

GEORGE MASON UNIVERSITY
Academic Affairs Committee Meeting

Wednesday, April 15, 2026
11:00-12:30 p.m.
Virtual Meeting

AGENDA

I. Call to Order

II. Approval of Minutes (Action Item)

A. Minutes for Meeting on February 26, 2026

III. New Business

A. Provost's Report (A. Vinzé)

B. Higher Education: Policy and Governance

1. University Policy Governance Process (M. Broeckelman-Post)
2. Faculty Senate Update and Proposed Revisions to the Faculty Handbook (S. Simmons) (**Action Item**)

C. Faculty Actions (**Action Items**)

1. Promotion and/or Tenure
2. Conferral of Emeritus/Emerita Status
3. 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- April 2026
8. Annual Summary Sheet – July 2025 – April 2026

IV. Adjournment

The Academic Affairs Committee meeting of the Board of Visitors will be held virtually. In the event of a disruption or failure in the livestream, please call (703) 993-8627 and inform Mason staff of the disruption. Should the meeting format change, that subsequent notice will be issued and in accordance with Virginia Code 2.2-3707. Members of the public are welcome to view the meeting live at the following link: <https://bov.gmu.edu/live/>. Please be aware that the agenda timing is for planning

purposes only, the formal meeting could conclude before or after the time noted so participants should plan accordingly.

Written comments will be accepted until the full board meeting adjourns on April 30, 2026. To submit a written public comment, please complete the form at the following link:

<https://forms.office.com/r/DkMTAH5HyM>. Written comments will be entered into the public record of this meeting.

No oral public comment will be taken at this meeting.

**GEORGE MASON UNIVERSITY
BOARD OF VISITORS
Academic Affairs Committee**

MINUTES

Thursday, February 26, 2026

COMMITTEE MEMBERS PRESENT: Chair: Armand Alacbay; Vice Chair: Jeff Rosen; Visitors: Anne Altman, Paul Misener, Jim Moran, Sumeet Shrivastava, Sean Spence; Staff Representatives: Interim Provost Ajay Vinzé, Sharnnia Artis, Rose Pascarell; Faculty Senate President: Solon Simmons; Staff Senate Chair: Rachel Spence; Faculty Representatives: Tim Gibson, Shane Caswell; Student Representatives: Jonathan Dubois, Nilima Mow

ALSO PRESENT: Rector Meese; Visitors: Bruce Caswell, Trevor Montano, Delbert Parks, Jon Peterson, Shawn Purvis, George Schindler, Jennifer Taylor; President Washington

I. The meeting was called to order by Chair Alacbay at 8:35 a.m.

II. Approval of Minutes (Action Item)

Chair Alacbay called for any corrections to the minutes from the December 4, 2025, Academic Affairs Committee meeting. Hearing no corrections, the meeting minutes stood **APPROVED** as written.

III. New Business

A. Academic Affairs Committee Overview

Chair Alacbay provided a more detailed overview of the role and responsibilities of the Academic Affairs Committee, referencing the committee bylaws. Interim Provost Vinzé provided an overview of the different types of action items that come before the Committee for approval, such as Program Actions, Faculty Actions, and organizational changes.

B. Provost's Report

Ajay Vinzé – Interim Provost and Executive Vice President

Interim Provost Vinzé shared brief background on his experience in faculty and academic leadership roles and reaffirmed his commitment to supporting George Mason's schools, colleges, faculty, and students during his interim service. The Committee received an enrollment update from Vice President Burge and noted strong performance in the latest U.S. News & World Report rankings for online master's programs. Notable student, faculty, and staff achievements were also highlighted. Vice President for Institutional Effectiveness and Planning Gesele Durham provided an overview of the two annual reports included in the Board materials, drawing attention to key data related to undergraduate retention, faculty retention, and broader indicators of faculty and student success.

C. Program Actions and Faculty Actions

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

Chair Alacbay called for a **MOTION** to approve the Program Actions and Faculty Actions en bloc; Visitor Shrivastava **MOVED**; Visitor Altman **SECONDED** the following program actions:

1. New Degree Program
 - a. BS in Hospitality, Tourism and Events Management
2. Program Name Change
 - a. Bachelor of Arts in Government and International Politics to Bachelor of Arts in Political Science
3. Conferral of Emeritus/Emerita Status

MOTION CARRIED BY VOICE VOTE.

Yes – 7

D. Announcements

Announcements and Reports were acknowledged for the Committee's benefit.

IV. Adjournment

The meeting was adjourned at 9:30 a.m.

Respectfully submitted,

Sarah Parnell
Secretary Pro Tem



Academic Affairs Committee

Board of Visitors



*Office of the Provost
April 15, 2026*

Agenda

- I. Call to Order
- II. Approval of Minutes (**Action Item**)
- III. New Business
 - A. Provost's Report
 - B. Higher Education Policy and Governance
 - 1. University Policy Governance Process
 - 2. Faculty Senate Update and Proposed Revisions to the Faculty Handbook (**Action Item**)
 - C. Faculty Actions (**Action Item**)
 - D. Announcements
- IV. Adjournment



Action Item

Approval of Minutes

February 26, 2026

Provost's Report

Ajay Vinzé

Interim Provost and Executive Vice President



Spring Graduation



Commencement Ceremony

- **Thursday, May 14** at 9:30 a.m. in EagleBank Arena
- Degree conferral by university president
- Doctoral student recognition

Degree Celebrations

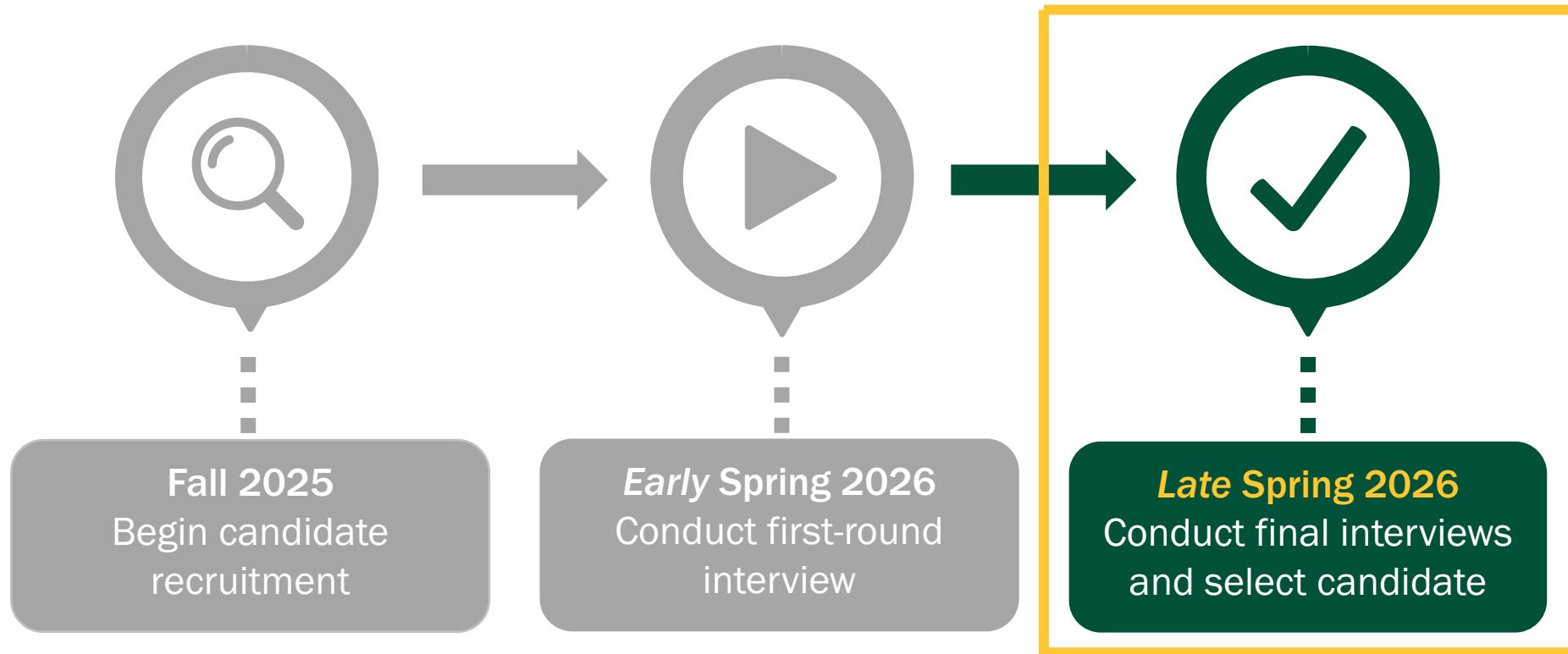
- **Thursday, May 14:** CPH, COS, and CVPA
- **Friday, May 15:** Costello, Carter School, CEC
- **Saturday, May 16:** CEHD, Scalia Law School, CHSS, and Schar School

Spring Graduates*

- **194** Doctoral Students
- **2111** Graduate Students
- **3838** Undergraduate Students
- **163** Law Students

**Applied to graduate as of March 17, 2026*

Dean Search: *Antonin Scalia Law School*



Fall 2026 Schedule



Summer Orientations
June 15–August 19



Freshman Move-in
August 19–20



New Student Convocation
August 21

Academic Calendar



Fall Semester
August 24–December 16






Commencement
December 17



Winter Break
December 21–January 1

Provost's Office Priorities: AY 2025–26

		In Progress	Completed
	Reimagine Student Support	Patriot Connect Phase 1: <i>Student Success</i>	X
		Patriot Connect Phase 2: <i>Recruitment and Admissions</i>	X
		Undergraduate Learning Supports Implementation Task Force	X
		The Future of Graduate Education and Post Doctoral Affairs Task Force	X
	Strengthen Operational Effectiveness	Campus Program Activation Task Force	X
		Internal Survey Development Working Group	X
		Online Education Review Working Group	X
		Online Education Policy Implementation Working Group	X
	Modernize Resource Allocation <i>Budget Model</i>	Cost of Space Phase I Working Group	X
		Cost of Space Phase II Working Group	X
		Indirect Cost Phase I Working Group	X
		Indirect Cost Phase II Working Group	X
		Fee Simplification Working Group	X
		Cross College Program Working Group	X

<https://provost.gmu.edu/initiatives>

International Strategy

Pan-Asia Strategic Engagement Task Force



AACSB Global Impact Award

Recognition of leadership
advancing innovation and global
impact in business education at
George Mason

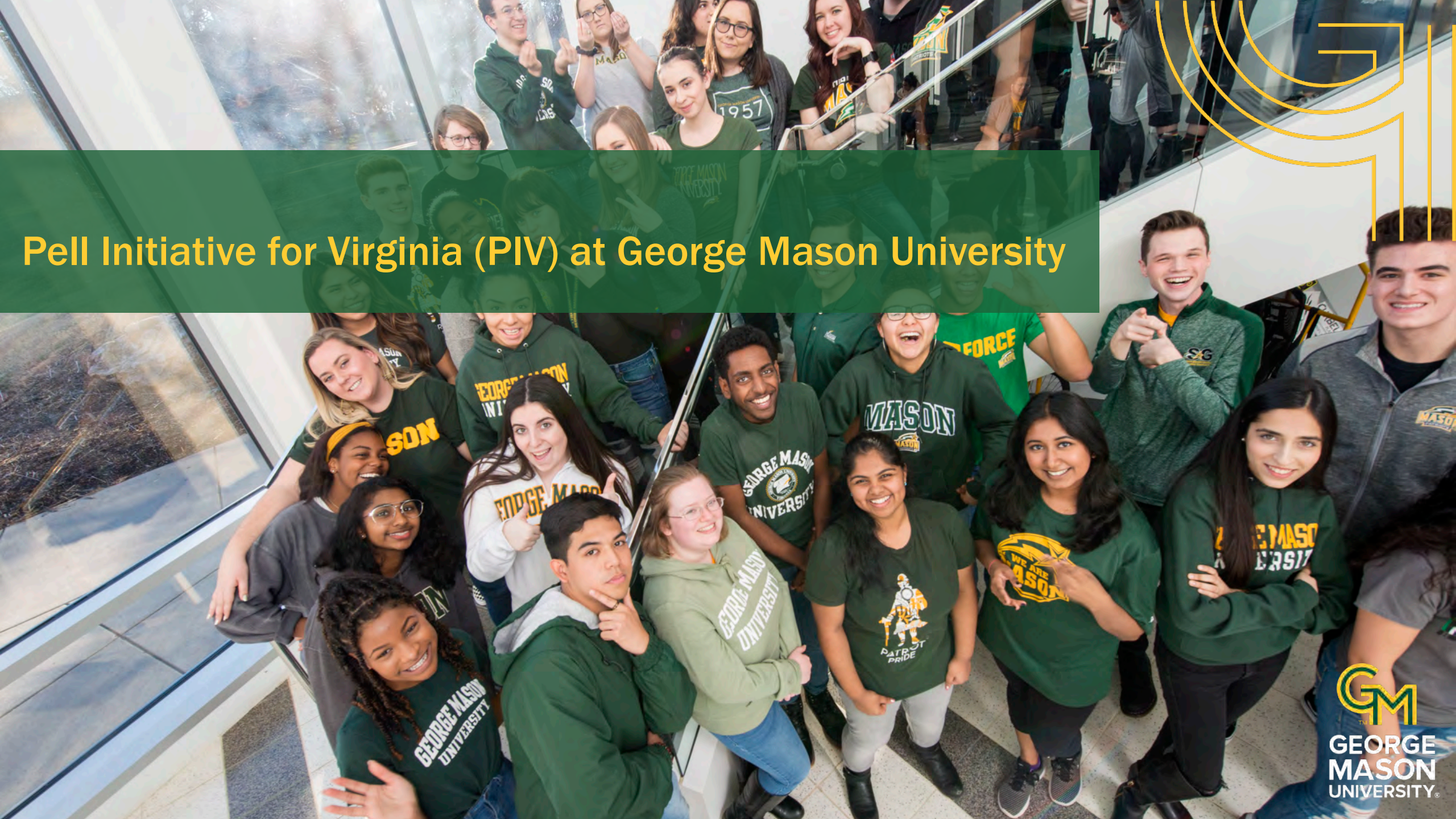


Incheon Mayor's Award



Recognition of George Mason's contributions to global cooperation and Incheon's international profile

<https://www.gmu.edu/news/2026-03/washington-receives-incheon-mayors-award-contributing-trusted-korea-us-global-hub>



Pell Initiative for Virginia (PIV) at George Mason University

Pell Initiative for Virginia (PIV)



Alignment with Virginia Strategy

PIV is part of the Commonwealth's goal to be the best for education by 2030.



SCHEV Engagement

PIV is administered by the State Council of Higher Education in Virginia.



Institutional Collaboration

16 Virginia institutions + VCCS are engaged in this work.



Service to Pell Students

Support recruitment, enrollment, retention, and completion of Pell-eligible Virginians.

George Mason's PIV Goals

Outcomes by 2028

40% Pell-eligible (PE) entering class

10,000 PE students enrolled

87% PE student retention rate

74% PE student graduation rate

Strategies

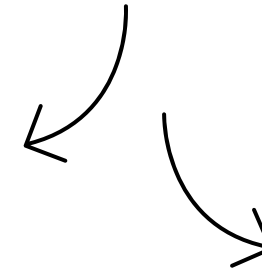
**\$10.7
million**

Access to
Excellence

Early
Identification
Program

Basic
Needs

Student
Success





Findings: Accomplishments & Successes



+15%
enrollment



Parity in GPA, credits,
and time to degree



2x as likely to be
first-generation



Impact of
tailored support



Findings: Areas for Growth and Opportunities



Graduation Rate



Unmet Need



Access to
opportunities and
services



Need for
additional
interventions

Why This Matters

- We will continue to **identify barriers and innovations** in a way that centers the student experience.
- We are a **leader in this work** and positioned to **accelerate Pell-eligible student success** in Virginia.
- **Leadership and strategic investment** are crucial to maintain and increase our success.



See more information on the Provost's website:
<https://provost.gmu.edu/initiatives/pell-initiative-virginia>

Faculty Awards

Teaching Excellence Awards

Teaching Excellence Awards

Kimberly Avila, CEHD
Andrew Gilbert, CEHD
Steven Maex, Costello

Christine Rosenfeld, COS
Jennifer Sklarew, COS

Adjunct

Ashley Frese, CPH
David Lord, Scalia Law School

Online

Mandy Bean, CEHD
Susan Howard, CHSS

Teachers of Distinction

Ali Beheshti, CEC
June Huang, CVPA
Maction Komwa, COS

Steph Liberatore, CHSS
Paolo Saguato, Scalia Law School

Adjunct

Hilah Kaufman, CHSS
Stephen Shannon, Scalia Law School

Online

Sanja Avramovic, CPH
K. Pierre Eklou, CPH
Frank Krueger, COS

Brian Ngac, Costello
Andrew Novak, CHSS

David J. King Teaching Award

Lisa Gring-Pemle, Costello

Linda Apple Monson, CVPA

<https://stearnscenter.gmu.edu/recognition/teaching-awards/teaching-excellence-awards/>

Faculty, Staff, and Student Awards

OSCAR Excellence Awards

Faculty and Staff



**Lee
Solomon**



**Sabine
Doebel**



**Eileen
Roesler**

Students



**Mehmood Ul
Hassan Shajih**



**Kiersten
Jewell**



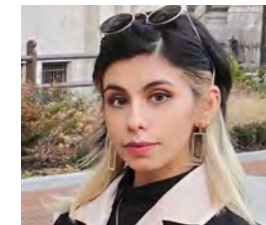
**Alexia
De Costa**



**David
Lancaster**



**Ava
Brumfield**



**Angela Victoria
Rojas Rivera**

2026 Northern Virginia 40 Under 40 Honorees



Melissa L. Villodas
College of Public Health



Maxwell Gocala-Nguyen
Costello College of Business

<https://www.leadercenter.org/community-impact/40-under-40/>



Higher Education: Policy and Governance



University Policy Governance Process

Melissa Broeckelman-Post
Assistant Provost of Academic Affairs



What is shared governance?



Areas of Primary Responsibility (SACS-COC)

Governing Board

- Fiduciary oversight
- Mission review
- Board/administrative distinction & ensure shared governance
- Selects & evaluates President
- Conflicts of interest
- Protect institution from external influence
- Board processes (including board member dismissal & self-evaluation)

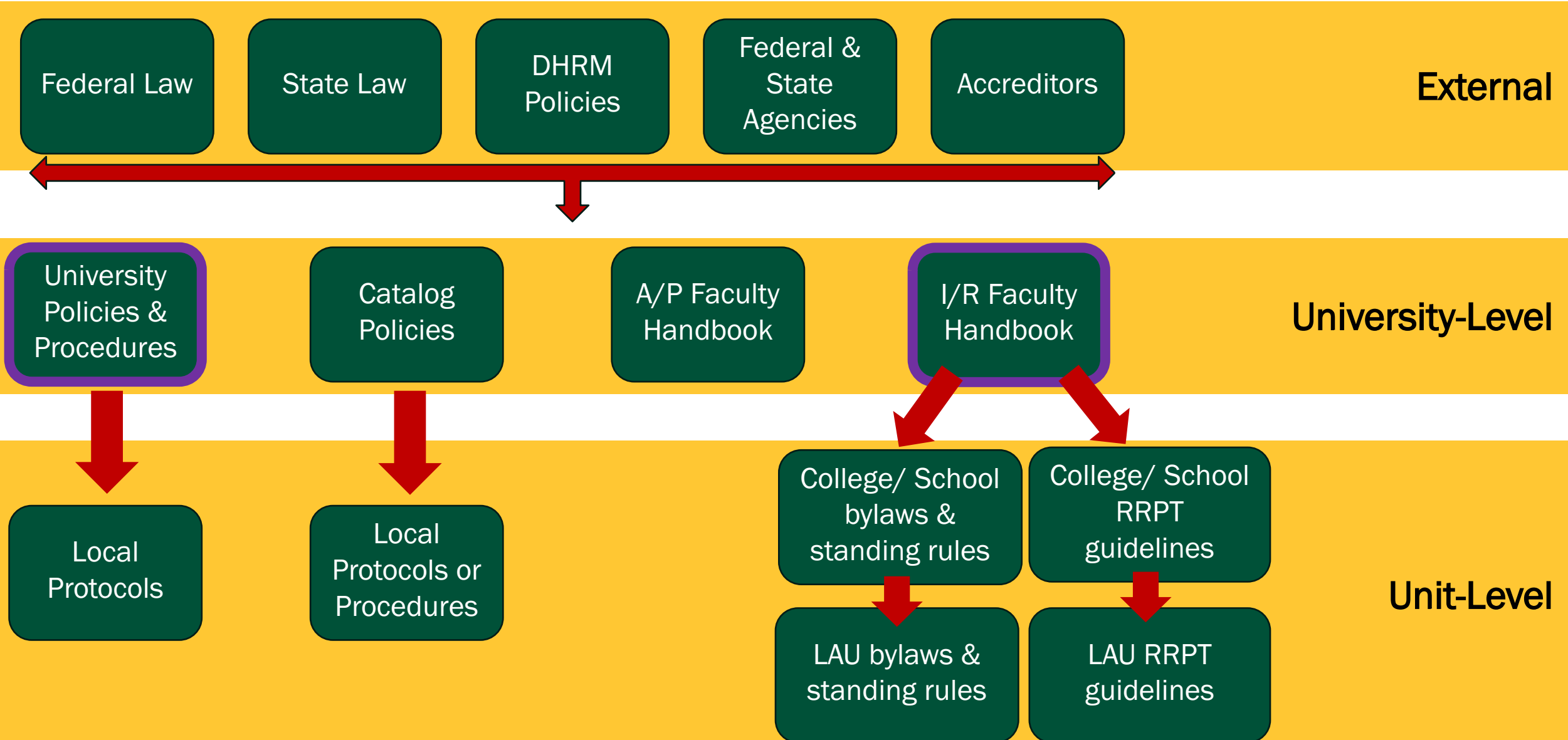
Administration

- Educational, administrative, and fiscal programs and services
- Intercollegiate athletics
- Fundraising activities
- Employment and evaluation of qualified administrative and academic officers
- Personnel appointment and evaluations

Faculty

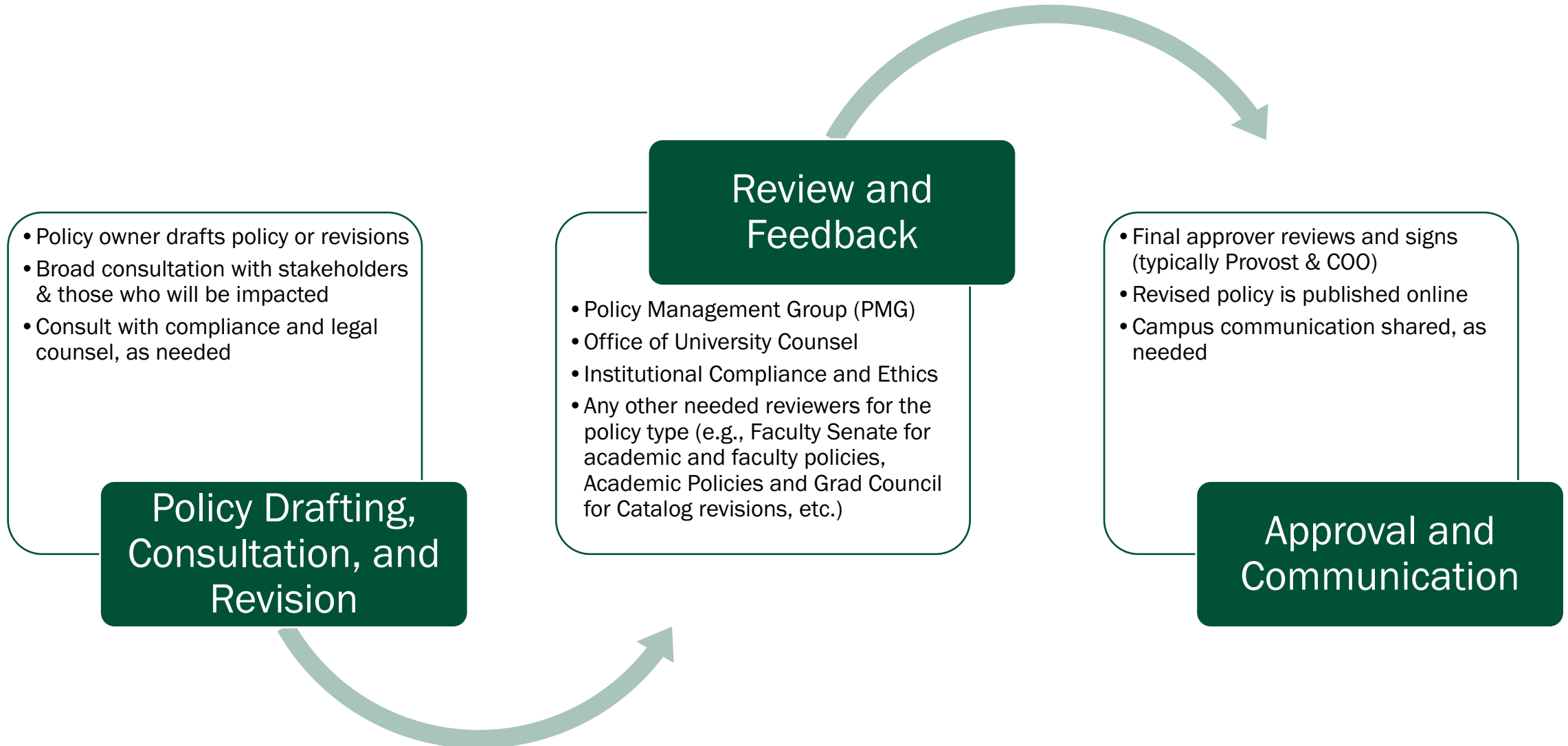
- Academic governance- content, quality, and effectiveness of the curriculum
- Faculty employment and evaluation
- Academic freedom: ability to teach, investigate, and publish freely
- Ongoing faculty development

George Mason's Policy Structure



University Policy Process

(<https://universitypolicy.gmu.edu/>)



I/R Faculty Handbook Process

(<https://provost.gmu.edu/faculty/policies-and-guidelines>)

1. Recommendations come from committees, faculty, administration, and the BOV

3. Provost decides whether to approve proposed changes

5. BOV votes whether to approve proposed changes

2. FHRC drafts proposed revisions; OUC, HR, and Provost's rep advise

4. Faculty Senate votes whether to approve proposed changes

6. Revisions typically go into effect on July 1

Bylaws Project

Fall 2025

- Evaluated all bylaws, RRPT, & policy documents for alignment with the Faculty Handbook

Spring 2026

- Prepared summary report and feedback for each unit
- Discussion about findings and next steps

Summer 2026

- Update feedback to reflect Faculty Handbook revisions and any unit document revisions

2026-2028

- Consult with colleges/schools and LAUs as they update their policy documents
- Work with FHRC on suggested revisions that emerge from conversations about findings

Thank you!
Questions?



ACTION ITEM

Faculty Senate Update and Proposed Revisions to the Faculty Handbook

Solon Simmons
Faculty Senate President



Faculty Handbook Revisions

1.3.1 *The General Faculty* and 2.1.4 *Part-Time Appointments*

What problem are we trying to solve?

- Clean up inconsistencies within the faculty handbook
- Align faculty handbook language with actual practice

What does this revision do?

- Clarify who is eligible to serve in the Faculty Senate.
- Remove the word "term" from part-time faculty, as there are part-time faculty who are tenure-line faculty
- Gives part-time faculty voting rights as members of the General Faculty



1.3.1 The General Faculty

The General Faculty consists of all faculty who have full-time instructional, research, or clinical appointments [and all faculty who have part-time instructional appointments](#) at any George Mason University campus. The General Faculty participates in governance at the university level.

...

Without relinquishing the generality of its powers, The General Faculty delegates by Charter to the Faculty Senate the responsibility for shared academic governance at the university level. Only those faculty who have instructional appointments – tenured, tenure-track, term, or **adjunct** [part-time](#) – may be elected to the Faculty Senate.

2.1.4 Part-Time Appointment

Term [F](#)aculty who are appointed to less than full-time positions are called part-time faculty. Their assignments may include research, service, clinical practice, administrative program development, or instructional responsibilities that go beyond the boundaries of specific courses. Part-time **term** faculty positions are governed by the same appointment, rank, and title requirements as full-time **term** faculty positions. The Provost is the final approval level for part-time faculty appointments. Part-time faculty are **not** voting members of the General Faculty.

Faculty Handbook Revisions

1.3.2 *The Faculty Senate*

What problem are we trying to solve?

- Solve conflict Faculty Handbook, Bylaws, and Roberts Rules about who can speak in the Faculty Senate

What does this revision do?

- Adds “to the extent permitted by the Senate bylaws” to allow the Senate President to call on anyone to speak”



1.3.2 The Faculty Senate

Current Language	Proposed Revision
<p>The Senate meets at least monthly during the fall and spring semesters. Meetings of the Senate are open to all members of the university community, who may speak to any item of business on the agenda. Only members of the Senate, however, may introduce motions and vote. The Faculty Senate deliberates in a respectful and open manner, consistent with existing principles of university discourse.</p>	<p>The Senate meets at least monthly during the fall and spring semesters. To the extent permitted by the Senate bylaws, meetings of the Senate are open to all members of the university community, who may speak to any item of business on the agenda. Only members of the Senate, however, may introduce motions and vote. The Faculty Senate deliberates in a respectful and open manner, consistent with existing principles of university discourse.</p>

Faculty Handbook Revisions

2.1.3 *Term Appointments*

What problem are we trying to solve?

- Lack of clarity about whether term faculty who are later appointed to tenure-track roles can include their full body of scholarly accomplishments in their future tenure dossier
- Lack of clarity about whether these faculty had different timelines for tenure and promotion

What does this revision do?

- Adds clarifying language to ensure that term faculty who are hired into tenure-track roles have the same timeline and consideration of their full body of work as all other newly hired faculty



2.1.3 Term Appointments

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 who are hired into tenure-track faculty positions will have the same timeline for renewal, promotion, and tenure as all other newly hired tenure-track faculty (Section 2.1.2), but time as a term faculty member does not count as part of the time to renewal and tenure. However, term faculty hired into tenure-track positions have the same opportunity for early tenure consideration, as defined in Section 2.1.2. Scholarly achievements and performance as a term faculty member will be evaluated for tenure consideration consistent with Section 2.7. Term faculty are eligible to be considered for promotion in rank, normally after five years of service.

Faculty Handbook Revisions

2.1.3, 2.2, and 2.7 *Master Instructor to Principal Instructor*

What problem are we trying to solve?

- The highest title (equivalent to Professor) for faculty without a terminal degree is currently *Master Instructor*, and term faculty have requested a change to *Principal Instructor* throughout the Faculty Handbook due to problematic connotations associated with the word “master”

What does this revision do?

- Changes the title for that faculty rank throughout the entire handbook, including in sections 2.1.3, 2.2, and 2.7

Faculty Handbook Revisions

2.2 *Description of Faculty Ranks*

What problem were we trying to solve?

- Many term faculty ranks were not included in the previous Faculty Handbook Language
- The Faculty handbook did not provide contemporary or sufficient descriptions of the profiles of faculty across ranks

What does this revision do?

- Includes ranks and descriptions for all Instructional/Research Faculty Ranks

See handbook language in Meeting Book for full revisions



Faculty Handbook Revisions

2.3.2.3 *Awarding of Tenure at the Time of Appointment*

What problem were we trying to solve?

- When we hire senior faculty or hire administrators who hold faculty rank (e.g., Provost, Deans), they go through the same promotion and tenure process as all other faculty
- This extended process– particularly the solicitation of external review letters– can take months and can deter excellent candidates

What does this revision do?

- Creates an expedited process for faculty who have already earned tenure and promotion to the same rank at another institution.
- Allows materials submitted as part of the application to be included in the dossier



2.3.2.3 Awarding of Tenure at the Time of Appointment

For faculty who earned tenure at their prior institution and are being hired at the same rank that they previously held, tenure at time of appointment will be considered through an expedited process that will rely primarily on materials that were submitted as part of the hiring process. Such dossiers shall include the cover letter that was submitted as part of the job application; a comprehensive CV that includes an employment chronology and a comprehensive summary of teaching, scholarly work, and service activity; and a detailed reference list that includes references who can speak to the candidate's prior work and scholarly reputation in their discipline. Candidates may also add supplemental materials to their dossier to add further evidence that they meet the criteria for promotion and tenure, at their discretion.

~~-eligible on the promotion and tenure committee of. Independent external letters from recognized experts in the candidate's field must be obtained in a manner consistent with other tenure reviews, and e~~Candidates are held to the same standards as other candidates in that LAU. Since such appointments may be made outside the normal annual promotion and tenure cycle, college/school promotion and tenure committees must establish and follow procedures for promptly reviewing candidates out of cycle.

Faculty Handbook Revisions

2.4 *Criteria for Evaluation of Tenured, Tenure-Track, and Term Faculty*

What problem were we trying to solve?

- Our tenure and promotion guidelines that require “genuine excellence” in either teaching or research and “high competence” is out of alignment with other R1 and AAU institutions, creates a compartmentalized framework, and does not reflect actual practice in most of our academic units
- The current criteria do not reflect a comprehensive scope of faculty contributions in each area of evaluation

What does this revision do?

- Removes “genuine excellence” and “high competence” silos and shifts to an expectation for "overall excellence," in alignment with our peer institutions
- Updates our RRPT criteria to include more comprehensive, contemporary descriptions of faculty work
- Request to make this change effective on July 1, 2028 to give colleges/schools and LAUs time to make updates

See handbook language in Meeting Book for full revisions



Faculty Handbook Revisions

2.10.5 *Faculty Responsibility Under the Honor Code*

What problem are we trying to solve?

- The Honor Code was replaced by Academic Standards two years ago, but the Handbook has not been updated yet to reflect that change.

What does this revision do?

- Updates the title of the section and the language to reflect our updated policy.



2.10.5 Faculty Responsibility Under the ~~Honor~~ Academic Standards Code

~~Since the founding of the University, the Honor Code has been and remains a part of the educational process at George Mason. Although the students are primarily responsible for preserving and enforcing the code, the faculty share common interests with the students in matters of academic integrity. Faculty are expected to have a strong commitment to the Honor Code, and to support and to encourage students in their pursuit of its goals.~~

The Academic Standards Code affirms our collective commitment to foster an environment of trust, respect, and scholarly excellence at George Mason University. Faculty are expected to uphold the Academic Standards Code and to apply the highest ethical standards in teaching, research, and scholarship.

Faculty Handbook Revisions

3.2 *Salary Increases*

What problem are we trying to solve?

- In many units, the connection between annual evaluations and merit increases was unclear
- There is wide variability in the extent to which faculty receive communication about changes in salary

What does this revision do?

- Requires colleges/schools to have a policy or documented process in place for determining and communicating merit-based salary increases, or to ensure that each LAU does so



3.2 Salary Increases

Each college or school shall have a policy or documented process in place for determining and communicating merit-based salary increases or shall ensure that each of its local academic units have such policies and processes. ~~Because~~ A annual evaluations shall be ~~are~~ the primary basis for determining merit-based salary increases. ~~Local~~ Local unit administrators will include the faculty member's performance evaluations over multiple years in making a recommendation if salary adjustments were not made in the preceding year(s).

Action Item

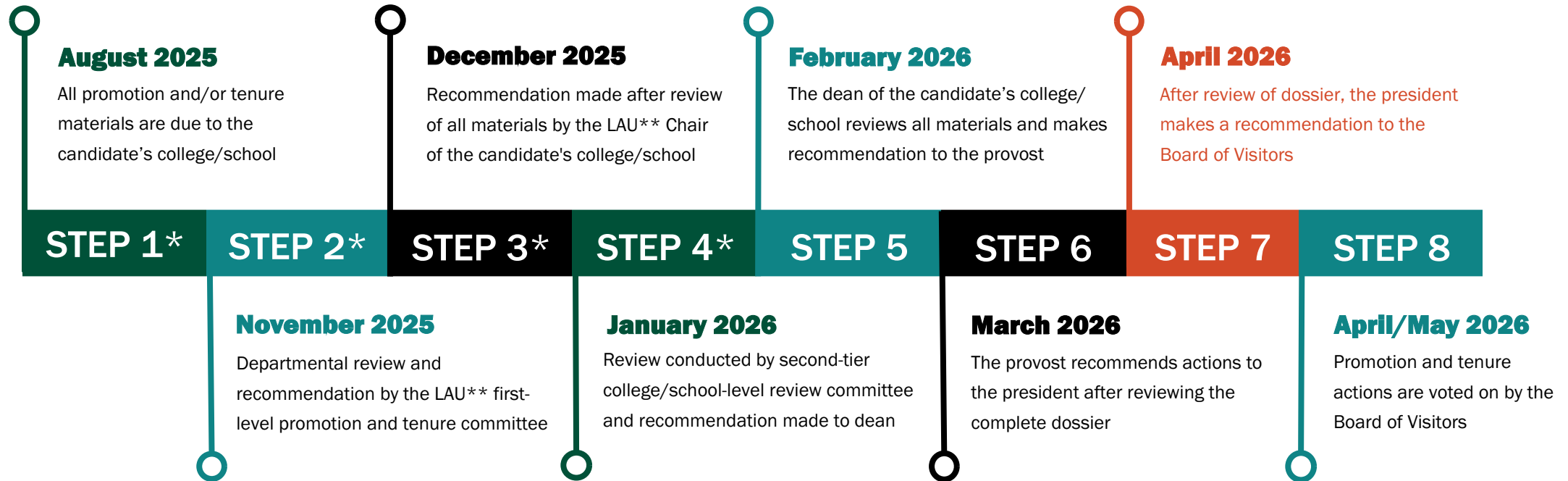
MOTION

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

ACTION ITEMS

Faculty Actions

Promotion and/or Tenure: Institutional Timeline AY 2025–2026



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

**Local Academic Unit (LAU)

Faculty Action

Conferral of Emeritus/Emerita Status

Carol Cleaveland



College of
Public Health

19 Years of Service

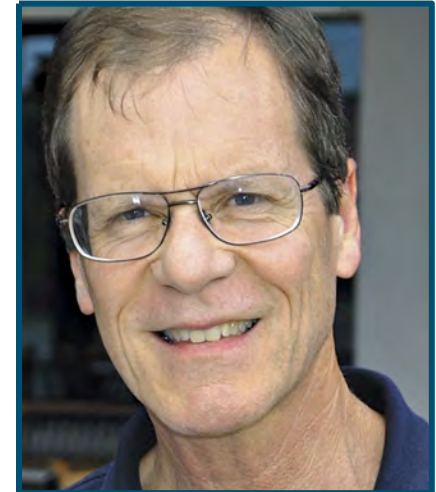
Marjorie Haley



College of Education
and Human Development

37 Years of Service

James Lawrey



College of
Science

49 Years of Service

Faculty Action

Special Rank Change: Distinguished University Professors

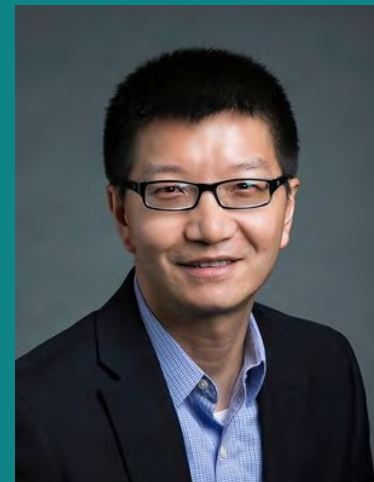
Liping Di



College of Science

*Center for Spatial Information
Science and Systems*

Xiaoquan Zhao



College of Humanities
and Social Sciences

Communications

Action Items

MOTION

To approve the following actions as they are outlined in the meeting materials:

- Promotion and/or Tenure
- Conferral of Emeritus/Emerita Status
- 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, April 2026
- Annual Summary Sheet, July 2025–April 2026



Adjournment
PROVOST.GMU.EDU



**GEORGE MASON
UNIVERSITY®**

1.3.1 The General Faculty AND 2.1.4 Part-Time Appointments

Background/Context:

- The Faculty Senate Charter defines the General Faculty and eligibility for election to the Senate, and our Handbook is currently out of alignment with those definitions. Full-time and part-time faculty are eligible to serve in the Senate, but adjunct faculty are not.
- There are some part-time faculty who are tenured and some who are term instructional faculty. We are removing the language that limits this to instructional term faculty to align with current practice. Since the Senate Charter allows part-time faculty to be elected to the Faculty Senate, and because part-time faculty are part of the General Faculty, we recommend that they also be able to vote.
- It is important to note that adjunct faculty are not part-time faculty. Part-time faculty are sometimes full-time faculty who have (often temporarily) moved to a reduced load to accommodate personal situations or because part of their time is being bought out by another agency. Other part-time faculty are hired into part-time faculty roles from the beginning of their contract because they have employment elsewhere (e.g., judges) but are being hired with a portfolio of responsibilities similar to the responsibilities of full-time faculty. There are currently 61 part-time faculty and 1680 full-time faculty at GMU. Adjunct faculty are hired to teach courses on a course-by-course basis.

Redlined language

1.3.1 The General Faculty

The General Faculty consists of all faculty who have full-time instructional, research, or clinical appointments and all faculty who have part-time instructional appointments at any George Mason University campus. The General Faculty participates in governance at the university level.

Meetings of the General Faculty are scheduled by the President of the University, who serves as presiding officer. If at least 10% of the voting membership petitions for a called meeting of the General Faculty, the President is obliged to schedule it within thirty days, or within ten days if the purpose of the call is to consider modification of the authority the General Faculty has granted the Faculty Senate; or reversal of specific decisions of the Senate; or amending the Senate charter. All members of the General Faculty have voting rights on matters that pertain to the General Faculty. All members of the University community may attend meetings of the General Faculty and participate in the debate of matters that come before it. The General Faculty may meet electronically, provided the technology used allows all members to hear each other simultaneously, seek recognition, vote, and exercise other rights.

Without relinquishing the generality of its powers, The General Faculty delegates by Charter to the Faculty Senate the responsibility for shared academic governance at the university level. Only those faculty who have instructional appointments – tenured, tenure-track, term, or ~~adjunct part-time~~ – may be elected to the Faculty Senate.

2.1.4 Part-Time Appointment

~~Term~~ Faculty who are appointed to less than full-time positions are called part-time faculty. Their assignments may include research, service, clinical practice, administrative program development, or instructional responsibilities that go beyond the boundaries of specific courses. Part-time ~~term~~ faculty positions are governed by the same appointment, rank, and title requirements as full-time ~~term~~ faculty positions. The Provost is the final approval level for part-time faculty appointments. Part-time faculty are ~~not~~ voting members of the General Faculty.

Related Passages:

Faculty Senate Charter, I.C.

C. Qualifications of Elected Senators Elected Senators shall be members of the constituent Faculties they represent. A faculty member is eligible to serve on the Faculty Senate if the faculty member holds

1. A full-time instructional tenured, tenure-track, or term appointment with at least one year's full-time service at George Mason University; or

2. A part-time instructional appointment with at least one academic year of continuous service, and completion of at least two Full Time Equivalents in appointments at George Mason University.

2.1.5 Adjunct Appointment

Adjunct Faculty are employees appointed to fulfill the teaching and advising responsibilities associated with a specific course (or a set of specified courses) in a specific semester.

Adjunct Faculty are not voting members of the General Faculty and are not covered by the provisions of this Handbook.

2.1.6 Postdoctoral Research Fellows and Research Staff

Postdoctoral Research Fellows are employees governed by the Postdoctoral Research Fellows Policy. Postdoctoral Research Fellows are not covered by the provisions of the Faculty Handbook.

Research Staff are employees governed by the Research Staff Policy. Research Staff are not covered by the provisions of the Faculty Handbook.

Proposed revision to Faculty Handbook § 1.3.2 concerning Faculty Senate participation by non-senators

George Mason University Faculty Handbook - July 1, 2025, § 1.3.2 The Faculty Senate	Proposed revision
<p>The Senate meets at least monthly during the fall and spring semesters. Meetings of the Senate are open to all members of the university community, who may speak to any item of business on the agenda. Only members of the Senate, however, may introduce motions and vote. The Faculty Senate deliberates in a respectful and open manner, consistent with existing principles of university discourse.</p>	<p>The Senate meets at least monthly during the fall and spring semesters. To the extent permitted by the Senate bylaws, meetings of the Senate are open to all members of the university community, who may speak to any item of business on the agenda. Only members of the Senate, however, may introduce motions and vote. The Faculty Senate deliberates in a respectful and open manner, consistent with existing principles of university discourse.</p>

Explanation

The current language of the Faculty Handbook is inconsistent with the current Faculty Senate bylaws, which restrict speaking privileges to “any person recognized by the President” and which provide for the possibility of closed sessions. Changing the language would make the handbook consistent not only with current bylaws but also with any future changes concerning non-member participation.

2.1.3 Term Appointments

Background/Context

- It has sometimes been unclear whether faculty who began at GMU as term faculty who then were hired into tenure-track positions were able to include their full body of scholarly and teaching accomplishments in their dossier for tenure consideration.
- It has also been unclear whether term faculty who were hired into tenure-track roles needed to wait the full six-year period to go up for tenure.
- Section 2.1.2 grants all faculty with prior service or unusually strong performance the opportunity to be considered for tenure and promotion early, and section 2.7 specifies that RRPT recommendations should be based on an evaluation of performance over the total period of service at Mason as well as consideration of all scholarly achievements. This revision simply clarifies that those policies also apply for faculty who began their careers as term faculty at Mason, just as they do for faculty who began their careers elsewhere, to remove the ambiguity that was at times being read into 2.1.3.
- The Term Faculty Committee has unanimously recommended that we replace the title “Master Instructor” with “Principal Instructor” to eliminate historical connotations of the word “master,” especially in southern states. This same shift is also happening in other industries, such as real estate and software development, for similar reasons.

Redlined 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, ~~MasterPrincipal~~ Instructor; or Professor of Practice. Clinical term faculty without a terminal degree may hold the rank of Clinical Instructor, Clinical Senior Instructor, or Clinical ~~MasterPrincipal~~ 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 who are hired into tenure-track faculty positions will have the same timeline for renewal, promotion, and tenure as all other newly hired tenure-track faculty (Section 2.1.2), but time as a term faculty member does not count as part of the time to renewal and tenure. However, term faculty hired into tenure-track positions have the same opportunity for early tenure consideration, as defined in Section 2.1.2. Scholarly achievements and performance as a term faculty member will be evaluated for tenure consideration consistent with Section 2.7.~~ Term faculty are eligible to be considered for promotion in rank, normally after five years of service.

Current	Proposed
<p>2.2 Description of Faculty Ranks</p> <p>Faculty are either appointed or are promoted to an academic faculty rank. Appointments should be made at the appropriate rank and account for years of professional, teaching, or other experience as judged by the appointing local academic unit and subject to the approval of the Dean and Provost. Faculty are promoted in rank according to the procedures in Section 2.7.</p>	<p>2.2 Description of Faculty Ranks</p> <p>Faculty are either appointed or are promoted to an academic faculty rank. Appointments should be made at the appropriate rank and account for years of professional, teaching, or other experience as judged by the appointing local academic unit and subject to the approval of the Dean and Provost. These descriptions are broad overviews of expectations at each rank; faculty are promoted in rank according to the criteria in Section 2.4 and the procedures in Section 2.7.</p>
<p>2.2.2 Assistant Professor</p> <p>An assistant professor normally holds the terminal degree in the discipline or field and gives promise for making significant contributions to teaching, research, scholarship, creative work, and/or clinical work.</p> <p>2.2.3 Associate Professor</p> <p>A faculty member must meet the University's established criteria for advancement to the rank of associate professor as specified in Section 2.7.3 Promotion and Tenure and in</p>	<p>2.2.1 Tenure-Line Faculty</p> <p>2.2.1.1 Assistant and Pre-Tenure Associate Professors</p> <p>Assistant and pre-tenure Associate Professors hold a terminal degree in the discipline or field of study and show promise for making significant RSCA contributions to and impact in their fields. These faculty members are learning about effective teaching and mentoring practices in their discipline(s) or field(s) and developing and strengthening their skills to facilitate student success. Assistant and pre-tenure Associate Professors primarily serve their Local Academic Units (LAUs) and establish a track record of service to their profession. They are expected to learn about and uphold high standards of professional, ethical, and collegial conduct.</p> <p>2.2.1.2 Tenured Associate Professors</p> <p>Tenured Associate Professors have achieved a critical milestone in an academic career. This rank signifies that a faculty member has successfully completed their probationary period and established a strong record</p>

Section 2.4 Criteria for Evaluation of Tenured, Tenure-Track, and Term Faculty. New faculty who are appointed to the rank of associate professor must have demonstrated equivalent qualifications that meet local academic unit and Faculty Handbook criteria for the rank.

2.2.4 Professor

A faculty member must meet the University's established criteria for advancement to the rank of professor as specified in [Section 2.7.3 Promotion and Tenure](#) and in [Section 2.4 Criteria for Evaluation of Tenured, Tenure-Track, and Term Faculty](#). New faculty who are appointed to the rank of professor must have demonstrated equivalent qualifications that meet local academic unit and Faculty Handbook criteria for the rank.

of independent accomplishment and impact in RSCA. Faculty members at this rank maintain impactful RSCA contributions and contribute to the university's overall teaching mission through effective, impactful teaching, active mentoring and advising, and substantive curricular and programmatic contributions. Tenured Associate Professors take responsibility for service and shared governance within the university (across all levels) and within their profession(s) and demonstrate promise for sustained contributions. They are expected to uphold high standards of professional, ethical, and collegial conduct.

George Mason University recognizes that Associate Professors must be afforded the opportunity to prioritize their RSCA and teaching and learning activities to build a case for promotion to professor while also developing and refining their leadership competencies.

2.2.1.3 Tenured Professors

Tenured Professors are recognized for their established expertise in their discipline(s) or field(s) of study and have achieved national – and often international – stature. Faculty at this rank engage in sustained, impactful RSCA and provide substantive leadership in their profession(s), possibly including new collaborations across disciplines and fields of study. Tenured Professors demonstrate ongoing growth as educators, make sustained contributions to student learning and teaching effectiveness, and provide pedagogical leadership within and/or beyond the university. They provide service and leadership to the institution (e.g., playing key roles in university governance, assuming substantial service responsibilities) and in their professional field(s) of study (e.g.,

2.2.5 Distinguished University Professor

From time to time the University will encounter opportunities to recognize current members of the faculty or appoint to its faculty people of great national or international reputation. The rank of Distinguished University Professor is reserved for such eminent individuals. Distinguished University Professors are appointed by the President and the Board of Visitors with the advice and consent of a standing committee appointed by the Provost.

Distinguished University Professor appointments are normally reserved for **full** professors. The criteria for such appointments include substantial research or scholarship or arts credentials, as appropriate to the discipline.

leadership positions in professional organizations or scholarly journals). Faculty at this rank serve as mentors to students as well as to faculty and staff colleagues. As experienced faculty, they are expected to contribute regularly to the intellectual life of the university and serve as exemplars of professional, ethical, and collegial conduct.

2.2.1.4 Distinguished University Professor

From time to time the University will encounter opportunities to recognize current members of the faculty or appoint to its faculty people of great national or international reputation. The rank of Distinguished University Professor is reserved for such eminent individuals. Distinguished University Professors are appointed by the President and the Board of Visitors with the advice and consent of a standing committee appointed by the Provost.

Distinguished University Professor appointments are normally reserved for tenured **Professors and are limited to no more than 10% of all tenured Professors**. The criteria for such appointments include substantial research or scholarship or arts credentials, as appropriate to the discipline.

2.2.1 Instructor and Professor of Practice

Term faculty without the terminal degree in the field may be appointed as Instructor. An instructor holds the master's degree or equivalent academic and/or professional qualifications and gives promise for making contributions in the area of their primary assignment focus. An instructor may be appointed or promoted in rank (Section 2.1.3) by meeting local academic unit criteria for the rank.

2.2.2 Term Faculty

2.2.2.1 Instructional Assistant Professors and Instructors

The Instructional Assistant Professor (for those with a terminal degree) and Instructor (for those without a terminal degree) ranks signify that the faculty member shows promise for making significant contributions and has demonstrated the potential for continued growth.

Instructional Assistant Professors and Instructors contribute to the university's overall teaching and student success mission through effective teaching and mentoring practices in their discipline(s) or field(s), as well as by developing and strengthening their skills to facilitate student learning. While not the primary focus, some level of professional and scholarly activity may be undertaken, including efforts to stay current in the field, participate in professional development, or engage in similar activities. Faculty at this rank are contributing citizens to service activities within the LAU, subject to workload policies and/or agreements. Those who are granted Graduate Faculty Status may serve on thesis and dissertation committees. All faculty at this rank are expected to learn about and uphold high standards of professional, ethical, and collegial conduct.

2.2.2.2 Research Assistant Professors

Research Assistant Professors show promise for making significant RSCA contributions to and impact in their discipline(s) or field(s). Roles for these faculty may be defined by external funding requirements. Faculty at this rank may

mentor graduate students and postdoctoral researchers as part of their workload. They may contribute service to the profession (e.g., manuscript reviewing, participation in professional societies). Those who are granted Graduate Faculty Status may serve on thesis and dissertation committees. All faculty at this rank are expected to learn about and uphold high standards of professional, ethical, and collegial conduct.

2.2.2.3 Instructional Associate Professors and Senior Instructors

The Instructional Associate Professor (for those with a terminal degree) and Senior Instructor (for those without a terminal degree) ranks signify that a faculty member has established a record of high-quality, impactful work and has demonstrated the potential for continued growth and contributions.

Instructional Associate Professors and Senior Instructors contribute to the university's overall teaching and student success mission through effective teaching, active mentoring and advising, and - in some cases – curricular, programmatic, or leadership contributions. While not the primary focus, some level of professional and scholarly activity may be undertaken, including efforts to stay current in the field, participate in professional development, or engage in similar activities. Faculty at this rank are active citizens of the university which typically involves participating in service activities within the LAU, college, and/or university, subject to workload policies and/or agreements. Those who are granted Graduate Faculty Status may serve on thesis and dissertation committees. All faculty at this rank are expected to

uphold high standards of professional, ethical, and collegial conduct.

2.2.2.4 Research Associate Professors

Research Associate Professors are defined by a record of independent, high-quality RSCA. These faculty members demonstrate significant contributions to their field, as evidenced by the appropriate measures of their discipline(s) or field(s) of study and a strong professional reputation. Direct teaching responsibilities are often minimal or non-existent, although faculty at this rank may mentor graduate students and postdoctoral researchers as part of their research program. Active service to the profession (e.g., manuscript reviewing, participation in professional societies) and contributions to the university's research infrastructure (e.g., serving on relevant committees) may be undertaken. Those who are granted Graduate Faculty Status may serve on thesis and dissertation committees. All faculty at this rank are expected to uphold high standards of professional, ethical, and collegial conduct.

2.2.2.5 Instructional Professors and Principal Instructors

The Instructional Professor (for those with a terminal degree) and Principal Instructor (for those without a terminal degree) ranks signify a faculty member has established a record of achievement and leadership. The expectation is to demonstrate sustained effectiveness and impact.

Instructional Professors and Principal Instructors demonstrate ongoing growth in their contributions to student learning and

teaching effectiveness as evidenced by contributions to instructional quality across the institution. This includes course design and assessments that engage learners, curriculum development, pedagogical innovation, and contributions to the university's overall teaching mission. While not the primary focus, some level of professional and scholarly activity may be undertaken, including efforts to stay current in the discipline(s) or field(s), participate in professional development, or other activities. Faculty at this rank are active citizens of the university, contributing to LAU, college, and university committees, subject to workload policies and/or agreements. In some cases, they serve in important and impactful leadership roles. As experienced faculty, they are expected to contribute regularly to the intellectual life of the university and serve as exemplars of professional, ethical, and collegial conduct.

2.2.2.6 Research Professors

Research Professors are recognized by external colleagues for their established expertise in their field(s) of study and will have achieved national stature due to the impact of their RSCA, as evidenced by the appropriate measures of their discipline(s) or field(s) of study. Direct teaching responsibilities are often minimal or non-existent, although faculty at this rank may mentor graduate students and postdoctoral researchers as part of their research program. Research Professors may hold leadership positions within their professional community, such as serving on editorial boards or organizing disciplinary conferences, in addition to active service to the profession (e.g., manuscript reviewing, participation in professional societies). Contributions to the university's research infrastructure (e.g., serving on relevant committees) are often expected. As

Term faculty, with or without a terminal degree, who possess the expertise, achievements, and experience to provide professional instruction in a manner that brings relevance and distinction to the local academic unit and the University may be appointed as Professor of Practice.

experienced faculty, they are expected to serve as exemplars of professional, ethical, and collegial conduct.

2.2.2.7 Professor of Practice

Term faculty, with or without a terminal degree, who possess the expertise, achievements, and experience to provide professional instruction in a manner that brings relevance and distinction to the local academic unit and the University may be appointed as Professor of Practice.

2.2.6 Distinguished Service Professor

Distinguished Service Professors are recognized as individuals whose careers have had a major impact on their field or on the university community that goes well beyond ordinary levels of service. Normally, such individuals are recommended by a Dean and appointed by the Provost.

Such appointments are normally reserved for full professors.

The criteria for granting the rank of distinguished service professor includes extraordinary level of impact, sustained contributions to the good of the university and the academic unit, and/or significant contributions to the field that extend beyond the boundaries of the university.

2.2.3 Distinguished Service Professor (honorific title)

Distinguished Service Professors are recognized as individuals whose careers have had a major impact on their field or on the university community that goes well beyond ordinary levels of service. Normally, such individuals are recommended by a Dean and appointed by the Provost.

The criteria for granting the rank of Distinguished Service Professor includes extraordinary level of impact, sustained contributions to the good of the university and the academic unit, and/or significant contributions to the discipline(s) or field(s) that extend beyond the boundaries of the university. Faculty who are granted this honorific title retain their current rank.

2.2.7 Emeritus Faculty

Upon retirement from George Mason University, full-time Associate and Full Professors with ten or more years of continuous academic service may be recommended to the Board of Visitors for election to the honorary rank of Emeritus/Emerita in recognition of outstanding dedication to the university. A letter reviewing the candidate's history of teaching, research and scholarship, and service at Mason is normally initiated by the individual's LAU. The letter is forwarded to the LAU Dean, the Provost and the President for accompanying recommendations.

2.2.4 Emeritus Faculty

Upon retirement from George Mason University, full-time term or tenured Associate Professors and Professors with ten or more years of continuous academic service may be recommended to the Board of Visitors for election to the honorary rank of Emeritus/Emerita in recognition of outstanding dedication to the university. A letter reviewing the candidate's history of teaching, research and scholarship, and service at George Mason is normally initiated by the individual's LAU. The letter is forwarded to the LAU Dean, the Provost, and the President for accompanying recommendations.

2.2.8 Administrators Holding Faculty Rank

Each person appointed to an administrative/professional faculty position is assigned an academic rank. **Initial appointment will normally be at the rank of Instructor. Individuals holding a terminal degree may be appointed at the rank of Assistant Professor. An academic unit and the Provost may together confer academic rank beyond Assistant Professor when appropriate. As exceptions, certain senior administrative positions will be assigned the rank of at least Associate Professor in keeping with the executive status of their position. Assignment of rank must be in accordance with *The Commonwealth of Virginia's Consolidated Salary Authorization for Faculty Positions in Institutions of Higher Education, 2001-2002.* (The assignment of rank to administrative/professional faculty does not confer, nor does time assigned to administrative/professional duties contribute to, tenure.)**

Instructional faculty who are appointed to administrative/professional faculty positions, if tenured, retain their tenured status while so serving.

Faculty who are not tenured have no automatic right to return to their previous instructional, research, or clinical faculty position.

2.2.5 Administrators Holding Faculty Rank

Each person appointed to an Administrative/Professional faculty position is assigned an academic rank. **Faculty rank for Administrative/Professional Faculty is further detailed in the Administrative/Professional Faculty Handbook.**

Instructional faculty who are appointed to Administrative/Professional faculty positions, if tenured, retain their tenured status while so serving.

Faculty who are not tenured have no automatic right to return to their previous instructional, research, or clinical faculty position.

Proposed Language

2.3.2.3 Awarding of Tenure at the Time of Appointment

If a candidate is to be appointed without term, the appointment procedure is conducted as specified for competitive ([Section 2.3.2.1](#)) or non-competitive ([Section 2.3.2.2](#)) appointments. Following an affirmative decision to appoint, the eligible faculty consider whether to recommend tenure in a first-level review in conformance with [Section 2.7.3](#) Procedures for Promotion and Tenure.

The recommendation is then sent to the second-level college/school promotion and tenure committee.

For faculty who earned tenure at their prior institution and are being hired at the same rank that they previously held, tenure at time of appointment will be considered through an expedited process that will rely primarily on materials that were submitted as part of the hiring process. Such dossiers shall include the cover letter that was submitted as part of the job application; a comprehensive CV that includes an employment chronology and a comprehensive summary of teaching, scholarly work, and service activity; and a detailed reference list that includes references who can speak to the candidate's prior work and scholarly reputation in their discipline. Candidates may also add supplemental materials to their dossier to add further evidence that they meet the criteria for promotion and tenure, at their discretion.

Candidates are held to the same standards as other candidates in that LAU. Since such appointments may be made outside the normal annual promotion and tenure cycle, college/school promotion and tenure committees must establish and follow procedures for promptly reviewing candidates out of cycle.

Proposed Language with Track Changes

2.3.2.3 Awarding of Tenure at the Time of Appointment

If a candidate is to be appointed without term, the appointment procedure is conducted as specified for competitive ([Section 2.3.2.1](#)) or non-competitive ([Section 2.3.2.2](#)) appointments. Following an affirmative decision to appoint, the eligible faculty consider whether to recommend tenure in a first-level review in conformance with [Section 2.7.3](#) Procedures for Promotion and Tenure.

The recommendation is then sent to the second-level college/school promotion and tenure committee.

For faculty who earned tenure at their prior institution and are being hired at the same rank that they previously held, tenure at time of appointment will be considered through an expedited process that will rely primarily on materials that were submitted as part of the hiring process. Such dossiers shall include the cover letter that was submitted as part of the job application; a comprehensive CV that includes an employment chronology and a comprehensive summary of teaching, scholarly work, and service activity; and a detailed reference list that includes references who can speak to the candidate's prior work and scholarly reputation in their discipline. Candidates may also add supplemental materials to their dossier to add further evidence that they meet the criteria for promotion and tenure, at their discretion.

~~eligible on the promotion and tenure committee of. Independent external letters from recognized experts in the candidate's field must be obtained in a manner consistent with other tenure reviews, and e~~Candidates are held to the same standards as other candidates in that LAU. Since such appointments may be made outside the normal annual promotion and tenure cycle, college/school promotion and tenure committees must establish and follow procedures for promptly reviewing candidates out of cycle.

Current Language

2.3.2.3 Awarding of Tenure at the Time of Appointment

If a candidate is to be appointed without term, the appointment procedure is conducted as specified for competitive ([Section 2.3.2.1](#)) or non-competitive ([Section 2.3.2.2](#)) appointments. Following an affirmative decision to appoint, the eligible faculty consider whether to recommend tenure in a first-level review in conformance with [Section 2.7.3](#) Procedures for Promotion and Tenure.

The recommendation is then sent to the second-level college/school promotion and tenure committee. Independent external letters from recognized experts in the candidate's field must be obtained in a manner consistent with other tenure reviews, and candidates are held to the same standards as other candidates in that LAU. Since such appointments may be made outside the normal annual promotion and tenure cycle, college/school promotion and tenure committees must establish and follow procedures for promptly reviewing candidates out of cycle.

2.4 Criteria for Evaluation of Tenured, Tenure-Track, and Term Faculty

Recommendations on changes of faculty status are in large measure a faculty responsibility. The faculty's role in these personnel actions is based upon the essentiality of its judgment to sound educational policy, and upon the fact that scholars in a particular field have the chief competence for judging the work of their colleagues. An additional reason for the faculty's role in these matters is the general competence of experienced faculty personnel committees with a broader charge that encompasses the evaluation of teaching and service. Implicit in such competence is the acknowledgment that responsibility exists for both adverse and favorable judgments.

Faculty are evaluated when they are candidates for a change in faculty status: reappointment, renewal, promotion, or conferral of tenure ([Section 2.7](#)). Candidates will be evaluated in light of the missions of the University which are teaching; research and scholarship, both theoretical and applied; and service (as defined in [Sections 2.4.1-2.4.3](#)). Only these criteria, as further developed and published by the local academic unit, and approved by the Provost, may be used in evaluations of faculty. Peer review plays a central role in the evaluation of individual achievement in each of these areas. The primary consideration in the evaluation of faculty achievements will be the extent to which these continue to improve the academic quality of the University.

2.4 Criteria for Evaluation of Tenured, Tenure-Track, and Term Faculty

Recommendations on changes of faculty status are in large measure a faculty responsibility. The faculty's role in these personnel actions is based upon the essentiality of its judgment to sound educational policy, and upon the fact that scholars in a particular field have the chief competence for judging the work of their colleagues. An additional reason for the faculty's role in these matters is the general competence of experienced faculty personnel committees with a broader charge that encompasses the evaluation of teaching and service. Implicit in such competence is the acknowledgment that responsibility exists for both adverse and favorable judgments.

Faculty are evaluated when they are candidates for a change in faculty status: reappointment, renewal, promotion, or conferral of tenure ([Section 2.7](#)). Candidates will be evaluated in light of the missions of the University which are teaching **and learning**; research, scholarship, **and creative activity**, both theoretical and applied; and service **and leadership** (as defined in [Sections 2.4.1-2.4.3](#)). **All evaluations should consider the candidate's adherence to professional ethics (see [Section 2.10.2](#)). For faculty with administrative responsibilities, the impact of those responsibilities should be considered proportional to workload (2.4.4).** Only these criteria, as further developed and published by the local academic unit, and approved by the Provost, may be used in evaluations of faculty. Peer review plays a central role in the evaluation of individual achievement in each of these areas. The primary consideration in the evaluation of faculty achievements will be the extent to which these continue to improve the academic quality of the University.

Faculty are not expected to have equal commitment or equal responsibilities in each of these areas. Levels of expectation will vary with the type of decision.

Initial tenure-track and term appointments will, to some extent, recognize perceived potential rather than achievement. Reappointment, renewal, appointment without term or promotion in rank will be based on achievement rather than potential.

Term faculty candidates for promotion to associate professor or to senior instructor must demonstrate at least high competence in the primary area (instructional, research, or clinical). They must also show evidence of service. The standards that must be met in the primary area and in service are developed by the LAU and approved by the Provost.

Term faculty candidates for promotion to professor or to master instructor must demonstrate genuine excellence in the primary area (instructional, research, or clinical). They must also show evidence of continuing service. The standards that must be met in the primary area and in service are developed by the LAU and approved by the Provost.

Tenure-track candidates for tenure and promotion to the rank of associate professor without term must exhibit genuine excellence either in teaching or in research/scholarship. High competence must be exhibited in both areas. Furthermore, candidates must provide evidence that their contributions in their area(s) of genuine excellence have had some significant impact beyond the boundaries of this University. If the primary strength

Faculty are not expected to have equal commitment or equal responsibilities in each of these areas. Levels of expectation will vary with the type of decision.

The standards as outlined below will be developed by the LAU and must comply with Faculty Handbook guidance and are approved by the Provost. Faculty are to be evaluated on the quality and impact of their contributions; evaluations should account for differences in assigned workload and other responsibilities as informed by college/school and LAU policies.

Term Faculty: Term faculty candidates for promotion must demonstrate overall excellence and appropriate impact in the primary area (instructional, research, or clinical). They must also show evidence of contributions to service.

Tenure-Track Faculty: Tenure-track candidates for tenure and promotion to the rank of associate professor without term must present a dossier that demonstrates overall excellence in research, scholarship, and creative activities (RSCA) and teaching and learning. With respect to RSCA, candidates must provide evidence that their contributions have had a significant impact on their fields. With respect to teaching and learning, candidates must provide evidence of developing and

is teaching, there should be evidence that the candidate's contributions have influence beyond the immediate classroom; if in research/scholarship, there should be evidence that the candidate's contributions have significant influence on colleagues at other institutions in this country, and where applicable, abroad. They must also show evidence of service. The standards that must be met in teaching, research/scholarship, and service are developed by the LAU and approved by the Provost. Appointment without term should leave no doubt about the candidate's value to the University over an extended period.

Tenured candidates seeking promotion to the rank of professor without term must maintain high competence in teaching, research/scholarship, and service while also maintaining genuine excellence in teaching or research/scholarship. In addition, evidence of significant impact beyond the boundaries of the University must be much more substantial than in cases involving tenure or promotion to the rank of associate professor without term. Clear and convincing evidence must be provided of an established external reputation in the primary field, based on consequential achievements in teaching, research and scholarship, or professional activities directly related to teaching and research and scholarship. The standards that must be met in teaching, research/scholarship, and service are developed by the LAU and approved by the Provost.

All evaluations should consider the candidate's adherence to professional ethics (see [Section 2.10.2](#)).

strengthening their teaching and mentoring skills to facilitate student learning. They must also show evidence of contributions to service. Appointment without term should leave no doubt about the candidate's value to the University as a lifetime appointment.

Tenured Faculty: Tenured candidates seeking promotion to the rank of professor without term must maintain a dossier that, taken as a whole, demonstrates overall excellence when considering all three domains of faculty contributions: RSCA, teaching and learning, and service and leadership. Evidence of impact must be much more substantial than in cases involving tenure and/or promotion to the rank of associate professor without term. Clear and convincing evidence must be provided of an established external reputation for overall excellence based on consequential achievements in RSCA, teaching and learning, and/or professional activities directly related to RSCA and teaching and learning.

2.4.1 Teaching

Effective teaching is demonstrated through a combination of course and curricular materials, learning outcomes, assignments, and assessments designed to promote student learning; through review of those materials, outcomes, assignments, and assessments by knowledgeable peers and colleagues; through student evaluations of their learning experiences; and through engaging in professional/teaching development activities.

Examples of contributions to teaching include:

- Development and implementation of new courses, curricula, and programs (face-to-face, online, or hybrid);
- Use of research-based, innovative, inclusive, and/or high-impact teaching and assessment practices;
- Development of instructional materials, including appropriate use of emerging and digital technologies;
- Training and supervision of teaching (graduate) and/or learning (undergraduate) assistants;
- Course coordination for courses with multiple sections;
- Mentoring students, both undergraduate and graduate;
- Clinical and field supervision of students;
- Student academic advising;
- Mentoring faculty colleagues;
- Participating in educational development activities to strengthen knowledge, skills, and/or abilities.

2.4.1 Teaching and Learning

Contributing effectively to our educational mission is the responsibility of all faculty members. All faculty are expected to:

- Adapt to the evolving needs of students and the workplace in an increasingly complex technological landscape
- Engage in teaching and learning strategies that equitably support and engage students in learning, often informed by evidence-based or research-based teaching and learning strategies rooted in our disciplines and professional communities.

Effective teaching requires the demonstration of an intentional commitment to and refinement of teaching practices that lead to student engagement, learning, and success. In many cases, faculty members will provide leadership for: curricula, including the integration of high-impact practices that foster student learning and educational innovations; supporting colleagues in becoming more effective educators; and engaging in activities that have impact beyond one's own classrooms. Effective teaching is typically demonstrated through a combination of:

- Course design, teaching materials, and assessments designed to promote student learning;
- Ongoing review of those materials and assessments by knowledgeable peers and colleagues;
- Student evaluations of/ feedback about their learning experiences; and

- Faculty self-assessments that demonstrate growth, continuous course improvement, and engagement in professional/teaching development activities.

Evidence of impact, significance, and/or innovation may include but are not limited to:

- Development and/or implementation of courses, curricula, and programs across modalities;
- Use of research-based, innovative, inclusive, and/or high-impact teaching and assessment practices;
- Development of instructional materials (e.g., textbooks, case studies, online study guides), including appropriate use of emerging technologies;
- Training and supervision of teaching (graduate) and/or learning (undergraduate) assistants;
- Course coordination, including providing instructor support, for courses with multiple sections;
- Chairing or co-chairing undergraduate or graduate student thesis, portfolio, comprehensive exam, or dissertation committees or other significant student mentoring that leads to student success;
- Clinical and field supervision of students;
- Student academic advising and/or mentoring;
- Mentoring faculty colleagues in course development, design, teaching, digital pedagogy, and/or assessment;
- Participating in professional development activities to strengthen teaching and learning (e.g., workshops, programs, credentials); and
- Leading professional development activities to strengthen teaching and learning (e.g., workshops, programs, credentials).

	<p>Each local academic unit (LAU) must develop standards to evaluate its expectations for demonstrating impact with respect to teaching and learning that reflects the above definitions. Faculty are evaluated on the quality and impact of their contributions; evaluations should account for differences in assigned workload and other responsibilities.</p>
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2.4.2 Research and Scholarship

Scholarly achievement is demonstrated by original contributions to the advancement of the discipline/field of study, or to the integration of the discipline with other fields, or by the application of discipline- or field-based knowledge to the practice of a profession.

Examples of evidence for research and scholarship include:

- Publications (peer and non-peer reviewed), including journal articles, books, book chapters, monographs, etc.;
- Sponsored research activity and grant and contract awards;
- Conference and other scholarly presentations (peer-reviewed and invited);
- Original artistic work, software and media, exhibitions, and professional performances;
- Intellectual property, patents, and evidence of relevant entrepreneurial activities;
- Other evidence indicating scholarly recognition and reputation.

2.4.2 Research, Scholarship, and Creative Activity (RSCA)

Excellence in RSCA builds on a faculty member's academic and/or professional expertise and is demonstrated by original contributions to:

- An individual discipline or field of study;
- Interdisciplinary, multidisciplinary, or transdisciplinary knowledge;
- The application or translation of discipline- or field-based knowledge to policy, industry practice, or professional practice;
- The Scholarship of Teaching and Learning (SoTL); and/or
- Public and community-engaged scholarship.

Evidence of impact, significance, and/or innovation may include but are not limited to:

- Publications (peer and non-peer reviewed), including journal articles, conference papers, books, book chapters, reports, briefs, textbooks, and monographs;
- Original artistic work, software, media, exhibitions, and professional performances;
- Other scholarly works that are single-authored, co-authored, edited, and co-edited;
- Sponsored research activities;
- Academic and professional conference and other scholarly presentations (peer-reviewed and invited);
- Scholarly digital projects, including explicitly Open Educational Resources (OERs),

websites, digital platforms and tools, and multimodal work;

- Intellectual property, patents, and evidence of relevant entrepreneurial activities;
- Professional activities that evidence leadership and/or strength of expertise (e.g., editorships, organizing special sessions/workshops, invitations for activities that make other significant contributions);
- Professional efforts to connect different public constituencies with university scholars (e.g., testifying before legislative bodies, research that informs practices/policies of local/regional/international/other communities, museum exhibits, media interviews or appearances, other activities considered to be the work of public intellectuals);
- Other evidence that indicates scholarly recognition and reputation; and
- Fostering student scholarly identity and success, for example through funding students on RSCA projects, engaging undergraduate or graduate students in RSCA work that leads to co-authorships (e.g., publications, conference proceedings, presentations).

Each local academic unit (LAU) must develop standards to evaluate its expectations for demonstrating impact in RSCA that reflects the above definitions. Emphasis on the quality, significance, and impact of the work, not simply the quantity, is strongly encouraged. Faculty should be encouraged to develop an RSCA portfolio that is forward-thinking and innovative and codifies the legitimacy and expertise of the faculty member in a particular domain.

2.4.3 Service

Service, which may include leadership responsibilities, is demonstrated by faculty participation in governance, and operational or development activities in the local academic unit, the University, or the profession. Required service in the local academic unit includes, but is not limited to, such activity as attendance at faculty meetings and participation in faculty personnel matters and curriculum development. Other examples of service to the LAU include student advising, developing or supporting co-curricular experiences for students, and mentoring colleagues.

Professional service is demonstrated by contributions to recognized societies and associations that promote research and scholarship and by consultancies and cooperative projects that make the faculty member's discipline or field-based knowledge and skills available to individuals, groups or agencies outside the University.

2.4.3 Service and Leadership

Faculty are expected to engage in institutional service, institutional leadership, and/or professional service and leadership. Service and leadership strengthen the institution and faculty professional communities and includes engagement in faculty governance.

Institutional service activities include, but are not limited to, the following examples:

- Active participation in faculty personnel matters (e.g., recruitment activities, search committees, RRPT activities);
- Active participation on instructional (e.g., accreditation, curricular, Academic Program Review) and research committees at the LAU, college/school, and/or university levels;
- Supporting student success efforts through designing and/or facilitating co-curricular experiences for students, student advising, and/or career coaching;
- Faculty mentoring, such as supporting and advising faculty peers about RSCA or career planning;
- Serving on undergraduate or graduate student thesis or dissertation committees;
- Engagement in community outreach and/or student recruitment activities;
- Coordinating and/or participating in engagement activities (e.g., public lectures/panels, workshops, reading groups, learning communities); and
- Engaging in professional development opportunities to strengthen leadership capacity.

Leadership is demonstrated by making significant and consequential contributions to the local academic unit, the University, professional societies and associations, and local/regional/national/international communities. Examples include, but are not limited to, chairing or co-chairing committees for the local academic unit; leading and/or actively contributing to university-wide initiatives; serving in leadership roles for professional societies and organizations; serving in significant editorial roles; leading invited or peer-reviewed workshops; leading community-based activities related in some way to expertise; and mentoring faculty colleagues in formal programs.

Each local academic unit must develop standards to evaluate its expectations for institutional and professional leadership and engagement.

Institutional leadership involves taking a proactive role in the work of a group/committee/unit to build and sustain important institutional functions that allow the work of the university to mature and progress. Impact may be demonstrated by showing significant, sustained contributions towards implementing strategies that advance the broader institutional mission within the LAU, college/school, and/or George Mason University. These activities include, but are not limited to, the following examples:

- Chairing or co-chairing committees at the LAU, college/school, and/or university levels;
- Serving as a faculty representative on the Board of Visitors (BOV), the Faculty Senate, university standing committees, ad hoc taskforces and working groups, and other university-wide initiatives;
- Leading or coordinating faculty engagement and mentoring activities (e.g., public lectures/panels, workshops, reading groups, learning communities, mentoring programs);
- Developing and/or implementing new programs and curricula; and
- Enhancing the reputation of George Mason University through special appointments and/or sustained community engagement, outreach, and/or media appearances.

Professional service and leadership are the work of developing the community of scholars within the discipline(s) or field(s) of study. Service and leadership to the profession may include, but is not limited to, the following examples:

- Participation in professional peer-review processes (e.g., RRPT, professional organization conference planning, grant proposal review, manuscript and book review for academic presses and journals);
- Service on and/or leadership for editorial boards, advisory boards, or with scholarly presses;
- Service on and/or leadership for national advisory boards and foundations and/or national review panels;
- Leadership of professional organization standing committees (e.g., organizing panels, developing programs, hosting major conferences);
- Serving on a jury panel for a regional, national, or international professional awards competition or grant review; and
- Participation in professional organization ad-hoc committees.

Each LAU must develop standards to evaluate its expectations for demonstrating impact on institutional and professional service and leadership that reflect the above descriptions. They should also reflect a holistic perspective of contributions that account for where faculty might be in their career lifecycle. Service and leadership expectations should be articulated in workload policies and agreements.

2.4.4. Administrative Responsibilities

Many faculty assume administrative responsibilities as part of their terms of employment. Evaluation of faculty performance of these responsibilities must be included in the annual review and any consideration of change of faculty status. The criteria for successful performance must be given to the faculty member in writing.

2.4.4. Administrative Responsibilities

Many faculty assume administrative responsibilities as part of their terms of employment. Administrative leadership is taking on a role and set of responsibilities that enable the work of a functional unit of the university (e.g., chair, associate chair, program director, graduate or undergraduate director, center director, course coordinator, advisor). These roles fulfill a specific set of responsibilities, are typically designated as fulfilling a defined workload, and are often – but not always – compensated. If a faculty member does not hold an administrative position and/or their contract does not indicate that they hold an administrative role, then they will not be evaluated in this area.

Each college/school and LAU must develop standards to evaluate its expectations for demonstrating impact with respect to administrative responsibilities, as appropriate. The criteria for successful performance must be given to the faculty member in writing. If administrative responsibilities are part of a faculty member's workload, then their administrative impact should be considered in annual reviews and RRPT reviews by the appropriate supervisory structure. Similarly, expectations for impact across all areas of evaluation should be proportionally modified to account for administrative workload in annual reviews and RRPT evaluations.

Rationale for revisions: We have replaced the Honor Code with the Academic Standards Code, so this updated language brings the handbook in alignment with current policy.

2.10.5 Faculty Responsibility Under the ~~Honor~~ Academic Standards Code

~~Since the founding of the University, the Honor Code has been and remains a part of the educational process at George Mason. Although the students are primarily responsible for preserving and enforcing the code, the faculty share common interests with the students in matters of academic integrity.~~

The Academic Standards Code affirms our collective commitment to foster an environment of trust, respect, and scholarly excellence at George Mason University. Faculty are expected to uphold the Academic Standards Code and to apply the highest ethical standards in teaching, research, and scholarship.

~~Faculty are expected to have a strong commitment to the Honor Code, and to support and to encourage students in their pursuit of its goals.~~

Proposed Language

3.2 Salary Increases

Subject to the availability of funding, salary increases are given annually and are based chiefly on performance. All faculty with an overall satisfactory annual evaluation (see [Section 2.6.1](#)) will receive at least a minimum salary increment. Salary increases may also reflect efforts to achieve equity. In the case that funding from the state is designated as a cost-of-living adjustment, it is the responsibility of the University to ensure such funds are disbursed accordingly.

Each college or school shall have a policy or documented process in place for determining and communicating merit-based salary increases or shall ensure that each of its local academic units have such policies and processes. Annual evaluations shall be the primary basis for determining merit-based salary increases. Local unit administrators will include the faculty member's performance evaluations over multiple years in making a recommendation if salary adjustments were not made in the preceding year(s).

The salary recommendation, including a justification and the amount of the increase, will be given to the faculty member in writing at the time it is transmitted to the next level.

Faculty members who are dissatisfied with a salary increase normally seek recourse within their local academic unit. If dissatisfaction persists, grievance procedures outlined in [Section 2.11.2](#) may be followed.

Proposed Language with Track Changes

3.2 Salary Increases

Subject to the availability of funding, salary increases are given annually and are based chiefly on performance. All faculty with an overall satisfactory annual evaluation (see [Section 2.6.1](#)) will receive at least a minimum salary increment. Salary increases may also reflect efforts to achieve equity. In the case that funding from the state is designated as a cost-of-living adjustment, it is the responsibility of the University to ensure such funds are disbursed accordingly.

Each college or school shall have a policy or documented process in place for determining and communicating merit-based salary increases or shall ensure that each of its local academic units have such policies and processes. ~~Because~~ Annual evaluations shall be the primary basis for

determining merit-based salary increases. ~~Local~~ Local unit administrators will include the faculty member's performance evaluations over multiple years in making a recommendation if salary adjustments were not made in the preceding year(s).

The salary recommendation, including a justification and the amount of the increase, will be given to the faculty member in writing at the time it is transmitted to the next level.

Faculty members who are dissatisfied with a salary increase normally seek recourse within their local academic unit. If dissatisfaction persists, grievance procedures outlined in [Section 2.11.2](#) may be followed.

Current Language

3.2 Salary Increases

Subject to the availability of funding, salary increases are given annually and are based chiefly on performance. All faculty with an overall satisfactory annual evaluation (see [Section 2.6.1](#)) will receive at least a minimum salary increment. Salary increases may also reflect efforts to achieve equity. In the case that funding from the state is designated as a cost-of-living adjustment, it is the responsibility of the University to ensure such funds are disbursed accordingly.

Because annual evaluations are the primary basis for determining merit-based salary increases, local unit administrators will include the faculty member's performance evaluations over multiple years in making a recommendation if salary adjustments were not made in the preceding year(s).

The salary recommendation, including a justification and the amount of the increase, will be given to the faculty member in writing at the time it is transmitted to the next level.

Faculty members who are dissatisfied with a salary increase normally seek recourse within their local academic unit. If dissatisfaction persists, grievance procedures outlined in [Section 2.11.2](#) may be followed.

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Anastasopoulos	Antonios	8/25/2026	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Computer Science (CEC)

Note(s): URL: [Antonios Anastasopoulos Web Profile](#)

Notification to Candidate	
First Level	November 14, 2025
LAU Head	November 14, 2025
Second Level	December 18, 2025
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

Barney	Daniel	6/10/2026	Y/ N
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Title: Professor without Term

Local Academic Unit: Dance (CVPA)

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

Notification to Candidate	
First Level	October 21, 2025
LAU Head	November 1, 2025
Second Level	December 16, 2025
Dean	January 30, 2026
Provost	March 26, 2026
President	April 2, 2026

Basnyat	iccha	8/25/2026	Y/ N
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Title: Professor without Term

Local Academic Unit: Global Affairs Program (CHSS)

Note(s): URL: [iccha Basnyat Web Profile](#)

Notification to Candidate	
First Level	November 6, 2025
LAU Head	November 14, 2025
Second Level	December 4, 2025
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Beheshti	Ali	8/25/2026	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Mechanical Engineering (CEC)

Note(s): URL: [Ali Beheshti Web Profile](#)

Notification to Candidate	
First Level	November 14, 2025
LAU Head	November 14, 2025
Second Level	December 18, 2025
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

Berk	Christopher	8/25/2026	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Schar School of Policy and Government

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

Notification to Candidate	
First Level	November 18, 2025
LAU Head	December 10, 2025
Second Level	January 12, 2026
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

Burls	Natalie	8/25/2026	Y/ N
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Title: Professor without Term

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

Note(s): URL: [Natalie Burls Web Profile](#)

Notification to Candidate	
First Level	January 27, 2026
LAU Head	January 27, 2026
Second Level	January 27, 2026
Dean	February 3, 2026
Provost	March 26, 2026
President	April 2, 2026

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Chaplin	Tara	8/25/2026	Y/ N

Title: Professor without Term

Local Academic Unit: Psychology (CHSS)

Note(s): URL: [Tara Chaplin Web Profile](#)

Notification to Candidate	
First Level	October 31, 2025
LAU Head	November 3, 2025
Second Level	January 7, 2026
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

Chen	Long	6/10/2026	Y/ N
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Title: Professor without Term

Local Academic Unit: Costello College of Business

Note(s): URL: [Long Chen Web Profile](#)

Notification to Candidate	
First Level	October 13, 2025
Second Level	November 20, 2025
Dean	January 27, 2026
Provost	March 26, 2026
President	April 2, 2026

Chen	Cher	8/25/2026	Y/ N
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Title: Professor without Term

Local Academic Unit: Integrative Studies (CHSS)

Note(s): URL: [Cher Chen Web Profile](#)

Notification to Candidate	
First Level	October 27, 2025
LAU Head	November 17, 2025
Second Level	January 7, 2026
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Chin	Helen	8/25/2026	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Global and Community Health (CPH)

Note(s): URL: [Helen Chin Web Profile](#)

Notification to Candidate	
First Level	October 16, 2025
LAU Head	November 6, 2025
Second Level	December 3, 2025
Dean	February 3, 2026
Provost	March 26, 2026
President	April 2, 2026

Coogle	Christan G.	8/25/2026	Y/ N
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Title: Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: [Christan G. Coogle Web Profile](#)

Notification to Candidate	
First Level	November 7, 2025
Second Level	December 10, 2025
Dean	February 2, 2026
Provost	March 26, 2026
President	April 2, 2026

Dailey	Stephanie	8/25/2026	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: [Stephanie Dailey Web Profile](#)

Notification to Candidate	
First Level	November 6, 2025
Second Level	December 8, 2025
Dean	February 2, 2026
Provost	March 26, 2026
President	April 2, 2026

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Doebel	Sabine	8/25/2026	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Psychology (CHSS)

Note(s): URL: [Sabine Doebel Web Profile](#)

Notification to Candidate	
First Level	November 13, 2025
LAU Head	November 14, 2025
Second Level	January 7, 2026
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

Geloso	Vincent	8/25/2026	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Economics (CHSS)

Note(s): URL: [Vincent Geloso Web Profile](#)

Notification to Candidate	
First Level	December 9, 2025
LAU Head	December 9, 2025
Second Level	January 16, 2026
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

Giacumo	Lisa	8/25/2026	N/ Y
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Title: Associate Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: [Lisa Giacomo Web Profile](#)

Notification to Candidate	
First Level	November 7, 2025
Second Level	December 11, 2025
Dean	February 2, 2026
Provost	March 26, 2026
President	April 2, 2026

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Gimm	Gilbert	8/25/2026	Y/ N

Title: Professor without Term

Local Academic Unit: Health Administration and Policy (CPH)

Note(s): URL: [Gilbert Gimm Web Profile](#)

Notification to Candidate	
First Level	October 16, 2025
LAU Head	November 4, 2025
Second Level	December 3, 2025
Dean	February 3, 2026
Provost	March 26, 2026
President	April 2, 2026

Greenberg	Nathaniel	8/25/2026	Y/ N
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Title: Professor without Term

Local Academic Unit: Modern and Classical Languages (CHSS)

Note(s): URL: [Nathaniel Greenberg Web Profile](#)

Notification to Candidate	
First Level	November 7, 2025
LAU Head	November 21, 2025
Second Level	January 13, 2026
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

Henneman	Lucas	8/25/2026	Y/ Y
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Title: Associate Professor without Term

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

Note(s): URL: [Lucas Henneman Web Profile](#)

Notification to Candidate	
First Level	November 14, 2025
LAU Head	November 14, 2025
Second Level	December 18, 2025
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

PROMOTION AND/OR TENURE

LAST NAME FIRST NAME EFFECTIVE DATE PROMOTION/TENURE
Houston **David** **8/25/2026** **Y/ Y**

Title: Associate Professor without Term

Local Academic Unit: College of Education and Human Development

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

Notification to Candidate	
First Level	November 7, 2025
Second Level	December 8, 2025
Dean	February 2, 2026
Provost	March 26, 2026
President	April 2, 2026

Hu **Bo** **8/25/2026** **Y/ Y**

Title: Associate Professor without Term

Local Academic Unit: Costello College of Business

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

Notification to Candidate	
First Level	November 20, 2025
Second Level	November 25, 2025
Dean	January 23, 2026
Provost	March 26, 2026
President	April 2, 2026

Ipek **Yasemin** **8/25/2026** **Y/ Y**

Title: Associate Professor without Term

Local Academic Unit: Global Affairs Program (CHSS)

Note(s): URL: [Yasemin Ipek Web Profile](#)

Notification to Candidate	
First Level	January 8, 2026
LAU Head	January 8, 2026
Second Level	January 16, 2026
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Irvin-Erickson	Yasemin	8/25/2026	Y/ Y

Title: Associate Professor without Term

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

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

Notification to Candidate	
First Level	November 18, 2025
LAU Head	November 18, 2025
Second Level	January 7, 2026
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

Jiang	Weiwen	8/25/2026	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Electrical and Computer Engineering (CEC)

Note(s): URL: [Weiwen Jiang Web Profile](#)

Notification to Candidate	
First Level	November 14, 2025
LAU Head	November 14, 2025
Second Level	December 18, 2025
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

Jung	Young	8/25/2026	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Modern and Classical Languages (CHSS)

Note(s): URL: [Young Jung Web Profile](#)

Notification to Candidate	
First Level	December 15, 2025
LAU Head	December 18, 2025
Second Level	January 16, 2026
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Kabbani	Nadine	8/25/2026	Y/ N

Title: Professor without Term

Local Academic Unit: Systems Biology (COS)

Note(s): URL: [Nadine Kabbani Web Profile](#)

Notification to Candidate	
First Level	October 30, 2025
LAU Head	November 17, 2025
Second Level	January 27, 2026
Dean	February 3, 2026
Provost	March 26, 2026
President	April 2, 2026

Kim	Young Hoon	8/25/2026	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Costello College of Business

Note(s): URL: [Young Hoon Kim Web Profile](#)

Notification to Candidate	
First Level	October 17, 2025
Second Level	November 20, 2025
Dean	January 23, 2026
Provost	March 26, 2026
President	April 2, 2026

Kim	Mirae	8/25/2026	Y/ N
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Title: Professor without Term

Local Academic Unit: Schar School of Policy and Government

Note(s): URL: [Mirae Kim Web Profile](#)

Notification to Candidate	
First Level	November 20, 2025
LAU Head	December 5, 2025
Second Level	January 7, 2026
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Koo	Seung Hyun (David)	8/25/2026	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Costello College of Business

Note(s): URL: [Seung Hyun \(David\) Koo Web Profile](#)

Notification to Candidate	
First Level	October 13, 2025
Second Level	November 20, 2025
Dean	January 23, 2026
Provost	March 26, 2026
President	April 2, 2026

La Croix	Leslie	8/25/2026	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: [Leslie La Croix Web Profile](#)

Notification to Candidate	
First Level	November 7, 2025
Second Level	December 10, 2025
Dean	February 2, 2026
Provost	March 26, 2026
President	April 2, 2026

Lee	Myeong	8/25/2026	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Information Sciences and Technology (CEC)

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

Notification to Candidate	
First Level	November 14, 2025
LAU Head	November 14, 2025
Second Level	December 18, 2025
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Levine-Brown	Betsy	8/25/2026	Y/ N

Title: Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: [Betsy Levine-Brown Web Profile](#)

Notification to Candidate	
First Level	November 7, 2025
Second Level	December 1, 2025
Dean	February 2, 2026
Provost	March 26, 2026
President	April 2, 2026

Limaye	Rupali	8/25/2026	Y/ Y
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Title: Professor without Term

Local Academic Unit: Global and Community Health (CPH)

Note(s): URL: [Rupali Limaye Web Profile](#)

Notification to Candidate	
First Level	October 16, 2025
LAU Head	November 6, 2025
Second Level	December 3, 2026
Dean	February 3, 2026
Provost	March 26, 2026
President	April 2, 2026

Lin	Jessica	8/25/2026	Y/ N
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Title: Professor without Term

Local Academic Unit: Computer Science (CEC)

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

Notification to Candidate	
First Level	November 14, 2025
LAU Head	November 14, 2025
Second Level	December 18, 2025
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Lu	Yijia	8/25/2026	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Antonin Scalia Law School

Note(s): URL: [Yijia Lu Web Profile](#)

Notification to Candidate	
First Level	December 16, 2025
Second Level	January 27, 2026
Dean	January 28, 2026
Provost	March 26, 2026
President	April 2, 2026

Maclean	Catherine	8/25/2026	Y/ N
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Title: Professor without Term

Local Academic Unit: Schar School of Policy and Government

Note(s): URL: [Catherine Maclean Web Profile](#)

Notification to Candidate	
First Level	November 20, 2025
LAU Head	December 8, 2025
Second Level	January 7, 2026
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

Martin	Joel	8/25/2026	N/ Y
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Title: Associate Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: [Joel Martin Web Profile](#)

Notification to Candidate	
First Level	November 7, 2025
Second Level	December 1, 2025
Dean	February 2, 2026
Provost	March 26, 2026
President	April 2, 2026

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Martin	Philip	8/25/2026	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Schar School of Policy and Government

Note(s): URL: [Philip Martin Web Profile](#)

Notification to Candidate	
First Level	November 18, 2025
LAU Head	December 10, 2025
Second Level	January 12, 2026
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

Marttinen	Risto	8/25/2026	Y/ N
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Title: Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: [Risto Marttinen Web Profile](#)

Notification to Candidate	
First Level	November 7, 2025
Second Level	December 10, 2025
Dean	February 2, 2026
Provost	March 26, 2026
President	April 2, 2026

Mohebbi	Shima	8/25/2026	Y/ Y
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Title: Associate Professor without Term

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

Note(s): URL: [Shima Mohebbi Web Profile](#)

Notification to Candidate	
First Level	November 14, 2025
LAU Head	November 14, 2025
Second Level	December 18, 2025
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Munshi	Ferah	8/25/2026	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Physics and Astronomy (COS)

Note(s): URL: [Ferah Munshi Web Profile](#)

Notification to Candidate	
First Level	January 27, 2026
LAU Head	January 27, 2026
Second Level	January 27, 2026
Dean	February 3, 2026
Provost	March 26, 2026
President	April 2, 2026

Oughton	Edward	8/25/2026	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Geography and Geoinformation Science (COS)

Note(s): URL: [Edward Oughton Web Profile](#)

Notification to Candidate	
First Level	January 27, 2026
LAU Head	January 27, 2026
Second Level	January 27, 2026
Dean	February 3, 2026
Provost	March 26, 2026
President	April 2, 2026

Park	Jung Yeon	8/25/2026	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: [Jung Yeon Park Web Profile](#)

Notification to Candidate	
First Level	November 17, 2025
Second Level	December 11, 2025
Dean	February 2, 2026
Provost	March 26, 2026
President	April 2, 2026

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Park	Min	8/25/2026	Y/ N

Title: Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: [Min Park Web Profile](#)

Notification to Candidate	
First Level	November 6, 2025
Second Level	December 10, 2025
Dean	February 2, 2026
Provost	March 26, 2026
President	April 2, 2026

Parsons	Allison	8/25/2026	Y/ N
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Title: Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: [Allison Parsons Web Profile](#)

Notification to Candidate	
First Level	November 7, 2025
Second Level	December 10, 2025
Dean	February 2, 2026
Provost	March 26, 2026
President	April 2, 2026

Philipov	Alexander	6/10/2026	Y/ N
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Title: Professor without Term

Local Academic Unit: Costello College of Business

Note(s): URL: [Alexander Philipov Web Profile](#)

Notification to Candidate	
First Level	October 8, 2025
Second Level	November 20, 2025
Dean	January 30, 2025
Provost	March 26, 2026
President	April 2, 2026

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Powers	Sammie	8/25/2026	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: [Sammie Powers Web Profile](#)

Notification to Candidate	
First Level	November 11, 2025
Second Level	December 1, 2025
Dean	February 2, 2026
Provost	March 26, 2026
President	April 2, 2026

Pudukotai Dinakarrao	Sai Manoj	8/25/2026	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Electrical and Computer Engineering (CEC)

Note(s): URL: [Sai Manoj Pudukotai Dinakarrao Web Profile](#)

Notification to Candidate	
First Level	November 14, 2025
LAU Head	November 14, 2025
Second Level	December 18, 2025
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

Reid	E S.	6/10/2026	Y/ N
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Title: Professor without Term

Local Academic Unit: English (CHSS)

Note(s): URL: [E S. Reid Web Profile](#)

Notification to Candidate	
First Level	November 13, 2025
LAU Head	November 17, 2025
Second Level	January 16, 2026
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Samoylenko	Sergey A.	8/25/2026	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Communication (CHSS)

Note(s): URL: [Sergey A. Samoylenko Web Profile](#)

Notification to Candidate	
First Level	October 13, 2025
LAU Head	November 12, 2025
Second Level	January 8, 2026
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

Smith	Rick	8/25/2026	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Sociology and Anthropology (CHSS)

Note(s): URL: [Rick Smith Web Profile](#)

Notification to Candidate	
First Level	November 3, 2025
LAU Head	November 14, 2025
Second Level	January 8, 2026
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

Tong	Daniel	8/25/2026	Y/ N
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Title: Professor without Term

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

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

Notification to Candidate	
First Level	January 27, 2026
LAU Head	January 27, 2026
Second Level	January 27, 2026
Dean	February 3, 2026
Provost	March 26, 2026
President	April 2, 2026

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Van Aken	Benoit	8/25/2026	Y/ N

Title: Professor without Term

Local Academic Unit: Chemistry and Biochemistry (COS)

Note(s): URL: [Benoit Van Aken Web Profile](#)

Notification to Candidate	
First Level	January 27, 2026
LAU Head	January 27, 2026
Second Level	January 27, 2026
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

Van Sant	Levi	8/25/2026	Y/ N
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Title: Professor without Term

Local Academic Unit: Integrative Studies (CHSS)

Note(s): URL: [Levi Van Sant Web Profile](#)

Notification to Candidate	
First Level	October 13, 2025
Second Level	November 20, 2025
Dean	January 28, 2026
Provost	March 26, 2026
President	April 2, 2026

Vough	Heather	8/25/2026	Y/ N
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Title: Professor without Term

Local Academic Unit: Costello College of Business

Note(s): URL: [Heather Vough Web Profile](#)

Notification to Candidate	
First Level	October 13, 2025
Second Level	November 20, 2025
Dean	January 28, 2026
Provost	March 26, 2026
President	April 2, 2026

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Weiss	Margaret	8/25/2026	Y/ N

Title: Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: [Margaret Weiss Web Profile](#)

Notification to Candidate	
First Level	November 6, 2025
Second Level	December 10, 2025
Dean	February 2, 2026
Provost	March 26, 2026
President	April 2, 2026

Wessels	Konrad	8/25/2026	Y/ N
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Title: Professor without Term

Local Academic Unit: Geography and Geoinformation Science (COS)

Note(s): URL: [Konrad Wessels Web Profile](#)

Notification to Candidate	
First Level	January 27, 2026
LAU Head	January 27, 2026
Second Level	January 27, 2026
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

Wittman	Sarah	8/25/2026	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Costello College of Business

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

Notification to Candidate	
First Level	October 17, 2025
Second Level	November 20, 2025
Dean	January 27, 2026
Provost	March 26, 2026
President	April 2, 2026

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Xue	Hong	8/25/2026	Y/ N

Title: Professor without Term

Local Academic Unit: Health Administration and Policy (CPH)

Note(s): URL: [Hong Xue Web Profile](#)

Notification to Candidate	
First Level	October 16, 2025
LAU Head	November 4, 2025
Second Level	December 3, 2025
Dean	February 3, 2026
Provost	March 26, 2026
President	April 2, 2026

Yang	Jingyuan	8/25/2026	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: Costello College of Business

Note(s): URL: [Jingyuan Yang Web Profile](#)

Notification to Candidate	
First Level	October 13, 2025
Second Level	November 20, 2025
Dean	January 23, 2026
Provost	March 26, 2026
President	April 2, 2026

Yu	Lap Fai	8/25/2026	Y/ N
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Title: Professor without Term

Local Academic Unit: Computer Science (CEC)

Note(s): URL: [Lap Fai Yu Web Profile](#)

Notification to Candidate	
First Level	November 14, 2025
LAU Head	November 14, 2025
Second Level	December 18, 2025
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

PROMOTION AND/OR TENURE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>PROMOTION/TENURE</u>
Zhang	Fengxiu	8/25/2026	Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Schar School of Policy and Government

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

Notification to Candidate	
First Level	November 20, 2025
LAU Head	December 4, 2025
Second Level	January 7, 2026
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

Zhang	Lijun	8/25/2026	Y/ Y
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Title: Associate Professor without Term

Local Academic Unit: English (CHSS)

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

Notification to Candidate	
First Level	November 25, 2025
LAU Head	December 8, 2025
Second Level	January 16, 2026
Dean	February 4, 2026
Provost	March 26, 2026
President	April 2, 2026

ACTION ITEMS

Academic Affairs Committee

April 30, 2026

CONFERRAL OF EMERITUS/EMERITA STATUS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>
Cleaveland	Carol L.	6/2/2026

Title: Associate Professor Emerita
Local Academic Unit: Social Work (CPH)

Haley	Marjorie H.	6/2/2026
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Title: Professor Emerita of Education
Local Academic Unit: College of Education and Human Development

Lawrey	James D.	4/30/2026
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Title: Professor Emeritus
Local Academic Unit: Biology (COS)



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

To: Ajay Vinze, Interim Provost and Executive Vice President
Gregory Washington, President

Melissa Perry, Dean

From: College of Public Health

Subject: Emeritus/Emerita Designation for Dr. Carol Cleaveland

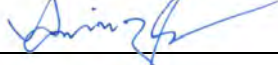
Date: February 27, 2026

It is my pleasure to write in strong support of awarding Dr. Carol Cleaveland the honorary rank of Associate Professor Emerita upon her retirement in May 2026. Dr. Cleaveland has served George Mason University for 19 years, following a distinguished 32-year career in social work marked by excellence in scholarship, teaching, service, and community engagement.

Since joining Mason in 2007 and earning tenure in 2013, Dr. Cleaveland has built a nationally recognized body of scholarship at the intersection of immigration, health disparities, and social justice. Her 2024 book, *Private Violence: Latin American Women and the Struggle for Asylum* (NYU Press), received the 2025 PROSE Award in Applied Psychology and Social Work, and she was honored with Mason’s 2025 Sojourner Truth Faculty Award. She has authored 25 peer-reviewed articles and secured external funding, including a \$149,955 Jeffress Trust Award to advance public health outreach for Latino immigrants in Manassas.

Dr. Cleaveland has also been recognized as a CPH Senior Faculty Master Teacher and recipient of the 2025 CPH Shirley Travis Habit of Excellence Award. Her extensive university service, including leadership on grievance and promotion and tenure committees, reflects the deep trust and respect she has earned from colleagues.

Dr. Cleaveland’s career has brought distinction to the Department of Social Work and the College of Public Health. I offer my unequivocal support for conferring upon her the honorary rank of Associate Professor Emerita.

Approval Disapproval _____  3/5/2026
Ajay Vinze, Interim Provost and Executive Vice President Date

Approval Disapproval _____  3/20/2026
Gregory Washington, President Date


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.



OFFICE OF THE DEAN

Thompson Hall, Room 2100
4400 University Drive, 2F1, Fairfax, Virginia 22030
Phone: 703-993-2004; Web: cehd.gmu.edu

TO: Ajay Vinze, Interim Provost and Executive Vice President
Gregory Washington, President

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

RE: Emerita Faculty Appointment Letter of Endorsement for Marjorie Hall Haley

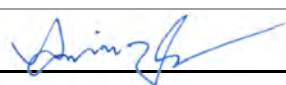
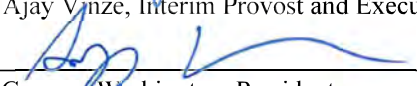
DATE: February 3, 2026

I am pleased to endorse the nomination of Professor Marjorie Hall Haley for the honorary title of Professor Emerita of Education at George Mason University upon her retirement in 2026. Dr. Hall Haley devoted more than 37 years of distinguished service to George Mason University (1988–2026), exemplifying sustained excellence in teaching, research, and service. As detailed in the unit leader’s recommendation, her career has had a profound and lasting impact on multilingual and multicultural education at Mason and nationally, while also advancing the university’s mission through leadership and public engagement.

Dr. Hall Haley’s teaching record is exceptional. She developed and taught foundational and advanced courses that reshaped how educators understand and support culturally and linguistically diverse learners. Her excellence in teaching has been recognized through multiple university and professional awards, and her influence is further reflected in her doctoral mentorship, including chairing more than 20 dissertations. Her former students now serve as scholars, leaders, and practitioners who extend her legacy of equity-centered education.

Her scholarly contributions are equally distinguished. Dr. Hall Haley authored five books, numerous book chapters, and more than 30 peer-reviewed journal articles that advanced theory and practice in brain-based learning, multiple intelligences, and culturally responsive pedagogy. She also secured more than \$2 million in external funding, supporting large-scale professional development efforts that directly improved instruction for multilingual learners nationwide.

Dr. Hall Haley’s service to the university and the profession has been extraordinary. She held senior administrative roles at George Mason University, contributed national leadership through major professional organizations, and engaged internationally with governmental and educational partners. Her service strengthened institutional capacity, elevated Mason’s reputation, and advanced the field of language education at multiple levels.

Approved <input checked="" type="checkbox"/> Not Approved <input type="checkbox"/>		3/5/2026
	Ajay Vinze, Interim Provost and Executive Vice President	Date
Approved <input checked="" type="checkbox"/> Not Approved <input type="checkbox"/>		3/20/2026
	Gregory Washington, President	Date

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.



Fairfax Campus, Exploratory Hall
4400 University Drive, MSN 5C3, Fairfax, VA 22030
Phone: 703-993-3622; Web: science.gmu.edu

To: Ajay Vinze, Interim Provost and Executive Vice President
Gregory Washington, President

From: Dr. Cody W. Edwards, Dean, College of Science

Subject: Emeritus Designation for Dr. James D. Lawrey


Date: February 13, 2026

I am pleased to forward and strongly endorse the recommendation that Dr. James D. Lawrey be awarded the distinction of Professor Emeritus in recognition of his exceptional and enduring contributions to George Mason University.

Dr. Lawrey joined the Department of Biology in 1977 and has dedicated nearly five decades of service to the institution. Over the course of his career, his record exemplifies the highest standards of academic excellence, professional integrity, and institutional commitment. A scholar of international reputation in lichenology, Dr. Lawrey has made foundational contributions to ecological and evolutionary biology. His research program earned both national and international recognition, secured competitive external funding, and produced a substantial corpus of peer-reviewed publications.

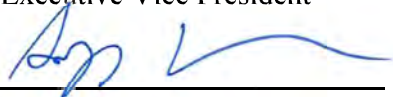
As an educator, Dr. Lawrey has been widely respected for his dedication to student success, his innovative approach to field-based education, and his generous, consistent mentorship. A thoughtful and collegial presence, he has contributed meaningfully to governance in the Department of Biology, supported the development of academic programs, and served as a trusted source of institutional knowledge and perspective.

I am pleased to support the nomination of Dr. Lawrey for the rank of Professor Emeritus, as recommended by Dr. Geraldine Grant, Associate Professor and Chair of the Department of Biology. Dr. Lawrey's distinguished career reflects sustained excellence in teaching, research, and service, as well as a deep personal commitment to the mission and values of George Mason University. His impact on the institution and on generations of students and colleagues is substantial and enduring. Granting him Emeritus Professor status upon approval by the Board of Visitors would be a fitting acknowledgment of his remarkable legacy. Thank you for your consideration.

Approval Disapproval 

Date 3/5/2026

Ajay Vinze, Interim Provost and Executive Vice President

Approval Disapproval 

Date 3/20/2026

Gregory Washington, 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 Affairs Committee

April 30, 2026

SPECIAL RANK CHANGE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>
Di	Liping	5/1/2026

Title: Distinguished University Professor

Local Academic Unit: Center for Spatial Information Science and Systems (COS)

Zhao	Xiaoquan	5/1/2026
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Title: Distinguished University Professor

Local Academic Unit: Communication (CHSS)

ANNOUNCEMENT

Academic Affairs Committee

April 30, 2026

APPOINTMENT OF FACULTY

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Gerber	Suzannah	2/2/2026	1 year

Title: Research Assistant Professor

Rank: Research Assistant Professor

Classification: Term - Research

Local Academic Unit: Nutrition and Food Studies (CPH)

Merriman	Elizabeth C.	8/25/2026	1 year
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Mathematical Science (COS)

ANNOUNCEMENT

Academic Affairs Committee

April 30, 2026

APPOINTMENT OF ADMINSTRATIVE AND PROFESSIONAL FACULTY

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>
Abulaila	Safia	2/23/2026

Title: Career Advisor

Classification: At will - Admin/Professional

Local Academic Unit: University Career Services (UL)

Bushallow	Lara	2/10/2026
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Title: Associate Dean, Digital Strategies and Systems

Classification: At will - Admin/Professional

Local Academic Unit: University Libraries

Chadha	Kunal H.	4/13/2026
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Title: Executive Recruiter

Classification: At will - Admin/Professional

Local Academic Unit: Human Resources

Cottrell	Robert J.	2/3/2026
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Title: Director of ADVANCE

Classification: At will - Admin/Professional

Local Academic Unit: Enrollment Management (Provost)

Dade	Aurali	2/25/2026
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Title: VP, Enterprise Risk Management & Chief Risk Officer

Classification: At will - Admin/Professional

Local Academic Unit: Office of the Senior Vice President

ANNOUNCEMENT

Academic Affairs Committee

April 30, 2026

APPOINTMENT OF ADMINISTRATIVE AND PROFESSIONAL FACULTY

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>
Harwick	Christopher K.	3/16/2026

Title: Assistant Coach, Women's Soccer
Classification: At will - Admin/Professional
Local Academic Unit: Intercollegiate Athletics

Hofherr	Daniel A.	3/2/2026
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Title: Director of IT and Security
Classification: At will - Admin/Professional
Local Academic Unit: College of Engineering and Computing (CEC)

Kuchera	Stephen M.	3/25/2026
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Title: Director of Finance and Administration
Classification: At will - Admin/Professional
Local Academic Unit: Smithsonian-Mason School of Conservation

Mangones	Andrea	4/6/2026
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Title: Director of Professional Skills Support
Classification: At will - Admin/Professional
Local Academic Unit: Antonin Scalia Law School

Mattos	Christina	2/25/2026
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Title: Associate Registrar for Operations and Scheduling
Classification: At will - Admin/Professional
Local Academic Unit: Enrollment Management (Provost)

ANNOUNCEMENT

Academic Affairs Committee

April 30, 2026

APPOINTMENT OF ADMINISTRATIVE AND PROFESSIONAL FACULTY

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>
Meehan	Kelly R.	2/25/2026

Title: Director, Student Centers

Classification: At will - Admin/Professional

Local Academic Unit: Auxiliary and Business Services (SVP)

Murthy	Rajendra	2/25/2026
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Title: Chief Technology Officer (CTO)

Classification: At will - Admin/Professional

Local Academic Unit: Information Technology Services (SVP)

Owusu Sekyere	Fred	3/16/2026
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Title: Assistant Coach, Women's Soccer

Classification: At will - Admin/Professional

Local Academic Unit: Intercollegiate Athletics

Patterson	Quinten T.	1/26/2026
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Title: Sports Dietician

Classification: At will - Admin/Professional

Local Academic Unit: Intercollegiate Athletics

Pecora	Emanuele Francesco	1/26/2026
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Title: Associate Director, Institute for Digital Innovation

Classification: At will - Admin/Professional

Local Academic Unit: Digital Innovation (Provost)

ANNOUNCEMENT

Academic Affairs Committee

April 30, 2026

APPOINTMENT OF ADMINISTRATIVE AND PROFESSIONAL FACULTY

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>
Sarro	Victoria L.	2/10/2026

Title: Associate Registrar for Catalog and Curriculum
Classification: At will - Admin/Professional
Local Academic Unit: Enrollment Management (Provost)

Schlam	Eli	2/25/2026
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Title: Senior Advisor for Institutional Policy and Standards
Classification: At will - Admin/Professional
Local Academic Unit: Office of the Senior Vice President

Taylor	Kalila	2/2/2026
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Title: Coordinator of Residential Student Support
Classification: At will - Admin/Professional
Local Academic Unit: Student Support and Advocacy Center (UL)

Wiles	Geoffrey H.	2/9/2026
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Title: Director Prospect Development
Classification: At will - Admin/Professional
Local Academic Unit: Advancement and Alumni Relations

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**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>
Ball	Kenneth S.	8/25/2027	1 year

Title: Dean

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

Temple	Daniel H.	8/25/2026	4 years
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Title: Department Chair

Local Academic Unit: Sociology and Anthropology (CHSS)

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RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Abdelfattah	Belal	8/25/2026	3 years

Title: Instructional Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Costello College of Business

Abdullah	Sharmin	8/25/2026	3 years
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Title: Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: Computational and Data Sciences (COS)

Adamus	Sharon A.	8/25/2026	5 years
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Title: Instructional Professor
Rank: Instructional Professor
Classification: Term - Instructional
Local Academic Unit: Information Sciences and Technology (CEC)

Ahmad	Afra S.	6/10/2026	5 years
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Title: Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Psychology (CHSS)

Alamdar Yazdi	Amirhossein	8/25/2026	1 year
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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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RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Andreani	Frank	8/25/2026	3 years

Title: Senior Instructor
Rank: Senior Instructor
Classification: Term - Instructional
Local Academic Unit: Mathematical Science (COS)

Arora	Samita B.	8/25/2026	1 year
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Title: Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: College of Education and Human Development

Ashraf-Hassan	Saima	8/25/2026	5 years
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Title: Master Instructor
Rank: Master Instructor
Classification: Term - Instructional
Local Academic Unit: Modern and Classical Languages (CHSS)

Note(s): Previous title: Senior Instructor

Attie	Raphael	1/9/2026	1 year
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Title: Research Assistant Professor
Rank: Research Assistant Professor
Classification: Term - Research
Local Academic Unit: Physics and Astronomy (COS)

Auld	Eric K.	8/25/2026	3 years
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Title: Senior Instructor
Rank: Senior Instructor
Classification: Term - Instructional
Local Academic Unit: English (CHSS)

Note(s): Previous title: Instructor

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RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Avramovic	Sanja	8/25/2026	5 years

Title: Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Health Administration and Policy (CPH)

Note(s): Previous title: Instructional Associate Professor

Barua	Anomadarshi	8/25/2026	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Cyber Security Engineering (CEC)

Bassett	Hideko H.	8/25/2026	3 years
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Integrative Studies (CHSS)

Belaia	Mariia	8/25/2026	1 year
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Computational and Data Sciences (COS)

Belle	Gabriele	8/25/2026	5 years
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Title: Associate Professor

Rank: Instructional Associate 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>
Berea	Anamaria	8/25/2026	3 years

Title: Associate Professor

Rank: Associate Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Computational and Data Sciences (COS)

Besmel	Parwez	8/25/2026	1 year
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

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

Black	Lee J.	8/25/2026	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.	8/25/2026	5 years
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Title: Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Modern and Classical Languages (CHSS)

Note(s): Previous title: Instructional Associate Professor

Boraz	Katharine S.	8/25/2026	1 year
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Title: Instructor

Rank: Instructor

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>
Brown	Bradley W.	8/25/2026	1 year

Title: Instructor

Rank: Instructor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Brown	Jacquelyn D.	8/25/2026	3 years
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Bryan	Timothee W.	8/25/2026	3 years
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Mathematical Science (COS)

Note(s): Previous title: Instructional Assistant Professor

Callus	Jessica A.	6/10/2026	1 year
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Chemistry and Biochemistry (COS)

Cao	Yi	8/25/2026	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - 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>
Chang	Kathleen	8/25/2026	3 years

Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Nursing (CPH)

Note(s): Previous title: Instructional Assistant Professor

Cheema	Jehanzeb R.	8/25/2026	3 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Chen	Jianfei	8/25/2026	5 years
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Modern and Classical Languages (CHSS)

Chen	Limei	8/25/2026	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Social Work (CPH)

Chowdhury	Ahsan	8/25/2026	3 years
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Mathematical Science (COS)

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>
Christova	Rosalina S.	8/25/2026	3 years

Title: Assistant Professor of Aquatic Ecology
Rank: Assistant Professor
Classification: Tenure Track - Instructional
Local Academic Unit: Environmental Science and Policy (COS)

Coleson	Michael D.	8/25/2026	3 years
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Title: Senior Instructor
Rank: Senior Instructor
Classification: Term - Instructional
Local Academic Unit: Mathematical Science (COS)

Conway	Emily E.	8/25/2026	1 year
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Title: Assistant Professor, Environmental Science, Conservation and Ecology
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: Environmental Science and Policy (COS)

Crossin	Karen L.	8/25/2026	3 years
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Title: Senior Instructor
Rank: Senior Instructor
Classification: Term - Instructional
Local Academic Unit: Mathematical Science (COS)

De Barros Barreto	Alexandre	8/25/2026	3 years
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Title: Instructional Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Cyber Security Engineering (CEC)

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RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
De La Pena	Gary Lee A.	8/25/2026	1 year

Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Mathematical Science (COS)

De Marco	James	8/25/2026	3 years
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Nursing (CPH)

Note(s): Previous title: Instructional Assistant Professor

Dilek	Ozlem	8/25/2026	3 years
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Title: Assistant Professor of Bioanalytical Chemistry

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Chemistry and Biochemistry (COS)

Dimitriadis	Socrates	8/25/2026	3 years
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Computer Science (CEC)

Don	Michael	8/25/2026	3 years
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: English (CHSS)

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>
DuBois	Megan L.	8/25/2026	3 years

Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Global and Community Health (CPH)

Eckley	Douglas A.	8/25/2026	3 years
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Mathematical Science (COS)

Elsisi	Sayed	8/25/2026	3 years
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Modern and Classical Languages (CHSS)

Note(s): Previous title: Instructional Assistant Professor

Elzey	Christopher C.	8/25/2026	5 years
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Title: Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: History and Art History (CHSS)

Note(s): Additional Title: Coordinator, Sport and American Culture Minor
Previous title: Instructional Associate Professor

Farvid	Maryam Sadat	8/25/2026	3 years
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Title: Associate Professor

Rank: Associate Professor

Classification: Tenure Track - 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>
Faughnan	Janet A.	8/25/2026	3 years

Title: Senior Instructor
Rank: Senior Instructor
Classification: Term - Instructional
Local Academic Unit: Costello College of Business

Fayissa	Mosissa	8/25/2026	5 years
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Title: Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Chemistry and Biochemistry (COS)

Feldens Ferrari	Jair	8/25/2026	3 years
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Title: Instructional Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Cyber Security Engineering (CEC)

Foecke	Kimberly	8/25/2026	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.	8/25/2026	5 years
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Title: Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Chemistry and Biochemistry (COS)

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Fratila	Iulia	8/25/2026	3 years

Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Global and Community Health (CPH)

Frederick	Joanne J.	8/25/2026	1 year
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Fyock	Marcie	6/10/2026	1 year
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Gambhir	Sapna	8/25/2026	3 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Computer Science (CEC)

Gang	Isaac K.	8/25/2026	3 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

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

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RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Gantar	Suzanne M.	8/25/2026	1 year

Title: Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: Biology (COS)

Garcia	Toni C.	8/25/2026	3 years
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Title: Senior Instructor
Rank: Senior Instructor
Classification: Term - Instructional
Local Academic Unit: Costello College of Business

Garrison	Victoria A.	8/25/2026	3 years
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Title: Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Nursing (CPH)

Garrison	Daniel J.	6/10/2026	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

Garrity	Meghan	8/25/2026	3 years
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Title: Assistant Professor
Rank: Assistant Professor
Classification: Tenure Track - Instructional
Local Academic Unit: Schar School of Policy and Government

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Gebril	Mohamed	8/25/2026	3 years

Title: Instructional Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Cyber Security Engineering (CEC)

Geiger	Erin K.	8/25/2026	1 year
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Title: Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: College of Education and Human Development

Geschke	Renee	8/25/2026	1 year
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Title: Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Health Administration and Policy (CPH)

Girard	Amanda	8/25/2026	1 year
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Title: Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: English (CHSS)

Goldenthal	Ariel M.	8/25/2026	5 years
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Title: Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: English (CHSS)

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Goldspiel	Jules M.	8/25/2026	3 years

Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

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

Note(s): Previous title: Instructional Assistant Professor

Gonzalez Samudio	David Ignacio	8/25/2026	2 years
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Computer Science (CEC)

Gopalkrishna	Sara-Lynn	8/25/2026	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

Gorbutt	Brent	8/25/2026	3 years
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Mathematical Science (COS)

Note(s): Previous title: Instructional Assistant Professor

Grady	Victoria M.	8/25/2026	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

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RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Grieco	Christina M.	8/25/2026	3 years

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

Grim	Jeffrey	8/25/2026	3 years
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Title: Assistant Professor
Rank: Assistant Professor
Classification: Tenure Track - Instructional
Local Academic Unit: Integrative Studies (CHSS)

Guerriero	Lauren E.	8/25/2026	3 years
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Title: Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Neuroscience Program (COS)

Note(s): Previous title: Instructional Assistant Professor

Guevara	Jacqueline J.	8/25/2026	3 years
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Title: Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: Social Work (CPH)

Guglielmi	Helen	8/25/2026	5 years
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Title: Master Instructor
Rank: Master Instructor
Classification: Term - Instructional
Local Academic Unit: Modern and Classical Languages (CHSS)

Note(s): Previous title: Senior Instructor

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Harb	Camelia A.	8/25/2026	1 year

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

Hashmi	Irina	8/25/2026	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)

Haspel	Donald P.	8/25/2026	5 years
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Title: Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: English (CHSS)

Hendricks	Gretchen T.	8/25/2026	3 years
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Title: Senior Instructor
Rank: Senior Instructor
Classification: Term - Instructional
Local Academic Unit: Costello College of Business

Herrera	Lynda A.	8/25/2026	1 year
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Title: Assistant Professor
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>
Horstmeyer	Derek M.	8/25/2026	3 years

Title: Instructional Professor
Rank: Instructional Professor
Classification: Term - Instructional
Local Academic Unit: Costello College of Business

Hoxey	Andrew	8/25/2026	1 year
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Title: Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: Atmospheric, Oceanic and Earth Sciences (COS)

Hubbard	Nisan	8/25/2026	1 year
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Title: Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: Biology (COS)

Hussein	Naglaa F.	8/25/2026	5 years
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Title: Professor
Rank: Instructional Professor
Classification: Term - Instructional
Local Academic Unit: Modern and Classical Languages (CHSS)

Note(s): Previous title: Instructional Associate Professor

Igbax	Saanyol I.	8/25/2026	2 years
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Title: Instructional Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: Mechanical Engineering (CEC)

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Itani	Wassim	8/25/2026	5 years

Title: Instructional Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Computer Science (CEC)

Note(s): Previous title: Instructional Associate Professor

Jacobson	Nancy K.	8/25/2026	1 year
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Title: Instructor

Rank: Instructor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Janisch (Messier)	Jennifer A.	8/25/2026	5 years
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: English (CHSS)

Jones	Rebecca M.	6/10/2026	5 years
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Title: Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Chemistry and Biochemistry (COS)

Note(s): Additional Title: STEM Accelerator

Kabir	Kazi Lutful	8/25/2026	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)

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Kamberi	Shahnaz	8/25/2026	5 years

Title: Instructional Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Computer Science (CEC)

Note(s): Previous title: Instructional Associate Professor

Kamranfar	Parastoo	8/25/2026	3 years
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Computer Science (CEC)

Kennedy	William G.	8/25/2026	5 years
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Title: Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Computational and Data Sciences (COS)

Note(s): Previous title: Instructional Associate Professor

Khamzina	Madina	8/25/2026	1 year
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Global and Community Health (CPH)

Khankan	Sarah T.	8/25/2026	3 years
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Title: Associate Professor

Rank: Instructional Associate Professor

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>
King	Daphne L.	6/10/2026	3 years

Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Social Work (CPH)

Note(s): Previous title: Instructional Assistant Professor

Ko	Hansoo	8/25/2026	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Health Administration and Policy (CPH)

Koduah	Susan O.	8/25/2026	3 years
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Nursing (CPH)

Kotcher	John	6/10/2026	3 years
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Title: Research Associate Professor

Rank: Research Associate Professor

Classification: Term - Research

Local Academic Unit: Communication (CHSS)

Note(s): Additional Title: Director, Center for Climate Change Communication

Kowitlawakul	Yanika	8/25/2026	3 years
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Nursing (CPH)

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RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Krell	Misty D.	6/10/2026	<1 year

Title: Senior Instructor
Rank: Senior Instructor
Classification: Term - Instructional
Local Academic Unit: Integrative Studies (CHSS)

Note(s): Additional Title: INTS/HDFS/EVSS Director
Previous title: Instructor

Krell	Misty D.	8/25/2026	5 Years
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Title: Senior Instructor
Rank: Senior Instructor
Classification: Term - Instructional
Local Academic Unit: Integrative Studies (CHSS)

Lamberti	William F.	8/25/2026	1 year
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Title: Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: Computational and Data Sciences (COS)

Landis	Andrea M.	6/10/2026	3 years
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Title: Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Nursing (CPH)

Lawless	Teresa A.	6/10/2026	3 years
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Title: Research Associate Professor
Rank: Research Associate Professor
Classification: Term - Research
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>
Layman	Shannon	8/25/2026	1 year

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

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

Leech	Richard	6/10/2026	3 years
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Title: Associate Professor
Rank: Associate Professor
Classification: Tenure Track - Instructional
Local Academic Unit: Music (CVPA)

Li	Xin	8/25/2026	3 years
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Title: Instructional Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Costello College of Business

Luke	Rayanne A.	8/25/2026	3 years
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Title: Assistant Professor
Rank: Assistant Professor
Classification: Tenure Track - Instructional
Local Academic Unit: Mathematical Science (COS)

Luo	Songjun	8/25/2026	3 years
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Title: Instructional Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Systems Engineering and Operations Research (CEC)

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Lyons	Michael X.	8/25/2026	2 years

Title: Instructor

Rank: Instructor

Classification: Term - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Maex	Steven A.	8/25/2026	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Costello College of Business

Maloney	Brenna	8/25/2026	3 years
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Title: Instructor

Rank: Instructor

Classification: Term - Instructional

Local Academic Unit: Communication (CHSS)

Note(s): Additional Title: Journalism Coordinator

Mandable	Lori A.	8/25/2026	1 year
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Geography and Geoinformation Science (COS)

Maskell Yuhasz	Shayna L	8/25/2026	5 years
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Title: Associate Professor

Rank: Instructional Associate 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>
Matsick (Meyers)	Erin M.	8/25/2026	3 years

Title: Assistant Professor
Rank: Assistant Professor
Classification: Tenure Track - Instructional
Local Academic Unit: Antonin Scalia Law School

Mattes	Joshua J.	8/25/2026	1 year
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Title: Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: Physics and Astronomy (COS)

Mele Thomas	Marie	8/25/2026	3 years
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Title: Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Criminology, Law and Society (CHSS)

Miller	David J.	6/10/2026	3 years
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Title: Senior Instructor
Rank: Senior Instructor
Classification: Term - Instructional
Local Academic Unit: Communication (CHSS)

Miner	Allison	8/25/2026	3 years
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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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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Mink	Phillip	8/25/2026	3 years

Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Schar School of Policy and Government

Mitchell	Carol P.	8/25/2026	1 year
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: English (CHSS)

Moore	Iona	6/10/2026	3 years
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Global Affairs Program (CHSS)

Note(s): Additional Title: Assistant Director of the Global Affairs Program

Morsy	Mohamed N.	8/25/2026	3 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Cyber Security Engineering (CEC)

Murdoch	Erin Q.	8/25/2026	5 years
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Psychology (CHSS)

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Nelson	Thomas R.	8/25/2026	3 years

Title: Assistant Professor of Fisheries Ecology

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Environmental Science and Policy (COS)

Ngac	Brian K.	8/25/2026	3 years
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Nykyforovych	Mariia	8/25/2026	1 year
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Oberle	George D.	6/10/2026	4 years
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: History and Art History (CHSS)

Note(s): Additional Title: Director of the Center for Mason Legacies

Retained title: History Librarian. This is a split assignment between College of Humanities and Social Sciences and University Libraries.

Olmo	Valerie N.	6/10/2026	5 years
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Biology (COS)

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Otten	John E.	8/25/2026	5 years

Title: Senior Instructor
Rank: Senior Instructor
Classification: Term - Instructional
Local Academic Unit: Computer Science (CEC)

Page	Amy P.	6/10/2026	3 years
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Title: Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: Social Work (CPH)

Palmer	Danielle R.	8/25/2026	1 year
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Title: Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: College of Education and Human Development

Park	Hyun S.	8/25/2026	3 years
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Title: Assistant Professor of Korean
Rank: Assistant Professor
Classification: Tenure Track - Instructional
Local Academic Unit: Modern and Classical Languages (CHSS)

Park	June W.	8/25/2026	1 year
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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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Parks	James R.	8/25/2026	1 year

Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Physics and Astronomy (COS)

Pasiah	Kenneth	8/25/2026	2 years
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Statistics (CEC)

Patzak	Alexandra M.	8/25/2026	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

Plotnick	Jeremy E.	8/25/2026	3 years
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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

Prieto	Lucas	8/25/2026	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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Raffegau	Tiphanie E.	8/25/2026	3 years

Title: Assistant Professor of Kinesiology

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: College of Education and Human Development

Raines	Alexandra R.	8/25/2026	1 year
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Ramsdell	Justin	8/25/2026	5 years
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Title: Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Psychology (CHSS)

Note(s): Previous title: Instructional Associate Professor

Reep	Michael S.	8/25/2026	3 years
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Title: Instructional Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Computer Science (CEC)

Reese	Diane M.	8/25/2026	1 year
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

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Requeijo	Tiago C.	8/25/2026	1 year

Title: Instructional Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: Costello College of Business

Rezazad	Hadi	8/25/2026	5 years
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Title: Instructional Professor
Rank: Instructional Professor
Classification: Term - Instructional
Local Academic Unit: Information Sciences and Technology (CEC)

Note(s): Previous title: Instructional Associate Professor

Rickless	Sarah E.	8/25/2026	5 years
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Title: Senior Instructor
Rank: Senior Instructor
Classification: Term - Instructional
Local Academic Unit: English (CHSS)

Riggleman-Harman	Angelina	8/25/2026	3 years
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Title: Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Nursing (CPH)

Roberts	Heather T.	8/25/2026	1 year
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Title: Senior Instructor
Rank: Senior Instructor
Classification: Term - Instructional
Local Academic Unit: Criminology, Law and Society (CHSS)

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Rodriguez Aquino	Jose Luis	8/25/2026	3 years

Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Schar School of Policy and Government

Roesler	Eileen	8/25/2026	3 years
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Title: Assistant Professor of Psychology

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Psychology (CHSS)

Roeting	William H.	1/25/2026	1 year
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Title: Research Professor

Rank: Research Professor

Classification: Term - Research

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

Rudd	Andrew	8/25/2026	5 years
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Communication (CHSS)

Rytikova	Ioulia	8/25/2026	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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Sanchez	Amanda L.	8/25/2026	3 years

Title: Assistant Professor of Psychology, Clinical
Rank: Assistant Professor
Classification: Tenure Track - Instructional
Local Academic Unit: Psychology (CHSS)

Sanders	Quentin	8/25/2026	3 years
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Title: Assistant Professor
Rank: Assistant Professor
Classification: Tenure Track - Instructional
Local Academic Unit: Bioengineering (CEC)

Sausville	Catherine A.	8/25/2026	3 years
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Title: Senior Instructor
Rank: Senior Instructor
Classification: Term - Instructional
Local Academic Unit: Mathematical Science (COS)

Savage	Nastassia M.	8/25/2026	1 year
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Title: Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: Psychology (CHSS)

Schmeidler	Lance E.	8/25/2026	3 years
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Title: Senior Instructor
Rank: Senior Instructor
Classification: Term - Instructional
Local Academic Unit: Communication (CHSS)

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Schmidt	Bernard	8/25/2026	3 years

Title: Senior Instructor

Rank: Senior Instructor

Classification: Term - Instructional

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

Note(s): Previous title: Instructor

Schuler	John S.	8/25/2026	1 year
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Computational and Data Sciences (COS)

Schulze	Susan E.	8/25/2026	3 years
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: History and Art History (CHSS)

Shamseddine	Maha	8/25/2026	2 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

Sheingold	Brenda	6/10/2026	5 years
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Title: Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Health Administration and Policy (CPH)

Note(s): Previous title: Instructional Associate Professor

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Shires	Krista M.	8/25/2026	1 year

Title: Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: Biology (COS)

Shuman	Gene R.	8/25/2026	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)

Sinclair	Karen T.	8/25/2026	1 year
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Title: Kinesiology Internship Coordinator
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: College of Education and Human Development

Smith	Rodger E.	8/25/2026	3 years
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Title: Senior Instructor
Rank: Senior Instructor
Classification: Term - Instructional
Local Academic Unit: Communication (CHSS)

Sontag	Jennifer B.	8/25/2026	5 years
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Title: Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Psychology (CHSS)

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Stagl	Kevin C.	6/10/2026	3 years

Title: Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Psychology (CHSS)

Note(s): Additional Title: Assistant Director of the MPS Program
Previous title: Instructional Assistant Professor

Storelli	Elizangela J.	8/25/2026	5 years
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Title: Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Sociology and Anthropology (CHSS)

Sultana	Sharmin	8/25/2026	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

Therrien	Gail D.	8/25/2026	3 years
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Title: Professor of Practice
Rank: Professor of Practice
Classification: Term - Instructional
Local Academic Unit: Information Sciences and Technology (CEC)

Tonge	Natasha	8/25/2026	3 years
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Title: Assistant Professor of Psychology
Rank: Assistant Professor
Classification: Tenure Track - Instructional
Local Academic Unit: Psychology (CHSS)

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Tretola	Betsy J.	8/25/2026	1 year

Title: Instructional Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Costello College of Business

Tucker	Megan H.	8/25/2026	3 years
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Title: Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Communication (CHSS)

Tullo	Lisa D.	8/25/2026	1 year
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Title: Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: College of Education and Human Development

Udell	Gwen	8/25/2026	3 years
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Title: Professor of Practice
Rank: Professor of Practice
Classification: Term - Instructional
Local Academic Unit: Criminology, Law and Society (CHSS)

Vasquez La Roche	Luis	8/25/2026	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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Vlastara	Niki Maria	8/25/2026	3 years

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

Waithaka	Eric N.	8/25/2026	3 years
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Title: Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: Social Work (CPH)

Ward	Sarah A.	8/25/2026	5 years
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Title: Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Chemistry and Biochemistry (COS)

Note(s): Previous title: Instructional Assistant Professor

Waters	Keith	1/10/2026	1 year
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Title: Assistant Director of the Stephen S. Fuller Institute
Rank: Research Assistant Professor
Classification: Term - Research
Local Academic Unit: Schar School of Policy and Government

Wei	Mingkui	8/25/2026	3 years
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Title: Instructional Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional
Local Academic Unit: Cyber Security Engineering (CEC)

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Wiggins	Brenda	6/10/2026	1 year

Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Wilson	Douglas	8/25/2026	1 year
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Wright	Amanda G.	8/25/2026	1 year
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Title: Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Biology (COS)

Xiao	Xuesu	8/25/2026	3 years
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Computer Science (CEC)

Yan	Jingya	8/25/2026	3 years
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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>
Yang	Lei	8/25/2026	3 years

Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Yim	An-Di	8/25/2026	3 years
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Title: Associate Professor

Rank: Instructional Associate Professor

Classification: Term - Instructional

Local Academic Unit: Forensic Science Program (COS)

Yin	Binqian	8/25/2026	3 years
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Title: Instructional Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Computer Science (CEC)

Young	Kevin C.	8/25/2026	1 year
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Title: Assistant Professor

Rank: Instructional Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Psychology (CHSS)

Yu	Fang-Yi	8/25/2026	1 year
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Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Computer Science (CEC)

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Yuckenberg	Ashley K.	8/25/2026	1 year

Title: Instructional Assistant Professor
Rank: Instructional Assistant Professor
Classification: Term - Instructional
Local Academic Unit: Costello College of Business

Yusko	Pamela J.	8/25/2026	1 year
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Title: Instructor
Rank: Instructor
Classification: Term - Instructional
Local Academic Unit: Mathematical Science (COS)

Zaidi	Syed Abbas K.	8/25/2026	5 years
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Title: Instructional Professor
Rank: Instructional Professor
Classification: Term - Instructional
Local Academic Unit: Systems Engineering and Operations Research (CEC)

Zhang	Chen	1/25/2026	1 year
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Title: Research Assistant Professor
Rank: Research Assistant Professor
Classification: Term - Research
Local Academic Unit: Center for Spatial Information Science and Systems (COS)

Zhang	Xijin	8/25/2026	3 years
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Title: Assistant Professor
Rank: Assistant Professor
Classification: Tenure Track - Instructional
Local Academic Unit: Civil, Environmental and Infrastructure Engineering (CEC)

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Academic Affairs Committee

April 30, 2026

RENEWALS AND REAPPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EFFECTIVE DATE</u>	<u>APPT LENGTH</u>
Zhou	Keren	8/25/2026	3 years

Title: Assistant Professor

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Computer Science (CEC)

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April 30, 2026

SEPARATIONS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>TYPE</u>	<u>EFFECTIVE DATE</u>
Anthony	Scott M.	Resignation	03/27/2026

Title: Research Assistant Professor, Infectious Diseases

Classification: Term - Research

Local Academic Unit: Biohealth Innovation (Provost)

Attili	Sarojini M.	Resignation	05/24/2026
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Title: Assistant Professor

Classification: Term - Instructional

Local Academic Unit: Neuroscience Program (COS)

Beigh	Kathleen P.	Resignation	05/24/2026
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Title: Clinical Assistant Professor

Classification: Term - Clinical

Local Academic Unit: Nursing (CPH)

Cleveland	Carol L.	Retirement	05/24/2026
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Title: Associate Professor without Term

Classification: Tenured (without term) - Instructional

Local Academic Unit: Social Work (CPH)

Foxwell	Harry J.	Retirement	05/24/2026
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Title: Professor

Classification: Term - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

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<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>TYPE</u>	<u>EFFECTIVE DATE</u>
Garcia	Carina E.	Resignation	05/24/2026

Title: Instructor

Classification: Term - Instructional

Local Academic Unit: Biomedical Sciences Program (COS)

Hoch	Theodore A.	Retirement	05/24/2026
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Title: Associate Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Smilde	John	Retirement	02/24/2026
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Title: Director of Gifts and Records Administration

Classification: At will - Admin/Professional

Local Academic Unit: Advancement and Alumni Relations

Sopko	David J.	Resignation	05/24/2026
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Title: Instructor

Classification: Term - Instructional

Local Academic Unit: Biomedical Sciences Program (COS)

Wurmfeld	Claire P.	Retirement	07/24/2026
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Title: Associate Controller

Classification: At will - Admin/Professional

Local Academic Unit: Fiscal Services (SVP)

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Academic Affairs Committee

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OTHER ANNOUNCEMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>TYPE</u>
Altug	Mehmet S.	Title Change

Title: Director, Center for Retail Transformation

Local Academic Unit: Costello College of Business

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

Andrews (Kirker)	Maoria K.	Title Change
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Title: Director, Teaching and Learning

Local Academic Unit: University Libraries

Note(s): Previous Title:Lead, Teaching and Learning Team

Boyce	Crystal M.	Title Change
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Title: Health and Biosciences Librarian

Local Academic Unit: University Libraries

Note(s): Previous Title:Biological Sciences Librarian

Cornejo	Katherine Y.	Title Change
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Title: Child Welfare Stipend Coordinator (CWSP Coordinator)

Local Academic Unit: Social Work (CPH)

Note(s): Previous Title:Coordinator, IV-E Child Welfare Stipend Program

Eby	Kimberly K.	Conversion
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Title: Associate Professor without Term

Local Academic Unit: Integrative Studies (CHSS)

Note(s):

Professor Eby is converting from 12 month Administrative Professional Faculty to 9 month Instructional Faculty.

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TYPE

Edwards

Kimberley

Title Change

Title: Head, Data Discoverability

Local Academic Unit: University Libraries

Note(s): Previous Title:Head, Database Integrity and Analysis

Garcia

Toni C.

Title Change

Title: Concentration Director, Business Analytics

Local Academic Unit: Costello College of Business

Note(s): Retained Title-Senior Instructor

Harris

Cameron J.

Title Change

Title: Area Chair, Business Foundations

Local Academic Unit: Costello College of Business

Note(s): Retained Title-Instructional Associate Professor

Heffner

Richard L.

Conversion

Title: Assistant Professor

Local Academic Unit: Art (CVPA)

Note(s): Professor Heffner is converting from a Term to a Tenure Track position.

Heilbrun

David W.

Title Change

Title: Director, Discovery Services

Local Academic Unit: University Libraries

Note(s): Previous Title:Head, Metadata Services

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TYPE

Horoszko

Urszula A.

Title Change

Title: Research Associate Professor and Deputy Director, CONTRA

Local Academic Unit: Schar School of Policy and Government

Note(s): Previous Title: Research Associate Professor

Jones

Garett B.

Leave without Pay

Title: Professor without Term

Local Academic Unit: Economics (CHSS)

Kleinfeld

Joshua

Leave without Pay

Title: Associate Professor

Local Academic Unit: Antonin Scalia Law School

Note(s):

Professor Kleinfeld will be on Educational Leave without Pay Spring 2027 - Spring 2028.

Kotcher

John

Title Change

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

Local Academic Unit: Communication (CHSS)

Note(s): Retained Title-Research Associate Professor

Langfred

Claus W.

Title Change

Title: Area Chair, Management

Local Academic Unit: Costello College of Business

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

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TYPE

Lee

Young-Joo

Title Change

Title: Cultural Studies and Psychology Librarian

Local Academic Unit: University Libraries

Note(s): Previous Title: Social Sciences Librarian

Moller Ferreira

Celso

Title Change

Title: Associate Dean for Graduate Studies, Volgenau School of Engineering

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

Note(s): Retained Title-Professor without Term

Muir

Janette K.

Title Change

Title: Vice Provost for Academic Affairs

Local Academic Unit: Academic Affairs (Provost)

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

Ngac

Brian K.

Title Change

Title: Assistant Dean of Centers for Excellence

Local Academic Unit: Costello College of Business

Note(s): Retained Title-Instructional Assistant Professor

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

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TYPE

Perkins

Rachelle H.

Leave with Pay

Title: Associate Professor

Local Academic Unit: Antonin Scalia Law School

Note(s): Professor Perkins will be on Educational Leave with pay for AY 2026-2027.

Petryk

Mariia

Tenure Track Contract
Extension

Title: Assistant Professor

Local Academic Unit: Costello College of Business

Philipov

Alexander Z.

Title Change

Title: Area Chair, Finance

Local Academic Unit: Costello College of Business

Note(s): Retained Title-Associate Professor

Rockmann

Kevin W.

Title Change

Title: Assistant Dean of Research

Local Academic Unit: Costello College of Business

Note(s): Retained Title-Professor

Sanyal

Pallab

Title Change

Title: Area Chair, Information Systems and Operations Management

Local Academic Unit: Costello College of Business

Note(s): Retained Title-Professor

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TYPE

Schubel

Dorothee

Title Change

Title: Head, Cataloging and Metadata

Local Academic Unit: University Libraries

Note(s): Previous Title:Metadata and Cataloging Librarian

Spann

Charles

Title Change

Title: Assistant Vice President, Patriot Connect

Local Academic Unit: Information Technology Services (SVP)

Note(s): Previous Title:Assistant Vice President, Enterprise Service Delivery and Deputy Chief Information Officer

Stanley

Thomas T.

Leave with Pay

Title: Instructional Associate Professor

Local Academic Unit: Art (CVPA)

Note(s): Professor Stanley has been awarded a Faculty Study Leave for Spring Semester 2026.

Stroiney

Debra A.

Leave with Pay

Title: Associate Professor of Kinesiology

Local Academic Unit: College of Education and Human Development

Note(s): Professor Stroiney has been awarded a Faculty Study Leave for Spring Semester 2026.

Terman

Jessica

Title Change

Title: Director of Assessment and Accreditation

Local Academic Unit: Schar School of Policy and Government

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

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TYPE

Tieszen

John

Title Change

Title: AI Literacy Coordinator

Local Academic Unit: University Libraries

Note(s): Retained Title-GIS Librarian

Wagner

Lauren E.

Title Change

Title: Associate Dean, Student Academic Affairs

Local Academic Unit: College of Visual and Performing Arts

Note(s): Previous Title:Assistant Dean, Student Academic Affairs

Weigel

Robert S.

Leave with Pay

Title: Professor

Local Academic Unit: Physics and Astronomy (COS)

Note(s):

Professor Weigel has been awarded a Faculty Study Leave for the Academic Year 2025 - 2026. This supersedes the previous record reported in the October 2025 BOV.

Weinstein

Ali A.

Leave with Pay

Title: Professor/ Director CCID

Local Academic Unit: Global and Community Health (CPH)

Note(s): Professor Weinstein has been awarded a Faculty Study Leave for Spring Semester 2026.

Yao

Ziyu

Tenure Track Contract
Extension

Title: Assistant Professor

Local Academic Unit: Computer Science (CEC)

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Academic Affairs Committee

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OTHER ANNOUNCEMENTS

LAST NAME

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TYPE

Yi

Robert C.

Title Change

Title: Associate Director of Student Academic Affairs and Strategic Partnerships

Local Academic Unit: Art (CVPA)

Note(s): Previous Title: Academic Program Manager

Faculty and Academic Standards Committee

April 30, 2026

SUMMARY OF FACULTY ACTIONS AND ANNOUNCEMENTS

APPOINTMENT OF FACULTY

	Term		Tenure Track		Research	Grant Funded
	9-month	12-month	9-month	12-month		
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	1	1	0	0	1	1
Associate Professor	0	0	0	0	0	0
Professor	0	0	0	0	0	0
Administrative/Professional	0	19	0	0	0	0
Totals	1	20	0	0	1	1

RENEWALS/REAPPOINTMENTS

	Term		Tenure Track		Total
	9-month	12-month	9-month	12-month	
Instructor	7	0	0	0	7
Senior Instructor	14	3	0	0	17
Master Instructor	2	0	0	0	2
Professor of Practice	2	0	0	0	2
Assistant Professor	51	8	27	0	86
Associate Professor	55	11	2	1	69
Professor	15	3	0	0	18
Administrative/Professional	0	0	0	0	0
Totals	146	25	29	1	201

SEPARATIONS

	Resignation	Retirement	Contract Expiration	Deceased	Total
	5	5	0	0	10

OTHER ANNOUNCEMENTS

	Leave with pay and Partial pay	Leave w/o pay	Title Change	Conversion	Tenure Track Contract Extension	Total
	5	2	25	2	2	36

*Summary Excludes Postdoctoral Research Fellows and Research Staff

FACULTY AND ACADEMIC STANDARDS COMMITTEE						
April 30, 2026						
ANNUAL SUMMARY OF FACULTY ACTIONS AND ANNOUNCEMENTS						
JULY 2025 - APRIL 2026						
PROMOTION AND TENURE						
Promotion Only	27			Promoted to Professor without Term		28
Tenure Only	2			Promoted to Associate Professor		34
Promotion and Tenure	33					
TERM PROMOTION AND MULTI-YEAR						
Promotion Only	1			Promoted to Senior Instructor		3
Multi-Year Only	105			Promoted to Master Instructor		2
Promotion and Multi Year	44			Promoted to Associate Professor		26
				Promoted to Professor		14
EMERITUS/EMERITA						
ELECTIONS						
Professor	13			Professor		5
Associate Professor	1			Associate Professor		4
Assistant Professor	0					
Total	14			Total		9
APPOINTMENT OF FACULTY						
	Term		Tenure Track			
	9-month	12-month	9-month	12-month	Research	Grant Funded
Instructor	8	1	0	0	0	0
Senior Instructor	1	0	0	0	0	0
Master Instructor	0	0	0	0	0	0
Professor of Practice	1	4	0	0	1	1
Assistant Professor	20	3	20	0	3	2
Associate Professor	4	3	1	0	1	1
Professor	0	0	1	0	0	0
Administrative/Professional	0	165	0	0	0	4
Totals	34	176	22	0	5	8
RENEWALS/REAPPOINTMENTS						
	Term		Tenure Track			
	9-month	12-month	9-month	12-month		Total
Instructor	13	9	0	0		22
Senior Instructor	20	4	0	0		24
Master Instructor	2	0	0	0		2
Professor of Practice	5	2	0	0		7
Assistant Professor	70	36	27	0		133
Associate Professor	80	24	2	1		107
Professor	28	11	0	0		39
Administrative/Professional	0	11	0	0		11
Totals	218	97	29	1		345
SEPARATIONS						
	Resignation	Retirement	Contract Expiration	Deceased		Total
	107	57	27	1		192
OTHER ANNOUNCEMENTS						
	Leave with pay and Partial pay	Leave w/o pay	Title Change	Conversion	Tenure Track Contract Extension	Total
	57	5	234	3	13	312

*Summary Excludes Postdoctoral Research Fellows and Research Staff