor Geology

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Atmospheric, Oceanic and Earth Sciences (COS)

Gopalkrishna	Sara-Lynn	8/25/2025	3 years
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Computer Science (CEC)

Gorbutt	Brent	8/25/2025	3 years
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Mathematical Science (COS)

Greve	Michael	8/25/2025	3 years
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Title: Professor of Law

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Antonin Scalia Law School

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Grieco	Christina M.	8/25/2025	1 year

Title: Instructional Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: English (CHSS)

Guevara	Jacqueline J.	8/25/2025	1 year
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Title: Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: Social Work (CPH)

Guglielmi	Helen	8/25/2025	5 years
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Title: Senior Instructor
Rank: Senior Instructor
Classification: Term - Instructional
Local Academic Unit: Modern and Classical Languages (CHSS)

Guo	Xiaonan	8/25/2025	3 years
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Title: Assistant Professor
Rank: Assistant Professor
Classification: Tenure Track - Instructional
Local Academic Unit: Information Sciences and Technology (CEC)

Ha Poirot	Janet M.	8/25/2025	2 years
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Title: Instructional Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: Integrative Studies (CHSS)

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Hafeez	Abdul	6/10/2025	1 year

Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Health Administration and Policy (CPH)

Note(s): Additional Title: Coordinator of the MSHI

Hashemi	Mahdi	8/25/2025	3 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Note(s): Previous title: Instructional Assistant Professor

Hassan	Hoda M.	8/25/2025	3 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Holland	Michael E.	8/25/2025	3 years
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Title: Instructor

Rank: Instructor

Classification: Term - Instructional

Local Academic Unit: Statistics (CEC)

Hong	Sungsoo	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

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Hong	Jiyeon	8/25/2025	3 years

Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Costello College of Business

Hossain	Moinul	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Cyber Security Engineering (CEC)

Huang	Liling	8/25/2025	3 years
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Title: Associate Professor

Rank: Associate Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Electrical and Computer Engineering (CEC)

Hubbard	Nisan	8/25/2025	1 year
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Biology (COS)

Hupp	Brittany	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Atmospheric, Oceanic and Earth Sciences (COS)

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Hussein	Naglaa F.	8/25/2025	5 years

Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Modern and Classical Languages (CHSS)

Hwang	JiYoung	8/25/2025	1 year
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: English (CHSS)

Inglis	Robert	6/1/2025	1 year
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Title: Research Professor

Rank: Research Professor

Classification: Term - Research

Local Academic Unit: Communication (CHSS)

Ingram	Mark A.	8/25/2025	3 years
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Title: Senior Instructor

Rank: Senior Instructor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Note(s): Previous title: Instructor

Islam	Khondkar R.	8/25/2025	5 years
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Title: Instructional Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

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Itani	Wassim	8/25/2025	5 years

Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Computer Science (CEC)

Jones	Tina R.	8/25/2025	3 years
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Title: Senior Instructor

Rank: Senior Instructor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Jones	Rochelle R.	8/25/2025	5 years
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Title: Instructional Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: College of Engineering and Computing (CEC)

Note(s): Previous title: Instructional Associate Professor

Jorgenson	Linn	8/25/2025	1 year
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Title: Associate Professor of Education

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Kassaye	Ermias	8/25/2025	1 year
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Title: Instructor

Rank: Instructor

Classification: Term - Instructional

Local Academic Unit: Mathematical Science (COS)

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Kennedy	William G.	8/25/2025	1 year

Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Computational and Data Sciences (COS)

Kepplinger	David	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Statistics (CEC)

Killiany	Joseph W.	8/25/2025	1 year
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Title: Instructor

Rank: Instructor

Classification: Term - Instructional

Local Academic Unit: English (CHSS)

Kinory	Ethan	8/25/2025	3 years
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Koduah	Susan O.	8/25/2025	1 year
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Nursing (CPH)

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Kosoglu	Laura	8/25/2025	5 years

Title: Instructional Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Civil, Environmental and Infrastructure Engineering (CEC)

Note(s): Previous title: Instructional Associate Professor

Kowitlawakul	Yanika	8/25/2025	1 year
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Nursing (CPH)

Lacayo	Candace P.	6/10/2025	2 years
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Title: Associate Professor of Athletic Training

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Laemmerzahl	Arndt F.	8/25/2025	5 years
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Title: Instructional Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Biology (COS)

Lam	Wing C.	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Computer Science (CEC)

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Lamberti	William F.	8/25/2025	1 year

Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Computational and Data Sciences (COS)

Layman	Shannon	8/25/2025	1 year
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Psychology (CHSS)

Note(s): Additional Title: Academic Advisor and Experiential Learning Coordinator

Lee	Kyung Hyeon	3/25/2025	1 year
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Title: Research Assistant Professor, Biochemistry

Rank: Research Assistant Professor

Classification: Term - Research

Local Academic Unit: Chemistry and Biochemistry (COS)

Lemonnier	David Philippe Nicolas	1/25/2025	1 year
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Title: Research Assistant Professor

Rank: Research Assistant Professor

Classification: Term - Research

Local Academic Unit: Bioengineering (CEC)

Lessard-Pilon	Stephanie A.	6/10/2025	5 years
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Title: Instructional Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Smithsonian-Mason School of Conservation

Note(s): Previous title: Instructional Associate Professor

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Liang	YiJue	8/25/2025	3 years

Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Psychology (CHSS)

Loizides	Yiannis	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Mathematical Science (COS)

Lukyanenko	Cynthia A.	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: English (CHSS)

Lybarger	Kevin J.	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Maloney	Brenna	8/25/2025	1 year
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Title: Instructor

Rank: Instructor

Classification: Term - Instructional

Local Academic Unit: Communication (CHSS)

Note(s): Additional Title: Journalism Coordinator

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Mandable	Lori A.	8/25/2025	1 year

Title: Instructor

Rank: Instructor

Classification: Term - Instructional

Local Academic Unit: Geography and Geoinformation Science (COS)

Manski	Benjamin R.	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Sociology and Anthropology (CHSS)

Manuel-Scott	Wendi N.	8/25/2025	5 years
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Title: Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: College of Humanities and Social Sciences

Marshall	Maureen E.	8/25/2025	1 year
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Title: Assistant Professor of Education

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Marshall	Sophia L.	8/25/2025	3 years
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

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Martin	Joel	8/25/2025	3 years

Title: Associate Professor

Rank: Associate Professor

Classification: Tenure Track - Instructional

Local Academic Unit: College of Education and Human Development

Mattes	Joshua J.	8/25/2025	1 year
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Physics and Astronomy (COS)

Mattietti	Giuseppina	8/25/2025	5 years
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Title: Instructional Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Atmospheric, Oceanic and Earth Sciences (COS)

Note(s): Previous title: Instructional Associate Professor

Mattix Foster	April A.	8/25/2025	5 years
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Title: Professor of Education

Rank: Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Note(s): Previous title: Instructional Associate Professor

Mazzini Bruschi	Simone	8/25/2025	3 years
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Mathematical Science (COS)

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RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
McDonald	Nora	8/25/2025	3 years

Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

McNeil	James R.	6/10/2025	5 years
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Title: Instructional Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Smithsonian-Mason School of Conservation

Note(s): Previous title: Instructional Associate Professor

Mehta	Leeya	8/25/2025	1 year
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Title: Instructor

Rank: Instructor

Classification: Term - Instructional

Local Academic Unit: English (CHSS)

Note(s): Additional Title: Cheuse Center Director

Mele Thomas	Marie	8/25/2025	1 year
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Criminology, Law and Society (CHSS)

Miner	Allison	8/25/2025	1 year
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Nutrition and Food Studies (CPH)

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RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Mitchell	Carol P.	8/25/2025	1 year

Title: Instructional Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: English (CHSS)

Mitro	Jessica P.	8/25/2025	1 year
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Title: Instructional Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: College of Public Health

Mughal	Hamza	8/25/2025	3 years
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Title: Instructor
Rank: Instructor
Classification: Term - Instructional
Local Academic Unit: Computer Science (CEC)

Mungai	Wambui	8/25/2025	3 years
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Title: Instructional Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Costello College of Business

Munshi	Ferah	8/25/2025	3 years
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Title: Assistant Professor
Rank: Assistant Professor
Classification: Tenure Track - Instructional
Local Academic Unit: Physics and Astronomy (COS)

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RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Nguyen	Thi Thu Tram	8/25/2025	1 year

Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: English (CHSS)

Norden	Luanne R.	8/25/2025	3 years
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Title: Senior Instructor of Physical Education and Health

Rank: Senior Instructor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Ortiz Uriarte	Luis E.	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Atmospheric, Oceanic and Earth Sciences (COS)

Page	Amy P.	1/10/2025	1 year
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Social Work (CPH)

Palmer	Danielle R.	8/25/2025	1 year
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Title: Assistant Professor of Education

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

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RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Park	Esther	8/25/2025	1 year

Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Nursing (CPH)

Park	June W.	8/25/2025	1 year
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Park	Chung-Kyu	6/10/2025	3 years
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Title: Research Associate Professor

Rank: Research Associate Professor

Classification: Term - Research

Local Academic Unit: Collision Safety and Analysis (COS)

Note(s): Previous title: Research Assistant Professor

Parker	Cindy W.	8/25/2025	3 years
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Title: Instructional Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Note(s): Previous title: Instructional Associate Professor

Parks	James R.	8/25/2025	1 year
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Physics and Astronomy (COS)

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RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Patel	Shyam V.	8/25/2025	1 year

Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: English (CHSS)

Petryk	Mariia	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Costello College of Business

Poapst	Jacquelyn A.	8/25/2025	1 year
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Communication (CHSS)

Note(s): Additional Title: Director of Debate

Powers	Samantha	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: College of Education and Human Development

Rain (Sorvillo)	Sheri N.	8/25/2025	1 year
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: English (CHSS)

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RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Raines	Alexandra R.	8/25/2025	1 year

Title: Assistant Professor of Education

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Rambo	Stephanie	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: English (CHSS)

Ramsdell	Justin	8/25/2025	1 year
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Psychology (CHSS)

Note(s): Additional Title: Associate Chair of Undergraduate Studies

Reese	Diane M.	8/25/2025	1 year
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Title: Associate Professor of Education

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Reichert	Rudolf	6/10/2025	3 years
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Title: Research Associate Professor

Rank: Research Associate Professor

Classification: Term - Research

Local Academic Unit: Collision Safety and Analysis (COS)

Note(s): Previous title: Research Assistant Professor

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Requeijo	Tiago C.	8/25/2025	1 year

Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Reynolds	Colleen E.	8/25/2025	1 year
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: English (CHSS)

Rezazad	Hadi	8/25/2025	5 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Rickerby	Jennifer	6/10/2025	1 year
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Nursing (CPH)

Rios	Nicholas A.	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Statistics (CEC)

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RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Roberts	Heather T.	8/25/2025	1 year

Title: Senior Instructor

Rank: Senior Instructor

Classification: Term - Instructional

Local Academic Unit: Criminology, Law and Society (CHSS)

Robison	Charles E.	8/25/2025	3 years
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Title: Associate Professor of Kinesiology

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Robson	Christina J.	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Dance (CVPA)

Romaniuc	Raluca	8/25/2025	5 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Modern and Classical Languages (CHSS)

Roy	Pritha G.	8/25/2025	5 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Chemistry and Biochemistry (COS)

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Rule	Kimberly A.	8/25/2025	5 years

Title: Instructional Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Forensic Science Program (COS)

Note(s): Previous title: Instructional Associate Professor

Safikhani	Abolfazl	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Statistics (CEC)

Sauls	Laura A.	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Global Affairs Program (CHSS)

Scherer	Anne E.	8/25/2025	5 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Biology (COS)

Schmidt	Stephanie A.	8/25/2025	1 year
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Title: Instructional Assistant Professor, Introductory Environmental Science Instructor and Laboratory Coordinator

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Environmental Science and Policy (COS)

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Schuler	John S.	8/25/2025	1 year

Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Computational and Data Sciences (COS)

Shamseddine	Maha	8/25/2025	3 years
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Computer Science (CEC)

Shires	Krista M.	8/25/2025	1 year
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Title: Assistant Professor, Ecology

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Biology (COS)

Singer	Harvey A.	8/25/2025	3 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Soyata	Tolga	8/25/2025	5 years
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Title: Instructional Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Electrical and Computer Engineering (CEC)

Note(s): Previous title: Instructional Associate Professor

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Steen	Bweikia T.	8/25/2025	5 years

Title: Professor of Education

Rank: Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Note(s): Previous title: Associate Professor of Education

Sutherland	Brittany L.	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Biology (COS)

Sweet	Colleen A.	8/25/2025	5 years
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Modern and Classical Languages (CHSS)

Tahan	Fedi	6/10/2025	3 years
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Title: Research Associate Professor

Rank: Research Associate Professor

Classification: Term - Research

Local Academic Unit: Collision Safety and Analysis (COS)

Note(s): Previous title: Research Assistant Professor

Taylor	Kevin K.	8/25/2025	3 years
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Title: Senior Instructor

Rank: Senior Instructor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Terrell	Anthony S.	8/25/2025	1 year

Title: Assistant Professor of Education

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Torabi	Sadegh	8/25/2025	3 years
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Tretola	Betsy J.	8/25/2025	1 year
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Tsirigotis	Eugenia P.	8/25/2025	3 years
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Title: Senior Instructor

Rank: Senior Instructor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Note(s): Previous title: Instructor

Villodas	Melissa L.	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Social Work (CPH)

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Wang	Dongqing	8/25/2025	3 years

Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Global and Community Health (CPH)

Wang	Fei	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Chemistry and Biochemistry (COS)

West	Matthew E.	8/25/2025	5 years
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Global Affairs Program (CHSS)

Note(s): Previous title: Instructional Assistant Professor

White	Dominic E.	8/25/2025	3 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Computational and Data Sciences (COS)

Note(s): Previous title: Instructional Assistant Professor

White	Charles S.	8/25/2025	3 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Mechanical Engineering (CEC)

Note(s): Previous title: Instructional Assistant Professor

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RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Williams	Georgia A.	8/25/2025	5 years

Title: Senior Instructor

Rank: Senior Instructor

Classification: Term - Instructional

Local Academic Unit: Forensic Science Program (COS)

Note(s): Previous title: Instructor

Yang	Lishan	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Computer Science (CEC)

Yu	Yun	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Chemistry and Biochemistry (COS)

Zampieri de Marco	Marcos Eduardo	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Zhang	Xiaokuan	8/25/2025	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Computer Science (CEC)

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RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Zhu	Ziwei	8/25/2025	3 years

Title: Assistant Professor
Rank: Assistant Professor
Classification: Tenure Track - Instructional
Local Academic Unit: Computer Science (CEC)

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SEPARATIONS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>TYPE</u>	<u>EFFECTIVE DATE</u>
Baker	Pamela H.	Retirement	05/24/2025

Title: Associate Professor

Classification: Tenured (without term) - Instructional

Local Academic Unit: College of Education and Human Development

Brigham	Frederick J.	Retirement	05/24/2025
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Title: Professor without Term

Classification: Tenured (without term) - Instructional

Local Academic Unit: College of Education and Human Development

Charney	Ari	Deceased	02/22/2025
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Title: Director of Prospect Research

Classification: At will - Admin/Professional

Local Academic Unit: Advancement and Alumni Relations

Dabbagh	Nada	Retirement	05/24/2025
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Title: Professor and Director of the Division of Learning Technologies

Classification: Tenured (without term) - Instructional

Local Academic Unit: College of Education and Human Development

Shaklee	Beverly D.	Retirement	05/24/2025
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Title: Professor

Classification: Tenured (without term) - Instructional

Local Academic Unit: College of Education and Human Development

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SEPARATIONS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>TYPE</u>	<u>EFFECTIVE DATE</u>
Kreps	Gary L.	Retirement	05/24/2025

Title: Distinguished University Professor

Classification: Tenured (without term) - Instructional

Local Academic Unit: Communication (CHSS)

Kresh	Joshua A.	Contract expiration	02/28/2025
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Title: Director, CPIP

Classification: At will - Admin/Professional

Local Academic Unit: Antonin Scalia Law School

Maddox	Peggy J.	Retirement	05/24/2025
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Title: Professor without Term

Classification: Tenured (without term) - Instructional

Local Academic Unit: Health Administration and Policy (CPH)

Mann	Linda J.	Resignation	02/03/2025
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Title: Executive Director, John Mitchell Jr Program

Classification: At will - Admin/Professional

Local Academic Unit: Jimmy and Rosalynn Carter School for Peace and Conflict Resolution

Morgan	Patricia U.	Resignation	01/09/2025
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Title: Coordinator VDOE TTAC

Classification: At will - Admin/Professional

Local Academic Unit: College of Education and Human Development

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SEPARATIONS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>TYPE</u>	<u>EFFECTIVE DATE</u>
Pierce	Lorraine V.	Retirement	05/24/2025

Title: Associate Professor

Classification: Tenured (without term) - Instructional

Local Academic Unit: College of Education and Human Development

Reybold	Lucy E.	Retirement	05/24/2025
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Title: Professor

Classification: Tenured (without term) - Instructional

Local Academic Unit: College of Education and Human Development

Schaefer	Richard M.	Resignation	02/27/2025
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Title: Executive Director, Customer Relationship Management (CRM)

Classification: At will - Admin/Professional

Local Academic Unit: Information Technology Services (SVP)

Shukla	Jagadish	Retirement	05/24/2025
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Title: Distinguished University Professor

Classification: Tenured (without term) - Instructional

Local Academic Unit: Atmospheric, Oceanic and Earth Sciences (COS)

Sprague	Debra R.	Retirement	05/24/2025
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Title: Associate Professor

Classification: Tenured (without term) - Instructional

Local Academic Unit: College of Education and Human Development

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SEPARATIONS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>TYPE</u>	<u>EFFECTIVE DATE</u>
Stout	John E.	Retirement	01/24/2025

Title: Research Associate Professor
Classification: Term - Research
Local Academic Unit: Earth Observing and Space Research (COS)

Witte	James C.	Retirement	05/24/2025
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Title: Professor
Classification: Tenured (without term) - Instructional
Local Academic Unit: Sociology and Anthropology (CHSS)

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OTHER ANNOUNCEMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>TYPE</u>
Freedman	Daniel B.	Title Change
Title: BSW Program Director Local Academic Unit: Social Work (CPH)		
Note(s): Retained Title-Associate Professor		
Gullo	Pallavi	Leave with Pay
Title: Director of Graduate Academic and Student Affairs Local Academic Unit: Graduate Division (Provost)		
Note(s): Professor Gullo will be on Educational Leave with pay for Summer 2025, 5/25/2025 - 8/10/2025, Academic year 2024-2025		
Helton	William S.	Title Change
Title: Director of the Human Factors/ Applied Cognition Program Local Academic Unit: Psychology (CHSS)		
Note(s): Retained Title-Professor without Term		
Johnson	Noel D.	Leave with Pay
Title: Professor Local Academic Unit: Economics (CHSS)		
Note(s): Professor Johnson has been awarded a Faculty Study Leave for Spring Semester 2026.		
Jones	Margaret T.	Leave with Pay
Title: Associate Professor without Term Local Academic Unit: College of Education and Human Development		
Note(s): Professor Jones has been awarded a Faculty Study Leave for Spring Semester 2025.		

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OTHER ANNOUNCEMENTS

LAST NAME

FIRST NAME

TYPE

Kayer

Kaithlyn

Title Change

Title: Executive Director, Transformation Management and Operations

Local Academic Unit: Academic Administration (Provost)

Note(s): Previous Title: Director, Transformation Management and Operations

Kelley

Matthew C.

Tenure Track Contract
Extension

Title: Assistant Professor

Local Academic Unit: English (CHSS)

King

Daphne L.

Title Change

Title: MSW Online Program Director

Local Academic Unit: Social Work (CPH)

Note(s): Retained Title-Assistant Professor

Kirkpatrick

Jesse L.

Title Change

Title: Co-Director, MARC

Local Academic Unit: College of Engineering and Computing (CEC)

Note(s): Retained Title-Research Associate Professor

Kotcher

John

Title Change

Title: Director of Research, Center for Climate Change Communication (Mason 4C)

Local Academic Unit: Communication (CHSS)

Note(s): Retained Title-Research Associate Professor

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LAST NAME

FIRST NAME

TYPE

Lennox

April P.

Title Change

Title: TTAC Coordinator

Local Academic Unit: College of Education and Human Development

Note(s): Previous Title:Coordinator, VDOE TTAC at GMU - Literacy

Mandaville

Peter

Title Change

Title: Director of the AbuSulayman Center for Global Islamic Studies

Local Academic Unit: Schar School of Policy and Government

Note(s): Retained Title-Professor without Term

Martinelli Montoya

Cesar A.

Leave with Partial Pay

Title: Professor without Term

Local Academic Unit: Economics (CHSS)

Note(s):

Professor Martinelli Montoya has been awarded a Faculty Study Leave with partial pay for AY 2025-2026.

Marttinen

Risto H.

Leave with Pay

Title: Associate Professor

Local Academic Unit: College of Education and Human Development

Note(s): Professor Marttinen has been awarded a Faculty Study Leave for Spring Semester 2025.

Mattietti

Giuseppina

Title Change

Title: Lab Coordinator

Local Academic Unit: Atmospheric, Oceanic and Earth Sciences (COS)

Note(s): Retained Title-Professor

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LAST NAME

FIRST NAME

TYPE

Mayfield

Tahisha V.

Title Change

Title: Senior Project Manager

Local Academic Unit: University Life Process and Project Management (UL)

Note(s): Previous Title:Project Manager

McWilliams

Stephen

Title Change

Title: Associate Vice President of Academic Finance and Planning

Local Academic Unit: Academic Administration (Provost)

Note(s): Previous Title:Assistant Vice President of Academic Finance and Planning

Perkins

Rachelle H.

Title Change

Title: Director of Student and Community Engagement

Local Academic Unit: Antonin Scalia Law School

Note(s): Retained Title-Associate Professor of Law without Term

Rytikova

Ioulia

Title Change

Title: Associate Chair, Department of Information Science and Technology

Local Academic Unit: Information Sciences and Technology (CEC)

Note(s): Retained Title-Professor

Santos

Ruth C.

Title Change

Title: TTAC Coordinator

Local Academic Unit: College of Education and Human Development

Note(s): Previous Title:Coordinator

ANNOUNCEMENT

Academic Programs, Diversity, and University Community Committee

May 1, 2025

OTHER ANNOUNCEMENTS

LAST NAME

FIRST NAME

TYPE

Showers

Ala

Title Change

Title: Assistant Director of Instructional Design

Local Academic Unit: Digital Learning (Provost)

Note(s): Previous Title: Senior Instructional Designer

Snodgrass

Paul D.

Title Change

Title: Director of Technology and Operations

Local Academic Unit: Jimmy and Rosalynn Carter School for Peace and Conflict Resolution

Note(s): Previous Title: Technology & Knowledge Management Director

Verardo

Stacey

Title Change

Title: Lab Coordinator

Local Academic Unit: Atmospheric, Oceanic and Earth Sciences (COS)

Note(s): Retained Title-Term Professor

Wan

Ming

Title Change

Title: Associate Dean for Faculty Affairs

Local Academic Unit: Schar School of Policy and Government

Note(s): Retained Title-Professor without Term

Weber

Geoffrey P.

Title Change

Title: TTAC Coordinator

Local Academic Unit: College of Education and Human Development

Note(s): Previous Title: TTAC Assistive Tech Coord

Faculty and Academic Standards Committee						
May 1, 2025						
SUMMARY OF FACULTY ACTIONS AND ANNOUNCEMENTS						
APPOINTMENT OF FACULTY						
	Term		Tenure Track			
	9-month	12-month	9-month	12-month	Research	Grant Funded
Instructor	0	0	0	0	0	0
Senior Instructor	0	0	0	0	0	0
Master Instructor	0	0	0	0	0	0
Professor of Practice	0	0	0	0	0	0
Assistant Professor	0	0	1	0	0	0
Associate Professor	0	0	0	0	0	0
Professor	0	2	0	0	1	1
Administrative/Professional	0	16	0	0	0	0
Totals	0	18	1	0	1	1
RENEWALS/REAPPOINTMENTS						
	Term		Tenure Track			
	9-month	12-month	9-month	12-month		Total
Instructor	10	0	0	0		10
Senior Instructor	10	1	0	0		11
Master Instructor	0	0	0	0		0
Professor of Practice	0	0	0	0		0
Assistant Professor	59	11	41	0		111
Associate Professor	40	10	2	0		52
Professor	14	8	0	0		22
Administrative/Professional	0	0	0	0		0
Totals	133	30	43	0		206
SEPARATIONS						
	Resignation	Retirement	Contract Expiration	Deceased		Total
	3	12	1	1		17
OTHER ANNOUNCEMENTS						
	Leave with pay and Partial pay	Leave w/o pay	Title Change	Conversion	Tenure Track Contract Extension	Total
	5	0	19	0	1	25

*Summary Excludes Postdoctoral Research Fellows and Research Staff

Faculty and Academic Standards Committee						
May 1, 2025						
ANNUAL SUMMARY OF FACULTY ACTIONS AND ANNOUNCEMENTS						
JULY 2024 - MAY 2025						
PROMOTION AND TENURE						
Promotion Only	24			Promoted to Professor without Term		24
Tenure Only	4			Promoted to Associate Professor		34
Promotion and Tenure	30					
TERM PROMOTION AND MULTI-YEAR						
Promotion Only	0			Promoted to Senior Instructor		7
Multi-Year Only	70			Promoted to Master Instructor		0
Promotion and Multi Year	65			Promoted to Associate Professor		38
				Promoted to Professor		20
EMERITUS/EMERITA				ELECTIONS		
Professor	24			Professor		7
Associate Professor	7			Associate Professor		3
Assistant Professor	0					
Total	31			Total		10
APPOINTMENT OF FACULTY						
	Term		Tenure Track			
	9-month	12-month	9-month	12-month	Research	Grant Funded
Instructor	4	0	0	0	0	0
Senior Instructor	0	0	0	0	0	0
Master Instructor	0	0	0	0	0	0
Professor of Practice	0	0	0	0	0	0
Assistant Professor	26	12	8	1	9	9
Associate Professor	4	2	2	0	0	0
Professor	2	4	1	0	2	2
Administrative/Professional	0	135	0	0	0	13
Totals	36	153	11	1	11	24
RENEWALS/REAPPOINTMENTS						
	Term		Tenure Track			
	9-month	12-month	9-month	12-month		Total
Instructor	17	10	0	0		27
Senior Instructor	10	1	0	0		11
Master Instructor	0	0	0	0		0
Professor of Practice	1	0	0	0		1
Assistant Professor	75	39	41	0		155
Associate Professor	50	19	2	0		71
Professor	16	18	0	0		34
Administrative/Professional	0	19	0	0		19
Totals	170	107	44	0		318
SEPARATIONS						
	Resignation	Retirement	Contract Expiration	Deceased		Total
	109	48	26	2		185
OTHER ANNOUNCEMENTS						
	Leave with pay and Partial pay	Leave w/o pay	Title Change	Conversion	Tenure Track Contract Extension	Total
	52	2	256	3	13	326

*Summary Excludes Postdoctoral Research Fellows and Research Staff

Begin forwarded message:

From: James Antony <jantony@gmu.edu>
Date: April 16, 2025 at 4:14:16 PM EDT
To: Lindsey [REDACTED], Rose B Pascarell
<rpascare@gmu.edu>
Cc: Sharnnia Artis <sartis4@gmu.edu>
Subject: Re: Materials needed prior to APDUC

Dear Visitor Burke,

Thanks for your patience. BTW, I am cc'ing Dr. Sharnnia Artis, so she is in the loop as well. Here you go:

First, we did not have an ARIE Conference in 2020, 2021, and 2023, so below are responses to your four requests as they pertain to the 2022 and 2024 ARIE Conferences:

1. The full agenda for each conference, including panels, breakout discussions, speakers, and bios for each speaker.
 - 2024 - Full agenda, including keynote speaker bios provided: <https://indd.adobe.com/view/7fb79561-b8fc-4490-b8a2-84942b538466>
 - 2022 – Full agenda attached as an email. Please note that we did not provide bios with the conference agenda, so we also attached those bios to this email.
2. The remarks given by President Washington at each conference.
 - All videos provided for 2022 and 2024
 - <https://vimeo.com/showcase/11666662?share=copy> (password is ARIE)
3. Videos of each conference, including any videos or audios of main stage speakers, breakout sessions, plenary sessions.
 - Again, all videos provided in same link:
 - <https://vimeo.com/showcase/11666662?share=copy> (same password)
4. Written materials provided to attendees produced or provided by George Mason University or any component or employee thereof.
 - From what I can tell, the university did not send any written materials to attendees either in advance, or after, either of the conferences. Hopefully, that is what you were seeking to know. But if you are asking for something different here, then please feel free to offer clarification.

Finally, as a general caveat, I ask for your forbearance in the unlikely event we find anything additional not included in this email. I do not suspect that will be the case, but any potential omissions are unintended and purely a function of me rushing and pushing the team to work quickly on this request.

Jim



James Antony

Provost and Executive Vice President

For calendar inquiries, please contact Sarah Parnell
(sparnell@gmu.edu)

From: Lindsey [REDACTED]
Date: Monday, April 14, 2025 at 10:17 AM
To: James Antony <jantony@gmu.edu>, Rose B Pascarell <rpascare@gmu.edu>
Subject: Materials needed prior to APDUC

External Message: Use Caution

Dear Jim and Rose,

Before Thursday's APDUC meeting when we take up the draft DEI resolution, we want to work with you to make sure the resolution is aligned with the progress we've made in this area to date. Please provide the following information with respect to the "Access to Research and Inclusive Excellence" National Conference in 2024, 2023, 2022, 2021, and 2020:

1. The full agenda for each conference, including panels, breakout discussions, speakers, and bios for each speaker.
2. The remarks given by President Washington at each conference.
3. Videos of each conference, including any videos or audios of main stage speakers, breakout sessions, plenary sessions.
4. Written materials provided to attendees produced or provided by George Mason University or any component or employee thereof.

Appreciate your help with this.

Thank you,

Lindsey

ARIE Conference Speaker Bios

Keynote Speaker

Name: Gail Christopher

Biography: Dr. Gail Christopher is an award-winning social change agent with expertise in the social determinants of health and well-being and in related public policies. She is known for her pioneering work to infuse holistic health and diversity concepts into public sector programs and policy discourse. Dr. Christopher recently retired from her role as Senior Advisor and Vice President at the W.K. Kellogg Foundation, where she was the driving force behind the America Healing initiative and the Truth, Racial Healing and Transformation effort. Dr. Christopher also served as Kellogg's Vice President for Program Strategy and worked on place-based programming in New Orleans and New Mexico. In 1996 she was elected as a fellow of the National Academy of Public Administration. In 2015 she received the Terrance Keenan Award from Grantmakers in Health. She currently chairs the Board of the Trust for America's Health. In 2019, she became a Senior Scholar with George Mason University's Center for the Advancement of Well-Being. Dr. Gail Christopher also became the Executive Director of the National Collaborative for Health Equity in 2019. In 2021, Dr. Christopher was elected by the APHA Governing Council to serve as the APHA Honorary Vice President for the United States.

Research Panel: Conducting Research Through an Anti-Racism and Inclusive Excellence Lens

Moderator

Name: Andre Marshall

Panelists

Name: Kim Case

Biography: Kim Case, Ph.D., is a tenured Professor of Psychology and the Director of Faculty Success in the Office of the Provost at Virginia Commonwealth University. As Director, she develops and implements faculty mentoring programs, supports faculty career development and scholarship productivity, and oversees the Center for Teaching and Learning Excellence, all with a core focus on advancing equity and inclusion. Kim serves on the VCU ADVANCE IT initiative and as Advisory Board member to the Georgia Tech Department of Biomedical Engineering NSF RED grant for inclusive transformation.

Dr. Case's higher education consulting work (www.drkimcase.com) centers on anti-racist pedagogy, equity-minded teaching practices, and rewarding invisible faculty social justice labor in promotion review. Based on 20+ years of anti-racism work with white folks, she facilitates an online course on white anti-racism and hosts the "Enough Y'all" podcast addressing the psychology of whiteness and anti-racist pedagogy.

Dr. Case is a social psychologist applying critical race theory, feminist theory, queer theory, and intersectional theory to her teaching, research, and service. Her mixed-methods research examines interventions to support equity and inclusion for student and faculty success. Her pedagogical scholarship, included three books, addresses inclusive classroom practices and teaching for social justice. For example, several of her publications investigated "white distancing" strategies in classroom discussions of race as well as pedagogical interventions to increase awareness of white privilege and reduce racial prejudice. Her three books are *Deconstructing Privilege: Teaching and Learning as Allies in the Classroom* (2013), *Intersectional Pedagogy: Complicating Identity and Social Justice* (2017), *Navigating Difficult Moments in Teaching Diversity and Social Justice* (2021, co-editor).

Profile Picture: See folder with images.

Name: Charles Chavis

Biography: Dr. Charles L. Chavis, Jr. is an author, filmmaker, activist, and professor. Dr. Chavis holds a joint assistant professorship appointment at the Jimmy and Rosalynn Carter School for Peace and Conflict Resolution and the History and Art Department in the College of Humanities and Social Sciences. He is the founding director of the John Mitchell, Jr. Program for History, Justice, and Race (JMJP), where he coordinates experiential learning opportunities for students at the intersections of public history and racial justice. In addition to being a frequent commentator on issues of racial violence, black and Jewish relations, and racial justice, Dr. Chavis' most recent book, *The Silent Shore: The Lynching of Matthew Williams and the Politics of Racism in the Free State*, has been praised by Sherrilyn Ifill, as a story that "resonates with power and caution for our contemporary efforts to address racial violence and discrimination." Dr. Chavis is also the writer and producer of *Hidden in Full View*, a documentary and podcast series based on his activism and investigation of racial terror on Maryland's Eastern Shore. Dr. Chavis is the National Co-Chair for the United States Truth Racial Healing and Transformation Movement (USTRHT) and Vice Chair of the Maryland Lynching Truth and Reconciliation Commission (MLTRC). He also serves on PBS's (WNET) Exploring Hate Advisory Committee.
Profile Picture: See folder with images.

Name: Jerome Offord, Jr.

Biography: Jerome Offord, Jr. is the Associate University Librarian (AUL) for Antiracism. Expanding upon the library's strong record of diversity initiatives, the AUL for Antiracism collaborates extensively to develop strategies for systemic change through the library's workforce, services, collections, and spaces. Before joining Harvard, Jerome served as the Vice President for Business and Administration at DeEtta Jones and Associates. Jerome has held senior cabinet positions at Lincoln University of Missouri, a Historically Black College and University (HBCU), over a span of eight years. Initially hired as Dean of Library Services and Archives, he was soon asked to serve as Interim Provost and Interim Chief Information Officer. He was subsequently appointed Chief of Staff to the President, and then Dean of Administration and Student Affairs. Jerome's other professional experiences include serving as Diversity Officer and Corporate Inclusion Manager at OCLC; Director of Diversity Initiatives at the Association of Research Libraries; Director of Finance and Development at Us Helping Us, People Into Living; and in student affairs roles at Colorado State University, George Washington University, and American University.

Jerome's educational credentials include a Ph.D. in Library and Information Science, with an emphasis in Managerial Leadership, from Simmons University in Boston; master's degrees in Library and Information Science from the Catholic University of America, Student Affairs in Higher Education from Colorado State University, and an Executive MBA from Washington University in St. Louis; and a Bachelor of Science in Agriculture from Lincoln University.

Name: Shauna Rigaud

Biography: Shauna Rigaud is the Associate Director in the Office of Community Engagement and Civic Learning at George Mason University. Beginning her career in youth work as a young person herself, Shauna has a deep passion for supporting and empowering youth and urban communities. She holds a BA in African-American Studies from the University of Massachusetts at Amherst and a MA in Gender/Cultural Studies and MS in Communication Management from Simmons College. Her interests include Black History with a focus on Caribbean American experiences, Black feminism, youth development and community organizing.

Shauna is one of the founders of and current Communications Chair for Mason's Black Graduate Student Association (BGSA). She is also a proud member of Sigma Gamma Rho Sorority, Incorporated.
Profile Picture: See folder with images.

Name: Janani Umamaheswar

Biography: Dr. Janani Umamaheswar received her PhD in Sociology from the Pennsylvania State University, and she is currently an Assistant Professor in the Department of Criminology, Law, and Society. She is also an affiliate faculty member in the Women and Gender Studies program at George Mason University and a Research Affiliate in the Center for Antiracist Research at Boston University. Her research and teaching interests are broadly in the areas of gender, punishment and incarceration, the life course, and qualitative research methods.

Presidential Panel: Advancing Anti-Racism and Inclusive Excellence in the Academy

Moderator

Name: Sharnnia Artis

Panelists

Name: Gregory Washington

Name: Makola Abdullah

Biography: On February 1, 2016, Makola M. Abdullah, Ph.D., became the 14th President of Virginia State University. Under President Abdullah's leadership, Virginia State University has experienced extensive achievements and successes, including:

- Implementation of a new 2020-2025 Strategic Plan: Preeminence with Purpose to chart the University's path to continued growth and excellence.
- A \$30-million-dollar gift to VSU from philanthropist Mackenzie Scott, the most significant single donor gift in the University's history.
- Increased 4-year graduation rate to the highest 4-year graduation rate recorded in the history of VSU.
- Dr. Abdullah is an active member on numerous boards and committees to include Chair of the Council of 1890s Presidents for Association of Public Land-Grant Universities (APLU); Vice Chair of the Board of Trustees for the Southern Association of Colleges and Schools Commission on College, and Vice Chair of the Council of Presidents for Virginia Institutions of Higher Education.

Prior to his appointment as president of Virginia State University, Dr. Abdullah served as provost and senior vice president at Bethune-Cookman University in Daytona Beach, Fla. (2013-2016), provost and vice president for academic affairs at Florida Memorial University in Miami Gardens, Fla. (2011-2013), and dean and director of 1890 land grant programs at Florida Agricultural and Mechanical University in Tallahassee, Fla (2008-2011).

Dr. Abdullah is a Chicago native. He earned his undergraduate degree from Howard University in civil engineering and his doctorate and master's degrees in civil engineering from Northwestern University. He is the youngest African American to receive a Ph.D. in engineering. He is a member of Alpha Phi Alpha Fraternity, Incorporated

He and his wife, Ahkinyala Cobb-Abdullah, Ph.D., are the proud parents of a son, Mikaili, and a daughter, Sefiyetu, who are college graduates.

Name: Anne M. Kress

Biography: President of Northern Virginia Community College, an institution serving almost 80,000 students across six campuses, Dr. Anne M. Kress focuses on fulfilling the college's promise that every student succeeds, every program achieves, and every community prospers.

She serves on the boards of the American Council on Education, Taskforce on Higher Education and Opportunity, Generation Hope, Capital Area Food Bank, Northern Virginia Chamber, Northern Virginia Technology Council, GO Virginia-Region 7, and Consortium of the Universities of the Washington Metro Area. In addition, she is a member of the Greater Washington Board of Trade, the Connected DMV Congress, and the Economic Club of DC. Kress has testified before Congress on community colleges and workforce development and served as a negotiator on federal higher education regulations.

She has been named to the Virginia Business 500 and Washington Business Journal Power 100, been recognized by the Washington Business Journal as a "Woman Who Means Business," and is a graduate of Leadership Greater Washington. Kress has been honored by the Virginia Community College System, Phi Theta Kappa, American Association of University Women, and her alma mater, the University of Florida, among others.

Kress earned two bachelor's degrees, in Finance and English; a master's degree in English; and a doctorate in Higher Education Administration—all from the University of Florida. Prior to moving into academic administration, she was a Professor of English. Kress has also taught graduate courses in higher education administration and serves on a program advisory board for the University of Maryland Global Campus.

She is married to Ned Davis, and they have two children in college.

Research Panel: Translating Research into Action**Moderator****Name: Wendi Manuel-Scott**

Biography: Wendi Manuel-Scott is Professor of Integrative Studies and History and an affiliate faculty member of Women and Gender Studies, African and African American Studies, and the John Mitchel, Jr. Program for History, Justice, and Race at the Jimmy and Rosalynn Carter School for Peace and Conflict Resolution.

She graduated from the College of Charleston where she received a BA in History and then received her Ph.D. from Howard University in History. Dr. Manuel-Scott's research and teaching focus on how the past – New World slave systems, Jim Crow-era segregation, corporeal systems of incarceration, patriarchal cultures, and anti-black racism - shapes our modern understanding of freedom and liberatory movements for justice. Both in and outside of the classroom her approach is to show students that history is relevant to their lives regardless of their chosen major, professional interests, or future activities. Dr. Manuel-Scott strives to support each student's journey toward becoming a more culturally responsible and better-informed citizen of our increasingly interconnected world. She served as director of African and African American Studies (2009-2017), and in May 2017, was recognized by President Cabrera for the inaugural Alcalde Family Medal for Excellence in Diversity and Inclusion. The Alcalde Medal is presented to a faculty member who has made extraordinary contributions to advancing diversity and inclusion within the Mason community and beyond.

Wendi's research is guided by her interest in black resistance and agency from a diasporic and gendered perspective. After receiving a generous grant from the Office of Student Scholarship, Creative Activities & Research (OSCAR), she and Dr. Benedict Carton worked with undergraduate Mason students to

excavate the experiences of the forgotten families enslaved on Mason's Gunston Hall Plantation. The 2017 summer initiative created opportunities for meaningful conversations about the university's namesake and inspired the construction of a memorial that will center the humanity of the enslaved people of Gunston Hall. She hopes her work as a public historian makes the unseen "seen" and the silenced "heard." You may listen to an interview about the Enslaved People of George Mason Memorial project (Full Audio Here: <https://newsradiowrva.radio.com/.../why-gmu-kept-george-mason>) or watch a video showcasing the memorial (<https://vimeo.com/391344893>).

Her earlier publications examine Jamaican farm workers employed as seasonal contract laborers in the United States during the Second World War and explore issues of labor control, resistance, and identity. More recently, Wendi Manuel-Scott has turned to local history projects. She was awarded a Virginia Foundation for the Humanities grant to curate an exhibition titled "Separate and Unequal in Buckingham County: An Exhibition on Segregation and Desegregation in Virginia" and a grant from the National Trust for Historic Preservation to complete an online exhibition, "One Hundred Years of African American Life and Leadership in Falls Church, Virginia." She also helped to research and curate a permanent exhibit in Loudoun County, Virginia, documenting the history of the Leesburg Frederick Douglass School and the struggles of the African American community in Loudoun County for equal education. As a result of her research on the Leesburg Frederick Douglass School project, she co-authored a chapter, "More Than Just a School: Interpreting the legacy of the Frederick Douglass Elementary School" in *Interpreting African American History and Culture at Museums and Historic Sites*.

In addition to her teaching and research, Wendi Manuel-Scott facilitates history and anti-racist workshops with diverse groups, including middle and high school students and secondary school teachers. Since 2005 she has served as a visiting historian for the Teaching American History project associated with Mason's Center for History and New Media. In addition to lectures and workshops, she engages in courageous conversations around racial justice with academic and community audiences. Professor Manuel-Scott is a regular keynote speaker at graduation ceremonies, libraries, schools, and in August 2014, she offered the keynote address at the Mason New Student Convocation. The speech is available here <https://soundcloud.com/georgemasonu/wendi-manuel-scott-new-student-convocation-keynote-2014>.

Wendi Manuel-Scott is also deeply committed to community service and the empowerment of youth of color. She helped to initiate Loudoun County's "College-in-Six" program at George Mason and annually welcomes nearly 400 sixth-graders to the campus. Professor Manuel-Scott started the Paul Robeson Saturday Leadership Academy at Mason, a Saturday STEM program for 7th to 10th-grade students that are underrepresented in the STEM fields. Students participate in game design, robotic programming, ebook design, leadership development, goal setting workshops, and time management activities. A video of one Saturday session can be viewed here <http://vimeo.com/59770987>.

Panelists

Name: Robert Trent Vinson

Biography: Robert Trent Vinson is Director & Chair of the Carter G. Woodson Institute for African American & African Studies at the University of Virginia and a Research Associate at Stellenbosch University in South Africa. He is a scholar and teacher of 19th and 20th century African & African Diaspora history, specializing in the transnational connections between southern Africa, the Americas and the Caribbean.

Vinson's publications include two books, *The Americans Are Coming! Dreams of 'American Negro Liberation' in Segregationist South Africa* (2012) and *Albert Luthuli: Mandela before Mandela* (2018). He has also published many articles, including in the *Journal of African History*, the *African Studies Review*, and the *Journal of Southern African Studies*. Vinson is currently completing two co-

authored book projects, *Zulu Diasporas: Africa and Africans in Black Nationalist Histories & American Popular Culture* (with Benedict Carton) and *Crossing the Water: African Americans and South Africa, 1890-1965: A Documentary History*.

Vinson currently serves as President of the Association for the Study of the Worldwide African Diaspora (ASWAD), the world's premier professional organization of African and African Diaspora scholars. He also serves on the Board of Directors of the African Studies Association and on the editorial board of Michigan State University Press and of *Safundi: The Journal of South African and American Studies*.

Vinson earned his Ph.D. in African History from Howard University. Prior to his appointment at UVA, Vinson taught at Washington University in St. Louis and more recently, William & Mary, where he was Frances L. and Edwin L. Cummings Professor of History & Africana Studies. At William & Mary, Vinson was also the first Chair of the *Lemon Project*, which documents, preserves and disseminates scholarship that uncovered the College's long histories of slavery and Jim Crow segregation.

Profile Picture: See folder with images.

Name: Richard Cellini

Biography: Richard Cellini is the Founder & Secretary of the Georgetown Memory Project, an independent research institute headquartered in Cambridge, Massachusetts. He has also spent the past 25 years building, growing, and selling software companies in New England.

Founded in 2015, the GMP's mission is to identify more than 300 enslaved people sold by Georgetown University and the Maryland Jesuits to southern Louisiana in 1838, and to trace their direct descendants (living and deceased). To date, the GMP has positively identified 236 of these enslaved ancestors, and has located more than 10,000 of their direct descendants. The GMP receives no financial assistance or organizational support from Georgetown University or the Maryland Jesuits. For more information about the GMP, please visit www.georgetownmemoryproject.org.

Richard graduated from Georgetown University with a BA in 1984, and a law degree in 1988. He earned a master's degree in Medieval English Legal History from the University of Cambridge (UK) in 1994. Richard is currently a Faculty Fellow at Harvard University's Charles Warren Center for Studies in American History.

In Boston, Richard is a member and officer of the Knights of Peter Claver, the largest and oldest fraternal service organization in the United States for Black Catholic men. He lives with his wife Annabel and their two children in Cambridge, MA, and Pomfret, VT.

Name: Benedict Carton

Biography: Benedict Carton is a Professor of History at George Mason University. He received his Ph.D. in History from Yale University. He has taught at Wesleyan University, University of Washington and University of Natal (now U. KwaZulu-Natal), South Africa, where he was twice a Fulbright scholar. Carton has spent the better part of his life in Southern Africa. A list of his scholarly publications and public projects can be sourced

Scott A Nichols

From: Sharnnia Artis
Sent: Tuesday, April 15, 2025 4:52 PM
To: James Antony; Rose B Pascarell
Subject: 2022 ARIE Conference Schedule



Anti-Racism and Inclusive Excellence Conference

VISION AND ACTION FOR A NEW ERA

October 24, 2022 | Mason Square, Arlington, Virginia

Program Information and Schedule

8–9 a.m.

Registration and Continental Breakfast

9–10 a.m.

Opening Session, Keynote Speaker,
Dr. Gail Christopher

10–11:15 a.m.

Research Panel
Conducting Research through an Anti-Racism and Inclusive Excellence Lens

11:15 a.m.–12 p.m.

Poster Session and Networking

12–1 p.m.

Lunch with Table Topics

1:00–1:15 p.m.

Remarks, Gregory Washington, President, George Mason University

1:15 –2:30 p.m.

Presidential Panel: Advancing Anti-Racism and Inclusive Excellence in the Academy

2:30–2:45 p.m.

Break

2:45–4:00 p.m.

Research Panel: Translating Research into Action

4–5:30 p.m.

Closing Session and Reception



April 11, 2025

Dr. Alan M. Garber
President
Harvard University
Office of the President
Massachusetts Hall
Cambridge, MA 02138

Penny Pritzker
Lead Member, Harvard Corporation
Harvard Corporation
Massachusetts Hall
Cambridge, MA 02138

Dear Dr. Garber:

The United States has invested in Harvard University's operations because of the value to the country of scholarly discovery and academic excellence. But an investment is not an entitlement. It depends on Harvard upholding federal civil rights laws, and it only makes sense if Harvard fosters the kind of environment that produces intellectual creativity and scholarly rigor, both of which are antithetical to ideological capture.

Harvard has in recent years failed to live up to both the intellectual and civil rights conditions that justify federal investment. But we appreciate your expression of commitment to repairing those failures and welcome your collaboration in restoring the University to its promise. We therefore present the below provisions as the basis for an agreement in principle that will maintain Harvard's financial relationship with the federal government.

If acceptable to Harvard, this document will constitute an agreement in principle, which the parties will work in good faith to translate into a more thorough, binding settlement agreement. As you will see, this letter incorporates and supersedes the terms of the federal government's prior letter of April 3, 2025.

- **Governance and leadership reforms.** By August 2025, Harvard must make meaningful governance reform and restructuring to make possible major change consistent with this letter, including: fostering clear lines of authority and accountability; empowering tenured professors and senior leadership, and, from among the tenured professoriate and senior leadership, exclusively those most devoted to the scholarly mission of the University and committed to the changes indicated in this letter; reducing the power held by students and untenured faculty; reducing the power held by faculty (whether tenured or untenured) and administrators more committed to activism than scholarship; and reducing forms of

governance bloat, duplication, or decentralization that interfere with the possibility of the reforms indicated in this letter.

- **Merit-Based Hiring Reform.** By August 2025, the University must adopt and implement merit-based hiring policies, and cease all preferences based on race, color, religion, sex, or national origin throughout its hiring, promotion, compensation, and related practices among faculty, staff, and leadership. Such adoption and implementation must be durable and demonstrated through structural and personnel changes. All existing and prospective faculty shall be reviewed for plagiarism and Harvard's plagiarism policy consistently enforced. All hiring and related data shall be shared with the federal government and subjected to a comprehensive audit by the federal government during the period in which reforms are being implemented, which shall be at least until the end of 2028.
- **Merit-Based Admissions Reform.** By August 2025, the University must adopt and implement merit-based admissions policies and cease all preferences based on race, color, national origin, or proxies thereof, throughout its undergraduate program, each graduate program individually, each of its professional schools, and other programs. Such adoption and implementation must be durable and demonstrated through structural and personnel changes. All admissions data shall be shared with the federal government and subjected to a comprehensive audit by the federal government—and non-individualized, statistical information regarding admissions shall be made available to the public, including information about rejected and admitted students broken down by race, color, national origin, grade point average, and performance on standardized tests—during the period in which reforms are being implemented, which shall be at least until the end of 2028. During this same period, the dean of admissions for each program or school must sign a public statement after each admissions cycle certifying that these rules have been upheld.
- **International Admissions Reform.** By August 2025, the University must reform its recruitment, screening, and admissions of international students to prevent admitting students hostile to the American values and institutions inscribed in the U.S. Constitution and Declaration of Independence, including students supportive of terrorism or anti-Semitism. Harvard will immediately report to federal authorities, including the Department of Homeland Security and State Department, any foreign student, including those on visas and with green cards, who commits a conduct violation. As above, these reforms must be durable and demonstrated through structural and personnel changes; comprehensive throughout all of Harvard's programs; and, during the reform period, shared with the federal government for audit, shared on a non-individualized basis with the public, and certified by deans of admissions.
- **Viewpoint Diversity in Admissions and Hiring.** By August 2025, the University shall commission an external party, which shall satisfy the federal government as to its competence and good faith, to audit the student body, faculty, staff, and leadership for viewpoint diversity, such that each department, field, or teaching unit must be individually viewpoint diverse. This audit shall begin no later than the summer of 2025 and shall proceed on a department-by-department, field-by-field, or teaching-unit-by-teaching-unit basis as appropriate. The report of the external party shall be submitted to University leadership and

the federal government no later than the end of 2025. Harvard must abolish all criteria, preferences, and practices, whether mandatory or optional, throughout its admissions and hiring practices, that function as ideological litmus tests. Every department or field found to lack viewpoint diversity must be reformed by hiring a critical mass of new faculty within that department or field who will provide viewpoint diversity; every teaching unit found to lack viewpoint diversity must be reformed by admitting a critical mass of students who will provide viewpoint diversity. If the review finds that the existing faculty in the relevant department or field are not capable of hiring for viewpoint diversity, or that the relevant teaching unit is not capable of admitting a critical mass of students with diverse viewpoints, hiring or admissions within that department, field, or teaching unit shall be transferred to the closest cognate department, field, or teaching unit that is capable of achieving viewpoint diversity. This audit shall be performed and the same steps taken to establish viewpoint diversity every year during the period in which reforms are being implemented, which shall be at least until the end of 2028.

- **Reforming Programs with Egregious Records of Antisemitism or Other Bias.** By August 2025, the University shall commission an external party, which shall satisfy the federal government as to its competence and good faith, to audit those programs and departments that most fuel antisemitic harassment or reflect ideological capture.
 - The programs, schools, and centers of concern include but are not limited to the Divinity School, Graduate School of Education, School of Public Health, Medical School, Religion and Public Life Program, FXB Center for Health & Human Rights, Center for Middle Eastern Studies, Carr Center for Human Rights at the Harvard Kennedy School, Department of Near Eastern Languages and Cultures, and the Harvard Law School International Human Rights Clinic.
 - The report of the external party shall include information as to individual faculty members who discriminated against Jewish or Israeli students or incited students to violate Harvard's rules following October 7, and the University and federal government will cooperate to determine appropriate sanctions for those faculty members within the bounds of academic freedom and the First Amendment.
 - The report of the external party shall be submitted to University leadership and the federal government no later than the end of 2025 and reforms undertaken to repair the problems. This audit shall be performed and the same steps taken to make repairs every year during the period in which reforms are being implemented, which shall be at least until the end of 2028.
- **Discontinuation of DEI.** The University must immediately shutter all diversity, equity, and inclusion (DEI) programs, offices, committees, positions, and initiatives, under whatever name, and stop all DEI-based policies, including DEI-based disciplinary or speech control policies, under whatever name; demonstrate that it has done so to the satisfaction of the federal government; and demonstrate to the satisfaction of the federal government that these reforms are durable and effective through structural and personnel changes. By August

2025, the University must submit to the government a report—certified for accuracy—that confirms these reforms.

- **Student Discipline Reform and Accountability.** Harvard must immediately reform its student discipline policies and procedures so as to swiftly and transparently enforce its existing disciplinary policies with consistency and impartiality, and without double standards based on identity or ideology. Where those policies are insufficient to prevent the disruption of scholarship, classroom learning and teaching, or other aspects of normal campus life, Harvard must develop and implement disciplinary policies sufficient to prevent those disruptions. This includes but is not limited to the following:
 - Discipline at Harvard must include immediate intervention and stoppage of disruptions or deplatforming, including by the Harvard police when necessary to stop a disruption or deplatforming; robust enforcement and reinstatement of existing time, place, and manner rules on campus, including ordering the Harvard police to stop incidents that violate time, place, and manner rules when necessary; a disciplinary process housed in one body that is accountable to Harvard's president or other capstone official; and removing or reforming institutional bodies and practices that delay and obstruct enforcement, including the relevant Administrative Boards and FAS Faculty Council.
 - Harvard must adopt a new policy on student groups or clubs that forbids the recognition and funding of, or provision of accommodations to, any student group or club that endorses or promotes criminal activity, illegal violence, or illegal harassment; invites non-students onto campus who regularly violate campus rules; or acts as a front for a student club that has been banned from campus. The leaders or organizers of recognized and unrecognized student groups that violate these policies must be held accountable as a matter of student discipline and made ineligible to serve as officers in other recognized student organizations. In the future, funding decisions for student groups or clubs must be made exclusively by a body of University faculty accountable to senior University leadership. In particular, Harvard must end support and recognition of those student groups or clubs that engaged in anti-Semitic activity since October 7th, 2023, including the Harvard Palestine Solidarity Committee, Harvard Graduates Students 4 Palestine, Law Students 4 Palestine, Students for Justice in Palestine, and the National Lawyers Guild, and discipline and render ineligible the officers and active members of those student organizations.
 - Harvard must implement a comprehensive mask ban with serious and immediate penalties for violation, not less than suspension.
 - Harvard must investigate and carry out meaningful discipline for all violations that occurred during the 2023-2024 and 2024-2025 academic years, including the Harvard Business School protest of October 2023, the University Hall sit-in of November 2023, and the spring encampment of 2024. This must include permanently expelling the students involved in the October 18 assault of an Israeli

Harvard Business School student, and suspending students involved in occupying university buildings, as warranted by the facts of individual cases.

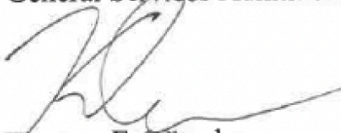
- o The Harvard president and police chief must publicly clarify that the Harvard University Police Department will enforce University rules and the law. Harvard must also commit to cooperating in good faith with law enforcement.
- **Whistleblower Reporting and Protections.** The University must immediately establish procedures by which any Harvard affiliate can report noncompliance with the reforms detailed in this letter to both university leadership and the federal government. Any such reporter shall be fully protected from any adverse actions for so reporting.
- **Transparency and Monitoring.** The University shall make organizational changes to ensure full transparency and cooperation with all federal regulators. No later than June 30, 2025, and every quarter thereafter during the period in which reforms are being implemented, which shall be at least until the end of 2028, the University shall submit to the federal government a report—certified for accuracy—that documents its progress on the implementation of the reforms detailed in this letter. The University must also, to the satisfaction of the federal government, disclose the source and purpose of all foreign funds; cooperate with the federal government in a forensic audit of foreign funding sources and uses, including how that money was used by Harvard, its agents, and, to the extent available, third parties acting on Harvard's campus; report all requested immigration and related information to the United States Department of Homeland Security; and comply with all requirements relating to the SEVIS system.

We expect your immediate cooperation in implementing these critical reforms that will enable Harvard to return to its original mission of innovative research and academic excellence.

Sincerely,



Josh Gruenbaum
Comm'r of the Fed. Acquisition Serv.
General Services Administration



Thomas E. Wheeler
Acting General Counsel
U.S. Dept. of Education



Sean R. Keveney
Acting General Counsel
U.S. Dep't Health & Human Servs.

The Mason Way

<u>DEI Critique</u>		<u>'Mason: All Together Different'</u>
Affirmative Action race-conscious admissions	➡	Holistic admissions agnostic of race/ethnicity since 2007
Inequities in graduation/completion rates	➡	No difference in graduate rates by race/income status
Inequitable post-graduation experiences	➡	Career Outcomes survey show no inequities
Diversity, Equity, and Inclusion (DEI) focus began with BLM	➡	Support of diverse student populations a long-standing practice based on state and student needs, predates BLM
DEI: racism, homophobia, sexism but not antisemitism	➡	Mason DEI framework includes anti-Semitism
DEI: limits free expression	➡	Foundation for Individual Rights in Education (FIRE) Rating #8 in United States (248+ schools)
'Cancel' controversial speakers	➡	No speaker ever cancelled, FIRE rating #8
Required DEI Course(s)	➡	No required DEI course(s); Broad choice among 40+ varied courses that are major and interest specific
DEI focuses primarily or exclusively on traditional 'victimized' minorities	➡	Many students are supported, e.g.: Asian, Black, Caucasian, Hispanic, Indigenous, LGBTQ+, First Gen, Military Veterans, International, Religious/Spiritual, Low Income, Disability, Parent, Transfer, Undocumented, Refugee, no housing, food insecure, sexual assault victims, alcohol/drug addiction, mental health, etc.
No SAT Requirements = Less qualified applicants	➡	Test optional since 2007; incoming GPAs stronger; standards being maintained
Ideological Indoctrination	➡	FIRE Rating #8, Scalia School, Carter Center, Wilkins Plaza, national speakers from all perspectives, Economics, Mercatus Center, Cultural Studies
Students served by DEI programs receive preferential supports based solely on their "group identity"	➡	Student support is customized to address specific individual student needs to serve at scale by bringing together, not separating or accentuating differences
Required diversity statements	➡	No university required 'diversity statements'
DEI: preferential hiring	➡	Inclusive hiring practices. No quotas.
Mandatory DEI trainings	➡	No required DEI trainings. (There are required compliance trainings.)

1. [Faculty Handbook](#)
2. The Mason Way Report can be found in the materials from the May 2024 Board meeting Materials, pg. 595-707. [Meeting Book – Full Board and Committee Meetings – May 2, 2024 – updt 5/3/24](#)

Diversity Equity and Inclusion Resolution

Original Draft Version

Posted to Board Effect on April 8, 2025

**RESOLUTION OF GEORGE MASON UNIVERSITY REGARDING THE
PRESIDENTIAL EXECUTIVE ORDER ON DIVERSITY, EQUITY, AND
INCLUSION**

WHEREAS, George Mason University highly values diversity, especially diversity of thought and experience, and fosters an inclusive environment, encouraging a culture of opportunity for all, which immensely enriches our campuses; and

WHEREAS, George Mason University is committed to providing every student an education that is free from discrimination and grounded in merit; and

WHEREAS, the George Mason University's mission statement includes a commitment to "creating a more just, free, and prosperous world;" and

WHEREAS, on January 21, 2025, President Donald J. Trump signed the Executive Order titled "Ending Illegal Discrimination and Restoring Merit-Based Opportunity;" and

WHEREAS, the U.S. Department of Education issued a Dear Colleague Letter on February 14, 2025, to clarify and affirm the nondiscrimination obligations of institutions receiving federal funds by explaining and reiterating existing legal requirements under Title VI of the Civil Rights Act of 1964, the Equal Protection Clause of the U.S. Constitution, and other federal civil rights laws; and

WHEREAS, the U.S. Department of Education released Frequently Asked Questions on March 1, 2025, to anticipate and answer questions that might be raised by the Dear Colleague Letter and to facilitate compliance with Title VI of the Civil Rights Act of 1964, the Equal Protection Clause of the U.S. Constitution, and the Supreme Court's decision in *Students for Fair Admissions v. Harvard*; and

WHEREAS, the state law obligations of Commonwealth of Virginia agencies do not require a standalone office of Diversity, Equity, and Inclusion (DEI) or dedicated DEI officers, nor do they require an infrastructure, strategic plan, or any elements that do not comply with Title VI of the Civil Rights Act of 1964, the Equal Protection Clause of the U.S. Constitution, and other federal civil rights laws; and

WHEREAS, both George Mason University's Board of Visitors and its administration are committed to complying with the law, including the Equal

Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights laws, informed by guidance provided in the January 21, 2025 Executive Order, the Dear Colleague Letter, and the March 1, 2025 Frequently Asked Questions;

WHEREAS, the University's Office of Diversity, Equity and Inclusion (DEI) has been renamed the Office of Access, Compliance, and Community (OACC);

RESOLVED, the University will take the following actions:

1. Ensure that all University programs, policies, practices, and actions in every regard comply with the Equal Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights law, as informed by the guidance in the February 14, 2025, Dear Colleague Letter as well as the March 1, 2025, Frequently Asked Questions document. This includes, but is not limited to, admissions, hiring, promotion, compensation, financial aid, scholarships, prizes, administrative support, discipline, housing, graduation ceremonies, and all other aspects of student, academic, and campus life;
2. Ensure there are no efforts by the University or any of its departments, colleges, or employees to circumvent prohibitions on the use of race by relying on proxies or other indirect means to accomplish such ends;
3. Ensure there are no third-party contractors, clearinghouses, or aggregators are engaged by the University or any of its departments, colleges, or employees in an effort to circumvent prohibited uses of race; and

RESOLVED FURTHER, the University's Office of Access, Compliance, and Community (OACC) is hereby directed to eliminate all programs, trainings, processes not specifically required by federal or state law, and if necessary, eliminate staff positions, within 30 days of the date of this Resolution; and

RESOLVED FURTHER, the University's Bias Incident Response Team (BIRT) is hereby dissolved and any activities required by law handled by the BIRT transferred immediately to OACC; and

RESOLVED FURTHER, the Access to Research and Inclusive Excellence (ARIE) program is hereby dissolved; and

RESOLVED FURTHER, the University shall immediately prohibit any and all departments, colleges, or employees of George Mason University from requiring diversity statements for any potential employee, for promotion of current employees, for faculty tenure considerations, or for any other purpose; and

RESOLVED FURTHER, the University's Office of Access, Compliance and Community shall not participate in any aspect of hiring or promotion of any employee position outside the OACC office itself; and

RESOLVED FURTHER, the University shall continue to review ongoing guidance from the U.S. Department of Education and the U.S. Department of Justice and make appropriate and timely changes to comply fully with the Equal Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights laws; and

RESOLVED FURTHER, the President shall update the Board of Visitors on compliance with this Resolution within 30 days of the date of this Resolution.

Diversity, Equity, and Inclusion Resolution

Draft Version 2

Posted to Board Effect on April 17, 2025 and provided to committee members during the APDUC Committee Meeting

RESOLUTION OF GEORGE MASON UNIVERSITY REGARDING THE PRESIDENTIAL EXECUTIVE ORDER ON DIVERSITY, EQUITY, AND INCLUSION

WHEREAS, as the largest and most diverse university in Virginia, George Mason University highly values diversity, especially diversity of thought and experience, and fosters an inclusive environment, encouraging a culture of opportunity for all, which immensely enriches our campuses; and

WHEREAS, George Mason University is committed to providing every student an education that is free from discrimination and grounded in merit, reflected in the fact that it has not used race or ethnicity in admissions since 2007; and

WHEREAS, the George Mason University's mission statement includes a commitment to "creating a more just, free, and prosperous world;" and

WHEREAS, on January 21, 2025, President Donald J. Trump signed the Executive Order titled "Ending Illegal Discrimination and Restoring Merit-Based Opportunity;" and

WHEREAS, the U.S. Department of Education issued a Dear Colleague Letter on February 14, 2025, to clarify and affirm the nondiscrimination obligations of institutions receiving federal funds by explaining and reiterating existing legal requirements under Title VI of the Civil Rights Act of 1964, the Equal Protection Clause of the U.S. Constitution, and other federal civil rights laws; and

WHEREAS, the U.S. Department of Education released Frequently Asked Questions on March 1, 2025, to anticipate and answer questions that might be raised by the Dear Colleague Letter and to facilitate compliance with Title VI of the Civil Rights Act of 1964, the Equal Protection Clause of the U.S. Constitution, and the Supreme Court's decision in *Students for Fair Admissions v. Harvard*; and

WHEREAS, the state law obligations of Commonwealth of Virginia agencies do not require a standalone office of Diversity, Equity, and Inclusion (DEI) or dedicated DEI officers, nor do they require an infrastructure, strategic plan, or any elements that do not comply with Title VI of the Civil Rights Act of 1964, the Equal Protection Clause of the U.S. Constitution, and other federal civil rights laws; and

WHEREAS, both George Mason University's Board of Visitors and its administration are committed to complying with the law, including the Equal Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights laws, informed by guidance provided in the January 21, 2025 Executive Order, the Dear Colleague Letter, and the March 1, 2025 Frequently Asked Questions; and

WHEREAS, George Mason University established a University Committee on DEI and Just Societies, including Board of Visitors members, that examined DEI issues in Spring 2024, leading to a report that was adopted by a 15-1 Board vote on 2 May 2024, which recommended a comprehensive review and adjustment of "resource allocations, current roles, responsibilities, and unit names to ensure alignment with the "Mason Way" of inclusive excellence and the Commonwealth of Virginia Diversity Opportunity and Inclusion plan;" and

WHEREAS George Mason University has taken actions pursuant to the Board-adopted DEI Committee report that has resulted in the elimination of programs and offices that were inconsistent with the Commonwealth of Virginia Diversity Opportunity and Inclusion plan and the recent EOs and letters from the Department of Education and their reorganization into the Office of Access, Compliance, and Community (OACC); and

RESOLVED, WHEREAS the University ~~will~~ has already taken the following actions:

1. Ensured that all University programs, policies, practices, and actions in every regard comply with the Equal Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights law, as informed by the guidance in the February 14, 2025, Dear Colleague Letter as well as the March 1, 2025, Frequently Asked Questions document. This includes, but is not limited to, admissions, hiring, promotion, compensation, financial aid, scholarships, prizes, administrative support, discipline, housing, graduation ceremonies, and all other aspects of student, academic, and campus life;
2. Ensured there are no efforts by the University or any of its departments, colleges, or employees to circumvent prohibitions on the use of race by relying on proxies or other indirect means to accomplish such ends;
3. Ensured there are no third-party contractors, clearinghouses, or aggregators are engaged by the University or any of its departments,

colleges, or employees in an effort to circumvent prohibited uses of race;
and

WHEREAS the University's Office of Access, Compliance, and Community (OACC) has eliminated all programs, trainings, processes not specifically required by federal or state law, and is eliminating staff positions supporting functions not required by federal or state law; and

WHEREAS, the Anti-Racism and Inclusive Excellence (ARIE) program has been dissolved and replaced with a conference on inclusive excellence scheduled for Fall 2025; and

WHEREAS, the University's Office of Access, Compliance and Community does not participate in any aspect of routine hiring or promotion of any employee position outside the OACC office itself and is only involved with any employee position outside the OACC office itself when there is an exceptional direct hiring case to ensure compliance with state and federal laws and regulations; and

~~RESOLVED FURTHER, the University's Office of Access, Compliance, and Community (OACC) is hereby directed to eliminate all programs, trainings, processes not specifically required by federal or state law, and if necessary, eliminate staff positions, within 30 days of the date of this Resolution; and~~

BE IT THEREFORE

RESOLVED ~~FURTHER~~, the University's Bias Incident Response Team (BIRT) is hereby dissolved and any activities required by law handled by the BIRT transferred immediately to OACC; and

~~RESOLVED FURTHER, the Access to Research and Inclusive Excellence (ARIE) program is hereby dissolved; and~~

RESOLVED FURTHER, the University shall immediately prohibit any and all departments, colleges, or employees of George Mason University from requiring diversity statements for any potential employee, for promotion of current employees, for faculty tenure considerations, or for any other purpose; and

~~RESOLVED FURTHER, the University's Office of Access, Compliance and Community shall not participate in any aspect of hiring or promotion of any employee position outside the OACC office itself; and~~

RESOLVED FURTHER, the University shall continue to review ongoing guidance from the U.S. Department of Education and the U.S. Department of Justice and make appropriate and timely changes to comply fully with the Equal Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights laws; and

RESOLVED FURTHER, the President shall update the Board of Visitors on compliance with this Resolution within 30 days of the date of this Resolution.