GEORGE MASON UNIVERSITY

BOARD OF VISITORS

Academic Programs, Diversity, and University Community Committee Meeting Thursday, April 17, 2025 10:00-11:30 a.m.

AGENDA

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

IV. Adjournment

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

No oral public comment will be taken at this meeting.

GEORGE MASON UNIVERSITY BOARD OF VISITORS

Academic Programs, Diversity, & University Community Committee

MINUTES

Thursday, February 13, 2025

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

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

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

II. Approval of Minutes (Action Item)

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

III. New Business

A. Provost's Update

James Antony – Provost and Executive Vice President

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

B. Program Actions and Faculty Actions

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

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

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

MOTION CARRIED BY VOICE VOTE.

Yes - 3

C. Discussion: A Report of the University of Chicago Committee on the Criteria of Academic

Appointment- to reflect on what, if anything, can be gleaned from the Shils Report

The committee discussed the University of Chicago's Shils Report on academic appointment criteria.

Provost Antony emphasized George Mason's commitment to transparency, balance between research and teaching, and cross-disciplinary collaboration regarding academic appointment. He also highlighted the university's adherence to Section 5 of the report. Faculty representatives noted that George Mason's Faculty Handbook is regularly updated to reflect contemporary priorities like career readiness and faculty service, areas not emphasized in the Shils Report.

While the "Chicago Trifecta" of free expression, institutional neutrality, and merit-based advancement was acknowledged, George Mason has adapted its merit criteria to better serve its institutional goals. An invitation was extended to meet with the Faculty Handbook Committee if committee members wanted to learn more.

D. Antisemitism Resolution

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

E. Announcements and Reports

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

IV. Adjournment

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

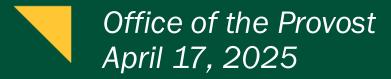
Respectfully submitted,

Sarah Parnell Secretary Pro Tem



Academic Programs, Diversity, and University Community Committee

Board of Visitors



Agenda

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



Action Item

Approval of Minutes

February 13, 2025

Provost's Report

James Antony, PhD

Provost and Executive Vice President



Spring Graduation



Commencement Ceremony

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

Degree Celebrations

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

Spring Graduates*

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



College of Science

Dean Search Update

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



The Academic Year in Review



Communication



Research



Budget Model Redesign

Looking Ahead



Undergraduate
Learning Supports
Implementation
Committee



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



Competitive Landscape

Faculty Awards

Presidential Awards for Faculty Excellence

























https://president.gmu.edu/faculty-awards/recipients

Faculty Awards

Teaching Excellence Awards

Teaching Excellence Award

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

Teacher of Distinction

Jennifer Wood, CHSS

Adjunct Teaching Excellence Award

Dana Siller, CHSS
Michelle Lague, CEHD

Adjunct Teachers of Distinction

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

David J. King Teaching Award

Kelly Schrum, CHSS

Online Teaching Excellence Award

Lila Fleming, CPH Katherine Rosenbusch, Costello

Online Teachers of Distinction

Frank Kruger, COS
MB (Marybeth) Mitcham, CPH

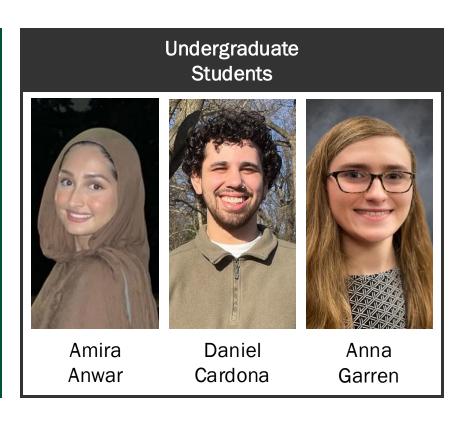
https://stearnscenter.gmu.edu/awards/

Faculty and Student Awards

OSCAR Excellence Awards







Student Awards

2025 Peter N. Stearns Provost Scholar Athletes

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



Fall 2025

Schedule



Summer Orientations

June 16-August 19



Freshman Move-in

August 20-21



New Student Convocation

August 22

Academic Calendar



Fall Semester

August 25-December 17



Commencement

December 18



Winter Break

December 22-January 2

Faculty Senate Update and Proposed Revisions to the Faculty Handbook

Solon Simmons, PhD Faculty Senate President



Academic Policies

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

2.1.3 Term Appointments

Add:

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

Delete:

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

2.12.3.1 Procedures for Appointment and Renewal (Department Chairs)

Add:

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

2.12.3.2 Procedures for Appointment and Renewal (Department Chairs)

Add:

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

3.6.2 Leave Program for Instructional Faculty

Add:

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

2.8.5 Remand Process

Add:

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

2.11.2.2 Grievance Procedures

Delete:

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

Action Item

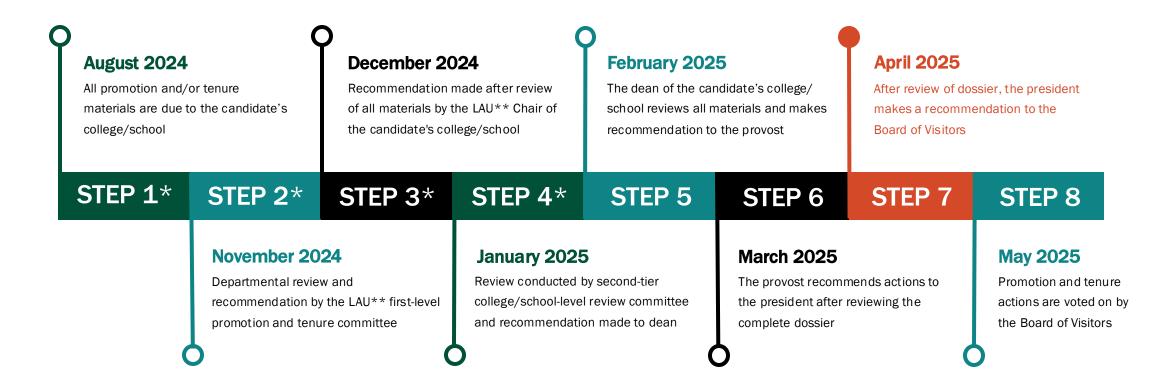
MOTION

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

ACTION ITEMS

Faculty Actions

Promotion and/or Tenure



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

^{**}Local Academic Unit (LAU)

Faculty Actions

Conferral of Emeritus/Emerita Status



Pamela Baker CEHD



Rei Berroa CHSS



Frederick Brigham CEHD



CEHD



CHSS



Theodore Kelly CHSS





Peggy Maddox CPH



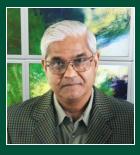
Lorraine Pierce (CEHD)



Earle Reybold (CEHD)



Beverly Shaklee (CEHD)



Jagadish Shukla (COS)

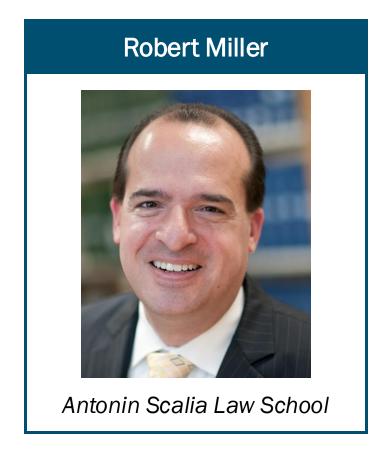


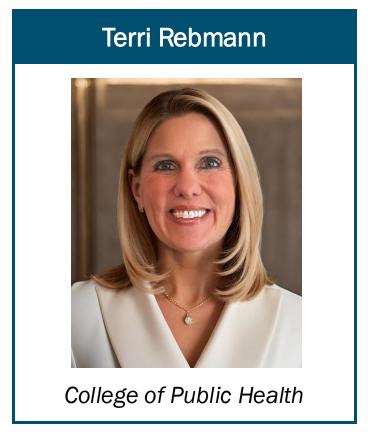
Debra Sprague (CEHD)



Faculty Actions

Elections of New Tenured Faculty







Faculty Actions Special Rank Change

Distinguished University Professor

Lawrence Cheskin

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



Action Items

MOTION

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

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

Announcements

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

Committee Name Change Proposal



Diversity, Equity, and Inclusion Discussion

Required Diversity Statements and Hiring



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



Action Item

MOTION

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



Adjournment PROVOST.GMU.EDU



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

- 2.1.3 Term Appointments
 2.12.3 Procedures for Appointment and Renewal (Department Chairs)
 3.6.2 Leave Program for Instructional Faculty

- 2.8.5 Remand Process2.11.2.2 Grievance Procedures

2.1.3 Term Appointments

Proposed Language

2.1.3 Term Appointments

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

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

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

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

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

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

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

Proposed Language with Track Changes

2.1.3 Term Appointments

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

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

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

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

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

Contracts automatically expire at the end of the contract period, and although a faculty member may be reappointed (Section 2.7.1), there is no guarantee or right to reappointment from one contract to the next, whether single-year or multi-year. With the prior approval of the Provost, term faculty with the terminal degree may be considered for a tenure-track or tenured appointment as a result of a search (Section 2.3.2.1) or, rarely, by a direct appointment (Section

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

2.3.2.2). Service on a term appointment, whether or not externally-funded, may be applied to tenure consideration only if specified in the initial tenure-track letter of appointment.

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

Current Language

2.1.3 Term Appointments

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

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

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

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

Term faculty appointment contracts are issued for a single-year or for multiple years, up to a maximum of 5 years. For initial appointments, the maximum contract length for assistant professors is three years and for associate and full professors it is five years. 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. Faculty on multi-year contracts normally hold a terminal degree, as defined by standards in the discipline. Exceptions to either contract length or terminal degree requirements must be approved by the Provost.

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

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

2.12.3 Procedures for Appointment and Renewal

Proposed Language

2.12.3 Procedures for Appointment and Renewal

2.12.3.1 Search Procedures

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

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

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

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

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

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

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

2.12.3.2 Renewal Procedures

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

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

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

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

Proposed Language with Track Changes:

2.12.3 Procedures for Appointment and Renewal

2.12.3.1 Search Procedures

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

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

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

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

Deleted: an identity of views

Deleted: an identity of view

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

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

2.12.3.2 Renewal Procedures

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

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

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

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

Current Language

2.12.3 Procedures for Appointment and Renewal

2.12.3.1 Search Procedures

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

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

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

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

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

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

2.12.3.2 Renewal Procedures

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

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

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

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

3.6.2 Leave Program for Instructional Faculty

Proposed Language

3.6.2 Leave Program for Instructional Faculty

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

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

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

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

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

Proposed Language with Track Changes

3.6.2 Leave Program for Instructional Faculty

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

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

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

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

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

Current Language

3.6.2 Leave Program for Instructional Faculty

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

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

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

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

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

2.8.5 Remand Process

Proposed Language

2.8.5 Remand Process

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

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

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

Proposed Language with Track Changes

2.8.5 Remand Process

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

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

Deleted: case file submitted by the

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

Current Language

2.8.5 Remand Process

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

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

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

2.11.2.2 Grievance Procedures

Proposed Language

2.11.2.2 Grievance Procedures

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

Proposed Language with Track Changes

2.11.2.2 Grievance Procedures

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

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

Deleted:

Current Language

2.11.2.2 Grievance Procedures

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

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

Title: Professor without Term

Local Academic Unit: Information Sciences and Technology (CEC)

Note(s): URL: Massimiliano Albanese Web Profile

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

Anand Priyanka 8/25/2025 N/ Y

Title: Associate Professor without Term

Local Academic Unit: Health Administration and Policy (CPH)

Note(s): URL: Priyanka Anand Web Profile

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

Anderson Taylor 8/25/2025 Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Geography and Geoinformation Science (COS)

Note(s): URL: Taylor Anderson Web Profile

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u> <u>FIRST NAME</u> <u>EFFECTIVE DATE</u> <u>PROMOTION/TENURE</u>

Beauchamp Jonathan 8/25/2025 Y/ Y

Title: Associate Professor without Term **Local Academic Unit:** Economics (CHSS)

Note(s): URL: Jonathan Beauchamp Web Profile

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

Bidkhori Hoda 8/25/2025 Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Computational and Data Sciences (COS)

Note(s): URL: Hoda Bidkhori Web Profile

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

Borup Jered 8/25/2025 Y/ N

Title: Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: Jered Borup Web Profile

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u> <u>FIRST NAME</u> <u>EFFECTIVE DATE</u> <u>PROMOTION/TENURE</u>

Cai Xiaomei 8/25/2025 Y/ N

Title: Professor without Term

Local Academic Unit: Communication (CHSS)

Note(s): URL: Xiaomei Cai Web Profile

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

Carrier Jason 8/25/2025 Y/ Y

Title: Associate Professor without Term
Local Academic Unit: Art (CVPA)
Note(s): URL: Jason Carrier Web Profile

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

Chavis Charles 8/25/2025 Y/ Y

Title: Associate Professor without Term

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

Note(s): URL: Charles Chavis Web Profile

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u> <u>FIRST NAME</u> <u>EFFECTIVE DATE</u> <u>PROMOTION/TENURE</u>

Chitnis Parag 8/25/2025 Y/N

Title: Professor without Term

Local Academic Unit: Bioengineering (CEC)
Note(s): URL: Parag Chitnis Web Profile

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

Cooley Mark 8/25/2025 Y/ N

Title: Professor without Term

Local Academic Unit: Art (CVPA)

Note(s): URL: Mark Cooley Web Profile

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

Craig Richard 8/25/2025 Y/N

Title: Professor without Term

Local Academic Unit: Communication (CHSS)
Note(s): URL: Richard Craig Web Profile

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u> <u>FIRST NAME</u> <u>EFFECTIVE DATE</u> <u>PROMOTION/TENURE</u>

D'Arcy Shaun 8/25/2025 Y/Y

Title: Associate Professor without Term
Local Academic Unit: Dance (CVPA)
Note(s): URL: Shaun D'Arcy Web Profile

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

Edwards Cody 6/10/2025 Y/N

Title: Professor without Term

Local Academic Unit: Biology (COS)
Note(s): URL: Cody Edwards Web Profile

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

Epstein Neil 8/25/2025 Y/ N

Title: Professor without Term

Local Academic Unit: Mathematical Science (COS)

Note(s): URL: Neil Epstein Web Profile

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u> <u>FIRST NAME</u> <u>EFFECTIVE DATE</u> <u>PROMOTION/TENURE</u>

Ermagun Alireza 8/25/2025 Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Geography and Geoinformation Science (COS)

Note(s): URL: Alireza Ermagun Web Profile

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

Ferguson Daniel 8/25/2025 Y/ Y

Title: Associate Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: <u>Daniel Ferguson Web Profile</u>

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

Frenn Chawky 8/25/2025 Y/ N

Title: Professor without Term **Local Academic Unit:** Art (CVPA)

Note(s): URL: Chawky Frenn Web Profile

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u> <u>FIRST NAME</u> <u>EFFECTIVE DATE</u> <u>PROMOTION/TENURE</u>

George Mwangi Chrystal 8/25/2025 Y/ N

Title: Professor without Term

Local Academic Unit: Higher Education Program (CHSS)

Note(s): URL: Chrystal George Mwangi Web Profile

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

Ghahari Kermani Fereshte 8/25/2025 Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Physics and Astronomy (COS)
Note(s): URL: Fereshte Ghahari Kermani Web Profile

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

Gupta Jhumka 8/25/2025 Y/N

Title: Professor without Term

Local Academic Unit: Global and Community Health (CPH)

Note(s): URL: Jhumka Gupta Web Profile

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u> <u>FIRST NAME</u> <u>EFFECTIVE DATE</u> <u>PROMOTION/TENURE</u>

Han Bo 8/25/2025 N/ Y

Title: Associate Professor without Term

Local Academic Unit: Computer Science (CEC)

Note(s): URL: Bo Han Web Profile

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

Holincheck Nancy 8/25/2025 Y/ Y

Title: Associate Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: Nancy Holincheck Web Profile

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

Inoue Megumi 8/25/2025 Y/ N

Title: Professor without Term

Local Academic Unit: Social Work (CPH)
Note(s): URL: Megumi Inoue Web Profile

37 107 1	a 11.1
Notification to Candidate	
First Level	October 16, 2024
LAU Head	November 6, 2024
Second Level	December 11, 2024
Dean	February 6, 2025
Provost	March 28, 2025
President	April 14, 2025

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u> <u>FIRST NAME</u> <u>EFFECTIVE DATE</u> <u>PROMOTION/TENURE</u>

Irvin-Erickson Douglas 8/25/2025 Y/ Y

Title: Associate Professor without Term

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

Note(s): URL: <u>Douglas Irvin-Erickson Web Profile</u>

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

Ji Ran 8/25/2025 Y/ Y

Title: Associate Professor without Term

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

Note(s): URL: Ran Ji Web Profile

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

Ji Wenying 8/25/2025 Y/ Y

Title: Associate Professor without Term

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

Note(s): URL: Wenying Ji Web Profile

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u> <u>FIRST NAME</u> <u>EFFECTIVE DATE</u> <u>PROMOTION/TENURE</u>

Jing Hao 8/25/2025 Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Chemistry and Biochemistry (COS)

Note(s): URL: Hao Jing Web Profile

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

Kang Pilgyu 8/25/2025 Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Mechanical Engineering (CEC)

Note(s): URL: Pilgyu Kang Web Profile

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

Kavak Hamdi 8/25/2025 Y/Y

Title: Associate Professor without Term

Local Academic Unit: Computational and Data Sciences (COS)

Note(s): URL: Hamdi Kavak Web Profile

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u> <u>FIRST NAME</u> <u>EFFECTIVE DATE</u> <u>PROMOTION/TENURE</u>

Khasawneh Khaled 8/25/2025 Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Electrical and Computer Engineering (CEC)

Note(s): URL: Khaled Khasawneh Web Profile

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

Lattanzi David 8/25/2025 Y/ N

Title: Professor without Term

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

Note(s): URL: <u>David Lattanzi Web Profile</u>

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

Leider Robert 8/25/2025 Y/ N

Title: Professor without Term

Local Academic Unit: Antonin Scalia Law School

Note(s): URL: Robert Leider Web Profile

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u> <u>FIRST NAME</u> <u>EFFECTIVE DATE</u> <u>PROMOTION/TENURE</u>

Liu Hung-Ling 8/25/2025 N/ Y

Title: Associate Professor without Term

Local Academic Unit: College of Education and Human Development

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

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

Mayer Jeremy 8/25/2025 Y/ N

Title: Professor without Term

Local Academic Unit: Schar School of Policy and Government

Note(s): URL: Jeremy Mayer Web Profile

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

Miller Angela 8/25/2025 Y/ N

Title: Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: Angela Miller Web Profile

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u> <u>FIRST NAME</u> <u>EFFECTIVE DATE</u> <u>PROMOTION/TENURE</u>

Moran Jeffrey 8/25/2025 Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Mechanical Engineering (CEC)

Note(s): URL: Jeffrey Moran Web Profile

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

Morris Christopher 8/25/2025 Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Sociology and Anthropology (CHSS)

Note(s): URL: Christopher Morris Web Profile

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

Nelson Jill 6/10/2025 Y/ N

Title: Professor without Term

Local Academic Unit: Electrical and Computer Engineering (CEC)

Note(s): URL: Jill Nelson Web Profile

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u> <u>FIRST NAME</u> <u>EFFECTIVE DATE</u> <u>PROMOTION/TENURE</u>

Nowaczyk Sarah 8/25/2025 Y/ N

Title: Professor without Term

Local Academic Unit: Psychology (CHSS)

Note(s): URL: Sarah Nowaczyk Web Profile

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

Oh Kyeung 8/25/2025 Y/ N

Title: Professor without Term

Local Academic Unit: Nursing (CPH)
Note(s): URL: Kyeung Oh Web Profile

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

Otis Jessica 8/25/2025 Y/ Y

Title: Associate Professor without Term

Local Academic Unit: History and Art History (CHSS)

Note(s): URL: Jessica Otis Web Profile

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u> <u>FIRST NAME</u> <u>EFFECTIVE DATE</u> <u>PROMOTION/TENURE</u>

Peterson Andrew 8/25/2025 Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Philosophy (CHSS)

Note(s): URL: Andrew Peterson Web Profile

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

Playchan Peter 8/25/2025 Y/N

Title: Professor without Term

Local Academic Unit: Physics and Astronomy (COS)

Note(s): URL: Peter Playchan Web Profile

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

Reinkemeyer Andrea 8/25/2025 N/ Y

Title: Associate Professor without Term **Local Academic Unit:** Music (CVPA)

Note(s): URL: Andrea Reinkemeyer Web Profile

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u> <u>FIRST NAME</u> <u>EFFECTIVE DATE</u> <u>PROMOTION/TENURE</u>

Rosenberg Jessica 8/25/2025 Y/ N

Title: Professor without Term

Local Academic Unit: Physics and Astronomy (COS)

Note(s): URL: Jessica Rosenberg Web Profile

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

Salerno Jennifer 8/25/2025 Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Environmental Science and Policy (COS)

Note(s): URL: Jennifer Salerno Web Profile

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

Schulman Vanessa 8/25/2025 Y/ N

Title: Professor without Term

Local Academic Unit: History and Art History (CHSS)

Note(s): URL: Vanessa Schulman Web Profile

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

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

Title: Associate Professor without Term
Local Academic Unit: Economics (CHSS)
Note(s): URL: Jonathan Schulz Web Profile

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

Sheridan Kimberly 8/25/2025 Y/N

Title: Professor without Term

Local Academic Unit: College of Education and Human Development

Note(s): URL: Kimberly Sheridan Web Profile

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

Solomon Lee **8/25/2025 Y/Y**

Title: Associate Professor without Term

Local Academic Unit: Chemistry and Biochemistry (COS)

Note(s): URL: Lee Solomon Web Profile

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u> <u>FIRST NAME</u> <u>EFFECTIVE DATE</u> <u>PROMOTION/TENURE</u>

Stice Han 8/25/2025 Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Costello College of Business

Note(s): URL: Han Stice Web Profile

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

Streckfus-Green Heather 8/25/2025 Y/ Y

Title: Associate Professor without Term **Local Academic Unit:** Art (CVPA)

Note(s): URL: <u>Heather Streckfus-Green Web Profile</u>

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

Tan Xiaoyan 8/25/2025 Y/ Y

Title: Associate Professor without Term

Local Academic Unit: Chemistry and Biochemistry (COS)

Note(s): URL: Xiaoyan Tan Web Profile

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u> <u>FIRST NAME</u> <u>EFFECTIVE DATE</u> <u>PROMOTION/TENURE</u>

Tian Kuo 8/25/2025 Y/ Y

Title: Associate Professor without Term

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

Note(s): URL: Kuo Tian Web Profile

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

Turpin Rodman 8/25/2025 Y/Y

Title: Associate Professor without Term

Local Academic Unit: Global and Community Health (CPH)

Note(s): URL: Rodman Turpin Web Profile

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

Yun John 8/25/2025 Y/ N

Title: Professor without Term

Local Academic Unit: Antonin Scalia Law School

Note(s): URL: John Yun Web Profile

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

PROMOTION AND/OR TENURE

<u>LAST NAME</u> <u>FIRST NAME</u> <u>EFFECTIVE DATE</u> <u>PROMOTION/TENURE</u>

Zhang Ketian 8/25/2025 Y/Y

Title: Associate Professor without Term

Local Academic Unit: Schar School of Policy and Government

Note(s): URL: Ketian Zhang Web Profile

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

CONFERRAL OF EMERITUS/EMERITA STATUS

LAST NAME FIRST NAME EFFECTIVE DATE 6/2/2025 Baker Pamela H. Title: Associate Professor Emerita of Education Local Academic Unit: College of Education and Human Development 5/1/2025 Berroa Rei **Title:** Professor Emeritus Local Academic Unit: Modern and Classical Languages (CHSS) **Brigham** Frederick J. 6/2/2025 Title: Professor Emeritus of Education Local Academic Unit: College of Education and Human Development **Dabbagh** 6/2/2025 Nada Title: Professor Emerita of Education Local Academic Unit: College of Education and Human Development 5/1/2025 Hanrahan Nancy W. Title: Associate Professor Emerita Local Academic Unit: Sociology and Anthropology (CHSS) **Kelly** Theodore M. 5/1/2025 **Title:** Professor Emeritus Local Academic Unit: History and Art History (CHSS)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

CONFERRAL OF EMERITUS/EMERITA STATUS

LAST NAME FIRST NAME EFFECTIVE DATE 6/2/2025 **Kreps** Gary L. Title: Distinguished University Professor Emeritus Local Academic Unit: Communication (CHSS) Maddox Peggy J. 6/2/2025 Title: Professor Emerita Local Academic Unit: Health Administration and Policy (CPH) Lorraine V. 6/2/2025 **Pierce** Title: Associate Professor Emerita of Education Local Academic Unit: College of Education and Human Development Reybold L. Earle 6/2/2025 Title: Professor Emerita of Education Local Academic Unit: College of Education and Human Development **Shaklee** Beverly D. 6/2/2025 Title: Professor Emerita of Education Local Academic Unit: College of Education and Human Development Shukla 6/2/2025 **Jagadish** Title: Distinguished University Professor Emeritus Local Academic Unit: Atmospheric, Oceanic and Earth Sciences (COS)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

CONFERRAL OF EMERITUS/EMERITA STATUS

LAST NAMEFIRST NAMEEFFECTIVE DATESpragueDebra R.6/2/2025

Title: Associate Professor Emerita of Education

Local Academic Unit: College of Education and Human Development

Witte James C. 6/2/2025

Title: Professor Emeritus

Local Academic Unit: Sociology and Anthropology (CHSS)



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

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

Gregory Washington, PhD, President

FROM: Ingrid Guerra-López, PhD

Dean, College of Education and Human Development

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

DATE: March 7, 2025

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

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

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

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

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

Approved V Not Approved Variety Anton

James Antony, PhD, Provost and Executive Vice President

Approved $oldsymbol{\checkmark}$ Not Approved $_$

Gregory Washington PhD President



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

Gregory Washington, President

Ann Ardis, Dean From:

College of Humanities and Social Sciences

Subject: **Emeritus Designation for Rei Berroa**

Date: March 27, 2025

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

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

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

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

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

Approval V Disapproval ປames Antony, PhD Provost and Executive Vice President

Disapproval

Gregory Washington, PhD

President



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

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

Gregory Washington, PhD, President

FROM: Ingrid Guerra-López, PhD

Dean, College of Education and Human Development

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

DATE: March 7, 2025

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

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

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

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

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

Approved \checkmark Not Approved $_$

James Antony, PhD. Provost and Executive Vice President

Approved **V** Not Approved

Gregory Washington, PhD, President



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

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

Gregory Washington, PhD, President

FROM: Ingrid Guerra-López, PhD

Dean, College of Education and Human Development

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

DATE: March 7, 2025

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

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

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

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

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

Approved V Not Approved

James Antony, PhD Provost and Executive Vice President

Approved \checkmark Not Approved

Gregory Washington, PhD, President



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

Gregory Washington, President

From: Ann Ardis, Dean

College of Humanities and Social Sciences

Subject: Emerita Designation for Nancy Hanrahan

Date: February 21, 2025

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

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

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

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

ant

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

Approval <u> </u>	James Antony, PhD Provost and Executive Vice President
Approval <u> </u>	Gregory Washington, PhD President



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

Gregory Washington, President

From: Ann Ardis, Dean

College of Humanities and Social Sciences

Subject: Emeritus Designation for T. Mills Kelly

Date: March 7, 2025

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

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

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

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

Approval <u> </u>	James Antony, PhD
	Provost and Executive Vice President
ApprovalDisapproval	Gregory Washington, PhD President



To: James Antony, Ph.D., Provost and Executive Vice Presiden	To:	James Antony,	Ph.D.,	Provost and	Executive	Vice President
--	-----	---------------	--------	-------------	-----------	----------------

Gregory Washington, President

From: Ann Ardis, Dean

College of Humanities and Social Sciences

Subject: Emeritus Designation for Gary Kreps

Date: February 26, 2025

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

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

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

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

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

Approval V Disapproval	James Antony, PhD
	Provost and Executive Vice President
Approval	An
	Gregory Washington, PhD
	President



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

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

Gregory Washington, President

Dean Melissa Perry, ScD, MHS From:

College of Public Health

Emerita Designation for Peggy Jo (PJ) Maddox Subject:

Date: 3/13/2025

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

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

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

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

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

/James Antony, PhD

Provost and Executive Vice President

Approval V Disapproval

Gregory Washington, PhD President



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

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

Gregory Washington, PhD, President

FROM: Ingrid Guerra-López, PhD

Dean, College of Education and Human Development

RE: Emerita Faculty Appointment Letter of Endorsement for

Dr. Lorraine Valdez Pierce

DATE: March 7, 2025

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

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

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

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

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

Approved V Not Approved

James Antony, PhD, Provost and Executive Vice President

Approved VNot Approved

Gregory Washington PhD President



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

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

Gregory Washington, PhD, President

FROM: Ingrid Guerra-López, PhD

Dean, College of Education and Human Development

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

DATE: March 7, 2025

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

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

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

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

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

Approved Not Approved

Approved Not Approved

Approved Not Approved

Gregory Washington, PhD, President



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

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

Gregory Washington, PhD, President

FROM: Ingrid Guerra-López, PhD

Dean, College of Education and Human Development

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

DATE: March 7, 2025

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

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

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

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

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

Approved Vot Approved

James Antony, PhD, Provost and Executive Vice President

Approved \checkmark Not Approved $_$

Gregory Washington, PhD, President



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

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

Dr. Gregory Washington, President

From: Dr. Cody W. Edwards, Interim Dean

Subject: Emeritus Designation for Dr. Jagadish Shukla

Date: March 10, 2024

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

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

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

Que an Matrix

Approval <u></u>	Disapproval	James Antony, PhD
Approval <u> </u>	Disapproval	Provost and Executive Vice President Gregory Washington, PhD President



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

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

Gregory Washington, PhD, President

FROM: Ingrid Guerra-López, PhD

Dean, College of Education and Human Development

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

DATE: March 7, 2025

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

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

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

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

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



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

Gregory Washington, President

From: Ann Ardis, Dean 🗸

College of Humanities and Social Sciences

Subject: Emeritus Designation for James Witte

Date: February 21, 2025

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

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

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

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

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

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

Approval ____ Disapproval ____ James Antony, RhD

Provost and Executive Vice President

Approval ____ Disapproval ____ Gregory Washington, PhD

President

Academic Programs, Diversity, and University Community Committee

May 1, 2025

ELECTIONS OF NEW TENURED FACULTY

LAST NAMEFIRST NAMEEFFECTIVE DATEMillerRobert T.8/25/2025

Title: Professor of Law and Rouse Chairholder

Rank: Professor without Term

Classification: Tenured (without term) - Instructional Local Academic Unit: Antonin Scalia Law School

Rebmann Terri 5/1/2025

Title: Professor

Rank: Professor without Term

Classification: Tenured (without term) - Instructional

Local Academic Unit: Nursing (CPH)

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

Shen Min 8/25/2025

Title: Associate Professor

Rank: Associate Professor without Term

Classification: Tenured (without term) - Instructional **Local Academic Unit:** Costello College of Business

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



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

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

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

Robert Miller, Professor of Law

Faculty Member's Name and Title

Antonin Scalia Law School

Local Academic Unit



Verification of Hiring and Trainings:

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

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

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

CAC-SM

March 6, 2025

Dean Date

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

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

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

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

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



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

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

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

Terri Rebmann, Professor without Term

Faculty Member's Name and Title

School of Nursing, CPH

Local Academic Unit



Verification of Hiring and Trainings:

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

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

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

Melissa J. Perry

3-13-25

Dean Date

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

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

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

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



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

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

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

Dr. Min Shen, Associate Professor without Term

Facu	lty Member's Name and Title
Acco	unting Area
Loca	Academic Unit
×	Verification of Hiring and Trainings: I verify that all hiring requirements, including reference checks, for the candidate has been completed and the candidate has been informed of all training that need to be completed within the first few weeks of the start of their appointment (including but not limited to DEI trainings: Title IX Overview and Sexual Harassment Prevention, Equal Opportunity: A Fair Shake and Ethics).

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

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

Aim 7/		
er gr	3/12/2025	
ean Dean	Date	

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

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

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

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

SPECIAL RANK CHANGE

LAST NAME FIRST NAME EFFECTIVE DATE
Cheskin Lawrence 5/1/2025

Title: Distinguished University Professor

Local Academic Unit: Nutrition and Food Studies (CPH)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

APPOINTMENT OF FACULTY

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHSangheraKamaljeet3/10/20253 years

Title: Professor

Rank: Instructional Professor Classification: Term - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

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

Promotion and Transfers

van Oevelen Petrus J. 2/10/2025 2 years

Title: Research Professor

Rank: Research Professor

Classification: Term - Research

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

Weinberger Lael 8/25/2025 3 years

Title: Assistant Professor of Law

Rank: Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Antonin Scalia Law School

Academic Programs, Diversity, and University Community Committee

May 1, 2025

APPOINTMENT OF ADMINSTRATIVE AND PROFESSIONAL FACULTY

LAST NAMEFIRST NAMEEFFECTIVE DATEAckermanChristopher M.2/24/2025

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

Classification: At will - Admin/Professional Local Academic Unit: Human Resources

Coleman Chaz 2/17/2025

Title: Assistant Athletic Director, Facilities and Operations

Classification: At will - Admin/Professional Local Academic Unit: Intercollegiate Athletics

Dhillon Kiranjit K. 4/10/2025

Title: Director of Finance and Administration **Classification:** At will - Admin/Professional

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

Douglas Patrick A. 3/10/2025

Title: Assistant Director of Finance

Classification: At will - Admin/Professional Local Academic Unit: College of Public Health

Ehmke Peyton N. 3/6/2025

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

APPOINTMENT OF ADMINSTRATIVE AND PROFESSIONAL FACULTY

LAST NAMEFIRST NAMEEFFECTIVE DATEEtterTammy C.3/10/2025

Title: Director of Provost Finance and Planning **Classification:** At will - Admin/Professional

Local Academic Unit: Academic Administration (Provost)

Gor Phoebe 2/24/2025

Title: Associate Director of Development, Major Gift Officer

Classification: At will - Admin/Professional

Local Academic Unit: College of Visual and Performing Arts

Haaland Janae 2/10/2025

Title: Director of UL Technology Services **Classification:** At will - Admin/Professional

Local Academic Unit: University Life Technology Services (UL)

Hammon Craig M. 3/10/2025

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

Macasa Michael J. 4/1/2025

Title: Head, Resource Acquisition

Classification: At will - Admin/Professional **Local Academic Unit:** University Libraries

Academic Programs, Diversity, and University Community Committee

May 1, 2025

APPOINTMENT OF ADMINSTRATIVE AND PROFESSIONAL FACULTY

LAST NAMEFIRST NAMEEFFECTIVE DATEPerezMelissa R.2/10/2025

Title: Assistant Vice President, Research Security **Classification:** At will - Admin/Professional

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

Reed Christopher E. 3/25/2025

Title: Associate Director, Virtual Services **Classification:** At will - Admin/Professional

Local Academic Unit: Mason Student Services (Provost)

Richardson Audrey R. 2/25/2025

Title: First Year Experience Librarian

Classification: At will - Admin/Professional Local Academic Unit: University Libraries

Sosa Kayleigh R. 3/25/2025

Title: Compliance Investigator

Classification: At will - Admin/Professional

Local Academic Unit: Access, Compliance, and Community

Tolson Jennifer 2/25/2025

Title: Head Athletic Trainer

Classification: At will - Admin/Professional Local Academic Unit: Mason Recreation (UL)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

APPOINTMENT OF ADMINSTRATIVE AND PROFESSIONAL FACULTY

LAST NAMEFIRST NAMEEFFECTIVE DATEWatfordMiyah2/3/2025

Title: Director of Marketing and Digital Strategy **Classification:** At will - Admin/Professional **Local Academic Unit:** Intercollegiate Athletics

Academic Programs, Diversity, and University Community Committee

May 1, 2025

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

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHEdwardsCody3/25/20255 years

Title: Dean

Local Academic Unit: College of Science

Uhen Mark D. 8/25/2025 4 years

Title: Department Chair

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHAbdullahSharmin8/25/20251 year

Title: Instructional Assistant Professor Rank: Instructional Assistant Professor Classification: Term - Instructional

Local Academic Unit: Computational and Data Sciences (COS)

Agada Omoche C. 8/25/2025 3 years

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Alamdar Yazdi Amirhossein 8/25/2025 1 year

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Costello College of Business

Arafin Md Tanvir 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Cyber Security Engineering (CEC)

Ashraf-Hassan Saima 8/25/2025 5 years

Title: Senior Instructor
Rank: Senior Instructor

Classification: Term - Instructional

Local Academic Unit: Modern and Classical Languages (CHSS)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHAttieRaphael1/9/20251 year

Title: Research Assistant Professor Rank: Research Assistant Professor Classification: Term - Research

Local Academic Unit: Physics and Astronomy (COS)

Attili Sarojini M. 8/25/2025 1 year

Title: Assistant Professor

Rank: Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Neuroscience Program (COS)

Auerbach Jonathan L. 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional Local Academic Unit: Statistics (CEC)

Austin Leila G. 8/25/2025 3 years

Title: Instructional Associate Professor **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: Costello College of Business

Avramovic Ivan 8/25/2025 3 years

Title: Instructional Associate Professor Rank: Instructional Associate Professor Classification: Term - Instructional

Local Academic Unit: Computer Science (CEC)

Note(s): Previous title: Instructional Assistant Professor

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHAylsworthJulie H.8/25/20253 years

Title: Associate Professor of Sport Management

Rank: Instructional Associate Professor Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Balmaceda Laura A. 6/10/2025 3 years

Title: Research Associate Professor **Rank:** Research Associate Professor **Classification:** Term - Research

Local Academic Unit: Physics and Astronomy (COS)

Note(s): Previous title: Research Assistant Professor

Banerjee Patrali 8/25/2025 3 years

Title: Instructional Associate Professor **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: Chemistry and Biochemistry (COS)

Note(s): Previous title: Instructional Assistant Professor

Baume Michael J. 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Mathematical Science (COS)

Belaia Mariia 8/25/2025 1 year

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Computational and Data Sciences (COS)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHBergColleen F.8/25/20253 years

Title: Instructor Rank: Instructor

Classification: Term - Instructional

Local Academic Unit: Mechanical Engineering (CEC)

Besmel Parwez 8/25/2025 1 year

Title: Assistant Professor

Rank: Instructional Assistant Professor **Classification:** Term - Instructional

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

Beveridge Tina M. 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional Local Academic Unit: Music (CVPA)

Black Lee J. 8/25/2025 1 year

Title: Assistant Professor

Rank: Instructional Assistant Professor Classification: Term - Instructional

Local Academic Unit: Health Administration and Policy (CPH)

Bonilla Carrie L. 8/25/2025 5 years

Title: Instructional Associate Professor Rank: Instructional Associate Professor Classification: Term - Instructional

Local Academic Unit: Modern and Classical Languages (CHSS)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHBowinsPierre8/25/20253 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Art (CVPA)

Brandhorst Kurt A. 8/25/2025 5 years

Title: Instructional Assistant Professor Rank: Instructional Assistant Professor Classification: Term - Instructional

Local Academic Unit: Philosophy (CHSS)

Bray Harrison 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Mathematical Science (COS)

Broberg Shelby 8/25/2025 1 year

Title: Instructor Rank: Instructor

Classification: Term - Instructional

Local Academic Unit: Communication (CHSS)

Note(s): Additional Title: Communication Center Director

Brooks Natalie 6/10/2025 1 year

Title: Assistant Professor

Rank: Instructional Assistant Professor Classification: Term - Instructional Local Academic Unit: Nursing (CPH)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHBrousePeggy S.8/25/20255 years

Title: Instructional Professor **Rank:** Instructional Professor **Classification:** Term - Instructional

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

Brown Bradley W. 8/25/2025 1 year

Title: Instructor of Education

Rank: Instructor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Bryan Amanda L. 8/25/2025 3 years

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

Buckley Martha 6/10/2025 3 years

Title: Research Associate Professor **Rank:** Research Associate Professor **Classification:** Term - Research

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

Bulancea Gabriela 8/25/2025 5 years

Title: Instructional Professor **Rank:** Instructional Professor **Classification:** Term - Instructional

Local Academic Unit: Mathematical Science (COS)

Note(s): Previous title: Instructional Associate Professor

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHBurmeisterSteven8/25/20253 years

Title: Instructional Associate Professor **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: Forensic Science Program (COS)

Burns Carla F. 8/25/2025 5 years

Title: Instructional Associate Professor
Rank: Instructional Associate Professor
Classification: Term - Instructional

Local Academic Unit: Modern and Classical Languages (CHSS)

Callus Jessica A. 6/10/2025 1 year

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Chemistry and Biochemistry (COS)

Carson Scott 8/25/2025 3 years

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Mathematical Science (COS)

Caswell Amanda M. 6/10/2025 1 year

Title: Professor of Athletic Training

Rank: Instructional Professor Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

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

Title: Professor of Sport Management
Rank: Instructional Professor

Local Academic Unit: College of Education and Human Development

Chee Vanessa A. 8/25/2025 1 year

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Classification: Term - Instructional

Local Academic Unit: Global and Community Health (CPH)

Chen Xi 6/10/2025 5 years

Title: Senior Instructor
Rank: Senior Instructor

Classification: Term - Instructional

Local Academic Unit: Modern and Classical Languages (CHSS)

Chen Ted Hsuan Yun 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Environmental Science and Policy (COS)

Cheng Constant 8/25/2025 3 years

Title: Instructional Associate Professor **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: Costello College of Business

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHCiftciOlcay8/25/20253 years

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Dade Damon 8/25/2025 1 year

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Computational and Data Sciences (COS)

Davis Michael L. 6/10/2025 3 years

Title: Associate Professor

Rank: Instructional Associate Professor Classification: Term - Instructional

Local Academic Unit: Antonin Scalia Law School

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

De Marco James 8/25/2025 1 year

Title: Assistant Professor

Rank: Instructional Assistant Professor Classification: Term - Instructional Local Academic Unit: Nursing (CPH)

DeLuycker Anneke 6/10/2025 5 years

Title: Instructional Professor **Rank:** Instructional Professor **Classification:** Term - Instructional

Local Academic Unit: Smithsonian-Mason School of Conservation

Note(s): Previous title: Instructional Associate Professor

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHDemirkanSebahattin8/25/20253 years

Title: Instructional Associate Professor **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: Costello College of Business

Demory Yvonne 8/25/2025 3 years

Title: Instructional Professor **Rank:** Instructional Professor **Classification:** Term - Instructional

Local Academic Unit: Costello College of Business

Note(s): Previous title: Instructional Associate Professor

Deneva Iulia S. 2/25/2025 1 year

Title: Research Associate Professor Rank: Research Associate Professor Classification: Term - Research

Local Academic Unit: Physics and Astronomy (COS)

Desiree A. 8/25/2025 3 years

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Economics (CHSS)

Diddi Pratiti 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional Local Academic Unit: Communication (CHSS)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHDioufFatou8/25/20251 year

Title: Instructional Associate Professor **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: Costello College of Business

Note(s): Previous title: Instructional Assistant Professor

Djordjevic Branislav R. 8/25/2025 3 years

Title: Instructional Associate Professor Rank: Instructional Associate Professor Classification: Term - Instructional

Local Academic Unit: Physics and Astronomy (COS)

Doetsch-Kidder Sharon P. 8/25/2025 3 years

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

Drake Patrick Jennifer 8/25/2025 3 years

Title: Associate Professor of Education **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: College of Education and Human Development

DuBois Megan L. 8/25/2025 1 year

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Global and Community Health (CPH)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHDukeJodi M.8/25/20251 year

Title: Associate Professor of Education **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: College of Education and Human Development

Dummett Roxanne E. 8/25/2025 3 years

Title: Senior Instructor of Education

Rank: Senior Instructor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Dungan Caitlin E. 8/25/2025 1 year

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

Eddo Oladipo O. 8/25/2025 3 years

Title: Instructional Associate Professor **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: College of Education and Human Development

Note(s): Previous title: Instructional Assistant Professor

Elashkar Eman 6/10/2025 1 year

Title: Assistant Professor

Rank: Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Health Administration and Policy (CPH)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHEsherickCraig R.6/10/20255 years

Title: Professor of Sport Management

Rank: Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Note(s): Previous title: Instructional Associate Professor

Eshete Zelalem 8/25/2025 3 years

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Mechanical Engineering (CEC)

Fadahunsi Adetokunbo I. 8/25/2025 3 years

Title: Instructional Associate Professor Rank: Research Associate Professor Classification: Term - Instructional Local Academic Unit: Statistics (CEC)

Note(s): Previous title: Instructional Assistant Professor

Fairchild Samuel E. 8/25/2025 3 years

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Mathematical Science (COS)

Farnham Ana I. 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Art (CVPA)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHFitzgeraldRyan A.8/25/20251 year

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Religious Studies (CHSS)

Note(s): Additional Title: RELI Undergraduate Director

Foecke Kimberly 8/25/2025 1 year

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Sociology and Anthropology (CHSS)

Foreman Kenneth W. 8/25/2025 1 year

Title: Instructional Associate Professor **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: Chemistry and Biochemistry (COS)

Fratila Iulia 8/25/2025 1 year

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Global and Community Health (CPH)

Frederick Joanne J. 8/25/2025 1 year

Title: Associate Professor of Education **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: College of Education and Human Development

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHFrischAlexandria8/25/20253 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional Local Academic Unit: Religious Studies (CHSS)

Fyock Marcie 6/10/2025 1 year

Title: Associate Professor of Athletic Training **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: College of Education and Human Development

Ganjalizadeh Saiid 8/25/2025 1 year

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Costello College of Business

Gantar Suzanne M. 8/25/2025 1 year

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

Geiger Erin K. 8/25/2025 1 year

Title: Assistant Professor of Education **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: College of Education and Human Development

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHGirardAmanda8/25/20251 year

Title: Assistant Professor

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

Goldspiel Jules M. 8/25/2025 1 year

Title: Instructional Assistant Professor Geology

Rank: Instructional Assistant Professor Classification: Term - Instructional

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

Gopalkrishna Sara-Lynn 8/25/2025 3 years

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Computer Science (CEC)

Gorbutt Brent 8/25/2025 3 years

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Mathematical Science (COS)

Greve Michael 8/25/2025 3 years

Title: Professor of Law **Rank:** Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Antonin Scalia Law School

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHGriecoChristina M.8/25/20251 year

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

Guevara Jacqueline J. 8/25/2025 1 year

Title: Assistant Professor

Rank: Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Social Work (CPH)

Guglielmi Helen 8/25/2025 5 years

Title: Senior Instructor **Rank:** Senior Instructor

Classification: Term - Instructional

Local Academic Unit: Modern and Classical Languages (CHSS)

Guo Xiaonan 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Ha Poirot Janet M. 8/25/2025 2 years

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Integrative Studies (CHSS)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHHafeezAbdul6/10/20251 year

Title: Assistant Professor

Rank: Instructional Assistant Professor Classification: Term - Instructional

Local Academic Unit: Health Administration and Policy (CPH)

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

Hashemi Mahdi 8/25/2025 3 years

Title: Instructional Associate Professor Rank: Instructional Associate Professor Classification: Term - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Note(s): Previous title: Instructional Assistant Professor

Hassan Hoda M. 8/25/2025 3 years

Title: Instructional Associate Professor **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Holland Michael E. 8/25/2025 3 years

Title: Instructor Rank: Instructor

Classification: Term - Instructional Local Academic Unit: Statistics (CEC)

Hong Sungsoo 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHHongJiyeon8/25/20253 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Costello College of Business

Hossain Moinul 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Cyber Security Engineering (CEC)

Huang Liling 8/25/2025 3 years

Title: Associate Professor Rank: Associate Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Electrical and Computer Engineering (CEC)

Hubbard Nisan 8/25/2025 1 year

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

Hupp Brittany 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHHusseinNaglaa F.8/25/20255 years

Title: Instructional Associate Professor **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: Modern and Classical Languages (CHSS)

Hwang JiYoung 8/25/2025 1 year

Title: Assistant Professor

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

Inglis Robert 6/1/2025 1 year

Title: Research Professor

Rank: Research Professor

Classification: Term - Research

Local Academic Unit: Communication (CHSS)

Ingram Mark A. 8/25/2025 3 years

Title: Senior Instructor Rank: Senior Instructor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Note(s): Previous title: Instructor

Islam Khondkar R. 8/25/2025 5 years

Title: Instructional Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHItaniWassim8/25/20255 years

Title: Instructional Associate Professor **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: Computer Science (CEC)

Jones Tina R. 8/25/2025 3 years

Title: Senior Instructor **Rank:** Senior Instructor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Jones Rochelle R. 8/25/2025 5 years

Title: Instructional Professor **Rank:** Instructional Professor **Classification:** Term - Instructional

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

Note(s): Previous title: Instructional Associate Professor

Jorgenson Linn 8/25/2025 1 year

Title: Associate Professor of Education **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: College of Education and Human Development

Kassaye Ermias 8/25/2025 1 year

Title: Instructor Rank: Instructor

Classification: Term - Instructional

Local Academic Unit: Mathematical Science (COS)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHKennedyWilliam G.8/25/20251 year

Title: Instructional Associate Professor **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: Computational and Data Sciences (COS)

Kepplinger David 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional Local Academic Unit: Statistics (CEC)

Killiany Joseph W. 8/25/2025 1 year

Title: Instructor Rank: Instructor

Classification: Term - Instructional Local Academic Unit: English (CHSS)

Kinory Ethan 8/25/2025 3 years

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Costello College of Business

Koduah Susan O. 8/25/2025 1 year

Title: Assistant Professor

Rank: Instructional Assistant Professor Classification: Term - Instructional Local Academic Unit: Nursing (CPH)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHKosogluLaura8/25/20255 years

Title: Instructional Professor **Rank:** Instructional Professor **Classification:** Term - Instructional

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

Note(s): Previous title: Instructional Associate Professor

Kowitlawakul Yanika 8/25/2025 1 year

Title: Associate Professor

Rank: Instructional Associate Professor Classification: Term - Instructional Local Academic Unit: Nursing (CPH)

Lacayo Candace P. 6/10/2025 2 years

Title: Associate Professor of Athletic Training Rank: Instructional Associate Professor Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Laemmerzahl Arndt F. 8/25/2025 5 years

Title: Instructional Professor

Rank: Instructional Professor

Classification: Term - Instructional

Local Academic Unit: Biology (COS)

Lam Wing C. 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional Local Academic Unit: Computer Science (CEC)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHLambertiWilliam F.8/25/20251 year

Title: Assistant Professor

Rank: Instructional Assistant Professor Classification: Term - Instructional

Local Academic Unit: Computational and Data Sciences (COS)

Layman Shannon 8/25/2025 1 year

Title: Instructional Assistant Professor Rank: Instructional Assistant Professor Classification: Term - Instructional

Local Academic Unit: Psychology (CHSS)

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

Lee Kyung Hyeon 3/25/2025 1 year

Title: Research Assistant Professor, Biochemistry

Rank: Research Assistant Professor Classification: Term - Research

Local Academic Unit: Chemistry and Biochemistry (COS)

LemonnierDavid Philippe
Nicolas
1/25/2025
1 year

Title: Research Assistant Professor Rank: Research Assistant Professor Classification: Term - Research

Local Academic Unit: Bioengineering (CEC)

Lessard-Pilon Stephanie A. 6/10/2025 5 years

Title: Instructional Professor **Rank:** Instructional Professor **Classification:** Term - Instructional

Local Academic Unit: Smithsonian-Mason School of Conservation

Note(s): Previous title: Instructional Associate Professor

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHLiangYiJue8/25/20253 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional Local Academic Unit: Psychology (CHSS)

Loizides Yiannis 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Mathematical Science (COS)

Lukyanenko Cynthia A. 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional Local Academic Unit: English (CHSS)

Lybarger Kevin J. 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Maloney Brenna 8/25/2025 1 year

Title: Instructor Rank: Instructor

Classification: Term - Instructional

Local Academic Unit: Communication (CHSS)

Note(s): Additional Title: Journalism Coordinator

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHMandableLori A.8/25/20251 year

Title: Instructor Rank: Instructor

Classification: Term - Instructional

Local Academic Unit: Geography and Geoinformation Science (COS)

Manski Benjamin R. 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Sociology and Anthropology (CHSS)

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

Title: Professor

Rank: Instructional Professor Classification: Term - Instructional

Local Academic Unit: College of Humanities and Social Sciences

Marshall Maureen E. 8/25/2025 1 year

Title: Assistant Professor of Education **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: College of Education and Human Development

Marshall Sophia L. 8/25/2025 3 years

Title: Instructional Assistant Professor Rank: Instructional Assistant Professor Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHMartinJoel8/25/20253 years

Title: Associate Professor **Rank:** Associate Professor

Classification: Tenure Track - Instructional

Local Academic Unit: College of Education and Human Development

Mattes Joshua J. 8/25/2025 1 year

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Physics and Astronomy (COS)

Mattietti Giuseppina 8/25/2025 5 years

Title: Instructional Professor **Rank:** Instructional Professor **Classification:** Term - Instructional

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

Note(s): Previous title: Instructional Associate Professor

Mattix Foster April A. 8/25/2025 5 years

Title: Professor of Education

Rank: Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Note(s): Previous title: Instructional Associate Professor

Mazzini Bruschi Simone 8/25/2025 3 years

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Mathematical Science (COS)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHMcDonaldNora8/25/20253 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

McNeil James R. 6/10/2025 5 years

Title: Instructional Professor **Rank:** Instructional Professor **Classification:** Term - Instructional

Local Academic Unit: Smithsonian-Mason School of Conservation

Note(s): Previous title: Instructional Associate Professor

Mehta Leeya 8/25/2025 1 year

Title: Instructor Rank: Instructor

Classification: Term - Instructional Local Academic Unit: English (CHSS)

Note(s): Additional Title: Cheuse Center Director

Mele Thomas Marie 8/25/2025 1 year

Title: Associate Professor

Rank: Instructional Associate Professor Classification: Term - Instructional

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

Miner Allison 8/25/2025 1 year

Title: Assistant Professor

Rank: Instructional Assistant Professor Classification: Term - Instructional

Local Academic Unit: Nutrition and Food Studies (CPH)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHMitchellCarol P.8/25/20251 year

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

Mitro Jessica P. 8/25/2025 1 year

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: College of Public Health

Mughal Hamza 8/25/2025 3 years

Title: Instructor Rank: Instructor

Classification: Term - Instructional

Local Academic Unit: Computer Science (CEC)

Mungai Wambui 8/25/2025 3 years

Title: Instructional Associate Professor **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: Costello College of Business

Munshi Ferah 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Physics and Astronomy (COS)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHNguyenThi Thu Tram8/25/20251 year

Title: Assistant Professor

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

Norden Luanne R. 8/25/2025 3 years

Title: Senior Instructor of Physical Education and Health

Rank: Senior Instructor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Ortiz Uriarte Luis E. 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

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

Page Amy P. 1/10/2025 1 year

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Social Work (CPH)

Palmer Danielle R. 8/25/2025 1 year

Title: Assistant Professor of Education **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: College of Education and Human Development

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHParkEsther8/25/20251 year

Title: Instructional Associate Professor Rank: Instructional Associate Professor Classification: Term - Instructional Local Academic Unit: Nursing (CPH)

Park June W. 8/25/2025 1 year

Title: Instructional Assistant Professor Rank: Instructional Assistant Professor Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Park Chung-Kyu 6/10/2025 3 years

Title: Research Associate Professor Rank: Research Associate Professor Classification: Term - Research

Local Academic Unit: Collision Safety and Analysis (COS)

Note(s): Previous title: Research Assistant Professor

Parker Cindy W. 8/25/2025 3 years

Title: Instructional Professor **Rank:** Instructional Professor **Classification:** Term - Instructional

Local Academic Unit: Costello College of Business

Note(s): Previous title: Instructional Associate Professor

Parks James R. 8/25/2025 1 year

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Physics and Astronomy (COS)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHPatelShyam V.8/25/20251 year

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

Petryk Mariia 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Costello College of Business

Poapst Jacquelyn A. 8/25/2025 1 year

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Communication (CHSS)

Note(s): Additional Title: Director of Debate

Powers Samantha 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: College of Education and Human Development

Rain (Sorvillo) Sheri N. 8/25/2025 1 year

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHRainesAlexandra R.8/25/20251 year

Title: Assistant Professor of Education **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: College of Education and Human Development

Rambo Stephanie 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional Local Academic Unit: English (CHSS)

Ramsdell Justin 8/25/2025 1 year

Title: Associate Professor

Rank: Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: Psychology (CHSS)

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

Reese Diane M. 8/25/2025 1 year

Title: Associate Professor of Education **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: College of Education and Human Development

Reichert Rudolf 6/10/2025 3 years

Title: Research Associate Professor **Rank:** Research Associate Professor **Classification:** Term - Research

Local Academic Unit: Collision Safety and Analysis (COS)

Note(s): Previous title: Research Assistant Professor

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHRequeijoTiago C.8/25/20251 year

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Costello College of Business

Reynolds Colleen E. 8/25/2025 1 year

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

Rezazad Hadi 8/25/2025 5 years

Title: Instructional Associate Professor **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Rickerby Jennifer 6/10/2025 1 year

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional **Local Academic Unit:** Nursing (CPH)

Rios Nicholas A. 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional Local Academic Unit: Statistics (CEC)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHRobertsHeather T.8/25/20251 year

Title: Senior Instructor
Rank: Senior Instructor

Classification: Term - Instructional

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

Robison Charles E. 8/25/2025 3 years

Title: Associate Professor of Kinesiology Rank: Instructional Associate Professor Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

Robson Christina J. 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional Local Academic Unit: Dance (CVPA)

Romaniuc Raluca 8/25/2025 5 years

Title: Instructional Associate Professor **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: Modern and Classical Languages (CHSS)

Roy Pritha G. 8/25/2025 5 years

Title: Instructional Associate Professor **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: Chemistry and Biochemistry (COS)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHRuleKimberly A.8/25/20255 years

Title: Instructional Professor **Rank:** Instructional Professor **Classification:** Term - Instructional

Local Academic Unit: Forensic Science Program (COS)

Note(s): Previous title: Instructional Associate Professor

Safikhani Abolfazl 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional Local Academic Unit: Statistics (CEC)

Sauls Laura A. 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Global Affairs Program (CHSS)

Scherer Anne E. 8/25/2025 5 years

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

Schmidt Stephanie A. 8/25/2025 1 year

Title: Instructional Assistant Professor, Introductory Environmental Science Instructor and

Laboratory Coordinator

Rank: Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Environmental Science and Policy (COS)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHSchulerJohn S.8/25/20251 year

Title: Assistant Professor

Rank: Instructional Assistant Professor Classification: Term - Instructional

Local Academic Unit: Computational and Data Sciences (COS)

Shamseddine Maha 8/25/2025 3 years

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Computer Science (CEC)

Shires Krista M. 8/25/2025 1 year

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

Singer Harvey A. 8/25/2025 3 years

Title: Instructional Associate Professor **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: Costello College of Business

Soyata Tolga 8/25/2025 5 years

Title: Instructional Professor **Rank:** Instructional Professor **Classification:** Term - Instructional

Local Academic Unit: Electrical and Computer Engineering (CEC)

Note(s): Previous title: Instructional Associate Professor

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHSteenBweikia T.8/25/20255 years

Title: Professor of Education

Rank: Professor

Classification: Term - Instructional

Local Academic Unit: College of Education and Human Development

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

Sutherland Brittany L. 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional Local Academic Unit: Biology (COS)

Sweet Colleen A. 8/25/2025 5 years

Title: Associate Professor

Rank: Instructional Associate Professor Classification: Term - Instructional

Local Academic Unit: Modern and Classical Languages (CHSS)

Tahan Fedi 6/10/2025 3 years

Title: Research Associate Professor **Rank:** Research Associate Professor **Classification:** Term - Research

Local Academic Unit: Collision Safety and Analysis (COS)

Note(s): Previous title: Research Assistant Professor

Taylor Kevin K. 8/25/2025 3 years

Title: Senior Instructor Rank: Senior Instructor

Classification: Term - Instructional

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHTerrellAnthony S.8/25/20251 year

Title: Assistant Professor of Education **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: College of Education and Human Development

Torabi Sadegh 8/25/2025 3 years

Title: Instructional Assistant Professor **Rank:** Instructional Assistant Professor **Classification:** Term - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Tretola Betsy J. 8/25/2025 1 year

Title: Instructional Associate Professor **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: Costello College of Business

Tsirigotis Eugenia P. 8/25/2025 3 years

Title: Senior Instructor **Rank:** Senior Instructor

Classification: Term - Instructional

Local Academic Unit: Costello College of Business

Note(s): Previous title: Instructor

Villodas Melissa L. 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional Local Academic Unit: Social Work (CPH)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHWangDongqing8/25/20253 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Global and Community Health (CPH)

Wang Fei 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Chemistry and Biochemistry (COS)

West Matthew E. 8/25/2025 5 years

Title: Associate Professor

Rank: Instructional Associate Professor Classification: Term - Instructional

Local Academic Unit: Global Affairs Program (CHSS)

Note(s): Previous title: Instructional Assistant Professor

White Dominic E. 8/25/2025 3 years

Title: Instructional Associate Professor **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: Computational and Data Sciences (COS)

Note(s): Previous title: Instructional Assistant Professor

White Charles S. 8/25/2025 3 years

Title: Instructional Associate Professor **Rank:** Instructional Associate Professor **Classification:** Term - Instructional

Local Academic Unit: Mechanical Engineering (CEC)

Note(s): Previous title: Instructional Assistant Professor

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHWilliamsGeorgia A.8/25/20255 years

Title: Senior Instructor Rank: Senior Instructor

Classification: Term - Instructional

Local Academic Unit: Forensic Science Program (COS)

Note(s): Previous title: Instructor

Yang Lishan 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional Local Academic Unit: Computer Science (CEC)

Yu Yun 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Chemistry and Biochemistry (COS)

Zampieri de Marco Marcos Eduardo 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional

Local Academic Unit: Information Sciences and Technology (CEC)

Zhang Xiaokuan 8/25/2025 3 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional Local Academic Unit: Computer Science (CEC)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

RENEWALS AND REAPPOINTMENTS

LAST NAMEFIRST NAMEEFFECTIVE DATEAPPT LENGTHZhuZiwei8/25/20253 years

Title: Assistant Professor **Rank:** Assistant Professor

Classification: Tenure Track - Instructional Local Academic Unit: Computer Science (CEC)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

SEPARATIONS

LAST NAME FIRST NAME TYPE EFFECTIVE DATE

Baker Pamela H. Retirement 05/24/2025

Title: Associate Professor

Classification: Tenured (without term) - Instructional

Local Academic Unit: College of Education and Human Development

Brigham Frederick J. Retirement 05/24/2025

Title: Professor without Term

Classification: Tenured (without term) - Instructional

Local Academic Unit: College of Education and Human Development

Charney Ari Deceased 02/22/2025

Title: Director of Prospect Research

Classification: At will - Admin/Professional

Local Academic Unit: Advancement and Alumni Relations

Dabbagh Nada Retirement 05/24/2025

Title: Professor and Director of the Division of Learning Technologies

Classification: Tenured (without term) - Instructional

Local Academic Unit: College of Education and Human Development

Shaklee Beverly D. Retirement 05/24/2025

Title: Professor

Classification: Tenured (without term) - Instructional

Academic Programs, Diversity, and University Community Committee

May 1, 2025

SEPARATIONS

LAST NAMEFIRST NAMETYPEEFFECTIVE DATEKrepsGary L.Retirement05/24/2025

Title: Distinguished University Professor

Classification: Tenured (without term) - Instructional Local Academic Unit: Communication (CHSS)

Kresh Joshua A. Contract expiration 02/28/2025

Title: Director, CPIP

Classification: At will - Admin/Professional

Local Academic Unit: Antonin Scalia Law School

Maddox Peggy J. Retirement 05/24/2025

Title: Professor without Term

Classification: Tenured (without term) - Instructional

Local Academic Unit: Health Administration and Policy (CPH)

Mann Linda J. Resignation 02/03/2025

Title: Executive Director, John Mitchell Jr Program

Classification: At will - Admin/Professional

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

Morgan Patricia U. Resignation 01/09/2025

Title: Coordinator VDOE TTAC

Classification: At will - Admin/Professional

Academic Programs, Diversity, and University Community Committee

May 1, 2025

SEPARATIONS

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

Title: Associate Professor

Classification: Tenured (without term) - Instructional

Local Academic Unit: College of Education and Human Development

Reybold Lucy E. Retirement 05/24/2025

Title: Professor

Classification: Tenured (without term) - Instructional

Local Academic Unit: College of Education and Human Development

Schaefer Richard M. Resignation 02/27/2025

Title: Executive Director, Customer Relationship Management (CRM)

Classification: At will - Admin/Professional

Local Academic Unit: Information Technology Services (SVP)

Shukla Jagadish Retirement 05/24/2025

Title: Distinguished University Professor

Classification: Tenured (without term) - Instructional

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

Sprague Debra R. Retirement 05/24/2025

Title: Associate Professor

Classification: Tenured (without term) - Instructional

Academic Programs, Diversity, and University Community Committee

May 1, 2025

SEPARATIONS

LAST NAMEFIRST NAMETYPEEFFECTIVE DATEStoutJohn E.Retirement01/24/2025

Title: Research Associate Professor **Classification:** Term - Research

Local Academic Unit: Earth Observing and Space Research (COS)

Witte James C. Retirement 05/24/2025

Title: Professor

Classification: Tenured (without term) - Instructional

Local Academic Unit: Sociology and Anthropology (CHSS)

Academic Programs, Diversity, and University Community Committee

May 1, 2025

OTHER ANNOUNCEMENTS

LAST NAMEFIRST NAMETYPEFreedmanDaniel B.Title Change

Title: BSW Program Director

Local Academic Unit: Social Work (CPH)

Note(s): Retained Title-Associate Professor

Gullo Pallavi Leave with Pay

Title: Director of Graduate Academic and Student Affairs **Local Academic Unit:** Graduate Division (Provost)

Note(s):

Professor Gullo will be on Educational Leave with pay for Summer 2025, 5/25/2025 - 8/10/2025, Academic year 2024-2025

Helton William S. Title Change

Title: Director of the Human Factors/ Applied Cognition Program

Local Academic Unit: Psychology (CHSS)

Note(s): Retained Title-Professor without Term

Johnson Noel D. Leave with Pay

Title: Professor

Local Academic Unit: Economics (CHSS)

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

Jones Margaret T. Leave with Pay

Title: Associate Professor without Term

Local Academic Unit: College of Education and Human Development

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

Academic Programs, Diversity, and University Community Committee

May 1, 2025

OTHER ANNOUNCEMENTS

LAST NAMEFIRST NAMETYPEKayerKaithlynTitle Change

Title: Executive Director, Transformation Management and Operations

Local Academic Unit: Academic Administration (Provost)

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

Kelley Matthew C. Tenure Track Contract

Extension

Title: Assistant Professor

Local Academic Unit: English (CHSS)

King Daphne L. Title Change

Title: MSW Online Program Director

Local Academic Unit: Social Work (CPH)

Note(s): Retained Title-Assistant Professor

Kirkpatrick Jesse L. Title Change

Title: Co-Director, MARC

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

Note(s): Retained Title-Research Associate Professor

Kotcher John Title Change

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

Local Academic Unit: Communication (CHSS)

Note(s): Retained Title-Research Associate Professor

Academic Programs, Diversity, and University Community Committee

May 1, 2025

OTHER ANNOUNCEMENTS

LAST NAMEFIRST NAMETYPELennoxApril P.Title Change

Title: TTAC Coordinator

Local Academic Unit: College of Education and Human Development

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

Mandaville Peter Title Change

Title: Director of the AbuSulayman Center for Global Islamic Studies **Local Academic Unit:** Schar School of Policy and Government

Note(s): Retained Title-Professor without Term

Martinelli Montoya Cesar A. Leave with Partial Pay

Title: Professor without Term

Local Academic Unit: Economics (CHSS)

Note(s):

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

Marttinen Risto H. Leave with Pay

Title: Associate Professor

Local Academic Unit: College of Education and Human Development

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

Mattietti Giuseppina Title Change

Title: Lab Coordinator

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

Note(s): Retained Title-Professor

Academic Programs, Diversity, and University Community Committee

May 1, 2025

OTHER ANNOUNCEMENTS

LAST NAMEFIRST NAMETYPEMayfieldTahisha V.Title Change

Title: Senior Project Manager

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

Note(s): Previous Title:Project Manager

McWilliams Stephen Title Change

Title: Associate Vice President of Academic Finance and Planning

Local Academic Unit: Academic Administration (Provost)

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

Perkins Rachelle H. Title Change

Title: Director of Student and Community Engagement Local Academic Unit: Antonin Scalia Law School

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

Rytikova Ioulia Title Change

Title: Associate Chair, Department of Information Science and Technology **Local Academic Unit:** Information Sciences and Technology (CEC)

Note(s): Retained Title-Professor

Santos Ruth C. Title Change

Title: TTAC Coordinator

Local Academic Unit: College of Education and Human Development

Note(s): Previous Title:Coordinator

Academic Programs, Diversity, and University Community Committee

May 1, 2025

OTHER ANNOUNCEMENTS

LAST NAMEFIRST NAMETYPEShowersAlaTitle Change

Title: Assistant Director of Instructional Design **Local Academic Unit:** Digital Learning (Provost)

Note(s): Previous Title: Senior Instructional Designer

Snodgrass Paul D. Title Change

Title: Director of Technology and Operations

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

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

Verardo Stacey Title Change

Title: Lab Coordinator

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

Note(s): Retained Title-Term Professor

Wan Ming Title Change

Title: Associate Dean for Faculty Affairs

Local Academic Unit: Schar School of Policy and Government

Note(s): Retained Title-Professor without Term

Weber Geoffrey P. Title Change

Title: TTAC Coordinator

Local Academic Unit: College of Education and Human Development

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

•	Faculty	and Academic St	andards Comm	ittee		
		May 1, 2				
		, ,				
	SUMMARY OF	FACULTY ACTIO	NS AND ANNOL	JNCEMENTS		
APPOINTMENT OF FACULTY						
Tel		rm	Tenure	Track		
	9-month	12-month	9-month	12-month	Research	Grant Funded
Instructor	0	0	0	0	0	0
Senior Instructor	0	0	0	0	0	0
Master Instructor	0	0	0	0	0	0
Professor of Practice	0	0	0	0	0	0
Assistant Professor	0	0	1	0	0	0
Associate Professor	0	0	0	0	0	0
Professor	0	2	0	0	1	1
Administrative/Professional	0	16	0	0	0	0
Totals	0	18	1	0	1	1
RENEWALS/REAPPOINTMENTS						
	Ter	rm	Tenure Track			
	9-month	12-month	9-month	12-month		Total
Instructor	10	0	0	0		10
Senior Instructor	10	1	0	0		11
Master Instructor	0	0	0	0		0
Professor of Practice	0	0	0	0		0
Assistant Professor	59	11	41	0		111
Associate Professor	40	10	2	0		52
Professor	14	8	0	0		22
Administrative/Professional	0	0	0	0		0
Totals	133	30	43	0		206
SEPARATIONS						
			Contract			
	Resignation	Retirement	Expiration	Deceased		Total
	3	12	1	1		17
OTHER ANNOUNCEMENTS						
					Tenure Track	
	eave with pay				Contract	
aı	nd Partial pay	Leave w/o pay	Title Change	Conversion	Extension	Total
	5	0	19	0	1	25
·						

^{*}Summary Excludes Postdoctoral Research Fellows and Research Staff

	Faci	ulty and Academic	Standards Comm	nittee		
	T	May 1	, 2025	1		
	ANINILIAI OLIBARA	ADV OF FACILITY	ACTIONIC AND AL	INCURSOFMENTO		
	ANNUAL SUMMA	ARY OF FACULTY		INOUNCEMENTS		
	I	JULY 2024	- MAY 2025	1		
PROMOTION AND TENURE						
TROMOTION AND TENORE						
Promotion Only	24			Promoted to Profes	ssor without Term	24
Tenure Only	4			Promoted to Assoc		34
Promotion and Tenure	30					04
TERM PROMOTION AND MULTI-Y	EAR					
Promotion Only	0			Promoted to Senio	r Instructor	7
Multi-Year Only	70			Promoted to Master Instructor		0
Promotion and Multi Year	65			Promoted to Associate Professor		38
Promotion and Multi Year	03			Promoted to Professor		20
				T TOTHOLOG TO T TOTO.	3301	20
EMERITUS/EMERITA				ELECTIONS		
	<u>I</u>					
Professor	24			Professor	1	7
Associate Professor	7			Associate Professo	or	3
Assistant Professor	0			55551415 1 1016330		J
Total	31			Total		10
10441	31			1 Otal		10
APPOINTMENT OF FACULTY	ı					
	Term		Tenur	Tenure Track		
	Term		Tenure Track			
	9-month	12-month	9-month	12-month	Research	Grant Funded
Instructor	4	0	0	0	0	0
Senior Instructor	0	0	0	0	0	0
Master Instructor	0	0	0	0	0	0
Professor of Practice	0	0	0	0	0	0
			-			9
Assistant Professor	26	12	8	1	9	
Associate Professor	4	2	2	0	0	0
Professor	2	4	1	0	2	2
Administrative/Professional	0	135	0	0	0	13
Totals	36	153	11	1	11	24
DENEMAL O/DEADDOINTMENTO						
RENEWALS/REAPPOINTMENTS						
	Term			re Track		
	9-month	12-month	9-month	12-month		Total
Instructor	17	10	0	0		27
Senior Instructor	10	1	0	0		11
Master Instructor	0	0	0	0		0
Professor of Practice	1	0	0	0		1
Assistant Professor	75	39	41	0		155
Associate Professor	50	19	2	0		71
Professor	16	18	0	0		34
Administrative/Professional	0	19	0	0		19
Totals	170	107	44	0		318
CERARATIONS						
SEPARATIONS			0			
	Basin #	Dette 1	Contract	Description		T 4 4 - 1
	Resignation	Retirement	Expiration	Deceased		Total
	109	48	26	2		185
]	
OTHER ANNOUNCEMENTS						
					Tenure Track	
	Leave with pay				Contract	
	and Partial pay	Leave w/o pay	Title Change	Conversion	Extension	Total
	52	2	256	3	13	326
		. —		1		

^{*}Summary Excludes Postdoctoral Research Fellows and Research Staff

Begin forwarded message:

From: James Antony <jantony@gmu.edu> Date: April 16, 2025 at 4:14:16 PM EDT

To: Lindsey , Rose B Pascarell

<rpascare@gmu.edu>

Cc: Sharnnia Artis <sartis4@gmu.edu>

Subject: Re: Materials needed prior to APDUC

Dear Visitor Burke,

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

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

- 1. The full agenda for each conference, including panels, breakout discussions, speakers, and bios for each speaker.
 - 2024 Full agenda, including keynote speaker bios provided: https://indd.adobe.com/view/7fb79561-b8fc-4490-b8a2-84942b538466
 - 2022 Full agenda attached as an email. Please note that we did not provide bios with the conference agenda, so we also attached those bios to this email.
- 2. The remarks given by President Washington at each conference.
 - All videos provided for 2022 and 2024
 https://vimeo.com/showcase/11666662?
 share=copy (password is ARIE)
- 3. Videos of each conference, including any videos or audios of main stage speakers, breakout sessions, plenary sessions.
 - Again, all videos provided in same link:

 https://vimeo.com/showcase/11666662?share=copy (same password)
- 4. Written materials provided to attendees produced or provided by George Mason University or any component or employee thereof.
 - From what I can tell, the university did not send any written
 materials to attendees either in advance, or after, either of the
 conferences. Hopefully, that is what you were seeking to know.
 But if you are asking for something different here, then please
 feel free to offer clarification.

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

Jim



James Antony

Provost and Executive Vice President

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

From: Lindsey

Date: Monday, April 14, 2025 at 10:17 AM

To: James Antony <jantony@gmu.edu>, Rose B Pascarell

<rpascare@gmu.edu>

Subject: Materials needed prior to APDUC

External Message: Use Caution

Dear Jim and Rose,

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

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

Appreciate your help with this.

Thank you,

Lindsey

ARIE Conference Speaker Bios

Keynote Speaker

Name: Gail Christopher

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

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

Moderator

Name: Andre Marshall

Panelists

Name: Kim Case

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

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

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

Name: Charles Chavis

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

Name: Jerome Offord, Jr.

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

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

Name: Shauna Rigaud

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

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

Name: Janani Umamaheswar

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

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

Moderator

Name: Sharnnia Artis

Panelists

Name: Gregory Washington

Name: Makola Abdullah

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

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

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

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

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

Name: Anne M. Kress

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

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

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

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

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

Research Panel: Translating Research into Action

Moderator

Name: Wendi Manuel-Scott

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

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

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

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

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

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

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

Panelists

Name: Robert Trent Vinson

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

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

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

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

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

Name: Richard Cellini

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

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

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

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

Name: Benedict Carton

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

Scott A Nichols

From: Sharnnia Artis

Sent:Tuesday, April 15, 2025 4:52 PMTo:James Antony; Rose B PascarellSubject:2022 ARIE Conference Schedule



Anti-Racism and Inclusive Excellence Conference VISION AND ACTION FOR A NEW ERA

October 24, 2022 | Mason Square, Arlington, Virginia

Program Information and Schedule

8-9 a.m.

Registration and Continental Breakfast

9-10 a.m.

Opening Session, Keynote Speaker,

Dr. Gail Christopher

10-11:15 a.m.

Research Panel

Conducting Research through an Anti-Racism and Inclusive Excellence Lens

11:15 a.m.-12 p.m.

Poster Session and Networking

12-1 p.m.

Lunch with Table Topics

1:00-1:15 p.m.

Remarks, Gregory Washington, President, George Mason University

1:15 -2:30 p.m.

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

2:30-2:45 p.m.

Break

2:45-4:00 p.m.

Research Panel: Translating Research into Action

4-5:30 p.m.

Closing Session and Reception

RESOLUTION OF GEORGE MASON UNIVERSITY REGARDING THE PRESIDENTIAL EXECUTIVE ORDER ON DIVERSITY, EQUITY, AND INCLUSION

WHEREAS, George Mason University highly values diversity, especially diversity of thought and experience, and fosters an inclusive environment, encouraging a culture of opportunity for all, which immensely enriches our campuses; and

WHEREAS, George Mason University is committed to providing every student an education that is free from discrimination and grounded in merit; and

WHEREAS, the George Mason University's mission statement includes a commitment to "creating a more just, free, and prosperous world;" and

WHEREAS, on January 21, 2025, President Donald J. Trump signed the Executive Order titled "Ending Illegal Discrimination and Restoring Merit-Based Opportunity;" and

WHEREAS, the U.S. Department of Education issued a Dear Colleague Letter on February 14, 2025, to clarify and affirm the nondiscrimination obligations of institutions receiving federal funds by explaining and reiterating existing legal requirements under Title VI of the Civil Rights Act of 1964, the Equal Protection Clause of the U.S. Constitution, and other federal civil rights laws; and

WHEREAS, the U.S. Department of Education released Frequently Asked Questions on March 1, 2025, to anticipate and answer questions that might be raised by the Dear Colleague Letter and to facilitate compliance with Title VI of the Civil Rights Act of 1964, the Equal Protection Clause of the U.S. Constitution, and the Supreme Court's decision in Students for Fair Admissions v. Harvard; and

WHEREAS, the state law obligations of Commonwealth of Virginia agencies do not require a standalone office of Diversity, Equity, and Inclusion (DEI) or dedicated DEI officers, nor do they require an infrastructure, strategic plan, or any elements that do not comply with Title VI of the Civil Rights Act of 1964, the Equal Protection Clause of the U.S. Constitution, and other federal civil rights laws; and

WHEREAS, both George Mason University's Board of Visitors and its administration are committed to complying with the law, including the Equal

Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights laws, informed by guidance provided in the January 21, 2025 Executive Order, the Dear Colleague Letter, and the March 1, 2025 Frequently Asked Questions;

WHEREAS, the University's Office of Diversity, Equity and Inclusion (DEI) has been renamed the Office of Access, Compliance, and Community (OACC);

RESOLVED, the University will take the following actions:

- 1. Ensure that all University programs, policies, practices, and actions in every regard comply with the Equal Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights law, as informed by the guidance in the February 14, 2025, Dear Colleague Letter as well as the March 1, 2025, Frequently Asked Questions document. This includes, but is not limited to, admissions, hiring, promotion, compensation, financial aid, scholarships, prizes, administrative support, discipline, housing, graduation ceremonies, and all other aspects of student, academic, and campus life;
- 2. Ensure there are no efforts by the University or any of its departments, colleges, or employees to circumvent prohibitions on the use of race by relying on proxies or other indirect means to accomplish such ends;
- 3. Ensure there are no third-party contractors, clearinghouses, or aggregators are engaged by the University or any of its departments, colleges, or employees in an effort to circumvent prohibited uses of race; and

RESOLVED FURTHER, the University's Office of Access, Compliance, and Community (OACC) is hereby directed to eliminate all programs, trainings, processes not specifically required by federal or state law, and if necessary, eliminate staff positions, within 30 days of the date of this Resolution; and

RESOLVED FURTHER, the University's Bias Incident Response Team (BIRT) is hereby dissolved and any activities required by law handled by the BIRT transferred immediately to OACC; and

RESOLVED FURTHER, the Access to Research and Inclusive Excellence (ARIE) program is hereby dissolved; and

RESOLVED FURTHER, the University shall immediately prohibit any and all departments, colleges, or employees of George Mason University from requiring diversity statements for any potential employee, for promotion of current employees, for faculty tenure considerations, or for any other purpose; and

RESOLVED FURTHER, the University's Office of Access, Compliance and Community shall not participate in any aspect of hiring or promotion of any employee position outside the OACC office itself; and

RESOLVED FURTHER, the University shall continue to review ongoing guidance from the U.S. Department of Education and the U.S. Department of Justice and make appropriate and timely changes to comply fully with the Equal Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights laws; and

RESOLVED FURTHER, the President shall update the Board of Visitors on compliance with this Resolution within 30 days of the date of this Resolution.