

**East Carolina University
Board of Trustees
April 12, 2024**

MINUTES

The East Carolina University Board of Trustees met on Friday, April 12, 2024, at 9:00 am as part of their regularly scheduled meeting series. The meeting originated from room 249 in the Main Campus Student Center, on the campus of East Carolina University in Greenville, NC. Chair Jason Poole called the meeting to order.

PLEDGE OF ALLEGIANCE

Mr. Poole called on Air Force ROTC Cadet Matthew Perry, an English and Secondary Education major from Chocowinity, NC, and Cadet Micah Compton, a Social Work major from Pikeville, N.C., to lead the pledge.

ROLL CALL

Mr. Poole called on Secretary Cassandra Burt to call the roll. A quorum was established.

PRESENT

Cassandra Burt
Fielding Miller
Tom Furr
Dave Fusell
Van Isley
Javier Limon
Jason Poole
Jeffrey Roberts
Carl Rogers
Scott Shook
Vince Smith
Vanessa Workman

ABSENT

Jim Segrave

READING OF ETHICS STATEMENT

In compliance with the State Government Ethics Act, Mr. Poole read the conflict-of-interest statement. No conflicts were identified.

CONSENT AGENDA

Members of the board were presented with a copy of the consent agenda. No items were identified for removal and separate discussion. Mr. Shook moved to approve the consent agenda and Mr. Limon seconded the motion. Hearing no discussion, the board voted in favor of the motion with no negative votes. A copy of the agenda is listed as “Attachment A.”

UNIVERSITY REPORTS

CHANCELLOR’S REPORT

Mr. Poole called on Philip Rogers, Chancellor to present a report to the board. A copy of the report is listed as “Attachment B.” At the conclusion of the Chancellor’s remarks, Chancellor Rogers and Chair Poole presented Trustee Limon with a token of appreciation for his service on the ECU Board of Trustees and as President of the Student Government Association.

REPORT FROM THE STUDENT GOVERNMENT ASSOCIATION

Mr. Poole called on Javier Limon, President of the Student Government Association to present a report on behalf of the student body. A copy of the report is listed as “Attachment C.”

REPORT FROM THE FACULTY

Mr. Poole called on Anne Ticknor, Chair of the Faculty Senate, to present a report on behalf of the faculty. A copy of the report is listed as “Attachment D.”

REPORT FROM THE STAFF

Mr. Poole called on Dana Lopez, Chair of the Staff Senate, to present a report on behalf of the staff. A copy of the report is listed as “Attachment E.”

REPORT FROM THE BOARD OF VISITORS

Mr. Poole called on Preston Mitchell, Chair of the Board of Visitors, to present a report on behalf of the Board of Visitors. A copy of the report is listed as “Attachment F.”

COMMITTEE REPORTS

ATHLETICS AND ADVANCEMENT COMMITTEE

Mr. Poole called on Mr. Miller, chair of the Athletics and Advancement Committee to provide a report on behalf of the committee. A copy of the report is listed as “Attachment G.”

AUDIT, RISK MANAGEMENT, COMPLIANCE AND ETHICS COMMITTEE

Mr. Poole called on Mr. Smith, chair of the Audit, Risk Management, Compliance and Ethics Committee to present a report on behalf of the committee. A copy of the report is listed as “Attachment H.”

BUDGET, FINANCE, AND INFRASTRUCTURE COMMITTEE

Mr. Poole called on Mr. Isley, chair of the Budget, Finance, and Infrastructure Committee to present a report on behalf of the committee. A copy of the report is listed as “Attachment I.”

UNIVERSITY AFFAIRS COMMITTEE

Mr. Poole called on Mr. Fussell, chair of the University Affairs Committee to present a report on behalf of the committee. A copy of the report is listed as “Attachment J.”

There was one item for full board consideration. Mr. Limon moved the board approve the conferral of degrees, as approved by the Chancellor and the Faculty Senate, for those students graduating at the annual Spring Commencement on Friday, May 3, 2024. Mr. Roberts seconded the motion. Hearing no discussion, the board voted in favor of the motion with no negative votes.

The committee will have items for full board consideration coming out of closed session.

COMMITTEE ON STRATEGY AND INNOVATION

Mr. Poole called on Mr. Furr, chair of the Committee on Strategy and Innovation to present a report on behalf of the committee. A copy of the report is listed as “Attachment K.”

CLOSED SESSION

Ms. Burt motioned the board move into closed session to prevent the disclosure of confidential information under N.C.G.S. 126-22 to 126-30 (personnel information) and the federal Family Educational Rights and Privacy Act; and to consider the qualifications, competence, performance, character, fitness, or appointment of prospective and/or current employees and/or to hear or investigate a complaint or grievance by or against one or more employees; and to prevent the premature disclosure of an honorary degree, prize, or similar award; and to consult with an attorney to preserve the attorney-client privilege between the attorney and the Board.

Mr. Furr seconded the motion. The board voted to move into closed session with no negative votes.

ITEMS FROM CLOSED SESSION

Once returned to open session, the board had items for consideration. Mr. Poole called on Mr. Fussell to present items coming from closed session.

DEAN OF THE GRADUATE SCHOOL

Mr. Fussell moved the board approve the appointment of Dr. Debra Jackson as Dean of the Graduate School effective July 1, 2024 at a twelve month annual salary of \$217,000 and as presented in board materials. Mr. Smith seconded the motion. Hearing no discussion, the board voted in favor of the motion with no negative votes. This item is listed as “Attachment L.”

DEAN OF THE COLLEGE OF HEALTH AND HUMAN PERFORMANCE

Mr. Fussell moved the board approve the appointment of Dr. Nicole Bromfield as Dean of the College of Health and Human Performance effective July 1, 2024 at an annual salary of \$245,000 and as presented in board materials. Mr. Limon seconded the motion. Hearing no discussion, the board voted in favor of the motion with no negative votes. This item is listed as “Attachment M.”

UNFINISHED BUSINESS

There was no unfinished business for board consideration.

NEW BUSINESS

Mr. Poole announced the appointment of a nominating committee to identify the slate of board officer candidates for the 2024-2025 year: Chair – Van Isley; Vice Chair – Tom Furr; Member – Carl Rogers.

ADJOURNMENT

Hearing no further business to come before the board, Mr. Poole adjourned the meeting.

Respectfully submitted,

Ms. Megan Ayers

Assistant Secretary to the Board of Trustees

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A G E N D A
April 12, 2024

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|------|----------------------|--------------------------|
| I. | Call to Order | Jason Poole
Presiding |
| II. | Pledge of Allegiance | |
| III. | Roll Call | Cassie Burt
Secretary |
| IV. | Conflict of Interest | |
| V. | Consent Agenda | Jason Poole
Chair |

Minutes

- a. Approval of Minutes, February 16, 2024 and March 4, 2024

Athletics and Advancement Committee

- b. Board of Visitors Officers, Reappointments, and New Member Appointments
- c. Varner Naming Proposal
- d. Fackrell Naming Proposal
- e. Dunn Naming Proposal

Budget, Finance, and Infrastructure Committee

- f. All Funds Budget
- g. Legacy Hall Elevations
- h. Delegated Authority for the CM at Risk for the ECU Health Medical Examiners Facility
- g. ECU Health Leases (2325 Stantonsburg Road and 2355 W. Arlington Blvd.)

University Affairs Committee

- h. Tenure Recommendations
- i. Nonsalary Compensation – Dr. Allison Danell, W. Keats Sparrow Distinguished Chair

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| VI. Chancellor's Report | Philip Rogers
Chancellor |
| VII. Report from the Student Body | Javier Limon
SGA President |
| VIII. Report from the Faculty | Anne Ticknor
Chair of the Faculty |
| IX. Report from the Staff | Dana Lopez
Chair of the Staff Senate |
| X. Report from the Board of Visitors | Preston Mitchell
Chair of the Board of Visitors |
| XI. Committee Reports and Recommendations | |
| A. Athletics and Advancement Committee | Fielding Miller, Committee Chair |
| B. Audit, Enterprise Risk Management, Compliance & Ethics Committee | Vince Smith, Committee Chair |
| C. Budget, Finance, & Infrastructure Committee | Van Isley, Committee Chair |
| D. Committee on Strategy & Innovation | Tom Furr, Committee Chair |
| E. University Affairs Committee | Dave Fussell, Committee Chair |
| XII. Closed Session | |
| XIII. Items Recommended from Closed Session | |
| IXV. Unfinished Business | |
| XV. New Business | |
| XVI. Adjourn | |

ECU Board of Trustees
April 12, 2024
Chancellor Philip G. Rogers

Thank you, Chairman Poole, and good morning, Trustees. I understand you had productive committee meetings yesterday while I was away for the media availability announcing the new commissioner of the American Athletic Conference, Tim Perneti. We are living through the most disruptive time in college athletics, so the experiences Tim brings to the role of commissioner adds tremendous value to our conference. I am excited to work with him as I continue my service as Board Chair.

I would be remiss if I didn't also take this opportunity to acknowledge and celebrate Mike Aresco's service as the first commissioner of the American Athletic Conference. Mike has been a tireless advocate for the conference, the member institutions, and our student-athletes. We wish him well in his retirement.

Athletics isn't the only higher-ed sector dealing with significant change and disruption. Across the higher ed trade press and in the national media, the rollout of the new FAFSA is center stage. We are in the peak period for college decisions, yet students and their families face so much uncertainty in weighing the affordability of college given the delays in receiving financial aid award letters.

Based on ECU's [IPEDS data](#) over 60% of our undergraduate students receive any grant or scholarship aid, with approximately one-third Pell recipients.

Delays at the Federal level in releasing the new FAFSA form, only to immediately encounter problems with the form was just the beginning. Further delays in releasing data, followed by glitches and data errors have only exacerbated the problem and have so many families anxiously waiting for an outcome. Not only must the backlog problem be fixed, but late last month there was a report that approximately 200,000 student financial aid applications sent to colleges require reprocessing due to a calculation error. It is no wonder many of the headlines label this the FAFSA fiasco.

A recent survey conducted by the American Council on Education, EDUCAUSE, and the National Association of College and University Business Officers found most campuses

have doubts about their ability to quickly process records given the technical issues and sheer volume of records. Provost Coger and our financial aid team, led by Julie Poorman, are prepared, and understand the importance of timely communication as records are processed (hopefully in the near future).

One action available to campus leadership is to adjust the traditional commitment date of May 1st. Nearly half of those institutions surveyed are moving back deadlines. We have already taken this step, as have other campuses across the UNC System, moving our commitment deadline to May 15th. We have notified all first year admits of the deadline extension. There is of course a ripple effect as students compare offer letters and weigh choices between campuses, so we will remain flexible.

We are engaged in additional financial aid counseling. Vice Chancellor Coleman and her team are revising deadlines for payment plans. Our Financial Aid team modeled aid packages for returning students based on historical data. We are active in those spaces we can control.

The federal-level processing failures leading to institutional changes and the need for additional communication and support for students and their families is only half of the story. The other side of this coin is a submission crisis, which will undoubtedly impact enrollment and have a major impact on completion and attainment rates across the country. For context, data from the National College Attainment Network provide insight into the volatility in this space. FAFSA submissions are down approximately 30% nationally, with the state with the best submission rate, Indiana, down 18% and the largest decrease is in California at 37 percent. In North Carolina, the decline in FAFSA submissions is twenty-six percent (approximately 13,000 applications). Late last week there was reporting that if the trends hold, the 2024 high school graduating class will complete 300,000 to 500,000 fewer FAFSAs than the prior graduating class, which could result in significantly fewer college students in the fall.

This is a national crisis, and it complicates providing enrollment forecast data. If college going rates continue to decline and some of those declines are connected to the FAFSA challenges, it will be as if the enrollment cliff arrived sooner than anticipated for some colleges and universities.

Our team is tracking submission declines by enrollment regions within the state as we monitor enrollment deposit trends. What we cannot yet know is how many potential students we lose due to frustrations with the process. You know well the headwinds we already face in higher ed, we can now add to the negative narrative the mounting frustrations with the FAFSA process.

Beyond the current issue and as we focus on our future, we realize students and their families carefully compare financial packages as they weigh the college decision, which is why we must do more to compete on this front.

One lever we pulled this year is to commit, from institutional resources, funds to expand the Honors College by 100 students this fall. One hundred additional well qualified, motivated, accomplished students choosing ECU as their college destination.

As we look to the future, I have charged Vice Chancellor Dyba and Provost Coger with a comprehensive review with the goal of enhancing our scholarship process so that we ensure the highest and best use of all available dollars.

Last evening we celebrated the success of the comprehensive campaign and the generosity of so many. The funds contributed during the campaign have a lasting effect on ability to deliver on the mission.

It is my belief we must now prioritize mini campaigns to generate more scholarship dollars, especially unrestricted (flexible) merit-based funds that we can use at the time of the admissions offer. Our campus has experimented with this approach in the past, but now we need a sustained program. In my view, this is the top fundraising priority at this moment and aligns with our ongoing emphasis on access, affordability, and success.

Our ability to secure these additional scholarship dollars will enhance our ability to deliver on our performance metrics and will attract more highly qualified students to ECU. I am confident, once again, that Pirate Nation will answer the call as we seek to expand our scholarship capabilities.

Trustees, I conclude my remarks today with recognition of a member of this Board and an outstanding Pirate. This is Javier's last Board meeting as SGA President. When I meet with

incoming SGA Presidents, I always provide the following advice. Be an advocate for all students and focus on the platform you presented during your campaign. It is tempting in this role with increased access and visibility to forget the work is about the students and the university, not about the individual. Javier has remained true to himself and is an example for all those who follow him in this role. He is thoughtful, measured, reliable, and steadfast in his advocacy for students. He is highly respected and has demonstrated what it means to be a servant leader and I am grateful to have spent this year with him. Javier, we look forward to all that you will accomplish in the years ahead.

Mr. Chairman please join me in a presenting a token of our appreciation to Javier for his service.

**Remarks from the Student Government Association
April 12, 2024
Javier Limon, SGA President**

Thank you, Mr. Chairman,

I can't believe we're here already,

Let me start off by saying what an incredible honor it has been to serve as Student Body President and as a member of this Board for the past academic year. When I entered ECU as a freshman, there was no world in which I would have ever imagined that I would be able to hold this honor. It has been such a privilege to be able to wake up each day and have the opportunity to directly impact the lives of my fellow students in a positive way and I am humbled to have been entrusted with that responsibility.

When we last met, we were a week away from electing my successor to fill this role. Today, I have the pleasure of introducing Mr. Anderson Ward who was just sworn in as Student Body President last week. Anderson is a student in our wonderful College Business with a goal of eventually going into the insurance industry. For those that sense a hint of familiarity, you may remember his older brother Chandler who served as the Student Body President for the 2021-2022 academic year. I met Anderson around two years ago now when he first joined student government and let me just say that you will struggle to find anyone on campus with as big of a heart as he does. He is someone who is unafraid to ask questions and seek feedback from a broad range of perspectives - qualities that I believe every leader should have. I look forward to seeing what he is able to accomplish over the next year.

I will also take a moment to highlight another student leader on campus. Last March, ECU hosted the Association of Student Governments meeting for the first time in six years where we elected our next ASG President. Pirate Nation's very own Cameron Brown was elected and will serve as the student representative on the Board of Governors. Unfortunately, Cameron had a conference today and could not join us but I couldn't be happier to see some more purple and gold reflected in our governance systems.

Now, as I reflect on my term, I'd be remiss if I didn't share with you all some of the highlights of our year. In partnership with CLCE and campus dining, we raised several hundred meals for our Swipe Out Hunger initiative while also receiving a \$6,000 grant from the Swipe Out Hunger National organization in support of our purple pantry. We've provided over 80 student organizations with funding, broke the record for passing the most pieces of legislation in SGA history, supported our unique RISE29 program with a \$12,000 investment, hosted a Town Hall with our elected officials to interact with students and community members, submitted a \$50,000 investment to be endowed for a scholarship that provides stipends for students accepting unpaid internships, and so much more. Student Government was also recently awarded the City of Greenville's Distinguished Inclusive Community Award. It has been an active year, to say the least, and I hope our work has demonstrated the importance of continuing to empower our students in their endeavors to improve our incredible university.

While our wellness day initiative fell just short of the finish line, the groundwork has been laid and I hope a proposal that is equitable for all campus constituencies can be

agreed upon in the near future. I give my thanks to Chair Ticknor for working with Student Government as we explored alternative options and I'm excited as SGA continues to explore Northeastern's wellness day model. Anderson, you've got some homework left over from my administration but I trust you can handle it from here.

With that, as we stare down commencement in just a few weeks and I am once again given the honor to move for the conferral of degrees, I want to reiterate how much of a pleasure it has been to serve my fellow students in this capacity. It is such a special privilege to wake up every morning excited about the work one does and to know that one's actions are making a positive difference. For that, I truly consider myself the luckiest student on campus. My sincere thanks goes out to the Board, everyone in this room, and the many folks outside of these walls who work tirelessly to ensure ECU reaches its full potential. I am humbled to have played a role in that mission even if it was for a brief time. That being said, my commitment to ECU does not end here. If the opportunity to serve arises once again whether on this Board or another, I'll happily step into the arena once again to give my time, talent, and maybe in about 30 years - treasure. Chancellor, I am counting on the positive return on investment you've been talking about.

For now, if you ever need me I'll be right down the road at the University of North Carolina at Chapel Hill obtaining my Master's degree in public administration. Now I know some of you may have recoiled a bit hearing that name but rest assured that I will always be wearing purple under my Carolina blue.

Thank you Mr. Chairman, this concludes my report.

Chair of the Faculty
Board of Trustees
April 12, 2024

Good morning. I would like to thank SGA President Javier Limon for his leadership and the dedication of the SGA representatives. They have been an engaged group of students who have put forth great time and effort on our Faculty Senate Committees and the faculty have appreciated their energy, commitment, and passion. We look forward to continuing this collaboration with the next SGA leadership and representatives.

For the past two years, I have used my remarks to educate the Board about the workload responsibilities of faculty and how they contribute to the mission of ECU and success of our students. I have shared about teaching, and provided a behind the scenes look into many of the activities we do to support our learners and stay up-to-date on our content expertise. I have also shared a window into how we pursue research/creative activities in our areas. Today, I would like to share a bit about how faculty participate and engage in service.

ECU has long held a tradition of service. Our motto, *Servire*, means “to serve,” and it is central to the success of ECU. It is also an important part of our role as faculty. As part of our usual work responsibilities, faculty are expected to engage in service. This can include community service outside of ECU; however, it is expected that faculty participate in serving the ECU community and in their professional organizations as part of their workload responsibilities. For many faculty, including myself, this means that I regularly serve on committees in my department, college, and university. These committees may be search committees, curriculum committees, personnel committees, or other types of faculty or administrative committees relevant to the interest of faculty at ECU.

Many of us also serve on advisory boards in our disciplines, review manuscripts for scholarly journals in our content area, or engage in another activity in service to our state, national, or international organizations. Faculty may even choose to take on a leadership role and be elected as an officer in one of these areas.

Although service is only one part of our work responsibilities and service usually accounts for 10 and 30% of our workload, many of our faculty engage in more than what is typically expected. I believe this is because when they chose ECU for employment, they chose it because of its deep commitment to service. When they interview with us, they not only hear that we engage in service, they learn that we provide encouragement and opportunities for our faculty to participate.

Faculty typically mentor newly hired faculty into department service first. This serves to both orient them to the department, but also to build community with their colleagues.

Once faculty are in their second year of employment, we encourage them to join one of our Faculty Senate Committees so they can learn more about how the university works and network with colleagues from across the university.

Faculty can choose to serve on one of our 24 Faculty Senate committees and they range from curriculum review to faculty governance to academic awards to faculty welfare and as well as many others. These committees include faculty as well as partners from our administrative offices, student affairs, and student representatives from the Student Government Association. Faculty can also choose to serve on one of 14 administrative committees that include faculty representatives.

Our goal is for faculty to find a committee of interest, to offer their expertise, to collaborate with colleagues from across the university, and to engage in the life of ECU.

Faculty can also choose to be elected to the Faculty Senate as a senator or an alternate. The Faculty Senate is our legislative body with representatives elected from each of our academic and library units which serves to advise the chancellor on matters relevant to faculty.

The Faculty Senate is where we engage in shared governance as well as build community as it is a place to gather, to network with colleagues from across the university, to understand more about ECU, and a place to ask questions or share concerns.

Across the Faculty Senate and its committees, we have nearly 400 faculty involved, which is 20% of our total ECU faculty. To me, that speaks to the vested interest our faculty have in service, to enact our mission, and their dedication to making ECU more successful and a welcoming place for our community to thrive.

Report from the Staff Senate
April 12, 2024
Dana Lopez, Chair of the Staff Senate

Good morning and thank you for allowing me to update you on Staff Senate.

As we take a moment to reflect on the year gone by, it's hard to believe how swiftly time has passed. It feels like just yesterday that I stood before you for the first time to deliver my inaugural update. Yet here we are, already gearing up for another cycle of new student orientations as we prepare for the summer ahead.

These recent few weeks have been a bustling with activity, and the momentum shows no signs of slowing down as we approach the conclusion of the academic year. Just two weeks ago, Staff Senate partnered with the Women and Gender Office to host the 3rd annual Women Leaders at ECU panel. Our distinguished panelists provided valuable insights and we were thrilled to have 222 participants.

April brings with it Staff Appreciation Month, a time for us to express our gratitude for the dedication and hard work of our staff. This week alone, we've had the privilege of honoring 14 retirees with the esteemed title of Staff Emeritus, a testament to their years of service and commitment to our institution.

Furthermore, we proudly hosted the Ballard's 8th Annual Lessons in Leadership drawing in over 160 attendees with keynote speaker Dr. Jason Higginson. This event was truly inspiring and offered profound insights into leadership. Additionally, we had the

privilege of recognizing three children of SHRA employees and three outstanding ECU staff members as recipients of the Gail Jordan Memorial Scholarship. The Children of SHRA Scholarship recipients are:

1. Anna Faulkner, child of Chad Faulkner
2. Jameson Padrick, child of Shannon Padrick
3. Rylan Tuten, child of Bryan Tuten

The Gail Jordan Memorial Scholarship recipients are:

1. Khadijah Grimes, who is pursuing a Master's Degree in Health Informatics and Information Management.
2. Kristina Page, who is pursuing her Master's Degree in Adult Education.
3. Matthew Passwater, who is working towards a Doctor of Education degree in Educational Leadership.

Tomorrow marks our annual Family Day Event, promising a day packed with adventure and camaraderie for our staff. Activities include ziplining, kayaking, bouncing in an inflatable house, savoring treats from a local food truck, and topping it all off with refreshing Kona Ice. Don't forget to browse through our silent auction before midnight to bid on a special gift for your loved ones, knowing that your contribution supports our two scholarships.

This year, we've expanded our offerings by providing breakfast alongside the free lunch meal, ensuring that third-shift staff can join in on the festivities. As Staff Appreciation Month draws to a close, we eagerly anticipate honoring staff members who have made remarkable contributions within their units at the Outstanding Staff Award ceremony.

While we look ahead with hope, we're also mindful of the mix of emotions and uncertainties swirling around us. Budget reductions, talent acquisition hurdles, and climate shifts in the state and university landscape have sparked genuine concerns among staff regarding workload, compensation, benefits, and, in some cases, safety and inclusivity. Observing impactful decisions made by other UNC institutions on programs and offices has led many to wonder about our own trajectory.

Yet, amid these challenges, our discussions with the Chancellor have been encouraging. We can see avenues are being explored for improvement and growth, striving to navigate these uncertainties with optimism and determination.

I express my gratitude to the Vice Chancellors, Chancellor Rogers, and the Board for this invaluable experience. It has greatly contributed to my professional growth, offering insights into perspectives beyond my department and division and fostering lasting relationships. I eagerly anticipate witnessing the remarkable achievements of ECU that lie ahead.

Thank you and this concludes my final report.

East Carolina Board of Visitors – Chair, Preston Mitchell
Remarks to Board of Trustees
April 12, 2024

Good morning! To conclude my year as BOV Chair, let me begin my comments by one last time thanking Chair Poole, Chancellor Rogers and members of the Board of Trustees for your support of the ECU Board of Visitors (BOV). I am happy to be back with you today and make my last very brief update to the Board of Trustees as Chair of the BOV. I want to thank the members of the Chancellor's leadership team for their work with us, on our behalf, and their guidance. I would like to especially recognize Bryan Jenkins and Chris Dyba for their many hours of conversation and assistance to me as Chair and efforts for the BOV.

BOV Membership Appointments

You should have a copy of a separate memo with the subject line "Board of Visitors New Member Appointments and Officer Recommendations" that I am told was discussed yesterday. In regard to this, I want to thank all the BOT and BOV members that submitted nominations. It has been discussed that this may have been a record year for nominations. That makes it both exciting and difficult for the BOV nomination committee and the BOT in their selection. I would like to recognize Chair Poole for his advice and instructions during this process.

BOV Updates

To provide a brief update of our work:

Our final meeting for this year is on April 26th. As always, any BOT member is invited to attend. Student Recruitment and Engagement Efforts: This is an area that I believe the BOV has played a role in helping ECU to work towards its goals of student success. The BOV has been involved in both action and seed planting that has seen individual, collective, and operational successes & changes this year that can be built upon.

BOV Access Scholars: The BOV is proud to have 4 access scholars this year (and will be adding a 5th scholar/scholarship next year via our "bridging the gap" endeavor until our endowed scholarship can start 2 or 3 years after funding was raised. We will see three of our Access Scholars graduate and/or complete their time with the BOV this May. The BOV takes a lot of pride in scholars themselves and the investment of our time, talent, and treasure. I thank past and present ECU leadership for this program as well as the BOV for making such a positive short term and long-term impact.

Annual Donation Task Force Update

The Task Force continues to conduct its research and consideration of this matter. They will be presenting a proposal to the BOV membership for a vote at our April meeting. If the vote results in approval to increase the annual BOV donation by some amount to fund additional & endowed Access Scholars, and I hope it does, it will be brought to the BOT at your first meeting of next fiscal year for your consideration to amend the BOV bylaws to allow the increase.

Concluding Comments

I want to thank BOV Vice Chair Dutch Holland and BOV Secretary Toby Thomas along with all of the BOV membership for their increased leadership, participation, and passion. It has been an honor and a privilege to serve as the BOV Chair this year. While it has taken a good amount of time, I feel it is a been a labor of love to serve and to be involved in working for the benefit of ECU. I have been blessed to serve on the ECU BOV for eight years, with this last year serving as Chair. Just like ECU educated and improved me as an individual during my tenure as a student, I believe the same has occurred during my tenure on the BOV. It has not only benefited me directly, but also the communities I serve as well. I think it is a positive reflection of ECU's mission when the University "pours into" and invests in not only its students, but its alumni as well. Finally, I would like to thank you all here today for your service and making a difference for ECU!

GO PIRATES!

Preston Mitchell, Chair (2023-24)
ECU Board of Visitors



Athletics and Advancement
April 11, 2024
Committee Report

The Athletics and Advancement Committee had a full meeting yesterday.

First, this is a reminder to the board that the Trustees Award for Distinction nominations are due on August 23, 2024. The award will be presented at the November Board of Trustees meeting.

Bryan Jenkins presented officer, reappointment, and new member recommendations from the ECU Board of Visitors. Thirteen new members are being recommended for appointment along with 11 members for reappointment. The new officer recommendations are Dutch Holland, Chair, Toby Thomas, Vice Chair, and Ryan Beeson, Secretary. The committee approved these recommendations and the full board approved this morning through the consent agenda.

Ryan Robinson, the Executive Associate Athletics Director, updated the committee on athletics. The American Athletic Conference just named Tim Perneti as the new commissioner. I'd like to recognize Chancellor Rogers for his work in leading the search as AAC board chair, and Jon Gilbert for his leadership of the AD group of the AAC. It'll be exciting to see what comes next for the AAC under Commissioner Perneti's leadership.

Football season ticket sales goal is 15,000 and we are tracking ahead of last year with 11,200. Fundraising for projects like the Isley Indoor Performance Center (\$21M), and the Dick & Sarah Bennet baseball building (\$6.2M) are progressing. The golf project is fully funded at \$1.5M, and new greens and a new driving range will be added to Ironwood Country Club. In June, new LED lights will be installed at softball, soccer, and lacrosse facilities.

The transfer portal remains very active - the basketball transfer portal closes May 1st, while the football portal reopens April 16-30th. And in the every-changing world of NIL, the NCAA is exploring allowing institutions to support athletes in NIL endeavors, likely leading to the addition of NIL liaison positions in athletics staff. More to come soon there.

ECU Athletics looks forward to a great weekend for the 39th Annual Pigskin Pigout Party with the various events scheduled, including the Golf Classic, Pigskin Pigout, Spring Football Game, baseball games, and a tennis match.

Vice Chancellor for University Advancement, Christopher Dyba, gave the committee an update on fundraising efforts with the East Campus is slightly ahead of schedule at \$19.7M, while West Campus, including Legacy Vidant, is at \$7.7M. Year-to-date, \$44M has been raised, with a significant boost from Pirate Nation Gives, which raised \$8.6M, including gifts from 2800

individual donors, over 1,000 of whom were first-time donors and 16% of whom were current students.

Moving forward, the focus is on scholarships and understanding the impact scholarships have on recruitment and retention, especially amid expected nationwide enrollment declines. Goals include adding to the general scholarship fund, automating the scholarship process, ensuring renewability, raising \$2,500-3,000 per student per year, building endowments, expanding access scholarships, and forming 250 new \$3,000 general, recurring scholarships.

In closed session, our committee approved three naming proposals that were approved as part of the consent agenda this morning.

Mr. Chairman, I'll have one item for closed session, but for now, that concludes my report.

IN CLOSED SESSION

Honorary Degree

Yesterday, the Athletics and Advancement Committee approved the conferral of an honorary degree for Mr. Ronnie Barnes. At this time, I'd like to make a motion for full board approval:

I move the board approve the conferral of an honorary degree of letters for Mr. Ronnie Barnes, for presentation at the Spring Commencement ceremony on May 3, 2024.



Report of the Audit, Risk Management, Compliance, and Ethics Committee for April 11, 2024

Operational Metrics Review

The committee reviewed the operational metrics related to Internal Audit and Compliance, through February 2024. All metrics are in the green for the year to date.

Action Items

The committee had two action items.

1. We approved the fiscal year 2025 annual audit plan as presented by Chief Audit Officer Wayne Poole.
2. We also approved changes to the Audit Committee charter and the Internal Audit charter as presented by Mr. Poole. Mr. Poole informed us that edits were needed to incorporate language required by the recently changed *Global Internal Audit Standards*.

Informational Items

Enterprise Risk Management – Ms. Stephanie Coleman

Vice Chancellor Coleman briefed the committee on upcoming organizational changes impacting HR-related units. She shared that the changes are intended in part to help address workforce challenges, which is one of the University's top risks.

Research Administration and Compliance – Ms. Becky Welch

Ms. Welch briefed the committee on her team's roles and responsibilities related to compliance for sponsored programs. Her briefing included the most notable risks and the potential outcomes if ECU fails to comply with the external requirements. She discussed financial compliance, protocols for research related to human subjects, export controls, conflicts of interest, research misconduct, and other topics.

REDE Compliance Monitoring – Mr. Kenneth Briley

Mr. Briley provided an update on his team's roles and responsibilities related to research compliance. His briefing included the most notable risks and the impacts of non-compliance. Mr. Briley's team reviews compliance on the back end of research studies (after they are approved), including how human research is being conducted, how potential conflicts of interest are being managed, and how research-related data is shared.

Recent Internal Audits – Mr. Wayne Poole and Ms. Amanda Danielson

Mr. Poole and Ms. Danielson briefed the committee on one recent internal audit engagement, related to Academic Advising. Provost Cogger and her team also provided comments on the next steps in the evolution of Academic Advising services.

We received updates on other audit topics in closed session.

Mr. Chairman, that concludes my report.

**East Carolina University | Board of Trustees
Budget, Finance, and Infrastructure /Main Campus Student Center 249 |
April 12, 2024
Highlights**

The Budget, Finance, and Infrastructure Committee met on April 11, 2024 and the minutes were approved from the November 30, 2023, and February 16, 2024 meetings.

Vice Chancellor Coleman provided highlights on the operational metrics data.

Vice Chancellor Coleman presented the third all funds budget. She recognized the Financial Planning & Analysis office for their hard work in compiling the All Funds Budget and stated a new budgeting software, Anaplan, was used and created efficiencies in the process. The all funds budget proposes a 2.3 million dollar operational loss for fiscal year 2025, which is a \$5.6 million dollar improvement from prior fiscal year. The all funds budget was approved this morning as part of the consent agenda.

Chief Sugg shared the annual Campus Safety Report of major campus safety initiatives, crime data, and alcohol and drug statistics. He also shared that ECU Police Department just received its 6th Gold Standard in Public Safety CALEA Accreditation Award with Excellence in March.

Ms. Gina Shoemaker shared overall project scope of the Legacy and Jones residence hall renovations. She presented the intended elevations for Legacy Hall. This item was approved as part of the consent agenda this morning.

Mr. Bill Bagnell presented a request to delegate authority for CM At Risk for Medical Examiner Facility to VC Coleman after consultation with the Committee Chair to select the CM At Risk for Medical Examiner project and report to the Committee at the next scheduled meeting. Taking this action will keep the project on schedule. This item was also included as part of the consent agenda.

Ms. Coleman presented a request to approve two ECU Health leases. Details were provided in Board material and was approved this morning on the consent agenda.

Other informational items were provided in materials.

Mr. Chairman, that concludes my report.



Report of the University Affairs Committee for April 11, 2024

The University Affairs Committee met in regular session with committee members Fussell, Roberts, Furr, Limon, Smith and Workman in attendance.

The Committee approved the minutes of the February 15, 2024 joint meeting of the University Affairs Committee and the Committee on Strategy and Innovation, and was encouraged to reach out to Provost Coger with any questions about the updated operational metrics.

The informational topic for the committee was a session highlighting one of the pillars of our mission, Regional Transformation, and how ECU's Purple and Gold Bus Tour demonstrates ECU's expertise in just that. We heard from two faculty members deeply impacted by their participation in the bus tour, and also heard from the Student Affairs team who shared how the Days of Service at ECU inspire regional transformation as well.

In closed session, the committee approved 37 tenure proposals as well as a nonsalary compensation item for Dean Allison Danell, the W. Keats Sparrow Distinguished Chair, that were both included on the consent agenda this morning.

Provost Coger asked the Board to consider the candidates for degrees for conferral at the annual Spring Commencement on Friday, May 3, 2024. Trustee Janier Limon moved the committee approve the conferral of degrees, as approved by the Chancellor and the Faculty Senate, for those students graduating at the annual Spring Commencement on Friday, May 3, 2024. The motion was seconded and approved as presented.

The committee went into closed session to consider several personnel items. Mr. Chair, I'll have more on those items following closed session.

That concludes my report.

Report of the Committee on Strategy & Innovation for April 12, 2024

The Committee on Strategy and Innovation met on April 11 and all members were in attendance. First, the committee voted to approve the minutes from the February 15, 2024 meeting. Then, Provost Robin Coger introduced Dave Eby, Chief Operating Officer of Project Kitty Hawk, and Allen Guidry, Associate Provost of Learner Operations, to provide an update to the committee on ECU's collaboration with Project Kitty Hawk.

In 2021, the NC General Assembly appropriated almost \$100M to launch Project Kitty Hawk, a nonprofit ed-tech startup designed to partner with UNC System institutions to better serve adult and non-traditional learners, with a special emphasis on workforce-aligned online degree programs delivered on the Project Kitty Hawk platform. In addition, Project Kitty Hawk helps attract, enroll, and support learners in those programs as they matriculate through their respective programs.

ECU is currently one of two universities in the system with active degree programs on the Project Kitty Hawk platform. By partnering with Project Kitty Hawk, ECU is further expanding its online learning portfolio to high demand programs that have the potential to scale. The committee heard first-hand about the experiences of faculty and student in the online ECU program. Joining us were faculty member Dr. Page Varnell, coordinator of the information cybersecurity program, and student Sarah Williams. Sarah shared with the committee how much the team of ECU representatives helping her from her first click on an ECU ad till today means to her and positively impacts her experience as an ECU student.

The committee had no action items for consideration.

Mr. Chairman, that concludes my report.



Meeting of the Board of Trustees
University Affairs Committee
April 11, 2024

AGENDA ITEM

V. B. The Graduate School, Dean Robin N. Coger
Provost & Senior Vice Chancellor

- Situation:** New hire appointment for the Dean of The Graduate School
- Background:** The Provost and Chancellor are recommending a new hire for the Dean of The Graduate School to be effective July 1, 2024.
- Assessment:** The Provost and Chancellor request the Board of Trustees approval for the Dean of The Graduate School new hire appointment.
- Action:** This item requires a vote by the committee and a vote by the full Board of Trustees.



Office of the Provost and Senior Vice Chancellor for Academic Affairs
210 Spilman Building | Mail Stop 501 | East Carolina University | Greenville, NC 27858-4353
252-328-5419 office | 252-328-4010 fax

MEMORANDUM

TO: Jason Poole
Chair, ECU Board of Trustees

FROM: Dr. Robin N. Coger, PhD
Provost & Sr. Vice Chancellor for Academic Affairs

DATE: April 11, 2024

RE: Dean, The Graduate School

I respectfully request the Board of Trustees approve the recommendation from Chancellor Rogers and me to appoint Dr. Debra L. Jackson as Dean of The Graduate School based on the following terms and conditions:

- 1) Appointment as Dean of The Graduate School, effective July 1, 2024, at a twelve-month annual salary rate of \$217,000.
- 2) Tenure at the rank of Professor in the Department of Philosophy and Religious Studies within the Thomas Harriot College of Arts and Sciences.
- 3) Sign on bonus of \$15,000 in lieu of a moving allowance and in accordance with The UNC Policy Manual 300.2.14. and The UNC Policy Manual 300.2.14.2[R] to be paid in either one lump sum or installments over the course of the 12 months following your effective date of July 1, 2024.

Attachment: CV for Dr. Debra L. Jackson

DEBRA L. JACKSON, PH.D.

(661) 809-4023 • drdebrajackson9@gmail.com

Areas of Specialization

Feminist Philosophy, Social Epistemology, Sexual Ethics

Areas of Competence

20th C Continental Philosophy, Social/Political Philosophy, Philosophy of Law, Critical Thinking

EDUCATION

Ph.D. in Philosophy, Graduate Minor in Women Studies 2002

Dissertation: “Violated Subjects: A Feminist Phenomenology and Critical Theory of Rape”

Purdue University, West Lafayette, Indiana

M.A. in Philosophy 1999

Purdue University, West Lafayette, Indiana

B.A. in Philosophy, Minors in Women’s Studies, Psychology, and English 1996

Distinction in University Honors

Honors Thesis: “Empathy and Empiricism: Towards a Reconstruction of Science”

Middle Tennessee State University, Murfreesboro, Tennessee

EMPLOYMENT HISTORY

Associate Vice President for Academic Affairs & **Dean** of Academic Programs 2020 – present
California State University, Bakersfield

Associate Dean for Graduate and Undergraduate Studies 2018 – 2020
California State University, Bakersfield

Professor of Philosophy 2002 – 2018
Full 2016-2018, Associate 2011-2016, Assistant 2005-2011, Lecturer 2002-2005
California State University, Bakersfield

Interim Associate Dean for the School of Arts and Humanities 2016 – 2017
California State University, Bakersfield

Lecturer in Philosophy 2001 – 2002
University of San Francisco

GRANTS, FELLOWSHIPS, AND AWARDS

Project Director , “The Next Step: Building Career Readiness Among Graduate Students across the CSU,” ETS/CGS Award for Innovation in Promoting Success in Graduate Education, Council of Graduate Schools, \$20,000 plus \$10,000 matching from California State University’s Office of the Chancellor.	2024 – present
Project Director , “Puedes! Caminos, Cariño, y Carreras in a Post-Pandemic Era,” Developing Hispanic-Serving Institutions Program, U.S. Department of Education, \$2,999,208.	2022 – present
Project Director , “Promoting Excellence in Graduate Education and Increasing Hispanic STEM Related Degree Completion,” Promoting Postbaccalaureate Opportunities for Hispanic Americans Program, U.S. Department of Education, \$2,997,950.	2019 – present
Subaward Director , “CSU Transfer Success Pathways Planning Grant,” College Futures Foundation and James Irvine Foundation, \$15,000 (subaward) of \$350,000.	2023 – present
Project Director , “Supportive Pathways for First-Year Students,” CSU Academic Success and Inclusive Excellence grant, \$300,000.	2023 – present
Subaward Director , “Equity-Minded Pedagogy Course and Community of Practice,” ECMC Foundation grant, \$19,000 (subaward).	2023 – 2024
Gold Award for Excellence in Research, Grants, Projects, Institutional and Academic Support Programs, California State University, Bakersfield.	2023
Project Director , “Supporting B4 Completion among First-Year Students,” CSU Academic Success and Inclusive Excellence grant, \$65,000.	2022 – 2023
Gold Award for Excellence in Sponsored Research, Creative Activity, and Institutional and Academic Support Programs, California State University, Bakersfield.	2022
Project Director , “Supporting A2 and B4 Completion among First-Year Students,” CSU Academic Success and Inclusive Excellence grant, \$45,725.	2021 – 2022
Gold Award for Excellence in Sponsored Research, Creative Activity, and Institutional and Academic Support Programs, California State University, Bakersfield.	2021
Silver Award for Excellence in Sponsored Research, Creative Activity, and Institutional and Academic Support Programs, California State University, Bakersfield.	2020
Project Director , “Building a Bridge to Support Wonderful Scholars,” Kern Community Foundation grant, \$100,000.	2019 – 2020

Bronze Award for Excellence in Sponsored Research, Creative Activity, and Institutional and Academic Support Programs, California State University, Bakersfield.	2019
Fellow , Prindle Institute Applied Epistemology Research Retreat and Workshop, DePauw University.	2018
Assessment Lead , “Giving Students a Compass: Improved Completion Outcomes and Essential 21st Century Skills for Hispanic and Other High Need Students,” Developing Hispanic Serving Institutions Program, U.S. Department of Education, \$2,624,968.	2015 – 2016, 2018
Awardee , “Sexual Ethics,” Research Sabbatical, California State University, Bakersfield.	2017
Awardee , “Sexual Ethics,” Research Council of the University, California State University, Bakersfield, \$5,000.	2017
Fellow , National Endowment of the Humanities Summer Institute on Diverse Philosophical Approaches to Sexual Violence, Elon University.	2017
Fellow , “Crossing Borders, Making Connections: The Humanities and Ethnic Studies,” NEH Humanities Initiatives at Hispanic-Serving Institutions, California State University, Bakersfield.	2016 – 2017
Principal Investigator , “Increasing PHIL 102 Student Success through Asynchronous Learning in a Flipped Classroom,” California State University Promising Practices Course Redesign Grant, \$6450.	2013 – 2014
Awardee , “Determining Reasonableness in Rape Law’s Mistake as to Consent Defense,” Research Sabbatical, California State University, Bakersfield.	2008
Visiting Scholar , Feminism and Legal Theory Project, Emory School of Law.	2005, 2006, 2008
Awardee , “Determining Reasonableness in Rape Law’s Mistake as to Consent Defense,” Research Council of the University, California State University, Bakersfield, \$1,000.	2006
Awardee , Faculty Diversity Program, California State University, Bakersfield, \$3,690.	2003 – 2004
Fellow , National Endowment of the Humanities Summer Seminar on Feminist Epistemologies, Pennsylvania State University.	2003
Awardee , Outstanding Graduate Student Teacher, Purdue University.	2001
Awardee , Purdue Research Foundation Dissertation Grant, Purdue University.	2000 – 2001

PROFESSIONAL DEVELOPMENT

Becoming a Provost Academy , American Association of State Colleges and Universities	2023 – present
Fostering a Culture of Belonging , Association of College and University Educators	2024
Title IX Hearing Advisor Training , California State University	2023
Graduate Education Western Leaders Academy , Western Association of Graduate Schools	2023
Women Leading Change Program , The Chronicle of Higher Education	2023
Professional Fundraising for Deans and Academic Leaders , California State University Advancement Academy	2023
Taking Action on Race and Ethnicity in Higher Education: Implementing What Works for Latino Students , American Council on Education	
New Deans Institute and Summer Workshop , Council of Graduate Schools	2020
Emerging Leaders Program , American Association of State Colleges and Universities	2019 – 2020
Student Success Analytics Certificate Program , California State University	2020
Site Visit Training , American Philosophical Association Committee on the Status of Women	2015
Assessment Leadership Academy , Western Association of Schools and Colleges	2014 – 2015
Teaching and Learning in Philosophy , American Association of Philosophy Teachers	2014
Proven Course Redesign eAcademy , California State University	2013
Give Students a Compass: Critical Thinking across the Curriculum , American Association of Colleges and Universities	2012 – 2013
Mid-Career Leadership Fellows Program , California State University, Bakersfield	2012 – 2013
Teaching Women’s Studies Online , Arizona State University, Ms. Magazine, and Feminist Majority Foundation	2012
Community Engagement Fellow , California State University, Bakersfield	2010 – 11
ADA Universal Design for Learning Certification , California State University, Bakersfield	2010

PUBLICATIONS

TEXTBOOKS

- Jackson, D. and Newberry, P. (2016). *Critical Thinking: A User's Manual, 2nd Edition*. Cengage Learning.
- Jackson, D. and Newberry, P. (2012). *Critical Thinking: A User's Manual*. Cengage Learning.

PEER-REVIEWED JOURNAL ARTICLES

- Jackson, D. (2018). "'Me Too': Epistemic Injustice and the Struggle for Recognition." [Feminist Philosophy Quarterly 4.4. Article 7](#).
- Jackson, D. (2016). "Throwing Like a Slayer: A Phenomenology of Gender Hybridity and Female Resilience in *Buffy the Vampire Slayer*." [Slayage: The Journal of Whedon Studies 14.1 \[43\]](#).
- Jackson, D. (2003). "An Examination of Racialized Assumptions in Anti-Rape Discourse." *Studies in Practical Philosophy: A Journal of Ethical and Political Philosophy*. 3(1). 53-67.
- Jackson, D. (2000). "Labeling Products of Biotechnology: Towards Communication and Consent." *Journal of Agricultural and Environmental Ethics*. 12(3). 319-330.

BOOK CHAPTERS

- Jackson, D. (2023). "Male Sexual Victimization, Failures of Recognition, and Epistemic Injustice." *Epistemic Injustice and the Philosophy of Recognition*. Eds. Paul Giladi and Nicola McMillan. New York: Routledge. 279-296.
- Jackson, D. (2019). "Date Rape: The Intractability of Hermeneutical Injustice." *Analyzing Violence Against Women*. Ed. Wanda Teays. New York: Springer. 39-50.
- Jackson, D. (2016). "Answering the Call: Crisis Intervention and Rape Survivor Advocacy as Witnessing Trauma." *Critical Trauma Studies: Violence, Conflict, and Memory in Everyday Life*. Eds. Monica Casper and Eric Wertheimer. New York University Press. 205-226.
- Jackson, D. (2009). "Utopian Fantasy and the Politics of Difference." *World of Warcraft and Philosophy: Wrath of the Philosopher King*. Eds. Luke Cuddy and John Nordlinger. Open Court. 131-142.

BOOK REVIEWS

- Jackson, D. (2018). Review of F. Vera-Gray's *Men's Intrusion, Women's Embodiment: A Critical Analysis of Street Harassment*. [Hypatia Reviews Online](#).
- Jackson, D. (2017). Review of Andrea Quinlan's *The Technoscientific Witness of Rape: Contentious Histories of Law, Feminism and Forensic Science*. *Somatechnics* 7(2). 312-314.
- Jackson, D. (2017). Review of Kelly Oliver's *Hunting Girls: Sexual Violence from The Hunger Games to Campus Rape*. [Hypatia Reviews Online](#).
- Jackson, D. (2016). Review of Julinna Oxley and Ramona Ilea's (eds.) *Experiential Learning in Philosophy*. *Teaching Philosophy* 39(3). 372-376.
- Jackson, D. (2015). Review of Sharon Crasnow and Joanne Waugh's (eds.) *Philosophical Feminism and Popular Culture*. [APA Newsletter on Feminism and Philosophy 15\(1\). 16-17](#).
- Jackson, D. (2015). Review of Maureen Linker's *Intellectual Empathy: Critical Thinking for Social Justice*. *Teaching Philosophy* 38(3). 343-346.
- Jackson, D. (2013). Review of Keith Dromm's *Sexual Harassment: An Introduction to the Conceptual and Ethical Issues*. *Teaching Philosophy* 36(1). 85-88.

- Jackson, D.** (2010). Review of Amy Allen's *The Politics of Our Selves: Power, Autonomy, and Gender in Contemporary Critical Theory*. [APA Newsletter on Feminism and Philosophy 9\(2\). 16-17.](#)
- Jackson, D.** (2000). Review of Jon Stewart's (ed.) *The Debate Between Sartre and Merleau-Ponty*. *Sartre Studies International* 6(2). 67-70.

EDITORIAL WORK

- Musgrave, L. and **Jackson, D.** (2005). "Special Cluster on Feminist Critical Theory." [APA Newsletter on Feminism and Philosophy, 4\(2\).](#)

PRESENTATIONS

- Jackson, D.** and M. Quarles. (2023). "Developing an Administrative Assessment and Review Process at CSU Bakersfield," WASC Accreditation Resource Conference, Garden Grove, CA.
- Grappendorf, K., N. Harris, **D. Jackson** and M. Malhotra. (2023). "Planning Transfer Student Success: CSU Bakersfield's Program Pathways Mapper (PPM)," National Institute for the Study of Transfer Students (NISTS) Virtual Conference.
- Jackson, D.** and A. Jacobsen. (2022). "Assessing Graduate Student Mentoring in STEM Fields," Council of Graduate Schools Annual Conference, San Francisco, CA.
- Jackson, D.** (2023). "Preparing for the Post-Pandemic Campus: Managing Distance Education Authorization," WASC Accreditation Resource Conference, San Francisco, CA.
- Jackson, D.** (2021). "Commentary on Kazi Huda's 'Forceful Hermeneutical Inclusion as Hermeneutic Injustice,'" American Philosophical Association Central Division Meeting, virtual.
- Jackson, D.** (2020). "Sexual Violence, Epistemic Injustice, and Practices of Silencing," North American Society for Social Philosophy's 37th International Conference, Neumann University, Aston, PA. *Cancelled due to COVID-19*
- Sohail, R. and **D. Jackson.** (2020). "Identifying the Underlying Causes of Academic Probation Through Student Narratives: A Qualitative Study at CSU Bakersfield," WASC Academic Research Conference, Garden Grove, CA. *Cancelled due to COVID -19*
- Jackson, D.** (2019). "Commentary on Dianna Taylor's *Sexual Violence and Humiliation*," John Carroll University, Cincinnati, OH.
- Jackson, D.** (2018). "Commentary on Amy McKiernan's "Self-blame and Sexual Violence: A Feminist Intervention," Eastern Division meeting of the American Philosophical Association, Savannah, GA.
- Jackson, D.** (2018). "Four Epistemic Harms from Rape Culture," CSUB Faculty Research and Creative Activity Poster Presentations, California State University, Bakersfield.
- Jackson, D.** and B. Larson. (2016). "Assessing Core Competencies at CSU Bakersfield," CSU Symposium on Assessment of the Core Competencies, San Jose State University.
- Jackson, D.** (2015). "Creating Formative and Adaptive Assessments for Student Mastery," The Engaged Learning Bootcamp, CSU Dominguez Hills.
- Jackson, D.** (2015). "Throwing Like a Slayer: A Phenomenology of Resilience," The Second Biennial Joss in June Conference, Middle Tennessee State University.
- Kemnitz, C., P. Newberry and **D. Jackson.** (2015). "Structuring General Education with High-Impact Practices," WASC Academic Resource Conference, Oakland, CA.
- Jackson, D.** and P. Newberry. (2014). "Scaling the Step-by-Step Method: A Blended Approach to Critical Thinking," Twentieth Biennial International Workshop/Conference on Teaching Philosophy, College of St. Benedict and St. John's University.

- Jackson, D.** (2014). “Why Do I Let Spike do Those Things to Me?: Seduction Fantasy, Attempted Rape, and Moral Culpability,” The Sixth Biennial Slayage Conference on the Whedonverses, California State University-Sacramento.
- Kemnitz, C., **D. Jackson**, J. Eigenauer, and J. Stratton. (2013). “A Regional Collaborative on Critical Thinking Across the Curriculum,” AAC&U Give Students a Compass, Redwood City, CA.
- Jackson, D.** (2010). “Rape Survivor Advocacy as Witnessing-to-Trauma,” New Approaches to Trauma: Bridging Theory and Practice, Arizona State University New College.
- Jackson, D.** and S. Heiss. (2006). “Digging Up Her Bones: An Exercise in Re-Writing the Canon,” Women in Philosophy Conference, California State University Long Beach, CA.
- Jackson, D.** (2005). “Commentary on J. Todd Ormsbee’s “Effective Freedom, Self-Realization, and Democratic Community: Some Considerations for the Future of the Gay and Lesbian Liberation Movement,” Society for the Advancement of American Philosophy, California State University, Bakersfield.
- Jackson, D.** (2004). “The Invisible Woman and the Reasonable Man: Ignorance and Culpability in Rape Law,” Ethics and Epistemologies of Ignorance Conference, Pennsylvania State University.
- Jackson, D.** (2001). “Surviving Sexual Assault: Towards a Phenomenology of Rape,” Society for Phenomenology and Existential Philosophy, Goucher College.
- Jackson, D.** (2000). “E/Raced Bodies: An Examination of Racialized Assumptions in Anti-Rape Discourse,” Radical Philosophy Association, Loyola University, Chicago.
- Jackson, D.** (1999). “But, You Don’t Look Like a Lesbian: Femme Sexual, Physical, and Social Expression,” Women’s Studies Brown Bag Series, Purdue University.
- Jackson, D.** (1999). “Bryn Mawr Summer School for Women Workers in Industry: Education by the Pragmatist-Feminist Method,” Society for the Advancement of American Philosophy, University of Oregon, Eugene.
- Jackson, D.** (1998). “To Be (Forced To Be) Free, or Not To Be Free: A Question of Paternalism in Marcuse’s Theory of Liberation,” Society for Phenomenology and Existential Philosophy, University of Colorado at Denver.
- Jackson, D.** (1998). “Labeling Products of Biotechnology: Towards Communication and Consent,” Association for the Study of Food and Society (ASFS) and the Agriculture, Food, and Human Values Society (AFHVS).
- Jackson, D.** (1998). “Is Anthropomorphism a Viable Tool in Primate Studies?” Women’s INTERVENTIONS in Science, Art & Technology, Purdue University.
- Jackson, D.** (1998). “Towards a Phenomenology of the Female Body: A Re-Reading of Merleau-Ponty’s Phenomenology of Perception,” Mid-South Philosophy Conference, University of Memphis.

PUBLIC PHILOSOPHY AND MEDIA INTERVIEWS

- Guest blogger**, “Reflections on the Ford-Kavanaugh Hearings.” Blog of the American Philosophical Association. October 11, 2018.
- Panel facilitator**, “The Ethics of Polyamory.” Gotham Press podcast. February 24, 2018.
- Radio guest**, “Commenting on the Comments” with hosts Jeff Lemmucchi and Jamie Butow, KERN Radio News Talk 1180, December 21, 2011.
- Scholar interview**, “Fangs for the Memories, Buffy: Series Gave Fans Much to Sink Their Teeth Into” by Rita Kempley, *Washington Post*, May 20, 2003.

SCHOLARLY SERVICE

Editorial Board

- *Teaching Ethics*, Philosophy Documentation Center, 2020 – present

Journal Article Reviewer

- *Hypatia: A Journal of Feminist Philosophy*, Wiley-Blackwell, 2017, 2018, 2019, 2020, 2021, 2023
- *Teaching Philosophy*, Philosophy Documentation Center, 2018, 2022, 2023
- *Asian Journal of Philosophy*, Springer, 2023
- *Episteme: A Journal of Individual and Social Epistemology*, Cambridge Core, 2020, 2022
- *Social Philosophy Today*, Philosophy Documentation Center, 2022
- *Ethical Theory and Moral Practice*, 2021
- *Feminist Philosophy Quarterly*, Western University, 2020
- *Journal of Social Philosophy*, Wiley, 2019, 2020
- *APA Newsletter on Feminism and Philosophy*, 2019
- *The Journal of Ethics*, Springer, 2018

Book Reviewer

- Linda Martin Alcoff's *Rape: A Feminist Theory of Sexual Violence*, Polity Press, 2017
- *Philosophical Problems in the Law, 5th Edition* (ed. David Adams), Cengage, 2011
- Heidi Grasswick's (ed.) *Feminist Epistemology and Philosophy of Science: Power in Knowledge* Springer, 2010

TEACHING EXPERIENCE AT CSU BAKERSFIELD

UNDERGRADUATE PHILOSOPHY COURSES

Introduction to Philosophy	Race, Class, Gender, Sexuality
Logical Reasoning	Feminist Philosophy
Contemporary Moral Problems	Marx, Marxism, and Post-Marxism
Sexual Ethics	Philosophy of Law
Recent Continental Philosophy	Internship in Practical Philosophy
Existentialism	Directed Study in the Instruction of Philosophy
Political Philosophy and Thought	Senior Seminar

UNDERGRADUATE INTERDISCIPLINARY STUDIES COURSES

Gender Matters	Internship in Women, Gender, and Sexuality
Introduction to Women and Gender Studies	Studies
Trauma Studies	Senior Seminar

UNDERGRADUATE INDEPENDENT STUDIES

Existential Phenomenology	Women in the History of Philosophy
Feminist Phenomenology	Body Image
Identity	Feminist Disability Studies
Feminist Jurisprudence	

GRADUATE STUDENT RESEARCH SUPERVISION

- Dissertation Committee Member, Matthew McClellan, "A Hermeneutic Phenomenology of Queer College Student Experiences During the COVID-19 Pandemic," Ph.D. Global Inclusion and Social Development, University of Massachusetts Boston, 2024.
- Dissertation Committee Member, Myrna Arias, "The Impact of Summer Programs on Self-Efficacy among First-Year Students: A Comparison of Three Programs at CSU Bakersfield," Ed.D. Educational Leadership, California State University, Bakersfield, 2019-2020.
- Doctoral Research Supervisor, Rabia Sohail, "Identifying the Underlying Causes of Academic Probation Through Students' Narratives: A Qualitative Study at CSU Bakersfield," Ed.D. Educational Leadership, California State University, Bakersfield, 2019-2020.
- Thesis Committee Member, Kristina Manriquez, "Gender and Computer Mediated Communications: A Content Analysis of the Language Expressed in Twitch Broadcasts," M.S. Sociology, California State University, Bakersfield, 2017.

HIGHER EDUCATION SERVICE

- | | |
|---|----------------|
| WSCUC Seeking Accreditation Visit 3 team member , University of the People | 2024 (planned) |
| Secretary , Western Association of Graduate Schools Board of Directors | 2021 – present |
| Co-lead , Kern Education Pledge Workgroup on Postsecondary Enrollment and Completion | 2020 – present |
| WSCUC Seeking Accreditation Visit 2 team member , Reiss Davis Graduate School | 2020 |

UNIVERSITY SERVICE AT CSU BAKERSFIELD

- | | |
|---|----------------|
| Member (invited) , Project Rebound Advisory Council | 2023 – present |
| Member (invited) , Center for Global Outreach Advisory Council | 2021 – present |
| Research Associate (appointed) , Kegley Institute of Ethics | 2006 – present |
| Assessment Coordinator , Achieving Integration and Mastering Skills (AIMS) General Education Program | 2018 |
| Program Coordinator , Women's, Gender, and Sexuality Studies (WGSS) program | 2015 – 2016 |
| School of Arts and Humanities Representative (elected) , Academic Senate | 2015 – 16 |
| Member (appointed) , Faculty Affairs Committee | 2015 – 16 |
| Assessment Coordinator , Achieving Integration and Mastering Skills (AIMS) General Education Program | 2014 – 2016 |
| Assessment Coordinator , School of Arts and Humanities | 2013 – 2016 |
| Chair (elected) , General Education Area A Committee | 2012 – 14 |
| Member (appointed) , General Education Area A Committee | 2009 – 14 |
| Program Coordinator , Women's, Gender, and Sexuality Studies (WGSS) program | 2011 – 2013 |
| Member (elected) , Committee on Academic Requirements and Standards | 2012 – 14 |
| Member (appointed) , Academic Affairs Committee, Academic Senate | 2010 – 11 |
| Member (appointed) , Academic Affairs Committee, Academic Senate | 2005 – 07 |
| Member (appointed) , Faculty Teaching and Learning Center Advisory Board | 2005 – 07 |

COMMUNITY SERVICE

Member , Vision Committee, Women’s and Girls’ Fund, Kern Community Foundation, Bakersfield, CA	2018 – present
Co-Leader , Girl Scout Troop #8043, Girl Scouts of Central California South, Bakersfield, CA	2018 – present
Member , Equity Task Force, Panama Buena Vista Union School District, Bakersfield, CA	2020 – 2022
Scholarship Evaluator , Kern Community Foundation, Bakersfield, CA	2018 – 2020
Judge , Ethics Bowl Scrimmages	
➤ North Kern State Prison, Delano, CA	2018
➤ California State University, Bakersfield at Bakersfield College	2018
➤ Bakersfield College at California State University Bakersfield	2018
➤ CSU Bakersfield at California Correctional Institution, Tehachapi, CA	2017
Guest Speaker , East Bakersfield High School AP English classes	2009 – 2016
Team Coach , Ethics Bowl	
➤ California State University, Bakersfield (First Place in region, Quarterfinalist at national competition)	2015 – 2016
➤ Second Annual Ethics Team Competition Fundraiser, Youth Financial Literacy Program for High School Seniors and Emancipated Youth, Bakersfield, CA	2014
Guest Speaker , Alliance Against Family Violence and Sexual Assault	2012 – 2013
Certified Rape Aggression Defense Instructor , Bakersfield, CA and Lafayette, IN	1999 – 2005
Facilitator , Women Who Have Been There, Lafayette, IN	1999 – 2000
Project Coordinator , Greater Lafayette Sexual Assault Prevention Coalition, Lafayette, IN	1999 – 2000
Rape Survivor Advocate , Lafayette Crisis Center, Lafayette, IN	1999 – 2000
Crisis Counselor , Lafayette Crisis Center, Lafayette, IN	1997 – 2000



Meeting of the Board of Trustees
University Affairs Committee
April 11, 2024

AGENDA ITEM

V. C. College of Health and Human Performance, Dean Robin N. Coger
Provost & Senior Vice Chancellor

- Situation:** New hire appointment for the Dean of the College of Health and Human Performance
- Background:** The Provost and Chancellor are recommending a new hire for the Dean of the College of Health and Human Performance to be effective July 1, 2024.
- Assessment:** The Provost and Chancellor request the Board of Trustees approval for the Dean of the College of Health and Human Performance new hire appointment.
- Action:** This item requires a vote by the committee and a vote by the full Board of Trustees.



Office of the Provost and Senior Vice Chancellor for Academic Affairs

210 Spilman Building | Mail Stop 501 | East Carolina University | Greenville, NC 27858-4353
252-328-5419 office | 252-328-4010 fax

MEMORANDUM

TO: Jason Poole
Chair, ECU Board of Trustees

FROM: Dr. Robin N. Coger, PhD
Provost & Sr. Vice Chancellor for Academic Affairs

DATE: April 11, 2024

RE: Dean, College of Health and Human Performance

I respectfully request the Board of Trustees approve the recommendation from Chancellor Rogers and me to appoint Dr. Nicole F. Bromfield as Dean of the College of Health and Human Performance based on the following terms and conditions:

- 1) Appointment as Dean of the College Health and Human Performance, effective July 1, 2024, at a twelve-month annual salary rate of \$245,000.
- 2) Tenure at the rank of Professor in the School of Social Work within the College of Health and Human Performance.
- 3) Sign on bonus of \$10,000 in lieu of a moving allowance and in accordance with The UNC Policy Manual 300.2.14. and The UNC Policy Manual 300.2.14.2[R] to be paid in either one lump sum or installments over the course of the 12 months following your effective date of July 1, 2024.

Attachment: CV for Dr. Nicole F. Bromfield

Nicole F. Bromfield, Ph.D., MSW
Curriculum Vitae
4745 Spellman Road
Houston, TX 77035
nicole.bromfield@fulbrightmail.org
Mobile: (713) 449-5741

Administrative Appointments

2016-2020

Associate Dean for Academic Affairs
Graduate College of Social Work
University of Houston
Houston, Texas

2004-2010

Director of Student Services
School of Social Work
Virginia Commonwealth University
Richmond, VA

2001-2004

Coordinator of Student Services
School of Mass Communications
Virginia Commonwealth University
Richmond, VA

Academic Appointments

December 2022- September 2023 (Renewal of Award)

Fulbright Research and Teaching Scholar
Department of Psychology and Social Work
School of Allied Health Professions
University of Namibia
Windhoek, Namibia

January 2022-November 2022

Fulbright Research and Teaching Scholar
Department of Psychology and Social Work
School of Allied Health Professions
University of Namibia
Windhoek, Namibia

2016-present

Associate Professor (tenured)
Graduate College of Social Work
University of Houston
Houston, Texas

2010-2016

Assistant Professor (promoted to associate)
Department of Social Work
United Arab Emirates University
Al Ain, United Arab Emirates

2004-2010

Instructor
School of Social Work
Virginia Commonwealth University
Richmond, VA

Education

Ph.D., Public Policy

Specialization: Health Policy
Wilder School of Government and Public Affairs
Virginia Commonwealth University, Richmond, VA
Dissertation: *The Making of the Trafficking Victims Protection Act (TVPA) through the Lens of the Advocacy Coalition Framework: A Qualitative Study Utilizing In-Depth Interviews with Key Policy Players*
2007

Master of Social Work (MSW)

Concentration: Community Organization and Social Administration
School of Social Work
West Virginia University, Morgantown, WV
2000

B.A., Sociology and Anthropology with an *anthropology* focus

Department of Sociology and Anthropology
West Virginia University, Morgantown, WV
Summa cum laude
1997

Leadership Training

Future Leaders Program

National Association of Deans and Directors (NADD) of Social Work Education
Several meetings and a mentoring program (competitive admission)
Fall 2020

Women in Leadership

University of Houston Bauer College of Business
Semester-long training (selected by Associate Provost)
Spring 2020

Interprofessional Education Consortium (IPEC) Leadership Training

3-day intensive program (competitive admission)
Spring 2019

Harvard University Graduate School of Education
 Management Development Program
 Two weeks in residence at Harvard University (competitive admission)
 Summer 2018

Cougar Chair's Leadership Academy
 University of Houston
 A year-long program (competitive admission)
 2017-2018

Council on Social Work Education
Program Director's Leadership Academy
 A year-long program with a certification of completion (competitive admission)
 2016-2017

Publications

Scholarly Book

Rotabi, K. & **Bromfield, N.F.** (2017). *From Intercountry Adoption to Global Surrogacy: A Human Rights History and New Fertility Frontiers*. London: Routledge. ISBN: 9781138242630

Refereed Articles

Rukambe, Z. & **Bromfield, N.F.** (under review). Enhancing Spiritual Sensitivity: Guidelines for Effective Social Work Practice in Namibian Mental Health Settings. *Religion and Spirituality in Social Work*.

Bromfield, N.F., Ananais, J., Leonard, E., Rumake, Z., & Murangi, A. (under review). Developing a Psycho-Educational Intervention for Use with Adolescent Girls Affected by HIV and AIDS in Namibia. *Children and Youth Services Review*.

Ananais, J., **Bromfield, N.F.**, Kamwanyah, J., & Leonard, E. (2023). Social work education in Namibia: Past, present, and a reimagining. *Social Work Education*. Advance online: doi: 10.1080/02615479.2022.2161504

Bromfield, N.F., Reza, H., Bennet, L., & Xu, W. (2023). Street-connected adolescents in Bangladesh and their exposure to physical violence and emotional abuse while spending time on the streets. *Children and Youth Services Review*, 144. <https://doi.org/10.1016/j.chilyouth.2022.106714>

Bromfield, N.F., Reza, H. & Sultana S. (2022) Police violence and abuse against street-connected children in Bangladesh: A qualitative description study of children's lived experiences. *Children and Society*. Advance online: <https://onlinelibrary.wiley.com/doi/10.1111/chso.12633>

Najjarnejad, N. & **Bromfield, N.F.**, (2022). Professional stakeholders' perceptions of child marriage in Lebanon among Syrian refugees: A qualitative study. *Children and Youth Services Review*, 140. <https://doi.org/10.1016/j.chilyouth.2022.106592>

- Bromfield, N.F.** & Durate, F. (2022). Centering public impact scholarship in social work to contribute to the achievement of the Sustainable Development Goals. *Social Work Education*, 41(7), 1427-1440. DOI: [10.1080/02615479.2022.2104241](https://doi.org/10.1080/02615479.2022.2104241)
- Bromfield, N. F.**, Panichelli, M., & Capous-Desyllas, M. (2021). At the intersection of COVID-19 and sex work in the United States: A call for social work action. *Affilia*, 36(2), 140–148. <https://doi.org/10.1177/0886109920985131>
- Capous-Desyllas, **Bromfield, N. F.**, Nava, A., & Barnes, B. (2021). Strategies for enhancing writing among first-generation social work students: Reflections on the use of peer writing mentors. *Journal of Social Work Education*, 57(1), 189–196. <https://doi.org/10.1080/10437797.2020.1798314>
- Reza, H., **Bromfield, N. F.**, Sultana, S., & Khan, M. M. R. (2020). Child maltreatment in Bangladesh: Poverty, social class, and the emotional abuse of elementary school children by teachers. *Children and Youth Services Review*, 116. <https://doi.org/10.1016/j.childyouth.2020.105195>
- Capous-Desyllas, M. & **Bromfield, N.F.** (2020) Field Note—Exploring the use of arts-informed journaling in social work field seminars, *Journal of Social Work Education*, 56(1), 201-209, DOI: 10.1080/10437797.2019.1627259
- Sultana, S., Reza, H. & **Bromfield, N.F.** (2019) The relation between socioeconomic characteristics and the use of physical punishment in Bangladeshi elementary schools, *Child & Youth Services*, 40:3, 308-327, DOI: 10.1080/0145935X.2019.1604133
- Reza, H. & **Bromfield, N. F.** (2019). Human rights violations against street children working in the informal economy in Bangladesh: Findings from a qualitative study. *Journal of Human Rights and Social Work*, 4(3), 201–212. <https://doi.org/10.1007/s41134-019-00098-w>
- Reza, H. & **Bromfield, N. F.** (2019). Poverty, vulnerability and everyday resilience: How Bangladeshi street children manage economic challenges through financial transactions on the streets. *The British Journal of Social Work*, 49(5), 1105–1123. <https://doi.org/10.1093/bjsw/bcy047>
- Capous-Desyllas, M., & **Bromfield, N.F.** (2018). Using an arts-informed eclectic approach to photovoice data analysis. *International Journal of Qualitative Methods*, 17, 1-14. doi.org/10.1177/1609406917752189
- Bromfield, N.F.** & Capous-Desyllas, M. (2017). Photovoice as a pedagogical tool: Exploring personal and professional values with female Muslim social work students in an intercultural classroom setting. *Journal of Teaching in Social Work*, 37(5), 493-512. doi.org/10.1080/08841233.2017.1380744
- Mahmoud, M. & **Bromfield, N.F.** (2017). Dangerous driving behavior among young male drivers: Evidence from Saudi Arabia. *Transportation Research Part F Journal: Traffic Psychology and Behaviour*, 47, 59-71. doi.org/10.1016/j.trf.2017.04.009

Rotabi, K.S, **Bromfield, N.F.**, Lee, J., & Abusarheen, T. (2017). The care of orphaned and vulnerable children in Islam: Exploring *kafala* with unaccompanied refugee minors in the United States. *Journal of Human Rights and Social Work*. doi.org/10.1007/s41134-017-0027-2

Sloan, L., **Bromfield, N.F.**, Matthews, J., & Rotabi, K. (2017). Social work education in the Arabian Gulf: Challenges and opportunities. *Journal of Religion & Spirituality in Social Work: Social Thought*, 36, 1-2. doi.org/10.1080/15426432.2017.1311247

Bromfield, N.F. & Mahmoud, M. (2016). An exploratory investigation of child safety seat use among citizens of the United Arab Emirates. *Journal of Transportation Safety & Security*, 9, 130-148. doi.org/10.1080/19439962.2016.1228090

Bromfield, N.F., Ashour, S., & Rider, K. (2016). Divorce from arranged marriages: An exploration of lived experiences. *Journal of Divorce and Remarriage*, 57(4), 280-297. doi.org/10.1080/10502556.2016.1160482

Bromfield, N.F. (2016). "Surrogacy has been one of the most rewarding experiences in my life": A content analysis of blogs by U.S. gestational surrogates. *IJFAB: International Journal of Feminist Approaches to Bioethics*, 9(1), 192-217.

Bromfield, N.F. (2015). The sex trafficking of women: Historical and contemporary parallels, policies, and perspectives in U.S. social work. *Affilia: A Journal of Women and Social Work*, 31(1), 129-139. doi.org/10.1177/0886109915616437

Rotabi, K. S., **Bromfield, N.F.**, & Fronek, P. (2015). International private law to regulate commercial global surrogacy practices: Just what are social work's practical policy recommendations? *International Social Work*, 58(4), 575-581. doi.org/10.1177/0020872814564706

Bromfield, N.F. (2015). Vulnerable road users: A study of child safety seat use among Emirati citizens. *Publication of The Third Forum on Traffic Safety 2015: Youth and Traffic Safety*. Dammam, Saudi Arabia

Bromfield, N.F., & Rotabi, K. S. (2014). Global surrogacy, exploitation, human rights, and international private law: A pragmatic stance and policy recommendations. *Global Social Welfare*, 1(3), 123-135. doi.org/10.1007/s40609-014-0019-4

Bromfield, N.F. (2014). Interviews with divorced women from the United Arab Emirates: A rare glimpse into lived experiences. *Families, Relationships, and Societies*, 3(3), 339-354. doi.org/10.1332/204674313X13842674567773

Al Gharaibeh, F., & **Bromfield, N.F.** (2012). An analysis of divorce cases in the United Arab Emirates: A rising trend. *Journal of Divorce & Remarriage*, 53(6), 436-452. doi.org/10.1080/10502556.2012.682896

Bromfield, N.F., & Rotabi, K. S. (2012). Human Trafficking and the Haitian child abduction attempt: Policy analysis and implications for social workers and NASW. *Journal of Social Work Values and Ethics*, 9(1), 1–25.

Bromfield, N.F., & Capous-Desyllas, M. (2012). Underlying motives, moral agendas, and unlikely partnerships: The formulation of the U.S. Trafficking in Victims Protection Act through the data and voices of key policy players. *Advances in Social Work*, 13(2), 243–261.

Rotabi, K. S., & **Bromfield, N.F.** (2012). The decline in intercountry adoptions and new practices of global surrogacy: Global exploitation and human rights concerns. *AFFILIA: A Journal of Women and Social Work*, 27(2), 129–141. doi.org/10.1177/088610991244410

Bromfield, N.F. (2008). Human Trafficking as a human rights issue and policy responses of Arctic nations. *Northern Research Forum Open Assembly 2008*.

Bromfield, N.F. (2007). The forces and factors leading to the making of U.S. federal human trafficking legislation: A qualitative study. *Cultural Complexities of Qualitative Research*. Guanajuato, Mexico

Textbook Contributions and Book Chapters

Panachelli, M., **Bromfield, N.F.** & Capous-Desyllas, M. (in press). Sex Work. *Encyclopedia of Social Work*. Oxford University Press.

Ananias, J., **Bromfield, N.F.**, Chikadzi, V., Leonard, E., Mogotsi, I., & Theron, V. (2023). Towards Achieving the United Nations Sustainable Development Goal 5: Gender Equality in Namibia in the Past, Present, and Future. In Androff, D. & Damanik, J. (Eds.) Routledge *International Handbook on Social Development, Social Work, and the Sustainable Development Goals*.

Bromfield, N.F. (2014). Jennifer Bradshaw's experience with infertility, case study 2.1 In E. Hutchison (Ed.), *Dimensions of Human Behavior: The Changing Life Course* (p. 42). London: Sage.

Bromfield, N.F. (2011). Jennifer Bradshaw's experience with infertility, case study 2.1 In E. Hutchison (Ed.), *Dimensions of Human Behavior: The Changing Life Course* (p. 41). London: Sage.

Authored Media Articles for Public Impact

Bromfield, N.F. (2021, November 3). We cannot forget the vulnerable children of Afghanistan. *Richmond Times-Dispatch*.
https://richmond.com/opinion/columnists/nicole-f-bromfield-column-we-cannot-forget-the-vulnerable-children-of-afghanistan/article_839444e7-3aee-5fdb-ba00-e59c34382033.html

Bromfield, N.F. (2013, September 12). CMV: The little-known virus that may endanger our pregnancy. *Reproductive Health Reality Check: News, Commentary, and Analysis*.

Bromfield, N.F. & Rotabi, K. (2010, July 7). Will global surrogacy be regulated? *Reproductive Health Reality Check: News, Commentary, and Analysis*.

Bromfield, N.F. (2010, June 11). Global surrogacy in India: Legal, ethical, and human rights implications of a growing “industry.” *Reproductive Health Reality Check: News, Commentary, and Analysis*.

Grants

Awarded Grants

Social Support for Orphaned and Vulnerable Adolescent Girls in Namibia Who Are Affected by HIV/AIDS

U.S. Department of State Fulbright Commission

December 2022-August 2023 (grant renewed)

Approx. \$80,000, including travel, living, and partial research expenses to conduct research and teach/develop courses at the University of Namibia as a U.S. Fulbright Commission research and teaching scholar.

An Exploration of Pathways and Barriers to Well-being and Social Support for Orphaned and vulnerable Girls in Namibia Who Are Affected by HIV and AIDS to Inform the Development of a Multi-Level Stigma Reduction Intervention

Role: Principal Investigator

University of Houston GEAR Grant

May 2022-November 2023

\$39,900

Advancing a Knowledge Base of Children in Street Situations in Namibia:

A Collaborative Human Rights Project Integrating Teaching and Research

U.S. Department of State Fulbright Commission

January 2022-November 2022 (grant period initially for 2021 and was delayed due to COVID)

Approx. \$80,000, including travel, living, and partial research expenses to conduct research and teach/develop courses at the University of Namibia as a U.S. Fulbright Commission research and teaching scholar.

SHINE: Students in Behavioral Health Increasing Diversity in Education and the Workforce

Role: Co-principal Investigator

U.S. Department of Health and Human Services: Health Resources and Services Administration (HRSA)

Fall 2016-Spring 2020

\$2,600,000

U.H. Faculty Small Grant Program: Piloting a Study on Street-Connected Children in Namibia

Role: Principal Investigator

University of Houston Grant

Spring 2020-Spring 2021

\$5,000

50-in-5: Exploring the Experiences of Violence and Abuse against Street-Connected Children in Nepal

Role: Principal Investigator

University of Houston Grant

Spring 2020-Spring 2021

\$5,000

Booster Seat Intervention Study with Emirati Fathers of Children 4-8 Years Old

Role: Co-investigator

United Arab Emirates University Advanced Research Grant

Spring 2017-Spring 2019

\$66,577 (awarded in UAE Dirhams)

UH Alternative Textbook Development Award

University of Houston Grant

Spring 2019-Summer 2020

Monetary award for the development of course materials as an alternative to a purchased textbook requirement.

New Faculty Start-Up Fund

University of Houston Division of Research

Fall 2016

USD \$39,886

Child Car Safety Seat Utilization in two GCC Countries: Oman and UAE

Role: Co-Principal Investigator

United Arab Emirates University and Sultan Qaboos University Partnership Grant

Awarded Spring 2015-Spring 2018

\$41,936 (total for both universities; awarded in UAE Dirhams)

Child Car Safety Seat Usage in the UAE: Behaviors, Knowledge, and Attitudes

Role: Principal Investigator

United Arab Emirates University Grant

Awarded Fall 2012-Fall 2014

\$5,443 (awarded in UAE Dirhams)

Exploring the Influence of Migrant Domestic Workers on the Well-being of UAE Citizen Children

Role: Co-Investigator

The Federal Demographic Council of the United Arab Emirates

Awarded Spring 2011-Spring 2014 (study terminated)

\$68,045 (awarded in UAE Dirhams)

The Lived Experience of Early Divorce among Citizens of the United Arab Emirates: A Qualitative Inquiry

Role: Principal Investigator

United Arab Emirates University Grant

Awarded Spring 2011-Spring 2013

\$3,266 (awarded in UAE Dirhams)

Monetary Awards

Council on Social Work Education Summer Leadership Scholar 2018

Harvard Institute of Higher Education, Management Development Program

Cambridge, MA, 2018

*Tuition scholarship**UH Provost's Travel Fund Award*

University of Houston, 2022; 2019; 2018; 2017

Support to present referred papers at conferences (international)

Young Researcher's Fellowship

Northern Research Forum, Anchorage, Alaska 2008

All expenses to participate in the 2008 Northern Research Forum in Anchorage, Alaska.

Invited Talks

Strategic Planning: Planning the Academic Semester

Department of Psychology and Social Work

University of Namibia

February 2023

Windhoek, Namibia

Alternative Paths to Leadership Panel

Council on Social Work Education

November 2019, Denver, CO

Preparing for the Academic Job Market

University of Houston

February 2019, Houston, Texas

Divorce in Emirati Society

Paris-Sorbonne University

May 2014, Abu Dhabi, UAE

What is the Face of Human Trafficking in the U.S.?

Human Trafficking Forum, Virginia Commonwealth University

March 2010, Richmond, VA

Human Trafficking in the United States and the Federal Government's Response

Sold into Sex, Slavery, and Adoption Forum, Virginia Commonwealth University

April 2009, Richmond, VA

Community Presentations for Public Impact

Social Networks, Financial Transactions, and Resiliency among Street Children in Bangladesh

Bangladesh Public Administration Training Centre (BPATC)

July 2018, Dhaka, Bangladesh

Recognizing and Responding to Child Abuse in UAE

Abu Dhabi Family Foundation

February 2014, Abu Dhabi, United Arab Emirates

Child Abuse in the Arab World

UAE University

April 2011, Al Ain, United Arab Emirates

Human Trafficking and the Trafficking Victims Protection Act
Avalon Domestic Violence Shelter
April 2009, Williamsburg, VA

Media Coverage of Research Demonstrating Public Impact

Tahirih Justice Center. (n.d.). Forced marriage in Dubai.
<https://preventforcedmarriage.org/forced-marriage-overseas-dubai/>

Rosenbaum, S.I. (March 10, 2018). In sex trade debate, everything old is new again. *Boston Globe*. Available at <https://www.bostonglobe.com/ideas/2018/03/10/sex-trade-debate-everything-old-new-again/gU6qtksT29u3dklr7az1hK/story.html>

Jakeman, Aimee. (September 6, 2016). Putting a price on reproduction: The global security market. *News Security Beat*. <https://www.newsecuritybeat.org/2016/09/putting-price-reproduction-global-surrogacy-market/>

Swan, Melanie. (May 22, 2016). Emiratis divorce for same reasons as couples around the world. *The National*. Available at <http://www.thenational.ae/uae/emiratis-divorce-for-same-reasons-as-couples-around-the-world>

BBC.com. (June 17, 2014). UAE: Parents reject free car seats. *BBC.com*. Available at <http://www.bbc.com/news/blogs-news-from-elsewhere-27874831>

Zacharias, A. (June 16, 2014). UAE road safety: Even giving away child seats for free failed. *The National*. Available at <http://www.thenational.ae/uae/transport/uae-road-safety-even-giving-away-child-seats-for-free-failed>

Zacharias, A. (January 26, 2014). Divorce in the United Arab Emirates. *The National*. Available at <http://www.thenational.ae/uae/courts/more-emirati-couples-divorce-before-their-wedding-day>

Ragan, T. (May 26, 2013). Nevada movement draws the line on human Trafficking *Las Vegas Review-Journal*. Available at <http://www.reviewjournal.com/news/las-vegas/nevada--draws-line-human-trafficking>

Law Students for Reproductive Justice. (2013). Emerging issues in reproductive law and policy. Available at http://lsrj.org/documents/factsheets/13_Emerging_Issues.pdf

Chen, Michelle. (June 16, 2010). Outsourcing birth to India. *Policy Innovations: A Publication of Carnegie Council*. Available at <http://www.policyinnovations.org/ideas/briefings/data/000169>

Conference Activity

Refereed Presentations

Najjarenejad, N. & Bromfield, N.F. (November 2023). Exploring Professional Insights on Child Marriage Among Syrian Refugees in Lebanon.
Council on Social Work Education Annual Program Meeting
Atlanta, Georgia

Bromfield, N.F. & Durate, F. (October 2022). Public Impact in Social Work Research and Scholarship to Promote and Contribute to the Sustainable Development Goals. Social Work Education and Social Development Conference. Seoul, Korea

Bromfield, N.F. & Reza, H. (January 2022). Trafficked, Tortured, Raped: A Qualitative Investigation of Police Brutality against Street-Connected Children in Bangladesh. Society for Social Work Research (SSWR) conference. Washington, D.C.

Najjarenejad, N. & **Bromfield, N.F.** (January 2022). Professional Stakeholders Perceptions of Child Marriage in Lebanon Among Syrian Refugees: A Qualitative Study Using Interpretive Description. Society for Social Work Research (SSWR) conference. Washington, D.C.

Bromfield, N.F. & Durate, F. (November 2021). Centering the Value of Public Impact Scholarship in Social Work Programs to Promote and Contribute to the Sustainable Development Goals. International Federation of Social Work Africa conference. Kigali, Rwanda [online].

Reza, H., **Bromfield, N.F.** & Bennett, L. (January 2020). Everyday Violence: Physical Violence and Verbal Abuse Against Bangladeshi Street-Connected Children. Society for Social Work Research (SSWR) conference. Washington, DC.

Bromfield, N.F. & Reza, H. (January 2020). When the Sworn Protector is the Abuser: Police Violence and Abuse Against Street-Connected Children in Bangladesh. Society for Social Work Research (SSWR) conference. Washington, DC.

Bromfield, N.F. & Reza, H. (August 2019). Street-Connected Children in Bangladesh and their Income Generating Activities: Exposure to Violence, Abuse, Exploitation, and Trafficking. 7th Conference of the International Society for Child Indicators. Tartu, Estonia

Reza, H. & **Bromfield, N.F.** (July 2019). How Street Children Build Everyday Resilience Under Conditions of Extreme Adversity: A Qualitative Exploration. 21st International Conference of International Consortium of Social Development Yogyakarta, Indonesia

Reza, H., **Bromfield, N.F.**, & Sultana, S. (July 2019). Abuse in Bangladeshi Elementary Schools: Emotional Abuse and Students' Reactions to it. 21st International Conference of International Consortium of Social Development Yogyakarta, Indonesia

Reza, H., & **Bromfield, N.F.** (January 2019). Abuse, Exploitation, and Risk: A Study of Street

Children Working in the Informal Economy in Bangladesh.
Society for Social Work Research (SSWR) Conference
San Francisco, California

Bromfield, N.F. (November 2018). Using Blogs as Data: A Content Analysis of Blogs Written by Commercial Gestational Surrogates.
Council on Social Work Education Annual Program Meeting
Orlando, Florida

Sultana, S., Reza, H. & **Bromfield, N.F.** (July 2018). Does Social Class Explain Corporal Punishment in Bangladeshi Elementary Schools?
Joint World Conference on Social Work Education and Social Development.
Dublin, Ireland

Reza, H. & **Bromfield, N.F.** (July 2018). Poverty, Vulnerabilities, and Resilience: Garnering survival resources through the use of social networks among Bangladeshi Street children.
Joint World Conference on Social Work Education and Social Development.
Dublin, Ireland

Bromfield, N.F. & Capous-Desyllas, M. (July 2018). Photovoice as a Pedagogical Tool: Exploring Personal and Professional Values with Social Work Students.
Joint World Conference on Social Work Education and Social Development.
Dublin, Ireland

Bromfield, N.F. & Rotabi, K.S. (January 2018). Interviews with Indian Gestational Surrogates: Exploitation or Entrepreneurship?
Society for Social Work and Research (SSWR) Conference
Washington, DC.

White, C., Mollhagen, A., & **Bromfield, N.F.** (November 2017). Assessing the Impact of a Scholarship Program for Students from Disadvantaged Backgrounds
Council on Social Work Education Annual Program Meeting
Washington, DC.

Bromfield, N.F., (July 2017). "Car Seats are Cruel" Child Safety Seat Nonuse or Misuse in a Transitional Nation
International Consortium for Social Development Biennial Conference
Zagreb, Croatia

Bromfield, N.F. (January 2017). Ensure Healthy Development for all Youth: Focus Groups with Emirati Women on Car-seat Usage in the United Arab Emirates
Society for Social Work and Research (SSWR) Conference
New Orleans, Louisiana

Reza, H. & **Bromfield, N.F.** (January 2017). Street Children and Resilience: A Study of Financial Transactions within Social Networks among Bangladeshi Street Children
Society for Social Work and Research (SSWR) Conference
New Orleans, Louisiana

Bromfield, N.F. & Capous-Desyllas, M (November 2016). The Use of Photovoice as a Pedagogical Tool in an Intercultural Social Work Classroom
Annual Program Meeting of the Council on Social Work Education
Atlanta, Georgia

Bromfield, N.F. & Mahmoud, M. (June 2016). Vulnerable Road Users and Social Development: A Study of Car Safety Seat Use in two Gulf Nations
Joint World Conference on Social Work, Education, and Social Development
Seoul, Korea

Sloan, L., **Bromfield, N.F.** & Rotabi, K. (June 2016). Development of Culturally Relevant Social Work Education Programs across the Globe
Joint World Conference on Social Work, Education, and Social Development
Seoul, Korea

Bromfield, N.F. (January 2016). A Labor of Love: A Content Analysis of Blogs by U.S. Gestational Surrogates
Society for Social Work and Research (SSWR) Conference
Washington, DC.

Bromfield, N.F. (November 2015). Vulnerable Road Users: A Study of Child Safety Seat Use in the UAE (invited)
The Third Forum on Traffic Safety: Youth and Traffic Safety
Dammam, Saudi Arabia

Bromfield, N.F. (October 2015). Child Safety Seat Usage in the Global South: A Social Development
Issue First International Joint Conference on Social Work and Social Development
East London, South Africa

Bromfield, N.F. & Capous-Desyllas, M. (July 2015). Exploring the Use of Photovoice for Social and Emotional Learning with Female Muslim Social Work Students
European Network for Social-Emotional Learning and Culture Conference
Lisbon, Portugal

Bromfield, N.F. (November 2014). The Nonuse of Child Car Safety Seats in a Transitional Nation: A Child Health Risk
Peercorps Trust Fund Safe Communities Conference (Postponed due to Ebola outbreak)
Arusha, Tanzania

Bromfield, N.F. (July 2014). Child Safety Seat Knowledge, Behaviors, and Attitudes in the United Arab Emirates
IJAS Multidisciplinary Conference
Venice, Italy

Bromfield, N.F. (July 2014). A Qualitative Inquiry of Lived Experiences: Bloggers on Surrogacy
IJAS Multidisciplinary Conference

Venice, Italy

Rotabi, K. & **Bromfield, N.F.** (October 2014). Global surrogacy, exploitation, Human Rights and International Private Law: A Pragmatic Stance and Policy Recommendations
International Conference on Social Sciences
Colombo, Sri Lanka

Bromfield, N.F. (June 2013). Car Seat Use in the United Arab Emirates: A Research Design
International Social Work Conference on Children and Youth
Phnom Penh, Cambodia

Bromfield, N.F. (April 2013). Utilizing Hofstede's Cultural Dimensions as a Teaching Guide in an Intercultural University Classroom
Academic Forum Conference
Williamsburg, Virginia

Bromfield, N.F. (November 2012). I have a Voice: Exploring Emirati Female Empowerment through Photovoice International Strengths-Based Social Work Conference
Kathmandu, Nepal

Bromfield, N.F. (June 2012). A Qualitative Analysis of Divorce in the United Arab Emirates: A Growing Trend Seventh International Conference on Interdisciplinary Social Sciences
Barcelona, Spain

Bromfield, N.F. (May 2011). Teaching Social Work in the Arabian Gulf: A Narrative of Professional Growth
Second Annual International Conference for Intercultural Studies
Porto, Portugal

Harrigan, M. & **Bromfield, N.F.** (October 2010). Global Social Work Sustainability: Including International Students in US MSW Programs
Annual Program Meeting of the Council on Social Work Education
Portland, Oregon

Bromfield, N.F. & Harrigan, M. (November 2009). Toward a Global Perspective: Challenges and Rewards of International MSW Students
Annual Program Meeting of the Council on Social Work Education
San Antonio, Texas

Bromfield, N.F. & Rotabi, K. (November 2008). Integrating Trafficking Legislation into the Policy Classroom and Field Setting
Annual Program Meeting of the Council on Social Work Education
Philadelphia, Pennsylvania

Bromfield, N.F. (September 2008). Human Trafficking Policies in Northern Countries Plenary
Fifth Northern Research Forum Open Assembly
Anchorage, Alaska

Bromfield, N.F. (March 2008). Integrating Human Trafficking Legislation into the Policy Practice Classroom
The Association of Baccalaureate Social Work Programs Annual Conference
Destin, Florida

Bromfield, N.F. (October 2007). The Problem of Sex Trafficking in the U.S.: Myth or Reality?
Annual Program Meeting of the Council on Social Work Education
San Francisco, California

Bromfield, N.F. (May 2007). The Forces and Factors Leading to the Making of U.S. Federal Human Trafficking Legislation: A Qualitative Study
Second International Qualitative Research Conference
Guanajuato, Mexico

Bromfield, N.F. (July 2006). U.S. Human Trafficking Legislation: A Review
International Federation of Social Workers Annual Conference
Munich, Germany

Bromfield, N.F. (June 2006). Human Trafficking Legislation: What it means for Social Workers
Influencing State Policy Conference
Washington, DC.

Teaching Experience

Course Lead

Leadership in Social Work
University of Houston

Course Development

Specialized Practice III (University of Namibia: BSW Face-to-Face Format)
Supervision and Administration (University of Namibia: MSW Hybrid Format)
Social Welfare Policy Analysis (University of Namibia: MSW Hybrid Format)
Dynamics of Leadership in Social Work (University of Houston: MSW Online Format)
Global Social Work: Women and Human Rights (University of Houston: MSW Online Format)
Human Trafficking in Global and U.S. Contexts (University of Houston: MSW Online Format)
Social Welfare Policy and Services: A World View (UAE University: MSW Hybrid Format)
Social Work Practice with Groups (UAE University: MSW Hybrid Format)
Directed Readings (UAE University: MSW Hybrid Format)
Intermediate (Qualitative) Research Methods (UAE University: MSW Hybrid Format)
Special Topics: Child and Family Welfare (UAE University: BSW Face-to-Face Format)
Special Topics: Intercultural and Interpersonal Communication for Social Workers (UAE University: BSW Face-to-Face Format)

Course Instruction Online Format

University of Houston Graduate College of Social Work (MSW)

Dynamics of Leadership in Social Work
Global Social Work: Women and Human Rights
Human Trafficking in Global and U.S. Contexts

Empowerment

Course Instruction Hybrid Format

University of Namibia Department of Psychology and Social Work (International MSW)

Supervision and Administration
Social Welfare Policy Analysis

United Arab Emirates University Department of Social Work (International MSW)

Social Welfare Policy and Services: A World View
Social Work Practice with Groups
Directed Readings
Intermediate Research Methods

Course Instruction Face-to-Face Format

University of Namibia (International BSW)

Specialized Practice III (University of Namibia: BSW Face-to-Face Format)

United Arab Emirates University Department of Social Work (International BSW)

Introduction to Humanitarian Social Work
Social Work Practice with Families and Groups
Social Welfare Policy
Introduction to Social Welfare
Social Work Capstone
Social Work Field Seminar
Special Topics: Child and Family Welfare
Special Topics: Intercultural and Interpersonal Communication for Social Workers

Virginia Commonwealth University School of Social Work (MSW)

Faculty Field Liaison
Independent studies for multiple students

Virginia Commonwealth University School of Social Work (BSW)

Faculty Field Liaison
Introduction to Social Work and Social Welfare
Oppressed Groups
Communication and the Helping Process

Graduate Student Supervision

Thesis Co-Supervisor: Brits, J.
Mental Health and the LGBTQ Population in Namibia: A Qualitative Exploratory Study
Department of Psychology and Social Work
University of Namibia

Thesis Supervisor: Kahima, F.
An Exploratory Study on the Contributing Factors Related to Physical and Emotional Violence Among Nuclear Families in Namibia
Department of Psychology and Social Work
University of Namibia

External Dissertation Examiner: Nulle, M.

An Exploration of the Perceptions of Caregivers Regarding the Psychosocial Support Needs of Hearing-Impaired Children: A Case Study in Ohangwena, Namibia

Department of Psychology and Social Work

University of Namibia

External Dissertation Examiner: Zibengwa, E.

Experiences Of Youth Participating in Combination Social Protection and HIV Prevention Programme in Resource-Constrained Settings of Gauteng Province

Department of Social Work

University of Fort Hare, South Africa

Dissertation Committee Member: Kimbrough, H.

Building, Maintaining, and Assessing Trusted Influence: A Grounded Theory of Clinical Social Workers on Interprofessional Behavioral Health Teams

Graduate College of Social Work

University of Houston

Service to the Profession

Committee Member on International Association of Schools of Social Work: International Projects Committee

November 2022-present

Consultant for School of Social Work for BSW and MSW CSWE accreditation

January 2021-present

Commissioner Council on Social Work Education Commission on Educational Policy (COEP)

July 2019-July 2022

Commissioner Council on Social Work Education Commission on Educational Policy (COEP)

July 2016-July 2019

Council on Social Work Education Joint EPAS 2022 Committee (commissioners from COEP and COA)

January 2018-January 2021

Ad Hoc External Reviewer for Promotion and Tenure

September 2019-present

Ad Hoc Peer Reviewer

Affilia: Journal of Women and Social Work, Journal of Human Rights and Social Work, Journal of Social and Personal Relationships, Encyclopedia of Social Work, International Social Work, Journal of Social Sciences; Social Work and Society

September 2012-present

Abstract Reviewer: Society for Social Work Research (SSWR) Conference

July 2018; July 2020

Federal Social Work Licensing Exam Developer, Dubai, United Arab Emirates
January 2014-Spring 2016

Abstract Reviewer, UAE Gender and Women's Studies Consortium Annual Conference
November 2011

Conference Planning Committee, UAE Gender and Women's Studies Consortium Annual
Conference
January-November 2011

Member-at-large, UAE Gender and Women's Studies Consortium
January 2011-May 2016

Phi Alpha Social Work National Honor Society
International Committee
Student Session Development Coordinator
2009-2010

Advisory Board Member, Phoenix Project
June 2008-August 2010

Textbook Reviewer, Rosenblum & Travis. *The Meaning of Difference* 5th edition.
October 2009

Clinical Faculty Member, The Phoenix Project, Social Entrepreneurship Education program, June-
July 2008

Abstract Reviewer, Council on Social Work Education, Annual Program Meeting
April-May 2008; April-May 2009; April-May 2011

President, Virginia Social Work Educators' Consortium
October 2009-August 2010

Treasurer, Virginia Social Work Educators' Consortium
October 2007-October 2009

Service to the University

University of Houston

Faculty Representative for Staff Council, Graduate College of Social Work
Spring 2021-Spring 2022

University of Houston Provost Travel Award Selection Committee (selected by Vice Provost)
Spring 2020-Spring 2022

University of Houston ASPIRE Institute for Global Engagement Conference Planning Committee
(selected by Provost)
Fall 2020-Spring 2022

University of Houston ASPIRE Institute for Global Engagement Steering Committee (selected by Provost)

Fall 2019-Spring 2022

Chair, Search Committee (search for tenure-track faculty members)

Fall 2016-Spring 2017; Fall 2018-Spring 2019; Fall 2021-Spring 2022

Chair, Self-Study Committee for CSWE Reaffirmation

Fall 2017-Fall 2021

Chair, MSW Curriculum Committee

Fall 2016-Spring 2020

Strategic Planning Committee

Fall 2016-Spring 2020

Graduate Associate Deans Committee (University-wide committee)

Summer 2016-Spring 2020

Graduate and Professional Studies Committee (University-wide committee)

Fall 2016-Spring 2019

United Arab Emirates University

Chair, Peer Evaluation of Teaching Sub-Committee (College-wide committee)

Spring 2016

Chair, Self-Study Committee

Spring 2015-Spring 2016

Faculty Search Committee

Spring 2015-Spring 2016

Chair, BSW Admissions Committee

Fall 2014-Spring 2016

Chair, MSW Admissions Committee

Spring 2014-Spring 2016

Faculty Advisor, MSW Student Association

Spring 2014-Spring 2016

Peer Evaluation of Teaching Committee (College-wide Committee)

Spring 2013-Spring 2016

Faculty Evaluation Committee

Fall 2012-Spring 2016

BSW/MSW Curriculum Committee
Fall 2010-Spring 2016

College Planning and Assessment Committee (College-wide Committee)
Fall 2010-Spring 2012

Virginia Commonwealth University

Faculty Advisor, Dual degree MSW/JD Program
August 2007-August 2010

Faculty Advisor, MSW/Non-Profit Management Certificate Program
August 2007-August 2010

Established Phi Alpha National Social Work Honor Society Chapter
August 2005

Faculty Advisor, Phi Alpha National Social Work Honor Society
January 2005-August 2010

Graduate Student Association Executive Council Member
January 2005-May 2005

Admissions Standing Committee
August 2007-August 2010

Grievance Committee
August 2005-August 2010

Social Justice Standing Committee
August 2005-May 2006

Chair, Endowed Scholarship Committee
January 2005-August 2010

BSW Program Committee
January 2005-August 2010

Hearst/Hartford Scholarship Committee
January 2005-August 2010

School Leadership Council
January 2005-August 2010

Faculty Search Committee
Summer-Fall 2005

VCU Truman Scholarship Selection Committee (University-wide Committee)
August 2005-August 2010

University Academic Regulations Appeals Committee (University-wide Committee)
January 2005-January 2009

International Studies Scholarship Selection Committee (University-wide Committee)
January 2005

University Advising Goals Project
January 2003-May 2003

Post-MSW Professional Practice Experience

Pet Loss Support Counselor, VCU Center for Human-Animal Interaction
Richmond, VA
2009-2010 (part-time for one year)

Volunteer: Case Management Support and Family Mentor (worked extensively with two refugee families)
Commonwealth Catholic Charities
Refugee Resettlement Program
Richmond, Virginia
2003-2005; 2007-2008 (part-time for three years)

Coordinator of Student Services (provided supportive counseling, among other social work-related duties to undergraduate students)
Department of Mass Communications, Virginia Commonwealth University
Richmond, VA
2001-2004 (full-time for three years)

Program Director: Educational Capacity Building Program for Emirati citizens, Embassy of the United Arab Emirates
Washington, DC
June 2000-November 2001 (full-time for one and a half years)

Professional Practice Experience

Program Assistant, Upward Bound, West Virginia University
Morgantown, WV
1999-2000

Academic Advisor for At-Risk Athletic Students and International Students, West Virginia University
Morgantown, WV
1998-2000

MSW Professional Internship, Caritas House, Inc. (services for people living with HIV/AIDS)
Morgantown, WV
1999-2000

Program Assistant, American Red Cross

Morgantown, WV
1995-1998

Professional Affiliations

The Council on Social Work Education (CSWE)
Society for Social Work and Research (SSWR)
International Association of Schools of Social Work (IASSW)
International Consortium for Social Development (ICSD)