May 25, 2022 Academic Excellence and Student Success Committee

Board of Trustees
UCF Live Oak Center | 4115 Pyxis Ln, Orlando, FL 32816
May 25, 2022 10:45 AM - 12:15 PM EDT

Table of Contents

Board of Trustees
Academic Excellence and Student Success Committee
May 25, 2022 – 10:45 a.m. - 12:15 p.m.
(Or upon adjournment of previous meeting, and at the Chair's discretion)
Live Oak Event Center | UCF Main Campus

Livestream: https://ucf.zoom.us/j/93233428251?pwd=QjNjOThWL3dqTktDZkJ6dFVmWmNyZz09
Webinar ID: 932 3342 8251

Conference call number: +1 929 205 6099; Meeting ID 932 3342 8251

AGENDA

1. Call to Order and Welcome		Beverly Seay, *Chair, Academic Excellence and Student Success Committee*
2. Roll Call		Gwen Ransom, *Executive Assistant*
3. Minutes of the February 22, 2022, meeting		Chair Seay
4. Reports *(15 minutes)*		Chair Seay
	DISC – 1	Provost Update Michael D. Johnson, *Provost and Executive Vice President for Academic Affairs*
5. Action *(25 minutes)*		Chair Seay
	AESC – 1	Conferral of Degrees - Summer Michael Johnson
	AESC – 2	2022 UCF Tenure Recommendations Michael D. Johnson
	AESC – 3	Tenure with Hire Michael D. Johnson
6. Discussion *(40 minutes)*		Chair Seay
	DISC – 2	2021-22 Update from Student Government's Immediate Past-President Meg Hall, *Immediate Past-President Student Government*

	DISC – 3	UCF Access Michael D. Johnson Kathleen Plinske*, President, Valencia College* Pam Cavanaugh, *Associate Vice Provost for UCF Connect* Brandon McKelvey*, Vice President for Technology, Research and Analytics, Valencia College* M. Paige Borden, *Chief Analytics Officer*
7. New Business		Chair Seay
8. Adjournment		Chair Seay

Board of Trustees
Academic Excellence and Student Success Committee
February 22, 2022
MINUTES

CALL TO ORDER

Trustee Beverly Seay, chair of the Academic Excellence and Student Success Committee, called the meeting to order at 10:55 a.m.

Committee members present were Trustees Tiffany Altizer, committee Vice-Chair Joseph Conte, Meg Hall, Joseph Harrington, and Caryl McAlpin. Board of Trustees' Chair Alex Martins, Vice-Chair Harold Mills, William Christy, and Michael Okaty also attended.

MEETING MINUTES

Trustee Tiffany Altizer motioned to approve, and Vice-Chair Conte seconded. The Academic Excellence and Student Success Committee unanimously approved the meeting minutes of November 16, 2021.

REPORTS

Provost Update (DISC-1)

In his provost update, Provost Michael Johnson provided details on the following topics:

> *Rankings; Accolades; Spring Operations/COVID-19; and the President's 2021-22 Strategic Investment Program Awards*

Rankings

UCF achieved a Top 10 national ranking for the first time among *U.S. News and World Report's* Best Online Bachelor's Programs, ranking seventh and tied with Ohio State and University of Arizona. UCF also ranked top 10 in other programs, including Psychology and Restaurant and Foodservice Management, and Best Online Bachelor's Programs for Veterans. Rising in rankings also were master's programs in Criminal Justice, Digital Forensics, Nursing, and Education. For the first time, UCF ranked among the Best Online master's in engineering Programs.

Johnson credited the latest online rankings to the many faculty members who worked hard to provide quality online courses, with support from The Center for Distributed Learning.

Accolades

Student Christopher Clifford, who graduated in December with a bachelor's in electrical engineering, has become UCF's first student to earn a Gates Cambridge Scholarship, one of the world's most competitive and prestigious scholarships. Approximately 6,000 students apply annually. Of the 80 scholarships granted globally, only about 25 are awarded to students in the United States. The scholarship will enable Clifford to attend Cambridge University in England.

Provost Johnson acknowledged his recent appointment of Dr. Ross Wolf as associate provost for UCF Downtown. Johnson also highlighted the dedication ceremony of UCF Downtown, which COVID-19 delayed, indicating that the campus is an opportunity and a commitment for UCF to tie strongly into downtown communities.

COVID-19
Johnson reported that UCF began the spring semester successfully, despite the surge of the Omicron variant. He noted COVID cases have been dropping rapidly in Florida and at UCF.

2021-22 Strategic Investment Program
Recipients of the Academic Excellence and Student Success fund awards from the UCF Strategic Investment Program will be announced soon. President Alexander N. Cartwright made the investment program possible by reallocating funds from administrative units and colleges. Projects for the third fund of the program, Jump Start, were announced in October. The investment program received 160 proposals for funding from faculty and staff. The proposals were evaluated for impact and return on investment by review committees, with final decisions made by the president and provost.

Johnson highlighted the six areas of investment:
Infectious Disease and Tourism Health; Digital Twin; Space Education and Industrialization; Zero-Carbon Energy Economy; Artificial Intelligence; and Next-Generation Computing Hardware.

UCF expects a substantial impact from these investments.

In closing his report, the provost encouraged attendance at two upcoming in-person events: Founder's Day on April 6, 2022, and UCF Celebrates the Arts, April 5 through April 16, 2022.

ACTION
Conferral of Degrees (AESC-1)
Provost Johnson submitted for approval the conferral of degrees for spring 2022. UCF expects to award approximately 8,700 degrees during commencement ceremonies on May 6 and 7. This semester's ceremonies will span two days instead of three, with three sessions each day to allow for better attendance by family and friends. All ceremonies will be live-streamed for those unable to attend in person.

Trustee Harrington motioned to approve, and Vice-Chair Conte seconded. The committee unanimously approved the conferral of degrees.

Request for a New Degree Program – M.S. in Event Leadership (AESC-2)
Dr. Timothy Letzring, Vice Provost for Academic Affairs, presented a proposal for committee approval of a new Master of Science degree in Event Leadership from the Rosen College of Hospitality Management. This degree program will address the event industry marketplace, which is strong industry locally, nationally, and globally. The graduates of this program will be in high demand as they acquire the leadership skills sought by an industry that continues to evolve and grow across multiple sectors.

Chair Martins commented on his meeting with Dean Youcheng Wang and the Rosen College of Hospitality Management team. They discussed the Master of Science in Event Leadership degree program during the visit and addressed the growth of events in hospitality management. Chair Martins was pleased with the information he received and stated that this would be a strong program.

Trustee McAlpin stated that the program was perfect for workforce alignment.

Trustee Altizer motioned to approve, and Trustee McAlpin seconded. The committee unanimously approved the request for this new degree program.

DISCUSSION
Legislative Budget Request (DISC-2)
Provost Michael Johnson described the submission process for Legislative Budget Requests (LBRs). He stated that the requests are an opportunity to explain the benefit of certain public investments if supported by the Legislature and governor.

Johnson advised that the goal of this cycle is to develop LBRs that align with the university's strategic plan and describe potential public investments that could benefit student success or strengthen critical areas of economic value. He said LBRs are due to the Board of Governors in the summer following approval by the UCF Board of Trustees.

Accountability Plan Review (DISC-3)
Dr. Paige Borden, Chief Analytics Officer, facilitated this discussion highlighting various segments of the UCF Accountability Plan.

This third-round discussion is related to student success metrics, data, and goals that target student progression and graduation rates. Dr. Borden began by sharing information presented to the Association of Governing Boards (AGB) on the changing make-up of the nation's undergraduate student body. This presentation focused on trends in UCF's student populations.

Below are trends and goals from the presentation that relate to the Accountability Plan:
- ***Retention Rate***:
- Currently at 92%, with an aspirational goal of 93% by 2025.
- ***Graduation Rate***:
- Currently at 47%, with an aspirational goal of 65% by 2025.
- ***Associate in Arts (A.A.) Graduation Rate***:
- Currently at 34%, with an aspirational goal of 50% by 2025.
- ***Pell Recipient Graduation Rate***:
- These students graduate at a 1.7 percentage point lower rate than the overall graduation rate.
- ***Black/African American Graduation Rate***:
- UCF's Black/African American students graduate at a 0.9 percentage point higher rate than white students.
- ***Hispanic Graduation Rate***:
- UCF's Hispanic students graduate at a 0.9 percentage point lower rate than white students.

Chair Seay indicated the importance of setting these goals high so UCF can position itself to achieve them.

Student Success (Academic Achievements and Student Well Being) (DISC-4)
Dr. Adrienne Frame, Interim Vice President for Student Development and Enrollment Services, and Dr. Theodorea Berry, Vice Provost for Student Learning and Academic Success and Dean, College of Undergraduate Studies, provided an update of initiatives designed to enhance all areas of student success.

Dr. Frame presented on the Well Being Curriculum in Student Development and Enrollment Services, which aims to create well-rounded and culturally conscious students through five pillars: Purpose, Resilience, Engagement, Harm Reduction, and Financial Literacy. The division is also making progress on a career and experiential learning module. There is a link in the My Florida Future Dashboard, a college and career planning tool, to the UCF Admissions website.

Dr. Berry presented on efforts underway and planned to address retention, persistence and significant readiness, progression and graduation, and post-graduation success.
Newer efforts include:
- PeerKnights Program: Helps students refine their academic and personal goals.
- Transfer Center: Serves as a hub for transfer student engagement.
- Success Pathways: Storytelling to outline required courses and academic milestones aligned with UCF majors.
- Life Coaches: Members of the Learning Institute for Elders at UCF (LIFE) serve as mentors for UCF juniors and seniors.

Initiatives starting or being enhanced within the next few months:
- A.I. Chatbot for Advising: Will enable access to professional advising information, which students could access when convenient.
- Cross-Training: Promote cross-training and coordinating efforts for Success Coaches and Advisors working with students preparing to transfer to UCF

- Course Alignment: Aligning state career readiness courses with major career readiness courses.
- Readiness Program: Facilities a unified graduate school readiness program.
- Course Availability: Expanding the critical course availability to weekends for students and high-impact practice programs

The university also plans to explore policy changes that restrict significant changes after a certain number of credit hours, instituting a permanent Satisfactory/Unsatisfactory (S/U) policy and a 90-semester credit hour graduation requirement.

Drs. Frame and Berry explained the new opportunities and initiatives promise more rapid gains in student success efforts.

Trustee Altizer asked the group what resources were needed to accomplish the presented goals?
The Office of the Provost has agreed to produce the resource requirements before the next Board of Trustees Strategic Planning meeting.

NEW BUSINESS
N/A

ADJOURNMENT
Chair Seay adjourned the Academic Excellence and Student Success Committee meeting of February 22, 2022, at 12:32 p.m.

Reviewed by: _____ _____
Beverly Seay — Date
Chair, Academic Excellence and Student Success Committee

Submitted by: _____ _____
Mike Kilbride — Date
Associate Corporate Secretary

Board of Trustees
Academic Excellence and Student Success Committee
May 25, 2022

DISC-1: Provost Update

☐ **Information** ☒ **Discussion** ☐ **Action**

Meeting Date for Upcoming Action: N/A

Purpose and Issues to be Considered:
Committee members will receive an update from Provost Michael D. Johnson to include these topics regarding the academic enterprise:

- COVID 19/Summer and Fall operations
- New State Funding/New Legislation
- Legislative Budget Request
- Enrollment Outlook
- Bachelor of Integrative General Studies Program
- Knight Vision
- Key Searches
- Accolades

Background Information:

COVID 19/Summer and Fall Operations
COVID-19 cases reported on campus and in Central Florida have declined dramatically from their January peak, despite ticking up slightly late in the semester. As Dr. Michael Deichen, associate vice president of UCF Student Health Services, told the campus community in April, we appear to be reaching the endemic phase of COVID 19. As a result, various UCF COVID protocols ended with the close of the spring semester, although UCF will continue to monitor trend data and respond accordingly if conditions worsen.

The provost will briefly address how UCF will approach the summer and fall academic terms.

New State Funding/New Legislation
The 2022 Florida Legislative Session appropriated $20 million in supplemental operational support for UCF as part of its 2022-23 state budget that awaits the governor's approval. The budget also includes $29 million toward the establishment of a permanent home for the UCF College of Nursing at Lake Nona and nearly $7 million in additional funds rewarding UCF's nursing programs for performance and excellence. The provost will update the committee on the planned uses of these funds. The provost will also discuss new legislation affecting UCF's academic enterprise.

Legislative Budget Request
The Florida Board of Governors formalizes and approves the 2023-24 Legislative Budget Request (LBR) for the State University System. Given that the 2023 Florida Legislature will convene in March and April, the board's LBR guidelines and instructions for the universities were expected in May with submissions due toward the end of July.

The provost will update the committee on the status of UCF's 2023-24 Legislative Budget Request and the latest submission dates to the board of governors.

Knight Vision
The Board of Trustees has strongly promoted the multi-year Knight Vision project to enhance the effectiveness and efficiency of UCF's administrative operations. Two key components of this transformative program will go live on July 1: replacing PeopleSoft with Workday, a modern cloud-based Enterprise Resource Planning (ERP) tool to improve workflow at UCF; and a partial staff reorganization for the Service Enhancement Project (SET), which will reorder our finance and HR functions. The provost will discuss how the Knight Vision implementation is progressing.

Enrollment Outlook
The provost will provide the committee with the latest enrollment projections for summer and fall.

Key Searches
The provost will report on the following nationwide searches for key positions: Dean of the College of Community Innovation and Education; Senior Vice President for Student Success; and Senior Vice President for Strategic Partnerships and Advancement.

Accolades
The provost will report on significant achievements, awards and honors by faculty and students since the committee's last meeting.

Recommended Action:
N/A

Alternatives to Decision:
N/A

Fiscal Impact and Source of Funding:
N/A

Authority for Board of Trustees Action:
N/A

Contract Reviewed/Approved by General Counsel ☐ **N/A** ☒

Committee Chair or Chair of the Board has approved adding this item to the agenda ☒

Submitted by:
Michael D. Johnson, Provost and Executive Vice President for Academic Affairs

Supporting Documentation:
N/A

Facilitator:
Michael D. Johnson

Board of Trustees
Academic Excellence and Student Success Committee | May 25, 2022

AESC-1: Conferral of Degrees

☐ **Information** ☐ **Discussion** ☒ **Action**

Meeting Date for Upcoming Action: May 26, 2022

Purpose and Issues to be Considered:
Approval for Summer 2022 Conferral of Degrees

Background Information:
UCF expects to award the following degrees during the summer commencement ceremonies on August 5 & 6, 2022.

Baccalaureate Degrees:	2,405
Master's Degrees:	474
Doctoral and Specialist:	136
Total:	3,015

Recommended Action:
Recommend approval of the conferral of degrees during the Summer 2022 Commencement.

Alternatives to Decision:
N/A

Fiscal Impact and Source of Funding:
N/A

Authority for Board of Trustees Action:
BOG 1.001 (4)(a)
UCF BOT AESC Charter

Contract Reviewed/Approved by General Counsel ☐ **N/A** ☒

Committee Chair or Chair of the Board has approved adding this item to the agenda ☒

Submitted by:
Michael D. Johnson, Provost and Executive Vice President for Academic Affairs

Supporting Documentation:
Attachment A: Graduation Count - Summer

Facilitator/Presenter:
Michael D. Johnson

Attachment A

UCF Summer 2022 Commencement

College	Bachelor	Master	Doctorate	CollegeTotals
College of Arts and Humanities	129	0	1	130
College of Business Administration	346	85	0	431
College of Community Innovation and Education	256	167	32	455
College of Engineering and Computer Science	239	63	25	327
College of Graduate Studies	0	4	0	4
College of Health Professions and Sciences	283	74	1	358
College of Medicine	81	7	1	89
College of Nursing	202	6	37	245
College of Optics and Photonics	5	4	8	17
College of Sciences	536	33	29	598
College of Undergraduate Studies	181	0	0	181
Rosen College of Hospitality Management	147	31	2	180
Degree level totals:	**2,405**	**474**	**136**	**3,015**

UCF | Board of Trustees

Agenda Memo

Board of Trustees
Academic Excellence and Student Success Committee | May 25, 2022

AESC-2: 2022 UCF Tenure Recommendations

☐ **Information** ☐ **Discussion** ☒ **Action**

Meeting Date for Upcoming Action: May 26, 2022

Purpose and Issues to be Considered:
The UCF tenure process requires that tenure-earning faculty members that are not in the College of Medicine seek tenure by the end of their sixth year of employment. Tenure-earning faculty members in the College of Medicine must seek tenure by the end of their eighth year of employment. The Provost and President support the 2022 Tenure Recommendations.

Background Information:
The tenure procedure involves review by the department promotion and tenure committee, the department chair, the college promotion and tenure committee, the dean of the college, the university promotion and tenure committee, the provost, and the president. Tenure becomes official with final approval of the University of Central Florida Board of Trustees. If approved, tenure will become effective on August 8, 2022.

Recommended Action:
Recommend approval of 2022 UCF Tenure Recommendations

Alternatives to Decision:
Not approve the award of tenure to any or all of the faculty members listed on Attachment A.

Fiscal Impact and Source of Funding:
N/A

Authority for Board of Trustees Action:
UCF-3.015(4)(a)1 – Promotion and Tenure of Tenured and Tenure-earning Faculty

Contract Reviewed/Approved by General Counsel ☐ **N/A** ☒

Committee Chair or Chair of the Board has approved adding this item to the agenda ☒

Submitted by:
Michael D. Johnson, Provost and Executive Vice President for Academic Affairs

Supporting Documentation:
Attachment A: 2022 Tenure Recommendations
Attachment B: 2022 Tenure Candidate Summaries

Facilitator/Presenter:
Michael D. Johnson
Jana L. Jasinski, Vice Provost for Faculty Excellence and Pegasus Professor of Sociology

Attachment A

2022 Tenure Recommendations

College	Department/School	Last Name	First Name	Current Rank
Arts and Humanities	History	Dandrow	Edward	Assistant Professor
Arts and Humanities	History	Earley	Tiffany	Assistant Professor
Arts and Humanities	History	Hardy	Duncan	Assistant Professor
Arts and Humanities	Music	Kizer	Tremon	Assistant Professor
Arts and Humanities	Music	Lapka	Christine	Assistant Professor
Arts and Humanities	Philosophy	Ravela	Christian	Assistant Professor
Arts and Humanities	Writing and Rhetoric	Pinkert	Laurie	Assistant Professor
Community Innovation and Education	School of Teacher Education	Gao	Su	Assistant Professor
Community Innovation and Education	School of Public Administration	Ge	Yue	Assistant Professor
Community Innovation and Education	Criminal Justice	Labrecque	Ryan	Assistant Professor
Community Innovation and Education	School of Public Administration	Mitchell	David	Assistant Professor
Community Innovation and Education	Criminal Justice	Viglione	Jill	Assistant Professor
Community Innovation and Education	School of Public Administration	Yeo	Jungwon	Assistant Professor
Community Innovation and Education	Counselor Education and School Psychology	Zeligman	Melissa	Assistant Professor
Engineering and Computer Science	Materials Science and Engineering	Davis	Kristopher	Assistant Professor
Engineering and Computer Science	Electrical and Computer Engineering	Dimitrovski	Aleksandar	Associate Professor
Engineering and Computer Science	Electrical and Computer Engineering	Ewetz	Rickard	Assistant Professor
Engineering and Computer Science	Mechanical and Aerospace Engineering	Ghosh	Ranajay	Assistant Professor
Engineering and Computer Science	Electrical and Computer Engineering	Guo	Zhishan	Assistant Professor
Engineering and Computer Science	Civil, Environmental, and Construction Engineering	Hasan	Samiul	Assistant Professor
Engineering and Computer Science	Mechanical and Aerospace Engineering	Huang	Helen	Assistant Professor
Engineering and Computer Science	Materials Science and Engineering	Jung	YeonWoong	Assistant Professor
Engineering and Computer Science	Electrical and Computer Engineering	Kim	Brian	Assistant Professor
Engineering and Computer Science	Materials Science and Engineering	Rajaraman	Swaminathan	Assistant Professor
Engineering and Computer Science	Materials Science and Engineering	Roy	Tania	Assistant Professor
Engineering and Computer Science	Civil, Environmental, and Construction Engineering	Sadmani	A H M Anwar	Assistant Professor
Engineering and Computer Science	Industrial Engineering and Management Systems	Sawyer	Benjamin	Assistant Professor
Engineering and Computer Science	Mechanical and Aerospace Engineering	Steward	Robert	Assistant Professor
Engineering and Computer Science	Civil, Environmental, and Construction Engineering	Wahl	Thomas	Assistant Professor
Graduate Studies	School of Modeling, Simulation, and Training	Kider Jr.	Joseph	Assistant Professor
Health Professions and Sciences	Health Sciences	Garcia	Jeanette	Assistant Professor
Health Professions and Sciences	School of Social Work	Whitworth	James	Associate Profess

Attachment A

Medicine	Burnett School of Biomedical Sciences	McKinstry	Karl	Assistant Professor
Nursing	Nursing Systems	Kinchen	Elizabeth	Assistant Professor
Optics and Photonics		Han	Kyu Young	Assistant Professor
Rosen College of Hospitality Management	Foodservice and Lodging Management	Okumus	Bendegul	Assistant Professor
Rosen College of Hospitality Management	Hospitality Services	Ridderstaat	Jorge	Assistant Professor
Rosen College of Hospitality Management	Hospitality Services	Zhang	Tingting	Assistant Professor
Sciences	Chemistry	Beazley	Melanie	Assistant Professor
Sciences	Biology	De Bekker	Adriana	Assistant Professor
Sciences	Anthropology	Duncan	Neil	Assistant Professor
Sciences	Physics	Feng	Xiaofeng	Assistant Professor
Sciences	Chemistry	Gerasimova	Yulia	Assistant Professor
Sciences	Nicholson School of Communication and Media	Harrington	Maria	Assistant Professor
Sciences	Physics	Kaden	William	Assistant Professor
Sciences	Physics	Kang	Ellen	Assistant Professor
Sciences	Mathematics	Lopez-Garcia	Abey	Assistant Professor
Sciences	Biology	Mason	Chase	Assistant Professor

Attachment B

2022 Recommended Tenure Candidates

College of Arts and Humanities

Edward Dandrow: Department of History

Dr. Dandrow is an historian, archaeologist, and numismatist of the eastern Mediterranean region from c. 100 BC-AD 600. He focuses on Greek and Latin historical and ethnographic literature, ethnic and cultural identities, and the impact of Rome on eastern Mediterranean societies and cultures. Dr. Dandrow teaches courses on European history, including several courses he created at UCF. He regularly brings students to Turkey and Italy through study abroad programs to integrate experiential learning and internationalization into his courses and has guided master's students with their thesis research. He has received several UCF teaching awards. Dr. Dandrow is the chief archaeologist in the excavation of ancient Roman ships in the Black Sea and serves on the team excavating the Roman legionary camp at Satala (Sadak, Turkey). Dr. Dandrow has published seven peer-reviewed articles and chapters and his publications appear in prestigious international publications such as *Numismatic Chronicle* and *Revue Numismatique* and in volumes published by Routledge and the BAR (British Archaeological Reports) International Series. He has conducted fieldwork at three sites in Turkey and has assisted in identifying coins for the British Museum and the Ashmolean Museum (Oxford University) in addition to several museums in Turkey. He also serves on numerous college and university committees, including the Undergraduate Research Council and regularly advises students in the History Department.

Tiffany Earley: Department of History

Dr. Earley is an historian and digital humanist who teaches courses ranging from the general education program survey on Western civilization to upper-level and graduate courses on ancient Near Eastern history, digital history, and public history. She has created several courses, including an undergraduate course on spatial history and digital storytelling and offers opportunities for students to engage in global, experiential learning through field work in Armenia. Her innovations and excellence in teaching have been recognized with a UCF teaching award. She has published six peer-reviewed articles and book chapters and several others are in press. Dr. Earley's research focuses upon spatial analysis methods and warfare in the ancient Near East and her publications appear in journals such as the *Armenian Journal of Near Eastern Studies* and the *Journal of Archaeological Science*. Her book is currently in press with the University Press of Colorado. She was invited to become a national lecturer by the Archaeological Institute of America and is the recipient of the American Society of Overseas Research Mesopotamian Fellowship and the American Research Institute of the South Caucasus Collaborative Heritage Management Fellowship. She has served on panels and evaluated proposals for the National Endowment for the Humanities and the National Science Foundation and sits on the editorial board of the International Journal of Humanities and Arts Computing.

Duncan Hardy: Department of History

Dr. Hardy is an historian who focuses on medieval and early modern Central Europe. He teaches a wide range of courses that span many regions and time periods of European and world history. In addition to the courses he teaches, Dr. Hardy has chaired and served on numerous undergraduate honors theses, master's theses, and doctoral dissertations. His general education program Western civilization course has been certified as an "Affordabilty Counts" course saving students money by using open educational resources. His six peer-reviewed articles and chapters appear in highly respected international journals such as *German History* and *Crusades* or in books published by international presses such as Routledge and Bril. His book published with Oxford University Press and was awarded the Royal Historical Society's Gladstone Prize. A second book proposal is under consideration with Manchester University Press. He received a highly competitive fellowship from the University of Cambridge to facilitate his research in European libraries and archives and has presented his research at national and international conferences and given six invited lectures. In addition to serving on committees in his department and college, Dr. Hardy serves as the editor of the only scholarly network devoted to the history of the Holy Roman Empire.

Tremon Kizer: School of Performing Arts, Music
Dr. Kizer is an accomplished director, conductor, and classroom teacher. He serves as Director of Athletic Bands and Associate Director of Bands, in addition to teaching undergraduate and graduate courses in music education and performance. His ensembles (Marching Band, Basketball Band, and Symphonic Band) perform at nearly 60 events throughout the academic year with local, regional, and national reach. He was an international finalist in 2021 in two categories (wind band conducting and American music) for the prestigious American Prize - a juried competition for academic ensemble and solo performers. He has had five invited guest conducting engagements at a national level, including the Kansas All-State Band, and has given 15 conference and workshop presentations, including 10 at national conference venues, such as the Minnesota, Kansas, and Missouri Music Educators Association Conference, and the College Band Directors National Association (CBDNA) Divisional and National Conferences. He has also produced two CD's, *Live from Drigger's Field* with the Marching Knights, and *Zodiac Concerto* with the UCF Wind Ensemble. Dr. Kizer designed the shows that the Marching Knights have performed at the Florida Marching Band Championships (2019 and 2017), Bands of America Regional Championships (2019 and 2018), Auto Nation Cure Bowl (2016), Chick-Fil-A Peach Bowl (2018), the PlayStation Fiesta Bowl (2019) and the Gasparilla Bowl (2019). He was selected to design and host the 2022 College Band Directors Athletic Band National Conference. He also serves as a board member for the Florida Symphony Youth Orchestra, is the state chair for the Florida Bandmasters Association Commissioning Committee and the Music Performance Assessment Music Selection Committee and has provided 44 curated clinics with middle and high school bands, both locally and nationally.

Christine Lapka: School of Performing Arts, Music
Dr. Lapka joined UCF in 2019 with tenure credit from Western Illinois University. Her scholarship focuses on music pedagogy for students with disabilities, with a specialization in universal design for learning. Her teaching assignments include courses at both the graduate and undergraduate levels and include courses on music theory and assessment, general music literature and techniques, and elementary school music methods among others. In addition, she observes multiple junior and senior student interns within the Bachelor of Music Education degree program with up to four site visits per student each semester. She has also begun collaborating with engineering students to create an adapted wind instrument for students with disabilities. Her publications include peer-reviewed journal articles and book chapters, and she has completed 25 peer-reviewed or invited presentations at the international, national, regional, state, and local levels, including at the International Society for Music Education and the National Association for Music Education. These are the largest and most visible professional organizations in the field of music education. She has been invited to present workshops to local teachers and students and is a consultant for the Orlando Philharmonic Orchestra regarding children's programming. Dr. Lapka also served as a consultant for the National Federation of State High School Associations and the National Association for Music Education on the topic of Students with Disabilities and has collaborated with concert band and music theater to offer a concert series for patrons with special needs.

Laurie Pinkert: Department of Writing and Rhetoric
Dr. Pinkert is a scholar who focuses on understanding the relationships between writing and identity to develop approaches to writing program design, development, and administration that can support identity development among writers. She teaches a diverse range of courses, including core courses in the department's bachelor's and master's degree programs. Assignments in her courses are focused on providing students with skills needed for employment. For example, students in her professional writing courses redesign infographics to make data more usable for a new audience and then present this work to their employer or community organization. In her role as the director of undergraduate programs, she has led curricular development and assessment initiatives for the Writing and Rhetoric Undergraduate major, minor, and certificate programs. Dr. Pinkert developed and piloted two variable-credit writing-intensive courses for students who participate in the Academic Advancement Program's McNair Scholars Program. These courses provide weekly writing instruction on the development of grant and fellowship proposals and graduate school applications and have resulted in successful applications for graduate funding. She has published six articles in selective, top-tier journals such as *College English*, *College Composition and Communication* and *Composition Studies* and one peer-reviewed book chapter. She is also a co-investigator on a five-year $599,000 National Science Foundation grant to identify the foundations and frameworks in selected STEM disciplines and to determine how these orientations might support (or inhibit) students' successful progression in their selected fields with attention to underrepresented students and their representation (or lack thereof) in STEM fields' frameworks.

Christian Ravela: Department of Philosophy
Dr. Ravela is an interdisciplinary literary and cultural studies scholar of race. He teaches both undergraduate and graduate level courses, including the general education program course, "Studies in Culture: Ancient to 17th Century" and "Research Methods in Humanities", the gateway course for Humanities and Cultural Studies majors. He has also supervised an honors thesis and a dissertation. In addition, Dr. Ravela has facilitated several workshops on teaching for his department. Dr. Ravela has also engaged in significant research on teaching that has informed his own pedagogical practices. Dr. Ravela has published eight single-authored, peer-reviewed articles in top tier and flagship journals for literary and cultural studies such as *Cultural Critique* (with 8%-10% acceptance), *Twentieth Century Literature* (with 8% acceptance), and *Modern Fiction Studies* (with 8% acceptance). He also regularly participates in top national conferences in his field. His scholarship explores questions of race through historical and formal analyses of 20th and 21st century U.S. multiethnic literary and cultural production. He serves as the faculty advisor for *Sparks Magazine*, a UCF Asian American undergraduate magazine and has served on numerous departments, college and university committees. He has also contributed to the discipline, by reviewing manuscripts for publication, speaking to the press about Asian-American issues, and serving on a prize committee for the American Studies Association.

College of Community Innovation and Education

Su Gao: School of Teacher Education

Dr. Gao has taught a variety of undergraduate and graduate courses, including a doctoral seminar for science education PhD students. Innovations in her teaching have been supported in part by internal and external grants and have helped more than 260 preservice teachers and 110 in-service teachers attain their academic success and learn how to teach science effectively. Dr. Gao has also supervised 67 undergraduate interns in the Secondary Science Education Program. She has also served on doctoral dissertation committees and provided opportunities for doctoral students to co-teach with her. Dr. Gao's scholarship is centered on two major themes: preparing and supporting teacher candidates and practicing teachers in teaching children science; and investigating teaching strategies and student performance in an international context. For both areas, she pursues research that informed the teacher education community, as well as the education research community. Dr. Gao has published 13 scholarly works, including nine journal articles, two book chapters, and two published proceedings. She has been awarded several grants, including one from the National Science Foundation ($500,000) and three from the Florida Department of Education (Total: $211,774). Dr. Gao has been active in local public-school districts, working with intern I and intern II students and their mentor teachers and has served as a grant reviewer for the National Science Foundation.

Yue Ge: School of Public Administration

Dr. Ge came to UCF from North Dakota State University with two years of tenure credit. Dr. Ge teaches undergraduate and graduate courses in the Emergency and Crisis Management Program, such as hazard mitigation and preparedness, disaster response and recovery, and international emergency and crisis management. Dr. Ge has developed three new courses for UCF and has mentored postdoctoral scholars, doctoral and master's students. Dr. Ge's research focuses on collaborative decision making, urban resilience, and interdisciplinary research methods. He has secured three federal research grants on information technology-enhanced risk communication as either a principal or co-principal investigator from the National Science Foundation and NASA totaling $3.9 million. He has published 16 articles in leading peer-reviewed journals since 2016 including *Risk, Environment and Planning* B: *Planning and Design*, *Asia Pacific Journal of Management,* and *Natural Hazards.* At UCF, he chairs the School Scholarship Committee and has served on numerous school and college committees. He also serves as a member of the Governor's Hurricane Conference, Educational Outreach Committee.

Ryan Labreque: Department of Criminal Justice

Dr. Labreque is an institutional and community corrections scholar who investigates the effectiveness of correctional interventions in reducing criminal behavior. He is deeply committed to teaching and working with students. He teaches a wide variety of in-person, online, and mixed-modality courses in the areas of corrections, criminal justice systems, data analysis, and criminological theory. He has also chaired three master's theses, served as a member on two master's theses, and an external member on two dissertation committees. During his academic career, he has been awarded 10 research grants totaling nearly $950,000, including a Graduate Research Fellowship and an Early Career Program Award from the National Institute of Justice. He has published 36 peer-reviewed articles (16 since joining UCF in 2019), including 12 co-authored with graduate students, in a variety of criminal justice and psychology academic journals and practitioner outlets with wide readership from corrections professionals. His publications also include 19 technical reports, seven book chapters, five encyclopedia entries, and two online media publications. He has also testified twice before the Oregon House and Senate Judiciary Committees, facilitated a professional webinar on propensity score modeling, and served as an expert witness in a class-action lawsuit over the use of administrative segregation in Ontario, Canada. In the last year, he was appointed as the Associate Editor of the journal *Corrections: Policy, Practice and Research* (CPPR) and has reviewed grant proposals for the National Institute of Justice, the Bureau of Justice Assistance, and the National Science Foundation.

David Mitchell: School of Public Administration
Dr. Mitchell teaches undergraduate and graduate courses such as change management in public administration, public capital and debt, and revenue policy and administration. He also developed a graduate certificate program in public budgeting and finance. In his courses, he uses service learning and integrated learning, and he has received quality online and textbook affordability designations for several courses. Dr. Mitchell's scholarship advances the public strategic management discipline by: 1) endorsing contingent perspective to strategy implementation focused upon practice, project management, and process in lieu of traditional, monolithic conceptions; 2) identifying the informal and formal accountability mechanisms utilized by local governments to strategically assess the ongoing value of participating in collaborative municipal service delivery networks; and 3) demonstrating that budgeting is an integral component of strategic management. He has published 13 articles in international and national public administration refereed journals with six published in the flagship journals of American Society for Public Administration (ASPA)-affiliated sections, two additional articles are published in the top-ranked public budgeting and finance journal. He has also presented professional papers (32) at international, national, regional, and state refereed conferences; 10 presentations were conducted with his graduate student mentees and three with practitioners. He has been invited to present his research 11 times, once in Romania as part of local official training. Dr. Mitchell has also participated in projects totaling $249,232 from external sources. In addition to
serving on committees at UCF, he has served as the national chair of the ASPA Section of Public Performance and Management and on the national executive committee for the ASPA Section on Public Administration Research. He currently serves on the International City/County Management Association (ICMA) Advisory Board on Graduate Education.

Jill Viglione: Department of Criminal Justice
Dr. Viglione came to UCF with one year of credit toward tenure from the University of Texas at San Antonio. She is dedicated to student learning, especially through experiential learning. She teaches undergraduate courses in research methods and corrections and graduate courses in criminal justice organizations and community corrections. She also developed and taught the department's first research-intensive course, titled "Community-based Corrections Research Intensive". She also mentors undergraduate students via directed independent research courses and serves on multiple dissertation committees. Dr. Viglione's research seeks to identify barriers and facilitators of change within correctional settings and to provide policy recommendations to improve the transfer of research into practice. She has received grants worth nearly $4.4 million from the National Institutes of Health and National Science Foundation and is a co-principal investigator on a five-year National Institutes of Health study*, Evaluation of Stepping Up Efforts to Improve Mental Health Services and Justice Evaluation*. In April 2019, she was awarded a National Science Foundation Rapid Response Grant titled *Examining Community Corrections Agencies During COVID*. Dr. Viglione has 33 peer-reviewed publications, with the majority published in top-tier journals. She has active partnerships with the Seminole County Sheriff's Office, Osceola County Corrections Department, Orange County Corrections Department, Middle District of Florida Federal Probation, and the Orange County Drug-Free Office. She serves in leadership roles in the American Society of Criminology's Division on Corrections and Sentencing, on the editorial board for *Corrections Policy, Practice, and Research*, as a board member for *Perspectives,* the journal of the American Probation and Parole Association, and an affiliate for the Global Community Corrections Initiative.

Jungwon Yeo: School of Public Administration
Dr. Yeo teaches required quantitative research and service-earning courses in online, hybrid and in-person modalities. Three of her online courses have received the “High Quality” or “Quality” designation -- meaning they have been evaluated for course components proven to be best practices in online course design. She also collaborates with students on conference presentations. She uses methods such as personalized/adaptive learning modules and data driven group research projects to inspire student interest and help students practice evidenced-based reasoning. Dr. Yeo’s research focuses on critical policy and administrative issues that emerge and evolve around the intersection of government, nonprofit and private organizations operating in times of crisis or normalcy. She has published 21 refereed articles, four invited/peer-reviewed book chapters, and presented her research at international and national conferences. She has also received four external research grants (Total: $136,450) over the last five years and received a best article of the year award from the editors of *Online Information Review* and Emerald Publishing. Dr. Yeo has been active in both professional and university service. She served as an associate editor for *Natural Hazards Review* (the flagship journal in emergency and crisis management) and *Informatization Policy* (an international journal). In addition, she was elected to the executive board for the American Society for Public Administration’s Section on Emergency and Crisis Management and Section on International Comparative Administration.

Melissa Zeligman: Counselor Education and School Psychology
As a counselor educator, Dr. Zeligman trains future mental health professionals. She teaches graduate courses that span techniques of counseling, individual psychological testing, and research in counselor education. She also oversees doctoral student instructors as they teach. Outside the classroom, Dr. Zeligman mentors doctoral students on dissertation committees and independent research. Dr. Zeligman came to UCF with three years of tenure credit from Georgia State University. Her scholarly contributions to counselor education have primarily stemmed from two distinct areas: 1: Trauma work (e.g., medical trauma from chronic illness/HIV, and trauma reactions including post-traumatic growth, dissociation, and meaning making), and 2: Chronic illness. She has published 36 peer-reviewed journal articles since 2016 with 21 co-authored with graduate students. Her work appears in top tier journals such as *Journal of Counseling & Development* and *Counseling Outcome Research and Evaluation* among others. In addition, she serves as co-investigator on a grant funded through the Health Resources and Services Administration (valued at $1,954,374), where she leads research efforts from data collected through the project. Dr. Zeligman also presents her research at national, state, and local conferences. At UCF, she serves in the role of research coordinator for the Community Counseling and Research Center housed within the college and coordinates the human services minor.

College of Engineering and Computer Science

Kristopher Davis: Department of Materials Science and Engineering
Dr. Davis teaches both graduate and undergraduate courses on optoelectronics, materials processing, and photovoltaic solar energy materials, in addition to numerous research and dissertation courses. His students have been very successful, winning awards at UCF and abroad. In addition to serving on graduate student committees at UCF, Dr. Davis was invited to become an official PhD thesis reviewer for both the University of New South Wales and Australian National University, two of the top universities in the world for photovoltaics. Dr. Davis’ research is focused on the development of new materials, fabrication processes, and characterization techniques to improve photovoltaic technologies and speed up the adoption of solar energy as a global energy resource. He has served as principal investigator or co-principal investigator on projects totaling approximately $2 million from the U.S. Department of Energy (DOE) Solar Energy Technologies Office. Since 2017, he has published 31 peer-reviewed journal publications, has given seven invited talks, and was recently invited to give two more at well known, international conferences. Dr. Davis was selected for the IEEE Photovoltaic Devices Committee. This position is a selective honor held by a handful of other distinguished members of the photovoltaics research and development community. He serves on the UCF Energy Council, formed by the Office of Research, and serves as a peer reviewer for numerous journals, as well as a grant proposal reviewer for national laboratories and the U.S. Department of Energy.

Aleksandar Dimitrovski: Department of Electrical and Computer Engineering
Dr. Dimitrovski teaches a diverse portfolio of graduate courses such as smart grids protection, power system reliability, and advanced power system analysis, and undergraduate courses in electric machinery and fundamentals of electric power systems. He has developed three new graduate courses and established a new laboratory on smart protection and control for power systems with equipment donated from Schweitzer Engineering Laboratories and Siemens. He also led the creation of a certificate program on sustainable and resilient energy systems and advises both undergraduate and graduate students. Dr. Dimitrovski conducts research in power systems. His most recognized works are in magnetic-electronic power control devices and in computational simulation of large power systems. He has published 25 peer-reviewed journal articles, listing his students as lead author on 11 of these. His h-index is 21, and he has over 1,500 citations to his work in Google Scholar. Dr. Dimitrovski has $1.35 million of research funding at UCF ($650,000 as principal investigator and $700,000 as co-principal investigator, with all but $50,000 from the U.S. Department of Energy). He was also recipient of a Fulbright fellowship and spent a semester as a visiting U.S. scholar at the University of Pristina in Kosovo, Europe, where he taught a new graduate course on energy economics. Dr. Dimitrovski is a senior member of the Institute for Electrical and Electronics Engineers (IEEE) and serves as a reviewer for most of its Power Engineering Society publications. He also organized the session on Energy Technologies for Smart Communities for UCF's SMART Conference and has been a reviewer for grant proposals to federal agencies.

Rickard Ewetz: Department of Electrical and Computer Engineering
Dr. Ewetz teaches undergraduate courses on engineering analysis and computation and computer aided design as well as graduate courses on future computing systems. He has developed and taught three new classes. To facilitate engaging and effective teaching, Dr. Ewetz provides students the opportunity to solve real-world problems by integrating theoretical lectures with both pen-and-paper and computer-based assignments. He has also mentored seven undergraduate students on research projects and serves on six doctoral committees. Dr. Ewetz's research is broadly focused on computer-aided design and its application to physical design of very large-scale integration (VLSI) circuits, emerging computing paradigms and future computing systems, the security of artificial intelligence (AI) and machine learning (ML), and the security of non-volatile memory systems. He has published 33 full-length conference publications and eight journal publications. As a principal investigator he has external grant funding from one NSF Research Initiation Initiative (CRII) project ($174, 453), one NSF Computer and Network Systems (CNS) Core project ($499, 635), one Defense Advanced Research Projects Agency (DARPA) Guaranteeing AI Robustness Against Deception (GARD) project ($983,694), and one Cyber-Florida Collaborative Seed Award ($74,936). He is also actively engaged in service at UCF and in the discipline, serving on technical program committees and as a panelist for federal agencies such as the National Science Foundation and the U.S. Department of Energy.

Ranajay Ghosh: Department of Mechanical and Aerospace Engineering
Dr. Ghosh teaches a variety of courses, including undergraduate, undergraduate honors and graduate courses on topics such as dynamics of machinery and elasticity and plasticity. He has worked to continually innovate his coursework by infusing modern topics, and those relevant to Florida industrial landscape as well as including invited talks from industry experts. His research pushes the frontiers of materials development by researching biologically inspired surface driven architecture. This approach is critical in emerging technological fields such as soft robotics, smart skins, adaptive structures, and hypersonic flight. He has 58 peer-reviewed journal publications, in some of the most renowned outlets. He was also invited to deliver keynote presentations at the prestigious International Society for Optics and Photonics (SPIE) conference on Smart Materials (2021) and the American Society of Mechanical Engineers Florida Chapter in 2020. He has received both internal and external funding totaling over $2 million from the National Science Foundation, the U.S. Department of Energy, DARPA, and Siemens and received an NSF CAREER award in mechanics of materials. He has served on technical committees of professional societies, reviewed grants for federal agencies, and is an active member of the UCF NSF CAREER mentoring committee providing feedback and input to colleagues for CAREER awards.

Zhishan Guo: Department of Electrical and Computer Engineering
Dr. Guo teaches undergraduate and graduate courses spanning real-time and embedded systems, cyber-physical systems, and algorithms. He has developed three courses and plans to develop and offer several more. He uses in-class demonstrations and real-life examples to foster student interest in course topics and to help them understand the soul of algorithms. In addition to his courses, he mentors graduate students in their dissertation and thesis projects. Under his mentorship, UCF has attended the F1TENTH autonomous racing competition four times and achieved a ranking of fifth. Dr. Guo's research interests are in real-time and intelligent systems, focusing on real-time scheduling theory, machine learning theory, and applications to cyber-physical and cyber-human systems. Much of his work is collaborative with experts from fields such as embedded systems, computer science, hospitality, and math. In his career, Dr. Guo has published 102 peer-reviewed publications (58 while at UCF) and his conference papers appear in prestigious venues. He has received a career total of $2.5 million in external funding, primarily from the National Science Foundation. He is actively involved in service activities for professional associations and has served as an editor for two journals, and as a grant reviewer for the National Science Foundation.

Samiul Hasan: Department of Civil, Environmental, and Construction Engineering
Dr. Hasan teaches undergraduate courses in highway engineering and transportation engineering systems. He has developed and taught graduate courses that cover algorithms and models for smart cities and modeling human behavior with emerging data as part of the new smart cities track in civil engineering. In his courses, he runs in-class design problem sessions in which students form a team and solve a problem within the class time. Two of his students were awarded Outstanding Master's Thesis awards at UCF. His research focuses along two major themes: 1: Data science: developing data-driven methods to understand dynamics in human mobility, traffic congestion, disaster management, hurricane evacuation, and social media activity; and 2: Infrastructure resilience: developing models to understand infrastructure system interdependencies in the delivery of critical urban services such as energy, water, transportation and communication, and potential impacts of a failure to these systems under extreme events. Dr. Hasan has published 26 journal articles (12 with students), and 22 conference proceedings (17 with students). He has received $5 million in external research from diverse sources, including federal grants from the National Science Foundation and the U.S. Department of Transportation, state level grants from the Florida Department of Transportation, Northeast Florida Regional Council, and university transportation center (UTC) grants. Dr. Hasan has served as a member of the editorial advisory board of the journal *Transportation Research* and reviewed papers for numerous journals in addition to serving on three National Science Foundation grant review panels. He also serves as the faculty advisor for the Institute of Transportation Engineers (ITE) UCF Student Chapter—that won ITE Florida Puerto Rico District Student Chapter Momentum Award in 2021.

Helen Huang: Department of Mechanical and Aerospace Engineering
Dr. Huang teaches courses in biomedical engineering such as advanced biomechanics, and bioinstrumentation. In her courses she uses a wide variety of teaching activities from lectures to interactive activities and group debates to help her students gain or improve skills employers value. Dr. Huang also works with graduate students by serving on their doctoral or master's committees. She chaired three of the first UCF biomedical engineering master's thesis graduates. Dr. Huang directs the UCF Biomechanics, Rehabilitation, and Interdisciplinary Neuroscience (BRaIN) Lab and mentors a team of graduate and undergraduate students from multiple disciplines including biomedical engineering, mechanical engineering, computer engineering, and biomedical sciences. Her research focuses on multimodal neuromechanics of human locomotion and motor adaptation, as well as mobile brain/body imaging. She has also pioneered recording isolated electroencephalography (EEG) motion artifacts during human locomotion. She has secured nearly $2 million in external funding from the National Institutes of Health and the National Science Foundation, and partnered with industrial groups such as Lockheed Martin Exoskeleton Technologies and Stretch Med, Inc. Her research has also won the American Society of Biomechanics (ASB) President's Award for the best poster at the annual meeting in 2020 and was selected as one of the Frontiers in Human Neuroscience Brain Imaging Methods Chief Editor's Picks of 2021. Dr. Huang is also an alumna of the U.S. National Academy of Engineering (NAE) Frontiers of Engineering (FOE) Program for which participation is by invitation. She is a reviewer for multiple major peer-reviewed journals, an associate editor for *IEEE Transactions on Neural Systems* and *Rehabilitation Engineering*, and a grant reviewer for NIH and NSF.

YeonWoong Jung: Department of Materials Science and Engineering
Dr. Jung teaches undergraduate and graduate courses on topics such as properties of materials at nanoscale, structure and properties of materials, and experimental techniques in materials. He has developed graduate level courses for his department and aims to generate interest in broad scientific subjects as well as an understanding of challenging scientific problems. In addition to the courses he teaches, he has also served on dissertation committees for 13 students. His research explores the extraordinary properties of various emerging nanoscale materials and their translation to transformative technologies through interdisciplinary approaches. He has published 65 papers in his career with more than 6,500 citations of his research, and two of his papers were selected as the top 100 most downloaded papers in *Nature Scientific Reports*. He has received $1.2 million in funding from federal agencies such as the National Science Foundation, the U.S. Environmental Protection Agency, the Air Force Office of Scientific Research, and in industry for Samsung Display. Dr. Jung's service includes reviewing articles submitted in top journals such as *Science*, *Science Advances*, *Nature Electronics*, and *Nano Letters*, and proposals submitted to federal agencies/science communities. He also organizes and participates in various outreach activities and STEM events.

Brian Kim: Department of Electrical and Computer Engineering
Dr. Kim teaches undergraduate and graduate courses in electronics, including a course that is required for several engineering majors. He also created a new graduate course to teach emerging biotechnologies to electrical and computer engineering students. He engages in research with students outside the classroom by supervising dissertations and master's theses. Dr. Kim's research focuses on developing neurochemical-based neural interfaces and high-density electrophysiology technology to better understand biological neural networks and explore the computation and decision making of our brain, to help patients with neurological disorders or physical impairments using practical neuroprosthetics. He has published 15 peer-reviewed journal publications (10 while at UCF) and 11 conference papers (eight while at UCF) in prestigious venues such as *Nature Communications*, *Advanced Materials, Biosensors and Bioelectronics,* and others. Dr. Kim has also received research funding of $2.23 million from various federal agencies, including the National Science Foundation, the National Institutes of Health, and the U.S. Department of Defense. Dr. Kim serves as a technical reviewer on many high-quality journals and has served on grant review panels for the National Science Foundation. He has also presented science and engineering topics at Orange County Public Schools.

Swaminathan Rajaraman: Department of Materials Science and Engineering
Dr. Rajarman teaches undergraduate and graduate courses in nanoscience. He has created two new graduate courses, one on laser materials processing and one titled *Bio interfaces Enabled Micro/Nanofabrication*. He has also mentored 24 students, post-doctoral fellows and research associates and has graduated two doctoral, and two master's students. An additional 18 students and post-docs have graduated from his research group and have moved on to industry employment in companies such as Intel, NASA, and Texas Instruments or top-ranked graduate schools including Stanford, MIT, and Heidelberg University. Dr. Rajarman has published 23 refereed journal articles, and received funding from the National Institutes of Health, as well as industries such as Massey, AxoSim, CoreMap, and others for a total of $939,970. His research has been cited 796 times and his work at UCF has led to 13 patents and applications. Dr. Rajarman has served as a grant proposal reviewer for the National Science Foundation, serves on the Editorial Board of *Nature Scientific Reports*, and is one of the founding members, reviewer, and series host and organizer of the North American Materials Colloquium Series; a weekly colloquium series attracting presenters and audience members from 40 universities across North America.

Tania Roy: Department of Materials Science and Engineering
Dr. Roy is an electrical engineer who teaches undergraduate and graduate courses that cover topics such as tunnel transistors, nano-electromechanical switches, and device physics. She has developed new courses for UCF that cover the latest advancements in semiconductor device research. She also supervises four doctoral students in her research group. Dr. Roy has established a research program on device-based neuromorphic computing, a first at UCF. Her research group has published pioneering research on 2D materials based memristive and optoelectronic neuromorphic devices. She has published 20 journal papers in various high impact journals, including *Advanced Materials*, *Nano Energy*, *Science Advances*, *Nano Letters*, *ACS Applied Materials and Interfaces*, *IEEE Electron Device Letters*, *Scientific Reports and Applied Physics Letters.* Her research has been supported by $1.5 million in funding from the National Science Foundation, the U.S. Department of Defense and industry partners such as BAE Systems. She is a member of the Technical Program Committee of the Device Research Conference, the oldest running conference on semiconductor devices in the world; regularly reviews journal manuscripts and participates in outreach activities such as UCF STEM Day.

A H M Anwar, Sadmani: Department of Civil, Environmental and Construction Engineering
Dr. Sadmani is a scholar who works in the area of conventional and functionalized membranes and membrane-based hybrid processes for water and wastewater treatment and water reuse applications. He teaches undergraduate and graduate courses that cover topics such as environmental engineering operations and processes, water treatment, and industrial waste treatment. He served as the faculty advisor of the award-winning student project *OSMOsis-Driven ReclAmation of Water (OSMODRAW)* for the 2018 U.S. Environmental Protection Agency's People, Prosperity, and the Planet (P3) Student Design Competition Award and supervises doctoral and master's students. In his career, he has published 21 journal papers, two book chapters, and made 26 conference presentations. A number of his publications are with students. Dr. Sadmani has garnered $2.4 million in environmental engineering research funding as a principal or co-principal investigator from diverse sources, including federal grants from the U.S. Environmental Protection Agency and NASA, several State of Florida grants, and several industrial grants. Dr. Sadmani has served on federal and foundation grant review panels and as a reviewer for high-impact scholarly journals. He is also the faculty advisor for the Society of Environmental Engineers at UCF.

Benjamin Sawyer: Department of Industrial Engineering and Management Systems
Dr. Sawyer is working to build a new interdisciplinary community focused on information design and readability. He came to UCF with two years of tenure credit from the Center for Transportation and Logistics at the Massachusetts Institute of Technology. He teaches undergraduate and graduate courses in human computer interaction, probability and statistics for engineers. In his courses, he uses problem sets, debates and analytic writing, in addition to coffee shop study groups on platforms such as GroupMe and Discord, to encourage interactive discussions. Dr. Sawyer has published 28 articles in high impact peer-reviewed journals and 30 peer-reviewed conference papers and has given 24 invited lectures. His publications have been cited 733 times. He has received $948,000 in research funding from a mix of federal and industry dollars from companies such as Adobe and Google. Dr. Sawyer serves as a peer reviewer for journals in his discipline and is a member of four editorial boards.

Robert Steward: Department of Mechanical and Aerospace Engineering
Dr. Steward is a scholar who teaches and conducts research in the areas of cellular biomechanics, endothelial cell biology, cardiovascular disease, and diabetes. He teaches graduate courses in biofluid mechanics, continuum biomechanics, and biostructures. He has developed and taught two new courses in the biomedical engineering curriculum. He is an active mentor to both graduate and undergraduate students. Dr. Steward's research focuses on cellular biomechanics, an interdisciplinary field that involves cell biology, biophysics, and engineering. He has received external funding from the National Institutes of Health, National Science foundation, and Mayo Clinic-UCF Seed Grant Program totaling approximately $1.2 million. He has 23 peer-reviewed journal publications (13 since joining UCF) and 40 peer-reviewed conference proceedings (17 since joining UCF). At UCF, Dr. Steward serves as a McNair Scholars Program faculty mentor, and EXCEL/COMPASS Undergraduate Experience faculty mentor. His service to the profession includes reviewing journal manuscripts and serving as a grant review panelist for the National Science Foundation.

Thomas Wahl: Department of Civil, Environmental and Construction Engineering
Dr. Wahl teaches undergraduate and graduate courses in hydraulics, water resources and coastal systems analysis. His courses focus on team-based learning and problem solving, engagement with current literature, and the active use of novel modeling and analysis techniques and tools to equip his students with skills and knowledge required for successful careers in academia and industry. He also serves as the advisor for undergraduate and graduate students. Dr. Wahl's research focuses on the vulnerability of coastal societies, built infrastructure, and fragile ecosystems due to hydrometeorological extremes and climate change, including compound events, connected climate extremes, and multi-hazards. He has been awarded 16 external research grants (seven as lead principal investigator) totaling more than $28 million, including a prestigious NASA New (Early Career) Investigator Award. He has published 35 journal articles since joining UCF and has been recognized with the 2018 Natural Hazards Division Outstanding Early Career Scientist Award of the European Geosciences Union, and the 2021 Early Career Scientist Medal by the International Association for the Physical Sciences of the Ocean (IAPSO). He is an active member of five technical committees in the profession and is the sole U.S. representative in the International Coastal Impact Model Inter-comparison Project (CoastMIP). He is also an Associate Editor for the journal *Natural Hazards.*

College of Graduate Studies

Joseph Kider: School of Modeling, Simulation and Training
Dr. Kider is an interdisciplinary scholar who works with archeologists, engineers, historians, psychologists, and computer scientists. He has developed and teaches courses in simulation techniques, mixed reality, and performance simulation. To give students a competitive edge, he co-led the creation of an advanced modeling and simulation student training lab. Outside the classroom, he mentors doctoral, master's and undergraduate students and has published with 14 different undergraduate students. Dr. Kider's research seeks to understand the impact of the built environment on humans, and conversely, how humans impact the built environment. By incorporating computational methods, his research develops buildings that are more energy efficient while focusing on the humans-in-the-loop. He has been awarded $3,091,325 in research funding from agencies such as the National Science Foundation, the National Endowment for the Humanities, U.S. Department of Agriculture, and DARPA. Dr Kider has 18 publications at UCF. His service work includes participation on a Blue-Ribbon Energy Panel (organized by the Vice President of the Office of Research) to plan and strategize UCF energy-related research, reviewing journal manuscripts for the profession, and reviewing grant proposals for the National Science Foundation and Swiss National Science Foundation.

College of Health Professions and Sciences

Jeanette Garcia: Department of Health Sciences
Dr. Garcia teaches courses such as *Physical Activity and Preventative Medicine*, *Preventative Healthcare*, and *Physical Activity and Nutritional Epidemiology* to undergraduate and graduate students. She has chaired eight honors undergraduate theses and has graduated two doctoral students and four master's students. Dr. Garcia is a behavioral health and community-based scholar whose research focuses on evaluating the feasibility, acceptance, and impact of health promotion interventions for youth diagnosed with autism spectrum disorder (ASD). She created a judo intervention program and conducted several pilot studies with youth diagnosed with ASD leading to requests to collaborate from K-12 schools, universities, and ASD organizations across the U.S. and Europe. She has received over $190,000 of funding from internal and external sources to support the development of novel physical activity and nutrition education interventions for youth with ASD and has authored or co-authored 39 peer-reviewed articles in highly ranked journals. Dr. Garcia is involved in both university and community service work. She serves as a grant reviewer for the National Strength and Conditioning Association and was invited to serve as a member of the Health Advisory Team for MetroPlan Orlando, where she will assist with the development of initiatives to promote community health in the Orlando area.

James Whitworth: School of Social Work
Dr. Whitworth engages, motivates, and prepares the next generation of social work professionals. He teaches courses in military social work as part of the graduate Military Social Work Certificate Program. Many of his former students who completed this certificate program are now providing vital services to military members, veterans, and their families as social workers with the Veterans Health Administration, non-profit agencies, medical facilities, private practice settings, and on active-duty military service. He uses role-play, clinical application exams, active case discussions, reflective writing, and student clinical presentations to provide a learning lab environment for his students. Dr. Whitworth's research is focused on identifying and evaluating effective ways to understand/intervene with trauma impacted military members, veterans, and their families; and the creation/evaluation of effective educational strategies for developing social workers to work with military/veteran populations. He has published 13 peer-reviewed articles, one textbook, and one book chapter. He received external funding from the Wounded Warrior Service Dog Program (nearly $75,000) and a $10,000 award from a private local family foundation to support his research. He was also selected as a member of U.S. Congressman Gus Bilirakis' Veteran Transition Task Force to formulate policy and practice recommendations for improving military veterans' transition to post-military life. He has also served as a clinical volunteer for the UCF Knights Clinic.

College of Medicine

Karl McKinstry: Burnett School of Biomedical Sciences
Dr. McKinstry is an expert on immunological memory and modern techniques for interrogating immune responses using preclinical animal models. He teaches courses on molecular immunology and frontiers in biomedical science. In addition to incorporating online components to his face-to-face courses, he uses case studies as one way to stress the clinical importance of the material students learn in his courses. In addition to his classroom teaching, he has mentored doctoral, master's and undergraduate students. Dr. McKinstry's research is focused on mobilizing a subset of lymphocytes termed CD4 T cells, the 'helper' cells of immune responses, to improve vaccines against respiratory viruses like influenza. He has received over $1 million in external funding from the American Heart Association and the National Institutes of Health and has 17 publications, and one awarded patent. His service work includes serving as a faculty reviewer for the Focused Inquiry and Research Experience (FIRE) in the College of Medicine, as a manuscript reviewer for various journals, and as a grant proposal reviewer for the U.S. Department of Defense and NASA.

College of Nursing

Elizabeth Kinchen: Department of Nursing Systems

Dr. Kinchen is a board-certified advanced holistic nurse who teaches undergraduate and graduate courses such as nursing research, nursing as a profession, and healthcare issues, policy and economics. She also mentors and guides students at both the undergraduate and graduate level in developing their scholarly writing and research skills in preparation for generalist and advanced nursing education and practice. Dr. Kinchen's research is focused on
holistic nursing care models and interventions, and she was recently inducted into the Global Academy of Holistic Nursing (GAHN) as a distinguished scholar, for outstanding contributions to holistic practice, education, and research. She has eight publications in respected peer-reviewed national and international journals and presented her research at national and international conferences. She is also a co-investigator on a National Institute of Aging funded study using assistive devices in automobiles to detect driving habits related to cognitive changes. She serves on the UCF Institutional Review Board as a scientific member and served as a proposal reviewer for the Pabst Steinmetz Foundation Arts and Wellness Innovation Award and as a Florida Blue Foundation Quality of Patient Care Grant reviewer.

College of Optics and Photonics

Kyu Young Han

Dr. Han teaches undergraduate courses on biophotonics, covering such topics as phototherapy for neonatal jaundice, different optical properties of cancer cells, drug screening using optical chirality, green fluorescent proteins, laser tattoo removal, and geometric optics, and introductory course in photonic science and engineering. In addition to his classroom teaching, Dr. Han directs independent research projects with undergraduate and graduate students. His research focuses on developing new fluorescence microscopy techniques to help understand the mechanisms of cellular processes and diseases. He has received $3.6 million in research funding from the National Science Foundation, and the DARPA, and was UCF's first faculty to receive the National Institutes of Health Maximizing Investigators' Research Award (MIRA) for Early-Stage Investigators. He has 18 publications in journals such as *Optica*, *Nanophotonics* and *Nature Photonics.* His service work includes various college and university committees. In addition, he reviews grant proposals for the National Science Foundation and the National Institutes of Health, and journal manuscripts for several journals.

Rosen College of Hospitality Management

Bendegul Okumus: Department of Food Services and Lodging Management

Dr. Okumus teaches a variety of undergraduate courses about the hospitality industry including nutrition concepts and issues, sanitation, hospitality and tourism marketing, hospitality management and wellness management. Four of her courses received the "Quality" course designation from UCF Distributed Learning demonstrating that they contain course components proven to be best practices in online course design. Dr. Okumus' main research areas include food/culinary tourism, food waste, healthy eating, eating behavior in different age groups, food safety in restaurants and food trucks, and health and wellness in hospitality and tourism. She has authored/coauthored 35 refereed journal articles in high quality journals, 18 conference presentations, three poster presentations, two book chapters, one edited book, and two encyclopedia entries. One of her conference papers received a best paper award. Dr. Okumus serves on editorial boards of eight academic journals and reviews for another 17 academic journals. She has also served on committees for the International Council on Hotel, Restaurant, and Institutional Education.

Jorge Ridderstaat: Department of Hospitality Services
Dr. Ridderstaat teaches courses on finance, accounting, econometrics, and quantitative analyses. His courses include guest lectures by external experts, and he uses case studies to improve students' experience. He has mentored undergraduate and graduate students and is a member of four PhD dissertation committees. Dr. Ridderstaat's research investigates the factors that impact tourism demand and factors that affect the hospitality industry's performance, particularly the restaurant and lodging industries. He has published 20 articles in high quality journals such as *Tourism Management, Annals of Tourism Research*, *Journal of Travel Research*, *International Journal of Hospitality Management*, and *Journal of Hospitality & Tourism Research*. His research has been recognized with three best paper awards from the International Association of Hospitality Financial Management Educators and he has also received $159,436 in external funding. In addition to serving on department and college level committees, Dr. Ridderstaat also serves on two editorial advisory boards and has reviewed 60 manuscripts for journals.

Tingting Zhang: Department of Hospitality Services
Dr. Zhang teaches courses in hospitality information technology, database management for hospitality tourism organizations and internet security for hospitality and tourism, and digital marketing. In her courses, she incorporates teamwork and group learning to foster collaborative learning, uses mobile based class-response applications to gain real-time student feedback, and interactive activities to increase student engagement. She has chaired one honors thesis committee and served as member of two PhD dissertation committees. Dr. Zhang's research primarily concentrates on value co-creation and customer engagement with a special focus on information technologies in the hospitality and tourism sectors. She has published 38 refereed articles in high quality journals, 15 articles with graduate students, and received best paper awards from the International Conference on Tourism and Retail Management and the Global Conference on Business and Economics. Dr. Zhang serves on many department, college and university committees. In addition, she serves as the associate editor for the *Journal of Hospitality and Tourism Technology* and on the editorial board of four additional journals.

College of Sciences

Melanie Beazley: Department of Chemistry
Dr. Beazley is a dedicated and effective teacher who teaches first year general education courses as well as upper level and graduate environmental chemistry courses. She also has a successful and active graduate research program and has graduated three PhD students, two (non-thesis) M.S. students, chaired five graduate committees, and served as a member on 31 additional graduate committees. Dr. Beazley's research centers on the fate and transport of contaminants in the environment to understand the biogeochemical and microbiological controls that affect their mobility and speciation in natural systems. She has received $1,026,931 in external funding, including a highly competitive peer-reviewed large grant from the Gulf of Mexico Research Initiative (GOMRI). She has published 10 original research articles in peer-reviewed, ISI indexed journals and has presented 12 invited colloquia. Her lab was involved with testing wastewater on the UCF campus for the SARS-CoV-2 virus. Dr. Beazley has served as a manuscript reviewer, a grant proposal reviewer for the National Science Foundation and has sponsored elementary and high school students in her lab by providing advice and instrumentation for science fair projects.

Adriana de Bekker: Department of Biology
Dr. de Bekker teaches undergraduate general biology courses as well as courses in mycology and biology of fungi. In her classes, she incorporates the latest research into her teaching and has introduced problem-based learning and interactive lectures. She has also led a virtual seminar series that brings speakers from diverse backgrounds, research fields and career stages to biology students. Dr. de Bekker's research lies at the intersection of behavioral ecology, fungal biology, disease ecology, and next generation sequencing and is at the forefront of the integrated fields that study parasitic behavioral manipulation. Her work centers around micro-host interactions; specifically, how some parasites disrupt, manipulate, and control the behavior of their hosts, turning them into "zombies". She has received $1,015,000 in external funding from the National Science Foundation and has published nine peer-reviewed articles. One of her papers received a best paper award from the journal *Myrmecological News.* She has also been invited 12 times to present at international conferences. Her service work includes reviewing grant proposals and journal manuscripts, and she is involved with significant outreach efforts including developing a partnership with the Orlando Science Center and developing an educational zombie ant virtual reality experience.

Neil Duncan: Department of Anthropology
Dr. Duncan is an archaeologist and paleo ethnobotanist. He teaches courses in general anthropology as well as ancient Incas, and anthropology of plants and people among others. He has also facilitated the creation of an archaeological internship in cooperation with the Cape Canaveral Space Force Station that provides valuable field and laboratory research to students. Dr. Duncan's research traces the impacts of food production on landscapes and examines the role food plays in culture and society. He studies micro remains of plants, phytoliths (plant silica), starch grains, and preserved archaeological plant remains that serve as proxies for reconstructing paleoenvironments, agricultural systems, and to understand what peoples in the past utilized for food and medicine. He has published 12 peer-reviewed articles in premier high-impact journals (including one article in the prestigious *Proceedings of the National Academy of Sciences*) and 11 refereed book chapters published in academic presses. His laboratory houses one of the world's largest collections of plant phytoliths along with an extensive comparative archaeological plant collection from the Americas. He has also received external funding from several sources including the National Science Foundation ($247,640) and the Argonne National Laboratory ($468,732). In addition to reviewing journal manuscripts, Dr. Duncan's service work includes serving as a judge for the Showcase for Undergraduate Research at UCF, and as a reviewer for the Fulbright Specialist Roster.

Xiaofeng Feng: Department of Physics
Dr. Feng teaches a number of courses including introductory physics courses, intermediate physics labs and a graduate course in interfacial physics. He provides important skills to his students such as data analysis and processing and scientific writing and is working with other faculty in the department to identify best practices for some of the introductory level courses. In addition to his courses, Dr. Feng mentors both undergraduate and graduate students providing them with significant research experience including publishing papers in high-impact journals and presenting their research at national conferences. Dr. Feng's research focuses on electrochemical fuel synthesis, that is, using renewable electricity to power the synthesis of chemicals and fuels, such as ammonia (a key ingredient in agricultural fertilizers) and ethanol. His research team was among the first who demonstrated electrochemical ammonia synthesis. The results were published in top journals in the field including *Nature Communications*, *ACS Energy Letters*, and *ACS Catalysis*. One paper was also recognized among the "top 50 *Nature Communications* chemistry and materials science articles. Dr. Feng has received a Sloan Research Fellowship (the first and so far, the only one at UCF) and external funds of $924,641 to support and expand his research program. Dr. Feng is also engaged in outreach activities such as UCF STEM Day, Physics Career Day, has reviewed grant proposals for the National Science Foundation and serves as a manuscript reviewer for many top journals.

Yulia Gerasimova: Department of Chemistry
Dr. Gerasimova teaches courses in organic chemistry, biochemistry, and biomechanical methods. She uses innovative methods such as group problem solving activities, gamification, and iClicker technology to promote student engagement. In addition, she also created 291 videos available to students via a YouTube channel. Dr. Gerasimova has mentored 36 undergraduate students, five graduate students and two postdoctoral scholars. Dr. Gerasimova's research is focused on developing new chemical tools for nucleic acid analysis, which take advantage of functional nucleic acids (deoxyribozymes and aptamers) and DNA nanotechnology to advance molecular diagnostics and microbial detection. Her collaborators include colleagues from within UCF as well as the Scripps Research Institute (Florida) and University Federal of Rio Grande, Brazil. She has received $1.1 million in external funding from the National Institutes of Health and the Florida Department of Health. She has published 12 articles in peer-reviewed professional journals, all of which were co-authored by her mentees. She also presents her research and national and international conferences and has been invited to deliver three talks at other universities. In addition to departmental committee service, Dr. Gerasimova regularly reviews manuscripts for professional journals and has served on 11 undergraduate honors thesis, 13 candidacy and five dissertation committees.

Maria Harrington: Nicholson School of Communication and Media
Dr. Harrington is a scholar focused on creating and innovating at the forefront of immersive informal learning design, development, and evaluation using augmented reality (AR) and virtual reality (VR). She teaches digital media classes in which she includes user-centered design, digital media production, and digital management asset systems as instructional tools. She has introduced AR and VR technology into her courses and has engaged with a unique collaboration with the Orlando Museum of Art to provide students with free access to the collection. In addition, she has partnered with additional organizations such as the Carnegie Museum of Natural History to provide internship experiences for her students. Her scholarship has primarily concentrated on developing AR and VR virtual nature products funded by a
$25,000 Epic MegaGrant from Epic Games. Two major projects have been completed to date: The Virtual UCF Arboretum, a large immersive virtual nature environment, and the AR Perpetual Gardens Apps, representing 12 separate components in development efforts, and eight digital publications on worldwide distribution channels. Weblogs show 50,741 views and 29,906 downloads. Dr. Harrington has published eight research articles and extended abstracts in peer reviewed journals such as *Curator: The Museum Journal*, *Multimodal Technologies,* and *Interaction Journal.* She was also selected to be an artist in residence at Powdermill Nature Reserve. She has been invited to serve as an expert in AR and VR for grant review panels by the Canada Foundation for Innovation and the National Science Foundation, has served as a guest editor for a special issue by *Virtual Reality*, and reviews journal manuscripts for peer-reviewed journals.

William Kaden: Department of Physics
Dr. Kaden teaches undergraduate and graduate level courses such as building physics apparatus, college physics I and II, and interfacial physics. By using techniques such as active learning and peer instruction in studio mode courses, his students have achieved significant learning outcomes. Dr. Kaden has also served as a thesis advisor to three graduate students, supervised five undergraduate research assistants, and served on more than a dozen PhD dissertation committees. Dr. Kaden carries out research in the interdisciplinary area of surface science characterization and epitaxial thin-film development which he applies to a number of disciplines. He has also ventured into planetary science by studying the phenomenon of space weathering. Dr. Kaden has been involved with over $2 million in external funding including a National Science Foundation Major Research Instrumentation (MRI) award worth over $700,000 for an x-ray photoelectron spectroscopy apparatus that will enable both more research productivity and more external funding by providing in-house capabilities that were not previously available. In addition, Dr. Kaden has maintained a strong publication record with 16 published papers in his tenure review period and an average of about 150 citations per year. Dr. Kaden's service activities include forming the Central Florida Physics Research Exchange Program, serving on the executive committee of the Florida chapter of the American Vacuum Society, and reviewing grant proposals for the National Science Foundation, the American Chemical Society, and the U.S. Department of Energy.

Ellen Kang: Department of Physics
Dr. Kang has taught at all levels, from introductory physics for non-majors to graduate core and elective courses in nanotechnology. She integrates her molecular biophysics and nanobiology research program into her courses by implementing nano biophysics-related learning modules. She has created a new course for the nanotechnology master's program to introduce the fundamental concepts in biophysics and nanobiology and a new undergraduate course titled "Chemical and Life Science Nanotechnology". In her molecular biophysics laboratory, Dr. Kang studies multi-disciplinary approaches including protein biochemistry, molecular biophysics, and nanobiology to understand how mechanics and structure of cytoskeleton – the essential component of living cells– are regulated by cellular environmental factors from nanoscale to macroscale. She has received over $2.8 million in external funding from the National Science Foundation, the National Institutes of Health, and NASA. Her 16 peer-reviewed journal articles appear in high-impact journals such as *Applied Physics Letters*, and *Proteins*. Dr. Kang is engaged with STEM outreach activities through STEM Day, Physics Career Day and Camp Connect. In addition, she has served as a grant reviewer for the National Science Foundation, and the Florida Space Grant Consortium and a guest editor for the *Journal of Visualized Experiments* (JoVE) Methods Collection.

Abey Lopez-Garcia: Department of Mathematics
Dr. Lopez-Garcia joined UCF with two years of tenure credit from the University of South Alabama. He has taught undergraduate and graduate courses on topics ranging from ordinary differential equations, matrix and linear algebra and advanced calculus. He has also introduced a new course titled "Introduction to Random Matrix Theory" to the graduate curriculum and supervised an undergraduate honors course in the major thesis. Dr. Lopez-Garcia's research can be classified as follows: 1: Asymptotic properties of multi-orthogonal polynomials, 2: Spectral properties of random banded Hessenberg matrices, and 3: Asymptotics and distribution of greedy energy sequences on the unit circle and on spheres. He has published five articles in high-quality journals such as the *Journal of Approximation Theory*, *the Journal of Mathematical Analysis and Applications*, and *Sbornik Mathematics.* He has presented his research at international and national conferences. He served for two years as the course coordinator for ordinary differential equations and was instrumental in the department's adoption of an online homework system. He also has reviewed journal manuscripts for *Mathematical Reviews of the American Mathematical Society* and co-organized a special session on orthogonal polynomials and applications in the annual AMS-MAA Joint Mathematics Meeting.

Chase Mason: Department of Biology
Dr. Mason is a plant evolutionary ecophysiologist, who examines how key plant traits mediate responses to diverse environmental pressures. He teaches research intensive upper-level courses in evolutionary biology and biological research methods and experimental design, and a laboratory course in plant physiology. He has supervised three PhD students and a postdoctoral scholar and has mentored 60 undergraduate researchers, including nine undergraduate Honors in the Major theses. He established the student-led UCF Plant Breeding Initiative to expand training opportunities and was named the UCF Undergraduate Research Faculty Mentor of the Year. Dr. Mason's research advances the fundamental basic science of plant physiology while simultaneously generating genetic and physiological insights that benefit humanity through applications in sunflower crop protection and breeding. He has published 12 peer-reviewed journal articles and organized, and guest edited a special issue of the *International Journal of Plant Sciences*. He has received $481,403 in external funding from the Foundation for Food and Agriculture Research, the American Rhododendron Society, and the Fred C. Gloeckner Foundation. He was named a New Innovator in Food and Agriculture Research by the National Foundation for Food and Agriculture Research. He serves on the UCF Institutional Biosafety Committee, as faculty advisor for two registered student organizations, and he co-organized a plant science-focused conference (Plants Beyond Limits) held on campus. He also serves on two leadership committees within the National Botanical Society of America.

UCF | Board of Trustees

Agenda Memo

Board of Trustees
Academic Excellence and Student Success Committee | May 25, 2022

AESC-3: Tenure with Hire

☐ **Information** ☐ **Discussion** ☒ **Action**

Meeting Date for Upcoming Action: May 26, 2022

Purpose and Issues to be Considered:
The recommendation of a faculty member for tenure shall signify that the president and the Board of Trustees believe that the employee will continue to make significant and sustained professional contributions to the university and the academic community. The primary purpose of tenure is to protect academic freedom. The award of tenure shall provide annual reappointment until voluntary resignation, retirement, removal for just cause, or layoff. The department, college, and Provost support the recommendations for Tenure with Hire.

Background Information:
New faculty members are hired each year with tenure. Typically, such faculty members have earned tenure at their previous institution and meet UCF's requirements for tenure. For others, tenure is part of the hiring package for senior faculty members hired for administrative positions. The university's department faculty members and administrative officers have approved granting tenure to these faculty members.

Recommended Action:
Approve the recommendations for Tenure with Hire

Alternatives to Decision:
N/A

Fiscal Impact and Source of Funding:
Faculty members are university employees, and like other employees, compensation negotiations happen during the hiring process. Recommendations for tenure are considered independently from compensation. Tenure-awarded faculty will have annual reappointment until voluntary resignation, retirement, removal for just cause, or layoff.

Authority for Board of Trustees Action:
UCF-3.015(4)(a)4 – Promotion and Tenure of Tenured and Tenure-earning Faculty

Contract Reviewed/Approved by General Counsel ☐ **N/A** ☒

Committee Chair or Chair of the Board has approved adding this item to the agenda ☒

Submitted by:
Michael D. Johnson, Provost and Executive Vice President for Academic Affairs

Supporting Documentation:
Attachment A: Tenure with Hire Justification

Facilitator:
Michael D. Johnson
Jana L. Jasinski, Vice Provost for Faculty Excellence and Pegasus Professor of Sociology

Attachment A
Tenure with Hire Justification

Andrea Burrows, Professor
College of Community Innovation and Education, School of Teacher Education
Dr. Andrea Burrows received her Ph.D. in curriculum and instruction with a science specialization from the University of Cincinnati. She came to UCF from the University of Wyoming as a tenured professor of teacher education and served as associate dean for Undergraduate Programs in the College of Education. At UCF, Dr. Burrows will serve as the School of Teacher Education director. Dr. Burrows' research interests include integrated STEM education and partnerships. As a principal investigator, she has received grants from the National Science Foundation, National Security Agency, and Wyoming Department of Education. She has published extensively in high-quality peer-reviewed journals and contributed to books published by renowned academic publishers. She has also presented at regional, national, and international conferences and participated in invited talks. Dr. Burrows has extensive teaching experience at the undergraduate and graduate levels and was the recipient of the Association for Science Teacher Education (ASTE) Award 1 – Outstanding Science Teacher Education of the Year and ASTE Award IV – Innovation in Teaching Science Teachers. She serves as an associate editor for ***Computers in Education Journal,*** co-editor for the ***Journal of Contemporary Issues in Technology and Teacher Education – Science Education,*** and as president of the Association for Science Teacher Education, among many other service activities in the profession, college, and university. The School of Teacher Education and College of Community Innovation and Education support the recommendation for Tenure with Hire.

Nathan Bowling, Associate Professor
College of Sciences, Department of Psychology
Dr. Nathan Bowling received his Ph.D. in psychology from Central Michigan University. He came to UCF from Wright State University as a tenured professor in psychology. While at Wright State University, Dr. Bowling was head of the Organization Health Psychology lab. His research focused on employee well-being, counterproductive work behaviors, and respondent carelessness when completing inventories and surveys. He has received funding from the Office of Naval Research (ONR) and the Air Force Research Laboratory (AFRL). Dr. Bowling has published numerous peer-reviewed journal articles, books, and book chapters and has presented at regional, national, and international conferences and invited presentations. His outstanding scholarly productivity has been impactful; he was listed among the top 2% most cited scientists in Business and Management for his career and the year 2019 and the top 2% of most-cited authors in Industrial and Organizational (I-O) psychology textbooks. Dr. Bowling has extensive teaching experience at the undergraduate and graduate levels, having taught and developed courses. He is a Fellow of the Association for Psychological Science and the Society for Industrial and Organizational Psychology. He serves as an associate editor for the ***Journal of Occupational Health Psychology,*** among many other service activities in the profession, college, and university. The Department of Psychology and College of Sciences supports the recommendation for Tenure with Hire.

Ann Eddins, Professor
College of Health Professions and Sciences, School of Communication Sciences and Disorders
Dr. Ann Eddins received her Ph.D. in auditory physiology from the State University of New York at Buffalo. She came to UCF from the University of South Florida as a tenured professor of communication sciences and disorders; there, she served as associate chair of the Department of Communication Sciences and Disorders. At UCF, Dr. Eddins will serve as the School of Communication Sciences and Disorders director. Dr. Eddins' clinical and research interests are focused on advancing understanding of the neurophysiological bases of normal and impaired hearing. She is funded continuously by grants from federal agencies, including the National Institutes of Health and the National Science Foundation. Currently, she is involved in projects with over $12 million in awards. Dr. Eddins has published numerous peer-reviewed journal articles and book chapters, presented her work at regional, national, and international conferences, and invited presentations. She has extensive teaching experience in academic and clinical courses in Communication Sciences and Disorders (CSD) and provided development and implementation oversight for academic and clinical programs in CSD. She is a Fellow of the American Speech-Language-Hearing Association and served as President-Elect, President, and Past President of the Council of Academic Programs in Communication Sciences and Disorders (CAPCSD), among many other service activities in the profession, college, and university. The School of Communication Sciences and Disorders and the College of Health Professions and Sciences support the recommendation for Tenure with Hire.

Azizeh Sowan, Professor
College of Nursing, Department of Nursing Practice
Dr. Azizeh Sowan received her Ph.D. in nursing informatics from the University of Maryland. She comes to UCF from the University of Texas Health Science Center at San Antonio, where she was a tenured associate professor of nursing. At UCF, Dr. Sowan will serve as the Department of Nursing Practice chair. She is a Fellow of the American Academy of Nursing, nursing's highest recognition in the U.S., and has received numerous national and international awards. She is a national expert in health informatics, focusing on quality and safety indicators, and has served as a national safety consultant for Philips Healthcare. Dr. Sowan has published numerous peer-reviewed journal articles and has presented at regional, national, and international conferences. Dr. Sowan has extensive teaching experience, didactic, and clinical across undergraduate and graduate programs and has received several teaching awards, including the University of Texas Health Presidential Teaching Excellence Award. Dr. Sowan serves on the editorial board for the ***Scientific Page in Nursing Journal*** and ***Annals of Nursing Research and Practice*** and as an invited expert reviewer for Patient-Centered Outcomes Research Institute (PCORI), among many other service activities in the profession, college, and university. The Department of Nursing Practice and College of Nursing supports the recommendation for Tenure with Hire.

Board of Trustees
Academic Excellence and Student Success Committee
May 25, 2022

DISC-2: 2021-22 Update from Student Government's Immediate Past-President

☐ **Information** ☒ **Discussion** ☐ **Action**

Meeting Date for Upcoming Action: N/A

Purpose and Issues to be Considered:
Former Trustee and Immediate Past President Meg Hall will provide an update on Student Government's Executive Branch accomplishments during the academic year 2021-22, highlighting completed projects in the areas of student affairs, academic affairs, athletics, diversity and inclusion, governmental affairs, safety and transportation, sustainability and innovation, and communications and outreach.

Background Information:
On September 22, 2001, Meg Hall, former trustee and immediate past-president of Student Government (SG) presented the 2021-22 platform to the Academic Excellence and Student Success Committee of UCF's Board of Trustees. Nearly 60 action areas were identified for attention during 2021-22.

Student Government was chartered in 1969 to represent, advocate, and ultimately serve the Student Body. SG is responsible for a budget of over $20.7 million and is composed of three distinct branches - the Executive Branch, Legislative Branch, and Judicial Branch. Student Government oversees 13 different Departments and Agencies and the allocation of Activity and Service fees. SG supports areas including the Student Union, the Recreation and Wellness Center, Student Legal Services, the Office of Student Involvement, and many more. The Executive Branch serves students by hosting programs to educate and support students, representing the Student Body on University Committees, and implementing initiatives to create a positive student experience.

Recommended Action:
N/A

Alternatives to Decision:
N/A

Fiscal Impact and Source of Funding:
N/A

Authority for Board of Trustees Action:
N/A

Contract Reviewed/Approved by General Counsel ☐ **N/A** ☒

Committee Chair or Chair of the Board has approved adding this item to the agenda ☒

Submitted by:
Michael D. Johnson, Provost and Executive Vice President for Academic Affairs

Supporting Documentation:
N/A

Facilitator:
Meg Hall, Immediate Past-President for Student Government

Board of Trustees
Academic Excellence and Student Success Committee
May 25, 2022

DISC-3: UCF Access

☐ **Information** ☒ **Discussion** ☐ **Action**

Meeting Date for Upcoming Action: N/A

Purpose and Issues to be Considered:
Provost Johnson will facilitate a discussion that highlights the award-winning DirectConnect to UCF program and the key partnerships with Valencia College. The discussion will include:

- President Kathleen Plinske, Valencia College, sharing her perspectives on the partnership with UCF.
- Panel of DirectConnect students sharing their stories of transition and success.
- Introduce the shared analytics project Central Florida Education Ecosystem Database (CFEED) project. Presented by Dr. Brandon McKelvey, Vice President for Technology, Research and Analytics, Valencia College.
- Highlight the continued evolution of DirectConnect and shared analytics through the Central Florida Education Ecosystem Database (CFEED) project.

Additional UCF participants include Dr. Paige Borden, Chief Analytics Officer, and Dr. Pamela Cavanaugh, Associate Vice Provost for UCF Connect.

Background Information:
Every year, UCF provides opportunities for more than 19,000 new undergraduate students seeking to unleash their potential through post-secondary education. Approximately 40% or 7,800 students enter UCF directly from high school while the other 60% will take a variety of pathways to UCF. More than 8,000 students annually are provided a pathway to a four-year degree having already demonstrated success and grit by earning their Associate of Arts (A.A.) degree – with 3,800 transferring to UCF via the DirectConnect partnership with six state colleges. College of Central Florida in Ocala, Daytona State College, East Florida State College in Brevard County, Lake Sumter State College, Seminole State College, and Valencia College A.A. transfers have benefited from embedded advising, curriculum alignment, and specialized support programs to increase their early engagement with UCF. In 2020-21, more than 5,000 degrees or 33% of all UCF Bachelor's degrees were awarded to students that entered UCF through the DirectConnect pathway.

DirectConnect to UCF launched in 2006 as a pathway for local state college Associate degree completers to enter UCF with the advantage of intentional transitional support. Through Fall 2021 more than 64,800 students have earned their bachelor's degrees through this pathway, including: 5,300 teachers, 4,700 engineers or computer science majors, 9,000 health majors (3,100 nurses), and 8,400 in global or gap programs where growth opportunities and salaries are high in Florida.

Central Florida Education Ecosystem Database (CFEED) is a unique partnership originally funded by the Helios Education Foundation with a vision of creating a model of collaborative data sharing among Central Florida pre-kindergarten through university public educational institutions to identify factors that inform decisions and interventions to increase success, outcomes, and opportunities for all students. Participants include Orange County Public Schools, School District of Osceola County, Valencia College, and the University of Central Florida.

Recommended Action:
N/A

Alternatives to Decision:
N/A

Fiscal Impact and Source of Funding:
N/A

Authority for Board of Trustees Action:
N/A

Contract Reviewed/Approved by General Counsel ☐ **N/A** ☒

Committee Chair or Chair of the Board has approved adding this item to the agenda ☒

Submitted by:
Michael D. Johnson, Provost and Executive Vice President for Academic Affairs

Supporting Documentation:
N/A

Facilitators:
Michael D. Johnson
Pamela Cavanaugh, Associate Vice Provost for UCF Connect
M. Paige Borden, Chief Analytics Officer