



Center for Excellence in Teaching and Learning
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Spring 2023 Faculty Institute Retreat

Wednesday, January 25, 2023

Thursday, January 26, 2023

“Education must enable one to sift and weigh evidence, to discern the true from the false, the real from the unreal, and the facts from the fiction. The function of education, therefore, is to teach one to think intensively and to think critically.”

~ Dr. Martin Luther King, Jr.



Aminta H. Breaux, Ph.D.

President

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January 25, 2023

Greetings and welcome to a new year with new opportunities!

I hope you were able to relax, rejuvenate and enjoy being in the presence of your loved ones over the break. As we celebrate the achievements of last semester, we look forward to continuing our race to excellence this semester by upholding the three priorities of our strategic plan – academic excellence, student success and the long-term viability of the university.

The Faculty Institute plays an essential role in our preparation and success. It provides information that supports our strategic plan and contributes to us achieving the higher education goals that are most beneficial to our students.

I would like to thank Dr. Eva Garin and the Center for Excellence in Teaching and Learning for organizing the Faculty Institute. I am especially grateful for our Bowie State University faculty and staff members, along with our guests, who will share their knowledge during the informative workshops and sessions throughout the program.

The future of BSU is very bright because we continue to build upon the ideals of teaching, learning and collaborating to meet the needs of our students and provide them with high quality educational experiences.

Enjoy the Institute and thank you for continuing to be a positive force in our students' lives and educational journeys!

Sincerely,

Aminta H. Breaux



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Dear Colleagues,

Greetings and welcome back!

I hope you were able to re-energize, enjoy time with family, friends, and loved ones over the holiday break, and have returned with renewed passion and purpose that continues to drive you. As we begin the new calendar year, it is my pleasure to welcome you to the January 2023 Faculty Institute.

The Faculty Institute is vital in furthering Bowie State University's vision and objectives. As educators and scholars, we must share our ideas, seek understanding, and be open to listening. Embracing this is the key to implementing more innovative and responsive teaching strategies.

Thanks to the Center of Excellence in Teaching and Learning for organizing this year's Faculty Institute, where we can share best practices and strategies to enhance our student's academic learning experience and foster strong collaboration among our campus community. A special thanks to our keynote speakers. I also want to thank our faculty for participating as facilitators. We look forward to all informational sessions and workshops presented throughout the program.

As we continue the momentum of advancing the mission of BSU, let's do so together by expressing new excitement, finding new energy, and creating new opportunities.

I encourage you to enjoy all the Institute has to offer, and I look forward to working with you to achieve a great spring 2023 semester.

Sincerely,

Carl B. Goodman, Ph.D.

Provost and Vice President for Academic Affairs



Spring 2023 Faculty Institute Agenda

Wednesday, January 25, 2023

Theme: Who are We Post-Pandemic?

8:00am - 9:00am: Registration - Student Center Ballroom

Continental Breakfast and Conversations

9:00am - 10:15am: Welcome - Student Center Ballroom

Dr. Aminta H. Breaux, President

Dr. Carl B. Goodman, Provost and Vice President for Academic Affairs

Dr. Eva Garin, CETL Director

10:30am - 12:30pm: Breakout Sessions: Choose One

Moving to R2 - Student Center Ballroom

Student Success - CNSMN 1230 Beacon Room and CNSMN 1220

DEI: Diversity, Equity and Inclusion - CNSMN 1224

High Impact Teaching in Multiple Modalities - CNSMN 1230 Beacon Room

12:30pm - 1:15pm: Lunch - Served in CNSMN and Student Center Ballroom

1:30pm - 3:15pm: Return to Breakout Sessions

Moving to R2 - Student Center Ballroom

Student Success - CNSMN 1220

DEI: Diversity, Equity and Inclusion - CNSMN 1224

High Impact Teaching in Multiple Modalities - CNSMN 1230 Beacon Room

3:30pm - 4:30pm: Outcomes, Evaluations and Takeaways: Student Center Ballroom

Using Adobe Express to share session takeaways

Roundtable Discussions

Dessert Served



Spring 2023 Faculty Institute Agenda
Thursday, January 26
Theme: Being an Adobe Creative Campus

8:00am - 9:00am: Registration - Student Center

Breakfast Sandwiches and Conversations

9:00am - 9:30am: Welcome - Student Center Ballroom

Dr. Carl B. Goodman, Provost & Vice President for Academic Affairs

9:30am - 10:00am: Shared Governance

Mr. Brent Swinton, Vice President for Instructional Advancement

Dr. Felecia Commodore, Old Dominion University

10:00am - 12:00pm: ADOBE Presentation - Student Center Ballroom

Winston-Salem Creative Campus ADOBE Keynote

Dr. Jack Monell, Winston-Salem State University

Dr. Wanda White, Winston-Salem State University

Faculty Panel on ADOBE Successes

Dr. Sheneese Thompson, CETL Fellow for ADOBE, Bowie State University

Dr. Jack Monell, Winston-Salem State University

Dr. Wanda White, Winston-Salem State University

Dr. Tyesha Burke, Bowie State University

Dr. Kavita Kapur, Bowie State University

Dr. Andrew Mangle, Bowie State University

Mr. Kevin Bryant, Adobe Customer Success Manager, Bowie State University

12:00pm - 1:00pm: Lunch - Student Center Ballroom

Lunch sponsored by the Provost and Vice President for Academic Affairs, Dr. Carl B. Goodman

1:00pm - 3:00pm: College Meetings

College of Arts and Sciences - Student Center Ballroom

College of Business - BGS 1209

College of Education - JEP 102

College of Professional Studies - JEP 117

3:00pm - 5:00pm: Department Meetings

Moving to R2

Title: Moving to R2

Facilitators: Dr. Tibebe Assefa, CETL Fellow, College of Business

Dr. Supriyo Ray, CETL Fellow, College of Arts and Sciences

Description: Bowie State University aspires to move to the Carnegie Classification as a R2 institution. This session will focus on starting a conversation on how to bring a change to our existing system without losing our strengths as we race towards R2 classification. We will host a panel of faculty from other minority serving institutions who contributed to their campuses achieving R2 status.

- **What is R2?** This classification sorts Universities that award at least 20 doctoral degrees and spend at least 5 million dollars in research and development annually. This classification system, unlike other popular college ranking systems, does not consider student-focused metrics, hence the ranking is based on the institutions emphasis on research only.
- **Why R2?** Moving towards R2 status aligns with the institutional mission to empower diverse populations to reach their full potential and involves institutional transformation that will enhance future research grant opportunities from federal agencies and others that will add to the skilled workforce and economy of Prince George's County and the state.

Objectives: Participants will be able to:

- understand the requirements of R2 status.
- assess Bowie State's position with respect to R2 status.
- articulate their needs/recommendations to achieve R2 status.

Panelists:

- Dr. Anika Bissahoyo, Bowie State University
- Dr. Mark Bolden, Bowie State University
- Dr. Tyesha Burks, Bowie State University
- Dr. Farin Kamangar, Morgan State University
- Dr. Willie Eugene May, Morgan State University
- Dr. Victor McCrary Jr., University of District of Columbia
- Dr. Monika Rabarison, University of Texas, Rio Grande Valley
- Mr. Wayne Swann, Morgan State University

Moving to R2

Agenda

- 10:30am - 10:50am Keynote Speaker: Dr. Willie E. May, Morgan State University
10:50am - 11:00am Moving to R2: Where do we stand now?
11:00am - 11:25am Visiting Panel: How can we achieve R2 status?
11:25am - 11:45am Bowie State University Panel: What do we need as faculty?
11:45am - 12:00pm Visiting Panel: Thoughts and Advice
12:00pm - 12:20pm Discussion/Questions for the panelists
12:20pm - 12:30pm Choose Your Breakout Session
12:30pm - 1:15pm Lunch
1:15pm - 2:00pm **Breakout Sessions: Talking Points**

Group I Faculty Institutional Support Specific

Discussion Cues:

- Faculty workload adjustment
- Faculty and institutional service support recruitment
- Course correction from undergraduate teaching to research centric institute
- STEM departmental infrastructure & resources upgrade
- Changes that have already been planned

Group II Graduate Student Specific

Discussion Cues:

- Graduate student recruitment (Challenges & Solutions)
- Improving Graduation rate of graduate students

Group III Research & Grants

Discussion Cues:

- Juggling multiple courses with High Impact Teaching and research commitment
- Do we need a new programs, colleges, and departments?
- Grants & Funding
- Looking beyond federal funding

- 2:00pm - 2:15pm Group Sharing
2:15pm - 2:30pm Interactive Open Discussion
2:30pm - 3:15pm Use Adobe Express to visually represent your takeaways and how you intend to apply them going forward
3:30pm - 4:30pm Return to the Student Center Ballroom to share takeaways and enjoy dessert.

Resources and Books:

- Carnegie Classifications | Basic Classification
https://carnegieclassifications.acenet.edu/classification_descriptions/basic.php

Student Success

Title: Understanding and Assessing Student Success

Facilitators: Dr. Emerald Fulmore, College of Education

Dr. Sheneese S. Thompson, College of Arts and Sciences

Description: Though we often discuss student success in terms of what students are (and are not) doing in their courses, the goal of this session is to have conversations about how to review and potentially revise teaching practices, courses, and curriculum to support student success in the classroom but also in the world. In this breakout session, we will focus specifically on defining student success, what we are doing well in the areas we define, and how we can improve.

Objectives: Participants will be able to:

- examine current programs and syllabi to support student success.
- identify and evaluate the link between curriculum and workforce development skills.
- discuss what we are doing to take our programs to the next level.
- identify curriculum resources researched or implemented in your area.

Panelists from Bowie State University

- Dr. Tamara Brown, Department of History & Government
- Dr. Wendy Edmonds, Department of Human Resources Development
- Dr. Makeba Green, Department of Social Work
- Dr. Kendra Johnson, Department of Teaching, Learning, and Professional Development
- Dr. Darilyn Mercadel, Department of Teaching, Learning, and Professional Development

Student Success

Agenda

- 10:30am - 11:00am: Keynote: Dr. Cristi Ford, Vice President, Academic Affairs, D2L
Title: “Through the Kaleidoscope: Different Views, New Perspectives”
- 11:00am - 11:30am: Breakout (Pair & Share):
Facilitator: Dr. Makeba Green
Title: Defining Student Success
Activity: Break into Groups of 3 and define student success in the following areas:
- Concept & Skills Acquisition
 - Concept & Skills Application
 - Workforce Readiness
- 11:30am - 12:30pm: Panel Discussion
Panelists: Dr. Tamara Brown, Dr. Wendy Edmonds, Dr. Kendra Johnson, Dr. Darilyn Mercadel
Moderator: Dr. Emerald Fulmore
Title: Models for Student Success
- 12:30pm - 1:15pm: Lunch
- 1:20pm - 2:00pm: Presentation
Facilitator: Dr. Lucy Gichaga
Title: Faculty as a Mentor: Approaches for supporting BSU student retention and success.
- 2:00pm - 2:30pm: Breakout (Pair & Share)
Facilitator: Dr. Wendy Edmonds
Title: Curriculum Development for Student and Workforce Success
- 2:30pm - 3:15pm: Review and Reflect (Adobe Express)
Facilitator: Dr. Sheneese Thompson
Activity: Use Adobe Express to visually represent what are your takeaways and how you intend to apply it going forward.
- 3:30pm - 4:30pm: Return to the Student Center Ballroom to share takeaways and enjoy dessert.

Resources and Books:

- Student Success and Retention: What’s Academic Skill Got to Do With It
- Mitigating Barriers to Persistence
- Oakley, B., Rogowsky, B. & Sejnowski, T.J. (2021) *Uncommon Sense Teaching: Practical Insight in Brain Science to Help Students Learn*. Penguin Random House LLC
- Marshall, J.C. (2016) *The Highly Effective Teacher: 7 Classroom-Tested Practices That Foster Student Success*. ASCD

DEI - Diversity, Equity and Inclusion

Title: Diversity, Equity, and Inclusion: Best Practices in the Classroom and Across Campus

Facilitator: Dr. Kim Evelyn, CETL Fellow, College of Arts and Sciences

Description: As BSU enrolls more new students than any time in its history, what are we practicing as educators to foster diversity, equity, and inclusion on our campus? What strategies or initiatives can we adopt so all of our students are supported and have a strong sense of belonging? During this breakout session we will collaborate to learn from one another by sharing how we practice inclusion and equity in our courses, providing feedback on BSU's Diversity, Equity, and Inclusion Plan, developing recommendations for communicating inclusiveness to our students, and fostering ideas for how we can contribute to equity and inclusion for all at BSU.

Objectives: Participants will be able to:

- learn about and provide feedback on BSU's Diversity, Equity, and Inclusion Plan.
- hear recommendations from one another for inclusive and equitable pedagogical strategies.
- evaluate and set goals for their own inclusive teaching.
- learn more about gender pronoun use and develop suggestions for their use in correspondence and materials.
- learn more about how disabilities show up in our classes.
- share recommendations for fostering campus-wide equity and inclusion practices.

Panelists:

- Atty. Adonna Bannister-Green, Director of Equity Compliance
- Ms. Glennis Daniels-Bacchus, Higher Education Consultant on ADA/Section 504
- Dr. Devyn Gillette, Department of Natural Sciences
- Dr. Dorsha Goodman, Coordinator Disability Support Services
- Dr. Kim Evelyn, CETL Fellow, College of Arts & Sciences
- Dr. Rita Kumar, Executive Director of the Faculty Enrichment Center at the University of Cincinnati
- Dr. Keadrick Peters, Coordinator of Multicultural Programs and Services
- Dr. Sumanth Reddy, Department of History and Government
- Dr. Lucia Santacruz Kozarinas, Department of Natural Sciences

DEI - Diversity, Equity and Inclusion

Agenda:

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|-------------------|--|
| 10:30am - 12:00pm | Creating Inclusive Pedagogy Workshop facilitated by Dr. Rita Kumar, Executive Director of the Faculty Enrichment Center at the University of Cincinnati |
| 12:00pm - 1:00pm | How Disability Shows Up in Our Classrooms and Faculty Recommendations for Greater Inclusion, facilitated by Dr. Dorsha Goodman and Ms. Glennis Daniels-Bacchus |
| 12:30 - 1:15pm | Lunch |
| 1:15pm - 1:45pm | Faculty Listening Session on BSU's Diversity, Equity, and Inclusion Plan, facilitated by Dr. Keadrick Peters and Atty. Bannister Green |
| 1:45pm - 2:00pm | A Conversation on Using Gender Pronouns and Other Ways to Communicate Inclusion, facilitated by Dr. Keadrick Peters |
| 2:00pm - 2:30pm | Interactive Discussion on Successful Strategies for Equity and Inclusion in Our Courses, facilitated by Dr. Devyn Gillette, Dr. Sumanth Reddy, and Dr. Lucia Santacruz Kozarinas, Department of Natural Sciences |
| 2:30pm - 3:15pm | Review and Reflect (Adobe Express), facilitated by Dr. Kim Evelyn
<i>Activity:</i> Use Adobe Express to visually represent your takeaways and how you intend to apply them going forward. |
| 3:30pm - 4:30pm | Return to the Student Center Ballroom to share takeaways and enjoy dessert. |

Resources and Books:

- Kumar, R. & Refaei, B. (Eds.) (2021) *Equity and Inclusion in Higher Education: Strategies for Teaching*. University of Chicago Press
- Digital materials packet on diversity, equity, and inclusion in teaching practices (CETL Website)

High Impact Teaching: Multiple Modalities

Title: High-Impact Teaching Practices in Multiple Modalities

Facilitators: Dr. Marianne Moore, CETL Fellow, College of Professional Studies

Dr. Sheneese S. Thompson, CETL Fellow for ADOBE, College of Arts and Sciences

Description: The COVID-19 pandemic fundamentally changed how both teachers and students interact with existing learning tools in higher education. In our session, we will be asking how to update our toolbox to reflect those changes and redefine student engagement. Instead of returning to “normal,” we ask that you consider how the new circumstances provide a ripe ground for innovation in teaching and learning that creates a High Impact on student learning outcomes. Come to this session to get new ideas about how to engage your students by using new and old pedagogical strategies and instructional technology.

Objectives: Participants will be able to:

- define high-impact teaching practices.
- identify high-impact teaching practices that are effective when teaching face-to-face, in hybrid settings, and when online.
- describe one high-impact teaching practice that they currently use in their primary modality.
- describe one high-impact teaching practice that will work in each of the secondary modalities, pending teaching assignments.
- set a high-impact goal for their own teaching- what they would like to do in the Spring 2023 Semester to develop their approach.

High Impact Teaching: Multiple Modalities

Agenda

10:30am - 11:00am	Keynote Dr. Cristi Ford, Vice President, Academic Affairs, D2L Title: “Through the Kaleidoscope: Different Views, New Perspectives”
11:00am - 11:30am	Discussion- What is high-impact teaching? Develop a common definition
11:30am - 12:30pm	Describe the high-impact activity here at Bowie What are we already doing? What modalities are we using? How are we doing that?
12:30pm - 1:15pm	Lunch For discussion: Who are we post-pandemic? What are we doing well? What do we need to improve? What does it mean to be high-impact within these modalities?
1:30pm - 2:00pm	Breakout sessions based on modalities: Dr. Marianne Moore: Face-to-face Dr. Andrew Mangle: Virtual
2:00pm - 2:30pm	Demonstration of Blackboard Ultra; participants NEED to bring their laptops to participate
2:30pm - 3:15pm	Develop an Adobe Express Document to review and reflect and share the group learning
3:30pm - 4:30pm	Return to the Student Center Ballroom to share takeaways and enjoy dessert.

Resources and Books:

- Knight, J. (2013). *High-Impact Instruction: A Framework for Great Teaching*. Sage: Corwin
- Linder, K.E. & Hayes, C.M. (Eds.) (2018). *High-Impact Practices in Online Education: Research and Best Practices*. Stylus

Downloading Adobe Creative Cloud

As an Adobe Creative Campus, all faculty, staff, and students have access to the Adobe Creative Cloud suite. Want to download Adobe Creative Cloud? Follow the QR code and sign in with your Bowie State University credentials to access Adobe Software.

Need assistance? Contact our Customer Success Manager, Kevin Bryant (bryant@adobe.com) or our CETL Adobe Faculty Fellow, Dr. Sheneese Thompson (sthompson@bowiestate.edu)

HBCU Adobe Creative Campus Partners



WINSTON-SALEM
STATE UNIVERSITY

FAMU

FLORIDA
AGRICULTURAL AND
MECHANICAL
UNIVERSITY

Upcoming Creative Campus Events

Look out for CETL's inaugural Adobe Week this spring! We will have training and workshops on Adobe Software if you'd like to improve your skills as well as student and faculty showcases to spotlight our campus' advancements in creativity in teaching and learning. Our Adobe partners will be back on campus so join us in showing them what the Bulldog Community has to offer!

Want to be an Adobe Ambassador?

Interested in becoming an Adobe Ambassador on campus? The first step is completing the Adobe Creative Campus Faculty Development Institute. April and June dates for the institutes are to be announced so look out for a communication from CETL. If you have any questions about this process, feel free to reach out to our Adobe CETL Faculty Fellow, Dr. Sheneese Thompson, via email at (sthompson@bowiestate.edu). Congratulations to the following faculty, who have already completed the Summer 2022 Faculty Development Institute badging:

Dr. Alex Anderson, Sport Management

Dr. Tyesha Burks, Biology

Dr. Ella Carter, Management, Marketing & Public Administration

Dr. Kavita Kapur, Management, Marketing & Public Administration

Dr. Andrew Mangle, Management Information Systems

Dr. Tia Young, Management, Marketing & Public Administration

Creative Campus ADOBE Panelists



Kevin Bryant, Bowie State University, Adobe Customer Success Manager

Kevin Bryant serves as Bowie State University's Strategic Customer Success Manager at Adobe. Kevin is based in Chicago, IL and has been with Adobe for over 6 years. A graduate of DePaul University, Kevin first began his career in Education as an admissions advisor before finding his way to Adobe – first serving as a trainer for Senior Global Trainer for Adobe Advertising Cloud before circling back to his original passion: Education. His biggest passions are bringing people together, building meaningful relationships, and demystifying software products. Of course, we could not complete his bio without mentioning his wonderful wife, Carmen, and children, Naomi (2.5 years old) and Andreas (7 months old).



Jack S. Monell, Ph.D., M.S.W., Winston-Salem State University

Dr. Jack S. Monell is the Faculty Senate Chair and Associate Professor of Justice Studies in the Department of History, Politics and Social Justice. He currently serves as an ADOBE Creative Campus Faculty Fellow and was previously a CITI (Center for Innovative and Transformative Instruction) Faculty Fellow at Winston-Salem State University. As a high impact practice (HIPS) facilitator, he has bridged creative engagement in the classroom with digital literacy and fluency, not only at WSSU, but throughout the state, country, and abroad. Dr. Monell has been acknowledged for his teaching practices and strategies and was awarded the Margaret Lang Criminal Justice Educator Award by the North Carolina Criminal Justice Association and the Willie Burke Master Teacher Award by Winston-Salem State University. In his down time, Jack enjoys working out, reading a good book, and traveling the globe.



Wanda White, Ed.D., Winston- Salem State University

Dr. Wanda White, Director of the Center for Innovative and Transformative Instruction (CITI) at Winston-Salem State University, has worked in faculty development and online instruction leadership since 2017 at WSSU. Her previous roles in higher education include: Interim Associate Dean of Student Support Services and University Writing Programs, Department Chair of English and Writing, Associate Professor of English. As college faculty, she has taught online courses for over 25 years. Digital Literacy and effective online instruction are her key research areas. As an Adobe Thought Leader, recently her focus has been specifically on digital equity and access and ways to close the digital divide for students in higher education. In her spare time, Wanda enjoys cooking, baking, and spending time with her two grandchildren.

Guest Speakers and Session Panelists



Felecia Commodore, Ph.D., Old Dominion University

Felecia Commodore is an Associate Professor of Higher Education in the Darden College of Education and Professional Studies at Old Dominion University in Norfolk, VA. Felecia's research focus area is leadership, governance, and administrative practices with a particular focus on HBCUs and MSIs. Felecia's research interests also lie in the role of boards in achieving educational equity, how leadership is exercised, constructed, and viewed in various communities, and the relationship of Black women and leadership. Felecia's research expertise lies in the areas of organizational behavior, organizational decision-making, organizational culture, and how these three areas impact achieving equity.

Felecia currently has work relating to this research published in the *Journal of Higher Education*, *Journal of Diversity in Higher Education*, and *Research in Higher Education*. She is also the lead author of the book, *Black College Women: A Guide to Success in Higher Education*. Felecia has a background working as an admissions counselor and academic advisor at Trinity University, Washington, D.C., and the University of Maryland, College Park, respectively. She also obtained an M.A. in Higher Education Administration from the University of Maryland, College Park, MD, and a B.S. in Marketing with a minor in Sociology from Drexel University in Philadelphia, PA. She earned her PhD in Higher Education from the University of Pennsylvania's Graduate School of Education.



Cristi Ford, Ph.D., Vice President of Academic Affairs, D2L

Dr Cristi Ford serves as the Vice President of Academic Affairs at D2L. She brings more than 20 years of cumulative experience in higher education, secondary education, project management, program evaluation, training, and student services to her role. In this role, she offers thought leadership and direction to the academic affairs unit of the organization. Her previous roles have allowed her to have an impact in education from secondary and higher education settings as well as on the international landscape. Her reach has allowed her to focus on building online education in the US and African continent.

In addition to her experience building new online learning programs and research related to teaching and learning, Dr. Ford possesses significant experience in the design and delivery of integrated educational support, training, and transition services for young adults and children with neurodevelopmental disabilities. Dr. Ford was selected by the Online Learning Consortium as the 2022 OLC Fellow which is the highest professional distinction offered by the association. She is a tireless advocate for quality online education where she has leveraged her passion and expertise in many realms in the education space. She is known for utilizing her leadership in extraordinary ways to help institutions build capacity to launch and expand online programming through effective faculty development, instructional design and pedagogical practices.

Dr. Ford holds a PhD in Educational Leadership from the University of Missouri-Columbia, and undergraduate and graduate degrees in the field of Psychology from Hampton University and University of Baltimore, respectively.

Guest Speakers and Session Panelists



Willie E. May, Ph.D., Morgan State University

Dr. Willie E. May currently serves as Vice President for Research and Economic Development at Morgan State University where he will be working to aggressively increase the quality and quantity research outputs, facilitate increased tech transfer, and better connect research across Maryland's preeminent urban research university to community needs.

Immediately prior to Morgan, Dr. May served as Director of Major Research and Training Initiatives for the College of Computer, Mathematical and the Natural Sciences, University of Maryland College Park where he developed new relationships and expanded existing partnerships with corporations, foundations and government agencies and assisted the college in obtaining additional support for graduate student education, training and mentoring.

Dr. May previously served as Director of the National Institute of Standards and Technology (NIST) and Under Secretary of Commerce for Standards and Technology, a position created in the America COMPETES Reauthorization Act of 2010. As the U/S Dr. May provided high-level oversight and day-to-day leadership for NIST, the agency that promotes U.S. innovation and industrial competitiveness by advancing measurement science, standards, and technology in ways that enhance economic security and improve our quality of life. Dr. May began as a bench Chemist and went on to work at every management level within the organization. His personal research activities were focused in the areas of trace organic analytical chemistry and physico-chemical properties of organic compounds, where his work is described in more than 90 peer-reviewed technical publications. He has given more than 250 invited lectures at Conferences and Symposia around the world.

Dr. May currently serves on the Board of Directors for Consumer Reports and the Maryland Technology Development Corporation's Innovation Initiative. He also serves on the NASA Advisory Council's Science Committee. Until recently Dr. May maintained several International leadership responsibilities as well. In March 2019, he stepped down as Vice President of the International Committee on Weights and Measures (CIPM); President of the CIPM's Consultative Committee on Metrology in Chemistry and Biology. He also was a member of the Scientific Advisory Board's for the UK's National Physical Laboratory (NPL) and China's National Institute of Metrology (NIM).

Dr. May earned his B.S in Chemistry from Knoxville College and his Ph. D. in Analytical Chemistry from the University of Maryland, College Park. His numerous honors and awards include: Honorary Doctorate's from Wake Forrest University and the University of Alabama Huntsville; the American Chemical Society's Distinguished Service in the Advancement of Analytical Chemistry Award; the American Chemical Society's Public Service Award; the Department of Commerce's Gold, Silver and Bronze Medal Awards; the National Institute of Standards and Technology Equal Employment Opportunity (EEO) Award; and the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers' Percy Julian Award; in 2015, recognized as the Federal Government's "Top Chemist" by Chemical and Engineering News Magazine and in 2016 recognized by the Federal Laboratory Consortium as "Laboratory Director of the Year".

Guest Speakers and Session Panelists



Victor R. McCrary, Ph.D., University of the District of Columbia

Victor R. McCrary, Vice President for Research at the University of the District of Columbia (UDC), is an advocate for the growth, development, and strategic direction of the University's research enterprise. UDC is the Nation's Capital only public institution of higher education to offer students degree opportunities from 2 year, 4-year, graduate and law school degrees and research opportunities that offer hands experience in urban sustainability and resiliency. UDC is 'DC's Research Laboratory'. He is also the current Vice Chair of the National Science Board, the governing body for the National Science Foundation. In October 2016, President Barack Obama appointed Dr. McCrary to serve on the National Science Board. In May 2022, Dr.

McCrary was re-appointed by President Joseph Biden to a six-year term on the National Science Board. He is a change agent and serial innovator, always seeking to make a difference by unlocking the creative potential in individuals and organizations. He has held executive positions at the Johns Hopkins University Applied Physics Laboratory, Morgan State University, and as division chief at the National Institute of Standards and Technology, NIST. His accomplishments include the development of the first industry-led electronic book standards and an electronic book Braille reader which led to him being co-recipient of the U.S. Department of Commerce's *Gold Medal in 2000*. Dr. McCrary served six years as the national president of the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE) and was awarded the organization's *2002 Percy Julian Award*. He is a Fellow of the American Chemical Society. In 2011, he was honored as *Scientist of the Year* by the Annual Black Engineer of the Year Award (BEYA) STEM Conference. He received his doctoral degree in chemistry from Howard University in 1985, a masters degree in engineering from the University of Pennsylvania in 1995, and a bachelors degree in chemistry from The Catholic University of America in 1978.

Dr. McCrary enjoys mentoring students and the next generation of research and technology professionals in order that they look to give back to their communities and seek to make a positive change in the world for all. He is member of the Knights of Columbus, and his council over the past decade has raised over \$200,000 for the Tanzanian Children's Fund to dig wells for water and to build medical facilities.



Guest Speakers and Session Panelists



Farin Kamangar, MD, Ph.D, Morgan State University

Dr. Kamangar is a University Distinguished Professor and Assistant Vice President for Research at Morgan State University, Baltimore, Maryland, USA. He received his PhD in Epidemiology from the Johns Hopkins University and his MD from Tehran University of Medical Sciences. Dr. Kamangar is a cancer epidemiologist and has been the author or coauthor of over 240 peer-reviewed articles, which have been cited over 29,000 times.

Dr. Kamangar has served as the PI of major NIH-funded grants (over \$40 million) aimed at enhancing the diversity of the biomedical research workforce. He has also served as the PI or Co-PI of several epidemiologic studies, including the Golestan Cohort Study, a large prospective cohort study of over 50,000 individuals (\$20 million), primarily aimed at studying the risk factors of upper gastrointestinal tract cancers. Dr. Kamangar has served on national and international boards, including as a member of National Board of Public Health Examiners, and two International Agency for Research on Cancer Working Groups. For his academic accomplishments, Dr. Kamangar has received 22 professional awards, including the NIH Merit Award and the NCI Director's Innovation Award.



Rita Kumar, Ph.D., University of Cincinnati

Dr. Rita Kumar, Professor of English is the Executive Director of the Faculty Enrichment Center at the University of Cincinnati where she provides conceptual and organizational leadership for the Center. She is the co-recipient of the 2019 Dr. Marian Spencer Equity Ambassador Award for organizations at the University of Cincinnati. She is the co-editor the book *Equity and Inclusion in Higher Education: Strategies for Teaching*. Dr. Kumar has shared her research nationally and globally in close to hundred presentations and published

in several peer-reviewed journals. such as *Teaching English in the Two-Year College*, *International Journal of Teaching and Learning in Higher Education*, *International Journal for the Scholarship of Teaching and Learning*, *College Teaching*, *The Interdisciplinary Journal of Problem -Based Learning*, *Writing Pedagogy*, and *To Improve the Academy*. Additionally, she serves a reviewer for four academic journals.

Dr. Kumar is a member of the UC Academy of Fellows for Teaching and Learning. She serves on the Ohio College Teaching Consortium Planning Committee, Executive Board of the American Council on Education Women's Network-Ohio and on the Seton High School Board in Cincinnati.



Guest Speakers and Session Panelists



Monika K. Rabarison, Ph.D., University of Texas, Rio Grande Valley

Monika K. Rabarison is an Associate Professor of Finance in the Department of Finance of the Robert C. Vackar College of Business & Entrepreneurship at The University of Texas Rio Grande Valley (UTRGV). Her research focuses on corporate finance, investments, and health finance. To date, she has taught undergraduate, MBA, and PhD courses in corporate finance, investments, and mathematics for finance. Monika earned her PhD degree in Business Administration with concentration in Finance and MS degree in Economics from the University of Kentucky, MS degree in Computer Sciences from Jackson State University, and BS degree in Mathematics from the Université d'Antananarivo-Madagascar. As a doctoral student, she was a member of The PhD Project Finance Doctoral Students Association. She is currently a member of The PhD Project Finance & Economics Faculty Alumni Association.



Wayne E. Swann, Morgan State University

Mr. Swann has 50 years of experience as a researcher, technology transfer professional and entrepreneur. In his 25+ years of university technology transfer experience, he was the founding director of the technology transfer offices at the University of Maryland, College Park (1986-1999) and the Johns Hopkins University, Applied Physics Laboratory (1999-2007). During his tenure in the university technology transfer arena he has been responsible for the management of over 1,700 inventions; executed over 500 technology transfer agreements; facilitated 35 university start-up companies; and generated over \$40 million in total income. Mr. Swann currently serves as Director of Technology Transfer at Morgan State University, and is the University's Chief Strategist and architect of Morgan's assessment model and pathway to Carnegie R1 status. In 1972, he began his career at W.R. Grace & Company's Corporate Research Center as a research associate specializing in immobilization of enzymes and microorganisms.

In 1981, he joined Genex Corp. as a research scientist, and later manager of bio-catalysis R&D, marketing, and business development. He was awarded ten U.S. patents and is author on various publications. A number of his inventions were developed into commercial products, including the enzymatic production of both L-aspartic acid and L-phenylalanine, the two main components of aspartame (NutraSweet®). While a partner/investor in two technology based start-up companies he: secured capital investments, manufacturing agreements and distribution contracts and developed seven new consumer products sold in retail stores and on-line storefronts, including Amazon®.

Mr. Swann has been a course developer and instructor in innovation, entrepreneurship and technology management at the undergraduate & graduate level. He holds a Bachelor of Science degree in Natural Sciences from Towson University and has served on many councils and boards, including the National Association of Community College Entrepreneurship. He has been an invited panelist, presenter and keynote speaker at technology transfer & economic development forums in the U.S., Europe, Australia and the Middle East and has testified before the Maryland State Legislature and the U.S. Congress. He has also served for many years as a consultant to a number of institutions, including the Smithsonian Institution.

Upcoming Professional Development Series

Your 21st-Century Classroom: Transparency and Building Community

Presenters: Dr. Kim Evelyn, CETL Fellow, College of Arts and Sciences
Dr. Marianne Moore, CETL Fellow, College of Professional Studies

Description: When students receive regular feedback, know their grades throughout the semester, and participate in a mutually respectful classroom climate, they understand their grades and are more likely to improve consistently. This three-part series addresses methods for assessment transparency, grading efficiently, and cultivating a culture of mutual respect in the classroom. In November, Session 1 will cover using rubrics to improve grade transparency. In Spring, Session 2 will cover strategies for grading more efficiently so students receive productive, actionable feedback sooner. Also in Spring, Session 3 will cover understanding 21st-century students and the role faculty can play in fostering mutual respect and building classroom community.

Session 1: Rubrics and Grading Transparency

Tuesday, February 21, 2023 at 2pm

Presenters: Dr. Lucia Santacruz Kozarinas, Dr. Lucy Gichaga, Dr. Marianne Moore, and Dr. Kim Evelyn

Topics: transparency in grading and benefits of using rubrics

Session 2: Grading Efficiently

Tuesday, March 14, 2023 at 2pm

Presenters: TBD

Topics: tools for grading efficiently in timely fashion so students know grades sooner and can improve with regular feedback

Session 3: Understanding 21st-Century Students

Tuesday, April 11, 2023 at 2pm

Presenters: TBD

Topics: understanding 21st century students and creating a classroom culture of mutual respect

The Cognitive Behavioral Techniques for Assisting Students

Presenter: Dr. Marianne Moore, CETL Fellow, College of Professional Studies

Date: Tuesday, February 14, 2023

Time: 2:00 pm

Location: Virtual

Quantitative Research and How to Use it for Publications

Presenter: Dr. Tibebe A. Assefa, CETL Fellow, College of Business

Date: Wednesday, March 29, 2023

Time: 2:00 pm

Location: Hybrid/ JEP 347

**Spring 2023
Professional
Development**

Leveraging Assignment Sequencing and the Writing Process for Better Student Writing in Your Course

Presenter: Dr. Kim Evelyn, CETL Fellow, College of Arts and Sciences

Date: Tuesday, April 4, 2023

Time: 2:00 pm

Location: JEP347

Adobe Week

Presenter: Dr. Sheneese S. Thompson, CETL Fellow for Adobe, College of Arts and Sciences

Date: April 17 - 21

Time: TBA

Location: Virtual and In-Person

Thank a Professor Week

Date: April 17 - 21

Time: TBA

Location: Virtual and In-Person



2022-2024 CETL Fellows



Dr. Tibebe A. Assefa, College of Business

Tibebe A. Assefa, PhD. is an Associate Professor of Finance. He has PhD in Business Administration concentration in Finance from the University of Texas – Pan American in 2012. Dr. Assefa joined Bowie State University on August 2016. Prior joining BSU Dr. Assefa worked as an assistant professor of finance at Kentucky State University. Currently he teaches: Commercial Banking, Principal of Finance, Small Business Finance, and Personal Finance among other. His research interests are in International Finance, Financial and Economic Development, Behavioural Finance, and Financial Market and Institutions. He has published in several peer-reviewed journals such as: *Journal of International Financial Markets, Institutions, and Money*; *Journal of Economics and Finance*; *Energy Economics*; *Global Business and Finance Review*; *Journal of African Business*; *Review of Accounting and Finance*; and *Journal Financial and Economic Practice*.



Dr. Kim Evelyn, College of Arts and Sciences

Dr. Kim Evelyn is an Assistant Professor of English in the Department of Language, Literature, and Cultural Studies teaching Caribbean literature, cultural studies, postcolonial studies, and composition. She has been recognized by the College of Arts & Sciences for her service to students. Her work has appeared in the *Journal of West Indian Literature*, *The Caribbean Writer*, *Postcolonial Text*, *Anthurium: A Caribbean Studies Journal*, *South Atlantic Review*, and elsewhere, and is forthcoming in the collection, *The Affects of Pedagogy in Literary Studies*. Her research interests include: diaspora, nation, and migration; dub poetry; Creole/Patwah languages in literature; media, propaganda, and advertising; and collaborative, engaged pedagogy.



Dr. Emerald Fulmore, College of Education

Dr. Fulmore is a native of Lumberton, NC, earned her Doctor of Educational Leadership from Bowie State University on May 21, 2021, after successfully defending her dissertation entitled “A Seat at the Athletic Administration Leadership Table: Collective Narratives from African American Women Who Beat the Odds”. Dr. Fulmore also earned a Master of Business Administration from Morgan State University in 2009, and Bachelor of Science in Sports Management with a concentration in Business Administration from Winston-Salem State University in 2004. Dr. Fulmore is currently a Supervisory Assistant Career Manager with the Federal Emergency Management Agency (FEMA). Prior to joining FEMA, Dr. Fulmore served as the Associate Athletic Director of Compliance for Bowie State University Department of Athletics in addition to serving as Adjunct Faculty for the College of Teaching and Learning. Dr. Fulmore had over 16 years of athletic administrative experience and served on numerous University and NCAA committees. Dr. Fulmore is also a member of Delta Sigma Theta Sorority Incorporated.

2022-2024 CETL Fellows



Dr. Marianne Moore, College of Professional Studies

Dr. Marianne Moore has been a registered nurse since 1981 and a Certified Nurse Midwife (CNM) since 2004. Dr. Moore has taught both BSN and graduate students, and has experience in obstetric, cardiac, oncology, and pediatrics nursing. Dr. Moore received her Ph.D. in 2015 from the University of Texas Health Science Center in Houston and has co-authored a book chapter on female reproductive assessment. Her research interests include expectations about birth and stress and resilience in nursing students. She has presented at local, regional, national and international conferences, and currently teaches obstetric nursing and women's health at Bowie State University in Maryland. Dr. Moore was selected as a recipient of the State of Maryland New Nursing Faculty Fellowship Award, and recently obtained her Certified Nurse Educator (CNE) credential.



Dr. Supriyo Ray, College of Arts and Sciences

Dr. Supriyo Ray joined the Natural Sciences department at Bowie State University in the fall of 2019. He introduced High Impact Teaching (HIT) practices, CUREs in Genetic Engineering (BIOL 424) and Applied Biotechnology (BIOL 423) and introduced Problem Based Learning (PBL) in Biochemistry (CHEM 309). Dr. Ray was introduced to experiential learning by Dr. Ken Teter and Dr. Suren Tatulian at the University of Central Florida (UCF), FL, where he worked with high school students and undergraduates. He was formally trained in HIT at the University of Texas at El Paso (UTEP) while associated with the BUILD (NIH) grant geared towards increasing the representation of underrepresented groups in research. His lab studies transcriptomics in plants, engages in establishing novel drug targets and drug discovery for infectious diseases and finding solutions to sustainability through the use of green technology. Prior to joining Bowie State, Dr. Ray has also worked at the Salk Institute for Biological Studies, CA, University of California San Diego, CA, and National Institute of Malaria Research, India. He holds a doctoral degree in Biomedical Sciences and a master's degree in Microbiology & Molecular Biology from UCF, and a master's degree in Biotechnology from India.



Dr. Sheneese S. Thompson, College of Arts and Sciences, CETL Fellow for Adobe

Dr. Sheneese Thompson was born and raised in Philadelphia, Pennsylvania. Through her participation in the Philadelphia Freedom Schools program, she was introduced to Africana Studies and decided to pursue the critical study of the African Diaspora's cultural and intellectual contributions. She earned a B.A. in Afro-American Studies from Howard University, her M.A. in African American Studies from Boston University, and Ph.D. in African American and African Studies from The Ohio State University. She is currently an Assistant Professor in the Department of Language, Literature & Cultural Studies at Bowie State University and Course Coordinator for Africana Literatures. Her research areas of interest include Black Popular Culture, African American literature, Comparative Diaspora Studies, Afro-Atlantic Religion, and most notably Lucumi's cultural impact in the United States.

Past Faculty Institute Keynote Speakers

Semester Past CETL Keynote Themes and Speakers

Fall 2013	<i>What the Best College Teachers Do</i> Ken Bain, Former Provost and Vice President for Academic Affairs, University of the District of Columbia
Spring 2014	<i>Closing the Achievement Gap</i> Bryant Marks, Associate Professor of Psychology and Director of the Morehouse Male Initiative Morehouse College
Fall 2014	<i>Mentoring and Investing in Your Bowie State University Students</i> Michele Singletary, Author & Syndicated Columnist, Washington Post
Spring 2015	<i>Designing Your Flipped Classroom</i> La Tonya Dyer, Course Developer and Support Manager for the Office of Academic Innovation Towson University
Fall 2015	<i>Academic Innovation</i> Steve Ehrmann, Associate Director for Research Evaluation, William E. Kirwan Center for Academic Innovation, University System of Maryland
Spring 2016	<i>Publishing in a Teaching University: Toward a Balancing Act</i> Rich Milner, Professor of Education & Director for the Center for Urban Education, University of Pittsburgh
Fall 2016	<i>Increasing Retention and Graduation Rates at Historically Black Colleges and Universities</i> Tiffany Mfume, Director of Student Success and Retention, Morgan State University
Spring 2017	<i>Successfully Publishing Your Journal Articles</i> Wendy Belcher, Author & Professor, Princeton University
Fall 2017	<i>New Approaches to Teaching, Learning & Retention</i> Christopher Emdin, Author & Professor, Columbia University <i>Reading Non-Fiction Textbooks: What is Truth?</i> Patricia Miller, Literacy Consultant, Prince George's County Public Schools
Spring 2018	<i>Organization & Change to the Groups</i> Dr. Richard Milner, Professor of Education, University of Pittsburgh <i>Sustainability of the Organization</i> Dr. MJ Bishop, Director of University Systems of Maryland's Center for Academic Innovation <i>Academic Excellence</i> Ivory Toldson, Editor and Chief of Journal of Negro Education, Howard University <i>Student Success</i> Dr. Tiffany Mfume, Director of Student Success and Retention, Morgan State University
Spring 2019	<i>Understanding Your Strengths</i> <i>Finder Results: Self Awareness</i> Ms. Kelly Peaks Horner, Founder and Team Leader of Horner Consulting Group
Fall 2019	<i>The Critical Importance of Inclusive Teaching</i> Dr. Tracie Addy, Director of the Center for the Integration of Teaching, Learning and Scholarship Lafayette College
Spring 2020	<i>Helping All Students Succeed Using High Impact Practices</i> Dr. Gordon Uno, Department of Botany and Microbiology, University of Oklahoma <i>Shared Governance</i> Dr. Pamela V. Hammond, Association of Governing Boards Universities and Colleges (AGB)
Fall 2022	<i>Who Do YOU Say You Are? Staying on Mission in the Midst of Pandemics, Politics, and Polarization</i> Dr. Gloria Ladson-Billings, Professor Emerita, University of Wisconsin-Madison <i>Trauma Based Learning</i> Dr. Chinasa Elue, Associate Professor, Kennesaw State University

Past Books Distributed at Faculty Institute

- Allen, J. (2008). *More Tools for Teaching Content Literacy*. United States: Stenhouse Publishers.
- Anderson, L.W. & Krathwohl, D.R. (2001). *Quick Flip Questions for the Revised Bloom's Taxonomy*. Boston, MA: Allyn and Bacon.
- Bain, K. (2004). *What the Best College Teachers Do*. Cambridge, MA: Harvard University Press.
- Banaji, M. and Greenwald, A. (2016). *Blind Spot: Hidden Biases of Good People*. Bantam Books
- Belcher, W. L. (2009). *Writing Your Journal Article in 12 weeks: A Guide to Academic Publishing Success*. Thousand Oaks: SAGE Publications, Inc.
- Carello, J. and Thompson, P. (2021). *Lessons from the Pandemic: Trauma-Informed Approaches to College, Crisis, Change*. Palgrave Macmillan Publishing
- Clear, J., (2018). *Atomic Habits: An Easy & Proven Way to Build Good Habits & Break Bad Ones*. New York, NY: Penguin Random House, LLC
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- Emdin, C. (2016). *For White Folks Who Teach in the Hood ... and the Rest of Y'all Too Reality Pedagogy and Urban Education*. Beacon Pr.
- Kendi, I.X. (2019). *How to Be an Antiracist*. One World, New York, NY: Penguin Random House, LLC.
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- Ross, C.A. (2016). *Breakthrough Strategies: Classroom-Based Practices to Support New Majority College Students*. Cambridge, MA: Harvard Education Press.
- Savory, P., Burnett, A. N., Goodburn, A. (2007). *Inquiry into the College Classroom: A Journey Toward Scholarly Teaching*. Bolton, MA: Anker Publishing Co.
- Schoeniger, G. and Taulbert, C. (2010). *Who Owns the Ice House? Eight Lives Lesson from an Unlikely Entrepreneur*. Cleveland, OH, ELI Press, LLC.

Notes and Takeaways

Notes and Takeaways

**The Faculty Institute is coordinated by the
Center for Excellence in Teaching and Learning (CETL)**

Dr. Eva Garin, Director

Ms. Lashon Banks, Administrative Assistant II

CETL Fellows

Dr. Tibebe A. Assefa, College of Business

Dr. Kim Evelyn, College of Arts and Sciences

Dr. Emerald Fulmore, College of Education

Dr. Marianne Moore, College of Professional Studies

Dr. Supriyo Ray, College of Arts and Sciences

Dr. Sheneese S. Thompson, College of Arts and Sciences

Special Thanks to:

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Dr. Anika Bissahoyo

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Mr. Kevin Bryant

Dr. Tamara Brown

Dr. Tyesha Burke

Dr. Felecia Commodore

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