

Lincoln University



FACULTY PROFILE FALL 2006

Presented to the
Lincoln University Board of Trustees
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Dr. Ivory V. Nelson
President

Dr. Grant D. Venerable, II
Vice President for Academic Affairs

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Lincoln University Faculty Profile – Fall 2006

As the driving force for the educational processes and intellectual traditions of the Institution since 1854, the Faculty is the core constituency that makes possible the work of the University through a variety of modes of instruction, academic advising, research, and service. It is the unwavering purpose of the Faculty to challenge students to achieve their optimum level of performance. The Lincoln University Faculty Profile for the Fall 2006 semester provides an overview of that corps of instruction, which comprises the Faculty roster, as well as descriptive captions for individual instructors. This document is prepared annually and submitted to the Board of Trustees. The data presented here describe the gender, racial and ethnic background, academic credentials, academic rank, tenure status, and age of the faculty, as well as the student-faculty ratio. Although their responsibilities and credentials are distinct from the rest of the faculty, librarians at Lincoln University hold faculty rank, as is the custom in many public institutions of higher education. For this reason, librarians are excluded from some of the analyses here.

I. Executive Summary

- **Faculty Size** – Fall 2006: 102 full-time faculty and 3 deans. (Fall of 2005: 103 full-time faculty)
- **Gender** – Fall 2006: 68% male and 32% female. (Fall of 2005: 65% male and 35% female)
- **Race and Ethnicity** – Fall 2006: 39% African Descendant, 32.4% Caucasian, 1.9% Hispanic 14.3% Asians/Middle Eastern and 12.4% undisclosed. (Fall of 2005: 48.5% African Descendant, 34% Caucasian, 1.9% Hispanic and 15.5% Asians/Middle Eastern)
- **Academic Background (Degrees)** – Fall 2006: 74% of the faculty (excluding librarians) hold doctorate degrees or the highest degrees offered in their areas of specialization; 26% hold master's degrees. (Fall of 2005: 75% doctorate degrees, 25% master's degrees)
- **Academic Rank** – Fall 2006, 55.3% in the senior ranks, associate professor and professor. (Fall of 2005: 56.3% in the senior ranks)
- **Tenure Status** – Fall 2006: 53% tenured. (Fall of 2005: 55% tenured)
- **Faculty Age** – Fall 2006: 61% 40-59 age group. (Fall 2005: 63% 40-59 age group)
- **Student-Faculty Ratio** – Fall of 2006: 16:1 and Fall of 2005: 16:1 student-faculty ratio (SFR). (Librarians, faculty holding administrative positions, and faculty teaching at the graduate level only are not included in this calculation)
- **Part-time Faculty** – Fall 2006: 98 part-time faculty members. (90 in Fall 2005)

II. Profile

Introduction

The data provided in this profile is a cross-sectional glimpse of the Lincoln University faculty across a variety of demographic parameters. In providing a five-year window, the reader is afforded opportunity to discern any changes that may have occurred over time. The focus is on the full-time faculty with only fleeting reference to the part-time faculty.

A. Faculty Size

Full-time faculty members are instructors who hold the faculty rank of Lecturer, Senior Lecturer, Instructor, Assistant Professor, Associate Professor, or Professor, whether visiting or permanent, and who are ordinarily responsible for teaching at least 12 credit hours per semester, unless released for some other purpose (academic or administrative assignment.)¹ Included in the count of full-time faculty are faculty with full-time administrative positions, for example, librarians, faculty teaching full-time in the Master of Human Services Program (MHS) and faculty on leave or sabbatical.

Ninety-eight (98) full-time faculty members are appointed to teach at the undergraduate level and seven (7) at the graduate level. The seven (7) librarians and three (3) full-time administrators are included in the count of faculty at the undergraduate level. (See Table 1.) While librarians teach students, they do not offer instruction that carries academic credit.

Table 1
Full-time Faculty Teaching
By Graduate and Undergraduate Status

Category	2002	2003	2004	2005	2006	Change	% Change
Undergraduate	89	90	88	96	98	2	2.1%
Graduate	6	6	7	7	7	0	0.0%
TOTAL	95	96	95	103	105	2	1.9%

Includes Librarians and Administrators

Source: Office of Institutional Research

According to the data contained in Table 1, we note an upward trend in the number of full-time faculty members from 2002 to 2006 and an increase of 1.9% from Fall 2005 to Fall 2006. As noted in Table 2 out of 105 full-time faculty members in 2006-2007, eighty-five (85) teach at the undergraduate level only, seven (7) teach at the graduate level only, three (3) hold full-time administrative appointments, and seven (7) are librarians. Information for previous years is provided in Table 2.

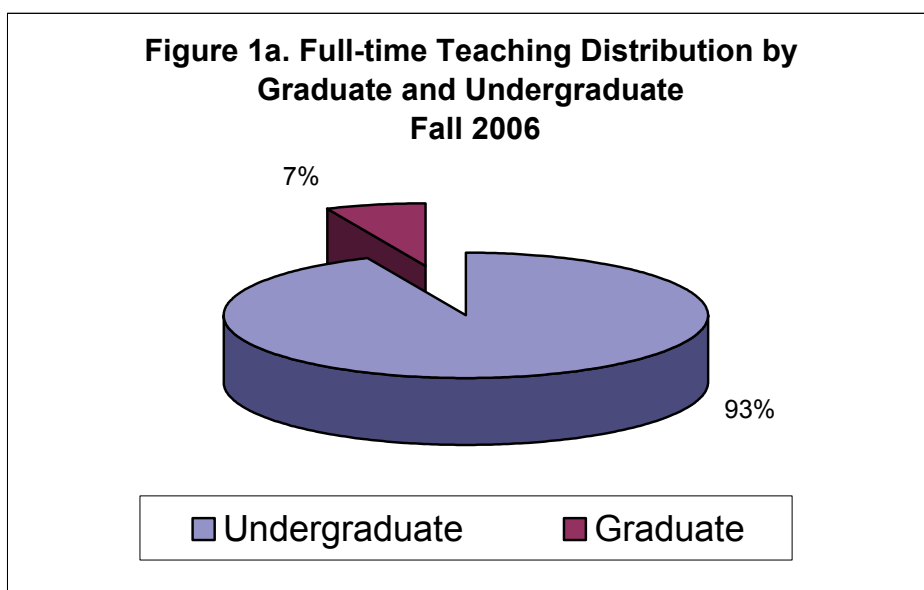
¹ This definition of full-time faculty members includes both tenured and tenure-track faculty. It does include those administrators who hold faculty appointments. The ranks Lecturer and Senior Lecturer are not tenure track positions.

Table 2

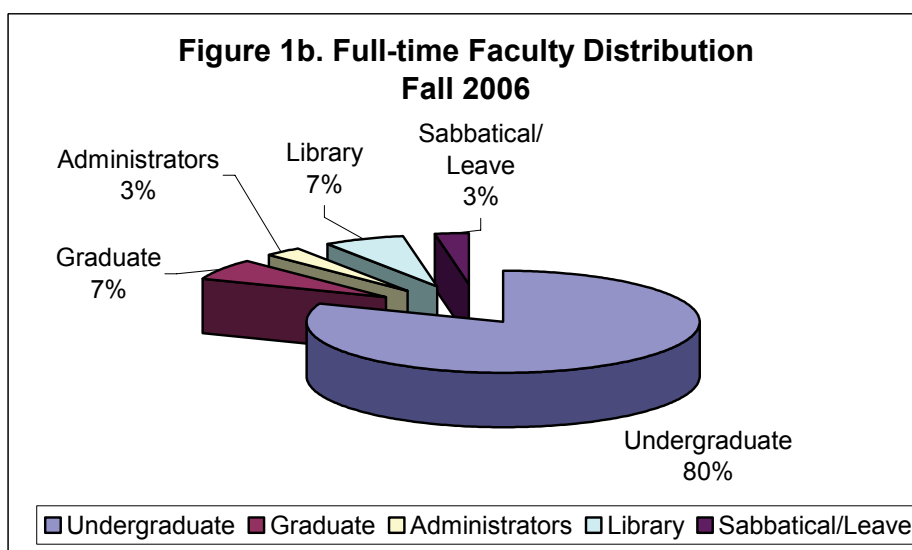
	Taught at Undergraduate Level Only	Taught at Graduate Level Only	Taught at Both Undergraduate and Graduate	Full-time Administrative Appointments	Librarians	On Leave / Sabbatical	Total
2006-2007	85	7		3	7	3	105
2005-2006	81	7	4	3	7	1	103
2004-2005	80	5		4	5	1	95
2003-2004	80	5		4	6	1	96
2002-2003	78	5		4	7	1	95

Source: Office of Institutional Research

The distribution of the faculty indicates that the majority of the full-time faculty members at Lincoln University teach at the undergraduate level. (See Figures 1a and 1b.)



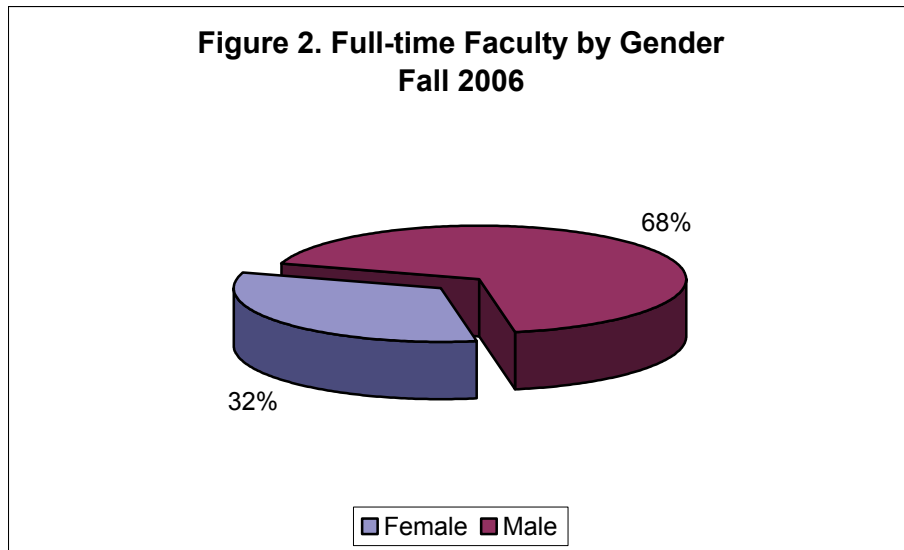
Source: Office of Institutional Research



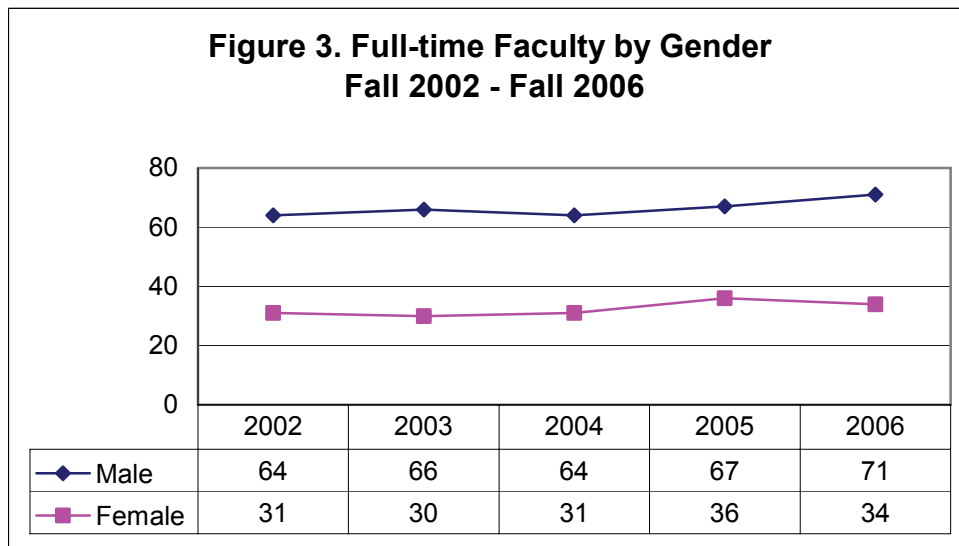
Source: Office of Institutional Research

B. Gender

In academic year 2006-07, the number and percentages of male and female full-time faculty are 71 (68%) and 34 (32%), respectively. (See Figure 2.) For the academic year 2005-06, the number and percentages of male and female full-time faculty are 67 (65%) and 36 (35%), respectively. For the academic year 2004-05, the number and percentages of the full-time male and female faculty were 64 (67%) and 31 (33%), respectively. For academic year 2003-04, the number and percentages of male and female full-time faculty were 66 (69%) and 30 (31%), respectively. For the academic year 2002-03, the number and percentages of male and female full-time faculty were 64 (67%) and 31 (33%), respectively.



Source: Office of Institutional Research



Source: Office of Institutional Research

C. Race and Ethnicity

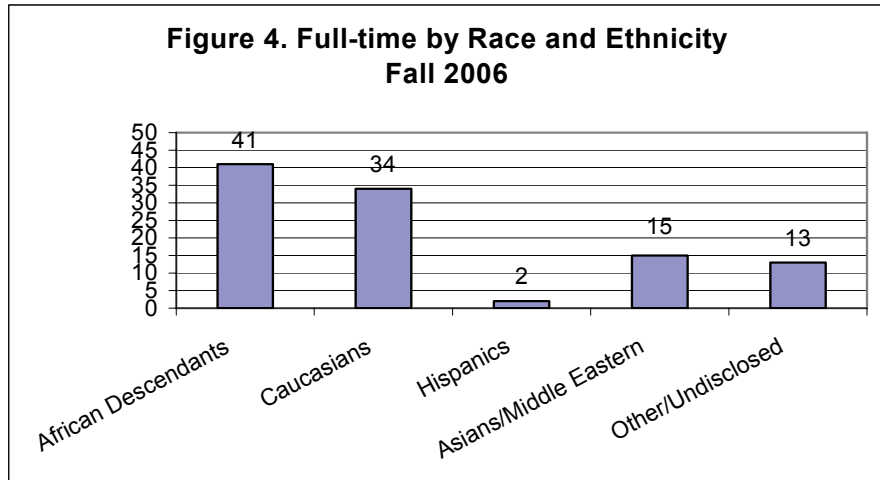
Lincoln University has an international faculty with representation from Bangladesh, China, India, Japan, Pakistan, Persia, Vietnam and the United States. Such a diverse representation exposes the Lincoln University student to a wide range of cultures and customs. Utilizing the racial/ethnic definitions in the Instruction Booklet to the Equal Employment Opportunity Commission (EEOC) Form 221, Higher Education Staff Information (EEO-6), there were, at the beginning of the 2006-07 academic year, 41 (39%) African Descendants, 34 (32.4%) Caucasians, 2 (1.9%) Hispanic, 15 (14.3%) Asians/Middle Eastern and 10 (12.4%) undisclosed. For comparison, in the 2005-06 academic year, 50 (48.5%) African Descendants, 35 (34%) Caucasians, 2 (1.9%) Hispanic and 16 (15.5%) Asians/Middle Eastern. In the 2004-05 academic year, 49 (51.6%) African Descendants, 30 (31.6%) Caucasians and 16 (16.8%) Asians/Middle Eastern. In the 2003-04 academic year, 48 (50%) African Descendants, 31 (32.3%) Caucasians and 17 (17.7%) Asians/Middle Eastern. In the 2002-03 academic year, there were 49 (51.6%) African Descendants, 29 (30.5%) Caucasians, 16 (16.8%) Asians/Middle Eastern and 1 (1.1%) Hispanic. (See Table 3.)

Table 3
Race and Ethnic Distribution
Fall 2002-Fall 2006

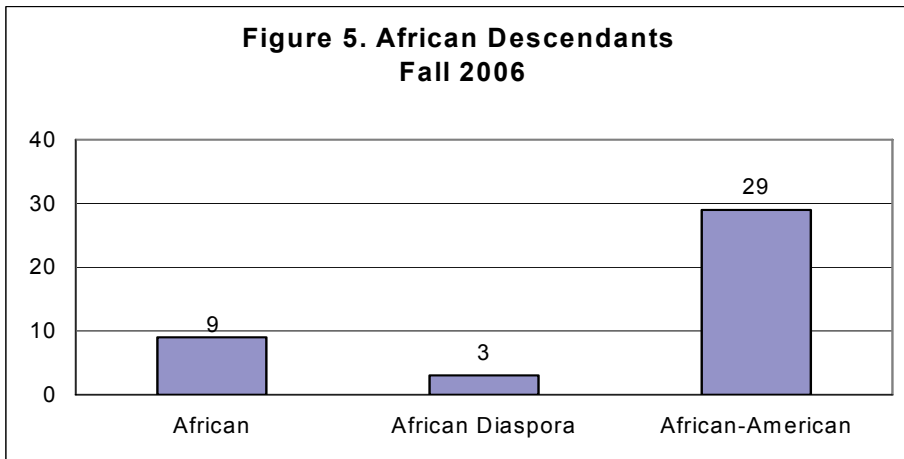
Faculty by Race	2002		2003		2004		2005		2006	
African Descendants	49	51.6%	48	50.0%	49	51.6%	50	48.5%	41	39.0%
Caucasians	29	30.5%	31	32.3%	30	31.6%	35	34.0%	34	32.4%
Hispanics	1	1.1%	0	0.0%	0	0.0%	2	1.9%	2	1.9%
Asians/Middle Eastern	16	16.8%	17	17.7%	16	16.8%	16	15.5%	15	14.3%
Other/Undisclosed	0	0.0%	0	0.0%	0	0.0%	0	0.0%	13	12.4%
TOTALS	95		96		95		103		105	

Source: Office of Institutional Research

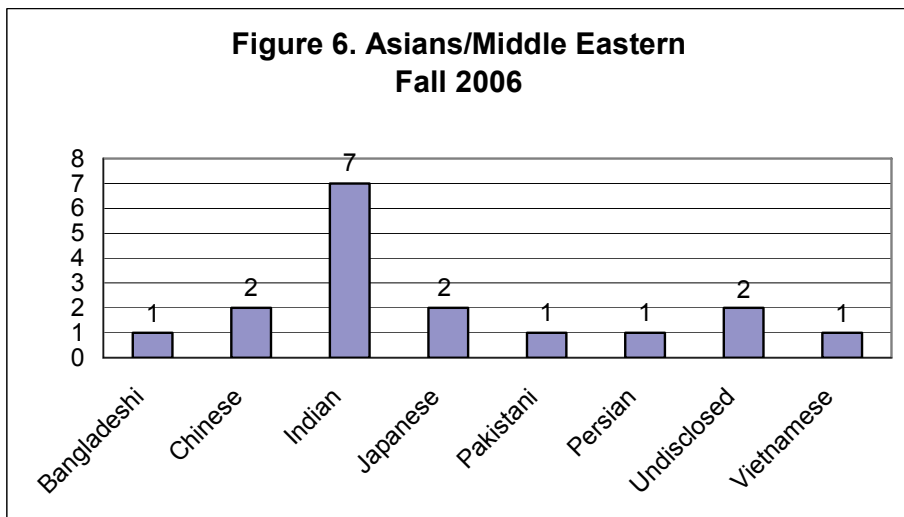
Figures 4-6 show Lincoln University's diverse faculty. Lincoln University's renewed emphasis on globalization through multi-cultural and international education is implemented not only through its curriculum but also through its diverse faculty.



Source: Office of Institutional Research



Source: Office of Institutional Research

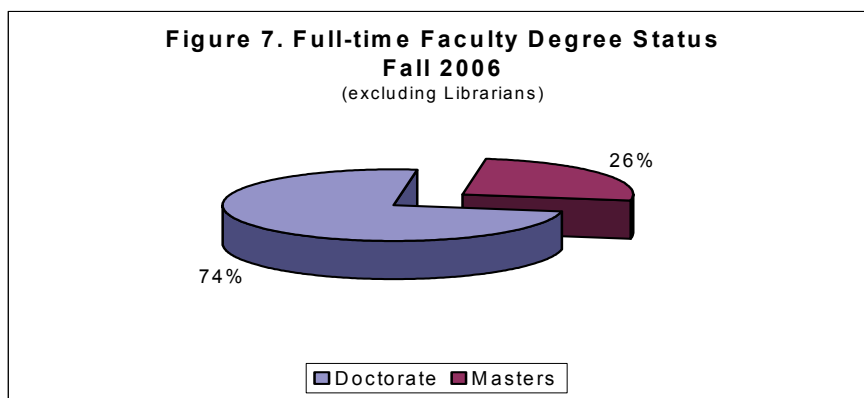


Source: Office of Institutional Research

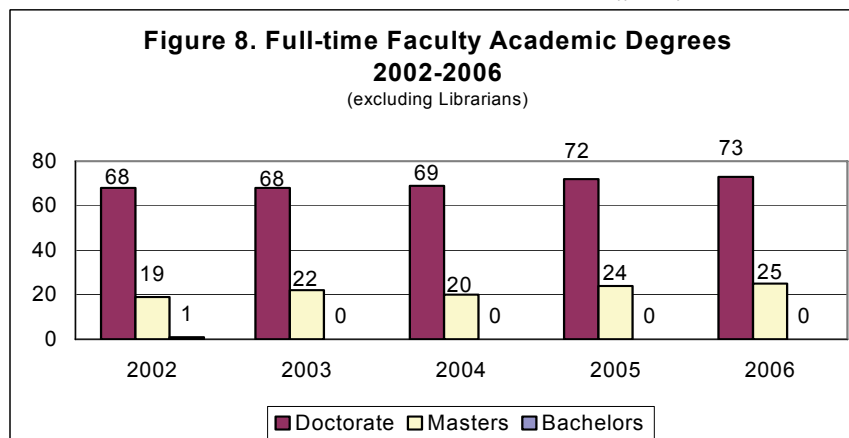
D. Academic Background (Degrees)

The current academic year (see Figure 7) (2006-2007) data indicate that 73 (74%) of the full-time faculty (excluding librarians) hold doctorate degrees (Ph.D., Ed.D., and D.V.M.) and 25 (26%) hold master's degrees (M.B.A., M.A., M.Ed., M.M., and M.F.A.) as the highest degree earned. The 2005-2006 academic year data indicate that 72 (75%) of the full-time faculty (excluding librarians) hold doctorate degrees (Ph.D., Ed.D., and D.V.M.) and 24 (25%) hold master's degrees (M.B.A., M.A., M.Ed., M.M., and M.F.A.) as the highest degree earned. The 2004-2005 academic year data indicate that 69 (77%) of the full-time faculty (excluding librarians) held doctorate degrees (Ph.D., Ed.D., and D.V.M.) and 21 (23%) held master's degrees (M.B.A., M.A., M.Ed., M.M., and M.F.A.) as the highest degree earned. The 2003-2004 academic year data indicate that 68 (76%) of the full-time faculty (excluding librarians) held doctorate degrees (Ph.D., Ed.D., and D.V.M.) and 22 (24%) held master's degrees (M.B.A., M.A., M.Ed., M.M., and M.F.A.) as the highest degree earned. The 2002-03 academic year data indicate that 68 (77%) of the full-time faculty (excluding librarians) held doctorate degrees (Ph.D., Ed.D., and D.V.M.), 19 (22%) held master's degrees (M.B.A., M.A., M.Ed., M.M., and M.F.A.) as the highest degree earned and 1 (1%) held the bachelor's degree only.

Currently, Lincoln University's seven (7) full-time graduate program faculty includes six (6) terminal degree holders, and one (1) master's degree holder.



Source: Office of Institutional Research



Source: Office of Institutional Research

Table 4 presents comparative data from other colleges on the percentage of their full-time faculty with doctorates (excluding librarians).

Table 4
Percentage of Full-time Faculty with Terminal Degrees (Doctorates, etc.)
A Comparative Analysis

Institution	Percentage
Franklin & Marshall	99%
Morehouse	84%
Spelman	83%
Morgan State	78%
Penn State (Main Campus)	77%
LINCOLN	75%
Cheyney	55%

Source: Office of Institutional Research

E. Academic Rank

According to Table 5, more than half (55.3%) of the full-time faculty are in the senior ranks, Associate Professor and Professor. For comparison in the 2005-2006 academic year, 56.3% of the full-time faculty were in the senior ranks, Associate Professor and Professor.

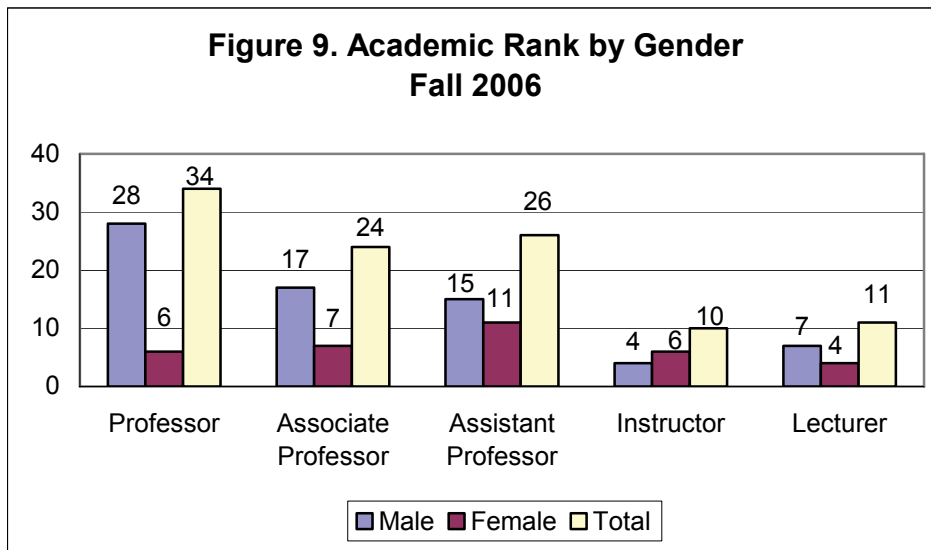
For the 2006-2007 academic year, the distribution of full-time faculty rank is: Professors 34 (32.4%), Associate Professors 24 (22.9%), Assistant Professors 26 (24.8%), Instructors 10 (9.5%), and Lecturers 11 (10.5%). For the 2005-2006 academic year, the distribution of full-time faculty rank is: Professors 35 (34%), Associate Professors 23 (22.3%), Assistant Professors 26 (25.2%), Instructors 6 (5.8%), and Lecturers 13 (12.6%). For the 2004-05 academic year, the distribution of full-time faculty was: Professors 34 (35.8%), Associate Professors 21 (22.1%), Assistant Professors 22 (23.2%), Instructors 5 (5.3%), and Lecturers 13 (13.7%). For the 2003-04 academic year, the distribution of full-time faculty was: Professors 35 (36.5%), Associate Professors 18 (18.8%), Assistant Professors 19 (19.8%), Instructors 9 (9.4%), Lecturers 14 (14.6%), and Others 1 (1.0%). For the 2002-03 academic year, the distribution of full-time faculty was: Professors 33 (34.7%), Associate Professors 21 (22.1%), Assistant Professors 19 (20.0%), Instructors 11 (11.6%), and Lecturers 11 (11.6%).

Table 5
Academic Rank
Fall 2002-Fall 2006

	2002		2003		2004		2005		2006	
Professor	33	34.7%	35	36.5%	34	35.8%	35	34.0%	34	32.4%
Associate Professor	21	22.1%	18	18.8%	21	22.1%	23	22.3%	24	22.9%
Assistant Professor	19	20.0%	19	19.8%	22	23.2%	26	25.2%	26	24.8%
Instructors	11	11.6%	9	9.4%	5	5.3%	6	5.8%	10	9.5%
Lecturers	11	11.6%	14	14.6%	13	13.7%	13	12.6%	11	10.5%
Other	0	0.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%
TOTALS	95		96		95		103		105	

Source: Office of Institutional Research

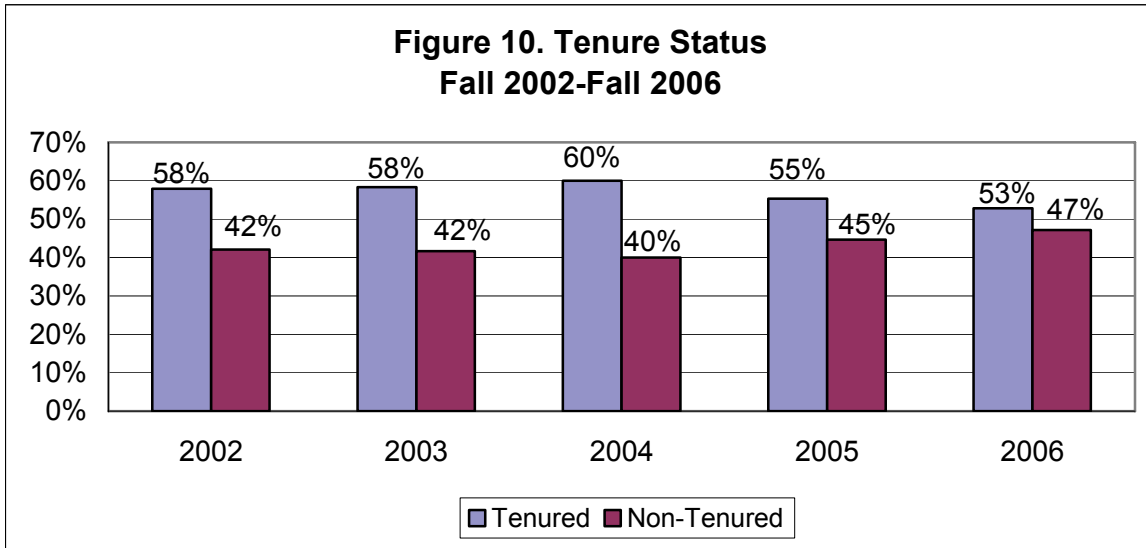
Figure 9 illustrates the breakdown of women and men by academic rank. Nationally, men outnumber women in the professional ranks. The ratio of men to women in the professional ranks at Lincoln University is reflective of this national trend.



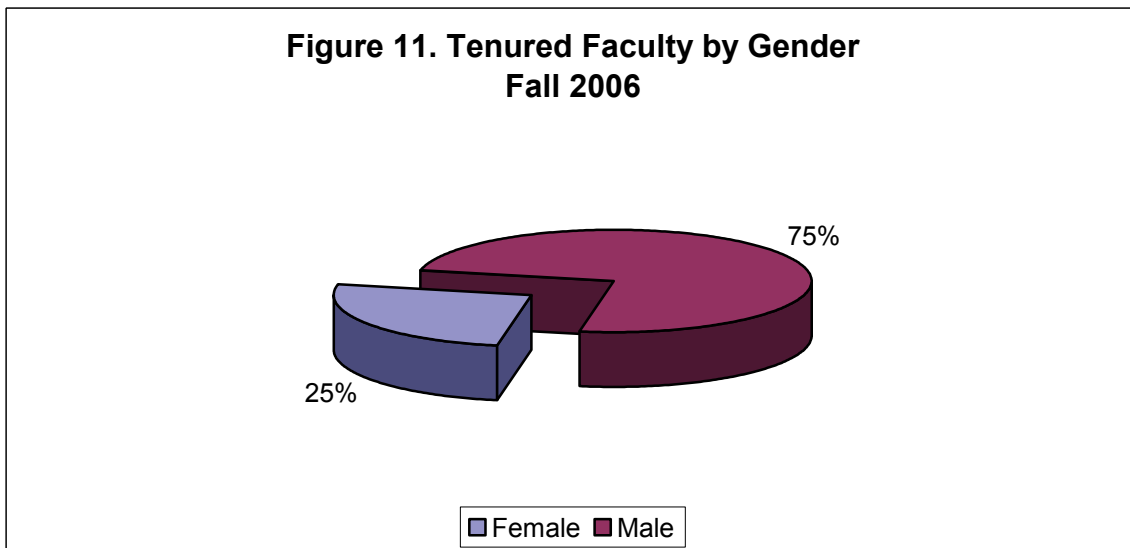
Source: Office of Institutional Research

F. Tenure Status

In 2006-07, 53% of the full-time faculty is tenured. In previous years this figure was 55% in 2005-2006, 60% in 2004-05, 58% in 2003-04, and 58% in 2002-03. (See Figure 10.) Of the 59 tenured faculty members, 44 (75%) are men and 15 (25%) are women. The ratio of tenured men to tenured women is more than 3 to 1 (Figure 11).



Source: Office of Institutional Research



Source: Office of Institutional Research

Colleges and universities pay attention to the percentage of tenured faculty for a variety of reasons, including maintaining room for renewal and reinvigoration of the instructional staff. Table 6 presents the tenure status at Lincoln for the Fall 2006 semester at each rank. Lincoln does not have a quota for tenured faculty.

Table 6
Tenured and Non-Tenured Faculty¹

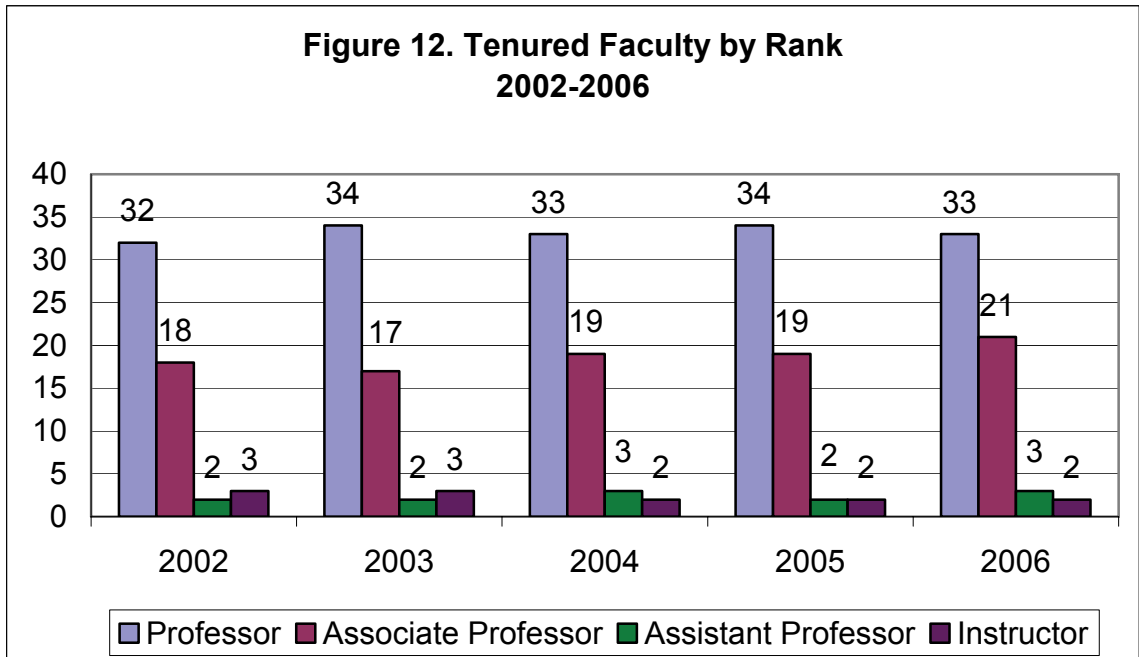
Rank	Count	Tenured		Non-Tenured	
		Count	Percentage	Count	Percentage
Professor	34	33	97.1%	1	2.9%
Associate Professor	24	21	87.5%	3	12.5%
Assistant Professor	26	3	11.5%	23	88.5%
Instructor	10	2	20.0%	8	80.0%
Lecturer	11	0	0.0%	11	100.0%
Total	105	59	56.2%	46	43.8%

¹ Includes Librarians

² Lecturer positions are non-tenure track

Source: Office of Institutional Research

Figure 12 provides a visual comparison of the tenured faculty by rank from Fall 2002 to Fall 2006.



Source: Office of Institutional Research

Comparative data for other institutions reporting percentages of their full-time faculty with tenure are presented in Table 7.

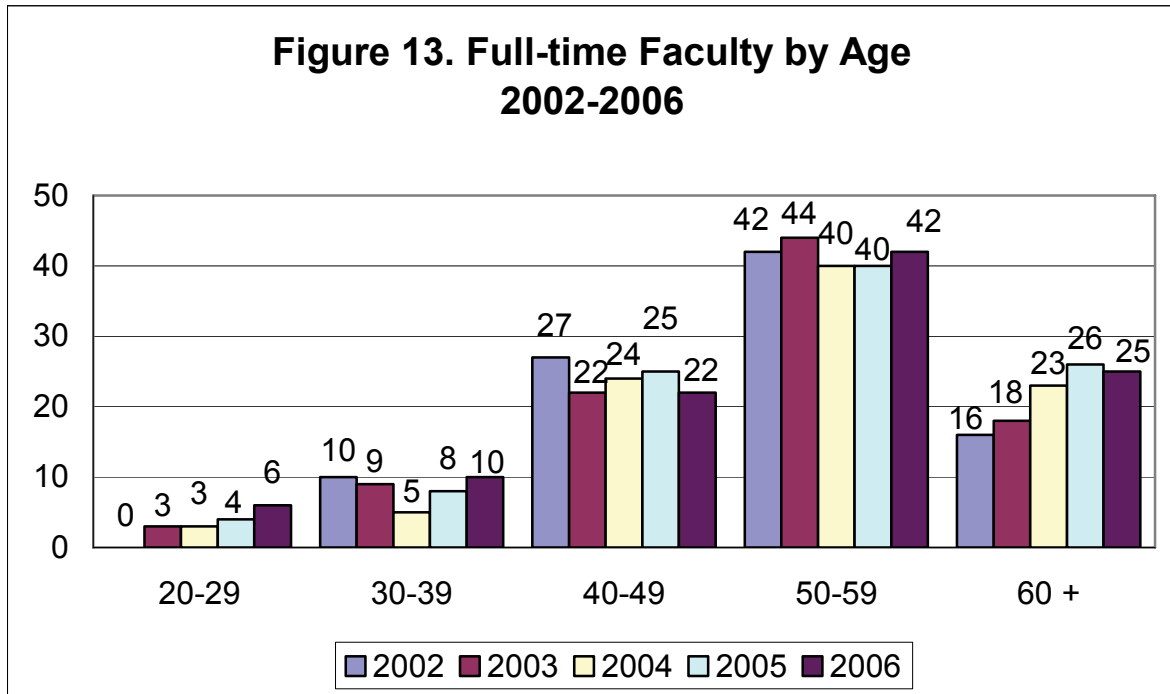
Table 7
Full-time Faculty that are Tenured
Comparative Data

Institution	Percentages
Morehouse	80%
Franklin & Marshall	68%
Cheyney	65%
LINCOLN	55%
Spelman	48%
Penn State (Main Campus)	39%
Morgan State	37%

Source: Office of Institutional Research

G. Faculty Age

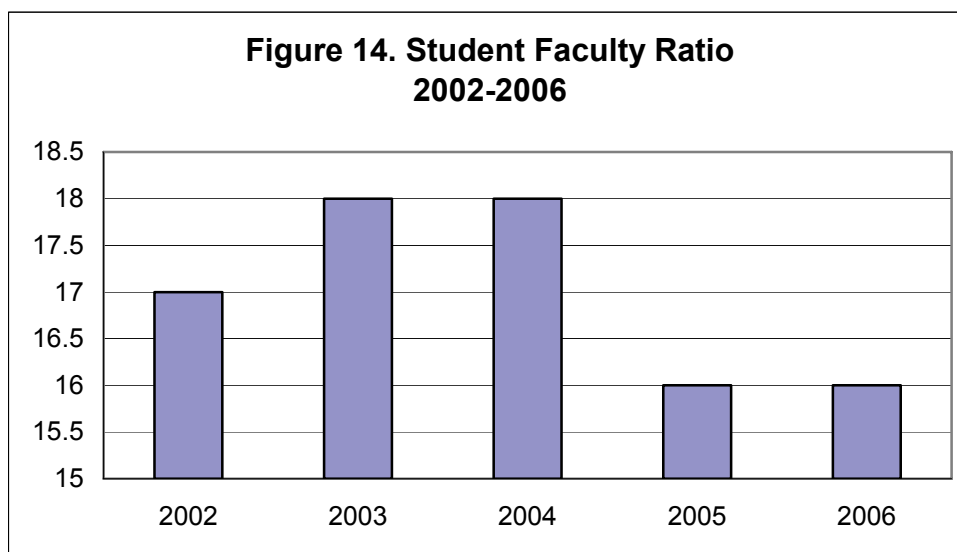
A significant portion of Lincoln University's full-time faculty falls between the ages of 40 and 59. (See Figure 13.)



Source: Office of Institutional Research

H. Student-Faculty Ratio

Lincoln University enjoys a 16:1 student-faculty ratio (SFR). The SFR is derived by dividing the total number of enrolled full-time equivalent undergraduate students by the total number of full-time equivalent faculty (not including librarians, full-time administrators with faculty rank and faculty who teach only graduate level courses).



Source: Office of Institutional Research

Table 8 presents comparative data on student-faculty ratios from selected colleges, including some historically black institutions.

Table 8

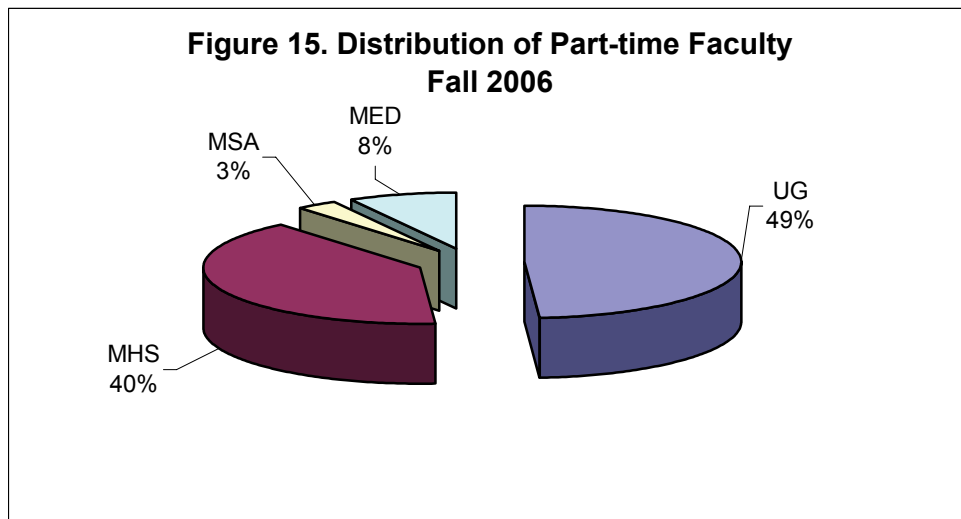
Institution	Ratio
Penn State (Main Campus)	17:1
LINCOLN	16:1
Morehouse	16:1
Cheyney	14:1
Morgan State	14:1
Spelman	11:1
Franklin & Marshall	11:1

Source: Office of Institutional Research

I. Part-time Faculty

The growth of programs at the Center for Graduate and Continuing Education and the additional faculty needed to teach the increased enrollment in the MHS program are among the reasons for the rising number of part-time faculty. In compliance with its institutional self-study for the Middle States Commission on Higher Education, the University seeks to reduce the proportion of part-time positions to achieve a more desired balance with full-time positions. This is one of the priorities of the Office of Academic Affairs.

The distribution of the part-time faculty by program is illustrated in Figure 15.



Source: Office of Institutional Research

III. 2006-07 Faculty Listing

A. Faculty by School

(Full-time)

School of Natural Sciences & Mathematics

BIOLOGY

Karen Baskerville (new)
Matthew Berezuk (new) (visiting)
John Chikwem (Dean, School of Natural Sciences & Mathematics)
Anna Hull
David Royer (Chair)
Susan Safford

CHEMISTRY

K. Ramachandra Bhat
Robert Langley (Chair)
Saligrama SubbaRao
Amar Tung

MATHEMATICS & COMPUTER SCIENCE

Tong Banh
Ali Barimani
Moses Haimbodi
Reginald Myrick
Goro Nagase
Timothy Niiler (new)
Fidelis Omuyeh (new)
Jawahar Pathak
Pallavi Pathak
Abdulalim Shabazz (Distinguished Prof.)
Laurellen Treisner (Chair)
Takayuki Yamauchi

PHYSICS

Mazharul Huq (Chair)
Helen Major
Lynn Roberts
Stanley Tsai
Willie Williams

School of Social Sciences & Behavioral Studies

BUSINESS & INFORMATION TECHNOLOGY

Robert Allen (visiting)
William Dadson
Jeffrey Hillard (visiting)
Ganga Ramdas
Oswald Richards (Chair)

EDUCATION

Joanne DeBoy (Chair)
Carol Ann George (new)
Rufus Jimerson
Emery Petchauer (new) (visiting)
Camika Royal (new) (visiting)
Nicole Stephens
Elizabeth Surplus
Judith Thomas (Dean, School of Social Sciences & Behavioral Studies)
Admasu Tucho
Patricia Lewis-West (new)

HEALTH, PHYSICAL EDUCATION & RECREATION

James Bednez
James DeBoy (Chair)
Yvonne Hilton
Heather Leininger-Digan
Jamie Mansell
Sally Wagner

HISTORY & POLITICAL SCIENCE

Donald Bradt
Todd Herring
Chieke Ihejirika
Levi Nwachuku (Chair)
Daryl Poe
Frederick Walton

PSYCHOLOGY

Lennell Dade
Kevin Favor (Chair)
Denise Gaither-Hardy
Penelope Kinsey (Sabbatical Fall 06)
Delroy Loudon (Sabbatical Spring 07)

School of Social Sciences & Behavioral Studies (**continued**)

SOCIOLOGY & ANTHROPOLOGY

Emmanuel Babatunde

Anthony DiFilippo

Terrance Johnson

Patricia Joseph (Chair)

Robert Millette

Zoran Milovanovich

School of Humanities & Graduate Studies

ENGLISH & MASS COMMUNICATIONS

Serajul Bhuiyan
Marilyn Button (Chair)
Susan Chikwem
William Donohue (new)
Jason Esters (new)
Jeffrey Hoogeveen
Marie Nigro
Benson Prigg
Oluropo Sekoni (Sabbatical Fall 06)
Kaukab Siddique
J. Kenneth VanDover (Sabbatical Spring 07)
Cynthia Whitesel
Gladys Willis (Dean, School of Humanities & Graduate Studies)

FOREIGN LANGUAGES & LITERATURES

Abbes Maazaoui (Chair)
Maria Poza
Jose Ramos (visiting)

MASTER OF HUMAN SERVICES

Efthimia Bastas (medical leave)
Szabi Ishtai-Zee
Violet Plantz
Virginia Smith (Chair)
Linda Stine
Frank Worts

PHILOSOPHY & RELIGION

Dana Flint
Safro Kwame
Melvin Leaman
Gwinyai Muzorewa (Chair)

VISUAL & PERFORMING ARTS

Alvin Amos
Maryanne Buschini (new)
Jeffrey Chapp
William Garcia
Henry Johnson (new) (visiting)
Rita McKinley-Pride (visiting)
Charles Pettaway (Interim Chair)

B. Full-time Faculty – Years in Rank

<u>PROFESSORS</u>	<u>FIRST YEAR IN RANK</u>
Judith Thomas	1979
Goro Nagase	1984
Saligrama SubbaRao	1984
Willie Williams	1984
Gladys Willis	1985
Alvin Amos	1989
William Dadson	1989
J. Kenneth Van Dover	1989
Penelope Kinsey	1991
Robert Millette	1991
Lynn Roberts	1991
Levi Nwachuku	1992
Oluropo Sekoni	1993
Dana Flint	1994
Anthony DiFilippo	1995
Linda Stine	1995
Delroy Louden	1997
Abdulalim Shabazz (Distinguished Prof.)	1997
Szabi Ishtai-Zee	1998
Gwinyai Muzorewa	1998
Emmanuel Babatunde	1999
Marilyn Button	1999
John Chikwem	1999
Zoran Milovanovich	1999
David Royer	1999
James DeBoy	2000
K. Ramachandra Bhat	2001
Mahinder Chopra	2001
William Garcia	2001
Robert Langley	2002
Ganga Ramdas	2002
Patricia Joseph	2003
Serajul Bhuiyan	2005
Mazharul Huq	2005
 <u>ASSOCIATE PROFESSOR</u>	
Stanley Tsai	1990
Safro Kwame	1995
Kevin Favor	1997
Marie Nigro	1997
Abbes Maazaoui	1999
Virginia Smith	1999
Jeffrey Chapp	2000

ASSOCIATE PROFESSORS (cont.)FIRST YEAR IN RANK

Jeffrey Hoogeveen	2001
Robert Neal Carlson	2002
Lennell Dade	2002
Charles Pettaway	2002
Benson Prigg	2002
Susan Safford	2002
Kaukab Siddique	2002
Laurellen Treisner	2003
Oswald Richards	2004
Efthimia Bastas	2004
Tong Banh	2005
Joanne DeBoy	2005
Patrick Hall	2005
Sally Wagner	2005
Donald Bradt	2006
Todd Herring	2006
Daryl Poe	2006

ASSISTANT PROFESSOR

Violet Plantz	1996
Melvin Leaman	2001
Terrance Johnson	2003
Jawahar Pathak	2003
Ali Barimani	2004
Helen Major	2004
Chieke Ihejirika	2004
Rufus Jimerson	2004
Admasu Tucho	2004
Amar Tung	2004
Frederick Walton	2004
Takayuki Yamauchi	2004
Robert Allen (visiting)	2005
Jeffrey Hillard (visiting)	2005
Anna Hull	2005
Joseph McIlhenney	2005
Susan Pevar	2005
Maria Poza	2005
Nicole Stephens	2005
Elizabeth Surplus	2005
Karen Baskerville (new)	2006
Matthew Berezuk (new) (visiting)	2006
Carol Ann George	2006
Moses Haimbodi	2006
Patricia Lewis-West (new)	2006
Elizabeth Pitt	2006

INSTRUCTOR

Denise Gaither-Hardy
Albert Bryson
Reginald Myrick
Yvonne Hilton
Heather Leininger-Digan
Maryanne Buschini (new)
Henry Johnson (new) (visiting)
Pallavi Pathak
Emery Petchauer (new) (visiting)
Camika Royal (new) (visiting)

FIRST YEAR IN RANK

1984
1987
2001
2005
2005
2006
2006
2006
2006
2006

LECTURER

Frank Worts
Susan Chikwem
Jamie Mansell
Cynthia Whitesel
James Bednez
Rita McKinley-Pride (visiting)
Jose Ramos (visiting)
William Donohue (new)
Jason Esters (new)
Timothy Niiler (new)
Fidelis Omuyeh (new)

2002
2004
2004
2004
2005
2005
2005
2006
2006
2006
2006

C. Full-time Faculty by Rank and Employment Start Date

<u>PROFESSOR</u>	<u>START DATE</u>
Mahinder Chopra	1965
Penelope Kinsey	1966
Saligrama SubbaRao	1969
Goro Nagase	1971
Judith Thomas	1974
Willie Williams	1974
James DeBoy	1975
Gladys Willis	1977
Szabi Ishtai-Zee	1978
J. Kenneth Van Dover (Sabbatical)	1978
Dana Flint	1979
Linda Stine	1979
David Royer	1981
Ganga Ramdas	1983
Anthony DiFilippo	1984
Robert Millette	1984
Marilyn Button	1985
Patricia Joseph	1985
Robert Langley	1985
Lynn Roberts	1985
K. Ramachandra Bhat	1986
Alvin Amos	1989
William Dadson	1989
Oluropo Sekoni	1989
Levi Nwachuku	1990
Emmanuel Babatunde	1994
Zoran Milovanovich	1994
John Chikwem	1995
Mazharul Huq	1995
Delroy Loudon	1997
Abdulalim Shabazz (Distinguished Prof.)	1997
Gwinyai Muzorewa	1998
William Garcia	2001
Serajul Bhuiyan	2005

ASSOCIATE PROFESSOR**START DATE**

Stanley Tsai	1959
Marie Nigro	1983
Robert Neal Carlson	1984
Kaukab Siddique	1985
Kevin Favor	1989
Safro Kwame	1989
Charles Pettaway	1989
Sally Wagner	1990
Virginia Smith	1991
Susan Safford	1993
Jeffrey Chapp	1995
Lennell Dade	1995
Abbes Maazaoui	1995
Benson Prigg	1996
Efthimia Bastas	1998
Jeffrey Hoogeveen	1998
Oswald Richards	1999
Laurellen Treisner	1999
Tong Banh	2000
Donald Bradt	2001
Todd Herring	2001
Daryl Poe	2001
Joanne DeBoy	2005
Patrick Hall	2005

ASSISTANT PROFESSOR

Ali Barimani	1986
Violet Plantz	1992
Susan Pevar	2000
Elizabeth Pitt	2000
Robert Allen (visiting)	2001
Terrance Johnson	2001
Melvin Leaman	2001
Jawahar Pathak	2003
Amar Tung	2003
Takayuki Yamauchi	2003
Chieke Ihejirika	2004
Rufus Jimerson	2004
Helen Major	2004
Admasu Tucho	2004
Frederick Walton	2004
Jeffrey Hillard (visiting)	2005
Anna Hull	2005
Joseph McIlhenney	2005
Maria Poza	2005

ASSISTANT PROFESSOR (cont)**START DATE**

Nicole Stephens	2005
Elizabeth Surplus	2005
Karen Baskerville (new)	2006
Matthew Berezuk (new) (visiting)	2006
Carol Ann George (new)	2006
Moses Haimbodi	2006
Patricia Lewis-West (new)	2006

INSTRUCTOR

Denise Gaither-Hardy	1984
Albert Bryson	1987
Reginald Myrick	2001
Yvonne Hilton	2005
Heather Leininger-Digan	2005
Maryanne Buschini	2006
Henry Johnson (new) (visiting)	2006
Pallavi Pathak	2006
Emery Petchauer (new) (visiting)	2006
Camika Royal (new) (visiting)	2006

LECTURER

Frank Worts	2002
Susan Chikwem	2004
Jamie Mansell	2004
Cynthia Whitesel	2004
James Bednez	2005
Rita McKinley-Pride (visiting)	2005
Jose Ramos (visiting)	2005
William Donohue (new)	2006
Jason Esters (new)	2006
Timothy Niiler (new)	2006
Fidelis Omuyeh (new)	2006

D. New Full-time Faculty by Department

BIOLOGY

Karen Baskerville - Assistant Professor

Matthew Berezuk - Visiting Assistant Professor

EDUCATION

Carol Ann George - Assistant Professor

Emery Petchauer - Visiting Assistant Professor

Camika Royal - Visiting Instructor

Patricia Lewis-West – Assistant Professor

ENGLISH & MASS COMMUNICATIONS

William Donohue - Lecturer

Jason Esters -Lecturer

MATHEMATICS & COMPUTER SCIENCE

Timothy Niiler - Lecturer

Fidelis Omuyeh - Lecturer

VISUAL & PERFORMING ARTS

Maryanne Buschini – Lecturer

Henry Johnson – Visiting Instructor

E. Full-time Faculty

1. Biology

Karen Baskerville

Assistant Professor

John O. Chikwem - T

Ph.D., Ohio University

Professor and **Dean of Natural Sciences & Mathematics**

- ◆ Microbiology.
- HIV/AIDS Epidemiology, Medical Microbiology, Immunology.

Anna Hull

Ph.D., Boston University

Assistant Professor

- Plant Molecular Biology.

David F. Royer - T

Ph.D., Lehigh University

Professor and **Chairperson**

- ◆ Biology.
- Microbial Ecology, Environmental Science, Aquatic Biology, Pollution Microbiology.

Susan E. Safford - T

Ph.D., University of Texas

Associate Professor

- ◆ Zoology/Physiology.
- Physiology, Endocrinology, Cell Culture, Molecular Biology.

2. Chemistry

K. Ramachandra Bhat - T

Ph.D., Rutgers University

Professor

- ◆ Physical Biochemistry
- Enzymology; Mammalian DNA Damage and Repair.

Robert Langley - T

Ph.D., Howard University

Professor and **Chairperson**

- ◆ Inorganic Chemistry.

Saligrama C. SubbaRao - T

Ph.D., University of London

Professor

- ◆ Physical Inorganic Chemistry.
- Kinetics; Catalysis; HPLC.

Amar S. Tung

Ph.D., University of Illinois Medical Center

Assistant Professor

- ◆ Biochemistry.
- Biochemistry of cell culture, Enzymology, Biotechnology.

3. Business & Information Technology

William K. Dadson - T

Ph.D., University of Denver

Professor

- ◆ International Economics.
- International Economic Management and Development.

Ganga P. Ramdas - T

Ph.D., Temple University

Professor

- ◆ Economics and Taxation.
- Monetary Economics, International Trade & Finance Econometrics, Special Interest Property Rights and Economic Behavior.

Oswald H. Richards - T

Ph.D., University of Pennsylvania

Associate Professor and **Chairperson**

- ◆ Management, Finance, Education.
- Strategic Management, Investments, General Management Information Technology, Higher Education.

4. Education

Joanne DeBoy

Ed.D., Temple University

Associate Professor and **Chairperson**

- ◆ Education, Reading, and Administration

Carol Ann George

Assistant Professor

Rufus O. Jimerson

Ed.D., Rutgers – The State University of New Jersey

Assistant Professor

- ◆ Educational Administration & Supervision (School Finance & Equity)
- The Socio-Economic Impact of High Stakes Testing on Minority Education, Education Finance and Equity, African American History, Culture and Life.

Patricia Lewis-West

Assistant Professor

Nicole Stephens

Ph.D., Ohio State University

Assistant Professor

- ◆ Education
- Black Poetry, Affirmative Action, Teacher Education, Reading, Literature, Culture, Educational Psychology, and Education and Spirituality.

Elizabeth Surplus

Ed.D., Rowan University

Assistant Professor

- ◆ Educational Leadership.
- Literacy Pre-K to 12, Student Engagement, Building Community, Developing Relationships.

Judith A. W. Thomas - T

Ed.D., West Virginia University

Professor and **Dean of Social Sciences & Behavioral Studies**

- ◆ Speech Education.
- Oral Language Proficiency, Multicultural Education, African-American Experience, Education and Urban Schools.

^GAdmasu E. Tucho

Ed.D., Temple University

Assistant Professor

- ◆ Educational Leadership & Policy Studies.
- Supervision and International Education.

5. English & Mass Communications

Serajul Bhuiyan

Ph.D., University of Wisconsin

Professor

- ◆ Mass Communications

Marilyn D. Button - T

Ph.D., University of Delaware

Professor and **Chairperson**

- ◆ Victorian Literature.
- Victorian Literature, Biblical Literature.

Susan Chikwem

M.A., Ohio University

Lecturer

- ◆ Applied Linguistics.
- Applied Sociolinguistics relating to the teaching of college level and remedial composition.

William Donahue

Lecturer

Jason Esters

Lecturer

Jeffrey L. Hoogeveen - T

Ph.D., University of Rhode Island

Associate Professor

- ◆ Rhetoric and Composition (English).
- Rhetoric and Composition.

Marie A. Nigro - T

Ph.D., Indiana University of Pennsylvania

Associate Professor

- ◆ Rhetoric & Linguistics.
- TESOL, Linguistics, Rhetoric/Composition, Native American Literature & Culture.

Benson W. Prigg - T

Ph.D., Bowling Green State University

Associate Professor

- ◆ Ethnic Literature.
- Writing the presentations and playwrights from the Langston Hughes Playwrights workshop.

Oluropo Sekoni - T

Ph.D., University of Wisconsin

Professor

- ◆ Anglophone Literature.
- English & Communication, Literacy & Cultural Studies.

Kaukab Siddique - T

Ph.D., Dalhousie University

Associate Professor

- ◆ English.
- 19th Century British Literature.

***J. Kenneth VanDover - T**

Ph.D., Bryn Mawr College

Professor

- ◆ English and American Literature.
- English and American Literature, Popular Literature - Detective Fiction.

Cynthia Whitesel

Ph.D. Candidate, University of Maryland

Lecturer

- ◆ Education Policy and Leadership-Curriculum Theory.
- Classroom Learning and Teaching, Teaching Writing, Teaching and Learning with Technology.

Gladys J. Willis - T

Ph.D., Princeton University

Professor and **Dean of Humanities & Graduate Studies**

- ◆ English Literature.
- Middle English, Renaissance Literature, Seventeenth Century Literature, English Composition, Christian Theology.

6. Foreign Languages & Literatures

Abbes Maazaoui - T

Ph.D., University of Provence, France

Associate Professor and **Chairperson**

- ◆ French Literature and Linguistics.
- Modern French Literature and Francophone Literature of Sub-Saharan Africa, North Africa and the Caribbean.

Maria C. Poza

Ed.D., West Virginia University

Assistant Professor

- Foreign/Second Language, Teaching and Learning, Instructional Technology.

7. Health, Physical Education & Recreation

James Bednez

MS, Slippery Rock University

Lecturer

- ◆ Exercise and Wellness Promotion.
- Exercise Performance, Obesity, Endurance, Physiology

James L. DeBoy - T

Ph.D., University of Delaware

Professor and **Chairperson**

- ◆ Human Development.
- Student Retention, Alcohol Abuse Prevention, Student Learner Outcomes, Metacognition.

Yvonne R. Hilton

M.A., University of Delaware

Instructor

- ◆ Physical Education – Professional Development.
- Health and Physical Education, Relationship Counseling.

Heather Leininger-Digan

Ph.D., Temple University

Instructor

- ◆ Health Education.
- Health Education – Health Promotion.

Jamie Mansell

M.S., Temple University

Lecturer

- ◆ Athletic Training.
- Blood Plasma Proteins (S-100B & GFAP), Concussion in Sports.

Sally B. Wagner - T

Ed.D., Temple University

Associate Professor

- ◆ Health Education.
- Nutrition (Obesity), Fitness, Wellness.

8. History & Political Science

Donald Bradt

Ph.D., University of Alabama

Associate Professor

- ◆ Political Science.
- Latin American Politics, Political Development, Democratization, and International Political Economy.

Todd A. Herring

Ph.D., Mississippi State University

Associate Professor

- ◆ History.
- Nineteenth Century American South, Civil Rights, Ancient Near East and Western Civilization.

Chieke Ihejirika

Ph.D., Temple University

Assistant Professor

- ◆ Political Science.
- Comparative Politics, Political Theory, African-American Politics, International Politics, Terrorism, African Politics, Pan-Africanism.

Levi A. Nwachuku - T

Ph.D., Michigan State University

Professor and **Chairperson**

- ◆ African History.
- African and African American Contemporary History; Military in African Politics.

D. Zizwe Poe

Ph.D., Temple University

Associate Professor

- ◆ Africalogy.
- Pan-Africanism and the Life and Times of Kwame Nkrumah.

Frederick Walton

Ph.D., Purdue University

Assistant Professor

- ◆ Political Science – American Politics.
- Legislative Politics, Black Political Leadership, the Congressional Black Caucus and Other Minority/African Groups in Legislative Bodies.

9. Library

Albert M. Bryson - T

M.S.L.S., University of Kentucky

Instructor

- ◆ Library Science.
- Cataloging.

R. Neal Carlson - T

M.S.L.S., Villanova University

Associate Professor

- ◆ Library/Information Science.
- Library Reference, Library Department (Serials).

Mahinder S. Chopra - T

M.S., Villanova University

Professor

- ◆ Information Scientist.

Patrick Hall

M.S.L.S., University of Washington

Associate Professor and **Director**

- ◆ Library Science.
- Bibliography Instruction.

Joseph V. McIlhenney

M.S.L.S., Clarion University

Assistant Professor

- ◆ Library Science

Susan G. Pevar

M.A., West Chester University

Assistant Professor

- ◆ Archivist.
- Lincoln University History.

Elizabeth Pitt

M.S.L.S., Columbia University

Assistant Professor/Acquisitions Librarian

- ◆ Library Science.

10. Master of Human Services

***^GEfthimia Bastas - T**

Ph.D., Temple University

Associate Professor

- ◆ Women's Studies, Addictions, Trauma, Cross-Cultural Issues.

^GSzabi Ishtai-Zee - T

Ph.D., Union Graduate School

Professor

- ◆ Clinical and Counseling Psychology.

^GViolet W. Plantz - T

Ph.D., Walden University

Assistant Professor

- ◆ Human Services.
- Racial Identity Theories, Cultural Competence, Counseling Skills.

^GVirginia J. Smith - T

Ph.D., University of Pennsylvania

Associate Professor and **Chairperson**

- ◆ City Planning.
- Gerontology, Intergenerational Issues, Social Work, Health Disparities for Minorities.

^GLinda J. Stine - T

Ph.D., Bryn Mawr College

Professor

- ◆ German Languages and Literature.
- Basic & Advanced Writing, Writing in Computer Lab and On-line, Teaching Adult Learners.

^GFrank P. Worts

MSW, University of Pennsylvania

Lecturer

- ◆ Social Work, Social Policy, Community Organization.
- Gerontology, Care giving, Supervision, Training.

11. Mathematics & Computer Science

Tong T. Banh

Ph.D., Temple University

Associate Professor

- ◆ Mathematics.
- Analysis, Microlocal Analysis, Fourier Analysis, Partial Differential Equations.

Ali Barimani - T

M.S., West Chester University

Assistant Professor

- ◆ Computer Science.
- Computer Graphics, Computer Programming/Programming Languages, Database Management Systems.

Moses Haimbodi

Ph.D.

Assistant Professor

Reginald E. Myrick

M.S., Temple University

Instructor

- ◆ Electrical Engineering.
- Computer programming (C/C++, HTML, Java Script, Shell Scripting).

Goro Nagase - T

Ph.D., University of Delaware

Professor

- ◆ Mathematical Statistics.
- Mathematical Statistics, Applied Probability, Design of Experiments and Biostatistics.

Timothy Niiler

Lecturer

Fidelis Omuyeh

Lecturer

Jawahar Pathak

Ph.D., Temple University

Assistant Professor

- ◆ Invariant Theory, Ring Theory, Abstract Algebra.
- Abstract Algebra, Ring Theory, Group Actions.

Pallavi Pathak

M.A., Temple University
Instructor

- ◆ Mathematics.
- Applied Mathematics.

Abdulalim A. Shabazz - T

Ph.D., Cornell University
Distinguished Professor

- ◆ Mathematical Analysis.
- Mathematical Analysis (Complex and Real), Eigenvalue Problems in Integral Equations, Operations in Hilbert Space, Mathematics Applications in Certain Areas of Physics and Engineering, History and Philosophy of Mathematics, Higher and Continuing Education.

Laurellen L. Treisner - T

Ph.D., University of Delaware
Associate Professor and **Chairperson**

- ◆ Mathematics.
- Math Education.

Takayuki Yamauchi

Ph.D., Johns Hopkins University
Assistant Professor

- ◆ Mathematics.
- Partial Differential Equations, Differential Geometry, Functional Analysis, Optimization.

12. Philosophy & Religion

Dana R. Flint - T

Ph.D., Temple University
Professor

- ◆ Philosophy.
- Ethics, Applied Epistemology-Philosophy of Religion.

Safro Kwame - T

Ph.D., University of Cincinnati
Associate Professor

- ◆ African Philosophy and Moral & Political Philosophy.
- African Philosophy, Metaphysics and Moral & Political Philosophy.

Melvin I. Leaman

D.Min., Eastern Baptist Theological School
Assistant Professor

- ◆ Family Systems Therapy.
- Christianity, Comparative Religions, Teaching Religion, Pastoral Questions.

Gwinyai H. Muzorewa - T

Ph.D., Union Theological Seminary

Professor and **Chairperson**

- ◆ Systematic Theology.
- Theology, World Religions, Third World Theology, Liberation Theology, Administration.

13. Physics

Mazharul Huq - T

Ph.D., Glasgow University

Professor and **Interim Chairperson**

- ◆ Theoretical Physics.
- Elementary Particle Physics, Technology in Education.

Helen Major

Ph.D., Howard University

Assistant Professor

- ◆ Laser Spectroscopy.
- Laser Spectroscopy, especially Optogalomic Spectra of Neon and Argon, Wave Analysis of Time-Resolved Argon & Neon Spectras. Nonlinear Optics Testing.

Lynn E. Roberts - T

Ph.D., Adelphi University

Professor

- ◆ Elementary Particle Theory.
- Phenomenology, Relativistic Heavy Ion Collisions, Lattice Gauge Theory, Compositeness, General Relativity & String Theory, Phase Transitions in Heavy Ion Collisions.

Stanley S. Tsai - T

M.M.F., University of Delaware

Associate Professor

- ◆ Thermodynamics and Heat Transfer, Fluid.

Willie Williams - T

Ph.D., Iowa State University

Professor

- ◆ Solid State Physics.
- Solid State Physics and Science Education.

14. Psychology

Lennell Dade - T

- Ph.D., Howard University
Associate Professor
- ◆ Social Psychology.

Kevin E. Favor - T

- Ph.D., University of Illinois
Associate Professor and **Chairperson**
- ◆ Counseling Psychology.
 - Program Evaluation, Health Psychology, HIV/AIDS, Violence Prevention, Occupational Stress.

Denise M. Gaither-Hardy - T

- Ph.D. Candidate, University of Delaware
Instructor
- ◆ Social Psychology.
 - Statistical Analysis, HIV/AIDS (Red Cross Instructor), Nonverbal Communicator, SPSS, SAS, Marketing Analysis, Methodology & Evaluation.

***Penelope J. Kinsey - T**

- Ph.D., University of Delaware
Professor
- ◆ Clinical Psychology.
 - Program Evaluation-Health Psychology.

Delroy M. Loudon - T

- Ph.D., University of Bristol, United Kingdom
Professor
- ◆ Clinical Psychology.
 - Epidemiology of HIV/AIDS, Health Disparities in Minority Populations.

15. Sociology & Anthropology

Emmanuel D. Babatunde - T

- Ph.D., London University Institute of Education
Professor
- ◆ Comparative Multicultural Education.
 - Comparative strengths and weaknesses of the British French and American education system.

Anthony J. DiFilippo - T

Ph.D., Temple University

Professor

- ◆ Sociology.
- Political Sociology, US-Japan Security Relations.

Terrance A. Johnson

D.P.A., NOVA Southeastern University

Assistant Professor

- ◆ Public Administration.
- Policing and Law Enforcement.

Patricia A. Joseph - T

Ph.D., Bryn Mawr College

Professor and **Chairperson**

- ◆ Social Work and Social Research.
- Certified & Licensed Social Worker. Expertise in Health, Mental Health, Substance Abuse and High Risk Youth.

Robert E. Millette - T

Ph.D., New School for Social Research

Professor

- ◆ Research, Family, Theory.
- Caribbean Politics, Sociological Theory, Process Evaluations, The Family.

Zoran M. Milovanovich - T

Ph.D., Belgrade University School of Law

Professor

- ◆ Criminal Law.
- Criminal Justice, Criminal Law, Forensic Science.

16. Visual & Performing Arts

Alvin E. Amos - T

Ed.D., University of North Carolina at Greensboro

Professor

- ◆ Music Education.
- Clarinet Classical Music Performance, Woodwind Performance, Black Baptist Church Music, Gospel Chair at HBCU's Jazz Ed.

Maryanne Buschini

Lecturer

Jeffrey A. Chapp - T

M.F.A., University of Delaware

Associate Professor

- ◆ Fine Arts (Ceramics).
- Studio Ceramics/ Studio Foundations Courses.

William B. Garcia - T

Ph.D., University of Iowa

Professor

- ◆ Choral Music.
- African American Solo and Choral Music.

Charles H. Pettaway, Jr. - T

M.M., Temple University

Associate Professor and **Interim Chairperson**

- ◆ Piano Performance.
- Music Theory, Introduction to Various Musical Styles.

F. Visiting Faculty

Robert A. Allen

M.B.A., Wilmington College
Visiting Assistant Professor (Business & Information Technology)

Matthew Berzuk

Visiting Assistant Professor (Biology)

Jeffrey Hillard

M.S., Perdue University, CPA, CMA
Visiting Assistant Professor (Business & Information Technology)
◆ Management

Henry Johnson

Visiting Instructor (Visual and Performing Arts)

Rita McKinley-Pride

Visiting Lecturer (Visual and Performing Arts)

Emery Petchauer

Visiting Assistant Professor (Education)

Jose Ramos

M.S., University of Delaware
Visiting Lecturer (Foreign Languages & Literatures)
◆ Spanish
➤ Spanish and ESL Education

Camika Royal

Visiting Instructor (Education)

G. Administrators Holding Faculty Rank

John O. Chikwem - *T*

Ph.D., Ohio University

Professor and Dean, Natural Sciences and Mathematics

Judith A. W. Thomas - *T*

Ed.D., West Virginia University

Professor and Dean, Social Sciences and Behavioral Studies

Gladys J. Willis - *T*

Ph.D., Princeton University

Professor and Dean, Humanities and Graduate Studies

- * Faculty on leave or sabbatical
- G** Teach Graduate Level Only
- T** Tenured
- ◆ Area of Specialization
- Area of Expertise

H. Part-time Faculty Fall 2006

BIOLOGY

- *Michael Arienmughare
- *Dianne York

BUSINESS & INFORMATION TECHNOLOGY

- Godwin Akiko (MSA)
- Boualem Benjlali
- Jay Burks
- *William Coffing
- Martina Wilson-Farmer (MSA)
- Leonard Fitts (MSA)
- John Lennick
- Marvin Powell

CHEMISTRY

- Derrick Swinton

EDUCATION

- Sandeep Agarwal (MED)
- Ola Bailey (MED)
- Bruce Benson
- LouElla Clayburn (MED)
- *Sherri Donnell
- Anthony Irvin (MED)
- *Christina Joe
- Yvonne Jones (MED)
- *Jacquelyne Leo
- Gloria Moses (MED)
- Geoffrey Mugwanga
- Kenneth Parker
- Evelyn Davis-Poe
- Lucinda Post (MED)
- *Deeawn Roundtree
- Doris Shafombabi (MED)
- Ellen Smith
- Leslie Trotman
- *Diane Watters
- Brenda Williams

ENGLISH & MASS COMMUNICATIONS

- William Adams
- David Amadio
- Darian Bagley
- Mahasveta Barua
- *Tara Branch
- Andrew Carn
- *Amanda Chastain
- *Nabanita Ghosh
- Kenya King
- *Kenneth Lawrence
- Billie Travalini
- Sarala VanDover

FOREIGN LANGUAGE & LITERATURES

- Heriberto Arjona

HPER

- Cyrus Jones
- *Darrell Locket
- Garfield Yuille

HISTORY & POLITICAL SCIENCE

- Glen Burns
- Leandra Casson
- Kwabena Nuamah
- Seitu Stephens

HUMAN SERVICES

- Nancy Bancroft
- Adevemi Bandle
- *Hasshan Batts
- Malcolm Bonner
- John Brown
- Harold Carter
- Millicent Carvalho
- Norwood Coleman
- Audrea Dunham
- Jeffrey Dyer
- Fredrick Feldman
- Catherine Hence
- Michelle Hinton
- Robin Hogan
- Steven Hutchins
- Thelma Jacks
- Annie Johnson
- Mickal Kamuvaka
- Nathan Knispel
- Renaye McClain-Smith
- Marsha Lester
- George Logan-El
- Gwendolyn Manning
- Robert McManus
- Earl McNeill
- *Onaje Muid
- Bryon Noon
- Rebecca Olson
- Vivian Price
- Chilton Reid
- Nancy Jenkins-Ryons
- Richard Sabree
- Doris Shafombabi
- *Vanessa Jackson-Sissoko
- Fern Spellman
- Linda Stengle
- Joseph Tarala
- Sharon Webster

PHILOSOPHY & RELIGION

- Valerie Tate Green

SOCIOLOGY & ANTHROPOLOGY

- *Dennis Shipman
- *Stacey Tarlton

VISUAL & PERFORMING ARTS

- Ronald Framil
- *James Maddox
- *Jessica Puma
- Paula Tyler

LAB INSTRUCTORS

- Diane Barbieri
- Nancy Smith

- * New

Lincoln University
Office of Institutional Research
1570 Baltimore Pike
PO Box 179
Lincoln University PA 19352
610-932-8300 x3213