



TO: Members of the Academic and Research Advancement Committee
of the Board of Visitors

Toykea S. Jones, Chair
Brian K. Holland, Vice Chair
R. Bruce Bradley, (*ex-officio*)
P. Murry Pitts (*ex-officio*)
Dennis M. Ellmer
Juan M. Montero, II
Rick Wyatt
David Burdige (*Faculty Representative*)

FROM: Augustine O. Agho
Provost

Kenneth Fridley
Vice President for Research

DATE: June 5, 2024

The purpose of this memorandum is to provide you with background information for our meeting on Thursday, June 13, 2024. The meeting will be held in the Board Room of the Kate and John R. Broderick Dining Commons from 2:30 p.m. – 4:00 p.m.

I. Approval of Minutes of the April 18, 2024, Meeting

The minutes of the April 18, 2024, meeting will be presented for approval as previously distributed.

II. Motion to go into Closed Session

III. Closed Session

The members of the Academic and Research Advancement Committee will receive information related to the items to be discussed in closed session.

Office of the Provost and Vice President for Academic Affairs
2004 Koch Hall, Norfolk, VA 23529 • Phone: 757/683-3079 • Fax: 757/683-6888 • odu.edu/acadaffairs

IV. Reconvene in Open Session

V. FOIA Certification Motion and Roll-Call Vote on Motion

VI. Motion and Vote on Closed Session Resolutions

VII. Consent Agenda

Included in the consent agenda materials are resolutions recommending 35 ODU faculty appointments, six emeriti appointments and EVMS faculty appointments.

VIII. Motion and Vote on Consent Agenda Resolutions

IX. Regular Agenda

Included in the regular agenda materials are a proposal for a Ph.D. in Cybersecurity and the recommended closure of the MS Program in Parks, Recreation and Tourism.

X. Motion and Vote on Regular Agenda Items

XI. Information Items

A report on Promotions in Academic Rank effective 2024-2025 from Provost Agho.

A report from the Vice President for Research will focus on ODU's role within the Governor's Life Science Coalition with the University of Virginia, Virginia Tech, and Virginia Commonwealth University presented by Vice President Fridley.

C: President Brian O. Hemphill
Ashley Schumaker
Ken Fridley
Donna Meeks

OLD DOMINION UNIVERSITY
BOARD OF VISITORS
ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE
JUNE 13, 2024
AGENDA

- I. CALL TO ORDER
- II. APPROVAL OF THE MINUTES OF APRIL 18, 2024
- III. MOTION TO GO INTO CLOSED SESSION
- IV. CLOSED SESSION AGENDA
- V. RECONVENE IN OPEN SESSION
- VI. FOIA CERTIFICATION MOTION AND ROLL-CALL VOTE ON MOTION
- VII. MOTION AND VOTE ON CLOSED SESSION RESOLUTIONS
- VIII. CONSENT AGENDA
 - A. ODU Faculty Appointments
 - B. Emeritus/Emerita Appointments
 - C. EVMS Faculty Appointments
- IX. MOTION AND VOTE ON CONSENT AGENDA RESOLUTIONS
- X. REGULAR AGENDA
 - A. Proposed PhD in Cybersecurity
 - B. Closure of MS in Parks, Recreation and Tourism Studies
- XI. MOTION AND VOTE ON REGULAR AGENDA RESOLUTIONS
- XII. INFORMATION ITEMS
 - A. Report from Provost Agho on Promotion in Academic Rank Effective 2024-2025
 - B. Report from Vice President Fridley on ODU's role within the Governor's Life Science Coalition with the University of Virginia, Virginia Tech, and Virginia Commonwealth University.

June 13, 2024

FACULTY APPOINTMENTS

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the following faculty appointments.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Nasreen M. Arif Lecturer Department of Computer Science	\$65,000	7/25/24	10 Mos

Ms. Arif received an M.S. in Computer Science from Old Dominion University and a B.S. in Computer Engineering from Sir Syed University of Engineering & Technology, Pakistan. Previously she was a lecturer in the Department of Computer Science at Old Dominion University as a restricted/emergency hire. (Appointment is contingent upon successful work authorization; No longer restricted/emergency hire).

Kathryn C. Bennett Lecturer Department of English	\$51,081	7/25/24	10 Mos
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Dr. Bennett received a Ph.D. in American Studies from The College of William and Mary, an M.A. in English from Boston College, and a B.A. in English from Montana State University. Previously she was an Instructor in the Department of English at Old Dominion University. (No Longer Restricted Hire).

Kuntal Bhattacharyya Professor School of Supply Chain, Logistics & Maritime Operations	\$230,000	7/25/24	10 Mos
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Dr. Bhattacharyya received a Ph.D. in Operations Management from Kent State University, an MBA in Management from the University of Akron, an M.S. in Electrical Engineering from The University of Texas at Arlington and a B.S. in Electrical & Electronics Engineering from Kuvempu University, India. Previously he was a Professor of Operations & Supply Chain Management in The Scott College of Business at Indiana State University. (\$25,000 stipend provided for serving as Director of the School of Supply Chain, Logistics, & Maritime Operations).

Kim E. Bullington Assistant Professor Department of Educational Foundations & Leadership Tenure Track	\$75,000	7/25/24	10 Mos
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Dr. Bullington received a Ph.D. in Higher Education, an Ed.S. in Educational Leadership, an M.S. in Applied Linguistics, and a B.A. in French all from Old Dominion University. Previously she was an Adjunct Associate Professor at Old Dominion University in the Department of Educational Foundations and Leadership

Alexandra N. Cumbie Lecturer Department of Biological Sciences Restricted	\$72,916	5/10/24	12 Mos
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Dr. Cumbie received a Ph.D. in Biomedical Sciences from Old Dominion University and a B.S. in Biology from Virginia Polytechnic Institute and State University (Virginia Tech). Previously she was a Biology Instructor at ECPI University in Newport News, VA.

Adam J. Fix Lecturer Department of Human Movement Sciences	\$62,000	7/25/24	10 Mos
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Dr. Fix received a Ph.D. in Environmental Studies from SUNY College of Environmental Science and Forestry, an M.S. in Animal Behavior, Ecology, and Conservation from Canisius College and a B.A. in Philosophy from the University of Buffalo. Previously he was a Visiting Assistant Professor in the Environmental Studies & Writing Program at Denison University.

Samuel D. Gedon Lecturer Department of Mathematics & Statistics	\$56,100	7/25/24	!0 Mos
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Mr. Gedon received an M.S. in Computational and applied Mathematics and a B.S. in Mathematics from Old Dominion University. Previously he was a Lecturer in the Department of Mathematics & Statistics at Old Dominion University. (No longer emergency hire).

Philippe J. Giabbanelli Research Professor Virginia Modeling, Analysis & Simulation Center	\$185,000	7/25/24	12 Mos
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Dr. Giabbanelli received a Ph.D. and an M.Sc. from Simon Fraser University, British Columbia, and a B.S. in Computer Science from the Université Côte d'Azur, France. Previously he was an Associate Professor in the Department of Computer Science and Software Engineering at Miami University.

Nirmala Karunarathna Lecturer School of Data Science	\$70,000	7/25/24	10 Mos
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Dr. Karunarathna received a Ph.D. in Molecular Genetics, and an M.S. in Biology both from Texas State University, and a B.S. in Botany, Chemistry, and Zoology from the University of Peradeniya, Sri Lanka. Previously she was a Student Success Advisor in the Department of Computer Science at Old Dominion University.

Carolyn M. King Assistant Professor Department of English Tenure Track	\$74,000	7/25/24	10 Mos
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Dr. King received a Ph.D. in English: Rhetoric & Composition and an M.A. in English from the University of Delaware, an M.Ed. in Curriculum & Instruction: Higher Education Leadership from Salisbury University, and a B.A. in English from The University of Scranton. Previously she was the Director of First Year Writing in the Department of English at Salisbury University. (Dr. King will hold the designation of Director of WAC/WID & STEM Initiatives for the Writing Center).

Bruce D. McDonald, III Professor School of Public Service	\$160,000	12/25/24	10 Mos
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Dr. McDonald received a Ph.D. in Public Administration and Policy from Florida State University, an M.Sc. in Economic History from the London School of Economics, UK, and a B.A. in Communications from Mercer University. Previously he was a Professor of Public Budgeting and Finance in the Department of Public Administration at North Carolina State University and a Fellow at the International Centre of Public Accountability at Durham University. (\$20,000 stipend for serving as the Director of the School of Public Service).

Jefferson M. Moody Senior Lecturer School of Community & Environmental Health	\$75,000	7/25/24	10 Mos
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Dr. Moody received a Doctorate in Defense and Strategic Studies (DDSS) from Missouri State University, an M.S. in Public Health from the Uniformed Services University of Health Sciences, a B.S. in Environmental Health and a B.S. in Biology and Chemistry both from Old Dominion University. Previously he was a Lecturer at the Navy Medicine Professional Development and Leadership Command.

Santosh Kumar Nukavarapu Lecturer Department of Computer Science	\$70,000	7/25/24	10 Mos
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Dr. Nukavarapu received a Ph.D. in Computer Science from Virginia Commonwealth University, an M.S. in Computer Science from Old Dominion University and a B. Tech in Computer Science and Engineering from Jawaharlal Nehru Technological University, India. Previously he was Data Scientist and Technical Writer for Primasoft/Navitas in Washington, D.C. (Appointment is contingent upon successful work authorization; No longer restricted/emergency hire.)

William R. Pearson Lecturer F. Ludwig Diehn School of Music	\$52,000	7/25/24	10 Mos
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Dr. Pearson received a D.M.A. in Composition Studies from the University of Illinois at Urbana-Champaign, an M.Mus. in Music Composition and B.Mus. in Composition Studies from the State University of New York at Purchase. Previously he was an Assistant Professor of Music in the School of Music at DePauw University.

Md Masud Rana Lecturer Department of Computer Science	\$72,000	7/25/24	10 Mos
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Dr. Rana received a Ph.D. in Computer Science and Engineering from the University of Technology Sydney, Australia, and M.S. in Computer Science and Engineering from Kyung Hee University, Seoul, South Korea, and a B.S. in Computer Science and Engineering from Khulna University in Engineering & Technology, Bangladesh. Previously he was a Research Assistant Professor in the School of Cybersecurity at Old Dominion University.

Pratip Rana Assistant Professor Department of Computer Science Tenure Track	\$105,000	7/25/24	10 Mos
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Dr. Rana received a Ph.D. in Computer Science from Virginia Commonwealth University, an M. Tech in Nano Science & Technology from Jadavpur University, India, and a B. Tech from West Bengal University of Technology, India. Previously he was a Research Scientist at the US Army ERDC/Bennett.

Richard S. Roane, Jr. Instructor University Libraries	\$87,500	7/25/24	12 Mos
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Mr. Roane received an M.S. in Library Science from the University of North Texas and a B.S. in Political Science and English from James Madison University. Previously he was an Electronic Resources Librarian at Northern Virginia Community College.

Sandip Roy Research Assistant Professor School of Cybersecurity Restricted	\$80,000	7/25/24	10 Mos
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Dr. Roy received a Ph.D. in Information Technology from the Jadavpur University, West Bengal, India, an M. Tech in Computer Science and Engineering from Netaji Subhash Engineering College, Kolkata, India, and a B. Tech in Information Technology from Netaji Subhash Engineering College. Previously he was a Postdoctoral Research Associate at the Virginia Modeling, Analysis, and Simulation Center at Old Dominion University. (Appointment is contingent upon successful work authorization.)

Sumaya Sanober Lecturer Department of Computer Science	\$70,000	7/25/24	10 Mos
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Dr. Sanober received a Ph.D. in Computer Science from Sri Padmavati University, India, a Masters in Computer Applications (MCA) and a B.Sc. in Computer Science from Osmania University, India. Previously she was a Lecturer in the Department of Computer Science at Prince Sattam bin Abdul Aziz University, Saudia Arabia. (Appointment is contingent upon successful work authorization.)

Wai Yan Siu Research Assistant Professor Institute For Coastal Adaptation & Resilience	\$130,000	5/25/24	12 Mos
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Dr. Siu received a Ph.D. in Economics from Utah State University, an M.S. in Economics, and a B.S. in Economics Science both from Washington State University. Previously she was a Research Analysis Specialist at the Public Utilities Commission in the State of Minnesota. (Appointment is contingent upon successful work authorization)

Jonathan S. Takeshita Assistant Professor School of Cybersecurity Tenure Track	\$105,000	12/25/24	10 Mos
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Dr. Takeshita received a Ph.D. and an M.S. in Computer Science and Engineering from the University of Notre Dame, a B.S. in Engineering from the University of Michigan and a B.A. in Combined Engineering and Music from Albion College. Previously he was a Software Engineer at Cornami, Inc.

Qing Tang Assistant Professor Department of Civil & Environmental Engineering Tenure Track	\$92,000	7/25/24	10 Mos
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Dr. Tang received a Ph.D. in Civil Engineering from The Pennsylvania State University, an M.S. in Actuarial Science from Central University of Finance and Economics, China, and a B.S. in Information and Computing Science from Hubei University of Education, China. Previously she was a Postdoctoral Fellow in the School of Civil and Environmental Engineering at Georgia Institute of Technology. (Appointment is contingent upon successful work authorization).

Lobat Tayebi Professor Department of Electrical & Computer Engineering	\$204,000	8/10/24	10 Mos
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Dr. Tayebi received a DPhil in Engineering Science from the Institute of Biomedical Engineering at the University of Oxford, UK, a Ph.D. in Applied Science from the University of California-Davis, an M.S. in Engineering Physics from McMaster University, Canada and a B.S. in Physics from Sharif University of Technology, Iran. Previously she was a professor at the Marquette University School of Dentistry which was a joint appointment with the Department of Mechanical Engineering. (\$25,000 stipend provided for serving as Inaugural Director for the Institute for Engineering Medicine, Health, & Human Performance).

Miriam Thomas Lecturer Department of STEM Education & Professional Studies Restricted	\$58,000	7/25/24	10 Mos
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Dr. Thomas received an Ed.D. in Literacy and an M.L.S. in Library Science from Sam Houston State University and a B.S. in Mass Communication from Virginia Commonwealth University. Previously she was a Lecturer in the School of Library and Information Science at the University of Houston Clear Lake.

Ambrosio Valencia-Romero Assistant Professor Department of Engineering Management & Systems Engineering Tenure Track	\$92,000	7/25/24	10 Mos
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Dr. Valencia-Romero received a Ph.D. in Systems Engineering from Stevens Institute of Technology, an M.Sc. in Mechanical Engineering from Recinto Universitario de Mayagüez, Puerto Rico, and a B.Sc. in Mechanical Engineering from Universidad del Atlántico – Barranquilla, Atlántico, Colombia. Previously he was a Postdoctoral Research Fellow at the Roux Institute at Northeastern University. (Appointment is contingent upon successful work authorization).

Thomas Valva Lecturer Department of Computer Science	\$70,000	7/25/24	10 Mos
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Mr. Valva received an MBA in Computing & Information Systems from Rutgers University and a B.A. in Business Administration and Finance from William Patterson University. Previously he was the Chief Technology Architect at ADP, Inc.

Qianlong Wang Assistant Professor Department of Electrical & Computer Engineering Tenure Track	\$105,000	7/25/24	10 Mos
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Dr. Wang received a Ph.D. in Computer Engineering from Case Western Reserve University, an M.E. in Electrical Engineering from the Stevens Institute of Technology, and a B.E. in Automation Engineering from Wuhan University, China. Previously he was an Instructor at Towson University.

Wanting Wang Assistant Professor Department of Civil & Environmental Engineering Tenure Track	\$92,000	7/25/24	10 Mos
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Dr. Wang received a Ph.D. in Structural Engineering from Colorado State University, an M.S. in Structural Engineering from the University of Colorado Denver, and B.S. in Civil Engineering from Jilin University, China. Previously she was a Postdoctoral fellow in Multi-Disciplinary Community Resilience Modeling at Colorado State University. (Appointment is contingent upon successful work authorization).

Ginger S. Watson Papelis Research Professor Virginia Modeling, Analysis, & Simulation Center	\$185,000	5/25/24	12 Mos
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Dr. Watson received a Ph.D. in Instructional Design & Technology, Psychological and Quantitative Foundations from the University of Iowa, an M.S.Ed. in Curriculum and Instruction from Southern Illinois University, and a B.S. in Business Education from Southern Illinois University. Currently, she is the Director & Research Faculty in Instructional Training Systems Research and the Director of Advanced Cognition, Learning, & Performance Laboratory, Virginia Modeling Analysis & Simulation Center at Old Dominion University. (Dr. Watson is no longer a restricted/emergency hire).

Dana L. Willner Senior Lecturer School of Data Science	\$82,000	7/25/24	10 Mos
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Dr. Willer received a Ph.D. in Biology and an M.S. in Biostatistics from San Diego State University. She also received a B.A. in Biology and a B.S. in Biomedical Engineering from Washington University. Previously she was an Associate Teaching Professor of Data Science at The College of William and Mary.

Jaison L. Wynne Lecturer School of Kinesiology & Health Science	\$60,000	7/25/24	10 Mos
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Mr. Wynne received an M.S. in Human Movement Sciences and a B.S. in Exercise Science from Old Dominion University. He is expected to receive a Ph.D. in Human Movement Sciences from Old Dominion University. Previously he was an Adjunct Faculty Member in the Department of Human Movement Sciences at Old Dominion University. (Rank is contingent upon successful completion of Ph.D. requirements by July 25, 2024)

Xuping Xie Assistant Professor Department of Mathematics & Statistics Tenure Track	\$95,000	7/25/24	10 Mos
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Dr. Xie received a Ph.D. and an M.S. in Mathematics from Virginia Polytechnic Institute and State University (Virginia Tech), and a B.S. in Computation Science from Chengdu University of Information Technology, China. Previously he was a Postdoctoral Research Associate at Los Alamos National Laboratory. (Appointment is contingent upon successful work authorization).

Kevin M. Yeager Professor Department of Ocean & Earth Sciences	\$150,000	7/25/24	10 Mos
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Dr. Yeager received a Ph.D. in Geology from Texas A&M University, an M.S. in Geology from the University of Toledo, and a B.S. in Geology from Edinboro University of Pennsylvania. Previously he was the Director of Graduate Studies in the Department of Earth and Environmental Studies at the University of Kentucky. (\$30,000 stipend provided for serving as Chair of the Department of Ocean & Earth Sciences).

Lida Zeitlin-Wu Assistant Professor Department of Communication & Theatre Arts Tenure Track	\$70,000	7/25/24	10 Mos
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Dr. Zeitlin-Wu received a Ph.D. and an M.A. in Film & Media, and an M. A. in Comparative Literature all from the University of California, Berkeley, and a B.A. in Slavic Languages & Literatures from The University of Chicago. Previously she was a Postdoctoral Research Fellow at the Digital Studies Institute in the University of Michigan. (Joint appointment with the Institute of Humanities).

June 13, 2024

EMERITUS/EMERITA APPOINTMENTS

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the title of emeritus/emerita for the following faculty members and faculty administrators. A summary of their accomplishments is included.

<u>Name and Rank</u>	<u>Effective Date</u>
Sushil Chaturvedi Professor Emeritus of Mechanical & Aerospace Engineering	June 1, 2024
Rod Evans Senior Lecturer Emeritus of Philosophy & Religious Studies	July 1, 2024
Deborah Gray Clinical Associate Professor Emerita of Nursing	August 1, 2024
Moustafa Moustafa Professor Emeritus of Engineering Technology	July 1, 2024
Rocco Schiavilla Eminent Scholar Emeritus and Professor Emeritus of Physics	August 1, 2024
Karen Vaughan Faculty Administrator Emerita, University Libraries	August 1, 2024

SUSHIL K. CHATURVEDI

Sushil K. Chaturvedi received a B.S. in Mechanical Engineering from Indian Institute of Technology Kharagpur, an M.Sc. in Fluid-Thermal Engineering from Case Institute of Technology, and a Ph.D. in Mechanical Engineering from Case Western Reserve. He joined Old Dominion as an assistant professor in 1978 and served the Mechanical & Aerospace Engineering Department for 46 years. Dr. Chaturvedi served as Department Chair for 7 years, during which he hosted a successful ABET visit that resulted in full accreditation of the BSME program. Recognition of his accomplishments in teaching, research and service include the Outstanding Faculty Award from the State Council of Higher Education for Virginia, ODU's Outstanding Researcher Award, ODU's Tonelson Faculty Award, and received the Virginia Engineering Educator Award, the Pletta Award. He was also named a Fellow of the American Society of Mechanical Engineers for his service to the profession and received 6 NASA achievement awards.

Dr. Chaturvedi served as the Graduate Program Director (GPD) for 7 years and Chief Department Advisor (CDA) for 23 years, advising and mentoring over 2,000 undergraduate students. He supervised and graduated approximately 40 graduate students, including 6 doctoral students at Old Dominion University.

Dr. Chaturvedi secured nearly \$3 million in grants and contracts, including a \$1 million grant from NSF. He also published over 100 technical papers in peer-reviewed journals and conference proceedings, and co-invented two US patents.

ROD EVANS

Rod Evans received a B.A. in Philosophy from Old Dominion University and an M.A. and a Ph.D. in Philosophy from the University of Virginia. He joined ODU as a Lecturer in 2007 and in 2013 was promoted to senior lecturer. The promotion committee and the data they examined revealed that students consistently praised him for his knowledge, eloquence, enthusiasm, humor, organization, and concern for them. His awards include Outstanding Teacher of the Year for Students with Disabilities and the Armada Hoffler Weekend College Teaching Award. Dr. Evans has taught many courses over his time at ODU, most of which have contributed to our General Education curriculum, both online and in person. His most significant instructional contributions in recent years have been PHIL 110P: *Introduction to Philosophy*, PHIL 303E: *Business Ethics*, and PHIL 345E: *Bioethics*.

Dr. Evans has also published 18 books for a general audience with publishers such as Perigee (an imprint of Penguin Books), St. Martin's Press (an imprint of Macmillan), Warner Books (an imprint of Hachette), and Open Court, including *The Gilded Tongue: Overly Eloquent Words for Everyday Things* (Writer's Digest, 2006), *The Artful Nuance: A Refined Guide to Imperfectly Understood Words in the English Language* (Perigee, 2009), *Legalized Gambling: For and Against* (Open Court, 1998), *Matching Wits with the Million-Dollar Mind: The World's Hardest Trivia Quizzes from America's First Quiz Show Millionaire* (Berkley, 2002), *Tyrannosaurus Lex: The Marvelous Book of Palindromes, Anagrams, and Other Delightful and Outrageous*

Wordplay (Perigee, 2012), and *Sorry, Wrong Answer: Trivia Questions That Even Know-It-Alls Get Wrong* (Perigee, 2010).

DEBORAH GRAY

Dr. Deborah Gray, FNP-C, RN, FAANP, FAAN a Clinical Associate Professor in the School of Nursing, received her undergraduate degree from the University of North Carolina (1980), Master of Science from McGill University (1986), and Doctorate in Nursing Practice (2012) and Post-Masters Certificates in Nursing Education (2013) and Global Health (2018) from Old Dominion University. During her 13 years teaching at ODU, she has served in several leadership roles in the School of Nursing, chaired doctoral research for 25 students, presented (54 scholarly presentations) nationally and internationally, and published widely (140 scholarly citations) including 3 book chapters. She has received awards at ODU for innovative teaching and outstanding professional service and was selected as an Entsminger Entrepreneurial Education Fellow and as a US Fulbright Scholar.

Dr. Gray was also awarded the ODU Provost's Award for Leadership in International Education for her contributions to global health and education as well as her work fostering significant partnerships and increasing ODU's visibility on the international stage. As an expert advisor with a United Nations Foundation (UNF) team, she guided a Student Global Health Policy Fellowship, completed by nurses and other disciplines from ODU and 53 different universities. Additionally, Dr. Gray co-developed international rotations for students at ODU, enabling them to have clinical experiences in other countries, and was instrumental in developing, and receiving continuing grant funding for the first interprofessional global health service-learning study abroad program at ODU, continued yearly since 2015. As a Fulbright Scholar (2018-19) at the University of Botswana and University of Ghana-the only nurse selected for an award in Sub-Saharan Africa, she introduced distance learning enabling nurses to pursue continent-wide advanced practice nursing education. As a result of her continued efforts, these institutions were able to continue educating nurses and other health care professionals once the pandemic started, further impacting critical health care workforce in Africa. Her work with the African universities and WHO towards expanding care through mobile devices and telehealth education for providers in rural Botswana contributed to expanding health care delivery to over 20,000 vulnerable patients. She also served as an advisor for the US Agency for International Development's policy guidelines on Gender Equality and Promoting Women's Empowerment which aided projects in 21 low-income countries. She has served on the International Board of the American Red Cross and the Board of the international NGO Colleagues in Care.

She has provided further partnerships and leadership in the advancement of nursing scholarship and education in the USA serving on the National DNP Curriculum Leadership Committee, and worldwide as Research Chair for International Council of Nurses (ICN) Advanced Practice Nursing (APN) Network based in Geneva, where she led cutting edge policy work in the mapping of APN competencies needed to assist countries in developing APN roles, and authored the international educational recommendations in the ICN Guidelines for Global Nurse Prescribing. Subsequently appointed as Deputy Director of the ICN Academy of Advanced Practice Research and Enterprise, she has furthered collaborations initiated with African nursing

and regulatory leaders during the Fulbright, to lead an initiative between ICN, WHO, and other key stakeholders to develop advanced nursing education and roles in Africa to address the primary health care shortage. Based on her leadership and impact on national and global health care, nursing education, policy, practice, and scholarship Dr. Gray has been recognized as an inductee in both honorific societies, the Fellows of the American Academy of Nursing, and the Fellows of American Association of Nurse Practitioners.

MOUSTAFA MOUSTAFA

Professor Moustafa joined the Mechanical Engineering Technology department at Old Dominion University in Norfolk, Virginia in August 1979. Professor Moustafa received his BS in Mechanical Engineering from the Higher Institute of Technology in Egypt in 1964. He received a Master of Engineering degree in Machine Design from the University of Illinois, 1976 (Mechanical and industrial Engineering Dpt.) and another Master of Engineering in Structures and Stress Analysis from the University of Illinois in 1979 (Aeronautical and Astronautical Engineering Dpt.).

Moustafa completed the Ph.D. course requirements in Structural Analysis in Civil Engineering at Old Dominion University. Professor Moustafa's interest is in the area of Mechanical Systems design such as computer-aided design, computer graphics, 3-D solid modeling, stress analysis and design for safety. As a certified manufacturing engineer, Professor Moustafa is active in professional societies such as SME, ASME, ASEE.

During his 45 years career at Old Dominion University, Moustafa has served in many executive capacities, received numerous awards, and presented several papers in scientific conferences.

Moustafa received the Frank Batten award for industrial partnering, received numerous student awards for favorite professor in engineering, and numerous service recognition awards from professional organizations.

Moustafa founded the Autodesk authorized training center at Old Dominion University and served as its director for 15 years. Moustafa taught several hundred continuing education classes training professionals in AutoCAD and other Autodesk software products.

As a consultant, Professor Moustafa has worked with local and out of state companies on projects such as stress analysis for a local locomotive manufacturing company to solve a problem on failure of the main shaft, analysis for a computer security company in New York for work done in Saudi Arabia, transformed a medium size machine shop from traditional manufacturing processes to CAD-CAM. He also participated in a number of projects with the Technology Application Center at Old Dominion University.

Professor Moustafa has served as an independent expert witness in court cases involving industrial safety issues.

ROCCO SCHIAVILLA

Rocco Schiavilla received his "Laurea in Fisica" from the University of Pisa, Italy, and Ph.D. in Theoretical Nuclear Physics from the University of Urbana-Champaign. After postdoctoral appointments at the DPhN/He in Saclay, France, and at Argonne National Laboratory as the Enrico Fermi Scholar, and a brief stint as a staff scientist at the INFN Lecce branch, Italy, he assumed an assistant professorship in the ODU Physics Department and, jointly, a staff scientist position in the JLab Theory Center in 1993, advancing to the rank of, respectively, professor and senior staff scientist in 2002. He was the interim Director of the JLab Theory Center in 2002-2003 and was designated an ODU eminent scholar in 2006. Recognition of his accomplishments in research, teaching, and service include, among others, the fellow designation from the Division of Nuclear Physics of the American Physical Society in 2002, the Faculty Research Achievement award from ODU in 2006, the chairmanship of the Few-Body Topical Group of the American Physical Society in 2002-2006 and of its Bonner Prize Committee in 2016, and the Excellence in Graduate Teaching Award from the ODU Graduate School in 2021. He has been a member of the editorial boards of the Physical Review C and Few-Body Systems.

Over the last three decades or so, Rocco Schiavilla has served as director of M.S. and Ph.D. research for 9 students in the ODU Physics Department and as research supervisor for 7 postdoctoral fellows in the JLab Theory Center. Many of these former students and postdocs are now in academic positions in universities and national labs in the US and abroad, in Italy, Germany, and Brazil.

Rocco Schiavilla's research work deals with the fundamental issues of understanding and explaining the structure and dynamics of nuclei from the underlying strong interactions among the nucleons, and the response of nuclei to electromagnetic and weak probes as it emerges from the coupling of these probes to individual nucleons and many-body clusters of them. He has over 170 publications, including refereed papers and published proceedings, and over 130 seminars, colloquia, and invited talks in conferences and workshops with no proceedings. According to Google Scholar, his publications have been cited over 16,500 times with an H-index of 63.

KAREN VAUGHAN

Karen Vaughan earned a BA in English from the University of California, Los Angeles, MLIS from the University of California, Berkeley, and MA in English from San Diego State University.

She joined the ODU Libraries in 1988 as the Automated Reference Center Coordinator and has served in several roles within the Libraries over her 36 years of service, including Digital Initiatives Librarian, Digital Services Coordinator, Electronic Resources Coordinator, and Reference Librarian/Bibliographer. Since 2018 has been the Head of Scholarly Communication and Scholarly Publishing. She was promoted to Librarian III in 1998 and to Librarian IV in 2022. Ms. Vaughan has been recognized for her service to the University many times, including as ODU's Librarian of the Year in 2013, 2009, 1998, and 1994. She won the University Women's Caucus Award in 2009 for her service to that organization.

Ms. Vaughan's contributions to helping the Libraries integrate emerging technologies into our services cannot be overstated. She led the way in bringing networked research database services to our users. This was first done through local area network (aka the Automated Reference Center) and later through the Libraries' first rudimentary web site. A full decade before the Libraries hired our first professional archivist, Ms. Vaughan was digitizing archival content so more users could access it. While this work has become much more specialized over time, Ms. Vaughan's willingness to dive into information technology during the early growth of networks and the World Wide Web carried the Libraries forward during periods of great uncertainty.

In addition to her contributions in librarianship, Ms. Vaughan has an extensive resume of library instruction, primarily in the form of non-credit workshops on scholarly tools and methods including literature reviews, Google Scholar, EndNote, copyright, incorporating multimedia into scholarship, and many more. While librarians at ODU are not expected to publish extensively, Ms. Vaughan has one book chapter and one journal article to her credit, and currently serves as an Editorial Assistant for the Virginia Journal of Science. More relevant to her daily work are the roughly twenty exhibitions, digital collections, research guides, and official reports she has created during her tenure. These digital collections and exhibitions tell the story of the University and Hampton Roads on topics such as school desegregation in Virginia, coastal resilience, history of the local performing arts community, women's contributions to ODU and the history of the Women's Center, the ODU Annual Literary Festival, and others. Her curriculum vitae lists over fifty presentations on research related to scholarly communication, scholarly publishing, research impact measures, sustainable scholarship, data management and planning, predatory publishing, digital collections, information literacy, and more.

Ms. Vaughan has maintained an active and effective service profile from her very first years at ODU. Her curriculum vitae includes dozens of library committees, campus service including the Graduate Administrators Council, Research and Scholarly Data Governance Committee, SACSCOC Executive Committee, Faculty Senate, Open Education Resources Committee, University Women's Caucus, ODU Online Task Force, Strategic Planning Committee, 85th Anniversary celebration team, ePortfolio Committee, Ethics and Responsible Conduct Steering Committee, and many others. At the state level, Ms. Vaughan has been an active participant in committees, advisory boards, and interest groups for Virtual Library of Virginia, Virginia Research Libraries, and Virginia Tidewater Consortium.

Title: Resolution by the Old Dominion University Board of Visitors approving the appointments of the Eastern Virginia Medical School (EVMS) School of Medicine and School of Health Professions faculty to the Old Dominion University Faculty upon Integration

WHEREAS, all EVMS faculty become faculty at ODU upon integration; and

WHEREAS, the Board of Visitors of Old Dominion University formally recognizes that in March of 2023, the faculty of the EVMS School of Medicine (SOM) and School of Health Professions (SHP), as well as the Eastern Virginia Medical School Board of Visitors, approved the appointment, promotion, and tenure policies and acknowledged the ODU policies that will govern them upon integration; and

WHEREAS, in the policies and procedures of Old Dominion University an appointment is not considered final until it has been approved by the Board of Visitors of Old Dominion University; and

WHEREAS, over the past 24 months, the Division of Academic Affairs at Old Dominion University and the Office of Faculty Affairs at the Eastern Virginia Medical School have engaged in discussions and reviews to create pathways for faculty of the Eastern Virginia Medical School faculty, upon integration, to become members of the ODU academic community.

THEREFORE, BE IT RESOLVED, the Board of Visitors of Old Dominion University formally recognizes and approves the attached appointments of EVMS SOM and SHP faculty upon integration; and

BE IT FURTHER RESOLVED, the Board of Visitors recognizes and acknowledges that existing ODU policy and criteria for academic rank (tenure-track and non-tenure-earning faculty ranks) has been used with input from Eastern Virginia Medical School leadership to align the EVMS faculty ranks with ODU faculty ranks and that additional reviews of policies may be needed to update definitions, terms, and eligibility requirements for ranks and titles.

Rationale: This resolution formally approves the appointments of SOM and SHP faculty upon integration. It acknowledges that University faculty members play a critical role in advancing the teaching, research, scholarship, engagement, and service mission of the institution. Consistent with university's commitment to fairness, equity, and transparency, the resolution acknowledges ongoing efforts and plans to review applicable ODU policy and criteria for academic ranks to align EVMS faculty positions/titles with similar positions and ranks at ODU.

EVMS Faculty Master List

Title	First Name	Middle Initial/Name	Last Name	Department	Current Rank	Term
Mrs.	Sarah	B.	Pitzen	Art Therapy Program	Adjunct Instructional Faculty	3 Years
Miss	Kerry	A.	Kruk-Borisov	Art Therapy Program	Assistant Professor	1 Year
Mr.	Edward	S.	Powers	Art Therapy Program	Assistant Professor	1 Year
Mr.	James	L.	Thompson	Art Therapy Program	Assistant Professor	1 Year
Dr.	Judy	T.	Jankowski	Art Therapy Program	Assistant Professor	2 Years
Miss	Laura		Maloney	Art Therapy Program	Assistant Professor	2 Years
Dr.	Eileen	K.	Douglas	Art Therapy Program	Associate Professor	3 Years
Miss	Robin	D.	Afton	Art Therapy Program	Instructor	1 Year
Dr.	Janet	K.	Kempf	Art Therapy Program	Instructor	1 Year
Dr.	Mary	R.	Roberts	Art Therapy Program	Professor	3 Years
Dr.	Matthew	G.	Bernier	Art Therapy Program	Professor	3 Years
Dr.	William	L.	McPheat	Biomedical Sciences PhD Program	Adjunct Instructional Faculty	3 Years
Dr.	Amanda	F.	Quillin	Doctor of Health Sciences Program	Assistant Professor	1 Year
Dr.	Gregory	T.	Scott	Doctor of Health Sciences Program	Associate Professor	3 Years
Dr.	Vincent	A.	Rhodes	Doctor of Health Sciences Program	FT Staff with Adjunct Appt	3 Years
Dr.	Julie	E.	Stoner	Doctor of Health Sciences Program	FT Staff with Adjunct Appt	3 Years
Dr.	LaTonya	D.	Hughes	Master of Healthcare Administration Program	Adjunct Instructional Faculty	3 Years
Dr.	Glenn	A.	Yap	Master of Healthcare Administration Program	Associate Professor	2 Years
Dr.	Frank	A.	Lattanzio	Master of Laboratory Animal Science Program	Adjunct Instructional Faculty	3 Years
Miss	Tracy		Parker	Master of Laboratory Animal Science Program	Adjunct Instructional Faculty	3 Years
Dr.	Megan	A.	Taliaferro	Master of Laboratory Animal Science Program	Adjunct Instructional Faculty	3 Years
Dr.	Alireza		Hosseini	Master of Laboratory Animal Science Program	Associate Professor	3 Years
Dr.	Kristine	D.	Coleman	Master of Laboratory Animal Science Program	Instructor	1 Year
Miss	Julie	E.	Martin	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Megan	D.	Adams	Master of Physician Assistant Program	Assistant Professor	1 Year
Miss	Emily	L.	Bosch	Master of Physician Assistant Program	Assistant Professor	1 Year
Mr.	Gerald	F.	Dominick	Master of Physician Assistant Program	Assistant Professor	1 Year
Miss	Cecil	V.	Gandia	Master of Physician Assistant Program	Assistant Professor	1 Year
Dr.	Jessica	E.	Gardner	Master of Physician Assistant Program	Assistant Professor	1 Year
Miss	Sandra	J.	Layden	Master of Physician Assistant Program	Assistant Professor	1 Year
Mr.	Michael	P.	Malone	Master of Physician Assistant Program	Assistant Professor	1 Year
Dr.	Robert	A.	Moran	Master of Physician Assistant Program	Assistant Professor	1 Year
Miss	January-Jill	V.	Ogoy	Master of Physician Assistant Program	Assistant Professor	1 Year
Miss	Mary Katherine		Pratt	Master of Physician Assistant Program	Assistant Professor	1 Year
Mr.	Kevin	F.	Rebeck	Master of Physician Assistant Program	Assistant Professor	1 Year
Miss	Heather	B.	Richardson	Master of Physician Assistant Program	Assistant Professor	1 Year
Mr.	David	D.	Taylor	Master of Physician Assistant Program	Assistant Professor	1 Year
Dr.	Brooke	B.	Thomas	Master of Physician Assistant Program	Assistant Professor	1 Year
Dr.	Vishal	A.	Vasavada	Master of Physician Assistant Program	Assistant Professor	1 Year
Miss	Jennifer	M.	Burke	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Anthony	C.	Cetrone	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Dennis	M.	Cruff	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Tammy	J.	DiChiara	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Cynthia	E.	Dorr	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Andrea	M.	Edwards	Master of Physician Assistant Program	Assistant Professor	2 Years
Mr.	Michael	P.	Fogel	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Tamara	N.	Graham	Master of Physician Assistant Program	Assistant Professor	2 Years
Mr.	Andrew	C.	Gray	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Michael	L.	Gross	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Sarah	C.	Harter	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Abdul	H.	Jamaludeen	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Amanda	M.	Jernigan	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Christian	H.	Joyner	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Carrie	G.	Kinas	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	David	K.C.	Langille	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Raul	A.	Rodriguez	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Deanna	R.	Salyer	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Soham	G.	Sheth	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Bobbie	J.	Sperry	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Dawn	P.	Vitto	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Stephanie	N.	Zeiber	Master of Physician Assistant Program	Assistant Professor	2 Years
Mrs.	Angela	J.	Cerezo	Master of Physician Assistant Program	Assistant Professor	1 Year
Dr.	Lauren	K.	Paluch	Master of Physician Assistant Program	Assistant Professor	1 Year

Mr.	Christopher	M.	Roberts	Master of Physician Assistant Program	Assistant Professor	1 Year
Miss	Megan	C.	Senter	Master of Physician Assistant Program	Assistant Professor	1 Year
Dr.	Amy	P.	Fantaskey	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Joy	M.	Hampton	Master of Physician Assistant Program	Assistant Professor	2 Years
Mrs.	Amanda	K.	Kubin	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Gayle	A.	Barbuto	Master of Physician Assistant Program	Assistant Professor	1 Year
Mr.	Kevin	F.	O'Connor	Master of Physician Assistant Program	Assistant Professor	1 Year
Miss	Michelle	A.	Gideon	Master of Physician Assistant Program	Assistant Professor	2 Years
Mrs.	Michelle	L.	Rhodes	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Charles	D.	Frost	Master of Physician Assistant Program	Associate Professor	2 Years
Miss	Catherine	B.	Pearman	Master of Physician Assistant Program	Associate Professor	3 Years
Miss	Angela	M. E.	Conrad	Master of Physician Assistant Program	Associate Professor	1 Year
Mr.	W.	Travis	Kirby	Master of Physician Assistant Program	Associate Professor	1 Year
Dr.	Jennifer	M.	Wohl	Master of Physician Assistant Program	Associate Professor	1 Year
Mr.	Jeffrey	G.	Yates	Master of Physician Assistant Program	Associate Professor	1 Year
Dr.	Kimberly	K.	Dempsey	Master of Physician Assistant Program	Associate Professor	3 Years
Miss	Juliemarie		Vander Burg	Master of Physician Assistant Program	Instructor	1 Year
Mr.	Dandridge	H.	Yon	Master of Physician Assistant Program	Instructor	1 Year
Dr.	Patricia	R.	Jennings	Master of Physician Assistant Program	Professor	3 Years
Dr.	Daniel	T.	Thibodeau	Master of Physician Assistant Program	Professor	1 Year
Dr.	Thomas	G.	Parish	Master of Physician Assistant Program	Professor Emeritus	N/A
Dr.	Benjamin	D.	Dobrin	Master of Public Health Program	Adjunct Professor	2 Years
Dr.	Jennifer	M.	Mellor	Master of Public Health Program	Adjunct Professor	2 Years
Dr.	Donald	S.	Buckley	Master of Public Health Program	Assistant Professor	2 Years
Dr.	Bruce	A.	Cohen	Master of Public Health Program	Assistant Professor	2 Years
Dr.	Aditya		Chakraborty	Master of Public Health Program	Assistant Professor	1 Year
Dr.	Mohammad		Ebrahimi Kalan	Master of Public Health Program	Assistant Professor	1 Year
Dr.	Brett	J.	Sierra	Master of Public Health Program	Assistant Professor	1 Year
Dr.	Prachi	P.	Chavan	Master of Public Health Program	Assistant Professor	2 Years
Dr.	Mohan	D.	Pant	Master of Public Health Program	Associate Professor	1 Year
Dr.	Tanya	K.	Kearney	Master of Public Health Program	FT Staff with Adjunct Appt	3 Years
Dr.	Brian	C.	Martin	Master of Public Health Program	Professor (EVMS Tenure)	3 Years
Dr.	Anthony	M.	Bevilacqua	Master of Surgical Assisting Program	Assistant Professor	1 Year
Miss	Tessa	D.	Hamilton	Master of Surgical Assisting Program	Assistant Professor	1 Year
Dr.	Khadijah	Y.	Jordan	Master of Surgical Assisting Program	Assistant Professor	1 Year
Miss	Jessica	A.	Wilhelm	Master of Surgical Assisting Program	Associate Professor	3 Years
Mr.	R.	Clinton	Crews	Master of Surgical Assisting Program	Associate Professor	1 Year
Miss	Cynthia	D.	Ferguson	Master of Surgical Assisting Program	Associate Professor	1 Year
Miss	LaTanya	D.	Sykes	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	William	C.	Allen	Master of Surgical Assisting Program	Instructor	1 Year
Miss	Kelly		Bailey	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	Daniel	D.	Baird	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	Michael	A.	Brasko	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	LaMarcus		Davis	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	Taurek		Erik-Soussi	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	Aric	B.	Fickert	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	Samuel	J.	Hertig	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	Brandon		Holder	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	David	B.	Jennette	Master of Surgical Assisting Program	Instructor	1 Year
Miss	Airlia		Lotz	Master of Surgical Assisting Program	Instructor	1 Year
Dr.	Najeeb	Ur R.	Manalai	Master of Surgical Assisting Program	Instructor	1 Year
Miss	Helga	N.	Olson	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	Jeff		Punshon	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	L.	Scott	Sprouse	Master of Surgical Assisting Program	Instructor	1 Year
Miss	Stacey	L.	Twisdale	Master of Surgical Assisting Program	Instructor	1 Year
Mrs.	Deborah	D.	Redmond	Master of Surgical Assisting Program	Instructor	1 Year
Dr.	Nicole	A.	Puccinelli-Ortega	Medical and Health Professions Education (MH)	Assistant Professor	2 Years
Dr.	Amanda	K.	Burbage	Medical and Health Professions Education (MH)	Assistant Professor	1 Year
Dr.	Margaret	E.	Gesing	Medical and Health Professions Education (MH)	Associate Professor	2 Years
Dr.	Molly	E.	O'Keefe	Medical and Health Professions Education (MH)	FT Staff with Adjunct Appt	3 Years
Dr.	Michelle	A.	Rogers-Johnson	Medical and Health Professions Education (MH)	FT Staff with Adjunct Appt	3 Years
Mr.	Robert	K.	Armstrong	Modeling and Simulation Program	Assistant Professor	1 Year
Dr.	Jennifer	L.	Styron	Modeling and Simulation Program	Assistant Professor (AP Faculty)	2 Years
Mr.	Geoffrey	T.	Miller	Modeling and Simulation Program	Associate Professor	3 Years
Dr.	Marlane	J.	Angle	Reproductive Clinical Science Programs	Adjunct Instructional Faculty	3 Years
Dr.	Earl	W.	Godfrey	Reproductive Clinical Science Programs	Adjunct Instructional Faculty	3 Years

Dr.	Kellie	D.	Robinson	Reproductive Clinical Science Programs	Adjunct Instructional Faculty	3 Years
Dr.	Laurel	A.	Stadtmauer	Reproductive Clinical Science Programs	Adjunct Instructional Faculty	3 Years
Dr.	Joseph	J.	Lancman	Reproductive Clinical Science Programs	Assistant Professor	1 Year
Dr.	Jennifer	L.	Winters	Reproductive Clinical Science Programs	Assistant Professor	1 Year
Dr.	Marie		Berenguer	Reproductive Clinical Science Programs	Assistant Professor	2 Years
Dr.	Raff	Z.	Moussa	Reproductive Clinical Science Programs	Assistant Professor	2 Years
Dr.	Minglei		Bian	Reproductive Clinical Science Programs	Assistant Professor	2 Years
Dr.	Liang		Yu	Reproductive Clinical Science Programs	Associate Professor	2 Years
Mr.	Jacob	F.	Shuman	Reproductive Clinical Science Programs	Instructor	1 Year
Dr.	Silvina	M.	Bocca	Reproductive Clinical Science Programs	Professor	1 Year
Dr.	Mahmood	S.	Morshedi	Reproductive Clinical Science Programs	Professor	1 Year
Dr.	Hang		Yin		Adjunct Assistant Professor	2 Years
Dr.	Beth		Cardier		Assistant Professor	1 Year
Dr.	Mekbib	L.	Gemeda		Assistant Professor	2 Years
Dr.	Kala	J.	Perkins-Holtsclaw		Assistant Professor (AP Faculty)	2 Years
Dr.	Cynthia	P.	Cadieux		Associate Professor	3 Years
Dr.	April	A.	Pace		FT Staff with Adjunct Appt	3 Years
Mr.	Robert	J.	Alpino		Instructor	1 Year
Mr.	Joshua	F.	Edwards		Instructor	1 Year
Mrs.	Melissa	J. H.	Scott		Instructor	1 Year
Dr.	C.	Donald	Combs		Professor (EVMS Tenure)	5 Years
Dr.	Herbert	B.	Allen	Dermatology	Adjunct Professor	3 Years
Dr.	Bruce	D.	Bauer	Dermatology	Assistant Professor	1 Year
Dr.	Lawrence	K.	Chang	Dermatology	Assistant Professor	1 Year
Dr.	Diego	R.	Dasilva	Dermatology	Assistant Professor	2 Years
Dr.	Robert	A.	Frazier	Dermatology	Assistant Professor	2 Years
Dr.	Brian	L.	Johnson	Dermatology	Assistant Professor	2 Years
Dr.	Edward	M.	Prodanovic	Dermatology	Assistant Professor	2 Years
Dr.	Donald	W.	Shenenberger	Dermatology	Assistant Professor	2 Years
Dr.	Andrew	R.	Villanueva	Dermatology	Assistant Professor	2 Years
Dr.	Clinton	W.	Enos	Dermatology	Assistant Professor	1 Year
Dr.	Thomas	W.	Chu	Dermatology	Assistant Professor	2 Years
Dr.	Alice	A.	Roberts	Dermatology	Assistant Professor	2 Years
Dr.	Molly	K.	Smith	Dermatology	Assistant Professor of Clinical	1 Year
Dr.	Ruaa	T.	Jasim	Dermatology	Instructor	1 Year
Dr.	David	M.	Pariser	Dermatology	Professor	2 Years
Dr.	Robert	J.	Pariser	Dermatology	Professor	3 Years
Dr.	Abby	S.	Van Voorhees	Dermatology	Professor	3 Years
Dr.	Antoinette	F.	Hood	Dermatology	Professor Emerita	N/A
Dr.	David Toan Vu		Nguyen	Emergency Medicine	Assistant Professor	2 Years
Dr.	Sean	M.	Stuart	Emergency Medicine	Assistant Professor	1 Year
Dr.	Levi	K.	Kitchen	Emergency Medicine	Assistant Professor	2 Years
Dr.	Daphne	P.	Morrison Ponce	Emergency Medicine	Assistant Professor	2 Years
Dr.	Michael	D.	Owens	Emergency Medicine	Assistant Professor	2 Years
Dr.	Eric	J.	Schmieler	Emergency Medicine	Assistant Professor	2 Years
Dr.	Manuel	A.	Armada	Emergency Medicine	Assistant Professor	1 Year
Dr.	Allison	R.	Ashe	Emergency Medicine	Assistant Professor	1 Year
Dr.	W.	Douglas	Browder	Emergency Medicine	Assistant Professor	1 Year
Dr.	Jonathan	M.	Byrne	Emergency Medicine	Assistant Professor	1 Year
Dr.	Jessica	G.	Cartoski	Emergency Medicine	Assistant Professor	1 Year
Dr.	Alan	J.N.	Enjetti	Emergency Medicine	Assistant Professor	1 Year
Dr.	Eleanor	A.	Erwin	Emergency Medicine	Assistant Professor	1 Year
Dr.	Ashley	M.	Fox	Emergency Medicine	Assistant Professor	1 Year
Dr.	Emily	M.	Harbin	Emergency Medicine	Assistant Professor	1 Year
Dr.	Michael	S.	Hurban	Emergency Medicine	Assistant Professor	1 Year
Dr.	David	E.	Jennings	Emergency Medicine	Assistant Professor	1 Year
Dr.	Susan	J.	Letterle	Emergency Medicine	Assistant Professor	1 Year
Dr.	Adam	B.	Longwater	Emergency Medicine	Assistant Professor	1 Year
Dr.	April	M.	Shackleford	Emergency Medicine	Assistant Professor	1 Year
Dr.	Zane	W.	Shuck	Emergency Medicine	Assistant Professor	1 Year
Dr.	J.	Scott	Welch	Emergency Medicine	Assistant Professor	1 Year
Dr.	Kathleen	H.	Anderson	Emergency Medicine	Assistant Professor	2 Years
Dr.	Michael	B.	Bennett	Emergency Medicine	Assistant Professor	2 Years
Dr.	Benjamin	L.	Chidester	Emergency Medicine	Assistant Professor	2 Years
Dr.	Wendy	M.	Curulla	Emergency Medicine	Assistant Professor	2 Years
Dr.	Lori	A.	Givonetti	Emergency Medicine	Assistant Professor	2 Years

Dr.	Paul	S.	Holota	Emergency Medicine	Assistant Professor	2 Years
Dr.	Brian	L.	Kerns	Emergency Medicine	Assistant Professor	2 Years
Dr.	Douglas	R.	Landry	Emergency Medicine	Assistant Professor	2 Years
Dr.	AJ		Langa	Emergency Medicine	Assistant Professor	2 Years
Dr.	Lawrence	F.	Leslie	Emergency Medicine	Assistant Professor	2 Years
Dr.	George	C.	Luis Kutty	Emergency Medicine	Assistant Professor	2 Years
Dr.	Nicholas	P.	Mancuso	Emergency Medicine	Assistant Professor	2 Years
Dr.	Stewart	W.	Martin	Emergency Medicine	Assistant Professor	2 Years
Dr.	Scott	D.	McCann	Emergency Medicine	Assistant Professor	2 Years
Dr.	Joel	C.	Michael	Emergency Medicine	Assistant Professor	2 Years
Dr.	Mark	E.	Noble	Emergency Medicine	Assistant Professor	2 Years
Dr.	Alex	P.	Reichmeider	Emergency Medicine	Assistant Professor	2 Years
Dr.	J. Roland		Roberson	Emergency Medicine	Assistant Professor	2 Years
Dr.	C.	Adam	Sawyer	Emergency Medicine	Assistant Professor	2 Years
Dr.	Stephen	M.	Skrip	Emergency Medicine	Assistant Professor	2 Years
Dr.	Eric	R.	Szymanski	Emergency Medicine	Assistant Professor	2 Years
Dr.	Thomas	L.	Vizioli	Emergency Medicine	Assistant Professor	2 Years
Dr.	Anjeza		Cipi	Emergency Medicine	Assistant Professor	1 Year
Dr.	Eric	R.	Deutsch	Emergency Medicine	Assistant Professor	1 Year
Dr.	Matthew	H.	Jones	Emergency Medicine	Assistant Professor	1 Year
Dr.	Joseph	P.	Lang	Emergency Medicine	Assistant Professor	1 Year
Dr.	Benjamin	D.	Blackwood	Emergency Medicine	Assistant Professor	2 Years
Dr.	Kean	O.	Feyzeau	Emergency Medicine	Assistant Professor	2 Years
Dr.	Gregory	S.	Weingart	Emergency Medicine	Assistant Professor	2 Years
Dr.	David	G.	Nesbitt	Emergency Medicine	Assistant Professor	1 Year
Dr.	Peter	A.	Ballantyne	Emergency Medicine	Assistant Professor of Clinical	1 Year
Dr.	Edwin	W.	McLaughlin	Emergency Medicine	Assistant Professor of Clinical	1 Year
Dr.	Jeffrey	J.	Olson	Emergency Medicine	Assistant Professor of Clinical	1 Year
Dr.	Evan	M.	Rekant	Emergency Medicine	Assistant Professor of Clinical	1 Year
Dr.	Heidi	A.	Best	Emergency Medicine	Assistant Professor of Clinical	2 Years
Dr.	Jaysun	K.	Cousins	Emergency Medicine	Assistant Professor of Clinical	2 Years
Dr.	Christopher	J.	Maples	Emergency Medicine	Assistant Professor of Clinical	2 Years
Dr.	Daniel		McCormack	Emergency Medicine	Assistant Professor of Clinical	2 Years
Dr.	Kirsten	N.	Pennell	Emergency Medicine	Assistant Professor of Clinical	2 Years
Dr.	Kelly	A.	Foley	Emergency Medicine	Associate Professor	2 Years
Dr.	Autumn	C.	Graham	Emergency Medicine	Associate Professor	2 Years
Dr.	Martin	D.	Klinkhammer	Emergency Medicine	Associate Professor	1 Year
Dr.	Carol	F.	McCammon	Emergency Medicine	Associate Professor	2 Years
Dr.	Felicia	M.	Toreno	Emergency Medicine	Associate Professor	3 Years
Dr.	Sandra	A.	Deane	Emergency Medicine	Associate Professor of Clinical	3 Years
Dr.	Jesse	P.	Cann	Emergency Medicine	Instructor	1 Year
Dr.	Thomas	C.	Hogan	Emergency Medicine	Instructor	1 Year
Dr.	Michael	G.	Hudson	Emergency Medicine	Instructor	1 Year
Dr.	Grace	H.	Gartman	Emergency Medicine	Instructor	1 Year
Dr.	Cornelia	W.	Hendley	Emergency Medicine	Instructor	1 Year
Dr.	Adam	S.	Bloom	Emergency Medicine	Instructor	1 Year
Dr.	Peter	M.	Cole	Emergency Medicine	Instructor	1 Year
Dr.	John	J.	Devlin	Emergency Medicine	Instructor	1 Year
Dr.	Megan	H.	Halliday	Emergency Medicine	Instructor	1 Year
Dr.	Alyssa	L.	Krepela	Emergency Medicine	Instructor	1 Year
Dr.	Adrianna	I.	Kyle	Emergency Medicine	Instructor	1 Year
Dr.	Grace	D.	Landers	Emergency Medicine	Instructor	1 Year
Mr.	Oliver	A.	Agustin	Emergency Medicine	Instructor	1 Year
Dr.	Lauren	E.	Apgar	Emergency Medicine	Instructor	1 Year
Dr.	Jennifer	A.	Beatty	Emergency Medicine	Instructor	1 Year
Dr.	Barbara	A.	Beauchamp	Emergency Medicine	Instructor	1 Year
Dr.	Samuel	K.	Berry	Emergency Medicine	Instructor	1 Year
Dr.	Patrick	J.	Bourke	Emergency Medicine	Instructor	1 Year
Dr.	Andy	C.	Bunch	Emergency Medicine	Instructor	1 Year
Dr.	Ryan	P.	Capps	Emergency Medicine	Instructor	1 Year
Dr.	Tyler	R.	Connine	Emergency Medicine	Instructor	1 Year
Mr.	Mark	S.	Crews	Emergency Medicine	Instructor	1 Year
Dr.	Derek	J.	Davies	Emergency Medicine	Instructor	1 Year
Dr.	Sirisha		Dukkipati	Emergency Medicine	Instructor	1 Year
Dr.	Timothy	R.	Faust	Emergency Medicine	Instructor	1 Year
Dr.	Ben	A.	Fickenscher	Emergency Medicine	Instructor	1 Year

Dr.	Lucie	R.	Ford	Emergency Medicine	Instructor	1 Year
Dr.	Lauren	M.	Gallion	Emergency Medicine	Instructor	1 Year
Dr.	Ruth	L.	Gordon	Emergency Medicine	Instructor	1 Year
Dr.	Michael	C.	Hayes	Emergency Medicine	Instructor	1 Year
Dr.	Hugh	H.	Hemsley	Emergency Medicine	Instructor	1 Year
Dr.	Aaron	M.	Hittson	Emergency Medicine	Instructor	1 Year
Dr.	Mark	A.	Innis	Emergency Medicine	Instructor	1 Year
Dr.	Cara	M.	Jackson	Emergency Medicine	Instructor	1 Year
Dr.	Anne	S.	Jones	Emergency Medicine	Instructor	1 Year
Dr.	Tyler	A.	Keith	Emergency Medicine	Instructor	1 Year
Dr.	Johnathan	P.	Kinzer	Emergency Medicine	Instructor	1 Year
Dr.	Leah	R.	Kream	Emergency Medicine	Instructor	1 Year
Dr.	Brooke	N.	Lindborg	Emergency Medicine	Instructor	1 Year
Dr.	Jennifer	F.	May	Emergency Medicine	Instructor	1 Year
Dr.	Mary	H.	McCarthy	Emergency Medicine	Instructor	1 Year
Dr.	Philip	C.	McCoy	Emergency Medicine	Instructor	1 Year
Dr.	Daniel		Mongeon	Emergency Medicine	Instructor	1 Year
Dr.	Julie	N.	Myers	Emergency Medicine	Instructor	1 Year
Dr.	Lexie	E.	Neubauer	Emergency Medicine	Instructor	1 Year
Dr.	Devon	K.	Peele	Emergency Medicine	Instructor	1 Year
Dr.	James		Reyes	Emergency Medicine	Instructor	1 Year
Dr.	Matthew		Rivera	Emergency Medicine	Instructor	1 Year
Dr.	Daniel	J.	Shook	Emergency Medicine	Instructor	1 Year
Dr.	Andrea	C.	Simms	Emergency Medicine	Instructor	1 Year
Mr.	Paul	N.	Snow	Emergency Medicine	Instructor	1 Year
Dr.	Patricia	B.	Stolle	Emergency Medicine	Instructor	1 Year
Dr.	Richard	J.	Tomasheski	Emergency Medicine	Instructor	1 Year
Dr.	Ryan	J.	Tomberg	Emergency Medicine	Instructor	1 Year
Dr.	Ariana	A.	Trautmann	Emergency Medicine	Instructor	1 Year
Dr.	Theodore	J.	Tzavaras	Emergency Medicine	Instructor	1 Year
Dr.	Megan	C.	Venezia	Emergency Medicine	Instructor	1 Year
Dr.	David	A.	Vennard	Emergency Medicine	Instructor	1 Year
Dr.	Jared	M.	Verga	Emergency Medicine	Instructor	1 Year
Dr.	Matthew	B.	Walton	Emergency Medicine	Instructor	1 Year
Dr.	Dylan	M.	Woolum	Emergency Medicine	Instructor	1 Year
Dr.	Jondavid	D.	Landon	Emergency Medicine	Instructor	1 Year
Dr.	Gavin	D.	Rogers	Emergency Medicine	Instructor	1 Year
Mrs.	Delicia	Y.	Peeples	Emergency Medicine	Lecturer	1 Year
Dr.	Charles	S.	Graffeo	Emergency Medicine	Professor	2 Years
Dr.	Donald	V.	Byars	Emergency Medicine	Professor	1 Year
Dr.	Barry	J.	Knapp	Emergency Medicine	Professor	1 Year
Dr.	Michael	J.	Bono	Emergency Medicine	Professor	1 Year
Dr.	Bruce	M.	Lo	Emergency Medicine	Professor	2 Years
Dr.	Francis	L.	Counselman	Emergency Medicine	Professor	2 Years
Dr.	Dennis		Koziol	Emergency Medicine	Professor Emeritus	N/A
Dr.	Travonia	B.	Hughes	Family and Community Medicine	Adjunct Assistant Professor	2 Years
Dr.	Joanne	M.	Braxton	Family and Community Medicine	Adjunct Professor	2 Years
Dr.	Michael	T.	Kalkbrenner	Family and Community Medicine	Adjunct Professor	2 Years
Dr.	Ian	M.	Blubaugh	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Randall	H.	Neal	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Meredith	C.	Starr	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Rosemary		Balderston	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Matthew	G.	Balderston	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Mark	A.	Bewley	Family and Community Medicine	Assistant Professor	1 Year
Dr.	John	E.	Brady	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Eric	M.	Byman	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Robert	B.	Campbell	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Shirley	S.	Chai	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Avtar	S.	Chana	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Michael	G.	Charles	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Christopher	J.	Ciccone	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Daniel	C.	Cochran	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Frank	S.	Dopp	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Randall	C.	Fedro	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Eric	C.	Fee	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Timothy	S.	Forsythe	Family and Community Medicine	Assistant Professor	1 Year

Dr.	Joseph	L.	Frenkel	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Susan	B.	Girois	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Liliana		Gomez-Medley	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Alesia	W.	Griffin	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Mark		Haggerty	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Albert	J.	Halls	Family and Community Medicine	Assistant Professor	1 Year
Dr.	David	K.	Hoshino	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Lisa	E.	Jefferson	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Beth	A.	Klug	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Prashanthi	B.	Koduri	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Frederick	W.	Kron	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Bradley	A.	Levitt	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Chantal	D.	Lewis	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Colette	W.	Lo	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Anna	C.	Loomis	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Lo		Lumsden	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Aaron	L.	Marlow	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Jennifer		McCord	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Jason	M.	McHugh	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Jacob	W.	Miller	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Brock	W.	Millet	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Banu	P.	Myneni	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Christopher	D.	Nein	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Marcia	N.	Newby-Goodman	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Emily	G.	O'Rourke	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Peter	D.	Paik	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Steven	D.	Pearman	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Joseph	L.	Perez	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Laura	I.	Petras	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Amanda	G.	Polsinelli	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Saunora	V.	Prom	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Pamela	C.	Reiser	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Meagan	M.	Roenger	Family and Community Medicine	Assistant Professor	1 Year
Dr.	David	B.	Rosenberg	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Merrell	R.	Sami	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Gilbert	F.	Schmidt	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Dharmesh		Shah	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Ohad		Sheffy	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Cassandra	M.	Sims	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Jason		Singh	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Alison		Skinner	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Basavalinga		Talur-Matadha	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Ayse	N.	Turgut	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Marilyn	R.	Van Horn	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Ana	H.	Vazquez	Family and Community Medicine	Assistant Professor	1 Year
Dr.	David	M.	Wallace	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Jennifer	L.	Ware	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Wendy	C.	Weinberg	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Janelle	M.	Wells	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Harry	T.	Williams	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Kent	E.	Willyard	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Robin	N.	Anderson	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Christopher	W.	Asuncion	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Aida		Atiq	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Ronald	W.	Atwood	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Raja	M.	Bakhshi	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Biswa	R.	Bhattacharyya	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Reina	L.	Blackwood	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Aron	R.	Boney	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Joshua	E.	Brinkman	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Wayne	A.	Chen	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Kevin		Chou	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Nequita	A.	Dowling	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Daniel	J.	Frasca	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Michael	L.	Gardner	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Laurie	A.	Goldsticker Siegel	Family and Community Medicine	Assistant Professor	2 Years

Dr.	Erin	M.	Healy	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Jeffrey	A.	Irwin	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Vivek	K.	Jain	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Anand		Kapur	Family and Community Medicine	Assistant Professor	2 Years
Dr.	C.	Stokes	Kirkland	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Ted	M.	Kubicki	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Hayes	Y.	Lao	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Jonathan	C.	Lee	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Jesus	L.	Lizarzaburu	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Eric	M.	Madren	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Nidhi	K.	Malik	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Heather	M.	McKenzie	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Mohammad	I.	Mehmood	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Mahvash		Mujahid	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Masaru		Nishiaoki	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Christopher	M.	O'Connell	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Trupti	B.	Patel	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Andaleeb		Rahman	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Devon	A.	Shick	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Daryl	J.	Spak	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Margaret	M.	Stiles	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Christopher	J.	Thomas	Family and Community Medicine	Assistant Professor	2 Years
Dr.	James	C.	Tinsley	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Michelle	M.	Tran	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Stephen	E.	Vandenhoff	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Lindsey	D.	Vaughn	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Foroozan		Afsharchi	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Gregory	D.	Bentz	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Althea	O.	Gunther	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Kyulee		Park	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Genta		Baci	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Michael	S.	Layne	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Karo	G.	Ohanian	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Jessica	L.	Quirk	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Gordon	W.	Theisz	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Martha	T.	Early	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Chinenye	O.	Ezedike	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Adrienne	L.	Coqueran	Family and Community Medicine	Assistant Professor of Clinical	1 Year
Dr.	Edward	S.	Hanna	Family and Community Medicine	Assistant Professor of Clinical	1 Year
Dr.	Thomas		Hollandsworth	Family and Community Medicine	Assistant Professor of Clinical	1 Year
Dr.	Eric	C.	Lipton	Family and Community Medicine	Assistant Professor of Clinical	1 Year
Dr.	Mitchell	B.	Miller	Family and Community Medicine	Assistant Professor of Clinical	1 Year
Dr.	Vikas		Thakral	Family and Community Medicine	Assistant Professor of Clinical	1 Year
Dr.	Donald	L.	Cochran	Family and Community Medicine	Assistant Professor of Clinical	2 Years
Dr.	Richard	A.	Craven	Family and Community Medicine	Associate Professor	1 Year
Dr.	Jon	J.	Kaminer	Family and Community Medicine	Associate Professor	3 Years
Dr.	Mary	C.	Rubino	Family and Community Medicine	Associate Professor	1 Year
Dr.	John	E.	Snellings	Family and Community Medicine	Associate Professor	1 Year
Dr.	Richard	M.	Whalen	Family and Community Medicine	Associate Professor	1 Year
Dr.	Michael	T.	Kopec	Family and Community Medicine	Associate Professor	3 Years
Dr.	Kelly	M.	Latimer	Family and Community Medicine	Associate Professor	3 Years
Dr.	Robert	D.	Bradshaw	Family and Community Medicine	Associate Professor Emeritus	N/A
Dr.	Stanley	L.	Brittman	Family and Community Medicine	Associate Professor of Clinical	1 Year
Dr.	Sahira	A. A.	Humadi	Family and Community Medicine	Associate Professor of Clinical	1 Year
Dr.	Hamilton	L.	Bice	Family and Community Medicine	Instructor	1 Year
Dr.	Michael	T.	Chung	Family and Community Medicine	Instructor	1 Year
Dr.	Florence	V.	Paragas	Family and Community Medicine	Instructor	1 Year
Miss	Elizabeth	I.	Pruitt	Family and Community Medicine	Instructor	1 Year
Dr.	Robert	C.	Blackwood	Family and Community Medicine	Instructor of Clinical	1 Year
Dr.	Lynne	W.	Stockman	Family and Community Medicine	Instructor of Clinical	1 Year
Dr.	Richard	V.	Homan	Family and Community Medicine	President Emeritus	N/A
Dr.	Robert	B.	Taylor	Family and Community Medicine	Professor	1 Year
Dr.	Margaret	Y.	Baumgarten	Family and Community Medicine	Professor	3 Years
Dr.	Cynthia	C.	Romero	Family and Community Medicine	Professor	1 Year
Dr.	Agatha	C.	Parks-Savage	Family and Community Medicine	Professor	2 Years
Dr.	Alison	E.	Dobbie	Family and Community Medicine	Professor	2 Years

Dr.	Linda	R.	Archer	Family and Community Medicine	Professor	3 Years
Dr.	Christine	C.	Matson	Family and Community Medicine	Professor Emerita	N/A
Dr.	Daniel	A.	Bluestein	Family and Community Medicine	Professor Emeritus	N/A
Dr.	Terence	C.	Davies	Family and Community Medicine	Professor Emeritus	N/A
Dr.	Benjamin	P.	Eng	Family and Community Medicine	Professor Emeritus	N/A
Dr.	Bruce	S.	Britton	Family and Community Medicine	Professor of Clinical	3 Years
Dr.	Thomas	R.	Grant	Family and Community Medicine	Professor of Clinical	3 Years
Dr.	Richard	M.	Bikowski	Family and Community Medicine	Professor of Clinical	1 Year
Dr.	Robert	J.	Newman	Family and Community Medicine	Professor of Clinical	3 Years
Dr.	Ethlyn		McQueen-Gibson	Medicine	Adjunct Associate Professor	2 Years
Dr.	Sarah	M.	Verga	Medicine	Assistant Professor	2 Years
Dr.	Bahar		Niknejad	Medicine	Assistant Professor	2 Years
Dr.	Mily	J.	Kannarkat	Medicine	Associate Professor	1 Year
Dr.	Lauren	W.	Mazzurco	Medicine	Associate Professor	2 Years
Mrs.	Madeline	L.	Dunstan	Medicine	Instructor	1 Year
Dr.	Hamid	R.	Okhravi	Medicine	Professor	3 Years
Dr.	Andrew	H.	Lin	Medicine	Assistant Professor	1 Year
Dr.	Harish	R.	Chandra	Medicine	Assistant Professor	1 Year
Dr.	Erich	L.	Kiehl	Medicine	Assistant Professor	1 Year
Dr.	Matthew	R.	Summers	Medicine	Assistant Professor	1 Year
Dr.	Tania		Chao	Medicine	Assistant Professor	2 Years
Dr.	Sudip	K.	Saha	Medicine	Assistant Professor	2 Years
Dr.	Ashesh	N.	Buch	Medicine	Associate Professor	2 Years
Dr.	Peter	Z.	McIntyre	Medicine	Assistant Professor	1 Year
Dr.	Carolina	M.	Casellini	Medicine	Assistant Professor	2 Years
Dr.	Radwa	M.	Osman	Medicine	Assistant Professor	1 Year
Dr.	Chinelo	C.	Okigbo	Medicine	Assistant Professor	2 Years
Dr.	Manasi	S.	Shah	Medicine	Assistant Professor	2 Years
Dr.	Henri	Parson	Patten	Medicine	Associate Professor	2 Years
Dr.	Elias	S.	Siraj	Medicine	Professor	1 Year
Dr.	David	C.	Lieb	Medicine	Professor	3 Years
Dr.	Amie	L.	Harvey	Medicine	Assistant Professor	2 Years
Dr.	Amanda	L.	Boyd	Medicine	Assistant Professor	1 Year
Dr.	Edward	C.	Oldfield	Medicine	Assistant Professor	1 Year
Dr.	Alan	H.	Tieu	Medicine	Assistant Professor	2 Years
Dr.	Julie	M.	Chen	Medicine	Adjunct Associate Professor	3 Years
Dr.	Brian	N.	Bowes	Medicine	Assistant Professor	1 Year
Dr.	Michael	W.	Burns	Medicine	Assistant Professor	1 Year
Dr.	Thomas	R.	Hicks	Medicine	Assistant Professor	1 Year
Dr.	Meredith	L.	Olsen	Medicine	Assistant Professor	1 Year
Dr.	Julia	H.	Cheringal	Medicine	Assistant Professor	2 Years
Dr.	Yu		Chen	Medicine	Assistant Professor	1 Year
Dr.	Sarah	E.	Chen	Medicine	Assistant Professor	1 Year
Dr.	Ashley		Filo	Medicine	Assistant Professor	1 Year
Dr.	Elisabeth	G.M.	Kramer	Medicine	Assistant Professor	1 Year
Dr.	Pallavi	R.	Kuppireddy	Medicine	Assistant Professor	1 Year
Dr.	Donna		Lee	Medicine	Assistant Professor	1 Year
Dr.	Priya		Mathur	Medicine	Assistant Professor	1 Year
Dr.	Ehsan		Rajabirostami	Medicine	Assistant Professor	1 Year
Dr.	George Albert	A.	Rodriguez	Medicine	Assistant Professor	1 Year
Dr.	Susan	M.	Brown	Medicine	Assistant Professor	2 Years
Dr.	Reid	C.	Harrison	Medicine	Assistant Professor	2 Years
Dr.	Kristina	R.B.	Kratovil	Medicine	Assistant Professor	2 Years
Dr.	Man Si		Lou	Medicine	Assistant Professor	2 Years
Dr.	Rouzbeh		Shams	Medicine	Assistant Professor	2 Years
Dr.	Waleed		Kassabo	Medicine	Assistant Professor	1 Year
Dr.	Alvin	M.	Maliakal	Medicine	Assistant Professor	1 Year
Dr.	Zahra		Tasneem	Medicine	Assistant Professor	1 Year
Dr.	Taylor	A.	Attar	Medicine	Assistant Professor	2 Years
Dr.	Emily	R.	Cunningham	Medicine	Assistant Professor	2 Years
Dr.	Madecha	I.	Deo	Medicine	Assistant Professor	2 Years
Dr.	Roy	A.	Flemmer	Medicine	Assistant Professor	2 Years
Dr.	Melanie	N.	Miller	Medicine	Assistant Professor	2 Years
Dr.	Aaron	E.	Mills	Medicine	Assistant Professor	2 Years
Dr.	Saad		Mussarat	Medicine	Assistant Professor	2 Years
Dr.	Rachel	A.	Paul Jeyadhas	Medicine	Assistant Professor	1 Year

Dr.	Benjamin	M.	Goodman	Medicine	Associate Professor	1 Year
Dr.	Jody	P.	King	Medicine	Associate Professor	1 Year
Dr.	A.	Brooke	Hooper	Medicine	Associate Professor	3 Years
Dr.	Jennifer	L.	Ryal	Medicine	Associate Professor	1 Year
Dr.	Jacob	D.	McAuliffe	Medicine	Instructor	1 Year
Dr.	David	N.	Pierce	Medicine	Instructor	1 Year
Dr.	Ana Rosa		Vilela Sangay	Medicine	Instructor	1 Year
Dr.	Jeffrey	B.	Cole	Medicine	Professor	1 Year
Dr.	Sami	G.	Tahhan	Medicine	Professor	1 Year
Dr.	Mark	C.	Flemmer	Medicine	Professor	2 Years
Dr.	Thomas	J.	Manser	Medicine	Professor	3 Years
Dr.	Rehan		Qayyum	Medicine	Professor	3 Years
Dr.	Kelly	A.	Thomson	Medicine	Assistant Professor	1 Year
Dr.	Meredith	A.	Hays	Medicine	Assistant Professor	2 Years
Dr.	Kanishk	D.	Sharma	Medicine	Assistant Professor	2 Years
Dr.	Marissa	C.	Galicia-Castillo	Medicine	Professor	3 Years
Dr.	Amber	B.	Feinman	Medicine	Assistant Professor	1 Year
Dr.	Shira	R.	Paul	Medicine	Assistant Professor	2 Years
Dr.	Ligeng		Tian	Medicine	Assistant Professor	2 Years
Dr.	Rollin	R.	Reeder	Medicine	Assistant Professor	2 Years
Dr.	Sara	A.	Serji	Medicine	Assistant Professor	2 Years
Dr.	Michael	J.	Kavanaugh	Medicine	Assistant Professor	2 Years
Dr.	Cayleigh	M.	Blumrick	Medicine	Assistant Professor	1 Year
Dr.	Joseph	M.	DeBiase	Medicine	Assistant Professor	2 Years
Dr.	Catherine	J.F.	Derber	Medicine	Professor	2 Years
Dr.	Ronald	W.	Flenner	Medicine	Professor	2 Years
Dr.	Jennifer	A.	Hanrahan	Medicine	Professor	2 Years
Dr.	Edward	C.	Oldfield	Medicine	Professor	3 Years
Dr.	Thomas	R.	McCune	Medicine	Professor	3 Years
Dr.	Maxim	V.	Mirovski	Medicine	Assistant Professor	1 Year
Dr.	Amit	D.	Patel	Medicine	Assistant Professor	2 Years
Dr.	Ruben	M.L.	Colunga Biancatelli	Medicine	Adjunct Assistant Professor	2 Years
Dr.	Sherif	O.	El-Mahdy	Medicine	Assistant Professor	1 Year
Dr.	Andrew	N.	Githaiga	Medicine	Assistant Professor	1 Year
Dr.	Ian	A.	Grasso	Medicine	Assistant Professor	1 Year
Dr.	Joseph	C.	Gresens	Medicine	Assistant Professor	1 Year
Dr.	Nadeem		Inayet	Medicine	Assistant Professor	1 Year
Dr.	Arpana	P.	Mahalingashetty	Medicine	Assistant Professor	1 Year
Dr.	Dwayne	A.	Morris	Medicine	Assistant Professor	1 Year
Dr.	Haresh	D.	Patel	Medicine	Assistant Professor	1 Year
Dr.	Ronak	R.	Patel	Medicine	Assistant Professor	1 Year
Dr.	Anthony	J.	Quaranta	Medicine	Assistant Professor	1 Year
Dr.	Timothy	S.	Fusiak	Medicine	Assistant Professor	2 Years
Dr.	Kavita	D.	Imrit-Thomas	Medicine	Assistant Professor	2 Years
Dr.	Patrick		Lindsay	Medicine	Assistant Professor	2 Years
Dr.	Dipan	H.	Oza	Medicine	Assistant Professor	2 Years
Dr.	Xian		Qiao	Medicine	Assistant Professor	2 Years
Dr.	Rishik		Vashisht	Medicine	Assistant Professor	2 Years
Dr.	Timothy	R.	Ori	Medicine	Assistant Professor	1 Year
Dr.	Elizabeth	K.	Batchelor	Medicine	Assistant Professor	2 Years
Dr.	Joe	J.	Fenn	Medicine	Assistant Professor	1 Year
Dr.	Joshua	M.	Sill	Medicine	Professor	1 Year
Dr.	Ikechukwu	V.	Mbonu	Medicine	Assistant Professor	2 Years
Dr.	Seth	M.	Berney	Medicine	Professor	2 Years
Dr.	Nancy	D.	Morewitz	Medicine	Assistant Professor	1 Year
Dr.	Nathaniel	T.	Gordon	Medicine	Assistant Professor	2 Years
Dr.	Edmond	A.V.	Roberts	Medicine	Assistant Professor	2 Years
Dr.	Marie	V.	Ozanne	Medicine	Adjunct Assistant Professor	1 Year
Dr.	Elza		Mylona	Medicine	Adjunct Professor	1 Year
Dr.	Sunita		Dodani	Medicine	Adjunct Professor	2 Years
Dr.	Jerry	L.	Nadler	Medicine	Adjunct Professor	2 Years
Dr.	Anne	E.	Sumner	Medicine	Adjunct Professor	2 Years
Dr.	Aaron	P.	Balinski	Medicine	Assistant Professor	1 Year
Dr.	Sean	F.	Cowley	Medicine	Assistant Professor	1 Year
Dr.	Michael	M.	Dore	Medicine	Assistant Professor	1 Year
Dr.	Sam	W.	Gao	Medicine	Assistant Professor	1 Year

Dr.	Lauren	A.	Hensley	Medicine	Assistant Professor	1 Year
Dr.	David	S.	Oliver	Medicine	Assistant Professor	1 Year
Dr.	Tara	R.	Ring	Medicine	Assistant Professor	1 Year
Dr.	Michael	J.	Roth	Medicine	Assistant Professor	1 Year
Dr.	Jonathan	M.	Sardina	Medicine	Assistant Professor	1 Year
Dr.	Nathaniel	C.	Sherwood	Medicine	Assistant Professor	1 Year
Dr.	Austin	L.	Parker	Medicine	Assistant Professor	2 Years
Dr.	Jacob	E.	Peterson	Medicine	Assistant Professor	2 Years
Dr.	Kathleen	G. C.	Anderson	Medicine	Assistant Professor	1 Year
Dr.	Anirudh		Aron	Medicine	Assistant Professor	1 Year
Dr.	Mary	S.	Baker	Medicine	Assistant Professor	1 Year
Dr.	Matthew	D.	Bernens	Medicine	Assistant Professor	1 Year
Dr.	Liza		Botros	Medicine	Assistant Professor	1 Year
Dr.	Brian	A.	Dummett	Medicine	Assistant Professor	1 Year
Dr.	John	R.	Dye	Medicine	Assistant Professor	1 Year
Dr.	Michael	P.	Evans	Medicine	Assistant Professor	1 Year
Dr.	Maia		Gakhokidze	Medicine	Assistant Professor	1 Year
Dr.	Kelvin		Hornbuckle	Medicine	Assistant Professor	1 Year
Dr.	Melhem	A.	Imad	Medicine	Assistant Professor	1 Year
Dr.	Glenn	C.	Jones	Medicine	Assistant Professor	1 Year
Dr.	Luke	C.	Kohan	Medicine	Assistant Professor	1 Year
Dr.	James	C.	La Rocque	Medicine	Assistant Professor	1 Year
Dr.	Sandeep		Magoon	Medicine	Assistant Professor	1 Year
Dr.	Jerry	A.	McQuain	Medicine	Assistant Professor	1 Year
Dr.	Daniel	P.	Mulcrone	Medicine	Assistant Professor	1 Year
Dr.	Kusuma	K.	Nanduri	Medicine	Assistant Professor	1 Year
Dr.	Parth	J.	Parekh	Medicine	Assistant Professor	1 Year
Dr.	Vandana	A.	Patel	Medicine	Assistant Professor	1 Year
Dr.	Michelle	M.	Perello	Medicine	Assistant Professor	1 Year
Dr.	Jason	M.	Rashkin	Medicine	Assistant Professor	1 Year
Dr.	Suresh	K.	Rijhwani	Medicine	Assistant Professor	1 Year
Dr.	Hessamaldin		Sadatsafavi	Medicine	Assistant Professor	1 Year
Dr.	Stephen	E.	Scranton	Medicine	Assistant Professor	1 Year
Dr.	Parimal	J.	Soni	Medicine	Assistant Professor	1 Year
Dr.	Seraphine	A.	Soosaimanickam	Medicine	Assistant Professor	1 Year
Dr.	Ke		Sun	Medicine	Assistant Professor	1 Year
Dr.	Aileen	V.	Tiro	Medicine	Assistant Professor	1 Year
Dr.	Angela	J.	Toepp	Medicine	Assistant Professor	1 Year
Dr.	Giorgi		Tserediani	Medicine	Assistant Professor	1 Year
Dr.	Jonas	P.	Wiltz	Medicine	Assistant Professor	1 Year
Dr.	Anthony	T.	Amabile	Medicine	Assistant Professor	2 Years
Dr.	Malik	A.	Anjum	Medicine	Assistant Professor	2 Years
Dr.	Anke		Hacker	Medicine	Assistant Professor	2 Years
Dr.	Harish	V.	Iyer	Medicine	Assistant Professor	2 Years
Dr.	Lloyd	J.	Kellam	Medicine	Assistant Professor	2 Years
Dr.	Lisa	J.M.	Lawson	Medicine	Assistant Professor	2 Years
Dr.	Ying		Li	Medicine	Assistant Professor	2 Years
Dr.	Charu		Maheshwary	Medicine	Assistant Professor	2 Years
Dr.	Varun		Malhotra	Medicine	Assistant Professor	2 Years
Dr.	Scott	A.	Miller	Medicine	Assistant Professor	2 Years
Dr.	Vishwas	J.	Patel	Medicine	Assistant Professor	2 Years
Dr.	Robert	B.	Patton	Medicine	Assistant Professor	2 Years
Dr.	Timothy	C.	Petersen	Medicine	Assistant Professor	2 Years
Dr.	David	E.	Rosenberg	Medicine	Assistant Professor	2 Years
Dr.	Humaira	A.	Siddiqi	Medicine	Assistant Professor	2 Years
Dr.	Leyla		Tafreshi Sahibzada	Medicine	Assistant Professor	2 Years
Dr.	Patty	T.	Wang	Medicine	Assistant Professor	2 Years
Dr.	Fang		Fang	Medicine	Assistant Professor	2 Years
Dr.	Christian	D.	Weaver	Medicine	Assistant Professor	2 Years
Dr.	LaConda	G.	Fanning	Medicine	Assistant Professor	1 Year
Dr.	Celine		Chaya	Medicine	Assistant Professor	1 Year
Dr.	Nahid		Rizvi	Medicine	Assistant Professor	1 Year
Dr.	Naveen	K.	Voore	Medicine	Assistant Professor	1 Year
Dr.	Mary	F.	Basco	Medicine	Assistant Professor	2 Years
Dr.	Shantha		Das	Medicine	Assistant Professor	2 Years
Dr.	Tajamul		Hasan	Medicine	Assistant Professor	2 Years

Dr.	Janet	L.	Henderson	Medicine	Assistant Professor	2 Years
Dr.	Juanita	L.	Smith	Medicine	Assistant Professor	2 Years
Dr.	Thomas	A.	Alberico	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Burton	F.	Alexander	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Daniel	R.M.	Atienza	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Nishidh	A.	Barot	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Joel	T.	Bundy	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Gregg	R.	Clifford	Medicine	Assistant Professor of Clinical	1 Year
Dr.	H.	Edward	Davidson	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Margaret	M.	Gaglione	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Norman	R.	Goldin	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Ranjit	K.	Goudar	Medicine	Assistant Professor of Clinical	1 Year
Dr.	H.	Courtenay	Harrison	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Sue	B.	Hudson	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Usama	T.	Hussein	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Madhukar		Kaloji	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Harry	L.	Kanter	Medicine	Assistant Professor of Clinical	1 Year
Dr.	John	F.	Kessler	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Scott		Kruger	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Michael	E.	Lee	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Steven	V.	Lewinski	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Donald	J.	Lipskis	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Charles	F.	Lovell	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Julius	S.	Miller	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Edward	C.	Miller	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Andrew	H.F.	Miller	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Gary	B.	Moss	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Daniel	A.	Neumann	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Keith	H.	Newby	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Gunadhar		Panigrahi	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Christina	W.	Prillaman	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Doris	M.	Rice	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Paul	A.	Ricketts	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Susan	E.	Ring	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Scott	A.	Robertson	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Harlan	C.	Rust	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Hooman		Sadr	Medicine	Assistant Professor of Clinical	1 Year
Dr.	John	H.	Smith	Medicine	Assistant Professor of Clinical	1 Year
Dr.	David	H.	Stockwell	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Neil	M.	Sullivan	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Valiant	D.	Tan	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Syed Ismail	M.	Thiwan	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Bruce	D.	Waldholtz	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Leah	M.	Zuniega	Medicine	Assistant Professor of Clinical	1 Year
Dr.	David	H.	Adler	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Ramin		Alimard	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Glen	M.	Arluk	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Mohit		Bhasin	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Whitney	D.	Brooks	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Michael	R.	Cannon	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Abdul	W.	Chaudhry	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Allen	A.	Ciuffo	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Anant	S.	Damle	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Snehal	A.	Damle	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Brinda	M.	Dixit	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Mark	T.	Fleming	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Maruthi	V.	Gottimukkala	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Bhavdeep	K.	Gupta	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Amir		Hajimomenian	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Mosta	G.	Haque	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Pedro	D.	Hasas	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Venkat	R.	Iyer	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Kim		Jain	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Sarah	E.	Joyner	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Ramanaiah		Kakani	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Craig	S.	Koenig	Medicine	Assistant Professor of Clinical	2 Years

Dr.	Lea	S.	Laplace	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Peter	B.	Laplace	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Albert	H.	Lee	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Partha		Manchikalapudi	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Trent	D.	Martin	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Glenn	R.	McDermott	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Ronald	S.	McKechnie	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Angela	M.	Mercer	Medicine	Assistant Professor of Clinical	2 Years
Dr.	James	R.	Miller	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Wayne	D.	Old	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Julianne	S.	Orlowski	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Sanjay	G.	Shah	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Ronald	A.	Stine	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Deepak	R.	Talreja	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Ian		Woollett	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Sean	E.	Hesselbacher	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Venu	G.	Koduri	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Fessehaie		Tekle	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Otarod		Bahrani	Medicine	Associate Professor	2 Years
Dr.	Ikshvanku	A.	Barot	Medicine	Associate Professor	2 Years
Dr.	Michael	E.	Bohan	Medicine	Associate Professor	2 Years
Dr.	Michael	H.	Hooper	Medicine	Associate Professor	2 Years
Dr.	Edward	L.	Lilly	Medicine	Associate Professor	2 Years
Dr.	Robert	C.	Bernstein	Medicine	Associate Professor	3 Years
Dr.	David	Z.	Chang	Medicine	Associate Professor	3 Years
Dr.	James	G.	Dixon	Medicine	Associate Professor	3 Years
Dr.	Amin	A.	Yehya	Medicine	Associate Professor	3 Years
Dr.	Patrick	G.	Haggerty	Medicine	Associate Professor Emeritus	N/A
Dr.	Preston	L.	Judson	Medicine	Associate Professor of Clinical	1 Year
Dr.	Edward	R.	George	Medicine	Associate Professor of Clinical	2 Years
Dr.	J.	Mark	Lawson	Medicine	Associate Professor of Clinical	2 Years
Dr.	F.	Taylor	Wootton	Medicine	Associate Professor of Clinical	2 Years
Dr.	Roger	W.	Lidman	Medicine	Associate Professor of Clinical	3 Years
Dr.	John	P.	Parker	Medicine	Associate Professor of Clinical	3 Years
Dr.	Ignacio		Ripoll	Medicine	Associate Professor of Clinical	3 Years
Dr.	Eli		Arusi	Medicine	Instructor	1 Year
Dr.	Ian		Persaud	Medicine	Instructor	1 Year
Mrs.	Etta	J.	Vinik	Medicine	Instructor	1 Year
Dr.	John	E.	Brush	Medicine	Professor	1 Year
Dr.	John	M.	Herre	Medicine	Professor	1 Year
Dr.	David	A.	Johnson	Medicine	Professor	1 Year
Dr.	David	A.	Baran	Medicine	Professor	2 Years
Dr.	Mitchell	L.	Shiffman	Medicine	Professor	2 Years
Dr.	Milton	L.	Brown	Medicine	Professor	1 Year
Dr.	Ian	A.	Chen	Medicine	Professor	1 Year
Dr.	Robert	M.	Palmer	Medicine	Professor Emeritus	N/A
Dr.	Michael	J.	Ryan	Medicine	Professor of Clinical	1 Year
Dr.	James	J.	Stark	Medicine	Professor of Clinical	2 Years
Dr.	Woong-Ki		Kim	Microbiology and Molecular Cell Biology	Adjunct Professor	1 Year
Dr.	Lifang		Yang	Microbiology and Molecular Cell Biology	Assistant Professor	1 Year
Dr.	Petra		Popovics	Microbiology and Molecular Cell Biology	Assistant Professor	1 Year
Dr.	Kan		Wang	Microbiology and Molecular Cell Biology	Assistant Professor	1 Year
Dr.	Julius	O.	Nyalwidhe	Microbiology and Molecular Cell Biology	Associate Professor	2 Years
Dr.	Yan	Y.	Sanders	Microbiology and Molecular Cell Biology	Associate Professor	2 Years
Dr.	Aurora		Kerscher	Microbiology and Molecular Cell Biology	Associate Professor	3 Years
Dr.	Julia	A.	Sharp	Microbiology and Molecular Cell Biology	Associate Professor	3 Years
Dr.	Dianne	C.	Daniel	Microbiology and Molecular Cell Biology	Associate Professor Emerita	N/A
Dr.	William	J.	Wasilenko	Microbiology and Molecular Cell Biology	Associate Professor Emeritus	N/A
Dr.	Xin		Guo	Microbiology and Molecular Cell Biology	Instructor	1 Year
Dr.	Dean	A.	Troyer	Microbiology and Molecular Cell Biology	Professor	2 Years
Dr.	Rajasekaran		Koteeswaran	Microbiology and Molecular Cell Biology	Professor	1 Year
Dr.	Amy	H.	Tang	Microbiology and Molecular Cell Biology	Professor	1 Year
Dr.	Elena	V.	Galkina	Microbiology and Molecular Cell Biology	Professor (EVMS Tenure)	1 Year
Dr.	O.	John	Semmes	Microbiology and Molecular Cell Biology	Professor (EVMS Tenure)	2 Years
Dr.	Julie	A.	Kery	Microbiology and Molecular Cell Biology	Professor (EVMS Tenure)	3 Years
Dr.	David	A.	Taylor-Fishwick	Microbiology and Molecular Cell Biology	Professor (EVMS Tenure)	3 Years

Dr.	David		Mu	Microbiology and Molecular Cell Biology	Professor (EVMS Tenure)	4 Years
Dr.	Ann	E.	Campbell	Microbiology and Molecular Cell Biology	Professor Emerita	N/A
Dr.	Richard	P.	Ciavarra	Microbiology and Molecular Cell Biology	Professor Emeritus	N/A
Dr.	Robert	M.	McCombs	Microbiology and Molecular Cell Biology	Professor Emeritus	N/A
Dr.	Kenneth	D.	Somers	Microbiology and Molecular Cell Biology	Professor Emeritus	N/A
Dr.	George	L.	Wright	Microbiology and Molecular Cell Biology	Professor Emeritus	N/A
Dr.	Michael	R.	Wagner	Neurology	Assistant Professor	1 Year
Dr.	Mary	A.	Bowles	Neurology	Assistant Professor	1 Year
Dr.	Carmen	R.	Fuentes	Neurology	Assistant Professor	1 Year
Dr.	Robert	J.	Lanoué	Neurology	Assistant Professor	1 Year
Dr.	Marcus	C.	Rice	Neurology	Assistant Professor	1 Year
Dr.	Krzysztof	E.	Romanowski	Neurology	Assistant Professor	1 Year
Dr.	Armistead	D.	Williams	Neurology	Assistant Professor	1 Year
Dr.	Martha	S.	Boulos	Neurology	Assistant Professor	2 Years
Dr.	Zhaoming		Chen	Neurology	Assistant Professor	2 Years
Dr.	Marie	T.	Holland	Neurology	Assistant Professor	2 Years
Dr.	Steven	T.	Kanarek	Neurology	Assistant Professor	2 Years
Dr.	Rachel	M.	Paul	Neurology	Assistant Professor	2 Years
Dr.	Ugur		Yilmaz Anatolian	Neurology	Assistant Professor	2 Years
Dr.	Bethany	D.	Gilstrap	Neurology	Assistant Professor	1 Year
Dr.	Christine	H.	Gow	Neurology	Assistant Professor	1 Year
Dr.	Daniel	A.	Graf	Neurology	Assistant Professor	1 Year
Dr.	Nayeem		Karim	Neurology	Assistant Professor	1 Year
Dr.	Dorothy	A.	Lyons	Neurology	Assistant Professor	1 Year
Dr.	Melissa		Pence-Hunter	Neurology	Assistant Professor	1 Year
Dr.	Hua		Wang	Neurology	Assistant Professor	1 Year
Dr.	James	R.	Wyant	Neurology	Assistant Professor	1 Year
Dr.	Alexander	A.	Grunsfeld	Neurology	Assistant Professor	1 Year
Dr.	Thomas	A.	Crum	Neurology	Assistant Professor	2 Years
Dr.	Kevin	H.	Ha	Neurology	Assistant Professor	2 Years
Dr.	Michael	R.	Halstead	Neurology	Assistant Professor	2 Years
Dr.	Firas		Beitinjaneh	Neurology	Assistant Professor of Clinical	1 Year
Dr.	Andrew	D.	Galbreath	Neurology	Assistant Professor of Clinical	1 Year
Dr.	Amelito	B. R.	Malapira	Neurology	Assistant Professor of Clinical	1 Year
Dr.	Daniel	A.	Cohen	Neurology	Associate Professor	1 Year
Dr.	Amrutlal	J.	Barot	Neurology	Associate Professor of Clinical	1 Year
Dr.	Karen	M.	Thomas	Neurology	Associate Professor of Clinical	2 Years
Dr.	Kamal	R.	Chemali	Neurology	Associate Professor of Clinical	3 Years
Miss	Renee	S.	Walker	Neurology	Instructor	1 Year
Miss	Tracy	J.	Bowdish	Neurology	Instructor	1 Year
Mr.	Thomas	R.	Hunter	Neurology	Instructor	1 Year
Miss	Laura	A.	Jackson	Neurology	Instructor	1 Year
Dr.	Grace	A.	Jordan	Neurology	Instructor	1 Year
Miss	Leslie	A.	Matson	Neurology	Instructor	1 Year
Miss	Lauren	R.	Wheeler	Neurology	Instructor	1 Year
Dr.	Richard	M.	Zweifler	Neurology	Professor	2 Years
Dr.	Homaira		Hanif	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Reem	A.	Sharaf Alddin	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Meredith	R.	Clark	Obstetrics and Gynecology	Associate Professor	2 Years
Dr.	Gustavo	F.	Doncel	Obstetrics and Gynecology	Professor (EVMS Tenure)	4 Years
Dr.	Terry	A.	Jacot	Obstetrics and Gynecology	Research Assistant Professor	2 Years
Dr.	Hannah	S.	Palin	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Jeffrey	J.	Woo	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Joseph	L.	Hudgens	Obstetrics and Gynecology	Associate Professor	2 Years
Dr.	Mary		Ojo-Carons	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Barbara	N.	Saber	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Stephen	S.	Davis	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Stacy	King	Slat	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Alissa	B.	Thieke	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Rhiannon	K.	Byron	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Brian	B.	Hearn	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Leonard	J.	Kuskowski	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Renee	C.	Morales	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Rachel	C.	Carroll-Bennett	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Richard	N.	Willard	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Thomas	D.	Kimble	Obstetrics and Gynecology	Associate Professor	1 Year

Dr.	Gayatri		Kapur	Obstetrics and Gynecology	Associate Professor of Clinical	1 Year
Dr.	Christiana	T.	Bitas	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Laura	A.	Haworth	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Joshua	M.	Morris	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Emily	E.	Nuss	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Anna	H.	Nutter	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Alyssa	C.	Savelli Binsted	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Morgan	A.	Scaglione	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Lauren	L.	Siewertsz van Reesen	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Jerri	A.	Waller	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Karla		Bermudez Wagner	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Megan	G.	Lord	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Christine	C.	Nkemeh	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Marwan	G.M.	Ma'ayeh	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Lindsay	Speros	Robbins	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Gloria	T.	Too	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Julie	R.	Whittington	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Lea	M.	Porche	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Juliana	G.	Martins	Obstetrics and Gynecology	Associate Professor	1 Year
Dr.	Tetsuya		Kawakita	Obstetrics and Gynecology	Associate Professor	3 Years
Dr.	Malgorzata		Mlynarczyk	Obstetrics and Gynecology	Associate Professor	3 Years
Dr.	Camille	M.	Kanaan	Obstetrics and Gynecology	Professor	2 Years
Dr.	George	R.	Saade	Obstetrics and Gynecology	Professor	2 Years
Dr.	Elena	S.	Sinkovskaya	Obstetrics and Gynecology	Professor	1 Year
Dr.	Steven	L.	Warsof	Obstetrics and Gynecology	Professor	3 Years
Dr.	Alfred	Z.	Abuhamad	Obstetrics and Gynecology	Professor (EVMS Tenure)	3 Years
Dr.	Andrew	W.	Moore	Obstetrics and Gynecology	Associate Professor	3 Years
Dr.	Kindra	A.	Larson	Obstetrics and Gynecology	Associate Professor	2 Years
Dr.	Peter		Takacs	Obstetrics and Gynecology	Professor	1 Year
Dr.	Nansi	S.	Boghossian	Obstetrics and Gynecology	Adjunct Associate Professor	1 Year
Dr.	Erkan		Kalafat	Obstetrics and Gynecology	Adjunct Associate Professor	3 Years
Dr.	Susan	L.	Crockin	Obstetrics and Gynecology	Adjunct Professor	2 Years
Dr.	Joshua	C.	Combs	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Elizabeth	A.	Dubil	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Charlene	G.	Echague	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Janel	F.	Foster	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Kristen	R.	Heye	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Jonathan	T.	Hunt	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Emily	C.	Kemner	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Douglas	A.	Leach	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Horace	G.	Matthews	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Kaitlyn	H.	Mayer	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Kate	E.	Oliver	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Christine		Rojas	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Tracie	C.	Snider	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Andrew	S.	Thagard	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Amanda	E.	Bucknum	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Kelly	A.	Palumbo Sopko	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Adam	C.	Sischy	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Deborah	J.	Wiese	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Bunan		Alnaif	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Kelsey	L.	Arbogast	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Cynthia	N.	Austin	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Jennifer	L.	Balderston	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Jennifer	M.	Biggs	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Anna	K.	Childson	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Matthew	P.	Chow	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Laurie	U.	De Grand	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Karen	E.	Fish	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Elizabeth	B.	Golpira	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Derwin	P.	Gray	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Lisbet	M.	Hanson	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Norma	L.	Jones-Ives	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Carrie	C.	Klett	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Mary	E.	Kownack	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Kristin	D.	Kreider	Obstetrics and Gynecology	Assistant Professor	1 Year

Dr.	Lenny		Laureta	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	C. Vivia		Liang	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Vladimir		Markovic	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Michael	E.	McCollum	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Melanie	M.	McDowell	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Kristen	A.	Mosier	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Darine	A.	Moukalled	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Lee		Ouyang	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Mohamad Mehdi		Parva	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Hania		Qutub	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Shanthi	S.	Ramesh	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Craig	H.	Ruetzel	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Barbara	E.	Simpson	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Zachary	P.	Wohlgemuth	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Ana	C.	Basso	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Colleen	M.	Connor	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Laura	R.	Cordes	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Branden	A.	Deyerle	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Laura	M.	Galo	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Jennifer	M.	Godbout	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Derwin	P.	Gray	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Jill	C.	Hasling	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	William	P.	Irvin	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Rachel	D.	Lee	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Ashley	R.	Lubecki	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Elizabeth	R.	Lunsford	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Kathy	K.	O'Connell	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Angela	W.	Parson	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Pamela	G.	Pyle	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Ghias	A.	Rana	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Stacey	J.	Rogers	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Leonid		Stepanov	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Whitney	F.	Webber	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Toriseju	D.	Whyte	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Charles	A.	Wilkes	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Benjamin	S.	Harris	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Nicole	K.	Banks	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Ismail		El Moudden	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Timothy	E.	Sayles	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Nazita		Yousefieh	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	G.	Theodore	Hughes	Obstetrics and Gynecology	Assistant Professor of Clinical	1 Year
Dr.	Robert	C.	Squatrito	Obstetrics and Gynecology	Assistant Professor of Clinical	1 Year
Dr.	Athena	P.	Kourtis	Obstetrics and Gynecology	Associate Professor	1 Year
Miss	Karen	R.	Brayboy	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Jeanne	M.	Busch	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Richard	S.	Gist	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Thomas	E.	Basco	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Monique	N.	Crabb	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Morris	M.	Elstein	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Martha	T.	Fernandez	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Arlene	J.	Fontanares	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Candice	A.	Geary	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Ilene	B.	Goldstein	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Denise	L.	Harris-Proctor	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Naved	A.	Jafri	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Obaid	H.	Jafri	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Peter	J.	Kemp	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Raegan		Kotsko	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Fenney		Kwan	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Charysse	J.	Manouilov	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Linda	J.	Mathison-Ezieme	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Raymond	L.	McCue	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Franklin	G.	Morgan	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Alexa	S.	Pascioni	Obstetrics and Gynecology	Instructor	1 Year
Dr.	David	R.	Peters	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Giniene	M.	Pirkle	Obstetrics and Gynecology	Instructor	1 Year

Dr.	Natalie	N.	Randolph	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Edward	F.	Roberts	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Sharon	L.	Sheffield	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Kimberly	J.	Stockmaster	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Christopher	P.	Stolle	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Reena		Talreja-Pelaez	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Jeffrey	M.	Wentworth	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Marybeth	R.	Dixon	Obstetrics and Gynecology	Instructor of Clinical	1 Year
Dr.	David	F.	Archer	Obstetrics and Gynecology	Professor	1 Year
Dr.	Willette	L.	LeHew	Obstetrics and Gynecology	Professor Emeritus	N/A
Dr.	Henry	L.	Gabelnick	Obstetrics and Gynecology	Professor Emeritus	N/A
Dr.	Frederick	T.	Given	Obstetrics and Gynecology	Professor Emeritus	N/A
Dr.	Neelima		Chandra	Obstetrics and Gynecology	Research Assistant Professor	2 Years
Dr.	Brett	L.	Tompkins	Ophthalmology	Assistant Professor	1 Year
Dr.	Alfred	J.	Wolanin	Ophthalmology	Assistant Professor	1 Year
Dr.	Ruston	L.	Hess	Ophthalmology	Assistant Professor	2 Years
Dr.	Ian	C.	Uber	Ophthalmology	Assistant Professor	2 Years
Dr.	Laura	B.	Bejarano	Ophthalmology	Assistant Professor	1 Year
Dr.	Haoxing		Chen	Ophthalmology	Assistant Professor	1 Year
Dr.	Mark	M.	Fernandez	Ophthalmology	Assistant Professor	1 Year
Dr.	Fredric	J.	Gross	Ophthalmology	Assistant Professor	1 Year
Dr.	Barry	A.	Mandell	Ophthalmology	Assistant Professor	1 Year
Dr.	Peter	V.	Mitrev	Ophthalmology	Assistant Professor	1 Year
Dr.	Leonard	A.	Rappaport	Ophthalmology	Assistant Professor	1 Year
Dr.	Venkat	M.	Reddy	Ophthalmology	Assistant Professor	1 Year
Dr.	Teresa	A.	Shenouda	Ophthalmology	Assistant Professor	1 Year
Dr.	Rohit		Adyanthaya	Ophthalmology	Assistant Professor	2 Years
Dr.	Jason	A.	Alvarez	Ophthalmology	Assistant Professor	2 Years
Dr.	Evan	M.	Berger	Ophthalmology	Assistant Professor	2 Years
Dr.	Cheryl	G.	Cauthen	Ophthalmology	Assistant Professor	2 Years
Dr.	Samantha	S.	Dewundara	Ophthalmology	Assistant Professor	2 Years
Dr.	Thomas	J.	Joly	Ophthalmology	Assistant Professor	2 Years
Dr.	Christopher	J.	Kurz	Ophthalmology	Assistant Professor	2 Years
Dr.	Adam	T.	Lipman	Ophthalmology	Assistant Professor	2 Years
Dr.	Constance	O.	Okeke	Ophthalmology	Assistant Professor	2 Years
Dr.	David	M.	Salib	Ophthalmology	Assistant Professor	2 Years
Dr.	Arielle	R.	Spitze	Ophthalmology	Assistant Professor	2 Years
Dr.	Elizabeth		Yeu	Ophthalmology	Assistant Professor	2 Years
Dr.	Giovanni		DiSandro	Ophthalmology	Assistant Professor	1 Year
Dr.	Kimberly	K.	Anderson	Ophthalmology	Assistant Professor	2 Years
Dr.	Jason	S.	Goldberg	Ophthalmology	Assistant Professor	2 Years
Dr.	Eric	A.	Adams	Ophthalmology	Assistant Professor of Clinical	1 Year
Dr.	Dietrich	A.	Fellner	Ophthalmology	Assistant Professor of Clinical	1 Year
Dr.	John	F.	Frantz	Ophthalmology	Assistant Professor of Clinical	1 Year
Dr.	Maria	L.	Gonzalez	Ophthalmology	Assistant Professor of Clinical	1 Year
Dr.	Joel	K.	Lall-Trail	Ophthalmology	Assistant Professor of Clinical	1 Year
Dr.	George	P.	Neatrou	Ophthalmology	Assistant Professor of Clinical	1 Year
Dr.	Mark	A.	Pavilack	Ophthalmology	Assistant Professor of Clinical	1 Year
Dr.	Kori	A.	Elkins	Ophthalmology	Assistant Professor of Clinical	2 Years
Dr.	Patrick	F.	Kilhenny	Ophthalmology	Assistant Professor of Clinical	2 Years
Dr.	Avrum	Z.	Meier	Ophthalmology	Assistant Professor of Clinical	2 Years
Dr.	Dawnielle	J.	Kerner	Ophthalmology	Assistant Professor of Clinical	1 Year
Dr.	Kapil	G.	Kapoor	Ophthalmology	Associate Professor	1 Year
Dr.	Alan	L.	Wagner	Ophthalmology	Associate Professor	1 Year
Dr.	Stephen	V.	Scoper	Ophthalmology	Associate Professor	2 Years
Dr.	Albert	Y.	Cheung	Ophthalmology	Associate Professor	3 Years
Dr.	Shannon	M.	McCole	Ophthalmology	Associate Professor	2 Years
Dr.	Mark	J.	McCarthy	Ophthalmology	Associate Professor of Clinical	3 Years
Dr.	Ayesha	M.	Rahman	Ophthalmology	Instructor	1 Year
Dr.	Earl	R.	Crouch	Ophthalmology	Professor	1 Year
Dr.	John	D.	Sheppard	Ophthalmology	Professor	1 Year
Dr.	Ira	R.	Lederman	Ophthalmology	Professor of Clinical	1 Year
Dr.	James	A.	Valone	Ophthalmology	Professor of Clinical	3 Years
Dr.	William	M.	Dougherty	Otolaryngology-Head and Neck Surgery	Assistant Professor	2 Years
Dr.	Eric	J.	Dobratz	Otolaryngology-Head and Neck Surgery	Professor	3 Years
Dr.	Ashley	A.	Schroeder	Otolaryngology-Head and Neck Surgery	Assistant Professor	1 Year

Dr.	Patrick	F.	Morgan	Otolaryngology-Head and Neck Surgery	Assistant Professor	1 Year
Dr.	Matthew	J.	Bak	Otolaryngology-Head and Neck Surgery	Associate Professor	1 Year
Dr.	Jonathan	R.	Mark	Otolaryngology-Head and Neck Surgery	Associate Professor	1 Year
Dr.	Daniel	W.	Karakla	Otolaryngology-Head and Neck Surgery	Professor Emeritus	N/A
Dr.	Benjamin	J.	Rubinstein	Otolaryngology-Head and Neck Surgery	Assistant Professor	2 Years
Dr.	John	T.	Sinacori	Otolaryngology-Head and Neck Surgery	Associate Professor	2 Years
Dr.	Peter	G.	Volsky	Otolaryngology-Head and Neck Surgery	Assistant Professor	1 Year
Dr.	Stephanie	A.	Moody Antonio	Otolaryngology-Head and Neck Surgery	Professor	2 Years
Dr.	Barry		Strasnick	Otolaryngology-Head and Neck Surgery	Professor	3 Years
Dr.	Jordyn	P.	Lucas	Otolaryngology-Head and Neck Surgery	Assistant Professor	2 Years
Dr.	Thomas	Q.	Gallagher	Otolaryngology-Head and Neck Surgery	Associate Professor	2 Years
Dr.	David	H.	Darrow	Otolaryngology-Head and Neck Surgery	Professor	1 Year
Dr.	Cristina	M.	Baldassari	Otolaryngology-Head and Neck Surgery	Professor	2 Years
Dr.	Craig	S.	Derkey	Otolaryngology-Head and Neck Surgery	Professor	2 Years
Dr.	Kent	K.	Lam	Otolaryngology-Head and Neck Surgery	Associate Professor	2 Years
Dr.	Joseph	K.	Han	Otolaryngology-Head and Neck Surgery	Professor	1 Year
Dr.	Marco	A.	Ayala	Otolaryngology-Head and Neck Surgery	Assistant Professor	1 Year
Dr.	Gregory	G.	Capra	Otolaryngology-Head and Neck Surgery	Assistant Professor	1 Year
Dr.	Jeffrey	P.	Radabaugh	Otolaryngology-Head and Neck Surgery	Assistant Professor	1 Year
Dr.	Gabriel	F.	Santiago	Otolaryngology-Head and Neck Surgery	Assistant Professor	1 Year
Dr.	Virginia	P.	Teti	Otolaryngology-Head and Neck Surgery	Assistant Professor	1 Year
Dr.	Jessica	R.	Winters	Otolaryngology-Head and Neck Surgery	Assistant Professor	1 Year
Dr.	Tokunbo	I.	Ayeni	Otolaryngology-Head and Neck Surgery	Assistant Professor	2 Years
Dr.	Michael	J.	Eliason	Otolaryngology-Head and Neck Surgery	Assistant Professor	2 Years
Dr.	Colleen	F.	Perez	Otolaryngology-Head and Neck Surgery	Assistant Professor	2 Years
Dr.	John	L.	Howard	Otolaryngology-Head and Neck Surgery	Assistant Professor	1 Year
Dr.	Denton	D.	Weiss	Otolaryngology-Head and Neck Surgery	Assistant Professor	2 Years
Dr.	Erin	R.S.	Hammersley	Otolaryngology-Head and Neck Surgery	Assistant Professor	2 Years
Dr.	Eric	M.	Gessler	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	1 Year
Dr.	Allen	O.	Mitchell	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	1 Year
Dr.	Melvin	L.	Ford	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	1 Year
Dr.	Alan	S.	Keyes	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	1 Year
Dr.	Kevin	D.	Meakin	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	1 Year
Dr.	Scott	R.	Morin	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	1 Year
Dr.	Kimberly	M.	Pasquale	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	1 Year
Dr.	Michael	N.	Shroyer	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	1 Year
Dr.	Richard	F.	Debo	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	Brian	D.	Deutsch	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	David	B.	Dorofi	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	Peter	T.	Galantich	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	Klaus		Guter	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	Ryan	P.	Hester	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	R.	Jeffrey	Hood	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	Michael	G.	Ireland	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	John	T.	Kalafsky	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	James	E.	Krochmal	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	Edilberto	O.	Pelausa	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	Eric	J.	Simko	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	Lorenz	F.	Lassen	Otolaryngology-Head and Neck Surgery	Associate Professor of Clinical	1 Year
Dr.	Bruce	K.	Barr	Otolaryngology-Head and Neck Surgery	Instructor of Clinical	1 Year
Dr.	Neil	A.	Landy	Otolaryngology-Head and Neck Surgery	Instructor of Clinical	1 Year
Dr.	Bruce	I.	Longman	Otolaryngology-Head and Neck Surgery	Instructor of Clinical	1 Year
Dr.	David	P.	Mueller	Otolaryngology-Head and Neck Surgery	Instructor of Clinical	1 Year
Miss	Kristine		McCluskey	Pathology and Anatomy	Adjunct Assistant Professor	3 Years
Miss	Indu	J.	Sharma	Pathology and Anatomy	Adjunct Associate Professor	2 Years
Dr.	Hargsoon		Yoon	Pathology and Anatomy	Adjunct Associate Professor	2 Years
Mr.	Luke	J.	Giltz	Pathology and Anatomy	Adjunct Instructor	1 Year
Dr.	Carrie	A.	Elzie	Pathology and Anatomy	Adjunct Professor	2 Years
Dr.	Craig	W.	Goodmurphy	Pathology and Anatomy	Adjunct Professor	3 Years
Dr.	Jean	D.	Kemp	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Erik	E.	Shanahan	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	John	H.	Bisese	Pathology and Anatomy	Assistant Professor	1 Year
Dr.	Vladimir		Chereminskiy	Pathology and Anatomy	Assistant Professor	1 Year
Dr.	Stephen	I.	Fisher	Pathology and Anatomy	Assistant Professor	1 Year
Dr.	Stephen	A.	Gudas	Pathology and Anatomy	Assistant Professor	1 Year
Dr.	Jeffrey	R.	Kreutzberg	Pathology and Anatomy	Assistant Professor	1 Year

Dr.	Bradley	A.	Poore	Pathology and Anatomy	Assistant Professor	1 Year
Dr.	James	D.	Post	Pathology and Anatomy	Assistant Professor	1 Year
Dr.	Michele	R.	Roulet	Pathology and Anatomy	Assistant Professor	1 Year
Dr.	Marc	L.	Silverberg	Pathology and Anatomy	Assistant Professor	1 Year
Dr.	Barbara	H.	Amaker	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Michael	A.	Bergevin	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Wendy	M.	Gunther	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Elizabeth	L.	Kinnison	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Li		Li	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Hassan	R.	Tahhan	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Daniel	V.	Unger	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Timothy	B.	Walls	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Janet	S.	Winston	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Maria	A.C.	Aguiar	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Lane	P.	Fickert	Pathology and Anatomy	Assistant Professor	1 Year
Dr.	Dorela	D.	Shuboni-Mulligan	Pathology and Anatomy	Assistant Professor	1 Year
Miss	Lauren	C.	Yoho	Pathology and Anatomy	Assistant Professor	1 Year
Miss	B.	Suzanne	Dickinson	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Natascha		Heise	Pathology and Anatomy	Assistant Professor	2 Years
Miss	Carlee	N.	Demeter	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Michael	M.	Romash	Pathology and Anatomy	Assistant Professor of Clinical	1 Year
Dr.	Joseph	J.	Legan	Pathology and Anatomy	Assistant Professor of Clinical	2 Years
Dr.	Clare	H.	Bryce	Pathology and Anatomy	Associate Professor	1 Year
Dr.	Jolanta		Kowalewska	Pathology and Anatomy	Associate Professor	1 Year
Dr.	Suhail		Nasim	Pathology and Anatomy	Associate Professor	1 Year
Dr.	Amy	M.	Tharp	Pathology and Anatomy	Associate Professor	2 Years
Dr.	Alice	L.	Werner	Pathology and Anatomy	Associate Professor	3 Years
Dr.	Ming-Lei		Guo	Pathology and Anatomy	Associate Professor	2 Years
Dr.	Jorge	L.	Jacot	Pathology and Anatomy	Associate Professor	2 Years
Dr.	Marta	A.	Ambrozewicz	Pathology and Anatomy	Associate Professor	3 Years
Mr.	Kerwin	M.	Kolheffer	Pathology and Anatomy	Associate Professor	3 Years
Dr.	Alberto	E.	Musto	Pathology and Anatomy	Associate Professor	3 Years
Dr.	Sheila	A.	Scoville	Pathology and Anatomy	Associate Professor Emerita	N/A
Mrs.	Mary	Ann	Clements	Pathology and Anatomy	FT Staff with Adjunct Appt	3 Years
Miss	Brandy	N.	Magruder	Pathology and Anatomy	Instructor	1 Year
Mr.	Christopher	E.	Mason	Pathology and Anatomy	Instructor	1 Year
Miss	Kathleen	M.	Nelsen	Pathology and Anatomy	Instructor	1 Year
Miss	Katherine		Van Winkle	Pathology and Anatomy	Instructor	1 Year
Miss	Madison	S.	Barber	Pathology and Anatomy	Instructor	1 Year
Mrs.	Lauren	T.	Roten	Pathology and Anatomy	Instructor	1 Year
Miss	Karen	C.	Owen	Pathology and Anatomy	Instructor	1 Year
Dr.	James	D.	Smith	Pathology and Anatomy	Instructor of Clinical	1 Year
Dr.	Richard	P.	Moriarty	Pathology and Anatomy	Professor	3 Years
Dr.	Paul	F.	Aravich	Pathology and Anatomy	Professor	1 Year
Dr.	Gyorgy		Lonart	Pathology and Anatomy	Professor	3 Years
Dr.	Larry	D.	Sanford	Pathology and Anatomy	Professor	3 Years
Dr.	Laurie	L.	Wellman	Pathology and Anatomy	Professor	3 Years
Dr.	Richard	M.	Conran	Pathology and Anatomy	Professor	3 Years
Dr.	Nancy	F.	Fishback	Pathology and Anatomy	Professor Emerita	N/A
Dr.	Dorothy	B.	Spangenberg	Pathology and Anatomy	Professor Emerita	N/A
Dr.	Kathleen	A.	Bennett	Pediatrics	Assistant Professor	1 Year
Dr.	Camille	I.	Carson-Bane	Pediatrics	Assistant Professor	1 Year
Dr.	John	M.	DiMichele	Pediatrics	Assistant Professor	1 Year
Dr.	Jana	L.	Elliker	Pediatrics	Assistant Professor	1 Year
Dr.	Anisha		Garg	Pediatrics	Assistant Professor	1 Year
Dr.	Nicole	L.	Kreiser Wells	Pediatrics	Assistant Professor	1 Year
Dr.	David	R.	Meyer	Pediatrics	Assistant Professor	1 Year
Dr.	Virginia	M.	Ramos Matias	Pediatrics	Assistant Professor	1 Year
Dr.	Lisa	G.	Roberts	Pediatrics	Assistant Professor	1 Year
Dr.	Diana	W.	Schofield	Pediatrics	Assistant Professor	1 Year
Dr.	Nasim		Shajihan	Pediatrics	Assistant Professor	1 Year
Dr.	Leslie	E.M.	Torbert	Pediatrics	Assistant Professor	1 Year
Dr.	Kelly	E.	Carpenter	Pediatrics	Assistant Professor	2 Years
Dr.	Jennifer	M.	Flaherty	Pediatrics	Assistant Professor	2 Years
Dr.	Jessica	K.	Hairston	Pediatrics	Assistant Professor	2 Years
Dr.	Thomas	B.	Henry	Pediatrics	Assistant Professor	2 Years

Dr.	Kevin	W.	Johnson	Pediatrics	Assistant Professor	2 Years
Dr.	Hannah	C.	Jones	Pediatrics	Assistant Professor	2 Years
Dr.	Margaret	M.	Lubas	Pediatrics	Assistant Professor	2 Years
Dr.	Lana	A.	Mahgoub	Pediatrics	Assistant Professor	2 Years
Dr.	Jennifer	M.	Moran	Pediatrics	Assistant Professor	2 Years
Dr.	Pamela	V.	Murillo	Pediatrics	Assistant Professor	2 Years
Dr.	Lynn	O.	Page	Pediatrics	Assistant Professor	2 Years
Dr.	Tamara	J.	Palka	Pediatrics	Assistant Professor	2 Years
Dr.	Carl	E.	Petersen	Pediatrics	Assistant Professor	2 Years
Dr.	Samuel	D.	Scott	Pediatrics	Assistant Professor	2 Years
Dr.	Daniel	B.	Spencer	Pediatrics	Assistant Professor	2 Years
Dr.	Andria	E.	Tatem	Pediatrics	Assistant Professor	2 Years
Dr.	Carrie	L.	Thornton	Pediatrics	Assistant Professor	2 Years
Dr.	Takechia	V.	Williams	Pediatrics	Assistant Professor	2 Years
Dr.	Jeffrey	J.	Wilson	Pediatrics	Associate Professor	1 Year
Miss	Shirl	S.	Dutton	Pediatrics	Instructor	1 Year
Mr.	Jimmy	W.	Spelts	Pediatrics	Instructor	1 Year
Miss	Mitzi	K.	Glass	Pediatrics	Instructor	1 Year
Miss	Laura	C.	Lang	Pediatrics	Instructor	1 Year
Miss	Anne	M.	Russell	Pediatrics	Instructor	1 Year
Dr.	Elise	M.	Fallucco	Pediatrics	Professor	1 Year
Dr.	Mary Margaret		Gleason	Pediatrics	Professor	2 Years
Dr.	Kyzwana	N.	Caves	Pediatrics	Assistant Professor	2 Years
Dr.	Mariel	A.	Focseneanu	Pediatrics	Assistant Professor	2 Years
Dr.	Whitney	L.	Wellenstein	Pediatrics	Assistant Professor	2 Years
Dr.	Clinton	P.	Dunn	Pediatrics	Assistant Professor	1 Year
Dr.	Lauren	L.	Smith	Pediatrics	Assistant Professor	1 Year
Dr.	Lindsey	E.	Moore	Pediatrics	Assistant Professor	2 Years
Dr.	Maripaz	B.	Morales	Pediatrics	Assistant Professor	2 Years
Miss	Ashlee	S.	Law	Pediatrics	Instructor	1 Year
Dr.	Angela	D.	Hogan	Pediatrics	Professor	2 Years
Dr.	Kelly	M.	Maples	Pediatrics	Professor	2 Years
Dr.	Liana	G.	Hosu	Pediatrics	Assistant Professor	1 Year
Dr.	Nathan	R.	Brakke	Pediatrics	Assistant Professor	1 Year
Dr.	Lauren	K.	Donahue	Pediatrics	Assistant Professor	1 Year
Dr.	Scott	J.	Hines	Pediatrics	Assistant Professor	1 Year
Dr.	Justin	M.	John	Pediatrics	Assistant Professor	1 Year
Dr.	Valbona		Kanarek	Pediatrics	Assistant Professor	1 Year
Dr.	Lida		Nadimi	Pediatrics	Assistant Professor	1 Year
Dr.	Miriam	U.	Schoepf	Pediatrics	Assistant Professor	1 Year
Dr.	Jeffrey	L.	Schubert	Pediatrics	Assistant Professor	1 Year
Dr.	Steven	P.	Zadora	Pediatrics	Assistant Professor	1 Year
Dr.	Steven	M.	DeFreitas	Pediatrics	Assistant Professor	2 Years
Dr.	Anzea	L.	Dukes	Pediatrics	Assistant Professor	2 Years
Dr.	Graham	M.	Fehr	Pediatrics	Assistant Professor	2 Years
Dr.	Jessica	J.	Kell	Pediatrics	Assistant Professor	2 Years
Dr.	Andrea	W.	Martineau	Pediatrics	Assistant Professor	2 Years
Dr.	Amelia	H.	Randall	Pediatrics	Assistant Professor	2 Years
Dr.	Silvio	M.	Sitarich	Pediatrics	Assistant Professor	2 Years
Dr.	Eva	J.	Waller	Pediatrics	Assistant Professor	2 Years
Dr.	Matthias	W.	Koenig	Pediatrics	Associate Professor	1 Year
Dr.	Mark	R.	Polak	Pediatrics	Associate Professor	3 Years
Dr.	Tracy	M.	Alderson	Pediatrics	Assistant Professor	1 Year
Dr.	Rose	M.	Cummings	Pediatrics	Assistant Professor	1 Year
Dr.	Robert	B.	Escalera	Pediatrics	Assistant Professor	2 Years
Dr.	Lopa	P.	Hartke	Pediatrics	Assistant Professor	2 Years
Dr.	Elliot	M.	Tucker	Pediatrics	Assistant Professor	2 Years
Dr.	John	H.	Reed	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Michael	S.	Vance	Pediatrics	Associate Professor	1 Year
Dr.	Alexander	R.	Ellis	Pediatrics	Associate Professor	2 Years
Dr.	Jonathan	T.	Fleenor	Pediatrics	Associate Professor	3 Years
Dr.	Elizabeth	M.A.	Wheeler	Pediatrics	Assistant Professor	1 Year
Dr.	Cassandra	L.	Elverum	Pediatrics	Assistant Professor	2 Years
Dr.	Kristina	M.	Golden	Pediatrics	Assistant Professor	2 Years
Dr.	Katlin	K.	Ternes	Pediatrics	Assistant Professor	2 Years
Dr.	Bavan	P.	Singh	Pediatrics	Instructor	1 Year

Miss	Quiana		Bradley	Pediatrics	Instructor	1 Year
Miss	Erinn	F.	Portnoy	Pediatrics	Instructor	1 Year
Miss	Laura	M.	Kanter	Pediatrics	Instructor	1 Year
Miss	Corinne	R.	Ponzi	Pediatrics	Instructor	1 Year
Dr.	Ellen	V.	Pudney	Pediatrics	Assistant Professor	1 Year
Miss	Sara	M.	Rothenberg	Pediatrics	Assistant Professor	2 Years
Dr.	Hongyun		Fu	Pediatrics	Associate Professor	1 Year
Dr.	Paul	T.	Harrell	Pediatrics	Associate Professor	2 Years
Miss	Amy	C.	Paulson	Pediatrics	Instructor	1 Year
Dr.	Kelli	J.	England	Pediatrics	Professor	3 Years
Dr.	Christopher	J.	Meeks	Pediatrics	Assistant Professor	1 Year
Dr.	Paul	F.	Whiteside	Pediatrics	Assistant Professor	2 Years
Dr.	Elisa	M.	Young	Pediatrics	Assistant Professor	2 Years
Dr.	Kristina	R.	Roth	Pediatrics	Assistant Professor	2 Years
Dr.	Gabriella	F.	Richardson	Pediatrics	Assistant Professor	2 Years
Miss	Marta	I.	Cox	Pediatrics	Instructor	1 Year
Miss	Alexandra	Z.	Laramee	Pediatrics	Instructor	1 Year
Miss	Stephanie	L.	Osler	Pediatrics	Instructor	1 Year
Dr.	Matthew	A.	Sachs	Pediatrics	Instructor	1 Year
Dr.	Brett	W.	Sharp	Pediatrics	Instructor	1 Year
Dr.	Thomas	J.	Cholis	Pediatrics	Assistant Professor	1 Year
Dr.	Meaghan	E.	Dominy	Pediatrics	Assistant Professor	1 Year
Dr.	Linette	J.	Ewing	Pediatrics	Assistant Professor	1 Year
Dr.	Christopher	K.	Foley	Pediatrics	Assistant Professor	1 Year
Dr.	Chie-Youn		Shih	Pediatrics	Assistant Professor	1 Year
Dr.	Jenna	L.	Fine	Pediatrics	Assistant Professor	2 Years
Dr.	Diana		Pang	Pediatrics	Assistant Professor	2 Years
Dr.	Erin	N.	Platter	Pediatrics	Assistant Professor	2 Years
Dr.	Julia	G.	Burden	Pediatrics	Assistant Professor	1 Year
Dr.	Judith	V.	Williams	Pediatrics	Associate Professor	3 Years
Dr.	Richard	J.	Gerber	Pediatrics	Assistant Professor	1 Year
Dr.	Kaitlin	R.	Blackard	Pediatrics	Assistant Professor	2 Years
Dr.	Janice	M.	Keener	Pediatrics	Assistant Professor	2 Years
Dr.	James	E.	Burhop	Pediatrics	Assistant Professor	1 Year
Dr.	Kelli	A.	Petronis	Pediatrics	Assistant Professor	1 Year
Dr.	Suzanne	C.	Sartori	Pediatrics	Assistant Professor	1 Year
Dr.	Melanie	A.	Weller	Pediatrics	Assistant Professor	1 Year
Dr.	Nicholas	J.	White	Pediatrics	Assistant Professor	1 Year
Dr.	Margaret	K.	Eason	Pediatrics	Assistant Professor	2 Years
Dr.	Kristin	E.	Herbert	Pediatrics	Assistant Professor	2 Years
Dr.	Courtney		Jacobs	Pediatrics	Assistant Professor	2 Years
Dr.	Nicole	M.	Schacherer	Pediatrics	Assistant Professor	2 Years
Dr.	Eliza	J.	Foley	Pediatrics	Assistant Professor	1 Year
Dr.	Michelle	K.	Arzubi-Hughes	Pediatrics	Associate Professor	1 Year
Dr.	Rupa		Kapoor	Pediatrics	Associate Professor	1 Year
Dr.	Bryan	D.	Upham	Pediatrics	Associate Professor	2 Years
Dr.	James	M.	Schmidt	Pediatrics	Associate Professor	3 Years
Dr.	Joel	M.	Clingenpeel	Pediatrics	Associate Professor	1 Year
Dr.	Alexandra	P.	Leader	Pediatrics	Associate Professor	1 Year
Dr.	Lisa	M.	Feagin	Pediatrics	Instructor	1 Year
Dr.	Sandip	A.	Godambe	Pediatrics	Professor	1 Year
Dr.	Michael	P.	Poirier	Pediatrics	Professor	2 Years
Dr.	Paul	C.	Mullan	Pediatrics	Professor	3 Years
Dr.	Eric	O.	Gyuricsko	Pediatrics	Assistant Professor	2 Years
Dr.	Nicole	L.	Nejedly	Pediatrics	Assistant Professor	2 Years
Dr.	Melinda	M.C.	Penn	Pediatrics	Assistant Professor	2 Years
Dr.	Michael	R.	Konikoff	Pediatrics	Assistant Professor	1 Year
Dr.	Nancy	U.	Yokois	Pediatrics	Assistant Professor	1 Year
Dr.	Sameer	P.	Lapsia	Pediatrics	Assistant Professor	2 Years
Dr.	Rana	F.	Ammoury	Pediatrics	Associate Professor	1 Year
Dr.	Michael	V.	Mendoza	Pediatrics	Associate Professor	1 Year
Dr.	Orhan		Atay	Pediatrics	Associate Professor	2 Years
Dr.	V.	Marc	Tsou	Pediatrics	Associate Professor	2 Years
Miss	Mary	A.	Smith	Pediatrics	Instructor	1 Year
Miss	Carolina		Molina-Martin	Pediatrics	Adjunct Instructor	2 Years
Dr.	Brian	G.	Norwood	Pediatrics	Assistant Professor	2 Years

Dr.	Heidi	K.	Flatin	Pediatrics	Assistant Professor	1 Year
Dr.	Lillian		Nalwoga	Pediatrics	Assistant Professor	1 Year
Dr.	Dionne	Y.	Palmer	Pediatrics	Assistant Professor	1 Year
Dr.	DeAnnah	M.	Jordan	Pediatrics	Assistant Professor	2 Years
Dr.	Stephen	C.	Restaino	Pediatrics	Assistant Professor	2 Years
Dr.	Natasha	K.	Sriraman	Pediatrics	Associate Professor	1 Year
Dr.	Carolyn	S.	Moneymaker	Pediatrics	Associate Professor of Clinical	2 Years
Dr.	Michelle	G.	Brenner	Pediatrics	Professor	3 Years
Dr.	Thomas	W.	Hubbard	Pediatrics	Professor of Clinical	2 Years
Miss	Teresa	M.	Heller	Pediatrics	Instructor	1 Year
Miss	Deborah	L.	Smith	Pediatrics	Instructor	1 Year
Dr.	Wilson	M.	File	Pediatrics	Assistant Professor	2 Years
Dr.	Melissa	San Julian	Mark	Pediatrics	Assistant Professor	2 Years
Dr.	Linda	D.	Pegram	Pediatrics	Assistant Professor	2 Years
Dr.	Kevin	E.	Todd	Pediatrics	Assistant Professor	2 Years
Dr.	William	C.	Owen	Pediatrics	Associate Professor	1 Year
Dr.	Herbert	E.	Bevan	Pediatrics	Professor	3 Years
Dr.	Eric	J.	Low	Pediatrics	Professor	3 Years
Dr.	Eric	J.	Werner	Pediatrics	Professor	3 Years
Dr.	Sanaz	B.	Devlin	Pediatrics	Assistant Professor	2 Years
Dr.	Cyrus	C.	Heydarian	Pediatrics	Assistant Professor	2 Years
Dr.	Danielle	E.	Russell	Pediatrics	Assistant Professor	2 Years
Dr.	Joanne	C.	Mendoza	Pediatrics	Associate Professor	1 Year
Dr.	Benjamin	E.	Nelson	Pediatrics	Associate Professor	2 Years
Dr.	Edward	A.	Johnson	Pediatrics	Associate Professor	3 Years
Dr.	Rianna	C.	Leazer	Pediatrics	Associate Professor	3 Years
Dr.	Kyrie	L.	Shomaker	Pediatrics	Associate Professor	3 Years
Dr.	Erika	T.	Rhone	Pediatrics	Associate Professor	1 Year
Miss	Reyna	D.	Nikolaus	Pediatrics	Instructor	1 Year
Dr.	Laura	A.	Sass	Pediatrics	Associate Professor	2 Years
Dr.	Randall	G.	Fisher	Pediatrics	Professor	1 Year
Dr.	Kenji	M.	Cunnion	Pediatrics	Professor	2 Years
Dr.	Alice	A.	Basinger	Pediatrics	Assistant Professor	1 Year
Miss	Lindsey	B.	Sawyer	Pediatrics	Instructor	1 Year
Dr.	Samantha	A.	Vergano	Pediatrics	Professor	3 Years
Dr.	Glen	A.	Green	Pediatrics	Associate Professor	1 Year
Dr.	Jamil	H.	Khan	Pediatrics	Associate Professor	1 Year
Dr.	Edward	H.	Karotkin	Pediatrics	Professor Emeritus	N/A
Dr.	Rachel	A.	Armentrout	Pediatrics	Assistant Professor	1 Year
Dr.	Kathryn	E.	Colacchio	Pediatrics	Assistant Professor	1 Year
Dr.	Kaitlin	M.	Ryan-Smith	Pediatrics	Assistant Professor	1 Year
Dr.	Susannah	P.	Dillender	Pediatrics	Assistant Professor	2 Years
Dr.	R.	Kirkland	Sallas	Pediatrics	Assistant Professor	2 Years
Dr.	Lana	N.	Zhang	Pediatrics	Assistant Professor	2 Years
Dr.	Kenneth	F.	Tiffany	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Tushar	A.	Shah	Pediatrics	Associate Professor	3 Years
Dr.	Brett	H.	Siegfried	Pediatrics	Associate Professor	3 Years
Miss	Lisa	M.	Miller	Pediatrics	Instructor	1 Year
Dr.	Irene	G.	Restaino	Pediatrics	Assistant Professor	2 Years
Dr.	J.	Bryan	Carmody	Pediatrics	Associate Professor	2 Years
Dr.	Ryan	P.	Williams	Pediatrics	Assistant Professor	1 Year
Dr.	Sarah	L.	Chagnon	Pediatrics	Assistant Professor	2 Years
Dr.	Nancy	J.	Como-Lesko	Pediatrics	Assistant Professor	2 Years
Dr.	Georg	J.	Dahl	Pediatrics	Assistant Professor	2 Years
Dr.	Wendy	S.	Edlund	Pediatrics	Assistant Professor	2 Years
Dr.	Ralph	S.	Northam	Pediatrics	Assistant Professor	2 Years
Dr.	Daley	L.	Owens	Pediatrics	Assistant Professor	2 Years
Dr.	Crystal	M.	Proud	Pediatrics	Assistant Professor	2 Years
Dr.	Svinder	S.	Toor	Pediatrics	Assistant Professor	2 Years
Miss	Jennifer	C.	Kalb	Pediatrics	Instructor of Clinical	1 Year
Dr.	Katrina	M.	Leshner	Pediatrics	Assistant Professor	2 Years
Dr.	Carlos	S.	Sendon	Pediatrics	Assistant Professor	1 Year
Dr.	Cynthia	E.	Epstein	Pediatrics	Assistant Professor	2 Years
Dr.	Jose	F.	Chocano	Pediatrics	Associate Professor	1 Year
Dr.	Cassianne	L.	Aguiar Lapsia	Pediatrics	Assistant Professor	1 Year
Dr.	Christos	A.	Gabriel	Pediatrics	Associate Professor	2 Years

Dr.	Michael	J.	Strunc	Pediatrics	Assistant Professor	1 Year
Dr.	Aisha	S.	Joyce	Pediatrics	Assistant Professor	2 Years
Dr.	Micah	S.	Lamb	Pediatrics	Assistant Professor	2 Years
Dr.	David	V.	Smith	Pediatrics	Assistant Professor	2 Years
Dr.	Kristyn		Anselmo	Pediatrics	Instructor	1 Year
Dr.	Ashley	R.	Koto	Pediatrics	Instructor of Clinical	1 Year
Dr.	Joel	S.	Brenner	Pediatrics	Professor	3 Years
Dr.	Cara	D.	Novick	Pediatrics	Assistant Professor	1 Year
Dr.	Adam	M.	Conley	Pediatrics	Assistant Professor	1 Year
Dr.	Joseph	F.	Dilustro	Pediatrics	Assistant Professor	1 Year
Dr.	James	M.	Cardelia	Pediatrics	Assistant Professor	1 Year
Dr.	Jeffrey	L.	Bobrowitz	Pediatrics	Assistant Professor	1 Year
Dr.	Zaharoula	A.	Viennas	Pediatrics	Assistant Professor	1 Year
Dr.	Sheetal		Ajmani	Pediatrics	Assistant Professor	2 Years
Dr.	Caroline	A.	Christian	Pediatrics	Assistant Professor	2 Years
Dr.	Daniel		Garcia	Pediatrics	Assistant Professor	2 Years
Dr.	Benjamin	D.	Klick	Pediatrics	Assistant Professor	2 Years
Dr.	Luis	F.	Olmedo	Pediatrics	Assistant Professor	2 Years
Dr.	Wendy	E.	Schofer	Pediatrics	Assistant Professor	1 Year
Dr.	Katherine	K.	Garling	Pediatrics	Assistant Professor	1 Year
Dr.	Theresa	E.	Guins	Pediatrics	Associate Professor	2 Years
Mrs.	Jade	M.	Eves	Pediatrics	Instructor	1 Year
Miss	Tracy	A.	Lucas	Pediatrics	Instructor	1 Year
Miss	Susan	V.	Schloss	Pediatrics	Instructor	1 Year
Miss	Kelsey	A.	Stone	Pediatrics	Instructor	1 Year
Dr.	Jennifer	L.	Galiotos	Pediatrics	Instructor	1 Year
Dr.	Connie	S.	Ketten	Pediatrics	Instructor	1 Year
Dr.	Christopher	P.	Holstege	Pediatrics	Adjunct Associate Professor of	2 Years
Mr.	Haree		Pallera	Pediatrics	Adjunct Instructional Faculty	3 Years
Dr.	Charisse	D.	Carter	Pediatrics	Assistant Professor	1 Year
Dr.	Jane	M.	Robertson	Pediatrics	Assistant Professor	1 Year
Dr.	Lewis	H.	Curd	Pediatrics	Assistant Professor	2 Years
Dr.	Mark	C.	Downey	Pediatrics	Assistant Professor	2 Years
Dr.	Julia	P.	Frazer	Pediatrics	Assistant Professor	2 Years
Dr.	Noelle	M.	Gabriel	Pediatrics	Assistant Professor	2 Years
Dr.	Takara	S.	Jobe	Pediatrics	Assistant Professor	2 Years
Dr.	Jennifer	C.	Livingood	Pediatrics	Assistant Professor	2 Years
Dr.	Windy		Mason-Leslie	Pediatrics	Assistant Professor	2 Years
Dr.	Amy	D.	Riccio	Pediatrics	Assistant Professor	2 Years
Dr.	Usama	M.F.	Samaan	Pediatrics	Assistant Professor	2 Years
Dr.	Michele	R.	Wadsworth	Pediatrics	Assistant Professor	2 Years
Dr.	Amy	M.	Vyas	Pediatrics	Assistant Professor	1 Year
Dr.	Theresa	M.	Broderick	Pediatrics	Assistant Professor	2 Years
Dr.	Carl	R.	St. Remy	Pediatrics	Assistant Professor	1 Year
Dr.	Brian	L.	Feldman	Pediatrics	Assistant Professor	1 Year
Dr.	Jacob	M.	Wessler	Pediatrics	Assistant Professor	1 Year
Dr.	Rees	L.	Lee	Pediatrics	Assistant Professor	2 Years
Dr.	David	A.	Austin	Pediatrics	Assistant Professor	1 Year
Dr.	Ashwin	B.	Chakurkar	Pediatrics	Assistant Professor	1 Year
Dr.	Maia	M.	Jackson	Pediatrics	Assistant Professor	1 Year
Dr.	Nicole	B.	Marsh	Pediatrics	Assistant Professor	1 Year
Dr.	Susan	B.	Murray	Pediatrics	Assistant Professor	1 Year
Dr.	Viviana		Skansi	Pediatrics	Assistant Professor	1 Year
Dr.	Jennie	H.	Tabakin	Pediatrics	Assistant Professor	1 Year
Dr.	Nancy		Wick	Pediatrics	Assistant Professor	1 Year
Dr.	Jennifer	M.	Campo	Pediatrics	Assistant Professor	2 Years
Dr.	Jane	L.	Die	Pediatrics	Assistant Professor	2 Years
Dr.	David	G.	Dorbad	Pediatrics	Assistant Professor	2 Years
Dr.	Charles	E.	Fayton	Pediatrics	Assistant Professor	2 Years
Dr.	Mark	L.	Radler	Pediatrics	Assistant Professor	2 Years
Dr.	Angela	P.	Saadat	Pediatrics	Assistant Professor	2 Years
Dr.	Kamil		Cak	Pediatrics	Assistant Professor	2 Years
Dr.	Michael	F.	Chicella	Pediatrics	Assistant Professor	1 Year
Dr.	Sarah	M.	Parsons	Pediatrics	Assistant Professor	1 Year
Dr.	Andrea	C.	Hornbuckle	Pediatrics	Assistant Professor	2 Years
Dr.	Brad	A.	Marino	Pediatrics	Assistant Professor	2 Years

Dr.	Ami	S.	Mehta	Pediatrics	Assistant Professor	2 Years
Dr.	Kim		Schock	Pediatrics	Assistant Professor	2 Years
Dr.	Katherine	D.	Watson	Pediatrics	Assistant Professor	2 Years
Mrs.	Judith	C.	Taylor-Fishwick	Pediatrics	Assistant Professor	2 Years
Dr.	John		Cawthorn	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Patrick	M.	Gerbus	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Peter	C.	Grosso	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Victor	H.	Mickunas	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Deena	S.	Obrokta	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Patricia	M.	Strauss	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Kelly	L.	Wright	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Lisa	B.	Bunting	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Fredric	N.	Fink	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Harvey	J.	Kagan	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Glenda	S.	Karp	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	James	W.	Mink	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Vernita	N.	Peeples	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Drusilla	S.	Powell	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Abhik		Biswas	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	James	Richard	Miller	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Eric	J.	Zintz	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Sandra	S.	Baucom	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Richard	L.	Curry	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Glenn	C.	Snyders	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	C.	Rick	Ellis	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Ogubuike		Emejuru	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Michael		Joyce	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Joseph		Toland	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Nancy	M.	Welch	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Burton	A.	Moss	Pediatrics	Associate Professor	2 Years
Dr.	Dana	W.E.	Ramirez	Pediatrics	Associate Professor	1 Year
Dr.	Heather	L.	Newton	Pediatrics	Associate Professor	3 Years
Dr.	Jane Elyce	F.	Glasgow	Pediatrics	Associate Professor	3 Years
Dr.	George	W.	Koehl	Pediatrics	Associate Professor Emeritus	N/A
Dr.	Robert	A.	Fink	Pediatrics	Associate Professor of Clinical	2 Years
Dr.	Lawrence	M.	Pasquinelli	Pediatrics	Associate Professor of Clinical	2 Years
Dr.	John	M.	de Triquet	Pediatrics	Associate Professor of Clinical	3 Years
Dr.	William	E.	Feldman	Pediatrics	Associate Professor of Clinical	3 Years
Dr.	Robert	D.	Lehman	Pediatrics	Associate Professor of Clinical	3 Years
Dr.	Katherine		Bischoff De Caires	Pediatrics	Instructor	1 Year
Dr.	Lindsey	A.	Crawford	Pediatrics	Instructor	1 Year
Dr.	Kaila	M.	Lessner	Pediatrics	Instructor	1 Year
Dr.	Shekinah	J.	Vaughn	Pediatrics	Instructor	1 Year
Miss	Wendy	R.	Davis	Pediatrics	Instructor	1 Year
Miss	Janice	M.	Thape	Pediatrics	Instructor	1 Year
Dr.	Kate	N.	Crandley	Pediatrics	Instructor	1 Year
Dr.	Danielle	J.	Lecky-Chaudhuri	Pediatrics	Instructor	1 Year
Dr.	Sarah		Lee	Pediatrics	Instructor	1 Year
Dr.	Jose	R.	Ongkingco	Pediatrics	Instructor	1 Year
Dr.	Emily	L.	Schank	Pediatrics	Instructor	1 Year
Dr.	Kimberly	B.	Schindler	Pediatrics	Instructor	1 Year
Dr.	Kathleen	A.	Swayne	Pediatrics	Instructor	1 Year
Dr.	Brittany	A.D.	Asaban	Pediatrics	Instructor	1 Year
Dr.	Kari		Ausherman	Pediatrics	Instructor	1 Year
Dr.	Christopher	J.	Bertani	Pediatrics	Instructor	1 Year
Mr.	Bernardo		Canga	Pediatrics	Instructor	1 Year
Dr.	Michelle	T.	Curry	Pediatrics	Instructor	1 Year
Dr.	James	E.	Dice	Pediatrics	Instructor	1 Year
Dr.	Cherubim	E.	Goldsby	Pediatrics	Instructor	1 Year
Dr.	Christina	M.	Hellauer	Pediatrics	Instructor	1 Year
Dr.	Kimberly	C.	Huber	Pediatrics	Instructor	1 Year
Dr.	Robert	A.	Johnson	Pediatrics	Instructor	1 Year
Dr.	Whitney	H.	Moore	Pediatrics	Instructor	1 Year
Dr.	Ligia		Nascente	Pediatrics	Instructor	1 Year
Dr.	Hawa	M.	Osime	Pediatrics	Instructor	1 Year
Dr.	Lindsay	M.	Patrick	Pediatrics	Instructor	1 Year

Dr.	Jessica	A.	Price	Pediatrics	Instructor	1 Year
Dr.	Thevarajani		Rajakumar	Pediatrics	Instructor	1 Year
Miss	Lydia	C.	Sa	Pediatrics	Instructor	1 Year
Mr.	Robert	J.	Sepanski	Pediatrics	Instructor	1 Year
Dr.	Andrew	J.	Stanley	Pediatrics	Instructor	1 Year
Dr.	Wilma	E.	Tagliente	Pediatrics	Instructor	1 Year
Dr.	Laureen	A.	Talty	Pediatrics	Instructor	1 Year
Mr.	Walter	L.	Williford	Pediatrics	Instructor	1 Year
Dr.	Kristin	K.	Hutchinson	Pediatrics	Instructor	1 Year
Mr.	Turaj		Vazifedan	Pediatrics	Instructor	1 Year
Dr.	Bonnie	C.	Revelle	Pediatrics	Instructor	1 Year
Mr.	Matthew	C.	Herman	Pediatrics	Instructor	1 Year
Miss	Elizabeth	K.	Parker	Pediatrics	Instructor	1 Year
Dr.	Rosemary	I.	Ashman	Pediatrics	Instructor of Clinical	1 Year
Dr.	Monica	G.	Baker	Pediatrics	Instructor of Clinical	1 Year
Dr.	Dorothy	M.	Ballard	Pediatrics	Instructor of Clinical	1 Year
Dr.	Michelle	L.	Bartimoccia	Pediatrics	Instructor of Clinical	1 Year
Dr.	Kathryn	F.	Brooks	Pediatrics	Instructor of Clinical	1 Year
Dr.	Dean	C.	Cauley	Pediatrics	Instructor of Clinical	1 Year
Dr.	Laura	A.	Charette	Pediatrics	Instructor of Clinical	1 Year
Dr.	Alka	P.	Cherry	Pediatrics	Instructor of Clinical	1 Year
Dr.	Ronda	W.	Davis	Pediatrics	Instructor of Clinical	1 Year
Dr.	Adam	L.	Drewes	Pediatrics	Instructor of Clinical	1 Year
Dr.	Scott	P.	Eichelberger	Pediatrics	Instructor of Clinical	1 Year
Dr.	Michelle	D.	Eichelberger	Pediatrics	Instructor of Clinical	1 Year
Dr.	Christy	De La Ossa	Fontana	Pediatrics	Instructor of Clinical	1 Year
Dr.	Jennifer	M.	Holland-Hinton	Pediatrics	Instructor of Clinical	1 Year
Dr.	Julie	A.	Holz	Pediatrics	Instructor of Clinical	1 Year
Dr.	Rajeshwari		Kaloji	Pediatrics	Instructor of Clinical	1 Year
Dr.	Bernadette	E.	Leidel	Pediatrics	Instructor of Clinical	1 Year
Dr.	Laura	I.	Leverone	Pediatrics	Instructor of Clinical	1 Year
Dr.	Elizabeth	H.	Meredith	Pediatrics	Instructor of Clinical	1 Year
Dr.	David	M.	Norris	Pediatrics	Instructor of Clinical	1 Year
Dr.	Scott	A.	Nottingham	Pediatrics	Instructor of Clinical	1 Year
Dr.	Leah	C.	Rowland	Pediatrics	Instructor of Clinical	1 Year
Dr.	Latricia	B.	Seusy	Pediatrics	Instructor of Clinical	1 Year
Dr.	Lynelle	W.	Slade-Byrd	Pediatrics	Instructor of Clinical	1 Year
Dr.	Steven	M.	Stolz	Pediatrics	Instructor of Clinical	1 Year
Dr.	Christopher	J.	Wrubel	Pediatrics	Instructor of Clinical	1 Year
Dr.	Joanne	R.	Wunderlich	Pediatrics	Instructor of Clinical	1 Year
Dr.	Omar	A.	Blanco	Pediatrics	Instructor of Clinical	1 Year
Dr.	James	V.	Batten	Pediatrics	Instructor of Clinical	1 Year
Dr.	Vernis	L.	Beverly	Pediatrics	Instructor of Clinical	1 Year
Dr.	Syamala		Chaganty	Pediatrics	Instructor of Clinical	1 Year
Dr.	Jacqueline	S.	Cotton	Pediatrics	Instructor of Clinical	1 Year
Dr.	Ashley	M.	deLalla	Pediatrics	Instructor of Clinical	1 Year
Dr.	Carol	E.	Downing	Pediatrics	Instructor of Clinical	1 Year
Dr.	Melissa	L.	Fritz	Pediatrics	Instructor of Clinical	1 Year
Dr.	Dionne		Harewood	Pediatrics	Instructor of Clinical	1 Year
Dr.	Deborah	C.	Holland	Pediatrics	Instructor of Clinical	1 Year
Dr.	Cami	U.	Jordan	Pediatrics	Instructor of Clinical	1 Year
Dr.	Patricia	L.	Kaufmann	Pediatrics	Instructor of Clinical	1 Year
Dr.	Ghazala	Y.	Khan	Pediatrics	Instructor of Clinical	1 Year
Dr.	Sung	Y.	Kim	Pediatrics	Instructor of Clinical	1 Year
Dr.	April	L.	Kirkner	Pediatrics	Instructor of Clinical	1 Year
Dr.	Robert	N.	Lowe	Pediatrics	Instructor of Clinical	1 Year
Dr.	Rhonda	S.	Mangrum	Pediatrics	Instructor of Clinical	1 Year
Dr.	Angela		Odom-Austin	Pediatrics	Instructor of Clinical	1 Year
Miss	Sara	J.	Rau	Pediatrics	Instructor of Clinical	1 Year
Dr.	Cathy	S.	Riopel	Pediatrics	Instructor of Clinical	1 Year
Dr.	David	J.	Riopel	Pediatrics	Instructor of Clinical	1 Year
Dr.	Valerie	R.	Southerland	Pediatrics	Instructor of Clinical	1 Year
Dr.	Marianne	G.	Springer	Pediatrics	Instructor of Clinical	1 Year
Dr.	Lisa	D.	Stephens	Pediatrics	Instructor of Clinical	1 Year
Dr.	Victoria	S.	Strasnick	Pediatrics	Instructor of Clinical	1 Year
Dr.	Paul	F.	Walker	Pediatrics	Instructor of Clinical	1 Year

Dr.	Eloise	D.	Woodruff	Pediatrics	Instructor of Clinical	1 Year
Dr.	Winfield		Young	Pediatrics	Instructor of Clinical	1 Year
Dr.	Christie	A.	Dry	Pediatrics	Instructor of Clinical	1 Year
Mr.	Matthew	S.	Warren	Pediatrics	Instructor of Clinical	1 Year
Dr.	Douglas	K.	Mitchell	Pediatrics	Professor	3 Years
Dr.	Scott	T.	Vergano	Pediatrics	Professor	3 Years
Dr.	Karen	L.	Remley	Pediatrics	Professor	3 Years
Dr.	John	W.	Harrington	Pediatrics	Professor	3 Years
Dr.	Suzanne	P.	Starling	Pediatrics	Professor	2 Years
Dr.	Clarence	W.	Gowen	Pediatrics	Professor & Chair	3 Years
Dr.	Faiqa	A.	Qureshi	Pediatrics	Professor Emerita	N/A
Dr.	William	T.	Bass	Pediatrics	Professor Emeritus	N/A
Dr.	Reuben	D.	Rohn	Pediatrics	Professor Emeritus	N/A
Dr.	Arno	L.	Zaritsky	Pediatrics	Professor Emeritus	N/A
Dr.	L.	Matthew	Frank	Pediatrics	Professor Emeritus	N/A
Dr.	Jennifer	C.	Quilter	Physical Medicine and Rehabilitation	Assistant Professor	1 Year
Dr.	Frederick		Bagares	Physical Medicine and Rehabilitation	Assistant Professor	2 Years
Dr.	Lisa	B.	Barr	Physical Medicine and Rehabilitation	Assistant Professor	2 Years
Dr.	JoAnn	W.	Dervay	Physical Medicine and Rehabilitation	Assistant Professor	2 Years
Dr.	David	S.	Levi	Physical Medicine and Rehabilitation	Assistant Professor	2 Years
Dr.	Naveen	S.	Khokhar	Physical Medicine and Rehabilitation	Assistant Professor	1 Year
Dr.	Sun	D.	Kwon	Physical Medicine and Rehabilitation	Assistant Professor	1 Year
Dr.	Krishna	Brahma Sastry	Topalli	Physical Medicine and Rehabilitation	Assistant Professor	1 Year
Dr.	Mark	A.	Caramore	Physical Medicine and Rehabilitation	Assistant Professor	2 Years
Dr.	Nataly	I.	Montes-Chinea	Physical Medicine and Rehabilitation	Assistant Professor	1 Year
Dr.	Ajay		Manhapra	Physical Medicine and Rehabilitation	Assistant Professor	2 Years
Dr.	Irma	C.	Valentin-Salgado	Physical Medicine and Rehabilitation	Assistant Professor	2 Years
Dr.	Steven	L.	Gershon	Physical Medicine and Rehabilitation	Assistant Professor of Clinical	1 Year
Dr.	Paul	B.	Mitchell	Physical Medicine and Rehabilitation	Assistant Professor of Clinical	1 Year
Dr.	Mark	A.	Ross	Physical Medicine and Rehabilitation	Assistant Professor of Clinical	1 Year
Dr.	Chang	Y.	Ha	Physical Medicine and Rehabilitation	Assistant Professor of Clinical	2 Years
Dr.	Mikiso		Mizuki	Physical Medicine and Rehabilitation	Assistant Professor of Clinical	2 Years
Dr.	Beverly	L.	Roberts-Atwater	Physical Medicine and Rehabilitation	Associate Professor	1 Year
Dr.	Antonio		Quidley-Nevaras	Physical Medicine and Rehabilitation	Associate Professor	1 Year
Dr.	Maria	R.	de Guzman	Physical Medicine and Rehabilitation	Associate Professor of Clinical	2 Years
Miss	Rebecca	S.	Pugmire	Physical Medicine and Rehabilitation	Instructor	1 Year
Miss	Emily	F.	Magee	Physical Medicine and Rehabilitation	Instructor	1 Year
Dr.	Jean	E.	Shelton	Physical Medicine and Rehabilitation	Professor Emerita	N/A
Dr.	Yuliya	S.	Dobrydneva	Physiological Sciences	Adjunct Assistant Professor	2 Years
Dr.	Anand		Iyer	Physiological Sciences	Adjunct Associate Professor	2 Years
Dr.	Sandeep		Samudre	Physiological Sciences	Assistant Professor	1 Year
Dr.	Gayle	N.	Scott	Physiological Sciences	Assistant Professor	1 Year
Dr.	Tara	S.	Reilly	Physiological Sciences	Assistant Professor	2 Years
Dr.	William	T.	Wightkin	Physiological Sciences	Assistant Professor	2 Years
Dr.	Yali		Kong	Physiological Sciences	Assistant Professor	1 Year
Dr.	Nehemiah	S.	Alvarez	Physiological Sciences	Assistant Professor	2 Years
Dr.	Pavla		Brachova	Physiological Sciences	Assistant Professor	2 Years
Dr.	Nagaraja		Nagre	Physiological Sciences	Assistant Professor	2 Years
Dr.	Mario	C.	Rodriguez	Physiological Sciences	Associate Professor	2 Years
Dr.	Eva		Forgacs-Lonart	Physiological Sciences	Associate Professor	1 Year
Dr.	Uzoma	S.	Ikonne	Physiological Sciences	Associate Professor	1 Year
Dr.	Vitold	E.	Galkin	Physiological Sciences	Associate Professor	3 Years
Dr.	Cristina	M.	Risi	Physiological Sciences	Instructor	1 Year
Dr.	Frank	J.	Castora	Physiological Sciences	Professor	1 Year
Dr.	Arun		Ram	Physiological Sciences	Professor	1 Year
Dr.	Deborah	H.	Damon	Physiological Sciences	Professor	3 Years
Dr.	Anca	D.	Dobrian	Physiological Sciences	Professor	3 Years
Dr.	Michael	J.	Solhaug	Physiological Sciences	Professor	3 Years
Dr.	Diane	M.	Duffy	Physiological Sciences	Professor (EVMS Tenure)	2 Years
Dr.	Gerald	J.	Pepe	Physiological Sciences	Professor (EVMS Tenure)	2 Years
Dr.	Khalid		Matrougui	Physiological Sciences	Professor (EVMS Tenure)	3 Years
Dr.	Howard	D.	White	Physiological Sciences	Professor (EVMS Tenure)	2 Years
Dr.	Miriam	D.	Rosenthal	Physiological Sciences	Professor Emerita	N/A
Dr.	Patricia	B.	Williams	Physiological Sciences	Professor Emerita	N/A
Dr.	Peter	F.	Blackmore	Physiological Sciences	Professor Emeritus	N/A
Dr.	Donald	C.	Meyer	Physiological Sciences	Professor Emeritus	N/A

Dr.	Karl	A.	Schellenberg	Physiological Sciences	Professor Emeritus	N/A
Dr.	Lawrence	S.	Betts	Physiological Sciences	Professor of Clinical	1 Year
Dr.	Richard	R.	Bruno	Podiatry	Assistant Professor	1 Year
Dr.	Patrick	S.	Agnew	Podiatry	Associate Professor	2 Years
Dr.	Timothy	A.	Sanderson	Psychiatry and Behavioral Sciences	Assistant Professor of Clinical	2 Years
Dr.	Sara Beth		Berner-Orcutt	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Ian	J.	Chapel	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Jessica	A.	Gurley	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Gregory	S.	Henderson	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Robert	E.	Lovern	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Gary	L.	Munn	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Justine	M.	Sprague	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Hamid	R.	Tavakoli	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	John	A.	Van Slyke	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Christopher	J.	Warner	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Martin	J.	Bayer	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Brooke	G.	Bierdz	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Michael	P.	Downes	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Stuart	D.	Kyllo	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Steven	C.	Miller	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Kristina	K.	Rached	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Heather	L.	Shibley	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Daniel	N.	Shippy	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	William	C.	Aitken	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Zaffar		Ali	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Gara	A.	Alsaadi	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Leigh		Baltuch	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Kathleen		Duncan	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Bill	J.	Forte	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Michael	P.	Henderson	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Rosemary	A.	Jackson	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Matthew	M.	Keats	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Leslie	J.	Kryzanowski	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Ajay	S.	Kuchibhatla	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Phillip	B.	Marshall	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Paul	A.	Sayegh	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Kathleen	M.	Stack	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Kelly	A.	Sullivan	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Benjamin	L.	Wiseman	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Michelle	E.	Zavage	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Velma	A.	Bacak	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Andrew	C.	Buchholz	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Huma	M.	Hyder	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Robert	P.	Pitsenbarger	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Tracie	B.	Rivera	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Kathreen	T.	Tadrous	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Christine	J.	Truman	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Marilyn	M.	Bartholmae	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Kelsey	M.	Johnson	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	James	C.	Rapley	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Mark	S.	Cotterell	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Phoebe	T.	Hitson	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Abigail	J.	Mansfield	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Jessica		Mees-Campbell	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Cory	D.	Gerwe	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Abbey	E.	McLean	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Caitlin	E.	Carnell	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Victoria	A.	De Filippo	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Radhika	A.	Manhapra	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Justin	D.	Petri	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Armin		Ansari	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Shaista		Ashai	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Kathy	S.	Babel	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Elizabeth	K.	Collumb	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Martin	P.	Cruz	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Christian	T.	De Filippo	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years

Dr.	William	H.	Lemley	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Robert	G.	Marietta	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Stephanie	L.	Peglow	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Charmaine	G.	Silva-Gata	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Maninder	G.	Singh	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Joseph	B.	Clem	Psychiatry and Behavioral Sciences	Assistant Professor of Clinical	2 Years
Dr.	Edward		Goldenberg	Psychiatry and Behavioral Sciences	Assistant Professor of Clinical	1 Year
Dr.	Pierre	H.	Golpira	Psychiatry and Behavioral Sciences	Assistant Professor of Clinical	1 Year
Dr.	Scott	W.	Sautter	Psychiatry and Behavioral Sciences	Assistant Professor of Clinical	1 Year
Dr.	Belina	R.	Alfonso	Psychiatry and Behavioral Sciences	Assistant Professor of Clinical	1 Year
Dr.	Nena	M.	Laguerta	Psychiatry and Behavioral Sciences	Assistant Professor of Clinical	1 Year
Dr.	Roopam		Sood-Khandpur	Psychiatry and Behavioral Sciences	Assistant Professor of Clinical	1 Year
Dr.	Jennifer	A.	Hanner	Psychiatry and Behavioral Sciences	Associate Professor	3 Years
Dr.	Brynn	E.	Sheehan	Psychiatry and Behavioral Sciences	Associate Professor	1 Year
Dr.	Shriti	B.	Patel	Psychiatry and Behavioral Sciences	Associate Professor	1 Year
Dr.	Allison	P.	Knight	Psychiatry and Behavioral Sciences	Associate Professor	3 Years
Dr.	Daniel	J.	St. John	Psychiatry and Behavioral Sciences	Associate Professor	3 Years
Dr.	Jose	E.	Nieves	Psychiatry and Behavioral Sciences	Associate Professor of Clinical	3 Years
Dr.	William	W.	McDaniel	Psychiatry and Behavioral Sciences	Associate Professor of Clinical	1 Year
Dr.	Jorge	A.	Cortina	Psychiatry and Behavioral Sciences	Associate Professor of Clinical	2 Years
Miss	Rebecca	S.	Hastings	Psychiatry and Behavioral Sciences	FT Staff with Adjunct Appt	3 Years
Miss	Janet	N.	Schiff	Psychiatry and Behavioral Sciences	Instructor	1 Year
Dr.	David	R.	Spiegel	Psychiatry and Behavioral Sciences	Professor	1 Year
Dr.	Lisa	G.	Fore-Arcand	Psychiatry and Behavioral Sciences	Professor	3 Years
Dr.	Richard	W.	Handel	Psychiatry and Behavioral Sciences	Professor (EVMS Tenure)	4 Years
Dr.	Kathrin		Hartmann	Psychiatry and Behavioral Sciences	Professor Emerita	N/A
Dr.	Maria	R.	Urbano	Psychiatry and Behavioral Sciences	Professor Emerita	N/A
Dr.	John	D.	Ball	Psychiatry and Behavioral Sciences	Professor Emeritus	N/A
Dr.	Stephen	I.	Deutsch	Psychiatry and Behavioral Sciences	Professor Emeritus	N/A
Dr.	Jerry	H.	Morewitz	Psychiatry and Behavioral Sciences	Professor Emeritus	N/A
Dr.	Michael	L.	Stutts	Psychiatry and Behavioral Sciences	Professor Emeritus	N/A
Dr.	J.	Catesby	Ware	Psychiatry and Behavioral Sciences	Professor Emeritus	N/A
Dr.	Jerome	S.	Blackman	Psychiatry and Behavioral Sciences	Professor of Clinical	1 Year
Dr.	Gregory		Briscoe	Psychiatry and Behavioral Sciences	Professor of Clinical	1 Year
Dr.	Cynthia	E.	Keppel	Radiation Oncology and Biophysics	Adjunct Professor	2 Years
Dr.	Claire	M.	Carman	Radiation Oncology and Biophysics	Assistant Professor	1 Year
Dr.	Tyvin	A.	Rich	Radiation Oncology and Biophysics	Assistant Professor	1 Year
Dr.	Christopher	C.	Sinesi	Radiation Oncology and Biophysics	Assistant Professor	1 Year
Dr.	Allan	F.	Thornton	Radiation Oncology and Biophysics	Assistant Professor	1 Year
Dr.	Marshall	S.	Bonnie	Radiation Oncology and Biophysics	Assistant Professor	2 Years
Dr.	Edwin	F.	Crandley	Radiation Oncology and Biophysics	Assistant Professor	1 Year
Dr.	Mark	E.	Shaves	Radiation Oncology and Biophysics	Assistant Professor	2 Years
Dr.	Nathan	C.	Sheets	Radiation Oncology and Biophysics	Assistant Professor	2 Years
Dr.	Scott	S.	Williams	Radiation Oncology and Biophysics	Assistant Professor	2 Years
Dr.	Mark	S.	Sinesi	Radiation Oncology and Biophysics	Assistant Professor	1 Year
Dr.	Richard	A.	Britten	Radiation Oncology and Biophysics	Professor (EVMS Tenure)	1 Year
Dr.	Anas	M.	El-Mahdi	Radiation Oncology and Biophysics	Professor Emeritus	N/A
Dr.	James		Shaeffer	Radiation Oncology and Biophysics	Professor Emeritus	N/A
Dr.	Stafford	G.	Brown	Radiology	Assistant Professor	1 Year
Dr.	William	G.	Harshaw	Radiology	Assistant Professor	1 Year
Dr.	John	C.	Agola	Radiology	Assistant Professor	1 Year
Dr.	John	N.	Campbell	Radiology	Assistant Professor	1 Year
Dr.	Krishna	G.	Chaudhuri	Radiology	Assistant Professor	1 Year
Dr.	Deboki	N.	Chaudhuri	Radiology	Assistant Professor	1 Year
Dr.	Christopher	J.	Dobzyniak	Radiology	Assistant Professor	1 Year
Dr.	Dina	F.	Elgohary	Radiology	Assistant Professor	1 Year
Dr.	Nina	L.	Fabiszewski	Radiology	Assistant Professor	1 Year
Dr.	Lauren	R.	Granata	Radiology	Assistant Professor	1 Year
Dr.	Susanne	Ng	Grasso	Radiology	Assistant Professor	1 Year
Dr.	Dawn	M.	Hrelie	Radiology	Assistant Professor	1 Year
Dr.	Yoonah		Kim	Radiology	Assistant Professor	1 Year
Dr.	Chan	V.	Nguyen	Radiology	Assistant Professor	1 Year
Dr.	Eveleen	M.	Oleink	Radiology	Assistant Professor	1 Year
Dr.	Christopher	A.	O'Neill	Radiology	Assistant Professor	1 Year
Dr.	Zeal	R.	Patel	Radiology	Assistant Professor	1 Year
Dr.	John	K.	Plemmons	Radiology	Assistant Professor	1 Year

Dr.	Robert	D.	Post	Radiology	Assistant Professor	1 Year
Dr.	Tracie	R.	Reh fuss	Radiology	Assistant Professor	1 Year
Dr.	Jason	E.	Rothschild	Radiology	Assistant Professor	1 Year
Dr.	Dmitri	E.	Samoilov	Radiology	Assistant Professor	1 Year
Dr.	Richard	J.	Thomas	Radiology	Assistant Professor	1 Year
Dr.	Neil	P.	Vachhani	Radiology	Assistant Professor	1 Year
Dr.	Peter	H.	Van Geertruyden	Radiology	Assistant Professor	1 Year
Dr.	Harlan	L.	Vingan	Radiology	Assistant Professor	1 Year
Dr.	Richard	R.	Barbu	Radiology	Assistant Professor	2 Years
Dr.	Christopher	J.	Barnett	Radiology	Assistant Professor	2 Years
Dr.	William	L.	Boyd	Radiology	Assistant Professor	2 Years
Dr.	Sarah	E.	Bumps	Radiology	Assistant Professor	2 Years
Dr.	Kathy		Byun	Radiology	Assistant Professor	2 Years
Dr.	John	P.	Conery	Radiology	Assistant Professor	2 Years
Dr.	Kirstin	F.	Davis	Radiology	Assistant Professor	2 Years
Dr.	Jaspreet	K.	Hira	Radiology	Assistant Professor	2 Years
Dr.	Suraj		Jaisinghani	Radiology	Assistant Professor	2 Years
Dr.	Frances	B.	Lazarow	Radiology	Assistant Professor	2 Years
Dr.	Phillip	D.	Luebbert	Radiology	Assistant Professor	2 Years
Dr.	Adam	C.	Lustig	Radiology	Assistant Professor	2 Years
Dr.	Kip	K.	Park	Radiology	Assistant Professor	2 Years
Dr.	Rachel	M.	Pevsner Crum	Radiology	Assistant Professor	2 Years
Dr.	Syed Mobeen		Reza	Radiology	Assistant Professor	2 Years
Dr.	Jennifer	L.	Rush	Radiology	Assistant Professor	2 Years
Dr.	Alex	J.	Solomon	Radiology	Assistant Professor	2 Years
Dr.	Swachchhanda		Songmen	Radiology	Assistant Professor	2 Years
Dr.	Kyle	P.	Spagnolo	Radiology	Assistant Professor	2 Years
Dr.	Adam	W.	Specht	Radiology	Assistant Professor	2 Years
Dr.	Prasanti	G.	Vachhani	Radiology	Assistant Professor	2 Years
Dr.	Shannon	B.	Wilson	Radiology	Assistant Professor	2 Years
Dr.	Baogang Jonathan		Xu	Radiology	Assistant Professor	2 Years
Dr.	Susan	E.	McKenzie	Radiology	Assistant Professor of Clinical	2 Years
Dr.	Sarah	C.	Shaves	Radiology	Associate Professor	3 Years
Dr.	John	F.	Donnal	Radiology	Associate Professor of Clinical	1 Year
Dr.	Garrison	J.	Glavich	Radiology	Instructor	1 Year
Miss	Thelma		Papini	Radiology	Instructor	1 Year
Dr.	Tapan	K.	Chaudhuri	Radiology	Professor	3 Years
Dr.	Jeffrey	R.	Crass	Radiology	Professor	3 Years
Dr.	Lester	S.	Johnson	Radiology	Professor & Chair	3 Years
Dr.	Richard	G.	Lester	Radiology	Professor Emeritus	N/A
Dr.	Ryan	A.	Carver	Surgery	Assistant Professor	1 Year
Dr.	Alexa	P.	Soult	Surgery	Assistant Professor	1 Year
Dr.	Jessica	R.	Burgess	Surgery	Associate Professor	2 Years
Dr.	Michael	T.	Martyak	Surgery	Associate Professor	3 Years
Dr.	Rebecca	C.	Britt	Surgery	Professor	2 Years
Dr.	Jay	N.	Collins	Surgery	Professor	3 Years
Dr.	L.	Delano	Britt	Surgery	Professor (EVMS Tenure)	2 Years
Dr.	Craig	L.	Bonnema	Surgery	Assistant Professor	1 Year
Dr.	Anna	L.	Hosig	Surgery	Assistant Professor	1 Year
Dr.	Mark	C.	Hubbard	Surgery	Assistant Professor	1 Year
Dr.	Jeffrey	L.	Moore	Surgery	Assistant Professor	1 Year
Dr.	Robert	F.	O'Donnell	Surgery	Assistant Professor	1 Year
Dr.	Elizabeth	M.	Slama	Surgery	Assistant Professor	1 Year
Dr.	Eric	T.	Stedje-Larsen	Surgery	Assistant Professor	1 Year
Dr.	Daniel	M.	Zink	Surgery	Assistant Professor	1 Year
Dr.	Gregory	J.	Booth	Surgery	Assistant Professor	2 Years
Dr.	Matthew	R.	McGee	Surgery	Assistant Professor	2 Years
Dr.	Grant	A.	Miller	Surgery	Assistant Professor	2 Years
Dr.	Richard	P.	Moses	Surgery	Assistant Professor	2 Years
Dr.	Adrian	C.	Proumen	Surgery	Assistant Professor	2 Years
Dr.	Victor	A.	Rivera	Surgery	Assistant Professor	2 Years
Dr.	Eric	M.	Cafini	Surgery	Assistant Professor	2 Years
Dr.	Joseph	W.	Cunningham	Surgery	Assistant Professor	2 Years
Dr.	Charles	W.	Curran	Surgery	Assistant Professor	2 Years
Dr.	William	A.	Dickinson	Surgery	Assistant Professor	2 Years
Dr.	Gilles	M.	Dongmo	Surgery	Assistant Professor	2 Years

Dr.	Timothy	J.	Holroyd	Surgery	Assistant Professor	2 Years
Dr.	A.	Morgan	Kelly	Surgery	Assistant Professor	2 Years
Dr.	Francesca	T.	Meachem	Surgery	Assistant Professor	2 Years
Dr.	Michael	J.	Meddows	Surgery	Assistant Professor	2 Years
Dr.	Jason	E.	Morris	Surgery	Assistant Professor	2 Years
Dr.	Caroline	O.	Morris	Surgery	Assistant Professor	2 Years
Dr.	Livia Sofia		Negrea Dusa	Surgery	Assistant Professor	2 Years
Dr.	Maria	N.	Nguyen	Surgery	Assistant Professor	2 Years
Dr.	Justin	D.	Roberts	Surgery	Assistant Professor	2 Years
Dr.	David	B.	Schinderle	Surgery	Assistant Professor	2 Years
Dr.	Matthew	L.	Schlossberg	Surgery	Assistant Professor	2 Years
Dr.	Robert	L.	Smits	Surgery	Assistant Professor	2 Years
Dr.	Kenneth	D.	Snider	Surgery	Assistant Professor	2 Years
Dr.	Felipe		Vasconcelos-Torres	Surgery	Assistant Professor	2 Years
Dr.	Sarah	A.	Witt	Surgery	Assistant Professor	2 Years
Dr.	Renee	A.	Woodford	Surgery	Assistant Professor	2 Years
Dr.	Min		Yang	Surgery	Assistant Professor	2 Years
Dr.	Charles	C.	Yue	Surgery	Assistant Professor	2 Years
Dr.	Thomas		Rich	Surgery	Assistant Professor of Clinical	2 Years
Dr.	Jennifer	N.	Georgi	Surgery	Assistant Professor of Clinical	1 Year
Dr.	James	L.	Pecsok	Surgery	Assistant Professor of Clinical	2 Years
Dr.	Dana	E.	Adkins	Surgery	Assistant Professor	1 Year
Dr.	David	A.	Vincent	Surgery	Assistant Professor	2 Years
Dr.	Joseph	T.	McFadden	Surgery	Professor Emeritus	N/A
Dr.	Peter	T.	Moskal	Surgery	Assistant Professor	2 Years
Dr.	George	C.	Balazs	Surgery	Assistant Professor	1 Year
Dr.	Mark	P.	Coseo	Surgery	Assistant Professor	1 Year
Dr.	Colin	V.	Crickard	Surgery	Assistant Professor	1 Year
Dr.	James	E.	Hammond	Surgery	Assistant Professor	1 Year
Dr.	Andrew	D.	Henebry	Surgery	Assistant Professor	1 Year
Dr.	Eric	D.	Shirley	Surgery	Assistant Professor	1 Year
Dr.	Christopher	S.	Smith	Surgery	Assistant Professor	1 Year
Dr.	Ashton	H.	Goldman	Surgery	Assistant Professor	2 Years
Dr.	Kevin	A.	Pinkos	Surgery	Assistant Professor	2 Years
Dr.	Vanna	J.	Rocchi	Surgery	Assistant Professor	2 Years
Dr.	Suneel	B.	Bhat	Surgery	Assistant Professor	1 Year
Dr.	Christopher	D.	DiPasquale	Surgery	Assistant Professor	2 Years
Dr.	Joseph	S.	Gondusky	Surgery	Assistant Professor	2 Years
Dr.	Ian	S.	MacLean	Surgery	Assistant Professor	2 Years
Dr.	Chad	R.	Manke	Surgery	Assistant Professor	2 Years
Dr.	Blake	E.	Moore	Surgery	Assistant Professor	2 Years
Dr.	Caroline	R.	Triepel	Surgery	Assistant Professor	2 Years
Dr.	David	C.	Zupruk	Surgery	Assistant Professor	2 Years
Dr.	Lance	B.	Davlin	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Boyd	W.	Haynes	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Manish	A.	Patel	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Samuel	P.	Robinson	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Jack	L.	Siegel	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Felix	M.	Kirven	Surgery	Assistant Professor of Clinical	2 Years
Dr.	Wilford	K.	Gibson	Surgery	Associate Professor	1 Year
Dr.	Bettina	M.	Gyr	Surgery	Associate Professor	1 Year
Dr.	Lawrence	M.	Shall	Surgery	Associate Professor of Clinical	1 Year
Dr.	Harry	J.	Molligan	Surgery	Instructor	1 Year
Dr.	Dirk	S.	Proffer	Surgery	Instructor	1 Year
Dr.	Kevin	F.	Bonner	Surgery	Professor	2 Years
Dr.	James	T.	Bennett	Surgery	Assistant Professor	1 Year
Dr.	Duane	S.	Duke	Surgery	Assistant Professor	2 Years
Dr.	Jamie	M.	Golden	Surgery	Assistant Professor	2 Years
Dr.	Natalie	A.	O'Neill	Surgery	Assistant Professor	2 Years
Dr.	Marcia	A.	Kuhn	Surgery	Assistant Professor of Clinical	2 Years
Dr.	Robert	J.	Obermeyer	Surgery	Associate Professor	3 Years
Dr.	Michael	J.	Goretsky	Surgery	Professor	3 Years
Dr.	Robert	E.	Kelly	Surgery	Professor of Clinical	1 Year
Dr.	Tamara	L.	Kemp	Surgery	Assistant Professor	2 Years
Dr.	Kenneth	J.	Ortiz	Surgery	Assistant Professor	2 Years
Dr.	Eva	D.	Dentcheva	Surgery	Assistant Professor	1 Year

Dr.	Gianfranco	A.	Frojo	Surgery	Assistant Professor	1 Year
Dr.	Matthew	A.	Galumbeck	Surgery	Assistant Professor	1 Year
Dr.	Mark	J.	Kanter	Surgery	Assistant Professor	1 Year
Dr.	Robert	H.	Schnarrs	Surgery	Assistant Professor	1 Year
Dr.	Richard	O.	Tyrell	Surgery	Assistant Professor	1 Year
Dr.	Justin	C.	Cohen	Surgery	Assistant Professor	2 Years
Dr.	Roshan	P.	Morbia	Surgery	Assistant Professor	2 Years
Dr.	Manas		Nigam	Surgery	Assistant Professor	2 Years
Dr.	Guy		Trengove-Jones	Surgery	Assistant Professor	2 Years
Dr.	Yifan		Guo	Surgery	Assistant Professor	1 Year
Dr.	Jesus Gil	B.	Inciong	Surgery	Assistant Professor	1 Year
Dr.	E. Weston		Santee	Surgery	Assistant Professor	1 Year
Dr.	Theodore	W.	Uroskie	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Ramon	A.	DeJesus	Surgery	Associate Professor	1 Year
Dr.	William	P.	Magee	Surgery	Associate Professor	3 Years
Dr.	Jonathan	S.	Jacobs	Surgery	Associate Professor of Clinical	2 Years
Dr.	Howard		Levinson	Surgery	Professor	2 Years
Dr.	Lawrence	B.	Colen	Surgery	Professor of Clinical	3 Years
Dr.	Rachel	A.	Burke	Surgery	Assistant Professor	1 Year
Dr.	Winifred	M.	Lo	Surgery	Assistant Professor	2 Years
Dr.	Eric	C.	Feliberti	Surgery	Professor	1 Year
Dr.	Marybeth	S.	Hughes	Surgery	Professor	1 Year
Dr.	Christopher	D.	Murter	Surgery	Assistant Professor	1 Year
Dr.	Animesh		Rathore	Surgery	Assistant Professor	1 Year
Dr.	Priyam	K.	Vyas	Surgery	Assistant Professor	1 Year
Dr.	Hosam	F.	El Sayed	Surgery	Associate Professor	2 Years
Dr.	Jacob	H.	Cole	Surgery	Assistant Professor	1 Year
Dr.	Derek	L.	Foerschler	Surgery	Assistant Professor	1 Year
Dr.	Scott	B.	Hughey	Surgery	Assistant Professor	1 Year
Dr.	Mark	S.	Johnson	Surgery	Assistant Professor	1 Year
Dr.	Thomas	J.	Douglas	Surgery	Assistant Professor	2 Years
Dr.	Malinda	J.	Lyon	Surgery	Assistant Professor	2 Years
Dr.	Gregory	F.	Adams	Surgery	Assistant Professor	1 Year
Dr.	Anjali	A.	Gresens	Surgery	Assistant Professor	1 Year
Dr.	Mary	L.	Guye	Surgery	Assistant Professor	1 Year
Dr.	Daphne	M.	Lenox	Surgery	Assistant Professor	1 Year
Dr.	Samuel	N.	Steerman	Surgery	Assistant Professor	1 Year
Dr.	Amber	N.	Carrier	Surgery	Assistant Professor	2 Years
Dr.	David	L.	Eckelbarger	Surgery	Assistant Professor	2 Years
Dr.	Kara	E.	Friend	Surgery	Assistant Professor	2 Years
Dr.	Robert	G.	Gayle	Surgery	Assistant Professor	2 Years
Dr.	Justin	W.	Griffin	Surgery	Assistant Professor	2 Years
Dr.	G.	Wilkins	Hubbard	Surgery	Assistant Professor	2 Years
Dr.	Clinton	D.	Kemp	Surgery	Assistant Professor	2 Years
Dr.	Christopher	R.	Rettenmaier	Surgery	Assistant Professor	2 Years
Dr.	Nick	B.	Rettenmaier	Surgery	Assistant Professor	2 Years
Dr.	Craig	J.	Stopa	Surgery	Assistant Professor	2 Years
Dr.	Duncan	P.	Yoder	Surgery	Assistant Professor	2 Years
Dr.	Jennifer	A.	Castro	Surgery	Assistant Professor	1 Year
Dr.	Eugene		Chang	Surgery	Assistant Professor	1 Year
Dr.	Sadaf	S.	Ahanchi	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Marc	K.	Boustany	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Jared	L.	Brooks	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Beryl	S.	Brown	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Richard	J.	DeMasi	Surgery	Assistant Professor of Clinical	1 Year
Dr.	David	J.	Dexter	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Mark	A.	Fontana	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Todd	W.	Gensler	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Randolph	J.	Gould	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Charles	E.	Ives	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Joseph	R.	Newton	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Stephanie	K.	Repole	Surgery	Assistant Professor of Clinical	1 Year
Dr.	John	M.	Sayles	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Basil	S.	Skenderis	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Gordon	K.	Stokes	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Bethany	B.	Tan	Surgery	Assistant Professor of Clinical	1 Year

Dr.	Charles	S.	McEnroe	Surgery	Assistant Professor of Clinical	2 Years
Dr.	F.	Noel	Parent	Surgery	Assistant Professor of Clinical	2 Years
Dr.	Jennifer	R. M.	Reed	Surgery	Assistant Professor of Clinical	2 Years
Dr.	James	J.	Schneider	Surgery	Assistant Professor of Clinical	2 Years
Dr.	Ran	V.P.	Singh	Surgery	Assistant Professor of Clinical	2 Years
Dr.	James	G.	Snyder	Surgery	Assistant Professor of Clinical	2 Years
Dr.	Stephen	D.	Wohlgemuth	Surgery	Assistant Professor of Clinical	2 Years
Dr.	Mark		Greenspan	Surgery	Associate Professor	1 Year
Dr.	Gregory	H.	Cross	Surgery	Associate Professor Emeritus	N/A
Dr.	Joan	H.	Rose	Surgery	Associate Professor of Clinical	1 Year
Dr.	William	P.	Grant	Surgery	Instructor of Clinical	1 Year
Dr.	Donald		Nuss	Surgery	Professor Emeritus	N/A
Dr.	Roger	R.	Perry	Surgery	Professor Emeritus	N/A
Dr.	Jock	R.	Wheeler	Surgery	Professor Emeritus	N/A
Dr.	Jean	M.	Panneton	Surgery	Professor of Clinical	2 Years
Dr.	Jack	M.	Zuckerman	Urology	Adjunct Assistant Professor	2 Years
Dr.	Louis	J.	Wojcik	Urology	Assistant Professor	2 Years
Dr.	Erik	T.	Grossgold	Urology	Assistant Professor	1 Year
Dr.	Jack	W.	Lambert	Urology	Assistant Professor	1 Year
Dr.	Janelle	A.	Fox	Urology	Assistant Professor	2 Years
Dr.	Victor	M.	Brugh	Urology	Assistant Professor	2 Years
Dr.	Douglas	C.	Kelly	Urology	Assistant Professor	1 Year
Dr.	John	B.	Malcolm	Urology	Assistant Professor	1 Year
Dr.	Jennifer	U.	Miles-Thomas	Urology	Assistant Professor	1 Year
Dr.	Raman		Unnikrishnan	Urology	Assistant Professor	1 Year
Dr.	Peter		Kwong	Urology	Assistant Professor	2 Years
Dr.	John	S.	Liu	Urology	Assistant Professor	2 Years
Dr.	Jefferson	Bo-Zi	Lin	Urology	Assistant Professor of Clinical	1 Year
Dr.	Edwin	L.	Robey	Urology	Associate Professor	2 Years
Dr.	Gregg	R.	Eure	Urology	Associate Professor	3 Years
Dr.	Michael	B.	Williams	Urology	Associate Professor	3 Years
Dr.	Michael	T.	Hailemariam	Urology	Instructor	1 Year
Dr.	Catherine	L.	Robey	Urology	Instructor	1 Year
Dr.	Brian	H.	Vaught	Urology	Instructor	1 Year
Dr.	Joshua	P.	Langston	Urology	Instructor	1 Year
Dr.	Akinwunmi		Ojo-Carons	Urology	Instructor	1 Year
Dr.	Ilya	J.	Sobol	Urology	Instructor	1 Year
Dr.	Michael	D.	Fabrizio	Urology	Professor	1 Year
Dr.	Robert	W.	Given	Urology	Professor	2 Years
Dr.	Paul	F.	Schellhammer	Urology	Professor	3 Years
Dr.	Kurt	A.	McCammon	Urology	Professor & Chair	1 Year
Dr.	Gerald	H.	Jordan	Urology	Professor Emeritus	N/A
Dr.	Donald	F.	Lynch	Urology	Professor Emeritus	N/A

June 13, 2024

APPROVAL OF DOCTOR OF PHILOSOPHY DEGREE
PROGRAM IN CYBERSECURITY

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed Doctor of Philosophy degree program in Cybersecurity effective with the fall 2025 semester pending approval by the State Council of Higher Education for Virginia.

Rationale: Old Dominion University seeks approval to initiate a Doctor of Philosophy degree program in Cybersecurity to begin in the fall of 2025. The proposed program will be administered in the interdisciplinary School of Cybersecurity.

The proposed research-based interdisciplinary PhD in Cybersecurity combines a strong technical foundation with policy, management, and social sciences perspectives. It is designed to educate students to become cybersecurity scholars capable of teaching about and studying complex topics related to the subject matter. Graduates of the program will be prepared to educate future cybersecurity professionals, so those professionals are able to develop solid solutions that secure the cyber space of individuals and organizations in various sectors of industry, military, and government. The program will prepare individuals who have a strong understanding of cybersecurity topics and the ability to translate subject matter to students seeking knowledge about topics such as cyber systems, cyber threats, cyber defense, and operation technologies. In addition, graduates will have the skills to enter research careers where they will be able to study the theory, technologies, skills, and practices necessary to address the daily challenges in protecting critical cyber infrastructure and assets. They will have enhanced oral and written communication skills to articulate cybersecurity problems and decisions in a cohesive and well-structured way. Finally, graduates will clearly understand ethical standards and rules for cybersecurity scholars, allowing them to promote social responsibility in cybersecurity coursework, research, and innovations. The interdisciplinary nature of the proposed program distinguishes it from traditional doctoral degree programs in computer science, engineering, or social sciences.

Old Dominion University began its formal cybersecurity initiative in 2015 with the creation of the Center for Cybersecurity Education and Research and the development of an interdisciplinary undergraduate major in cybersecurity. Since then, the Center evolved into one of the nation's first Schools of Cybersecurity and degree programs were added at the bachelor's and master's levels. The School of Cybersecurity at ODU now houses one of the largest cybersecurity programs in the nation. It represents an interdisciplinary effort bringing together more than three dozen faculty members with a wide range of expertise in computer science,

electrical and computer engineering, information technology, criminal justice, cyber laws, psychology, and philosophy. The interdisciplinary team enables a holistic approach to cybersecurity problems. The School offers a BS in Cybersecurity with majors in cybersecurity and cyber operations, and an MS in Cybersecurity with a total of more than 1,500 students. It has been designated by NSA as a National Center of Academic Excellence in Cyber Operations (CAE-CO) and a National Center of Academic Excellence in Cyber Defense (CAE-CD). Cybersecurity research is flourishing in the School. The School works closely with the cybersecurity industry, military units, government agencies, and educational institutions, to promote cybersecurity workforce development and research and innovation.

The ODU School of Cybersecurity offers two degree programs – a BS degree and an MS degree. In Fall 2015, ODU established a cybersecurity major offered as an Interdisciplinary Studies (IDS) Bachelor of Science (BS) degree through the College of Arts and Letters. That major evolved into a standalone degree major while maintaining its interdisciplinary foundations. The 120-hour curriculum provides opportunities for students to integrate education and training with application of problem-solving skills in the laboratory. Courses are drawn from the disciplines of Philosophy, Computer Science, Computer Engineering, Modeling and Simulation, Information Technology, English, Interdisciplinary Studies, and Criminal Justice. The cybersecurity BS curriculum is divided into four sections: (1) the interdisciplinary core, (2) law and ethics, (3) cybersecurity foundations, and (4) cybersecurity applications. This curriculum is in addition to general education courses, prerequisites, and electives which students take to complete the 120 credit hours.

The primary advantage of the cybersecurity BS curriculum at ODU is that it responds to the interdisciplinary nature of cybersecurity. Building on the success of the undergraduate programming, ODU created a Master of Science in Cybersecurity in 2018. The MS program grew quickly from 14 students in Fall 2018 to 203 students in Fall 2023. The undergraduate program grew in even larger numbers. When the program was first created in 2015, 11 students were enrolled in the program. In Fall 2023, 1,244 students identified as cybersecurity majors. In other words, the cybersecurity programs experienced a more-than 100-fold over an eight-year time period.

To support the growth in the degree programs and enhance cybersecurity research, ODU has invested significantly to support the cybersecurity initiative, including about a half million dollars equipment fund to create a state-of-the-art cybersecurity infrastructure, named Cybersecurity Research Environment (CRE). This environment supports research, education, and outreach activities. It enriches course projects by implementation and experimental activities, providing students with hands-on experience, which has been shown to be an important factor in stimulating students' interest and sharpening their scientific reasoning and problem-solving skills. An additional \$3 million was invested in creating the Cyber Innovation Park, the physical location where the School is housed. The School occupies 10,000 square feet of newly renovated space for classrooms, student commons, cyber labs, offices, meeting rooms, and a data center. The School operates a unique cybersecurity research and education infrastructure, established in 2017 and enhanced since then by multi-million dollars of cyberinfrastructure grants and state investment. It enables students to carry out hands-on exercises, learn cybersecurity tools and techniques, and work with faculty on research projects.

In addition, Old Dominion University has taken a lead in developing and fostering community partnerships between businesses, non-profits, public service units, and regional contractors. Three programs central to these partnerships are the Hampton Roads Cybersecurity Education, Workforce, and Economic Development Alliance (HRCyber), the Virginia Cyber Alliance, and the Coastal Virginia Cybersecurity Initiative. Created in 2016, HRCyber was designed to promote regional collaboration between high school programs, higher education institutions, businesses, and non-profits. Supported through a grant from the National Institute for Standards and Technology, HRCyber formalized degree pathways between regional institutions, led to the development of a regional cybersecurity internship program, created cybersecurity partnerships between businesses and higher education institutions, and resulted in ODU changing its cybersecurity curriculum to better meet the needs of the business community. The HRCyber Co-Laboratory expanded on HRCyber to create additional internships and a digital entrant program, which provides businesses salary support for hiring new cybersecurity workers. More recently, as part of Virginia's Commonwealth Cybersecurity Initiative, ODU led the development of the Coastal Virginia Center for Cyber Innovation. CoVA CCI provided an opportunity to fiscally sustain the HRCyber initiative and connects cybersecurity researchers, faculty, students, and businesses across the region and the state.

ODU's growth in cybersecurity programming, investment in its cybersecurity research infrastructure, and leadership in business partnerships provides the foundation needed for a vibrant and innovative PhD program in cybersecurity.

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Description of the Proposed Program

Program Background

Old Dominion University (ODU) seeks approval to initiate a Doctor of Philosophy in Cybersecurity, scheduled to begin Fall 2025 in Norfolk, Virginia. This proposed program will be housed in the interdisciplinary School of Cybersecurity.

The proposed research-based interdisciplinary PhD in Cybersecurity combines a strong technical foundation with policy, management, and social sciences perspectives. It is designed to educate students to become cybersecurity scholars capable of teaching about and studying complex topics related to the subject matter. Graduates of the program will be prepared to educate future cybersecurity professionals, so those professionals are able to develop solid solutions that secure the cyber space of individuals and organizations in various sectors of industry, military, and government. The program will prepare individuals who have a strong understanding of cybersecurity topics and the ability to translate subject matter to students seeking knowledge about topics such as cyber systems, cyber threats, cyber defense, and operation technologies. In addition, graduates will have the skills to enter research careers where they will be able to study the theory, technologies, skills, and practices necessary to address the daily challenges in protecting critical cyber infrastructure and assets. They will have enhanced oral and written communication skills to articulate cybersecurity problems and decisions in a cohesive and well-structured way. Finally, graduates will clearly understand ethical standards and rules for cybersecurity scholars, allowing them to promote social responsibility in cybersecurity coursework, research, and innovations. The interdisciplinary nature of the proposed program distinguishes it from traditional doctoral degree programs in computer science, engineering, or social sciences.

This program is designed to help prepare cyber security professors and researchers. Graduates will develop skills and competencies in technical aspects of cyber security in a diversity of current and emerging cyber security technologies and will be prepared to conduct empirical cybersecurity research. The program will prepare graduates to teach in higher education programs and conduct research in public and private sectors aiming to build scientific understanding about cybersecurity.

The proposed PhD in Cybersecurity responds to the urgent need for cybersecurity professionals in the Commonwealth of Virginia, the nation, and the world. Virginia has more cybersecurity job vacancies than any other state. Across the United States, there were 572,392 cybersecurity job vacancies in the February 2024. More than ten percent of those job vacancies (n=58,407) were in Virginia.¹ The most recent data from the Bureau of Labor Statistics confirms that Virginia employs more information security analysts than any other state.² The need nationally and in Virginia for cybersecurity professionals stems from the need to protect cyberspace. As noted in Apple's report *The Continued Threat to Personal Data: Key Factors Behind the 2023 Increase*, "For US organizations, data breaches are now at an all-time high. In just the first nine months of 2023, data breaches in the US have already increased by nearly 20% compared to all

¹ Cyberseek.org.

² Bureau of Labor Statistics. Available online at [Information Security Analysts \(bls.gov\)](https://www.bls.gov)

of 2022.”³ This increase in data breaches results in significant economic losses given estimates that each breach costs \$4.45 million.⁴

There is widespread agreement that cybersecurity job vacancies in government and industry careers have required the development of new cybersecurity programs in higher education institutions across the United States. Programs that have been developed have been housed in a wide range of programs including computer science, information technology, computer engineering, and others. Interdisciplinary programs have also been developed. Faculty who have developed these programs have relied on their own disciplinary backgrounds in developing cybersecurity curricula for Bachelor of Science and Master of Science degrees. With the growth of cybersecurity programs and cybersecurity scholarship, it has become increasingly clear that cybersecurity doctoral programs are needed.

To be sure, Bachelor’s and Master’s degree programs in cybersecurity have been developed in Virginia and across the United States to prepare professionals who are able to fill the growing number of job vacancies and guard against and respond to security challenges. In Virginia, twenty-two associate’s, bachelor’s and Master’s degree programs in cybersecurity have been developed, but no PhD program has been developed.⁵ According to one author team, “The challenge of meeting the cybersecurity work-force shortage through degree programs is intensified by the reality of the limited number of cybersecurity and engineering faculty at colleges and universities.”⁶ (Burrell et al., 2020). The proposed degree program will prepare faculty and researchers to educate future professionals and study complex topics. Graduates will become the new generation of cybersecurity scholars able to teach about and study strategies for preparing the cybersecurity workforce to safeguard information relating to national security and various sensitive business and personnel data.

In recent years, cyber attacks have become more common, sophisticated, and harmful. In fact, no organization or individual with an online presence is immune to attacks, and the impact of cyber attacks can be devastating. As the volume and sophistication of cyber attacks grow, there is a strong demand for a well-trained cybersecurity workforce to address the multifaceted cybersecurity problems,⁷ which require an advanced education to develop skillsets that not only cover basic cybersecurity coursework but that will also provide students with multidisciplinary perspectives to examine security from a holistic view. Moreover, many cybersecurity careers require the completion of a master’s degree. While efforts have been underway to grow cybersecurity programs at the undergraduate and master’s level, efforts to build doctoral

³ <https://www.apple.com/newsroom/pdfs/The-Continued-Threat-to-Personal-Data-Key-Factors-Behind-the-2023-Increase.pdf>

⁴ [Cost of a data breach 2023 | IBM](#)

⁵ https://research.schev.edu/rdPage.aspx?rdReport=degreeinventory.DegreeInventory_SCHEV&Tab=cip

⁶ Burrell, D. N., Dawson, M. E., & Nobles, C. (2020). Innovative doctorate programs in cybersecurity, engineering, and technology in the USA and UK that can be completed by professionals around the world without relocation. In *ICRMAT* (pp. 1-3). Available [online](#).

⁷ “Multifaceted security: preparing your cyber offense”, Page 2, [http://www.ey.com/Publication/vwLUAssets/EY-top-of-mind-four-themes-multifaceted-security/\\$FILE/EY-top-of-mind-four-themes-multifaceted-security.pdf](http://www.ey.com/Publication/vwLUAssets/EY-top-of-mind-four-themes-multifaceted-security/$FILE/EY-top-of-mind-four-themes-multifaceted-security.pdf)

programs have lagged behind. The result is that it has become increasingly difficult to hire and credential cybersecurity faculty in associate's, bachelor's, and master's degree programs.⁸

Rationale for the Program at Old Dominion University

Old Dominion University began its formal cybersecurity initiative in 2015 with the creation of the Center for Cybersecurity Education and Research and the development of an interdisciplinary undergraduate major in cybersecurity. Since then, the Center evolved into one of the nation's first Schools of Cybersecurity and degree programs were added at the bachelor's and master's levels. The School of Cybersecurity at ODU now houses one of the largest cybersecurity programs in the nation. It represents an interdisciplinary effort bringing together more than three dozen faculty members with a wide range of expertise in computer science, electrical and computer engineering, information technology, criminal justice, cyber laws, psychology, and philosophy. The interdisciplinary team enables a holistic approach to cybersecurity problems. The School offers a BS in Cybersecurity with majors in cybersecurity and cyber operations, and an MS in Cybersecurity with a total of more than 1,500 students. It has been designated by NSA as a National Center of Academic Excellence in Cyber Operations (CAE-CO) and a National Center of Academic Excellence in Cyber Defense (CAE-CD). Cybersecurity research is flourishing in the School. The School works closely with the cybersecurity industry, military units, government agencies, and educational institutions, to promote cybersecurity workforce development and research and innovation.

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The primary advantage of the cybersecurity BS curriculum at ODU is that it responds to the interdisciplinary nature of cybersecurity. The equal emphasis on cybersecurity foundations and applications parallels the philosophy of the Computing Research Association; namely: "Computer science and computer engineering graduates should possess a thorough education in cybersecurity and related fundamentals and principles as well as training in cybersecurity-specific technologies, tools, and skills."⁹

⁸ Burrell, D. N., Dawson, M. E., & Nobles, C. (2020). Innovative doctorate programs in cybersecurity, engineering, and technology in the USA and UK that can be completed by professionals around the world without relocation. In *ICRMAT* (pp. 1-3). Available [online](#).

⁸ "Multifaceted security: preparing your cyber offense", Page 2,

⁹ McGettrick, A. (2013). Toward curricular guidelines for cybersecurity. Association for Computing Machinery.

Building on the success of the undergraduate programming, ODU created a Master of Science in Cybersecurity in 2018. The MS program grew quickly from 14 students in Fall 2018 to 203 students in Fall 2023. The undergraduate program grew in even larger numbers. When the program was first created in 2015, 11 students were enrolled in the program. In Fall 2023, 1,244 students identified as cybersecurity majors. In other words, the cybersecurity programs experienced a more-than 100-fold over an eight-year time period.

To support the growth in the degree programs and enhance cybersecurity research, ODU has invested significantly to support the cybersecurity initiative, including about a half million dollars equipment fund to create a state-of-the-art cybersecurity infrastructure, named Cybersecurity Research Environment (CRE). This environment supports research, education, and outreach activities. It enriches course projects by implementation and experimental activities, providing students with hands-on experience, which has been shown to be an important factor in stimulating students' interest and sharpening their scientific reasoning and problem-solving skills. An additional \$3 million was invested in creating the Cyber Innovation Park, the physical location where the School is housed. The School occupies 10,000 square feet of newly renovated space for classrooms, student commons, cyber labs, offices, meeting rooms, and a data center. The School operates a unique cybersecurity research and education infrastructure, established in 2017 and enhanced since then by multi-million dollars of cyberinfrastructure grants and state investment. It enables students to carry out hands-on exercises, learn cybersecurity tools and techniques, and work with faculty on research projects.

In addition, Old Dominion University has taken a lead in developing and fostering community partnerships between businesses, non-profits, public service units, and regional contractors. Three programs central to these partnerships are the Hampton Roads Cybersecurity Education, Workforce, and Economic Development Alliance (HRCyber), the Virginia Cyber Alliance, and the Coastal Virginia Cybersecurity Initiative. Created in 2016, HRCyber was designed to promote regional collaboration between high school programs, higher education institutions, businesses, and non-profits. Supported through a grant from the National Institute for Standards and Technology, HRCyber formalized degree pathways between regional institutions, led to the development of a regional cybersecurity internship program, created cybersecurity partnerships between businesses and higher education institutions, and resulted in ODU changing its cybersecurity curriculum to better meet the needs of the business community. The HRCyber Co-Laboratory expanded on HRCyber to create additional internships and a digital entrant program, which provides businesses salary support for hiring new cybersecurity workers. More recently, as part of Virginia's Commonwealth Cybersecurity Initiative, ODU led the development of the Coastal Virginia Center for Cyber Innovation. CoVA CCI provided an opportunity to fiscally sustain the HRCyber initiative and connects cybersecurity researchers, faculty, students, and businesses across the region and the state.

ODU's growth in cybersecurity programming, investment in its cybersecurity research infrastructure, and leadership in business partnerships provides the foundation needed for a vibrant and innovative PhD program in cybersecurity.

Mission

The mission of the institution states: “Old Dominion University, located in the City of Norfolk in the metropolitan Hampton Roads region of coastal Virginia, is a dynamic public research institution that serves its students and enriches the Commonwealth of Virginia, the nation and the world through rigorous academic programs, strategic partnerships, and active civic engagement.” The PhD in Cybersecurity aligns with this mission by (1) offering a robust curriculum that trains individuals in the field of cybersecurity, (2) enhances research on cybersecurity, and (3) strengthening ODU’s commitment to contributing to the economy and workforce of the Hampton Roads region and the Commonwealth of Virginia through cybersecurity research.

Online Delivery

The proposed doctoral degree program will be available on-campus and through a fully online format, with students accessing course materials through Canvas, the University’s course management system. All assignment submissions and other course management actions will take place in Canvas. Further, faculty-student interaction is available via email, phone, in-person meetings, and Zoom.

Faculty members who teach in the web-based format are trained in course development and delivery through ODUGlobal. There, instructional designers and technologists work individually with each faculty member to convert course content, assignments, testing, and other course work to a web-based platform. Faculty work closely with the designers to ensure web-based content is the same as content taught in face-to-face settings.

Beyond the usual online offerings at ODU, cybersecurity is a field that requires extensive hands-on experience, which has been shown to be an important factor in stimulating students’ interest and sharpening their scientific reasoning and problem-solving skills. To this end, ODU has made significant investments in the creation of a state-of-the-art cybersecurity infrastructure, including a cybersecurity lab consisting of dedicated workstations, a Nutanix hyper-converged system that supports virtual machines, two Cisco lab switches, a Cisco N3k-3172-T data center grade switch, and a Palo Alto 850 NGFW firewall. On-campus and online students can remotely connect to the lab facility to conduct various real-world cybersecurity experiments.

Admission Criteria

All students applying to graduate degrees at Old Dominion University will meet criteria established by the Graduate School. Criteria for acceptance into the Doctor of Philosophy in Cybersecurity include the following:

- Online application and application fee
- A bachelor’s degree from a regionally accredited university in the U.S. or an equivalent foreign institution
- Official copies of transcripts of all regionally accredited colleges and universities attended.

- Two letters of recommendation from individuals familiar with the applicant's professional and/or academic background
- A current resume
- A statement of professional goals
- Current scores on the Test of English as a Foreign Language (TOEFL) with a minimum of 230 on the computer based TOEFL or 80 on the TOEFL iBT, if the applicant's native language is not English.

Students with previously completed work at a regionally accredited institution may submit a request for a maximum of 12 elective graduate credit hours to be transferred into the program. If approved by the admission committee, it will be added to the transcript.

Target Population

Three sets of students will be targeted for the proposed program. The first will be Old Dominion University students who are currently enrolled in the cybersecurity programs at ODU. For many, it will represent a natural progression, particularly if they are currently working in, or have plans to, work higher education or research.

The second target group includes cybersecurity students enrolled in bachelor's and master's degree programs across the Commonwealth of Virginia and nation. In particular, those with interest in teaching about and researching cybersecurity will be the target group. The availability of the online option will allow us to target students from across the Commonwealth of Virginia who otherwise may not be able to move.

The third target group includes current cybersecurity instructors who have a master's degree but no doctoral degree and are teaching at community colleges across the Commonwealth and nation. Other doctoral programs at ODU have successfully provided doctoral training to this segment of the higher education community by offering online degree programs in their disciplinary areas.

Curriculum

The Doctor of Philosophy in Cybersecurity is a 78-credit hour degree program. A dissertation is required. Students who begin the PhD program after having earned a Master's degree will complete a 48-credit hour degree program.

The proposed program will establish a solid educational foundation and prepare graduates for careers as higher education researchers, industry researchers, and cybersecurity leaders. Those entering the program straight from an undergraduate program will take coursework that include all core components of cybersecurity including cryptography, critical infrastructures, cyber threats and vulnerabilities, risk assessment and management, cyber defense and operation techniques, forensic investigation, and cyber laws and ethics. These students will also take four core courses that focus on the fundamental knowledge of cybersecurity, covering advanced cybersecurity principles, techniques, and operations, as well as advanced topics in law, policy, management, and leadership in cybersecurity.

Students entering from an undergraduate degree program will have opportunities to choose five restricted electives to learn about different aspects of cybersecurity, e.g., in information systems, network systems, clouds, mobile and wireless systems, operating systems, and cyber-physical systems (including the emerging Internet-of-Things). Courses are also offered to address such important cybersecurity topics as reverse software engineering, digital forensics, thread modeling, and ethical hacking and penetration testing. Students will learn how to identify problems, gather information, analyze data, define hypotheses, develop solutions, establish contingencies, and effectively articulate and communicate results. They will also have opportunities to interact with potential employers through recruitment and networking events.

After students have completed the foundational cybersecurity coursework and the master's project, they will begin to take advanced core requirements and advanced electives. Those who enter with a master's degree, will begin their curriculum with the advanced courses. The advanced core courses focus on topics such as ethical issues from emerging technologies, how to approach cybersecurity through an interdisciplinary lens, the use of multi-method strategies to study cybersecurity, and applied experiences in the areas of teaching and studying cybersecurity.

Students must successfully complete a dissertation. While working on the dissertation, students will enroll in dissertation research coursework (CYSE 899).

Program Requirements

Cybersecurity Core Courses* (30 hours)

CYSE 600 Cybersecurity Principles
CYSE 601 Advanced Cybersecurity Techniques and Operations
CYSE 603 Advanced Cybersecurity Law and Policy
CYSE 605 Leadership and Management in Cybersecurity
CYSE 616 Cyber Defense Fundamentals.
CYSE 800 Research Methods in Cybersecurity
CYSE 701/801 Advanced Cybersecurity Techniques and Operations II
CYSE 802 Cybersecurity Seminar
CYSE/PHIL 703/803 Moral Reasoning for Emerging Technologies
CYSE 868 Cybersecurity Practicum

*The 600 level courses would not be required for those entering with an MS degree.

Restricted Foundational Electives (15 hours)**

Select 15 credits of the following:
CYSE 519 Cyber Physical System Security
CYSE 520 Applied Machine Learning in Cybersecurity
CYSE 525 Cybersecurity Strategy and Policy
CYSE 526 Cyber War
CYSE 595 Topics in Cybersecurity
CYSE 607 Advanced Digital Forensics
CYSE 610 Advanced Cryptography
CYSE 615 Mobile and Wireless Security

CYSE 625 Advanced Ethical Hacking and Penetration Testing
CYSE 635 AI Security and Privacy
CYSE 695 Advanced Topics in Cybersecurity
CYSE 697 Independent Study in Cybersecurity
CS 564 Networked Systems Security
CS 565 Information Assurance for Cybersecurity
CS 566 Principles and Practice of Cyber Defense
CS 567 Introduction to Reverse Software Engineering
CS 761/ 861 Malware Analysis and Reverse Engineering (3 Credit Hours)
CS 569 Data Analytics for Cybersecurity
CS 522 Introduction to Machine Learning (3 Credit Hours)
CS 580 Introduction to Artificial Intelligence (3 Credit Hours)
CS 624 Data Analytics and Big Data (3 Credit Hours)
CS 722/ 822 Machine Learning (3 Credit Hours)
CS 733/ 833 Natural Language Processing (3 Credit Hours)
ENMA 625 Introduction to Homeland Security Logistics
MSIM 670 Cyber Systems Engineering
**Students entering with an MS will not take these courses.

Advanced Electives (15 hours)

Select 15 hours from three different disciplines.

CRIM 832 Advanced Cybercriminology (3 Credit Hours)
CS 764 Blockchains and Cryptocurrencies: Fundamentals, Technologies, and Economics (3 Credit Hours)
CS 865 Internet of Things Security (3 Credit Hours)
CS 872 Advanced Computer and Network Security (3 Credit Hours)
CS 873 Data Mining and Security (3 Credit Hours)
CS 874 Distributed System Security with .Net (3 Credit Hours)
CYSE 897. Independent Study (3 credit hours).
ENGL 830 The Digital Humanities (3 Credit Hours).
ENMA 801 Digital Systems Engineering (3 Credit Hours)
ENMA 824 Risk Analysis (3 Credit Hours)
ENMA 825 System Risk and Failure Analysis (3 Credit Hours)
ENMA 850 System of Systems Engineering (3 Credit Hours)
ENMA 855 Human System Engineering (3 Credit Hours)
ENMA 871 Risk and Vulnerability Management of Complex Interdependent Systems (3 Credit Hours)
ECE 742 Computer Communication Networks (3 Credit Hours)
IDT 830 Principles and Practices of Human Performance Technology
IS 721/821 New World Order: Chaos or Coherence?
PSYC 870 Human Factors Psychology (3 Credit Hours)
PSYC 876 Human-Computer Interaction (3 Credit Hours)
Other approved electives.

Dissertation Research:

CYSE 899 Doctoral Dissertation (18+ credits)

Candidacy Examination

Students in the PhD in Cybersecurity will be required to pass written and oral examinations to qualify for candidacy for the degree of Doctor of Philosophy. These examinations will assess the student's ability to coherently relate information taken from the core and research skills courses in a critical and scholarly manner. The student's advisor must recommend the student for the candidacy exam during the semester in which he/she is scheduled to complete all coursework (except for dissertation hours) required for the degree. The graduate program director (GPD) is responsible for coordinating the administration of the written and oral candidacy examinations and will appoint a committee to administer the exams. The examination committee will be made up of at least three (3) faculty members, all of whom must be graduate certified and two of whom must be affiliated with the School of Cybersecurity. The procedure for candidacy exams will follow guidelines in the Old Dominion University Graduate Catalog.

After successful completion of the written examination, an oral examination, which must be taken prior to the end of the next semester, is given addressing topics discussed in the written examination and possible additional materials. All students must pass both the written and oral candidacy examinations. Any student not passing an examination will be allowed to take it a second time. If a student does not pass an exam on the second attempt, that student will be suspended from the program.

Dissertation Research

Once the written and oral candidacy examinations have been passed, a dissertation committee will be formed to supervise dissertation research. This committee will be formed by the student, in consultation with his or her advisor and approved by the GPD. After approval of the dissertation proposal, the chair of the dissertation committee shall recommend the student's admission to candidacy to the GPD and the Dean. Each student will complete at least 18 credit hours of dissertation research (CYSE 899: Doctoral Dissertation) during which major work will result in development of a doctoral dissertation that represents original research efforts by the student.

The dissertation may take the form of one major project, or three related research projects prepared for journal publication. Upon completion of the dissertation, the student's dissertation committee will conduct a public examination and defense of the dissertation. Final approval is the responsibility of the dissertation chair, the GPD, and ultimately the Dean of the Interdisciplinary Studies, who together certify the candidate for graduation.

Appendix A provides sample schedules for full-time and part-time students. Course descriptions may be found in Appendix B.

Student Retention and Continuation Plan

Pre-emptive approaches will be adopted to ensure students succeed in the proposed program. Specific plans for student retention and continuation include:

- Requiring an online orientation session for all new students, aimed at introducing the program, curriculum, requirements, expectations, faculty, facility, and other relevant resources that are online or remotely accessible through the myODU portal.
- Providing an up-to-date curriculum and a long-range course schedule to help students plan their enrollment and time to completion.
- Requiring a minimum of one advising session per semester (online or face-to-face) and providing personalized advising throughout students' program of study.
- Holding special advising sessions for nontraditional students (e.g., working professionals).
- Connecting students with the network of cybersecurity students in the Coastal Virginia Center for Cyber Innovation.
- Assigning each student a faculty mentor; and

When individual student performance demonstrates a lack of success, faculty will explore ways to encourage success. These include:

- Individualized advising and mentoring to help the student pass course(s).
- Connecting students to other PhD students who are willing to provide peer mentoring.
- Assigning additional faculty mentors.
- Involvement in state-of-the-art cybersecurity projects to stimulate student's interest to become motivated and excited to study cybersecurity; and
- Creating a cohort to increase interactions and peer learning.

Time to Degree

Full-time students who enter directly from a bachelor's degree program will be able to complete the program in five years while part-time students will be able to finish the program in eight years. Full-time students who enter from a master's degree program will be able to complete the program in three years while part-time students will be able to finish the program in six years.

Faculty

The School of Cybersecurity has 9 faculty with credentials to teach in a Doctor of Philosophy in Cybersecurity Program. An additional 10 faculty affiliated with the School are also credentialed and have the subject matter expertise to teach in a cybersecurity doctoral program. These affiliate faculty hold tenure or tenure-track positions in five colleges: College of Arts and Letters (Sociology and Criminal Justice; Philosophy and Religious Studies), Strome College of Business (Information Technology and Decision Science), Batten College of Engineering and Technology (Electrical and Computer Engineering; Engineering Management and Systems Engineering), College of Education and Professional Studies (Education Foundations and Leadership and Instructional Design and Technology), and College of Sciences (Computer Science; Psychology).

Among the nineteen faculty members, six will teach the core coursework, including 3 professors, one of whom serves as the director of the School of Cybersecurity, 1 associate professor, 1 assistant professor, and 1 senior lecturer.

The faculty have breadth and depth in areas of cybersecurity, ranging from software to hardware security and from fundamental cybersecurity technologies to human factors in cybersecurity. Combined, they have an extensive record of scholarship with over 200 recent publications (during the past three years) in peer-reviewed journals and conferences in cybersecurity fields. They currently have 25 active research grants from prestigious organizations such as the National Science Foundation, Department of Homeland Security, Department of Defense, National Security Agency, Air Force Research Laboratory, Army Research Office, Department of Energy, Small Business Administration, the Commonwealth Cyber Initiative (CCI), Circadence Corporation, Deloitte Consulting LLP, Frontier Technology Inc (FTI), and Booz Allen Hamilton.

Abbreviated CVs for existing full-time faculty members can be found in Appendix C.

Program Administration

This proposed program will be administered by the School of Cybersecurity. The School of Cybersecurity was established to weave together distinct threads of programmatic and facility resources to create a strong education and research program focusing on cybersecurity. While offering two degrees and housing sixteen faculty, the School represents an interdisciplinary effort related to faculty, degree programs, certificates, and research initiatives from five colleges, eight academic departments, the Office of Research, Information Technology Services, and the Virginia Modeling, Analysis and Simulation Center.

A tenured cybersecurity faculty will be appointed as the graduate program director (GPD). She or he will assume responsibility for setting class schedules, coordinating student meetings and activities, gathering student input, handling students' concerns, providing admission and enrollment information to the Graduate School, and meeting with the faculty, the School director, and vice provost of academic affairs to discuss programmatic matters.

A graduate committee, to include the graduate program director and other faculty members affiliated with the School of Cybersecurity, will be formed to review applicants for admission, evaluate curriculum in meeting student and employer needs, and conduct regular program assessments.

An administrative assistant in the School of Cybersecurity will support faculty and students in this program; approximately 20% of this individual's time will be devoted to the proposed program. The assistant will help with the processing of applications, scheduling of courses, handling registration issues, updating the catalog, and website management.

Student Assessment

Students will be evaluated throughout the program using formative assessments such as case studies, papers, research projects, and presentations. Student learning outcomes cover many of the professional and empirical competencies required of higher education professors and researchers. Specifically, graduates will be able to:

1. Analyze ethical and social issues in the area of cybersecurity and communicate the underlying implications of those issues to multiple audiences.
2. Conduct independent research on cybersecurity using multiple research methods.
3. Communicate in writing the results of their research for both scholarly and non-scholarly audiences.
4. Integrate principles and methods from a variety of disciplines to study cybersecurity.
5. Apply their interdisciplinary expertise through course instruction and scholarly research; and
6. Orally communicate their understanding of cybersecurity and explain decisions in cohesive and well-structured presentations to both technical and non-technical audience.

These student learning outcomes are provided in the following assessment map.

Curriculum Map of Cybersecurity Program Core Courses

Student Learning Objectives	Courses that Develop Competency Course Number and Title	Courses and Activities that Demonstrate Mastery Course Number and Title
<p>1. Ethics Analyze ethical and social issues in the area of cybersecurity to and communication the underlying implications of those issues to multiple audiences;</p>	<p>CYSE 600. Cybersecurity Principles</p> <p>CYSE 603. Advanced Cybersecurity Law and Policy</p> <p>CYSE/ PHIL 803. Moral Reasoning for Emerging Technologies</p>	<p>CYSE 600</p> <ul style="list-style-type: none"> • 80% of students will analyze real-world cybersecurity cases using ethics theory and concepts from the fundamental cybersecurity principles introduced in the class. (Exam) <p>CYSE 603</p> <ul style="list-style-type: none"> • 80% of students will successfully present and debate on alternative methods to accomplish ethics in the cybersecurity industry. (Presentation) <p>CYSE/ PHIL 803</p> <ul style="list-style-type: none"> • 80% of students will successfully write delineate the way that new cyber technologies create ethical dilemmas for policy makers and businesses (Research paper)
<p>2. Independent Research Conduct independent research on cybersecurity using multiple research methods.</p>	<p>CYSE 601. Advanced Cybersecurity Techniques and Operations</p> <p>CYSE 605. Leadership and Management in Cybersecurity</p> <p>CYSE 800. Research Methods in Cybersecurity</p>	<p>CYSE 601</p> <ul style="list-style-type: none"> • 80% of students will analyze security problems of a wireless network, produce a written report, and give an in-class presentation. (Research project) <p>CYSE 605</p> <ul style="list-style-type: none"> • 80% of students will analyze security problems through a leadership lens, produce a written report, and give an in-class presentation (Research project) <p>CYSE 800</p> <ul style="list-style-type: none"> • 80% of students will design and complete a multi-method cybersecurity study (Research paper)

<p>3. Written Research Communicate in writing the results of their research for both scholarly and non-scholarly audiences;</p>	<p>CYSE 899 Doctoral Dissertation</p>	<p>CYSE 899</p> <ul style="list-style-type: none"> 80% of students will successfully complete a dissertation project (either as one comprehensive study or three journal articles)
<p>4. Integrated Perspective Integrate principles and methods from a variety of disciplines to study cybersecurity;</p>	<p>CYSE 802 Cybersecurity Seminar CYSE 801 Advanced Cybersecurity Techniques and Operations II</p>	<p>CYSE 802</p> <ul style="list-style-type: none"> 90% of students will develop a cybersecurity research proposal that integrates ideas from at least three disciplines (Research proposal) <p>CYSE 801</p> <ul style="list-style-type: none"> 90% of students will complete a cybersecurity diagnosis and be able to explain how the diagnosis would be explained through multidisciplinary frameworks.
<p>5. Instruction and Research Apply interdisciplinary expertise through course instruction and scholarly research;</p>	<p>CYSE 802 Cybersecurity Seminar CYSE 868 Cybersecurity Practicum</p>	<p>CYSE 802</p> <ul style="list-style-type: none"> 90% of students will develop a cybersecurity lecture and research proposal and present to the class. (Presentation) <p>CYSE 868</p> <ul style="list-style-type: none"> 90% of students will successfully teach a cybersecurity class or work in a cybersecurity research laboratory.
<p>6. Oral Communication Orally communicate cybersecurity research through well-structured presentations to both technical and non-technical audience.</p>	<p>CYSE 802 Cybersecurity Seminar CYSE 899 Doctoral Dissertation</p>	<p>CYSE 802</p> <ul style="list-style-type: none"> 90% of students will develop a cybersecurity lecture and research proposal and present to the class. (Presentation) <p>CYSE 899</p> <ul style="list-style-type: none"> 80% of students will successfully complete their dissertation defense.

Employment Skills/Workplace Competencies

Graduates of the proposed Doctor of Philosophy program in Cybersecurity will have the skills and abilities needed for employment and workplace competencies to work in higher education and in industry.

As faculty members, graduates will be able to:

1. Develop and deliver effective cybersecurity instruction in an undergraduate or graduate college or university program.
2. Conduct cybersecurity research studies independently and in collaboration with other scholars.
3. Advise and mentor cybersecurity students.
4. Serve as professional consultants and advisors to government and industry bodies seeking guidance.
5. Expand scientific knowledge about cybersecurity through multiple disciplinary frameworks.

As a cybersecurity researcher working in industry or government settings, graduates will be able to:

1. Develop original research projects focused on cybersecurity.
2. Secure funding for cybersecurity research projects.
3. Translate cybersecurity research findings into practice.
4. Effectively communicate with various audiences about cybersecurity research findings.
5. Provide technical leadership in cybersecurity settings.

Program Assessment

The program will be assessed by faculty and administrators in the School of Cybersecurity and the provost's office. The review will be completed annually in the fall starting from the second year after the program is approved, and will consist of:

- Analyzing retention and attrition rates in order to maximize the positive influences and improve the negative ones that affect program completion.
- Analyzing the results of the Old Dominion University Graduate Student Satisfaction Survey for areas where additional student support is needed.
- Analyzing graduate job placement to assess if the program is preparing students with the knowledge, skills, and abilities for jobs in cybersecurity and evaluate the program's ability to meet market demands (following initial graduates' completion)

Results of these assessments will be used to evaluate the quality of the program, to stimulate program development, and to assess the role of the program in fulfilling Old Dominion University's institutional mission. The program review may (a) result in strategic decisions about the program, (b) identify areas of improvement, (c) make resource recommendations, (d) articulate considerations for expansion or consolidation, and/or (e) consider other aspects of programmatic quality with respect to policies and practices relative to:

- Student recruitment, admissions, advising, and retention.
- Enrollment projections including consideration of the context of the SCHEV 5-year benchmark and other on-going enrollment targets.
- Course descriptions and implementation.
- Approved curricular changes and development.
- Faculty development and research activities.
- Facilities.
- Internal and external funding; and
- Description of strengths and weaknesses with attention to action items for the future.

The dean and associate dean in the Graduate School will read the program review each year to ensure that benchmarks are met and excellence is maintained. The Graduate School's annual evaluation of the program will be sent each year to the vice provost for review. The vice provost will offer guidance, as needed, for improvement, and will provide updates about the review to the provost.

Benchmarks of Success

Benchmarks of success for the Doctor of Philosophy in Cybersecurity include the following student enrollment and graduate goals:

- 10-12 new students will be admitted each year.
- The program will graduate a minimum of 8 students annually by the completion of the program's target year.
- 80% of the students who begin the program will successfully complete the program within five years of matriculation.
- 80% of graduates will be employed in cybersecurity positions using knowledge acquired in their graduate studies within six months of completion.
- 80% of students will be satisfied with the program as determined by the university's Graduate Student Satisfaction Survey
- 80% of alumni will be satisfied with the program as determined by the university's Graduate Alumni Survey, administered within one year of completion.

After the first year and subsequent years, periodic evaluations of the success of the program in meeting these benchmarks will be undertaken. If program benchmarks are not achieved, the graduate program director and the program faculty will examine the program's admissions policies, curriculum, instructional methods, advising practices, and course evaluations to determine where changes need to be made.

Expansion of an Existing Program

This program is not an expansion of an existing certificate, concentration, emphasis, focus, major, minor, or track at ODU.

Relationship to Existing ODU Degree Programs

There are no similar or related Old Dominion University programs at the doctoral level in the area of this proposed program.

Compromising Existing Programs

No degree programs will be compromised or closed as a result of the initiation and operation of the proposed degree program.

Collaboration or Standalone

This is a standalone program. No other organization was involved in its development, and no other organization will collaborate in its operation.

Justification for the Proposed Program

Response to Current Needs (Specific Demand)

Cybersecurity is a rapidly growing field that is expected to generate a significant number of new jobs over the next decade, as both government and industry make substantial investments to protect their cyber space. With the increasing reliance on computer systems and networks, more pervasive, sophisticated, and destructive cyber attacks are occurring with greater frequency. In fact, no organization or individual anywhere in the world is completely immune to cyber attacks. While institutions have made progress in developing programs for undergraduate and Master's students, the presence of cybersecurity doctoral programs has lagged behind.

Cybersecurity Job Vacancies and Higher Education

Scholars, policy makers, businesses, and others have highlighted to high number of job openings in cybersecurity. Reports suggest that there are 714,000 cybersecurity job openings in the United States¹⁰ and 3.5 million vacancies across the world.¹¹ Few would argue with the data suggesting a high demand for cybersecurity workers. The high demand has resulted in the development of cybersecurity curricula in academic programs across the world. A cursory review of the programs suggests that the new programs have been designed to prepare workers for the

¹⁰ Cyberseek.org. (2022). Cybersecurity career map. Available online.

¹¹ Morgan, S. (2021). Cybersecurity jobs report. Available online at <https://cybersecurityventures.com/jobs/>.

industrial and governmental workforce. The new curricula have primarily been for associate's, Bachelor's, and Master's degrees. To date, the development of cybersecurity PhD programs has lagged behind in the United States. This is somewhat ironic given that educators will be needed for the growing number of academic cybersecurity programs. Indeed, researchers have made observations such as, "The cybersecurity workforce needs additional skilled personnel, from the technician to the cybersecurity leader *to the teacher*"¹² and "Cybersecurity is a fast-growing field, and there has been a large and increasing demand for cybersecurity experts, leaders and *college faculty with advanced education preferably at the doctoral level.*"¹³ (emphasis added).

To date, cybersecurity doctoral programs in the United States tend to be professional doctoral programs in cybersecurity (D.SCI) or concentrations within other disciplinary PhD programs. While very few cybersecurity doctoral programs have been created in the United States, scholars have drawn attention to the need for doctoral training in cybersecurity. Justifications for PhD program in cybersecurity include (1) addressing workforce demand in industry and government, (2) building bridges between higher education and industry, (3) responding to higher education and cybersecurity professionals' interest, (4) adhering to accreditation requirements, (5) advancing cybersecurity research, (6) strengthening cybersecurity as a discipline, and (7) embracing the interdisciplinary foundations of cybersecurity.

Regarding the development of curricula to help address workforce demand, conversations typically focus on how academic programs are needed to develop the cybersecurity talent pipeline for the hundreds of thousands of job vacancies. Often missing from these conversations is the fact that higher education also has a workforce gap when it comes to cybersecurity professors. Indeed, some scholars have concluded that "To help educate future cybersecurity students, a strong cybersecurity Ph.D. program is needed."¹⁴ A review of technology-related doctoral programs by another author led the authors to conclude that "The challenge of meeting the cybersecurity workforce shortage through degree programs is intensified by the reality of the limited number of cybersecurity and engineering faculty at colleges and universities."¹⁵ Another author noted that "as universities launch [cybersecurity] programs, they may be doing so with no terminal degree faculty in cybersecurity."¹⁶ This point is emphasized by Andrew Hall and his colleagues who wrote the following about the development of new cybersecurity programs:

¹² Hall, A., Liu, X. M., & Murphy, D. (2021, October). Integrating Andragogy Theory into a Multidisciplinary Curriculum to Achieve a Connected Program for a Doctorate in Cybersecurity. In *2021 IEEE Frontiers in Education Conference (FIE)* (pp. 1-8). IEEE.

¹³ Wang, P., & Kohun, F. (2019). Designing a doctoral program in cybersecurity for working professionals. *Issues in Information Systems*, 20(1).

¹⁴ Ahmad, N., Laplante, P., Defranco, J., & Kassab, M. H. (2021). A Cybersecurity Educated Community. *IEEE Transactions on Emerging Topics in Computing*.

¹⁵ Burrell, D. N., Dawson, M. E., & Nobles, C. (2020). Innovative doctorate programs in cybersecurity, engineering, and technology in the USA and UK that can be completed by professionals around the world without relocation. In *ICRMAT* (pp. 1-3).

¹⁶ Dawson, M. (2020). National cybersecurity education: bridging defense to offense. *Land Forces Academy Review*, 25(1), 68-75.

In many cases, emergent cybersecurity academic programs relied on these practitioners as adjunct faculty to transfer and impart knowledge to students. However, this approach proved insufficient to develop an overall academic discipline of cybersecurity with effective educational programs to meet the growing and changing need for cybersecurity professionals.¹⁷

Cybersecurity doctoral programs have also been justified on the belief that such programs could build bridges between industry and higher education. From this perspective, the pool of possible doctoral students would include cybersecurity professionals who use their cybersecurity knowledge, skills, and abilities as a foundation for subsequent doctoral training. Such training, coupled with industry experience, could result in “scholarly practitioners.” Here is how one group of authors describes this possibility:

When a cybersecurity professional could have come from any of variety of undergraduate programs, and many had earned master's degrees before cybersecurity was recognized as a discipline, the signal of expertise from a terminal degree (doctorate) in cybersecurity is an intriguing opportunity. From the perspective of academia, the opportunity to create scholarly practitioners, prepared to educate, train, and mentor our students while serving as the next generation of guild masters, is equally attractive. Creating scholarly practitioners is our best chance to bootstrap the experience from within the community of practice and finally address the higher levels of the workforce.¹⁸

A related justification for the development of PhD programming has to do with the demand for such programming from both higher education and cybersecurity professionals. Higher education professionals recognize the need for cybersecurity doctoral programming to prepare cybersecurity college students for the workforce.^{19 20} According to Wang and Kohun, in 2019, there were more than “300 unfilled Cybersecurity-related college and university faculty positions that require or prefer a relevant doctorate degree.” Regarding demand from professionals, a survey of 237 cybersecurity and information technology professionals by the same authors found “that 83.54% of the respondents have an expressed interest in pursuing a Ph.D. degree in Cybersecurity in the near future.”²¹

¹⁷ Hall, A., Liu, X. M., & Murphy, D. (2023, October). Advancing Cybersecurity Through Knowledge Conversion: Industry-Academia Interchange in a Doctoral Program. In *2023 IEEE Frontiers in Education Conference (FIE)* (pp. 1-4). IEEE.

¹⁸ Hall, A., Liu, X. M., & Murphy, D. (2021, October). Integrating Andragogy Theory into a Multidisciplinary Curriculum to Achieve a Connected Program for a Doctorate in Cybersecurity. In *2021 IEEE Frontiers in Education Conference (FIE)* (pp. 1-8). IEEE. (Hall et al., p. 2)

¹⁹ Ahmad, N., Laplante, P., Defranco, J., & Kassab, M. H. (2021). A Cybersecurity Educated Community. *IEEE Transactions on Emerging Topics in Computing*.

²⁰ Wang, P., & Kohun, F. (2019). Designing a doctoral program in cybersecurity for working professionals. *Issues in Information Systems*, 20(1).

²¹ Wang, P., & Kohun, F. (2019). Designing a doctoral program in cybersecurity for working professionals. *Issues in Information Systems*, 20(1).

Cybersecurity doctoral programs are also needed to address accreditation requirements, particularly those of regional accreditors. For example, regional accreditors typically require that university faculty hold terminal degrees in their teaching discipline. As a newer discipline, cybersecurity programs have been able to justify the credentials of those teaching their courses by hiring computer scientists, engineers, or others from related fields. As the discipline grows, it is plausible that accreditors will come to expect more cybersecurity faculty with terminal degrees in cybersecurity.

The growth of cybersecurity research is another justification for PhD programs in cybersecurity. In effect, doctoral programs foster research in disciplinary areas. As one author team points out, “[Cybersecurity] PhD candidates will advance the state of the art in cybersecurity research.”²² Another author team concurs observing, “there are growing and abundant needs and opportunities for advanced research for doctoral programs and students in Cybersecurity.”²³ While cybersecurity research has grown over the years, much of the research is conducted through specific disciplinary lenses.

In a related way, the discipline of cybersecurity will become stronger through the development of doctoral programs, particularly PhD programs, in the field. The strength of any discipline can be directly connected to the number of doctoral graduates. Consider that program rankings are typically connected to the number of graduates from those programs. In a similar way, disciplines are stronger when their number of graduates is balanced with the number of careers in those disciplines. In addition, having more doctoral students translates into more research on a specific topic. A study in Canada, in fact, found that doctoral students in Quebec accounted for nearly a third of all research conducted in that province over a seven-year timeframe.²⁴ While that study focused on all disciplines, the conclusion is obvious – absent expanded cybersecurity doctoral programming, growth in cybersecurity is potentially stunted.

A final justification for creating PhD programs in cybersecurity has to do with the interdisciplinary foundation of cybersecurity. In recent years, cybersecurity education experts have increasingly drawn attention to the interdisciplinary underpinnings of the cybersecurity field.²⁵ While it is clear that cybersecurity, by its nature, is interdisciplinary, the vast majority of cybersecurity education programs are housed within singular disciplines such as computer engineering, computer science, or information technology. The results can be problematic given that for some careers an interdisciplinary understanding of cybersecurity is “required in order to

²² Callen, J., & James, J. E. (2020). Cybersecurity engineering: The growing need. *Issues in Information Systems*, 21(4).

²³ Wang, P., & Kohun, F. (2019). Designing a doctoral program in cybersecurity for working professionals. *Issues in Information Systems*, 20(1).

²⁴ Larivière, V. (2012). On the shoulders of students? The contribution of PhD students to the advancement of knowledge. *Scientometrics*, 90(2), 463-481.

²⁵ Greitzer, F.L., and Frincke, D. (2010). Combining traditional cyber security audit data with psychosocial data: towards predictive modeling for insider threat mitigation. In *Insider Threats in Cyber Security*, pp. 85-113. New York: Springer.

obtain the right skills in the field.”²⁶ Another team noted that while disciplinary degrees were appropriate for some cybersecurity careers, interdisciplinary approaches were preferable for some occupations.²⁷ When cybersecurity doctoral training is embedded in existing disciplinary PhD programs, those programs are justifiably driven by the tenets of the broader discipline. Cybersecurity scholars increasingly recognize the interdisciplinary foundation of the discipline. The benefit of creating new PhD programs is that they can be developed on interdisciplinary foundations.

Interdisciplinary cybersecurity programs are justified on several practical grounds including: (1) Such programs focus on solving a real-world problem from a holistic perspective; (2) The complex nature of cybersecurity makes it virtually impossible for one discipline to “claim ownership” over the topic; (3) Some careers that have recently been created, and some that will be developed in the future, will require an interdisciplinary understanding of cybersecurity; and (4) It is plausible that interdisciplinary programs will increase the number of women and minorities in cybersecurity programs.

Despite these advantages, barriers make it difficult to implement interdisciplinary cybersecurity programs. These barriers include faculty resistance, disciplinary silos, as well as structural and other features of universities. A handful of universities such as Old Dominion University have overcome these barriers and developed interdisciplinary cybersecurity programming. As noted above, most of these programs have been developed as BS or MS programs and very few doctoral programs have been created.

Employment Demand

National Focus

The demand for cybersecurity professors is growing across the nation. As an example, the National Science Foundation recently changed its Scholarship for Service program to meet the demand for cybersecurity professors. The SFS program offers students stipends and tuition scholarships in exchange for commitment to work for the federal government for a select period of time. In 2023, the government agreed to allow employment in certain higher education cybersecurity programs to count towards the SFS graduate’s service expectations. Data showing the national growth in cybersecurity enrollments bolster the need for doctoral-trained graduates in cybersecurity. Consider, for example, the following:

- The number of students enrolled in cybersecurity bachelor’s degree programs more than doubled between 2018 and 2022, increasing from less than 25,000 to nearly 50,000 students across the U.S.
- The number of graduates of cybersecurity degree programs increased from 10,013 to 23,476 between 2016 and 2022.

²⁶ LeClair, J., Abraham, S., & Lifang, S. (2013). An interdisciplinary approach to educating an effective cyber security workforce. In *Proceedings of the 2013 on InfoSecCD'13: Information Security Curriculum Development Conference*, p. 71. ACM, 2013.

²⁷ McDuffie, E., & Piotrowski, V. (2014). The future of cybersecurity education. *Computer* 47, no. 8: 67-69.

- Cybersecurity annual enrollment increases were 15 percent between 2018 and 2022.²⁸

The number of new academic programs also increased over recent years. In 1999, seven institutions were designated as National Centers of Academic Excellence in cybersecurity education. Today, more than 400 institutions hold that designation.²⁹ Despite this growth in enrollment and academic programming, the development of doctoral programs in cybersecurity has not kept pace. In fact, there are just four cybersecurity doctoral programs in the United States. These include the following:

- Northeastern University, an institution with an NSA Center of Academic Excellence in Research, offers a PhD in Cybersecurity. The program is available on-campus.
- Marymount University, an institution with an NSA Center of Academic Excellence in Cyber Defense, offers a Doctor of Science in Cybersecurity. The program is available online and on-campus.
- NOVA Southeastern University, an institution with an NSA Center of Academic Excellence in Cyber Defense, offers a PhD in Cybersecurity Management. The program is available online and on-campus.
- Purdue University, an institution with an NSA Center of Academic Excellence in Research, offers an interdisciplinary PhD in Information Security. The program is available online on-campus.

Some institutions offer cybersecurity concentrations within existing doctoral programs. While filling a need, the absence of programs specifically in cybersecurity keeps the field from moving forward and keeping pace with enrollment and job demand growth.

Virginia Focus

Cybersecurity higher education programs have increased rapidly in the Commonwealth of Virginia. Tables 1 and 2 show enrollments in associate’s and bachelor’s degree programs in 2017, 2020, and 2023. The trends are striking. The number of students enrolled in Bachelor’s degree programs increased tenfold between 2017 and 2023 and the number of associate’s degree students more than doubled.

Table 1 Enrollment in Cybersecurity Bachelor’s Degree Programs in Virginia, 2017, 2020, 2023

	Fall 2017	Fall 2020	Fall 2023
Computer and Information Systems Security/Auditing/Information Assurance. (11.1003)	244	1087	2594
Cyber/Computer Forensics and Counterterrorism. (43.0403)	35	54	137
Cyber/Electronic Operations and Warfare (29.0207)		29	31
Cybersecurity Defense Strategy/Policy. (43.0404)		191	251
Total	279	1361	3013

²⁸ Rowles, E. (2023). When Bad News is Good News: Cyber Breaches Drive Demand for Cybersecurity Programs. Available online at <https://www.graydi.us/blog/graydata/when-bad-news-is-good-news-cyber-breaches-drive-demand-for-cybersecurity-programs>

²⁹ What is a CAE in cybersecurity. (2023). Available online at <https://www.caecommunity.org/about-us/what-cae-cybersecurity>.

Table 2 Enrollment in Cybersecurity Associate’s Degree Programs in Virginia, 2017, 2020, 2023

	Fall 2017	Fall 2020	Fall 2023
Computer and Information Systems Security/Auditing/Information Assurance. (11.1003)	1280	2499	3363

Tables 3 and 4 show the job demand nationally and in Virginia for BS degrees and MS degrees related to cybersecurity. As indicated previously, the Commonwealth of Virginia has more cybersecurity job vacancies than any other state in the United States.

Table 3. Labor Market Information: Bureau of Labor Statistics, 2022 -2032 (10-Yr)

Occupation	Base Year Employment	Projected Employment	Total % Change and #s	Typical Entry Level Education
Information Security Analysts ³⁰	168,900	222,100	32% (53,200)	BS
Computer and Information Research Scientists ³¹	36,500	44,800	23% (8,300)	MS

Table 4. Labor Market Information: Virginia Employment Commission, 2020-2030

Occupation	Base Year Employment	Projected Employment	Total % Change and #s	Annual Change #	Education
Information Security Analysts ³²	16,340	22,360	37% (5,980)	1,970	BS
Digital Forensics Analysts ³³	17,130	19,620	15% (2,490)	1,580	BS
Computer and Information Research Scientists ³⁴	3,760	4,320	13% (560)	320	MS

Job announcements are included in Appendix D.

³⁰ <https://www.bls.gov/ooh/computer-and-information-technology/information-security-analysts.htm>

³¹ <https://www.bls.gov/ooh/computer-and-information-technology/computer-and-information-research-scientists.htm>

³² <https://www.onetonline.org/link/summary/15-1212.00>

³³ <https://www.onetonline.org/link/localtrends/15-1299.06?st=VA>

³⁴ <https://www.onetonline.org/link/localtrends/15-1221.00?st=VA>

Student Demand

Student demand for a PhD level program in cybersecurity is strong, as evidenced by three sets of data, as follows.

1. Enrollments in cybersecurity undergraduate and graduate programs, providing a pool of prospective graduate students in this program. Specifically, the Office of Institutional Research at ODU reports those enrollments—in cybersecurity, cybercrime, and enterprise cybersecurity majors—as follows:

Fall 2015	11
Fall 2016	69
Fall 2017	131
Fall 2018	370
Fall 2019	608
Fall 2020	843
Fall 2021	964
Fall 2022	1251
Fall 2023	1451

2. Results of a survey sent to undergraduate (junior and seniors) and graduate (master's) cybersecurity students at ODU. The survey was conducted February 19 to February 23, 2024. A total of 77 individuals responded to the survey about the proposed PhD in Cybersecurity. A large number of students reported being extremely interested (38), very interested (15), or interested (18) in the proposed program. When asked whether they would enroll in the proposed program at ODU, 71 students said they were somewhat likely (11), likely (13), very likely (22), or definitely (27) applying to the proposed program.
3. Unsolicited emails received from students inquiring about the availability of a PhD program in cybersecurity.

Student survey results are in Appendix E. The unsolicited emails may be found in Appendix F.

STATE COUNCIL OF HIGHER EDUCATION FOR VIRGINIA
SUMMARY OF PROJECTED ENROLLMENTS IN PROPOSED PROGRAM

Projected enrollment:

Year 1		Year 2		Year 3		Year 4 Target Year (2-year institutions)			Year 5 Target Year (4-year institutions)		
2025 - 2026		2026 - 2027		2027 - 2028		2028 - 2029			2029 - 2030		
HDCT	FTES	HDCT	FTES	HDCT	FTES	HDCT	FTES	GRAD	HDCT	FTES	GRAD
<u>12</u>	<u>9</u>	<u>24</u>	<u>18</u>	<u>36</u>	<u>27</u>	<u>48</u>	<u>36</u>	_____	<u>60</u>	<u>45</u>	<u>8</u>

Assumptions

- Retention: 90%
- Part-time students: 25% / Full-time students: 75%
- Full-time students credit hours per semester: 9
- Part-time students credit hours per semester: 6
- Full-time students graduate in 5 years
- Part-time students graduate in 8 years

Duplication

No public institution in the Commonwealth of Virginia offers a PhD in Cybersecurity.

Projected Resource Needs for the Proposed Program

Resource Needs

Old Dominion University and the School of Cybersecurity have sufficient resources to launch and sustain the proposed program. Specifically, faculty, staff, equipment, space, and library resources are available to launch and maintain the proposed program. The proposed program will allocate 1.0 FTE of instructional effort for every 9.0 FTE of enrollment. During the 2025-2026, academic year when the program is launched, a total of .9 FTE of instructional effort will be required, and it will rise to 4.5 FTE by the target year, 2030-2031.

The provost has committed to adding four new cybersecurity faculty with appointments in affiliated departments between program initiation and the first three years of the program.

Full-Time Faculty

The Director of the School of Cybersecurity will teach in the program, in addition to serving as the program director. His instructional efforts will be 50% of his teaching load through the target years; thus, he is considered full time, at .5 FTE. In year 2, An additional cybersecurity faculty member will contribute 50% of effort to the proposed program, providing .5 FTE through the

target year. In year 3, a third cybersecurity faculty member will provide 50% of effort to the proposed program, providing .5 FTE through the target year. In year 4, a fourth cybersecurity faculty member will contribute 50% of effort to the proposed program, providing .5 FTE through the target year.

Full-time faculty from the School of Cybersecurity will contribute .5 FTE effort in the initiation year and 2.0 FTE effort by the target year, 2030-2031.

Part-Time Faculty

Ten additional faculty members at the university, who are affiliated with the School of Cybersecurity, will teach part-time loads in the proposed program. Combined, they will account for .4 FTE faculty when the program is launched. By the target year, the combined part-time faculty members will account for 2.5 FTE faculty.

In years one and two, one faculty member from the Department of Computer Science will contribute .2 FTE to the proposed program. In year three and four, two (2) computer science faculty will each contribute .2 FTE to the proposed program, for a total of .4 FTE. In the target year, two computer science faculty will contribute .25 FTE to the program, for a total of .5 FTE. In the initiation year, computer science will contribute .2 FTE to the proposed program, increasing to .5 FTE by the target year.

In years one and two, one faculty member from the Department of Electrical and Computer Engineering will contribute .2 FTE to the proposed program. In year three and four, two (2) computer engineering faculty will each contribute .2 FTE to the proposed program, for a total of .4 FTE. In the target year, two computer engineering faculty will contribute .25 FTE to the program, for a total of .5 FTE. In the initiation year, computer engineering will contribute .2 FTE to the proposed program, increasing to .5 FTE by the target year.

In year two, one faculty member from the Department Philosophy and Religious Studies will contribute .2 FTE to the proposed program. In year three and four, two (2) philosophy faculty will each contribute .2 FTE to the proposed program, for a total of .4 FTE. In the target year, two philosophy faculty will contribute .25 FTE to the program, for a total of .5 FTE. In the initiation year, philosophy faculty will contribute .2 FTE to the proposed program, increasing to .5 FTE by the target year.

In year two, one faculty member from the Department of Information Technology and Decision Sciences will contribute .2 FTE to the proposed program. In year three and four, two (2) information technology faculty will each contribute .2 FTE to the proposed program, for a total of .4 FTE. In the target year, two information technology faculty will contribute .25 FTE to the program, for a total of .5 FTE. In the initiation year, information technology faculty will contribute .2 FTE to the proposed program, increasing to .5 FTE by the target year.

Beginning in the target year, one faculty member from the Department of Engineering Management and Systems Engineering will contribute .1 FTE to the proposed program.

Beginning in the target year, one faculty member from the Department of English will contribute .1 FTE to the proposed program.

Beginning in the target year, one faculty member from the Department of Psychology will contribute .1 FTE to the proposed program.

Beginning in the target year, one faculty member from the Instructional Technology and Design program will contribute .1 FTE to the proposed program.

Adjunct Faculty

No adjunct faculty members are required to launch and sustain the proposed program.

Graduate Assistants

Four graduate assistants will be required to initiate the program. Each year, an additional four graduate students will be added through year 5 when 20 graduate assistants will be needed. The cost for the graduate assistants will be covered by the Coastal Virginia Center for Cyber Innovation. Each graduate assistant will be paid a stipend of \$25,000, for a total of \$500,000 during the target year.

Classified Positions

A classified person—administrative assistant—who supports the School of Cybersecurity will assist with this proposed program. This person will devote approximately .20 FTE to the program, or \$7,500 in salary and \$2,783 in fringe benefits.

Targeted Financial Aid

No targeted financial aid is required to launch and sustain the proposed program.

Library

No new library resources are required to launch and sustain the proposed program. The University Libraries have adequate resources to support this program, including journals such as IEEE Security & Privacy, IEEE Transactions on Information Forensics and Security, and IEEE Transactions on Dependable and Secure Computing through the online IEEEExplore database. In addition, the ODU Libraries have additional resources, including open access titles, that are easily discoverable and accessible via the Libraries' tools.

Telecommunications

No new telecommunication equipment or software is needed to launch or sustain the proposed program.

Equipment (including computers)

No new equipment or related resources are needed to initiate and sustain this proposed program.

Space

No additional space is needed to initiate and sustain this proposed program.

Other Resources (specify)

No new resources will be required to launch or operate the proposed Doctor of Philosophy in Cybersecurity.

Funds to Initiate and Operate the Degree Program

Figures provided in the table below will be compared to SCHEV funding estimates using the current base adequacy model. This comparison will serve as a reference for the estimated costs. If there are large discrepancies, SCHEV may request additional clarification to ensure the institution’s assumptions are correct, or require modifications as a condition of approval.

Note: Institutions must use the recommended student-faculty ratio when estimating FTE enrollments and required faculty FTEs.

Cost and Funding Sources to Initiate and Operate the Program			
Informational Category		Program Initiation Year 2025 - 2026	Program Full Enrollment Year¹ 2030 - 2031
1.	Projected Enrollment (Headcount)	12	60
2.	Projected Enrollment (FTE)	9	45
3.	Projected Enrollment Headcount of In-State Students	6	30
4.	Projected Enrollment Headcount of Out-of-State Students	6	30
5.	Estimated Annual Tuition and E&G Fees for In-state Students in the Proposed Program	\$12,262	\$13,793
6.	Estimated Annual Tuition and E&G Fees for Out-of-State Students in the Proposed Program	\$32,662	\$37,465
7.	Projected Total Revenue from Tuition and E&G Fees Due to the Proposed Program	\$269,544	\$1,537,740
8.	Other Funding Sources Dedicated to the Proposed Program (e.g., grant, business entity, private sources)	\$500,000	\$1,000,000

¹ For the “Full Enrollment Year” use: for associate degrees, initiation year plus 1; for baccalaureate degrees, initiation plus 3; for masters degrees, initiation plus 2; for doctoral degrees, initiation plus 3.

Resource Needs

Answer the following questions about general budget information.

- Has or will the institution submit an addendum budget request to cover one-time costs? Yes _____ No X
- Has or will the institution submit an addendum budget request to cover operating costs? Yes _____ No X
- Will there be any operating budget requests for this program that would exceed normal operating budget guidelines (for example, unusual faculty mix, faculty salaries, or resources)? Yes _____ No X
- Will each type of space for the proposed program be within projected guidelines? Yes X No _____
- Will a capital outlay request in support of this program be forthcoming? Yes _____ No X

Certification Statement(s)

The institution will require additional state funding to initiate and sustain this program.

_____ Yes _____
Signature of Chief Academic Officer

X No _____
Signature of Chief Academic Officer

If “no,” please complete Items 1, 2, and 3 below.

1. Estimated \$\$ and funding source to initiate and operate the program.

Funding Source	Program initiation year 2025 – 2026	Target enrollment year 2028 - 2029
Reallocation within the department <i>(Note below the impact this will have within the department.)</i>		
Reallocation within the school or college <i>(Note below the impact this will have within the school or college.)</i>	\$100,000	\$500,000
Reallocation within the institution <i>(Note below the impact this will have within the institution.)</i>		
Other funding sources <i>(Specify and note if these are currently available or anticipated.)</i>		

2. Statement of Impact/Other Funding Sources.

Reallocation within the School:

Funds used to support internal grants in the Coastal Virginia Center for Cyber Innovation will be reallocated to support graduate research assistants. Given that the doctoral students will be supporting faculty with research projects, there will be negligible impact from this reallocation. The only impact is the amount available for internal research grants will be reduced.

3. Secondary Certification.

If resources are reallocated from another unit to support this proposal, the institution will **not** subsequently request additional state funding to restore those resources for their original purpose.

X Agree _____
Signature of Chief Academic Officer

_____ Disagree _____
Signature of Chief Academic Officer

APPENDICES

**APPENDIX A
PLAN OF STUDY**

Sample Plan of Study for Full-Time Students from BS program

Course	Credits	Category
Fall I		
CYSE 600 Cybersecurity Principles	3	Core
Restricted Foundational Elective	3	Elective
CYSE 603 Advanced Cybersecurity Law and Policy	3	Core
TOTAL 9 credits		
Spring I		
CYSE 601 Advanced Cybersecurity Techniques and Operations	3	Core
CYSE 605 Leadership and Management in Cybersecurity	3	Core
Restricted Foundational Elective	3	Elective
TOTAL 9 credits		
Summer I		
Restricted Foundational Elective	3	Elective
TOTAL 3 credits		
Fall II		
CYSE 616 Cyber Defense Fundamentals	3	Core
CYSE 800 Research Methods in Cybersecurity	3	Elective
Restricted Foundational Elective	3	Elective
TOTAL 9 credits		
Spring II		
CYSE 802 Cybersecurity Seminar	3	Core
CYSE/ PHIL 803 Moral Reasoning for Emerging Technologies	3	Core
Restricted Foundational Elective	3	Elective
TOTAL 9 credits		
Summer II		
Advanced Elective	3	Elective
TOTAL 3 credits		
Fall III		
CYSE 801 Advanced Cybersecurity Techniques and Operations II	3	Core
Advanced Elective	3	Elective
Advanced Elective	3	Elective
Total 9 credits		
Spring III		
Advanced Elective	3	Elective
CYSE 868 Cybersecurity Practicum	3	Core
Advanced Elective	3	Elective
Total 9 credits		
Summer III		
CYSE 899 Doctoral Dissertation	1	Dissertation

Total 1 Credit		
Fall IV		
CYSE 899 Doctoral Dissertation	4	Dissertation
Total 4 Credit		
Spring IV		
CYSE 899 Doctoral Dissertation	4	Dissertation
Total 4 Credit		
Summer IV		
CYSE 899 Doctoral Dissertation	1	Dissertation
Total 1 Credit		
Fall V		
CYSE 899 Doctoral Dissertation	4	Dissertation
Total 4 Credit		
Spring V		
CYSE 899 Doctoral Dissertation	4	Dissertation
Total 4 Credits		

Total Required for Degree—78 credits

Sample Plan of Study for Part-Time Students from BS Program

Course	Credits	Category
Fall I		
CYSE 600 Cybersecurity Principles	3	Core
CYSE 603 Advanced Cybersecurity Law and Policy	3	Core
TOTAL 6 credits		
Spring I		
CYSE 601 Advanced Cybersecurity Techniques and Operations	3	Core
Restricted Foundational Elective	3	Elective
TOTAL 6 credits		
Fall II		
CYSE 605 Leadership and Management in Cybersecurity	3	Core
Restricted Foundational Elective	3	Elective
TOTAL 6 credits		
Spring II		
Restricted Foundational Elective	3	Elective
Restricted Foundational Elective	3	Elective
TOTAL 6 credits		
Fall III		
CYSE 616 Cyber Defense Fundamentals	3	Capstone
Restricted Foundational Elective	3	Elective
TOTAL 6 credits		
Spring III		
CYSE/ PHIL 803 Moral Reasoning for Emerging Technologies	3	Core

CYSE 800 Research Methods in Cybersecurity	3	Core
TOTAL 6 credits		
Fall IV		
CYSE 801 Advanced Cybersecurity Techniques and Operations II	3	Core
Advanced Elective	3	Elective
TOTAL 6 credits		
Spring IV		
CYSE 802 Cybersecurity Seminar	3	Core
Advanced Elective	3	Elective
TOTAL 6 credits		
Fall V		
Advanced Elective	3	Elective
Advanced Elective	3	Elective
TOTAL 6 credits		
Spring V		
CYSE 868 Cybersecurity Practicum	3	Core
Advanced Elective	3	Elective
TOTAL 6 credits		
Fall VI		
CYSE 899 Doctoral Dissertation	3	Dissertation
TOTAL 3 credits		
Spring VI		
CYSE 899 Doctoral Dissertation	3	Dissertation
TOTAL 3 credits		
Fall VII		
CYSE 899 Doctoral Dissertation	3	Dissertation
TOTAL 3 credits		
Spring VII		
CYSE 899 Doctoral Dissertation	3	Dissertation
TOTAL 3 credits		
Fall VIII		
CYSE 899 Doctoral Dissertation	3	Dissertation
TOTAL 3 credits		
Spring VIII		
CYSE 899 Doctoral Dissertation	3	Dissertation
Total 3 credits		

Total Required for Degree—78 credits

Sample Course Plan for Full-Time Students who are Admitted with an MS

Fall I		
CYSE 801 Advanced Cybersecurity Techniques and Operations	3	Core
CYSE 800 Research Methods in Cybersecurity	3	Core
Advanced Elective	3	Elective
TOTAL 9 credits		
Spring I		
CYSE 802 Cybersecurity Seminar	3	Core
CYSE/ PHIL 803 Moral Reasoning for Emerging Technologies	3	Core
Advanced Elective	3	Elective
TOTAL 9 credits		
Summer I		
CYSE 899 Doctoral Dissertation	1	Dissertation
TOTAL 1 credits		
Fall II		
CYSE 868 Cybersecurity Practicum	3	Core
Advanced Elective	3	Elective
Advanced Elective	3	Elective
Total 9 credits		
Spring II		
Advanced Elective	3	Elective
CYSE 899 Doctoral Dissertation	6	Dissertation
Total 9 credits		
Summer II		
CYSE 899 Doctoral Dissertation	1	Dissertation
Total 1 Credit		
Fall III		
CYSE 899 Doctoral Dissertation	2	Dissertation
Total 2 Credit		
Spring III		
CYSE 899 Doctoral Dissertation	1	Dissertation
Total 2 Credit		
Summer III		
CYSE 899 Doctoral Dissertation	1	Dissertation
Total 1 Credit		
Fall IV		
CYSE 899 Doctoral Dissertation	2	Dissertation
Total 2 Credit		
Spring IV		
CYSE 899 Doctoral Dissertation	1	Dissertation
Total 2 Credit		

Total Credit Hours: 48

APPENDIX B COURSE DESCRIPTIONS

New courses are denoted with an asterisk.

Core Courses

CYSE 600 Cybersecurity Principles (3 credits)

This course provides an overview of the field of cybersecurity. It covers core cybersecurity topics including computer system architectures, critical infrastructures, cyber threats and vulnerabilities, cryptography, cryptographic protocol design, information assurance, network security, and risk assessment and management. Students are expected to become familiar with fundamental security concepts, technologies and practices, and develop a foundation for further study in cybersecurity.

CYSE 601 Advanced Cybersecurity Techniques and Operations (3 credits)

This course introduces tools and techniques used to secure and analyze large computer networks and systems. It will include significant hands-on lab work. Students will explore and map networks using a variety of diagnostic software tools, learn advanced packet analysis, configure firewalls, write intrusion detection rules, perform malware detection, forensic investigation, and practice techniques for penetration testing.

CYSE 603 Advanced Cybersecurity Law and Policy (3 credits)

This course addresses two major cyber law subject matters. The first part of the course examines various U.S. laws and legal considerations that impact the digital and cyberspace worlds from civil and criminal perspectives. The second part, which builds upon the first, will familiarize cyber operations professionals about the extent of and limitations on their authorities to ensure operations in cyberspace are in compliance with U.S. law, regulations, directives and policies.

CYSE 605 Leadership and Management in Cybersecurity (3 credits)

This course introduces skills to manage technical professionals and lead strategic change in their organization. Based on the basic operations and functionality of cybersecurity systems, students will learn the management of cybersecurity technical professionals, including how to effectively lead and manage teams, how to launch and assess organizational change initiatives, and how to work effectively within an interdependent group to achieve common goals.

CYSE 616 Cyber Defense Fundamentals (3 credits)

This course introduces students to cyber security and defense. The course will primarily focus on cybersecurity theory, information protection and assurance, and computer systems and networks security. This course provides the essentials for understanding the security threats to information systems, the methods to counter these threats, and the state-of-the-art implementations and applications of cybersecurity systems.

CYSE 800 Research Methods in Cybersecurity* (3 credits)

Students learn how to use multiple research methods to conduct cybersecurity research. Students will conduct a multi-method research project in interdisciplinary groups.

Prerequisite: CYSE 600.

CYSE 701/801 Advanced Cybersecurity Techniques and Operations II (3 credits)

Students apply the tools and techniques learned in Advanced Cybersecurity Techniques and Operations. Virtual laboratory work is conducted, and students produce scientific reports describing the results of their analyses, investigations, and diagnoses.

Prerequisite: CYSE 601.

CYSE 802 Cybersecurity Seminar* (3 credits)

Introduces new PhD students to the study of cybersecurity through an interdisciplinary lens interdisciplinary fields of study offered as doctoral programs at ODU. Students will read studies published by ODU scholars and discuss how interdisciplinary research informs society. Students will identify possible research agendas for their doctoral studies. Professional development will be included.

CYSE/ PHIL 803 Moral Reasoning for Emerging Technologies* (3 credits)

This course provides training in how to think critically and inclusively about moral and ethical concerns in the context of new, emerging, and developing technologies. In these contexts where ethical guidelines and practices have not been fully developed, it is necessary to have experience with flexible and adaptive training in identifying and thinking through moral concerns. Students will develop these skills through a study of philosophy of technology, history of technology, and Science and Technology Studies combined with active and creative forms of speculative application of these theories and methods.

CYSE 868 Cybersecurity Practicum* (3 credits)

Students work in a professional setting and apply their cybersecurity skills. The professional setting may include a higher education setting, industry, government agency, research laboratory, or other setting. Students complete an electronic portfolio, work journal, and professional paper highlighting the ethical, policy, and empirical connections between their work experience and their doctoral studies.

Foundational Elective Courses

CYSE 519 Cyber Physical Systems Security (3 credits)

This course will introduce the state-of-the-art Cyber Physical System (CPS) technologies, ranging from Internet-of-Things to clouds. The objectives are to learn the basic concepts, technologies and applications of CPS, understand the fundamental security challenges and practical countermeasures and attacks, and gain hands-on experience in CPS systems.

CYSE 520 Applied Machine Learning in Cybersecurity (3 Credit Hours)

This course introduces the concepts and technologies of machine learning with a focus on applications related to cybersecurity. The objectives are to learn fundamental knowledge and practical experience and identify the use case of machine learning techniques in cybersecurity.

The course will discuss traditional and advanced machine learning techniques, e.g., neural network, deep convolutional neural network, generative adversarial network, and transfer learning algorithms. Students will engage in oral and written communication by reporting and presenting the materials of the course project.

CYSE 525 Cybersecurity Strategy and Policy (3 Credit Hours)

This course explores cybersecurity policy and strategy and introduces students to the essentials of strategy development and policy making in cybersecurity. Topics considered include planning principles in cyber strategy; risk management and cybersecurity policy; the connections between cybersecurity policies, businesses, and governmental institutions; the knowledge, skills, and abilities needed to develop and implement cybersecurity policy; the social, political and ethical implications that arise in cybersecurity policies and strategies; strategies to assess cybersecurity policy; and the ties between national security and cybersecurity policy.

CYSE 526 Cyber War (3 Credit Hours)

This course explores the national security dimensions of cybersecurity and examines cyber war in international relations. Exploration of cyber war begins with an examination of cybersecurity as a component of national security and investigates the topics of U.S National Cybersecurity and other national approaches to cyber war. The topics of cyber deterrence, cyber as a military domain, the roles of international organizations in cyber war, cyber terrorism, the role of social media, and information warfare will be discussed. The international dimension of cybersecurity is also discussed.

CYSE 595 Topics in Cybersecurity (3 Credit Hours)

The advanced study of selected cybersecurity topics designed to permit small groups of qualified students to work on subjects of mutual interest. These courses will appear in the course schedule and will be more fully described in information distributed to academic advisors.

Prerequisites: permission of the instructor

CYSE 607 Advanced Digital Forensics (3 credits)

This course introduces the concepts and technologies of digital forensics. Students will learn the advanced techniques and tools utilized for collecting, processing, and preserving digital evidence on computers, mobile devices, networks, and cloud computing environments. Students will also engage in oral and written communication to report digital forensic findings and prepare court presentation materials.

CYSE 610 Advanced Cryptography (3 Credit Hours)

This course studies advanced topics in cryptography. It begins with an overview of necessary background in algebra and number theory, private- and public-key cryptosystems, and basic signature schemes. It then upgrades the design and analysis of modern cryptography, including how the security model is defined, how practical cryptographic algorithms work, and how to exploit flaws in the current models of cryptography.

CYSE 615 Mobile and Wireless Security (3 credits)

An overview of wireless and mobile security providing students with practical and theoretical experiences. Topics include smartphone security, mobile Internet security, mobile location privacy, and wireless ad hoc, mesh, and sensor network security.

CYSE 625 Advanced Ethical Hacking and Penetration Testing (3 credits)

This course teaches students the underlying principles and many of the techniques associated with the cybersecurity practice known as penetration testing or ethical hacking. The course covers planning, reconnaissance, scanning, exploitation, post-exploitation, and result reporting. Students will discover how system vulnerabilities can be exploited and learns to avoid such problems.

CYSE 635 AI Security and Privacy (3 Credit Hours)

This course focuses on Machine Learning (ML) security and privacy. Students will understand and explore the vulnerabilities of the ML models, learn how to develop and deploy defenses to mitigate possible attacks, and gain hands-on experience to protect private data during model training and testing.

CYSE 695 Advanced Topics in Cybersecurity (3 Credit Hours)

The advanced study of selected cybersecurity topics designed to permit small groups of qualified students to work on subjects of mutual interest. These courses will appear in the course schedule and will be more fully described by academic advisors.

Prerequisites: Permission of the instructor

CYSE 697 Independent Study in Cybersecurity (3 credits)

This course allows students to develop specialized expertise by independent study (supervised by a faculty member).

CS 564 Networked Systems Security (3 credits)

This course is focused on network security. It begins with a review of various forms of network attacks including scanning, exploits and denial-of-service attacks, as well as various cryptographic mechanisms. Then, it will cover different security tools and protocols at different layers of network stack such as Layer 3 (IPSEC), Layer 4 (SSL) and Layer 7 (kerberos). It will also teach intrusion detection systems, viruses, firewalls, VPNs, and wireless security.

CS 565 Information Assurance (3 credits)

Introduction to information assurance; metrics, planning and deployment; identity and trust technologies; verification and evaluation, incident response; human factors; regulation, policy languages, and enforcement; legal, ethical, and social implications; privacy and security trade-offs; system survivability; intrusion detection; fault and security management.

CS 566 Principles and Practice of Cyber Defense (3 Credit Hours)

This course is to help students gain a thorough understanding of vulnerabilities and attacks in systems and networks and learn cyber defense best practices. It covers fundamental security design principles and defense strategies and security tools used to mitigate various cyber attacks. The topics may include identification of Recon Ops, intrusion detection, identification of C2 Ops, data exfiltration detection, identifying malicious codes, network security techniques,

cryptography, malicious activity detection, system security architectures, defense in depth, distributed/cloud and virtualization. Laboratory work required.

Prerequisites: Basic knowledge of programming, computer architecture, computer networks and operating systems; no prior knowledge of computer security is necessary.

CS 567 Introduction to Reverse Software Engineering (3 Credit Hours)

Covers all the major components such as static analysis, dynamic analysis, Windows x86/64 Assembly, APIs, DLL/process injection, covert launching methods, behaviors, anti-disassembly, anti-VM, packing/unpacking, shell code, C++, buffer overflow attacks and various kinds of networking attacks; includes a final project that analyzes a piece of real malware.

CS 861 Malware Analysis and Reverse Engineering (3 Credit Hours)

Theory and practice in analysis and mitigation of malware in networked machines. Theoretical topics include methods of attack anatomy, identification, reverse and anti-reverse engineering. Practice entails learning tools and techniques used by malware attackers, defenders and analysts in lab-based projects conducted in a secure 'sandbox' mode.

CS 569 Data Analytics for Cybersecurity (3 Credit Hours)

The course introduces classical and advanced models and techniques in machine learning and deep learning. It applies these techniques in the cybersecurity domain including anomaly detection, network security, and malware detection and classification. Advanced applications such as self-driving cars and IoT systems are also discussed. In addition, cyber-attacks on machine learning techniques and AI systems and the possible consequences are also discussed. Prerequisites: experience in cybersecurity.

CS 522 Introduction to Machine Learning (3 Credit Hours)

An introduction to machine learning with a focus on practical aspects of various learning techniques. Topics include supervised learning (linear models, probabilistic models, support vector machine, decision trees, neural networks, etc.), unsupervised learning (scaling, dimension reduction, clustering, etc.), reinforcement learning, and model evaluation. The course will also discuss applications on image analysis, text processing, and biomedical informatics.

CS 580 Introduction to Artificial Intelligence (3 Credit Hours)

Introduction to concepts, principles, challenges, and research in major areas of AI. Areas of discussion include natural language and vision processing, machine learning, machine logic and reasoning, robotics, expert and mundane systems.

CS 624 Data Analytics and Big Data (3 Credit Hours)

This course introduces the essential data science tools to work with different types of data including streaming data and big data, including static and streaming data using Python software packages; modeling and predictive analysis using basic machine learning techniques; work with real sample data sets from different disciplines, e.g., the health sciences and finance industry; and how to work with big data using emerging technology such as Apache Spark.

CS 822 Machine Learning (3 Credit Hours)

This course presents both the foundational and the practical aspects of modeling, analyzing, and mining of computerized data sets, including classification, regression, clustering, semi-supervised learning, structured sparsity learning, etc. The course assignments are designed to contain both theoretical and programming components in order to train students to gain hands-on-experience.

CS 833 Natural Language Processing (3 Credit Hours)

Natural language processing (NLP) techniques are the crux of many leading modern technologies. Advances in NLP are also critical in the pursuit of Artificial Intelligence. This course will discuss core problems in NLP and the state-of-the-art tools and techniques as well as advanced NLP research topics. The topics will include language models, part-of-speech tagging, syntactic parsing, word embedding, statistical machine translation, text summarization, question answering, and dialog interaction. At the end of the course, students will be familiar with many language-processing tasks and applications.

MSIM/ENMA 670 Cyber Systems Engineering (3 credits)

This course provides an overview of functioning of cyber systems including how a computer interacts with the outside world. The composition of critical infrastructure and functioning of different engineered systems that form critical infrastructure is discussed. Mutual dependence and interactions between cyber systems and other engineered and the resulting security risks are also explored.

Advanced Electives.

CRIM 832 Advanced Cybercriminology* (3 Credit Hours)

This course explores cybersecurity through criminological and sociological lenses. Students critique popular criminological theories and examine their application to cybercrime and the response to cybercrime. Methods used by cybercriminologists to study cybercrime are considered within the context of social science and tradition STEM research strategies. Students will develop a research proposal for a cybersecurity study that is grounded in criminological themes and uses social science research methods

CS 764 Blockchains and Cryptocurrencies: Fundamentals, Technologies, and Economics (3 Credit Hours)

This course covers different aspects of cryptocurrencies, including P2P networks, distributed consensus, Bitcoin and Ethereum, blockchain technologies, cryptographic techniques (secure hashing, encryption, decryption, digital signatures), privacy and anonymity, mining and mining puzzles, wallets, smart contracts, case studies, cryptocurrency ecosystem, legal aspects, implications and impact on economy and finance, and future of cryptocurrencies.

Prerequisites: CS 471, CS 455/CS 555 or equivalent experience

CS 865 Internet of Things Security (3 Credit Hours)

This course covers various topics in Internet of Things (IoT) security, including web security, network security, mobile app security and secure cryptocurrency. It provides an in-depth study of various attack techniques and methods to defend against them. The course adopts the 'learning by doing' principle. Students are supposed to learn the attacks by performing them in a networked

virtual machine environment. They will also play with a number of security tools to understand how they work and what security guarantee they provide. Laboratory work required.

Prerequisites: basic knowledge of programming, computer networks and operating systems; no prior knowledge of computer security is necessary

CS 872 Advanced Computer and Network Security (3 Credit Hours)

This course is a research-oriented, graduate-level course, centering around basic protocols and technique, as well as advanced, state-of-the-art topics to secure computer and Internet services.

Topics include System and Software Security, Cryptography and PKI, Internet Infrastructure and Network Security, Web and Browser Security, Cloud Security, and Online Privacy.

Prerequisites: CS 455 or CS 555

CS 873 Data Mining and Security (3 Credit Hours)

Introduction to data mining; Algorithms including naive Bayes, Decision Trees and Rules, Association Rules, Linear classification, and Clustering; Cross validation, Lift charts, ROC Curves; SVM, Bayesian networks, K-means clustering; Data transformation; PCA; Ensemble Learning; Application of data mining to security and privacy including authentication, authorization, and intrusion detection; Privacy-preserving data mining.

CS 874 Distributed System Security with .Net (3 Credit Hours)

The course provides a detailed coverage of security aspects of ASP.Net. It examines distributed system architectures, ASP.Net security framework, cyber attacks, system vulnerabilities, C# and ADO.Net. It also discusses windows and forms authentication, authorization, impersonation, and code obfuscation, and advanced concepts, including secure web services, runtime security, operating system security, code access security, role-based access control, and attribute-based access control. Finally, cryptography, XACML and security policies as implemented in

CYSE 897. Independent Study (3 credit hours).

Student conducts an independent project under the supervision of a faculty member with expertise in cybersecurity. GPD approval required.

ENGL 830 The Digital Humanities (3 Credit Hours).

Taking historical, cultural, and theoretical views, this course bridges literary studies with new media. How has technology historically affected literature and culture? Can the democratization of information accelerate literary development? Topics will include digital archives, intellectual property in the information age, and electronic textuality.

ENMA 801 Digital Systems Engineering (3 Credit Hours)

Digital systems engineering applies digital technologies to the systems engineering processes and principles. This course provides students with knowledge and skills on necessary digital technologies, such as Artificial Intelligence and Machine Learning, Big Data, Blockchain, and computational modeling. The course covers: (1) preliminaries of digitalization and digital technologies; (2) data and knowledge modeling; (3) logical approach to MBSE (Model-Based Systems Engineering); (4) application of Big Data and Machine Learning in Systems

Engineering; and (5) digital mechanisms of trust and security for digital engineering.
Prerequisites: ENMA 646

ENMA 824 Risk Analysis (3 Credit Hours)

Approaches to the management of risk; probability assessment methods; risk modeling; use of software packages; extensions of decision analysis, including stochastic dominance and multiattribute methods; applications to project management, scheduling, and cost estimation.

ENMA 825 System Risk and Failure Analysis (3 Credit Hours)

This course is about the modeling of system dependencies using functional dependency network analysis to support the design of new and failure analysis of existing engineering systems. At the end of this course, students will be able to model and measure the operability and performance of today's highly networked and richly interconnected systems.

ENMA 850 System of Systems Engineering (3 Credit Hours)

Comprehensive treatment of System of Systems Engineering (SoSE), including fundamental systems principles, concepts, and governing laws; complex and simple systems; underlying paradigms, methodologies, and essential methods for SoSE analysis, design, and transformation; complex system transformation; current state of SoSE research and application challenges. Explores the range of technological, human/social, organizational/managerial, policy, and political dimensions of the SoSE problem domain.

ENMA 855 Human System Engineering (3 Credit Hours)

This course introduces concepts of Human System Engineering, focusing on designing systems that include human components. Human System Integration and Human Factors Engineering are discussed, as well as other human centered design approaches. The role of human data in systems and systems of systems design is explored, and methods to capture and represent human data, including architecture frameworks, are presented. Modeling and analysis of human centered systems is done through hands-on projects.

ENMA 871 Risk and Vulnerability Management of Complex Interdependent Systems (3 Credit Hours)

Seminar discussions and team projects. A systematic approach to basic principles of design, economics, and management of critical infrastructure systems, including issues of risk, vulnerability, and risk governance. Development of advanced methodologies, e.g. system of systems, by use of complexity analysis, dynamic/chaotic behavior, threat analysis, resilient design, and management under normal and stress conditions. Adopting an agent-based modeling approach under conditions of uncertainty, dysfunctionality, malicious attacks and/or presence of natural perils. Prerequisites: Permission of the instructor

ECE 742 Computer Communication Networks (3 Credit Hours)

This is an advanced level course in data communications. A focus is placed on the analysis, modeling, and control of computer communication systems. Topics include packet switched networks, circuit switched networks, ATM networks, network programming, network control and performance analysis, network security, and wireless sensor networks.

IDT 830 Principles and Practices of Human Performance Technology (3 Credit Hours)

This course explores both the principles and practices of human performance technology, with roughly equal emphasis on both. Students will learn what HPT is, how it's applied in practice, and how and why instructional designers need to know about it. Particular emphasis is given to determining whether or not problems are best amenable to instructional solutions.

IS 721/821 New World Order: Chaos or Coherence? (3 Credit Hours)

This course explores ideas of order and how they apply to international politics over space and time. Using theories of international relations, students look at how states and other international actors shape the principles and practices on which order is built and how these actors navigate among the many challenges and disruptions that arise. Specifically, students study the international liberal order, power shifts, and technological innovations, including cyber, and the rise and demise of norms in the international system.

PSYC 870 Human Factors Psychology (3 Credit Hours)

The application and evaluation of psychological principles and research relating human behavior to the design of tools, technology, and the work environment. Theory, methods, and application are emphasized. Prerequisites: PSYC 731/PSYC 831 and PSYC 741/PSYC 841 or equivalents or permission of the instructor

PSYC 876 Human-Computer Interaction (3 Credit Hours)

Review of the physical, cognitive, and performance capabilities and limitations of humans as they interact with modern computer systems. Emphasis is placed on the tools, techniques and procedures for the assessment and effective design of computer hardware, software and displays of information.

APPENDIX C FACULTY CURRICULUM VITAE (ABBREVIATED)

Core Faculty

Tababi, Daniel, PhD, 2013, Information Technology and Science, University of Pittsburgh, Batten Endowed Chair of Cybersecurity, Specialization: Cybersecurity and privacy: Trustworthy AI, computation on encrypted data, insider threat, privacy enhancing technologies, usable privacy and security, advance access control models, sociotechnical aspects of cybersecurity and privacy.

Xin, Chunsheng, PhD, 2002, Computer Science, State University of New York at Buffalo. Associate Professor of Electrical and Computer Engineering. Specialization areas: Cybersecurity, cognitive radio networks, wireless communications and networking, cyber-physical systems, and performance evaluation and modeling.

Diaz, Rafael, PhD, 2007, Modeling and Simulation, Old Dominion University, Professor of Cybersecurity and Engineering Management. Specialization: Cyber risk management, supply chain cybersecurity, digital security, homeland security.

Karahan, Saltuk, PhD, 2015, International Studies, Old Dominion University, Senior Lecturer of Cybersecurity. Specialization: strategy, cybersecurity policy, international security dimensions of cybersecurity, systems engineering.

Ghasemigol, Mohammad, PhD, 2016, Computer Engineering, Ferdowsi University of Mashhad, Research Assistant Professor of Cybersecurity. Specialization: network security, IoT security, IDS, alert management, IRS, and incident handling

Md Shirajum Munir, PhD, 2017, Computer Engineering, Kyung Hee University, Republic of Korea. Research Assistant Professor of Cybersecurity. Specialization: Intelligent cyber-physical systems; Cyber-security, risk, and privacy management; AI security and privacy; Trustworthy machine learning (ML); AI-driven network automation and optimization.

Md Masud Rana, PhD, 2017, Computer Science and Engineering, University of Technology Sydney, Australia. Research Assistant Professor of Cybersecurity. Specialization: network security, IoT security, IDS, alert management, IRS, and incident handling

Peng Jiang, PhD, 2024, Electrical & Computer Engineering, Old Dominion University. Senior Lecturer of Cybersecurity. Specialization: cyber operations, cyber defense, IoT security.

Wittkower, D.E., PhD, 2006, Philosophy, Vanderbilt University. Professor of Philosophy. Specialization areas: Philosophy of technology, new media theory, social networks and social media, business ethics, internet studies.

Sanzo, Karen, EdD, 2006, Education Administration and Policy Studies, The George Washington University. Professor of Educational Leadership. Specialization areas: Design thinking, improvement science, education.

Foundation and Advanced Elective Faculty

Shetty, Sachin, PhD, 2007, Modeling and Simulation, Old Dominion University. Associate Professor of Modeling, Simulation and Visualization Engineering. Specialization areas: Cloud and mobile security, computer networking, network security and machine learning.

Ning, Rui, PhD, 2020, Electrical & Computer Engineering, Old Dominion University. Assistant Professor of Computer Science. Specialization areas: cybersecurity and secure & privacy-preserved AI.

Mukkamala, Ravi, PhD, 1987, Computer Science, University of Iowa. Professor of Computer Science. Specialization areas: Security and privacy in computer systems and networks, database security, access control, and key management.

Handley, Holly, Ph.D., Information Technology and Engineering, George Mason University, 1999, Professor. Specialization: Data Science, Human Systems Engineering

Payne, Brian K. PhD, 1993, Criminology, Indiana University of Pennsylvania, Professor of Cybersecurity, Specialization areas: Cybercrime, Cybercriminology.

Gheorghe, Adrian, PhD, 1975, Systems Engineering, System Science, City University (London). Professor of Engineering Management and Systems Engineering and Batten Endowed Chair on System of Systems Engineering. Specialization areas: Critical infrastructures security, emergency planning, vulnerability modeling, security of complex systems, and homeland security and safety.

Still, Jeremiah, PhD, 2009, Human Computer Interaction, Iowa State University. Associate Professor of Psychology. Specialization Area: Human Computer Interaction, Usable design.

Wu, Harris, PhD, 2005, Business Information Technology, University of Michigan. Associate Professor of Information Technology and Decision Sciences. Specialization areas: Cybersecurity, data analytics, social media, text mining, enterprise information systems, and system integration.

Karp, Regina, PhD, 1985, University of Lancaster. Associate Professor of International Studies. Areas of Specialization: Arms Control, Weapons Proliferation, International Security, European Security.

APPENDIX D - EMPLOYMENT DEMAND - JOB ANNOUNCEMENTS

Endowed Associate Director of Cybersecurity

[University of Oklahoma](#)

Tulsa, OK

Type: Full-Time

Posted: 10/19/2023

Category: [Other Science Faculty](#)

Position Title: Endowed Associate Director of Cybersecurity

Location: OU Polytechnic Institute in Tulsa

Department: Polytechnic Institute in Tulsa

Position Type: Faculty

Qualifications:

The successful candidate will be a thoughtful, dynamic, purposeful and collaborative leader with a desire to build a polytechnic for the 21st century. An outstanding record of scholarship, research, dedication to technological education and inclusive excellence is expected to serve in this inaugural role. Candidates must have the requisite record of research, scholarship, teaching and mentoring to hold the rank of associate or full professor in a cybersecurity related field. Candidates should also have a PhD in cybersecurity or a related field and a strong record of departmental, school or other appropriate leadership experience. In addition, qualified candidates should have a demonstrated record of positive accomplishments in nurturing and enhancement of faculty, undergraduates and graduates, and effective management of complex physical and human infrastructure. Additional weight will be given to candidates that have research programs that include industry sponsorships.

Application Instructions:

Applicants are invited to submit a CV or resume along with a cover letter that includes a summary of teaching, research, administrative responsibilities and service activities and a description of how their background and career goals will support the success of OUPI students and faculty. Finally, please include the contact information for at least four references with a statement of the relationship of each reference. Additional materials may be requested later. Documents should be uploaded to <https://apply.interfolio.com/131713>. Initial screening of applications will begin on October 1, 2023, and will continue until the position is filled. The start date is negotiable. Inquiries and nominations may be sent to the search committee chair at teri.reed@ou.edu.

Description:

The University of Oklahoma (OU) is embarking on a transformational endeavor to grow the newly established [OU Polytechnic Institute](#) (OUPI). The aims are to further strengthen the educational landscape of the state, provide students with a unique educational experience that will enable them to be successful throughout their careers and respond to industry's need for a well educated, highly skilled and adaptable workforce to meet current and future needs. The Institute will be in Tulsa at the [OU-Tulsa Schusterman Center](#) campus. Enrollment for the inaugural class began this August and classes will start in August 2024. This position is being posted now to allow hired faculty leaders time to develop curriculum, plan programming, hire faculty and initiate research.

OUPI invites applications for the inaugural Associate Director of Cybersecurity, a senior-level faculty appointment and leadership position at the associate/full professor level with an endowed George Kaiser Family Foundation Chair available. This 12-month administrative position offers the opportunity to shape a forward-looking and innovative new program in Cybersecurity contributing to teaching, advising, mentoring, curriculum design and implementation at the undergraduate and graduate levels.

This endowed faculty leadership position offers a unique opportunity to shape the future of OUPI and is aligned with the [OU strategic plan](#). Individuals with a strong track record in leadership and collaboration in cybersecurity related fields are encouraged to apply. The OUPI will offer bachelor's degree completion (junior and senior level classes only) and graduate degree programs

Apply on Institution's Website



1/2

focused on innovation and advanced technology to meet growing workforce demands in areas including cybersecurity, software development and integration, artificial intelligence and advanced computing, health information systems and digital manufacturing. Threading through these areas are competencies in data science.

Assistant Professor - Computer Science & Electrical Engineering - Cybersecurity

Type: Full-Time
Posted: 02/15/2024
Category: [Computer Science](#); +1

Assistant Professor - Computer Science & Electrical Engineering - Cybersecurity

About Eastern Washington University:

Eastern Washington University, a regional, comprehensive public university with an enrollment of over 10,000 students, is one of six state-funded four-year institutions of higher education in Washington, each governed by its own board of trustees. EWU's 300-acre main campus is located in Cheney, a community of 12,000 residents 16 miles southwest of Washington's second largest city, Spokane. Eastern also offers programs in downtown Spokane at the innovative, energy-efficient Catalyst building, the SIERR building which is a hub for research, development and advancement of health sciences, and at Riverpoint, a campus shared with Washington State University. In addition, EWU programs can be found at select locations throughout the state, aligned with the needs of the community. Eastern contributes to the vitality of the region and the state through its wide array of bachelors and masters degrees in over 100 fields of study, as well as applied doctorates in physical therapy and educational leadership, offering accessible pathways to career success and personal development to students of all socioeconomic and cultural backgrounds.

Eastern Washington University has been recognized for its commitment to helping undergraduate students learn, grow and succeed by [Colleges of Distinction](#), a nationally trusted resource guide for college-bound students. The honor recognizes Eastern as a [22-23 College of Distinction](#) (CoD). *Money* magazine recently named [EWU as one of its Best Colleges in America 2023](#).

Tribal Land Acknowledgement

Eastern Washington University resides within the traditional homelands of the Spokane People and other tribes who are connected through their shared history of this region. This land holds their cultural DNA and it is their Ancestors who are here and bring forth the knowledge of this place-the knowledge that comes from the land.

Job Summary:

Assistant Professor Tenure-Track, Cybersecurity College of Science, Technology, Engineering and Mathematics Eastern Washington University

The Department of Computer Science and Electrical Engineering (CSEE) at Eastern Washington University (EWU) invites applications for an **assistant professor tenure-track position to begin September 2025**.

The Department of CSEE is one of two four-year NSA National Centers for Academic Excellence in Cyber Defense in the state of Washington, and offers academic programs leading to bachelor's and master's degrees: a Bachelor of Science in Computer Science Cyber Operations, a Bachelor of Science Cyber Operations, an ABET-accredited Bachelor of Science in Computer Science, a Bachelor of Computer Science, an ABET-accredited Bachelor of Science in Electrical and Computer Engineering, and a Master of Science in Computer Science. The program has recently received a significant investment by the state of Washington and is anticipating substantial growth in the coming years.

EWU's Cybersecurity Program is in the Department of Computer Science and Electrical Engineering. Cybersecurity/Computer Science has 10 faculty members and approximately 400 undergraduate and 10 masters' students. The department resides in the Catalyst Building located in downtown Spokane's University District. This facility is a public-private partnership with the regional tech industry to create a high-tech hub for innovation and entrepreneurship. It offers our students and faculty outstanding opportunities for collaboration with regional industry and other universities. More information about life in Spokane: <https://www.visitspokane.com/>

All faculty are expected to actively participate in curriculum development, assessment of student learning and to engage in effective teaching including teaching practices and interactions with students with emphasis on student retention and a culture of belonging.

In addition to salary, the university offers a comprehensive benefits package including health insurance, life and disability insurance and retirement. In addition, EWU offers generous vacation and sick leave accruals, 12 paid holidays per year and fringe benefits, such as tuition waiver for employees, discounted EWU sports tickets, full access to our campus workout facilities at a minimum fee and free transportation through STA buses. For additional information regarding insurance benefits please see our Benefits page: <https://inside.ewu.edu/hr/benefits/insurance/>.

2/19/2025

Required Qualifications:

- A PhD in Cybersecurity, Computer Science, Computer Engineering, or closely related discipline is required at the time of appointment.

Type: Full-Time
Posted: 03/05/2024
Application Due: 03/31/2024
Category: [Computer Science](#)

Tenure Status: Tenure Track

Job Description

JOB SUMMARY:

The Department of Mathematics and Computer Science (MCS) at Coppin State University (CSU) seeks applications for one full time tenure-track Assistant/Associate Professor of Cybersecurity Engineering position with a Ph.D. in Cybersecurity, Computer Science, Digital Forensics or Computer Engineering related discipline.

Assistant Professor of Computer Science or Cybersecurity Engineering

[Coppin State University](#) in Baltimore, MD

[Apply on Institution's Website](#)



This position carries the CISC and Computer Science program curriculum advancement and instructional content teaching and development, Cyber-lab supported advance CYSE R&D projects development and testing responsibilities, and participation in faculty and students training activities, and pursuing an engaging research grant writing agenda linking to NSA- CAE Cyber Operations Fundamental Knowledge Units, and seeking the ABET accreditation will be some of the areas MCS department is moving forward, and new faculty-hire will have the opportunity to play a leading role. Other desirable areas are AI/ML, Data Science, intelligent systems or quantum information science and computing.

It is imperative that all prospective applicants have experience and strong knowledge of developing software from object-oriented programming languages. Current primary languages taught in the MCS department include Java, C++, Python, and Ruby. The candidates must be familiar with one or more professional Integrated Development Environment, such as: Eclipse, MS Visual Studio Professional or a comparable IDEs. Secondary languages taught at CSU include R, C, JavaScript and Obj-C and the ability to run Jupyter notebooks and labs. Opportunities exist for collaborations with DoE, IBM, NSA and many other federal agencies in the nearby areas of Maryland, Washington DC and Virginia. The teaching requirement is 24 hrs./AY undergraduate CYSE and Computer Science courses during the day and/or evening. Candidates with established research agenda and advanced course-curriculum development interest in one or more of these areas will be given preference. Coppin State University (HBC/M) is a member of University System of Maryland and was founded in 1900 (www.coppin.edu).

ESSENTIAL RESPONSIBILITIES:

- Twelve credits hours (4 courses) teaching at the undergraduate level. New advanced Cybersecurity Engineering and computer science courses and labs projects development.
- Development of face-to-face and Bb Ultra Online instructional materials, and Cyber-lab management and operation.
- Ability to work a flexible schedule that may include evening and weekend assignments.
- Research or scholarly activity involving publications and interest in grant-proposal writing.
- Collaborating with colleagues and or external university faculty.
- Assist department chair in coordinating and updating Computer Science and CYSE curricular, help update Computer Science and Cyber-labs' software and participate in MCS department's students outreach activities.
- Lead and support in developing Instructional and faculty workshops, labs, and materials reflecting culturally responsive and cultural intelligence learning thread.
- University-wide, College-wide, and Department-wide committee assignments.
- Student advising, student's support and Computer Science and Mathematics club activities.
- Participating in University-wide activities as assigned by the Chair.

Required Qualifications

EDUCATION:

- Applicants must have a PhD in Cybersecurity, Computer Science, Digital Forensics or Computer Engineering related discipline at the time of appointment and must have a commitment to quality teaching, a strong research and professional-service record.
- NIST certification is ideal.

Assistant/Associate Professor Cybersecurity

Job Class Code: 10031

FLSA: Exempt

Posting Number: FRGV1558

Location: Brownsville, Texas

bs.chronicle.com/job/37582383/assistant-associate-professor-cybersecurity/

9:07 PM Assistant/Associate Professor Cybersecurity job with University of Texas - Rio Grande Valley | 37582383

Division/Organization: Provost - Academic Affairs

Appointment Period for Non-Tenure Position:

Tenure Status: Tenure Track

FTE: 1.0

Scope of Job:

The department of Informatics and Engineering Systems (IES) at The University of Texas Rio Grande Valley seeks applicants for one or more faculty positions in the broad area of Cybersecurity and Informatics. Successful candidates will be expected to teach and build research programs in the general area of informatics and cyber security.

The Department of Informatics and Engineering Systems currently has fourteen faculty members and offers several degree programs and research opportunities in the field of Informatics, Cyber Security, and Engineering Technology. The department offers a Bachelor of Science in Cybersecurity, a Bachelor of Science in Engineering Technology (automation), and a Master of Science in Informatics. The department offers research opportunities in informatics and engineering systems. Our programs prepare students for careers in industry and graduate study in informatics, engineering systems, and technology-related fields. We are actively pursuing program development at the undergraduate and graduate levels in the areas of informatics and engineering systems. The positions are for tenure track assistant professors; however, exceptional candidates may be considered for credit toward time on tenure track or for appointment as associate professor. Candidates are encouraged to highlight relevant expertise in these areas and interest to help in the development of such programs.

For further information regarding UTRGV and the Department of Informatics and Engineering Systems, please visit our websites at www.utrgv.edu/cyberspace/.

bs.chronicle.com/job/37582383/assistant-associate-professor-cybersecurity/

9:07 PM Assistant/Associate Professor Cybersecurity job with University of Texas - Rio Grande Valley | 37582383

Minimum Qualifications:

Applicants must have an earned Ph.D. in Cybersecurity, Informatics, Computer Science, or a related field from an accredited university.

Candidates at the Assistant Professor level will be considered based on demonstrated potential to enhance the teaching and research capabilities of the Cybersecurity program at UTRGV.

Associate Professor/Professor and Director of Cybersecurity (6761)

Employer

Northern Illinois University

Location

Illinois, United States

Salary

Salary Not Specified

Posted Date

Jan 19, 2024

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Position Summary

The Founding Director will provide vision and leadership to the university to create a nationally recognized program in cybersecurity. The Director will report to the Chair of the Computer Science department and is responsible for establishing and leading academic programs and outreach efforts to support cybersecurity workforce development. The Director will play a principal role in recruiting the first cohort of faculty expected to be hired in Fall 2025 in this

<https://chronicle.com/job/37599343/associate-professorprofessor-and-director-of-cybersecurity-6761>

0 PM Associate Professor/Professor and Director of Cybersecurity (6761) job with Northern Illinois University | 37599343
substantial and growing field.

Essential Duties and Responsibilities

- Lead efforts to create cutting-edge certificate and degree programs, including online programs, that are compliant with and recognized as part of national frameworks.
- Develop a robust vision and sustainable funding model for an agile cybersecurity workforce development program that includes strategies and plans to acquire external funds to support program development and outreach efforts.
- Identify opportunities for private- and public-sector partnerships that seek to develop cybersecurity solutions, particularly as those opportunities apply to employment for students as interns and career opportunities upon their graduation.
- Represent the department's cybersecurity programs by liaising and collaborating within the university and with external private- and public-sector cybersecurity groups.
- Promote the cybersecurity programs and recruit students.
- Recruit personnel in support of the cybersecurity programs.
- Monitor, maintain, and report on the quality and viability of the cybersecurity programs.
- Oversee and contribute to the development of new courses related to cybersecurity.
- Teach cybersecurity courses each academic year.

Minimum Required Qualifications

- Earned a doctorate in cybersecurity, computer science, or closely related field.
- Tenurable at the rank of associate or full professor.
- Five years of experience in cybersecurity in government, industry, or academia.

University Faculty Cybersecurity School of Computing

Requisition Number: F00389P:

Job Description:

Weber State University invites applications for a full-time tenure track faculty position or full time instructor (see required qualifications) in the School of Computing to begin in Fall 2024. The School of Computing houses three programs: Computer Science, Cybersecurity and Network Management, and Web & User Experience.

Job Duties:

Successful candidates will have duties that include teaching undergraduate

[s.chronicle.com/job/37591130/university-faculty-cybersecurity-school-of-computing/](https://www.s.chronicle.com/job/37591130/university-faculty-cybersecurity-school-of-computing/)

:10 PM

University Faculty Cybersecurity School of Computing job with Weber State University | 37591130

level courses, in a variety of modalities and campuses, including but not limited to: Face-to-Face, Virtual, and Online classes at the Ogden and Davis campus as well as some night classes, conducting some research and scholarship, participating in course and curriculum development, and providing service to the department, college, and the university.

Required Qualifications:

To be eligible for a tenure track appointment applicants must have a PhD or other terminal degree in Cybersecurity, Information Systems, Computer Science, or a related discipline or be on track to complete their terminal degree by the start of the 2024 Fall semester.

Cybersecurity Faculty

Job Location

1460 University Drive, Winchester, Virginia

Tracking Code

1367-306

Shenandoah University is seeking a dynamic and versatile individual with a pioneering spirit and a love of teaching to shape our nascent Cybersecurity Master's degree program. Post-docs are encouraged to apply. Candidates with exceptional academic and/or industry experience will be considered for appointment at the rank of Associate Professor.

The successful applicant will be an innovator who will help us design and deploy this new program to meet the needs of both students and industry as we improve our cyberdefenses in a rapidly evolving environment. Shenandoah University, located in the beautiful Shenandoah Valley, boasts a nimble and vibrant atmosphere where we value novel approaches and a diversity of ideas.

Required Skills

Qualifications:

Qualifications for this position include outstanding industry experience and/or an earned masters or Phd in Cybersecurity, Computer Science, Information Technology, or a related field. The ideal candidate will have experience with a variety of operating systems, cybersecurity tools, applicable laws, and modern best practices.

Assistant Professor of Cyber Threat Intelligence

[Coastal Carolina University](#)

Conway, SC

Type: Full-Time

Posted: 12/16/2023

Application Due: Open Until Filled

Category: [Security Studies](#)

Does this position require driving?: No

Job Details

Assistant Professor of Cyber Threat Intelligence

The Edwards College of Humanities and Fine Arts and the Gupta College of Science at Coastal Carolina University invite applications for a full-time assistant professor (tenure-track) position in Cyber Threat Intelligence (CTI). This is a joint position between the Departments of Intelligence and Security Studies and the Department of Computing Sciences. The Department of Intelligence and Security Studies will serve as the home department. For this position, CTI focuses on gathering, analyzing, and interpreting information about potential cybersecurity threats, enabling organizations to understand and mitigate risks.

The successful applicant will be appointed to a full-time, nine-month position beginning in August 2024.

Preference will be given to applicants with broad training and/or expertise in cyber security and intelligence topics who can spearhead the development of a new cyber threat intelligence focus within our university's curriculum. This effort will center on synthesizing the broad range of technical and human factors underlying computer networks and associated malign actors. As a result, the ability to offer courses in cybersecurity, programming, cyber threat intelligence, emerging technologies, and other areas of departmental needs is of particular interest. Professional experience in the field is welcome but not required.

Required Qualifications are an earned doctorate in cybersecurity, computer science, intelligence studies, or a closely related field (ABD will be considered if the defense is by August 2024).

Desired Qualifications:

- A record of excellence in university teaching, service, and consistent scholarly research;
- Potential for developing curriculum and other educational opportunities to support academic programming;
- A record of excellence in mentoring, supporting, and advising undergraduate students;
- Excellent oral and written communication skills;
- Experience in distance or online course delivery.

**Information & Decision Sciences Department - Assistant Professor in Cybersecurity (2 Positions)
California State University, San Bernardino**

Job No: 532043

Work type: Instructional Faculty - Tenured/Tenure-Track

Categories: Unit 3 - CFA - California Faculty Association, Tenured/Tenure-Track, Full Time, Faculty -

Business/Management California State University, San Bernardino (CSUSB) is located in San Bernardino in the Inland Empire, 60 miles east of Los Angeles and operates a satellite campus in Palm Desert located in Coachella Valley. CSUSB serves approximately 20,000 students, of which 81% are first-generation college students and graduates about 5,000 students annually. As a designated Hispanic Serving Institution, CSUSB reflects the dynamic diversity of the region and has one of the most diverse student populations of any university in the Inland Empire, and the second highest Hispanic enrollment of all public universities in California. CSUSB employs 467 full-time faculty and offers 48 undergraduate, 35 graduate, and one doctoral degree programs and 14 academic programs with national accreditation.

At CSUSB, diversity, equity and inclusion are values central to our mission. We recognize that diversity and inclusion in all its forms are necessary for our institutional success. By fully leveraging our diverse experiences, backgrounds and insights, we inspire innovation, challenge the status quo and create better outcomes for our students and community. As part of CSUSB's commitment to hire, develop and retain a diverse faculty, we offer a variety of networking, mentoring and development programs for our junior faculty. We are committed to building and sustaining a CSUSB community that is supportive and inclusive of all individuals. Qualified applicants with experience in ethnically diverse settings and/or who demonstrate a commitment to serving diverse student populations are strongly encouraged to apply. CSUSB has received the Carnegie Community Engagement Classification, which recognizes CSUSB's ongoing commitment to service-learning, a high-impact practice that combines classroom instruction with meaningful volunteer service and correlates strongly to student success.

JOB SUMMARY

The IDS Department seeks two full-time assistant professors to join a growing and dynamic faculty team. CSUSB's cutting edge Cybersecurity program prepares students to address the cybersecurity issues and concerns faced today in many corporate and government environments. The foundation of our Cybersecurity program consists of imparting the skills required to succeed along with a combination of technical skills, policy, teamwork, ethics, and professionalism. In 2022, the Cyber program successfully renewed the NSA/DHS designation of Center of Academic Excellence in Cyber Defense (CAE-CD). Since receiving the CAE-CD designation, the program has secured a portfolio of \$38m in grants and scholarships focused on cyber workforce.

The ideal candidate for this position must have knowledge, skill, and interest in teaching both undergraduate and graduate courses in Cybersecurity offered by the IDS Department at CSUSB main campus in San Bernardino and at Palm Desert. Candidates having a combination of both theory/research and applied/hands-on teaching experiences in the areas of Cybersecurity Management, Ethical hacking - SCADA/IOT, Forensics, Incident Response, and hold Industry recognized certifications such as Security+, CISSP, etc. are a plus.

The successful candidate will also be expected to advise students, serve on Department, College and University Committees, contribute to and participate in the life and strategic priorities of the IDS Department, and engage in the broader University disciplinary communities.

REQUIRED QUALIFICATIONS

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- PhD in Cybersecurity or, a closely-related discipline by the time of appointment (ABD may be considered)
- Strong commitment to quality of student learning and program excellence
- Evidence of the ability or potential to work with a highly diverse student population.

Instructor or Assistant Professor of Cybersecurity, School of Computer Science & Information Systems

Employer
Northwest Missouri State University

Location
Maryville, Missouri (US)

Salary
Competitive

Posted Date
Feb 5, 2024

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[l.uhronline.com/job/37601529/instructor-or-assistant-professor-of-cybersecurity-school-of-computer-science-and-information-systems/](#) 1/7

11 PM Instructor or Assistant Professor of Cybersecurity, School of Computer Science & Information Systems job with Northwest Missouri ...

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[Job Details](#) [Company](#)

PRIMARY DUTY: A faculty position in the School of Computer Science and Information Systems at the Instructor level with the opportunity to lead or participate in Cybersecurity efforts for CAE-CD (Centers of Academic Excellent – Cyber Defense) for additional compensation.

ESSENTIAL FUNCTIONS:

1. Have a background in Cybersecurity or related field with the ability to teach cybersecurity undergraduate courses such as digital forensics, cryptography, secure systems administration, and ethical hacking
2. Participate in School activities including curriculum development and service activities
3. Work as a team on teaching and School activities
4. Deliver courses in traditional, as well as blended and online formats
5. Perform other duties as assigned

REQUIREMENTS for Instructor:

Education: Master's degree in Cybersecurity or related area

[l.uhronline.com/job/37601529/instructor-or-assistant-professor-of-cybersecurity-school-of-computer-science-and-information-systems/](#) 2/7

11 PM Instructor or Assistant Professor of Cybersecurity, School of Computer Science & Information Systems job with Northwest Missouri ...

Experience: Experience in teaching in higher education at a regionally accredited institution or working full-time in cybersecurity-related field

Skills: Ability to teach undergraduate courses within the School; ability to conduct requisite service consistent with University practices

REQUIREMENTS for Assistant Professor (Tenure Track):

Education: Doctoral degree in Cybersecurity or related area

Experience: Experience in teaching in higher education at a regionally accredited institution or working full-time in cybersecurity-related field

Assistant Professor of Cybersecurity
[Minnesota State University Moorhead](#)
Moorhead, MN

Type: Full-Time
Posted: 07/06/2023
Category: [Computer Science](#)

Assistant Professor of Cybersecurity
Minnesota State University Moorhead

Hire Types: Faculty

Division: MSU Moorhead

Department: Academic Departments

Unit: College of Business, Analytics, and Communication209, IFO

Location: Moorhead, MN

FLSA: Exempt

Full/Part Time: Full Time

FTE: 1.0

Employment Condition: Limited

Work Shift:

Work Schedule/Hours/Days: This is a nine month fixed term position.

Posting Details: This position is covered by the IFO Master Agreement.

Salary Minimum: Please see page 36 of the agreement linked above

Salary Maximum: DOE

Salary Type: Annual

Bargaining Unit/Plan: 209, IFO

Job Description:

- Teach courses related to cybersecurity, computer science and Information Technology. The incumbent would be expected to teach courses that would include but are not limited to cybersecurity, computer science and Information Technology.
- Typical Teaching load is 24 credits (12 per semester)
- Instruct courses in varied locations, at varied times, and via various media commensurate with department and university needs.

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-
- Provide evidence of continuing preparation and study in the field to enhance teaching abilities.
 - Contribute to student growth and development including student advising.
 - Support Minnesota State University Moorhead's strategic priority of creating a campus community that is diverse, inclusive, globally aware, and just.
 - Other duties as defined by the collective bargaining agreement including:
 - Demonstrated ability to teach effectively and/or perform effectively in other current assignments.
 - Scholarly or creative achievement or research
 - Evidence of continuing preparation and study
 - Contributes to student growth and development
 - Service to the university and community

Required Qualifications:

- Earned doctorate in Cybersecurity/Computer Science or closely related field at the time of appointment or at least minimally the following ABD will be considered OR MS in Cybersecurity/Computer Science or closely related field at the time of appointment.
- Must meet Higher Learning Commission [HLC] faculty credentialing guidelines [e.g. have 18 graduate credit hours in the discipline the faculty is teaching].

Cybersecurity Center Director and Assistant

[Harris-Stowe State University](#)

Saint Louis, MO

Type: Full-Time

Posted: 12/11/2023

Category: [IT Manager/Director](#)

Job Title: Cybersecurity Center Director & Assistant Professor

Department: Anheuser-Busch School of Business

Reports To: Dean

Summary:

Harris-Stowe State University invites applications for the position of Cybersecurity Center Director & Assistant Professor. This is a unique opportunity for an experienced cybersecurity professional with a passion for academia to build and lead the university's Cybersecurity Center while contributing to the academic mission through teaching, research, and service.

Key Responsibilities:

Cybersecurity Center Leadership:

- Provide visionary leadership for the Cybersecurity Center, guiding its strategic direction and growth.
- Foster collaboration among faculty, students, and industry partners to enhance the center's impact on cybersecurity education, research, and outreach.
- Develop and maintain partnerships with industry, government agencies, and other academic institutions to advance the center's goals.

Teaching:

- Teach undergraduate courses in cybersecurity, ensuring high-quality instruction and student engagement.
- Contribute to curriculum development, staying abreast of industry trends and emerging technologies in cybersecurity.
- Mentor and advise students pursuing degrees and certifications in cybersecurity.

Research:

- Conduct and publish scholarly research in cybersecurity or related fields.
- Secure external funding through grants and partnerships to support research initiatives.
- Engage students in research activities and mentor them in research projects.

Service:

- Participate in departmental and university service activities, including committee work and academic program development.
- Contribute to the broader cybersecurity community through professional service and involvement in relevant organizations.
- Support the university's commitment to diversity, equity, and inclusion.

Cybersecurity Outreach:

- Organize and participate in outreach activities to promote cybersecurity awareness and education in the local community.
- Facilitate workshops, seminars, and conferences on cybersecurity topics.
- Serve as a resource and expert in cybersecurity for media inquiries and public engagements.

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-
- PhD in Cybersecurity or related technical field preferred. Master's Degree in Cybersecurity, Computer Science, or a related field with industry certifications required.

Instructor of the Practice or Assistant Professor of Cybersecurity

Employer

Utah Tech University

Location

Utah, United States

Salary

Salary Not Specified

Start date

Nov 28, 2023



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Position Announcement

The Department of Computing at Utah Tech University (UT) in St. George, Utah, invites applicants for a full-time professional-track Instructor of the Practice or tenure-track Assistant Professor of Cybersecurity, starting Fall Semester 2024. More information about the department, faculty, and its degree offerings can be found online at <https://catalog.utahtech.edu/programs/computing/>.

Responsibilities

- Teach 24 credits (if tenure-track) or 30 credits (if professional-track) of lecture and laboratory courses in cybersecurity each academic year.
- Manage the cybersecurity club. Participate and encourage students to participate in hacking events and other related events.
- Participate in outreach events and help to build the program, recruit and retain students.
- Develop new courses in cybersecurity and help design new credentials and degree for students.
- Perform defined campus-wide duties including holding office hours, attending department, college, and division faculty meetings, and adhering to university policies and procedures.
- Perform institutional service and scholarship as defined by university policy and procedure (if tenure-track).
- Perform other duties as assigned.

Qualifications

- A bachelor's degree in Cybersecurity (or a closely related field) with industry experience will be considered for a one-year renewable appointment. A graduate degree will be required within 2 years of the start date in order to qualify for instructor status. Graduate degree preferred. PhD in cybersecurity (or related field) required for tenure-track professor appointment.
- Industry experience strongly preferred.
- Prior teaching experience preferred.
- Excellent communication and interpersonal skills, with a commitment to collegiality and teamwork.
- An interest in active learning, experiential learning and student engagement is desirable.

Senior Cyber Security Analyst

[Aditi Consulting](#) • [Contract](#) • [US, CA, Irvine](#) • 11m ago

JOB DESCRIPTION:

Seeking a Senior Cyber Engineer to support our client in Irvine, CA. The contract is a comprehensive IT infrastructure initiative which aims to significantly improve the manner in which the Client's IT systems are operated, supported, and controlled. The Senior Cyber Engineer position is concerned with the Security Services Requirements section of this contract, providing technical leadership and oversight for the Security Operations Center (SOC). Services provided by the SOC are associated with (but not limited to) Security Information and Event Management (SIEM), incident response, Intrusion Detection and Prevention Systems (IDS/IPS), anti-virus and malware management, and firewall monitoring.

Duties and Responsibilities:

- Conducts research and evaluates technical and all-source intelligence with specific emphasis on network operations and cyber adversary tactics, techniques, and procedures.
- Conducts investigations into security incidents following defined Incident Response procedures, takes immediate measures to isolate the problem and minimize negative impact, follows escalation procedures as appropriate, creates post-incident reporting to include Root Cause Analysis.
- Analyzes network events to determine the impact on current operations.
- Correlates threat data from various sources.
- Develops and maintains analytical procedures to meet changing requirements and ensure maximum operational effectiveness.
- Implements secure operating systems, networks, security monitoring, tuning and management of IT security systems and applications, incident response, digital forensics, loss prevention, and eDiscovery actions.
- Performs risk and vulnerability assessments at the network, system, and application level.
- Develops and implements security controls and formulates operational risk mitigations along with assisting in security awareness programs.
- Involved in a wide range of security issues including architectures, firewalls, electronic data traffic, and network access.
- Utilizes COTS/GOTS and custom tools and processes/procedures to scan, identify, contain, mitigate, and remediate vulnerabilities, and intrusions.
- Performs analyses to validate established security requirements and recommends additional security requirements and safeguards.
- May support cyber metrics development and reporting.

Apply for this job

1/2

-
- BS in Cybersecurity or related technical field, 5+ years relevant industry experience.
 - or MS in Cybersecurity or related technical field, 3+ years relevant industry experience.
 - or PhD in Cybersecurity or related technical field with 0+ years relevant industry experience.



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It's a great time to join Marymount University! We are looking for faculty and staff who are passionate about providing excellent service to ensure a high quality student experience and collaborative working environment.

Tenure-Track/Tenured Faculty Positions in the School of Technology in Computer Science, AI/Robotics, Information Technology or Related Fields (Assistant Professor, Associate Professor / Professor of Practice)

The Marymount University College of Business, Innovation, Leadership, and Technology (BILT) invites applications for two tenure-track positions within its School of Technology and Innovation to begin in Fall 2024. Positions are available at ranks of Assistant Professor – Tenure Track and Associate Professor/Professor of Practice in any of these areas: 1) Artificial Intelligence/Robotics, 2) Software Engineering, and 3) Cybersecurity.

Successful candidates are expected to have a well developed research agenda and a record of publishing in high quality journals. They will teach courses at

<https://www.chronicle.com/job/37609479/assistant-professor-associate-professor-professor-of-practice/>

7:51 PM

Assistant Professor / Associate Professor / Professor of Practice job with Marymount University | 3760

both graduate and undergraduate levels. Candidates should hold a Ph.D. in artificial intelligence/robotics, software engineering, cybersecurity, or other related fields. A candidate who is within the first year of achieving 'All but Dissertation' (ABD) status will be considered. Competitive salaries commensurate with experience will be offered to successful candidates.

research endeavors funded and associated with the NoVa Node of the Commonwealth Cyber Initiative and will collaborate with George Mason faculty as well as faculty from across the Commonwealth, especially those associated with the CCI Coastal Node and Old Dominion University. George Mason University and Old Dominion University have developed a strategic partnership and the incumbent will have access to faculty and facilities at both George Mason University and Old Dominion University to enable their success.

Research areas of specific interest to the CCI Nova Node include, but are not limited to, national defense, artificial intelligence (AI), quantum information processing and security, wireless communications, secure infrastructure e.g. transportation, smart buildings, Next G, power grid, security of manufacturing and supply chain, and impact of human behavior on cybersecurity among others. We are especially interested in faculty who conduct research in an interdisciplinary environment and who will collaborate with other CCI faculty, especially those in the NoVa and Coastal Nodes.

Responsibilities:

- Contribute to Mason's active cybersecurity research program, and laboratory and field portfolio of projects. Foster new and existing research collaborations with academic, industrial, and governmental institutions in Virginia and the greater Washington DC metropolitan area;
- Work collaboratively with faculty from across Virginia institutions to develop joint proposals and support research initiatives that advance Virginia's reputation as a global leader in cybersecurity; and
- Mentor students in cybersecurity and related disciplines and support the Department of Cybersecurity Engineering's educational initiatives.

Required Qualifications:

- Terminal degree (Computer Science, Computer Engineering, Cybersecurity, Information Technology, Systems Engineering, or a related field);

s.chronicle.com/job/37588325/research-assistant-professor/

:49 PM

Research Assistant Professor job with George Mason University | 37588325

- Have an outstanding cybersecurity research record, as well as commitment to fostering interdisciplinary research/education; and
- Experience conducting cybersecurity research.

Type: Full-Time

Posted: 02/21/2024

Category: [Computer Science](#)

Job Number: REQ_0000052912

APPLICATION INSTRUCTIONS:

- **CURRENT PENN STATE EMPLOYEE** (faculty, staff, technical service, or student), please [login to Workday](#) to complete the [internal application process](#). Please do not apply here, apply internally through Workday.
- **CURRENT PENN STATE STUDENT** (not employed previously at the university) and seeking employment with Penn State, please [login to Workday](#) to complete the [student application process](#). Please do not apply here, apply internally through Workday.
- If you are **NOT** a current employee or student, please click "Apply" and complete the [application process](#) for external applicants.

JOB DESCRIPTION AND POSITION REQUIREMENTS:

Lecturer or Assistant Teaching Professor of Cybersecurity

[Penn State Harrisburg](#) in Harrisburg, PA

[Apply on Institution's Website](#)



inclusive learning environment for students and engage in scholarly and service activities supporting institutional goals. The School of Business is AACSB accredited. For more information about the technology programs at the business school please visit our website at <http://harrisburg.psu.edu/business-administration>.

This position is a term position and has a strong likelihood of renewal.

Responsibilities: The primary responsibilities of the Lecturer or Assistant Teaching Professor of Cybersecurity include:

Teaching: Specific job responsibilities include teaching undergraduate courses in cybersecurity, security, and risk analysis. Primary teaching areas include the following: digital networking and network security, cybersecurity and cyber forensics, security and malware analytics, and risk management. Secondary teaching areas could include the following: static and dynamic malware analysis, cyber defensive techniques, cybersecurity-related machine learning, programming skills (Java & Python), and database technology.

Research/Scholarship: Faculty are expected to maintain a high level of professional activity through scholarship and service.

Service: All faculty are expected to undertake committee work, community engagement, and mentorship, and make other contributions to the campus, to DEIB goals and initiatives, and to the broader academic community.

Qualifications: Preferred candidates will hold a doctorate in cybersecurity, Information Technology, or a related field with specialization in cybersecurity and network security. Candidates with a master's degree in cybersecurity, Information Technology, or related field and security-related certifications (CISSP, CISM, CEH, OSCP, CCNA, etc.) are strongly encouraged to apply.

Director - Cybersecurity Center of Academic Excellence

[Talladega College](#)

Talladega, AL

Type: Full-Time

Posted: 11/28/2023

Category: [Computer Science](#)

Director - Cybersecurity Center of Academic Excellence

Department: Academic Affairs

Type: Full Time

Contact Name: Talladega College Office of Human Resources

Contact Email: hr@talladega.edu

Summary

Talladega College is seeking a Director for the Center of Academic Excellence in Cybersecurity. The Director acts as a primary liaison for building a strong partnership with industry, local communities, government agencies, and other Center of Academic Excellence (CAE) communities while providing oversight for grant writing, coordination of cyber trainings, and boot camps. This is an on-site position and will report to the Department Chair for Mathematics/Computer Science.

Essential Job Functions

- Oversee the operation of the cybersecurity center in collaboration with computer science faculty
- Provide oversight of the National Center of Academic Excellence in Cybersecurity (NCAE-C) designation requirements and summer programming
- Build relationships with external applicable industry businesses, clients and partners
- Work with other institutional colleagues to identify, write, and implement grants
- Collaborate with colleagues through strategic planning for the cybersecurity center including alignment of all cyber-related initiatives
- Plan and implement summer cyber camps and/or trainings (external and internal)
- Support faculty in the delivery of cybersecurity program
- Assist with necessary cybersecurity center upgrades
- Attend applicable external conferences and trainings, as needed
- Work with faculty and external partners in the development of departmental symposiums
- Work with faculty and students on institution-sponsored student competitions
- Assist in the preparation and monitoring of department budget and NCAE-C budget
- Teach undergraduate and graduate courses in cybersecurity and related field
- Perform other duties as assigned

Required Qualifications

- Earned doctorate from a regionally accredited institution
- Minimum three years of professional experience working in network systems or other related experience in cybersecurity
- Demonstrated experience or ability to effectively work with a wide range of individuals and constituencies in a diverse collegiate community and to cultivate an inclusive environment for students
- Excellent organizational, management, interpersonal, and communication skills

Apply on Institution's Website



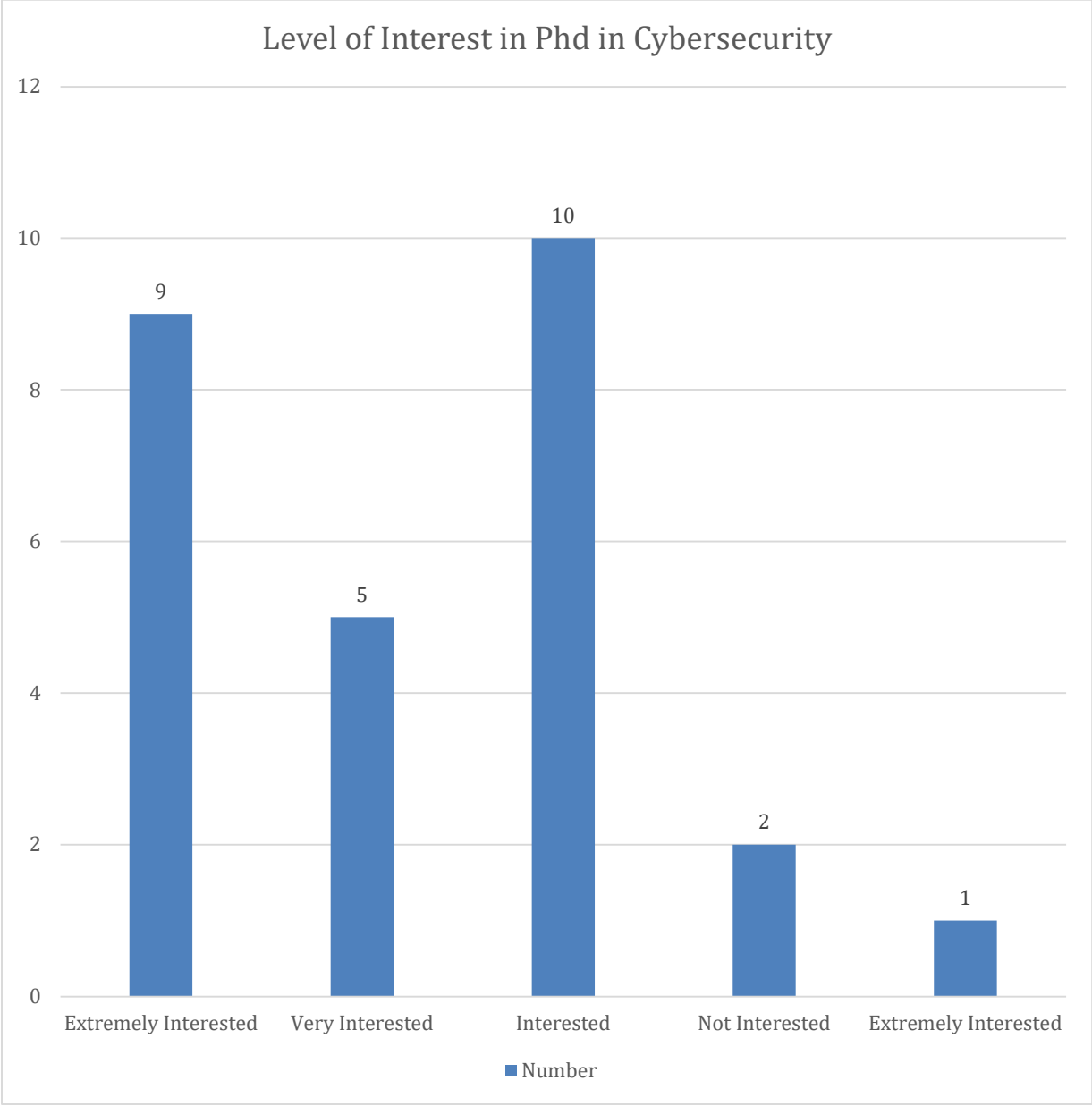
Preferred Qualifications

- Earned doctorate in cybersecurity/computer science or a related field of study

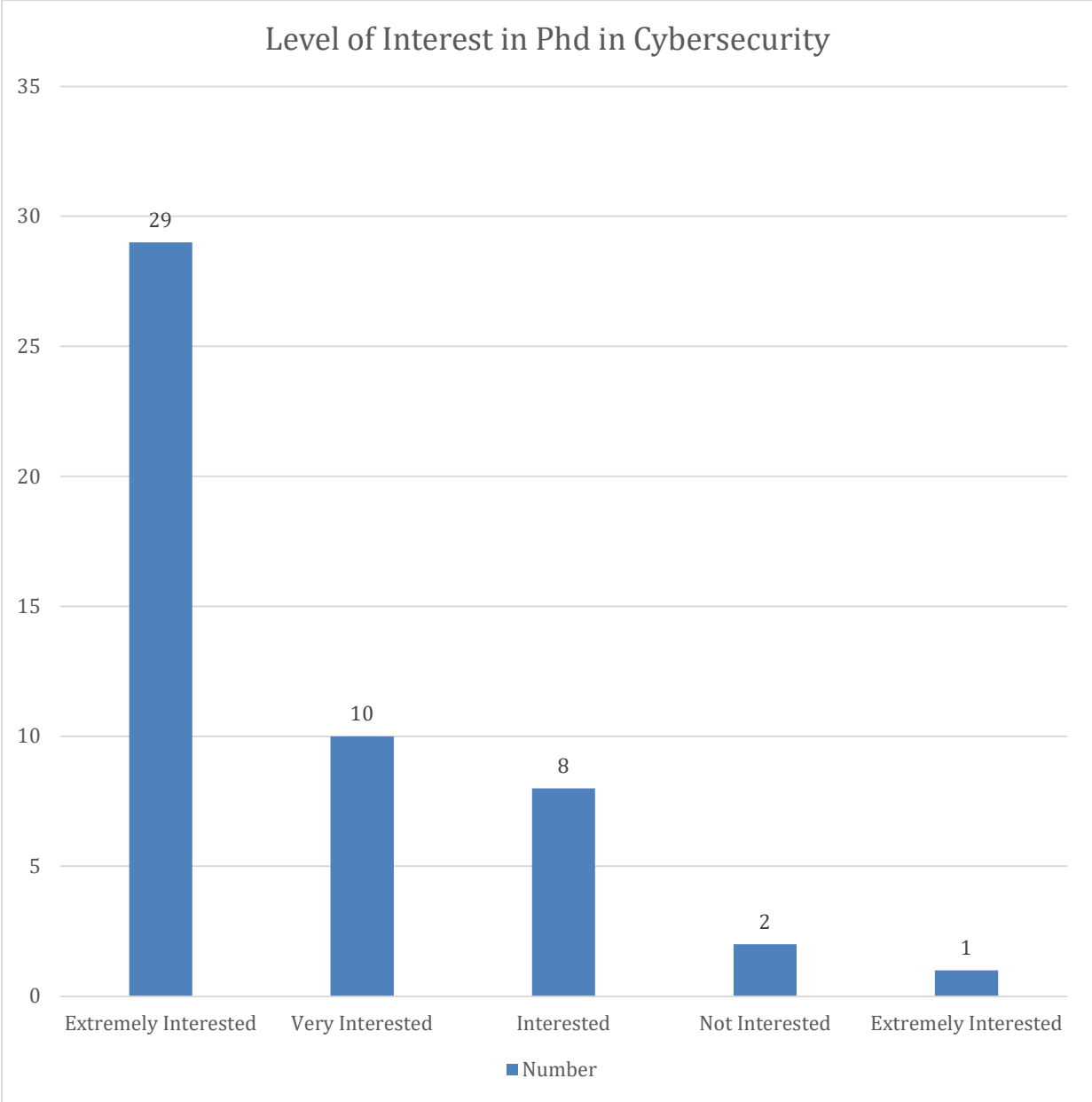
APPENDIX E - STUDENT DEMAND-STUDENT SURVEY

Demand Survey Results

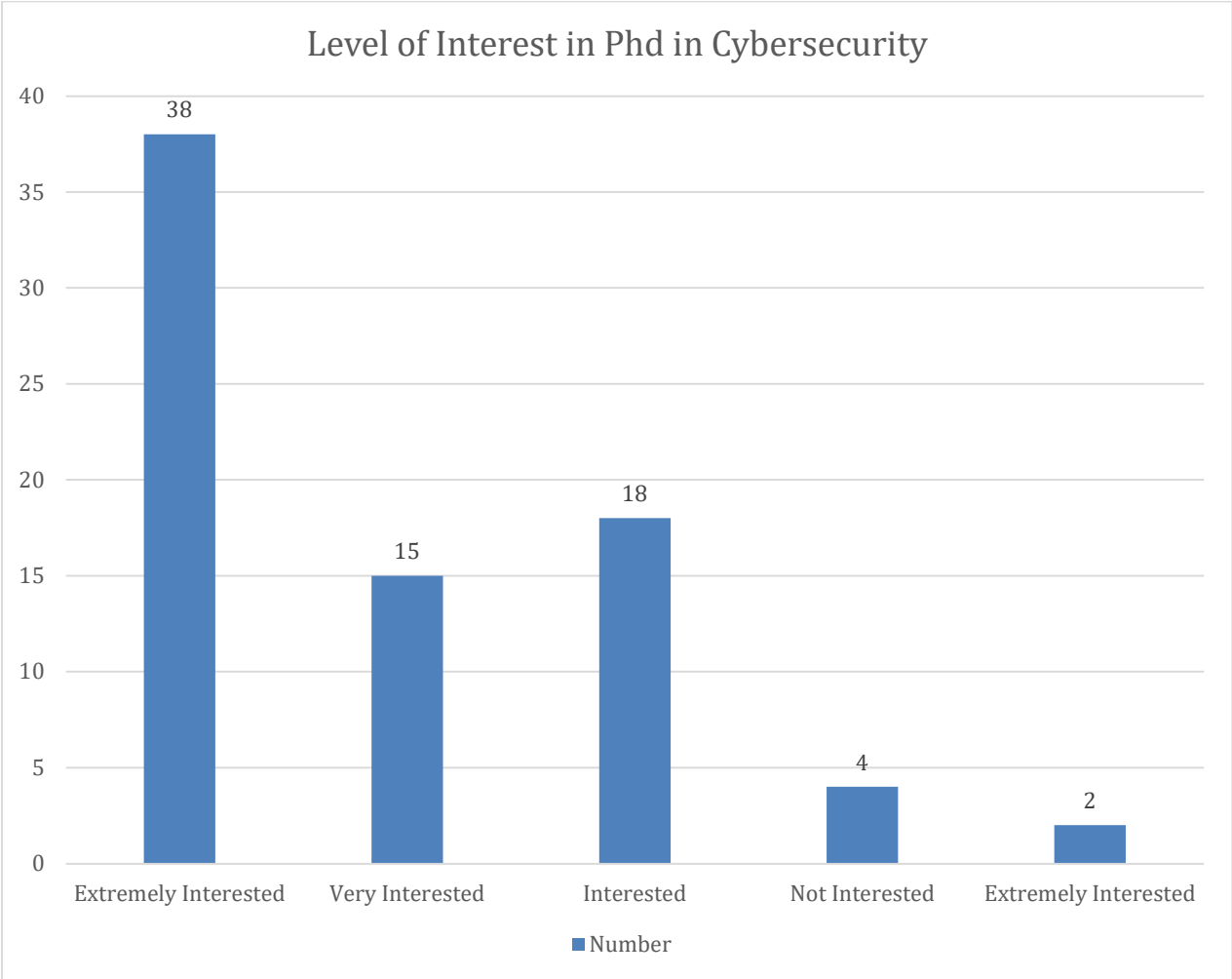
What is your level of interest in pursuing a Doctor of Philosophy in Cybersecurity degree?
(Responses from cybersecurity seniors, n=27)



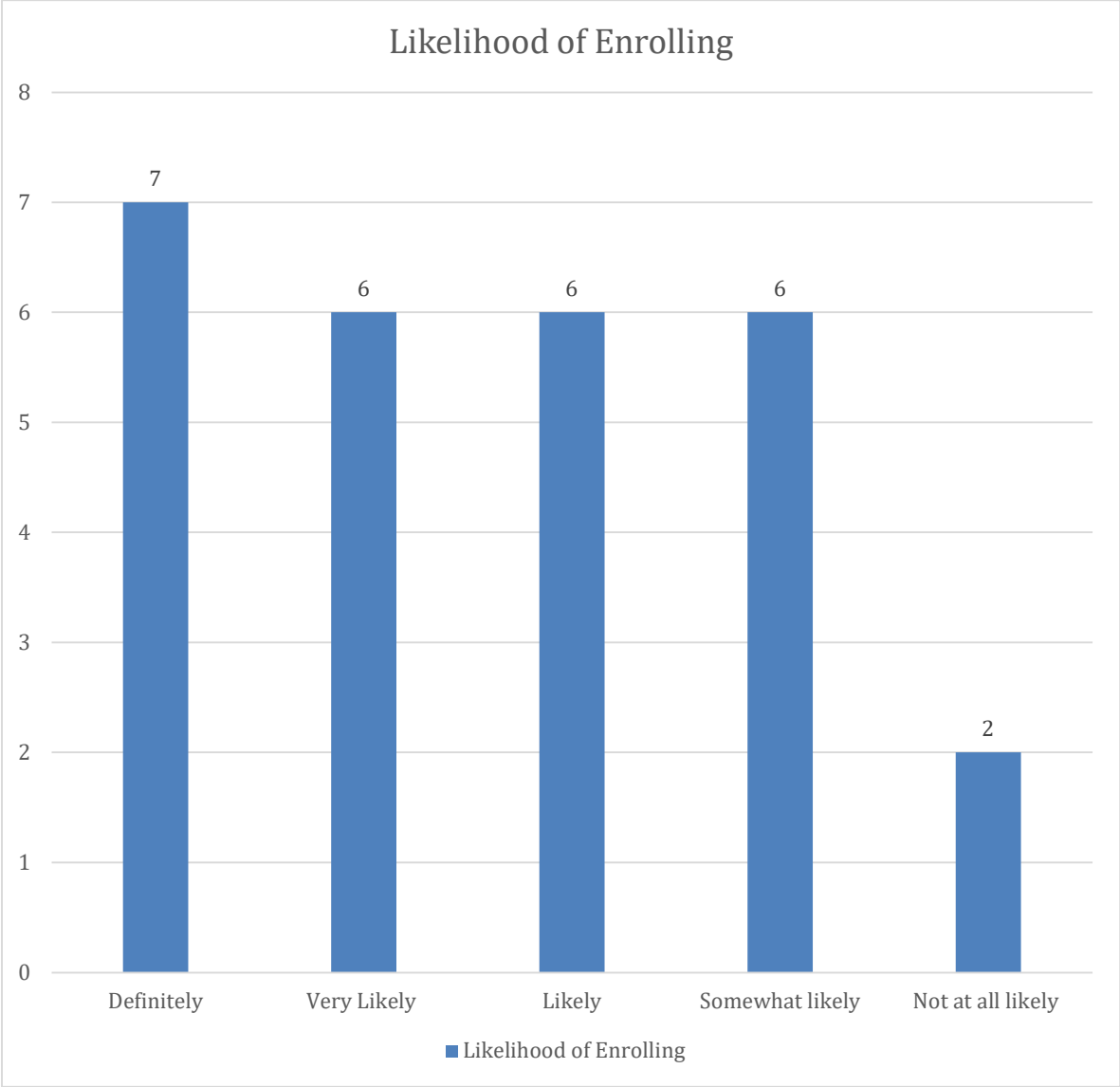
**What is your level of interest in pursuing a Doctor of Philosophy in Cybersecurity degree?
(Responses from Cybersecurity Masters students, n=50)**



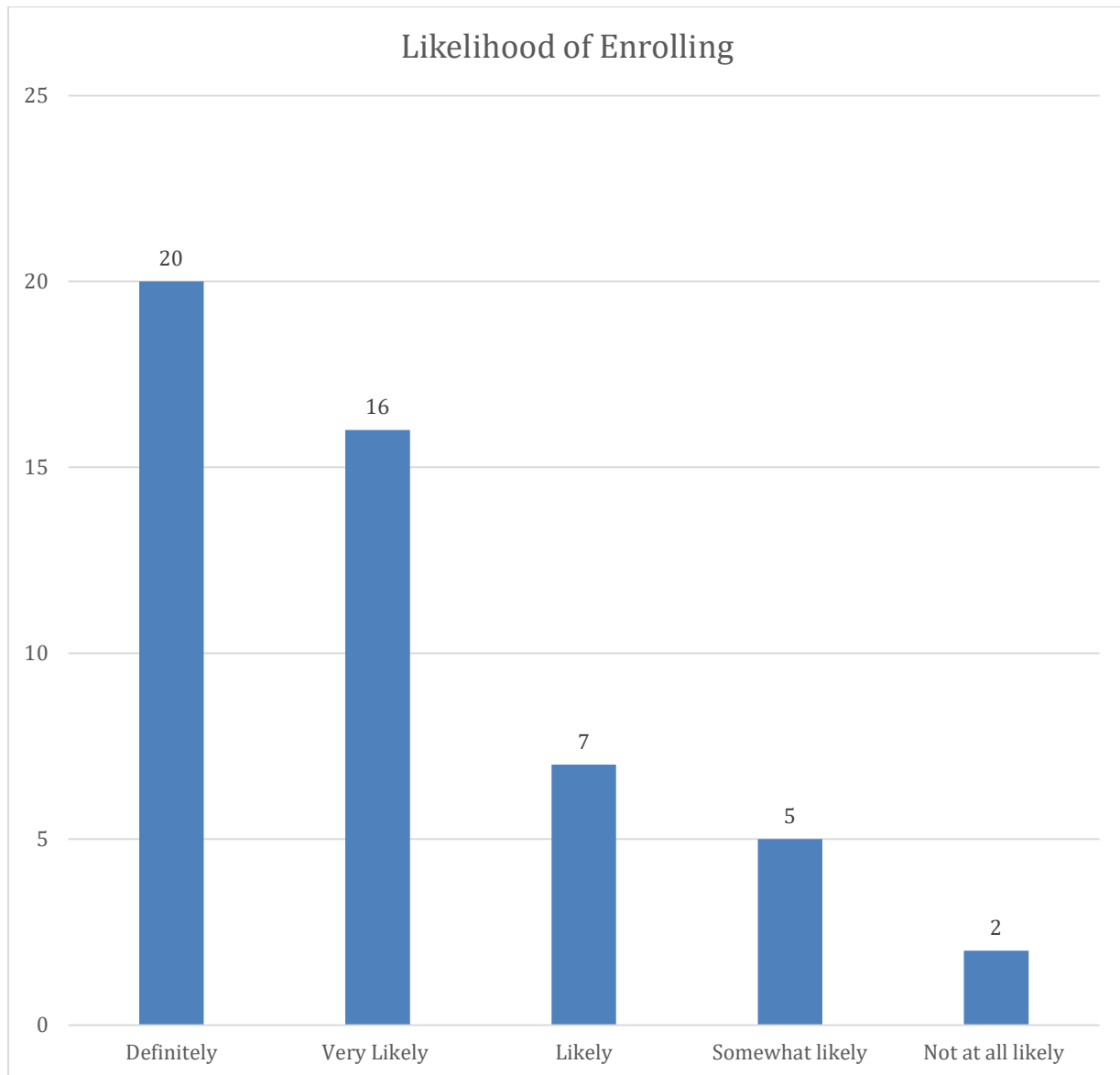
**What is your level of interest in pursuing a Doctor of Philosophy in Cybersecurity degree?
(Responses from all respondents, n = 77)**



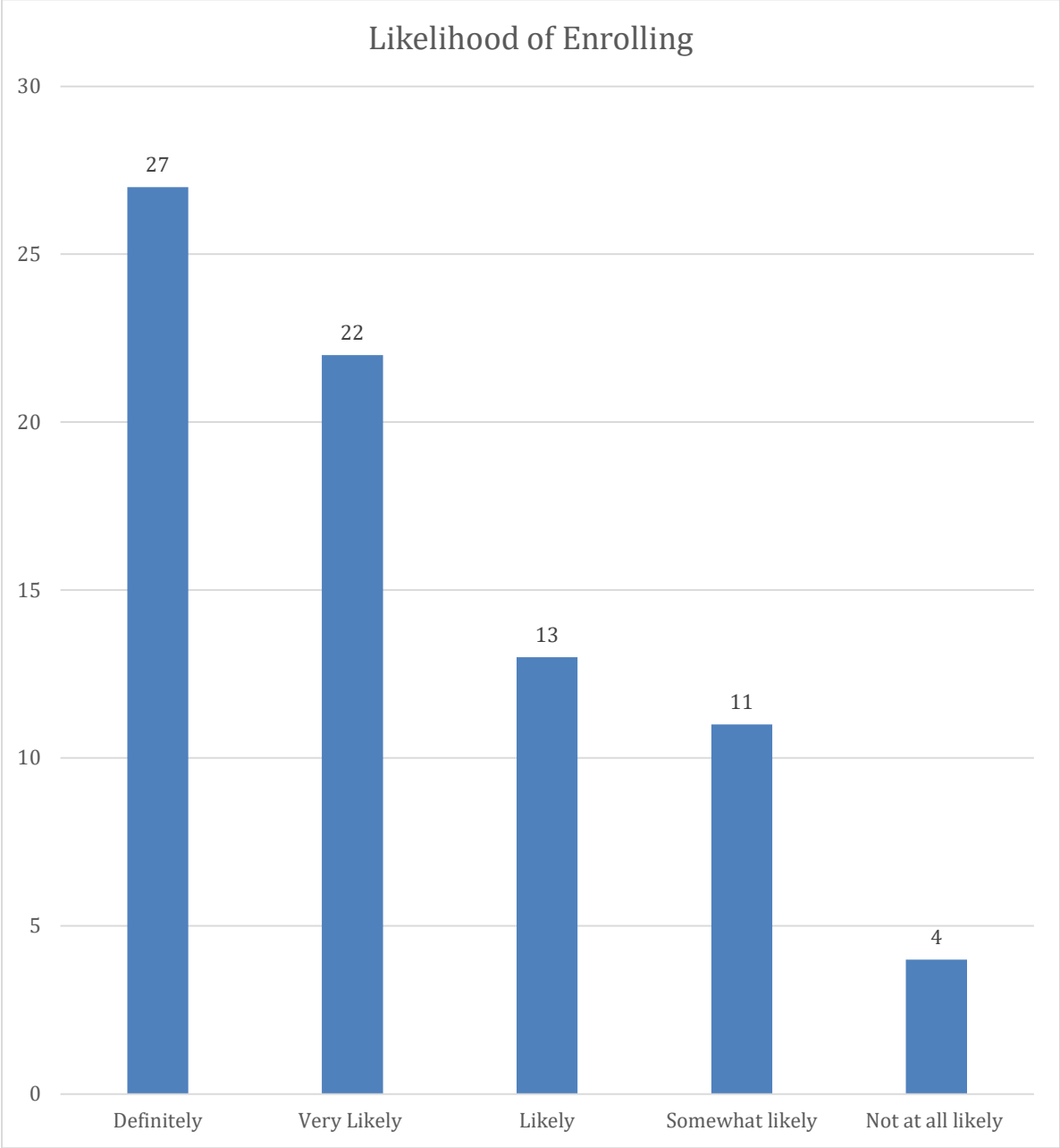
**If ODU were to offer a Doctor of Philosophy in Cybersecurity, would you enroll?
(cybersecurity seniors, n=27).**



If ODU were to offer a Doctor of Philosophy in Cybersecurity, would you enroll? (cybersecurity Master's students, n=50).



If ODU were to offer a Doctor of Philosophy in Cybersecurity, would you enroll? (all cybersecurity respondents, n=77).



Summary Responses.

Q1 - What is your level of interest in pursuing a Doctor of Philosophy in Cybersecurity degree?

Field	Extremely interested		Very interested		Interested		Not interested		Extremely uninterested		Total
Undergrad	33%	9	19%	5	37%	10	7%	2	4%	1	27
Grad	58%	29	20%	10	16%	8	4%	2	2%	1	50
Total	49%	38	19%	15	23%	18	5%	4	3%	2	77

Q2 - If ODU were to offer a Doctor in Philosophy in Cybersecurity, would you enroll?

Field	Definitely		Very likely		Likely		Somewhat likely		Not at all likely		Total
Undergrad	26%	7	22%	6	22%	6	22%	6	7%	2	27
Grad	40%	20	32%	16	14%	7	10%	5	4%	2	50
Total	35%	27	29%	22	17%	13	14%	11	5%	4	77

Could you please comment on how this Doctor of Philosophy degree in Cybersecurity would fit with your current career or future career goals?

I am reaching retirement age, and I would like to teach at university after I retire from my current role.

I would love to continue to do Cybersecurity research and eventually have my own cybersecurity research company in which to be a reputable research company you need a PhD.

This doctorate degree would satisfy my goal of viewing cybersecurity from a multidisciplinary lens and the ability to apply what I learn to help solve problems using diverse perspectives/knowledge.

Having a Doctor of Philosophy degree in cybersecurity will make me more competitive when applying for jobs and give me an opportunity to teach cybersecurity as well.

I have a bachelors and masters degree completed already. I have also started a doctoral degree in a field that I am no longer sure I would like to finish the PhD within as I have become much more interested in cybersecurity in recent years, specifically due to salary, work-from-home/hybrid work options, and availability of advancement opportunities compared to my original field of study. I would love to earn my PhD in cybersecurity now and would appreciate if some of my 600-700-800 level coursework that I completed at ODU already would be considered towards this PhD, in order to shorten my timeline to graduation as well as cost of tuition.

The PHD program would help me as I gain more valuable knowledge in cybersecurity research, but also allow me the opportunity to work towards my goal as becoming a professor.

I'm currently working towards my bachelors in cybersecurity. I want to obtain higher education to open more doors and provide more opportunities for my future career.

I currently work of Lockheed Martin as a system admin for their F-22s. I plan on eventually moving up towards a position with homeland security or even NATO if the opportunity ever arose. Having a PHD in cyber would certainly help give me a much more in-depth perspective of cyber and slow me to stand out on a resume if compared to others applying to the same position I am.

I am currently enrolled in the MS in Cybersecurity program and graduated with a BS in cybersecurity from ODU as well. I currently work in the public sector as a cybersecurity analyst with hopes of transitioning to the private sector in the near future. I would love to continue my education at ODU, fostering newer relationships as well as building upon ones I have already created. Obtaining a PhD degree would provide an avenue to teach at a university after I have completed years of working in the industry to bring real world experience and connections to an institute of higher education.

Adding higher research and hands on skills to my resume in different sectors employers are seeking.

My ultimate career goal is to become a professor within the cybersecurity realm.

I really enjoyed the MS cyber program at ODU. Although, I want to continue my education in cybersecurity rather than computer science for phd. This will allow me further research opportunities and teaching opportunities. I also hope to work for CISA one day.

I have achieved a masters in cybersecurity and a bachelors in cybersecurity, I believe more research is necessary a essential to the field. I would love to contribute more research to the field.

A Doctor of Philosophy (Ph.D.) degree in Cybersecurity would greatly complement and enhance my current and future career goals in several ways:

- **Expertise and Specialization:** A Ph.D. in Cybersecurity would provide me with an in-depth understanding of advanced concepts, theories, and methodologies in the field. This specialized knowledge would allow me to become an expert in specific areas of cybersecurity, such as cryptography, network security, or digital forensics, aligning with my career aspirations.
- **Research Skills:** Pursuing a Ph.D. involves conducting original research and contributing new knowledge to the field. This experience would enhance my research skills, including problem-solving, critical thinking, and data analysis, which are highly valuable in any career related to cybersecurity. These skills would enable me to address complex security challenges and innovate solutions in both current and future roles.
- **Leadership and Management:** Completing a Ph.D. program requires leadership and project management skills to oversee research projects, collaborate with peers and faculty, and meet deadlines. These skills are transferable to leadership roles in cybersecurity, such as Chief Information Security Officer (CISO) or cybersecurity consultant, where the ability to manage teams and projects effectively is essential.
- **Networking Opportunities:** Engaging in a Ph.D. program would provide opportunities to network with leading researchers, industry professionals, and fellow students in cybersecurity. Building a strong professional network can open doors to collaboration, career opportunities, and knowledge exchange, enhancing both my current and future career prospects.
- **Credential and Credibility:** Earning a Ph.D. in Cybersecurity would enhance my credibility and establish me as a thought leader and subject matter expert in the field. This credential would differentiate me from other professionals and increase my value to employers, clients, and colleagues, facilitating career advancement and opportunities for growth.

APPENDIX F - UNSOLICITED EMAILS DEMONSTRATING DEMAND

From: [REDACTED] sabbe002@odu.edu

Date: Thursday, December 21, 2023 at 9:16 AM

To: Diaz, Rafael <RDiaz@odu.edu>

Subject: Cybersecurity Doctoral Program

Hello Mr. Diaz,

I would like to inquire and ask if there's a doctorate program for cybersecurity at Old Dominion University. I have searched through the website, and I don't see the option. Please let me know if there's a phd program for cybersecurity. I would very much like to take it.

Thank you!

From: [REDACTED] bmill026@odu.edu
Sent: Saturday, December 16, 2023 7:52 PM
To: Whitten, Jessica <jwhitten@odu.edu>
Subject: Question About PhD

Ms. Whitten,

Could you tell me if there is an online PhD program at ODU that I could do after completing my MS in Cybersecurity? I am currently looking at one at Dakota State University (Cyber Defense) and one at University of the Cumberlands (Information Technology). I'm leaning towards the latter, but I wouldn't mind continuing at ODU if there was an option that would fit.

Thank you! Hope you have a Merry Christmas!

--

Bryon Miller

Cybersecurity Risk Management Certificate Student

From: [REDACTED] twood010@odu.edu
Date: Saturday, January 6, 2024 at 4:01 PM
To: Diaz, Rafael <RDiaz@odu.edu>
Subject: Cybersecurity Masters 2024 [REDACTED] Inquiry

Good afternoon Dr. Diaz!

I hope you're doing well! I am so excited to kick off this semester in my Masters program at ODU!

I wanted to let you know that I am thinking of continuing my education at ODU to obtain my P.hD degree in Cybersecurity.

For this reason, I have a few questions when you have a moment if you can answer, please.

Is there a p.hD at ODU for cybersecurity? If so, what is the duration of the degree?

Is the P.hD degree able to be accelerated? If so, what is the duration?

When do I apply for my p.hD at ODU? Regarding this, what are the requirements needed for me to apply to continue my education to obtain a p.hD?

What are the typical classes like such as syllabuses and the content that will be available?

Are all the Cybersecurity classes offered virtual?

Is there internship, or a project due to graduate with the P.hD?

I appreciate you taking time helping me during this process! I truly appreciate you & I cannot wait to continue my education and learn more!

I hope you're well and have a great day!

[REDACTED]

From: [REDACTED]
Sent: Monday, January 29, 2024 7:19 PM
To: Payne, Brian K. <bpayne@odu.edu>
Subject: Cybersecurity Doctoral Degree

Good evening, Mr. Payne:

It was a pleasure speaking with you and Ms. Pearson today. I've been speaking with an academic advisor about the doctorate of engineering with a concentration in cybersecurity. I know that would come later in my educational career, but I wanted to ask if you could provide an overview of the program. I know cybersecurity is constantly changing and evolving, and having a degree specializing in research and innovation would serve me well in the long run. In addition, I was informed by a faculty member that there have been talks about the possibility of adding a PhD program specifically for cybersecurity. Could you provide me an overview of what that program would look like should those plans come to fruition? I look forward to hearing from you!

Respectfully,
[REDACTED]

June 13, 2024

CLOSURE OF MASTER OF SCIENCE IN PARKS, RECREATION,
AND TOURISM STUDIES

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the closure of the Master of Science in Parks, Recreation, and Tourism program effective with the spring 2025 semester pending approval by the State Council of Higher Education for Virginia.

Rationale: Old Dominion University seeks approval to close the Master of Science in Parks, Recreation, and Tourism effective Spring 2025. The program is housed in the Department of Human Movement Studies & Special Education in the Darden College of Education & Professional Studies.

Over the last several years, enrollment in the Master of Science (MS) in Parks, Recreation, and Tourism Studies has remained low. Averaging just six FTE and four graduates over the past five years, the program is well below the minimum expectations set by SCHEV for the program. SCHEV expects a minimum of 20 FTE and 7 graduates a year. We have also been unable to recruit and retain faculty to teach in the program. In fact, at this point there are no faculty assigned to the program.

After detailed discussions between the dean, the department chair, and department faculty, the recommendation is that the program be closed. No faculty will be affected by this closure.

June 13, 2024

PROMOTIONS IN ACADEMIC RANK
EFFECTIVE 2024-2025

Promotions in academic rank have been approved for the following faculty members,
effective with the 2024-25 academic year.

Promotion to Professor

College of Arts and Letters

Martha Daas
Department of World Languages and Cultures

Darden College of Education and Professional Studies

Brandon Butler
Department of Teaching and Learning

Jamie Colwell
Department of Teaching and Learning

Emily Goodman-Scott
Department of Counseling and Human Services

Batten College of Engineering and Technology

Orlando Ayala
Department of Engineering Technology

Mujde Erten-Unal
Department of Civil and Environmental Engineering

College of Sciences

Lisa Wallace
Department of Biological Sciences

Strome College of Business

Jing Zhang
Department of Management

School of Nursing

Donna Rose
Department of Professional Nursing

Christine Sump
Department of Professional Nursing

Research Associate Professors

Shanan Chappell Moots
The Center for Educational Partnerships