



FACULTY PROFILE

2012-2013

Robert R. Jennings, Ed.D.
President

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Lincoln University Faculty Profile 2012-2013

The faculty has been and remains the driving force for the educational processes and intellectual traditions of Lincoln University since 1854. They carry out the work of the University through various modes of instruction, academic advising, research and service. The unwavering purpose of the faculty is to challenge students to achieve a superior level of academic performance while mentoring students to grow into mature, socially responsible citizens. The Lincoln University Faculty Profile for the 2012-2013 academic year provides an overview of the corps of instruction, including Lincoln librarians, who hold faculty rank, as is customary in many public institutions of higher education. This document contains the faculty roster and descriptive captions for individual instructors. In addition, the data presented here outline the following qualities of our faculty: gender, racial and ethnic background, academic credentials, academic rank, tenure status and age. It also provides statistics regarding the student-faculty ratio. In some analyses, librarians are not included in the data because their responsibilities are distinct from the rest of the faculty. This document is prepared annually and submitted to the Board of Trustees.

I. Executive Summary

- **Faculty Size:** In Fall 2012, there are 95 full-time instructional faculty and 4 administrators holding faculty rank. In comparison, in Fall 2011, there were 109 full-time instructional faculty and 4 administrators holding faculty rank.
- **Gender:** In Fall 2012, 62% of the faculty is male and 38% are female. In comparison, in Fall 2011, 60% were male and 40% were female.
- **Race and Ethnicity:** In Fall 2012, 49.5% of the faculty is of African descent, 35.4% of European descent, 1.0% Hispanics, 13.1% Asian/Middle Eastern and 1.0% American Indian. In comparison, in Fall 2011, 45.4% of the faculty were of African descent, 35.2% of European descent, 0.9% Hispanics, 13.9% Asian/Middle Eastern and 4.6% Other/Undisclosed.
- **Academic Background (Degrees):** In Fall 2012, 71% of the faculty (excluding librarians) hold doctoral or terminal degrees in their area of specialization and 29% hold master's degrees. In comparison, in Fall 2011, 73% of the faculty (excluding librarians) held doctoral degrees or terminal degrees in their area of specialization and 27% held master's degrees.
- **Academic Rank:** In Fall 2012, 62.6% of the faculty hold senior ranks (associate professor and full professor). In comparison, in Fall 2011, 57.4% of the faculty held senior ranks (associate professor and full professor).
- **Tenure Status:** In Fall 2012, 63% of the faculty is tenured. In comparison, in Fall 2011, 61% were tenured.
- **Faculty Age:** In Fall 2012, 41.4% of the faculty are in the 40-59 age group. In comparison, in Fall 2011, 41% of the faculty was in this age group.
- **Student-Faculty Ratio:** In Fall 2012, the student-faculty ratio is 16:1. In comparison, in Fall 2011, the ration was 15:1 student-faculty ratio. This statistic excludes librarians, faculty holding administrative positions and faculty teaching at the graduate level only.
- **Part-time Faculty:** In Fall 2012, there are 54 part-time faculty members. In comparison, in Fall 2011, there were 89 part-time faculty members.

II. Profile

Introduction

The data reported in this profile provides a cross-sectional snapshot of the Lincoln University faculty across a variety of demographic parameters. In providing a five-year window, the reader is afforded the opportunity to discern any changes that may have occurred over time. The focus is on the full-time faculty with only occasional 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 twelve (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, librarians, faculty teaching full-time in the Master of Human Services Program (MHS) and faculty on leave or sabbatical.

Ninety-one (91) full-time faculty members are appointed to teach at the undergraduate level and eight (8) at the graduate level. The five (5) librarians and four (4) full-time administrators are included in the count of faculty at the undergraduate level (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	2008	2009	2010	2011	2012	Change	% Change
Undergraduate	104	102	104	99	91	-8	-8.1%
Graduate	8	8	9	9	8	-1	-11.1%
TOTAL	112	110	113	108	99	-9	-8.3%

Includes Librarians and Administrators

Source: Office of Institutional Research

According to the data contained in Table 1, we note a fluctuating trend in the number of full-time faculty members from 2011 to 2012 and a decrease of 8.3%.

As noted in Table 2, out of 99 full-time faculty members in 2012-2013, seventy-seven (77) teach at the undergraduate level only, eight (8) teach at the graduate level only, five (5) teach at both levels, four (4) hold full-time administrative appointments and five (5) are librarians. Information for previous years is provided in Table 2.

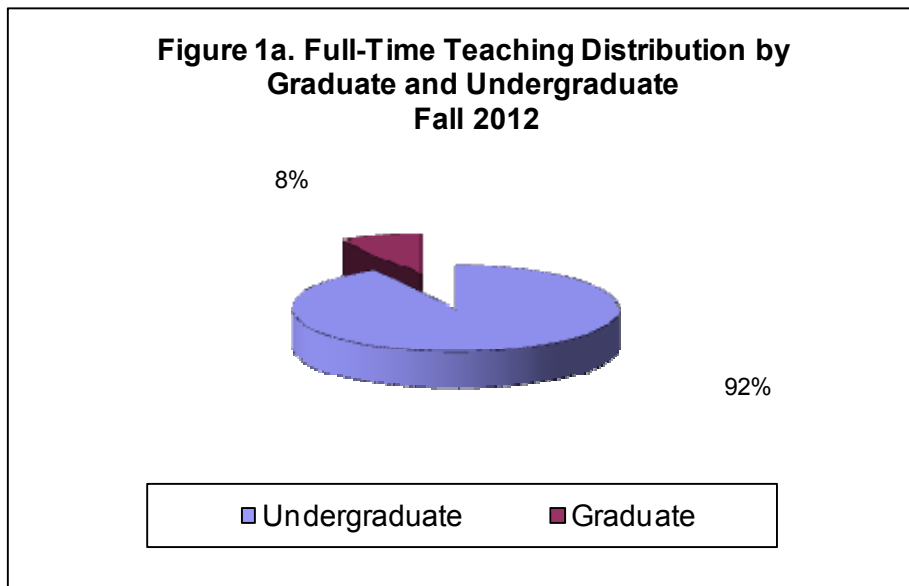
¹ This definition of full-time faculty members includes both tenured and tenure-track faculty. It also includes those administrators who hold faculty appointments. The ranks Lecturer and Senior Lecturer are not tenure track positions.

Table 2
Full-Time Faculty Appointments by
Teaching, Administrative and Other Assignments

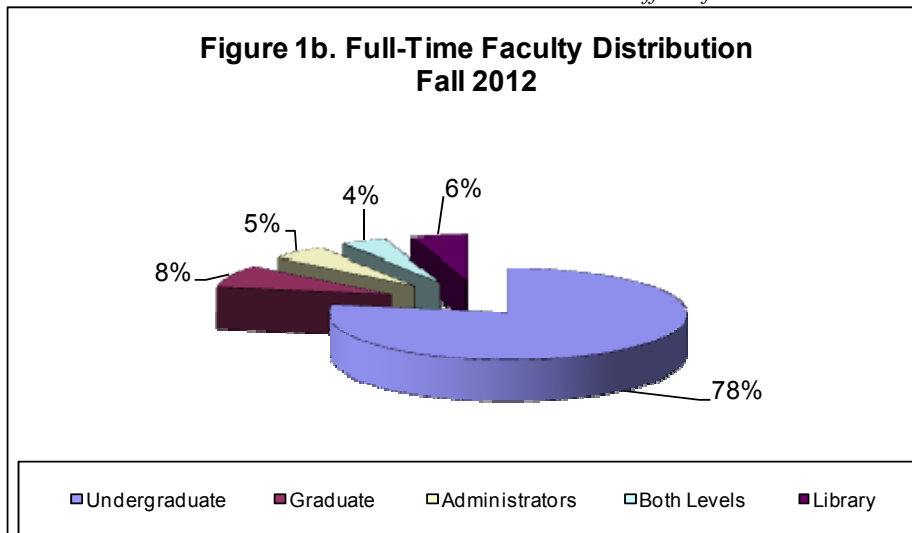
	Taught at Undergraduate Level Only	Taught at Graduate Level Only	Taught at Both Undergraduate and Graduate	Full-time Administrative Appointments	Librarians	On Leave / Sabbatical	Total
2012-2013	77	8	5	4	5	0	99
2011-2012	91	9	3	4	5	1	113
2010-2011	91	9	3	4	5	1	113
2009-2010	90	8	2	3	6	1	110
2008-2009	91	8	2	3	6	2	112

Source: Office of Institutional Research

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



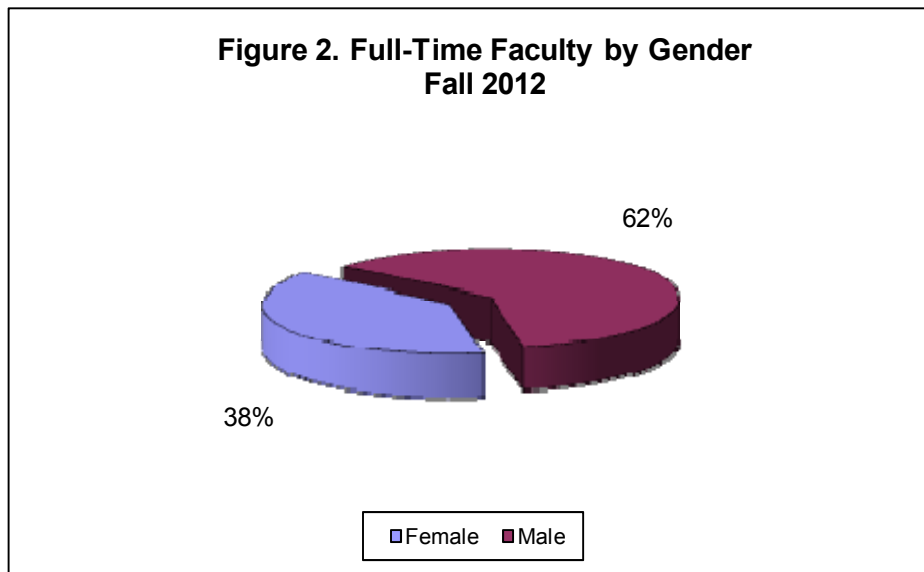
Source: Office of Institutional Research



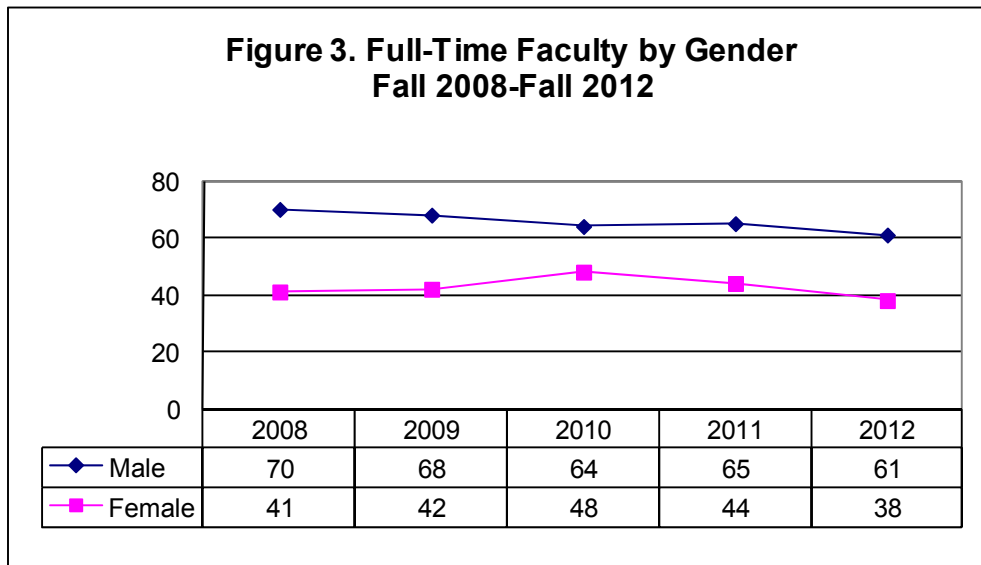
Source: Office of Institutional Research

B. Gender

In academic year 2012-2013, the number and percentages of male and female full time faculty are 61 (62%) and 38 (38%), respectively (Figure 2). For academic year 2011-2012, the number and percentages of male and female full-time faculty were 65 (59.6%) and 44 (40.3%), respectively. For the academic year 2010-2011, the number and percentages of male and female full-time faculty were 64 (56.6%) and 48 (42.4%), respectively. For the academic year 2009-2010, the number and percentages of male and female full-time faculty were 68 (62%) and 42 (38%), respectively. For the academic year 2008-2009, the number and percentages of male and female full-time faculty were 71 (63%) and 41 (37%), respectively. A year-by-year comparison of trends is presented in Figure 3.



Source: Office of Institutional Research



Source: Office of Institutional Research

C. Race and Ethnicity

Lincoln University has an international faculty with representation from Bangladesh, Cameroon, China, Ethiopia, Ghana, Grenada, Guyana, India, Jamaica, Japan, Namibia, Nigeria, Pakistan, Persia, Tunisia, Uruguay, Vietnam, Zimbabwe and the United States. Such a diverse representation provides Lincoln University students with an understanding and appreciation of 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 2012-2013 academic year, 49 (49.5%) of African descent, 35 (35.4%) of European descent, 1 (1.0%) Hispanics, 13 (13.1%) Asians/Middle Eastern and 1 (1.0%) American Indian (Table 3). In comparison, in the 2011-2012 academic year, 49 (45.4%) faculty were of African descent, 38 (35.2%) of European descent, 1 (0.9%) Hispanic, 15 (13.9%) Asians/Middle Eastern and 5 (4.6%) Other/Undisclosed. In the 2010-2011 academic year, 54 (47.8%) faculty were of African Descendants, 40 (35.4%) of European Descendants, 1 (0.9%) Hispanic, 17 (15%) Asians/Middle Eastern and 1 (0.9%) Other/Undisclosed. In the 2009-2010 academic year, 56 (50.9%) faculty were of African Descendants, 40 (36.4%) were of European Descendants, 1 (0.9%) was Hispanic and 13 (11.8%) were Asians/Middle Eastern. In the 2008-2009 academic year, 55 (49.1%) faculty were of African descent, 40 (35.7%) of European descent, 2 (1.8%) Hispanics and 15 (13.4%) Asians/Middle Eastern.

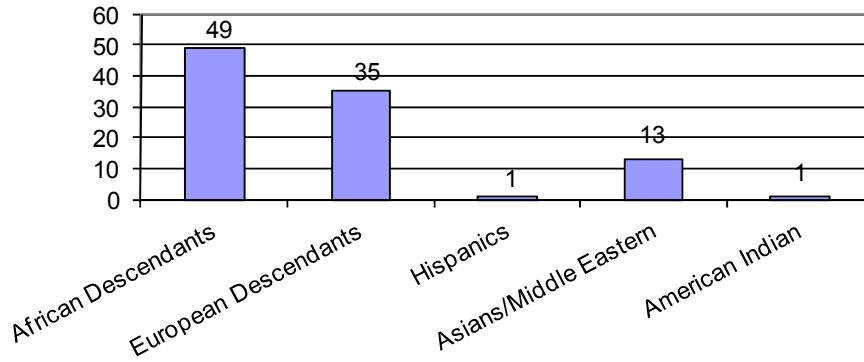
Table 3
Race and Ethnic Distribution
Fall 2008-Fall 2012

Faculty by Race	2008		2009		2010		2011		2012	
African Descendants	55	49.1%	56	50.9%	54	47.8%	49	45.4%	49	49.5%
European Descendants	40	35.7%	40	36.4%	40	35.4%	38	35.2%	35	35.4%
Hispanics	2	1.8%	1	0.9%	1	0.9%	1	0.9%	1	1.0%
Asians/Middle Eastern	15	13.4%	13	11.8%	17	15.0%	15	13.9%	13	13.1%
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.0%
Other/Undisclosed	0	0.0%	0	0.0%	1	0.9%	5	4.6%	0	0.0%
TOTALS	112		110		113		108		99	

Source: Office of Institutional Research

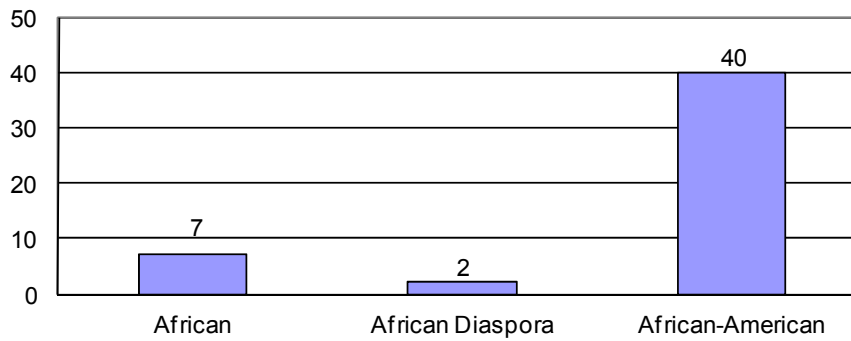
Figures 4-6 show Lincoln University's diverse faculty. Lincoln University's renewed emphasis on globalization through multi-cultural and international education is implemented not only through its curriculum but also through its diverse faculty.

**Figure 4. Full-Time by Race and Ethnicity
Fall 2012**



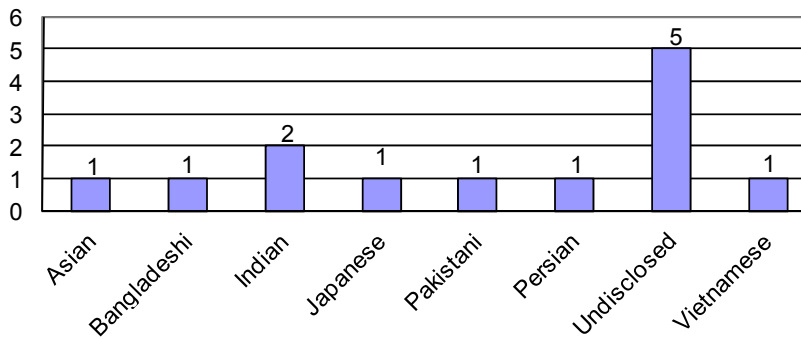
Source: Office of Institutional Research

**Figure 5. African Descendants
Fall 2012**



Source: Office of Institutional Research

**Figure 6. Asians/Middle Eastern
Fall 2012**



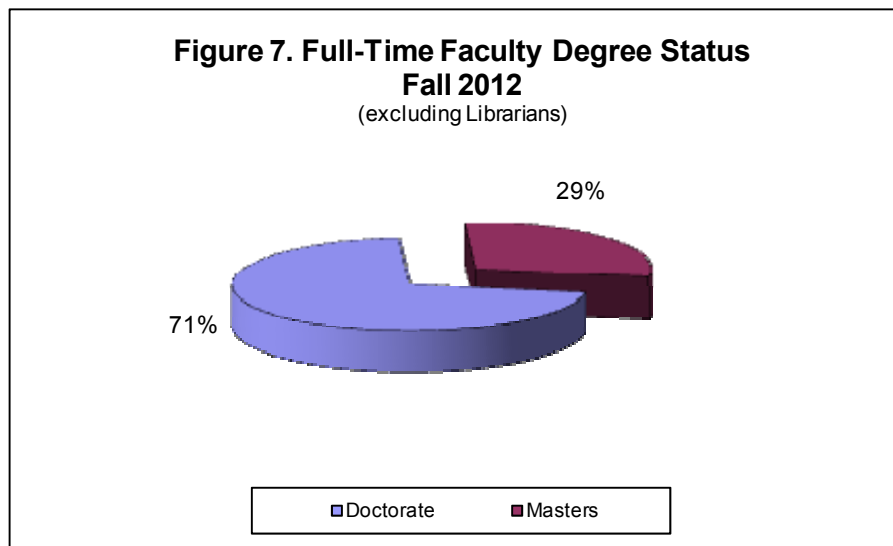
Source: Office of Institutional Research

D. Academic Background (Degrees)

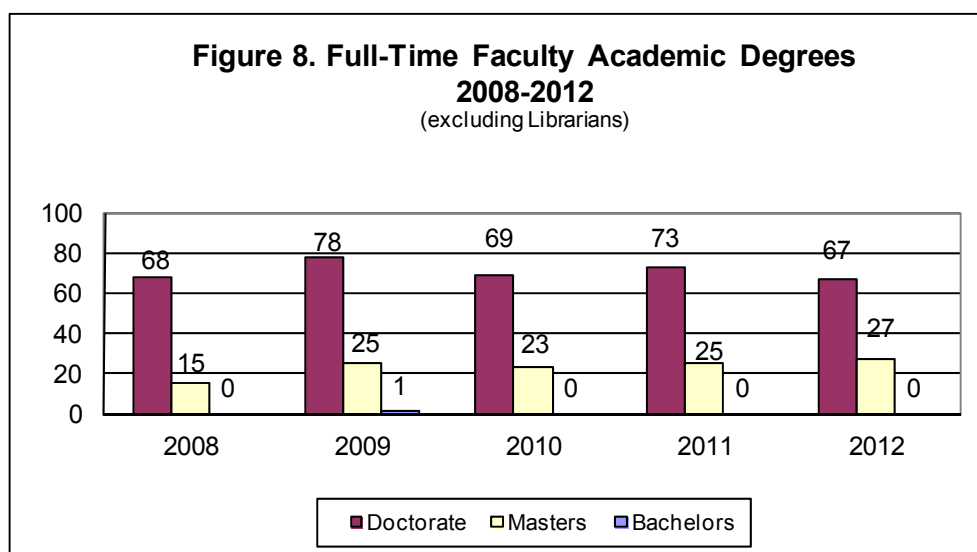
The 2012-2013 academic data indicate that 67 (71%) of the full-time faculty (excluding librarians) hold doctoral degrees (Ph.D., Ed.D. and D.V.M.) and 27 (29%) hold master's degrees (M.B.A., M.A., M.Ed., M.M. and M.F.A.).

In comparison, the 2011-2012 data indicated that 73 (74.4%) of the full-time faculty (excluding librarians) held doctoral degrees (Ph.D. and Ed.D.) and 25 (25.5%) held master's degrees (M.B.A., M.A., M.Ed., M.M. and M.F.A.) as the highest degree earned (Figure 7). The 2010-2011 data indicated that 69 (75%) of the full-time faculty (excluding librarians) held doctoral degrees (Ph.D. and Ed.D.) and 23 (25%) held master's degrees (M.B.A., M.A., M.Ed., M.M. and M.F.A.) as the highest degree earned. The 2009-2010 data indicated that 78 (75%) of the full-time faculty (excluding librarians) held doctoral degrees (Ph.D., Ed.D. and D.V.M.), 25 (24%) held master's degrees (M.B.A., M.A., M.Ed., M.M. and M.F.A.) and 1 (1%) held a bachelor's degree as the highest degree earned. The 2008-2009 data indicate that 68 (81.9%) of the full-time faculty (excluding librarians) held doctoral degrees (Ph.D., Ed.D. and D.V.M.) and 15 (18%) held master's degrees (M.B.A., M.A., M.Ed., M.M. and M.F.A.).

Currently, Lincoln University's thirteen (13) full-time graduate program faculty includes eleven (11) terminal degree holders and two (2) master's degree holders.



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
Millersville University of PA	96%
Delaware State University	92%
Morehouse	88%
Spelman	87%
Clark Atlanta University	76%
Lincoln University	71%
Cheyney	71%
Morgan State	58%

Source: Office of Institutional Research

E. Academic Rank

According to Table 5, more than half (62.6%) of the full-time faculty are in the senior ranks (associate professor and professor). In comparison in 2011-2012, 57.4% of the full-time faculty held senior ranks (associate professor and professor).

For the 2012-2013 academic year, the distribution of full-time faculty rank is: Professors 27 (27.3%), Associate Professors 30 (30.3%), Assistant Professors 34 (34.3%), Instructors 4 (4.0%) and Lecturers 4 (4.0%).

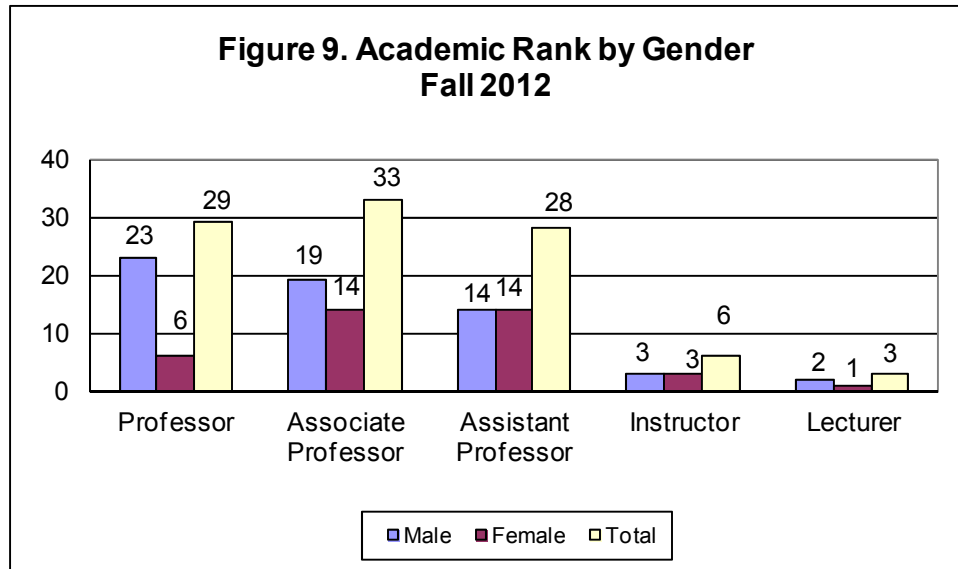
For the 2011-2012 academic year, the distribution of full-time faculty rank was: Professors 30 (27.8%), Associate Professors 32 (29.6%), Assistant Professors 34 (31.5%), Instructors 6 (5.6%) and Lecturers 6 (5.6%). For the 2010-2011 academic year, the distribution of full-time faculty rank was: Professors 31 (27.4%), Associate Professors 31 (27.4%), Assistant Professors 39 (34.5%), Instructors 5 (4.4%) and Lecturers 7 (6.2%). For the 2009-2010 academic year, the distribution of full-time faculty rank was: Professors 32 (29.1%), Associate Professors 32 (29.1%), Assistant Professors 33 (30%), Instructors 3 (2.7%) and Lecturers 10 (9.1%). For the 2008-2009 academic year, the distribution of full-time faculty rank was: Professors 33 (29.5%), Associate Professors 28 (25%), Assistant Professors 32 (28.6%), Instructors 6 (5.4%) and Lecturers 13 (11.6%).

**Table 5
Academic Rank
Fall 2008-Fall 2012**

	2008		2009		2010		2011		2012	
Professor	33	29.5%	32	29.1%	31	27.4%	30	27.8%	29	29.3%
Associate Professor	28	25.0%	32	29.1%	31	27.4%	32	29.6%	33	33.3%
Assistant Professor	32	28.6%	33	30.0%	39	34.5%	34	31.5%	28	28.3%
Instructors	6	5.4%	3	2.7%	5	4.4%	6	5.6%	6	6.1%
Lecturers	13	11.6%	10	9.1%	7	6.2%	6	5.6%	3	3.0%
TOTALS	112		110		113		108		99	

Source: Office of Institutional Research

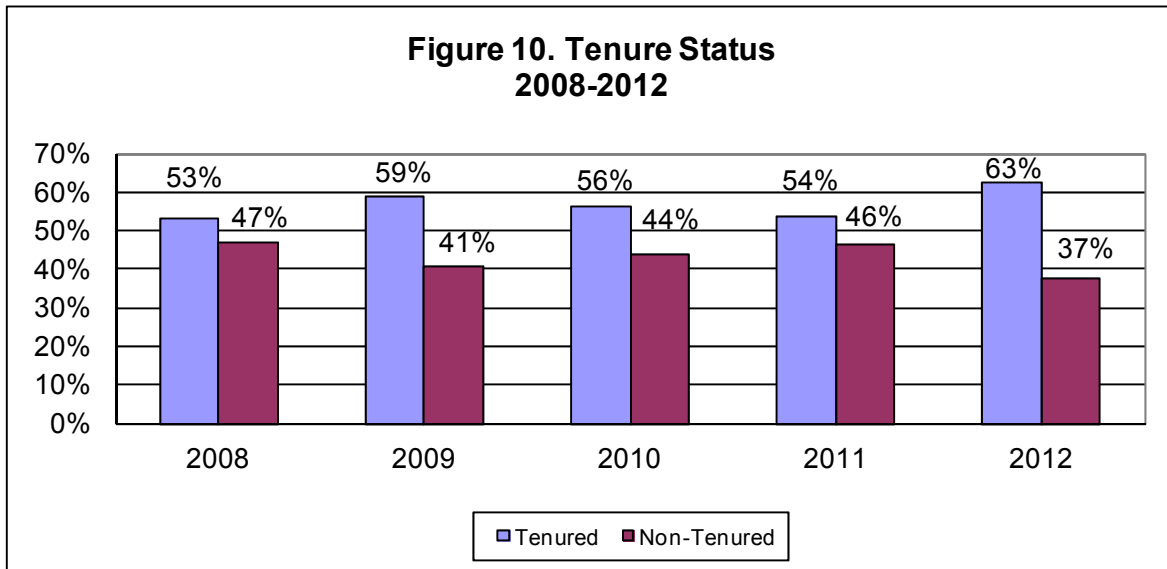
Figure 9 illustrates the breakdown of faculty by gender and academic rank. Nationally, men outnumber women in the professorial ranks. The ratio of men to women in the professorial ranks at Lincoln University is reflective of this national trend.



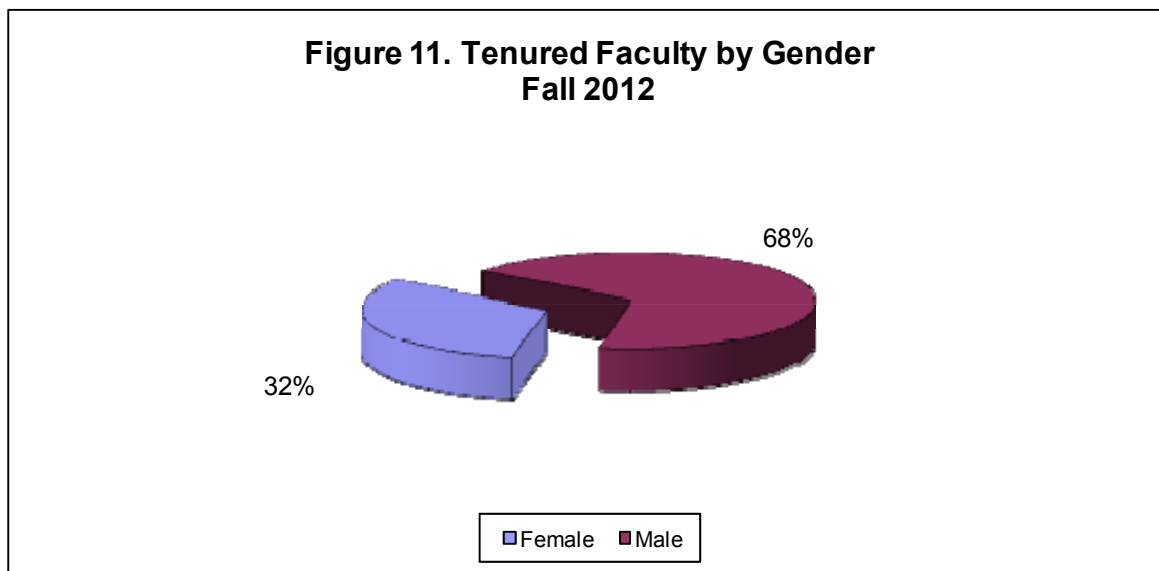
Source: Office of Institutional Research

F. Tenure Status

In 2012-2013, 62 (63%) of the full-time faculty are tenured. In 2011-2012, 58 (54%) of the full-time faculty were tenured. In 2010-2011, 56% of the full-time faculty were tenured. In previous years, this figure was: 59% in 2009-2010, 53% in 2008-2009 (Figure 10). Of the current 62 tenured faculty members, 42 (63%) are men and 20 (32%) are women. The ratio of tenured men to tenured women is almost 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 Fall 2012 at each rank. Lincoln does not have a quota for tenured faculty.

Table 6
Tenured and Non-Tenured Faculty^{1,2}

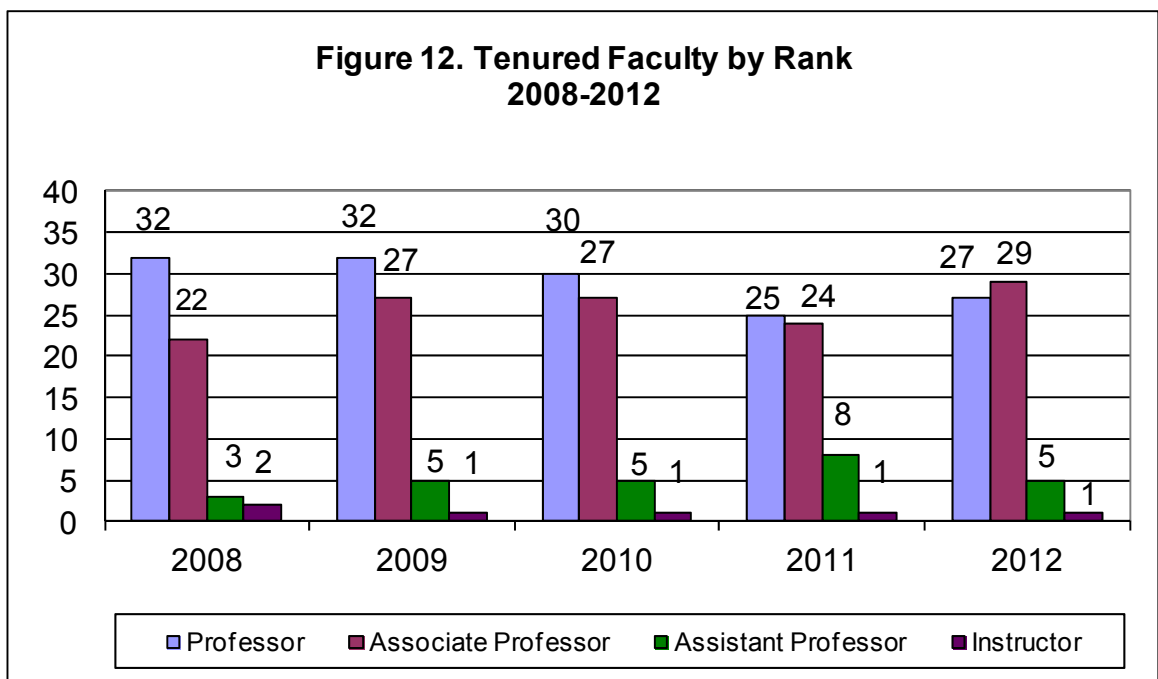
Rank	Count	Tenured		Non-Tenured	
		Count	Percentage	Count	Percentage
Professor	29	27	93.1%	2	6.9%
Associate Professor	33	29	87.9%	4	12.1%
Assistant Professor	28	5	17.9%	23	82.1%
Instructor	6	1	16.7%	5	83.3%
Lecturer	3	0	0.0%	3	100.0%
Total	99	62	62.6%	37	37.4%

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 2008-2012.



Source: Office of Institutional Research

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

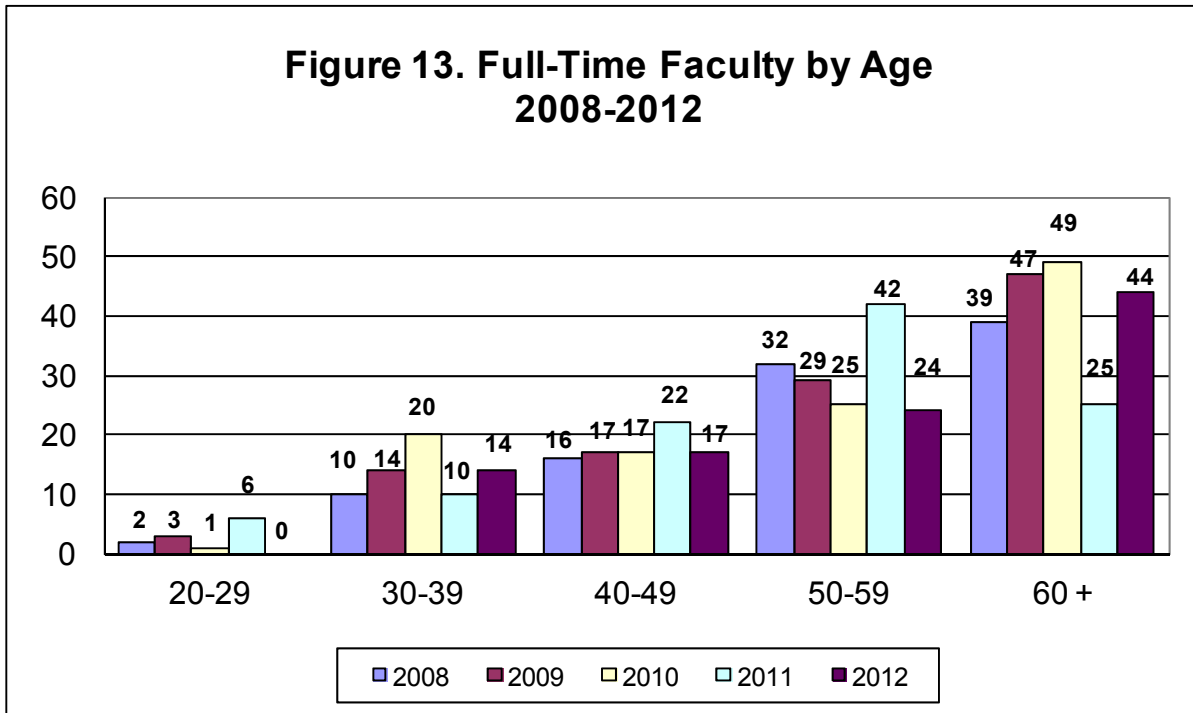
Table 7
Full-time Faculty that are Tenured
Comparative Data

Institution	Percentages
Millersville University of PA	78%
Cheyney	75%
Lincoln University	63%
Clark Atlanta University	62%
Spelman	52%
Delaware State University	47%
Morgan State	40%
Morehouse	35%

Source: Office of Institutional Research

G. Faculty Age

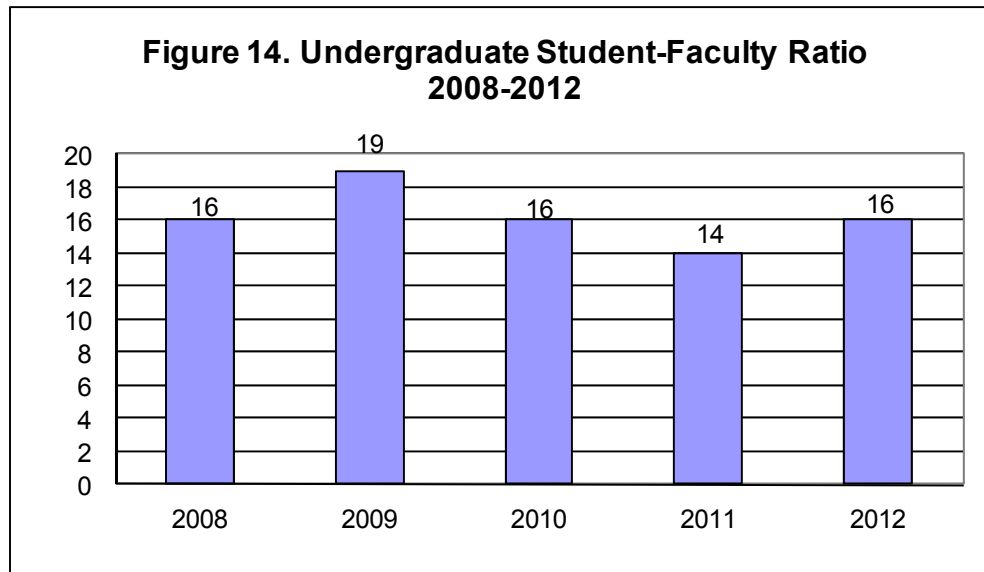
A significant portion of Lincoln University's full-time faculty is age 50 and above (Figure 13).



Source: Office of Institutional Research

H. Student-Faculty Ratio

Lincoln University has 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

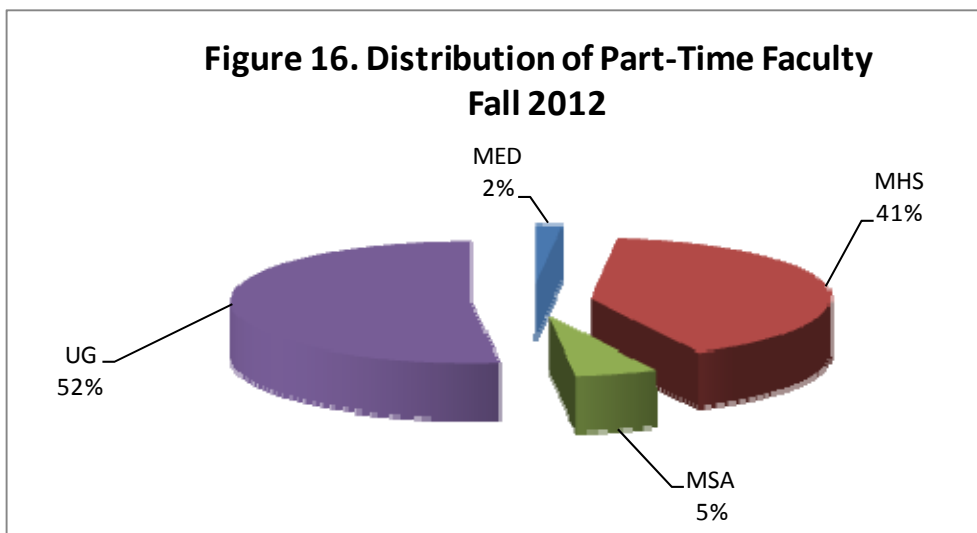
Institution	Ratio
Spelman	11:1
Cheyney	13:1
Clark Atlanta University	15:1
Delaware State University	15:1
Morehouse	15:1
Lincoln University	16:1
Millersville University of PA	22:1
Morgan State	22:1

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 Master of Human Services (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. 2012-2013 Faculty Listing

A. Faculty by School (Full-time)

School of Natural Sciences & Mathematics

Biology

Karen Baskerville (Department Chair)
James Gallagher
Anna Hull
David Royer
Susan Safford
Nancy Smith

Chemistry

Robert Langley
Derrick Swinton (Department Chair)
Amar Tung
Takeyce Whittingham-Fields

Mathematics & Computer Science

Tong Banh
Ali Barimani
Moses Haimbodi (Interim Department Chair)
Reginald Myrick
Goro Nagase
Ranjan Naik
Jawahar Pathak
Bo Sun
Claude Tameze
Laurellen Treisner

Physics

Mazharul Huq
Helen Major
Lynn Roberts (Interim Department Chair)
Andriy Semychayevskyy (New)

School of Social Sciences & Behavioral Studies

Business & Entrepreneurial Science

Robert Allen
Mehran Asadi (New)
William Dadson
Kennie Edwards (Visiting)
Ganga Ramdas
Oswald Richards (Department Chair)
Emily Vu

Health, Physical Education & Recreation

James DeBoy
Yvonne Hilton (Interim Department Chair)
Cyrus Jones
Sally Monsilovich
Carl Wilson

History & Political Science

Donald Bradt
Chieke Ihejirika
Stephen McCullough (Interim Department Chair)
Levi Nwachuku
Daryl Poe

Psychology

Lennell Dade
Kevin Favor
Denise Gaither-Hardy (Interim Department Chair)
Penelope Kinsey

Sociology & Anthropology

Emmanuel Babatunde (Interim Department Chair)
Anthony DiFilippo
Robert Millette
Zoran Milovanovich
Jean Waites-Howard (New) (Visiting)

Teacher Education & Urban Pedagogy

Barbara Butler
Joanne DeBoy (Department Chair)
Catherine DeCoursey
Carol Ann George-Swayze
Patricia Lewis-West
Kenneth Parker
Dipali Puri
Elizabeth Surplus
Admasu Tucho

School of Humanities & Graduate Studies

English & Mass Communications

Kristin Anderson (Visiting)
Marilyn Button (Department Chair)
Lettrell Crittenden (Visiting)
Jamila Cupid (New)
Mahpiua Deas (Visiting)
William Donohue
Samaa Gamie
Jeffrey Hoogeveen
Marie Nigro
Kaukab Siddique
J. Kenneth Van Dover

Foreign Languages & Literatures

Abbes Maazaoui
Maria Poza (Department Chair)
Jose Ramos (Visiting)

Master of Human Services

Malcolm Bonner
Szabi Ishtai-Zee
Vivian Price
Virginia Smith
Linda Stine
James Wadley
Frank Worts

Philosophy & Religion

Dana Flint (Department Chair)
Safro Kwame
Melvin Leaman

Visual & Performing Arts

Alvin Amos (Department Chair)
Jeffrey Chapp
Edryn Coleman
Kirsten Kunkle
Christine Limb
Martha Meacham (Visiting)
Charles Pettaway

B. Full-time Faculty – Years in Rank

Professor	First Year in Rank
Goro Nagase	1984
Alvin Amos	1989
William Dadson	1989
J. Kenneth Van Dover	1989
Penelope Kinsey	1991
Robert Millette	1991
Lynn Roberts	1991
Levi Nwachuku	1992
Dana Flint	1994
Anthony DiFilippo	1995
Linda Stine	1995
Szabi Ishtai-Zee	1998
Emmanuel Babatunde	1999
Marilyn Button	1999
John Chikwem	1999
Zoran Milovanovich	1999
David Royer	1999
James DeBoy	2000
Mahinder Chopra	2001
Robert Langley	2002
Ganga Ramdas	2002
Patricia Joseph	2003
Mazharul Huq	2005
Jeffrey Hoogeveen	2008
Susan Safford	2009
Kevin Favor	2010
Osward Richards	2010
Cheryl Gooch (New)	2012
Charles Pettaway	2012
 Associate Professor	
Safro Kwame	1995
Marie Nigro	1997
Abbes Maazaoui	1999
Virginia Smith	1999
Jeffrey Chapp	2000
Cyrus Jones	2000

Associate Professor - cont.**First Year in Rank**

Robert Neal Carlson	2002
Lennell Dade	2002
Kaukab Siddique	2002
Laurellen Treisner	2003
Tong Banh	2005
Joanne DeBoy	2005
Sally Monsilovich	2005
Donald Bradt	2006
Daryl Poe	2006
Tracey Hunter Hayes	2007
Melvin Leaman	2007
Jawahar Pathak	2007
Vivian Price	2007
Derrick Swinton	2007
Helen Major	2008
Amar Tung	2008
Carol Ann George-Swayze	2009
Anna Hull	2009
Chieke Ihejirika	2009
Karen Baskerville	2010
Admasu Tucho	2010
James Wadley	2010
Maria Poza	2011
Elizabeth Surplus	2011
Mehran Asadi (New)	2012
Moses Haimbodi	2012
Patricia Lewis-West	2012

Assistant Professor

Frank Worts	2002
Ali Barimani	2004
Robert Allen	2005
Elizabeth Pitt	2006
Harry Washington	2006
Reginald Myrick	2007
Ranjan Naik	2007

Assistant Professor - cont.**First Year in Rank**

James Gallagher	2008
Takeyce Whittingham-Fields	2008
Carl Wilson	2008
Denise Gaither-Hardy	2009
Yvonne Hilton	2009
Christine Limb	2009
Claude Tameze	2009
Barbara Butler	2010
Lettrell Crittenden (Visiting)	2010
Catherine DeCoursey	2010
Samaa Gamie	2010
Kirsten Kunkle	2010
Stephen McCullough	2010
Dipali Puri	2010
Emily Vu	2010
Jean Waites-Howard (New) (Visiting)	2010
Malcolm Bonner	2011
Bo Sun	2011
Kennie Edwards (Visiting)	2011
Jamila Cupid (New)	2012
Andriy Semychayevskyy (New)	2012

Instructor

Albert Bryson	1987
William Donohue	2006
Kenneth Parker	2007
Kristen Anderson (Visiting)	2010
Mahpiua Deas	2010
Martha Meacham (Visiting)	2010

Lecturer

Edryn Coleman	2009
Jose Ramos (Visiting)	2010
Nancy Smith	2010

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

Professor	Start Date
Mahinder Chopra	1965
Penelope Kinsey	1966
Goro Nagase	1971
James DeBoy	1975
Szabi Ishtai-Zee	1978
J. Kenneth Van Dover	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
Alvin Amos	1989
William Dadson	1989
Kevin Favor	1989
Charles Pettaway	1989
Levi Nwachuku	1989
Emmanuel Babatunde	1992
Zoran Milovanovich	1992
Susan Safford	1993
Mazharul Huq	1995
John Chikwem	1995
Jeffrey Hoogeveen	1998
Oswald Richards	1999
Cheryl Gooch (New)	2012

Associate Professor	Start Date
Cyrus Jones	1974
Marie Nigro	1983
Robert Neal Carlson	1984
Kaukab Siddique	1985
Safro Kwame	1989
Sally Monsilovich	1990
Virginia Smith	1991
Abbes Maazaoui	1993
Jeffrey Chapp	1995
Lennell Dade	1995
Laurellen Treisner	1995
Tong Banh	1996
Melvin Leaman	2000
Donald Bradt	2001
Daryl Poe	2001
Carol Ann George-Swayze	2002
Jawahar Pathak	2002
Admasu Tucho	2003
Amar Tung	2003
Chieke Ihejirika	2004
Helen Major	2004
Joanne DeBoy	2005
Anna Hull	2005
Maria Poza	2005
Elizabeth Surplus	2005
Karen Baskerville	2006
Moses Haimbodi	2006
Patricia Lewis-West	2006
Tracey Hunter Hayes	2007
Derrick Swinton	2007
Vivian Price	2008
James Wadley	2010
Mehran Asadi (New)	2012

Assistant Professor	Start Date
Denise Gaither-Hardy	1984
Ali Barimani	1985
Carl Wilson	1991
Malcolm Bonner	1995
Yvonne Hilton	2000
Elizabeth Pitt	2000
Frank Worts	2002
Robert Allen	2003
Reginald Myrick	2003
Harry Washington	2006
Ranjan Naik	2007
James Gallagher	2008
Takeyce Whittingham-Fields	2008
Christine Limb	2009
Claude Tameze	2009
Barbara Butler	2010
Lettrell Crittenden (Visiting)	2010
Catherine DeCoursey	2010
Samaa Gamie	2010
Kristen Kunkle	2010
Stephen McCullough	2010
Dipali Puri	2010
Emily Vu	2010
Jean Waites-Howard (New) (Visiting)	2010
Kennie Edwards (Visiting)	2011
Bo Sun	2011
Jamila Cupid (New)	2012
Andriy Semychayevskyy (New)	2012

Instructor	Start Date
Albert Bryson	1987
William Donohue	2006
Kenneth Parker	2007
Kristin Anderson (Visiting)	2010
Mahpiua Deas (Visiting)	2010
Martha Meacham (Visiting)	2010

Lecturer	Start Date
Nancy Smith	2006
Jose Ramos (Visiting)	2010
Edryn Coleman	2009

D. New Full-time Faculty by Department

Humanities & Graduate Studies

Cheryl Gooch - Professor/Dean

Business & Entrepreneurial Studies

Mehran Asadi - Associate Professor

English

Jamila Cupid - Assistant Professor

Physics

Andriy Semychayevskyy - Assistant Professor

Sociology

Jean Waites-Howard - Assistant Professor

E. Full-time Faculty

1. BIOLOGY

Karen A. Baskerville—*T*

Ph.D., University of Tennessee

Associate Professor and **Department Chair**

➤ Neuroscience research, molecular neuroscience, anatomy, electrophysiology

James W. Gallagher

Ph.D., Wake Forrest University

Assistant Professor

◆ Molecular Genetics

Anna K. Hull—*T*

Ph.D., Boston University

Associate Professor

➤ Plant molecular biology

David F. Royer—*T*

Ph.D., Lehigh University

Professor

◆ Biology

➤ Microbial ecology, ecology of opportunistic species

Susan E. Safford—*T*

Ph.D., University of Texas

Professor

◆ Zoology/Physiology

➤ Physiology, endocrinology, cell culture, molecular biology

Nancy N. Smith

M.S., Rutgers University

Lecturer

◆ Biology

2. BUSINESS & ENTREPRENEURIAL STUDIES

Robert A. Allen

M.B.A., Wilmington College

Assistant Professor

◆ Business Administration

➤ Business administration, management

Mehran Asadi

Associate Professor

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

- ◆ Accounting and Taxation
- Monetary economics, public sector finance and statistics, health care cost analysis, public sector investment

Oswald H. Richards—T

Ph.D., University of Pennsylvania

Professor and **Department Chair**

- ◆ Management, Finance, Education
- Strategic management, finance, investments, higher education administration, information technology, computer programming, Caribbean and Latin American history

Emily Vu

M.B.A., Monmouth University

Assistant professor

- ◆ Financial accounting, tax, Government and Non-profit accounting, CPA

3. CHEMISTRY

Robert Langley—T

Ph.D., Howard University

Professor

- ◆ Inorganic Chemistry
- Bio-inorganic chemistry, identification and characterization of pesticides in soil and underground water, identification and characterization of toxic metals and substances in samples

Derrick Swinton—T

Ph.D., University of Delaware

Associate Professor and **Department Chair**

- ◆ Analytical Chemistry/Biochemistry
- Bio-analytical, surface, environmental, clinical and biophysical chemistry, materials characterization, spectroscopy

Amar S. Tung—T

Ph.D., University of Illinois Medical Center

Associate Professor

- ◆ Biochemistry, Immunology
- Biochemistry of cell culture, enzymology, biotechnology and cellular regulation

Takeyee Whittingham-Fields

Ph.D., Rutgers University

Assistant Professor

- ◆ Physical Chemistry
- Density functional theory and computational chemistry

4. ENGLISH & MASS COMMUNICATIONS

Marilyn D. Button—T

Ph.D., University of Delaware

Professor and **Department Chair**

- Victorian Literature
- Victorian literature, Biblical literature

Jamila Cupid

Ph.D., Howard University

Assistant Professor

- ◆ Mass Communication and Media
- Public relations, digital media and advertising

William Donohue

M.A., West Chester University

Instructor

- ◆ English
- Composition and rhetoric, basic writing, writing center, assessment

Samaa Gamie

Ph.D., University of Rhode Island

Assistant Professor and **Assistant Director of the Writing Proficiency Program**

- ◆ English
- Rhetoric, composition, digital literacy's and postcolonial studies

Jeffrey L. Hoogeveen—T

Ph.D., University of Rhode Island

Professor and **Director of Freshman Composition**

- ◆ Rhetoric and Composition
- 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

Kaukab Siddique—*T*

Ph.D., Dalhousie University

Associate Professor

- ◆ English
- Nineteenth-century British literature

J. Kenneth Van Dover—*T*

Ph.D., Bryn Mawr College

Professor

- ◆ English and American Literature
- English and American literature, popular literature, detective fiction

5. FOREIGN LANGUAGES & LITERATURES

Abbes Maazaoui—*T*

Ph.D., University of Provence, France

Associate Professor

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

Maria C. Poza—*T*

Ed.D., West Virginia University

Associate Professor and **Department Chair**

- ◆ Technology Education
- Second language acquisition and pedagogy, teaching languages to minority students, technology integration in language teaching and learning

6. HEALTH, PHYSICAL EDUCATION & RECREATION

James L. DeBoy—*T*

Ph.D., University of Delaware

Professor

- ◆ Human Development
- Student retention, alcohol abuse prevention, student learner outcomes, metacognition

Yvonne R. Hilton—*T*

M.A., University of Delaware

Assistant Professor and **Interim Department Chair**

- ◆ Physical Education, Professional Development
- Health and physical education

Cyrus D. Jones—*T*

M.S., Indiana University

Associate Professor

- ◆ Health and physical education

Sally A. Monsilovich—*T*

Ed.D., Temple University

Associate Professor

- ◆ Health Education
- Nutrition (obesity), fitness, wellness

Carl Wilson

M.S., Western Michigan University

Assistant Professor

- ◆ Athletic Training
- Health wellness/promotion

7. HISTORY & POLITICAL SCIENCE

Donald Bradt—*T*

Ph.D., University of Alabama

Associate Professor

- ◆ Political Science
- Latin American politics, political development, democratization and international political economy

Chieke E. Ihejirika—*T*

Ph.D., Temple University

Associate Professor

- ◆ Political Science
- Comparative politics, political theory, African-American politics, international politics, terrorism, African politics, Pan-Africanism, American national government, race and America law, Supreme Court & Con. Law

Stephen McCullough

Ph.D., University of Alabama

Assistant Professor and **Interim Department Chair**

- ◆ History
- U.S. diplomatic history, Nineteenth-century U.S. history, military history

Levi A. Nwachuku—*T*

Ph.D., Michigan State University

Professor

◆ African History

➤ African and African American contemporary history; military in African politics

Daryl Z. Poe—*T*

Ph.D., Temple University

Associate Professor

◆ Africalogy

➤ Pan-Africanism and the life and times of Kwame Nkrumah

8. LIBRARY

Albert Bryson—*T*

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

Instructor

◆ Library Science

➤ Cataloging

Robert Neal Carlson—*T*

M.S.L.S., Villanova University

Associate Professor and **Interim Director**

◆ Library/Information Science

➤ Library reference, library department (Serials)

Mahinder S. Chopra—*T*

M.S., Villanova University

Professor

◆ Information Scientist

Tracey Hunter Hayes—*T*

M.L.S., University of Pittsburgh

Associate Professor and **Graduate Center Librarian**

◆ Ethics/Theology

➤ Information literacy, collection development, special collections, library management

Elizabeth Pitt—*T*

M.S.L.S., Columbia University

Assistant Professor

◆ Library Science

9. MASTER OF EDUCATION

Elizabeth Surplus^G—*T*

Ed.D., Rowan University

Associate Professor

- ◆ Educational Leadership
- Literacy Pre-K to 12, student engagement, building community, developing relationships

Admasu E. Tucho^G—*T*

Ed.D., Temple University

Associate Professor

- ◆ Educational Leadership & Policy Studies
- Teaching and conducting research in educational field

10. MASTER OF HUMAN SERVICES

Malcolm Bonner^G

Ph.D., Fielding Graduate University

Assistant Professor

Szabi Ishtai-Zee^G—*T*

Ph.D., Union Graduate School

Professor

- ◆ Sociology

Vivian Price

Ph.D., Temple University

Associate Professor

- ◆ School Psychology
- Learning styles and diagnosing educational disabilities, ethnic minority representation in special education, juvenile justice and adjudicated youth

Virginia J. Smith^G—*T*

Ph.D., University of Pennsylvania

Associate Professor

- ◆ City Planning
- Gerontology, intergenerational issues, social work, health disparities for minorities

Linda J. Stine^G—*T*

Ph.D., Bryn Mawr College

Professor

- ◆ German Languages and Literature
- Teaching writing, adult literacy, using educational technology to teach basic writers

James Wadley^G

Ph.D., University of Pennsylvania

Associate Professor

- HIV/AIDS prevention among adolescents and young adults, masculinity/femininity development and gender, self-esteem issues of children, social and clinical issues of sexuality
- Educational leadership and human sexuality education

Frank P. Worts^G

MSW, University of Pennsylvania

Assistant Professor

- ◆ Social Work, Social Policy, Community Organization
- Aging, social policy, education and the use of technology in education

11. MATHEMATICS & COMPUTER SCIENCE

Tong T. Banh—*T*

Ph.D., Temple University

Associate Professor

- ◆ Mathematics
- Nonlinear functional analysis, microlocal analysis, complex fourier analysis, complex 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—*T*

Ph.D., University of Delaware

Associate Professor and **Interim Department Chair**

- ◆ Materials Science
- Materials properties, nanotechnology, solid state physics, photovoltaics, materials characterization

Reginald Myrick—*T*

M.S., Temple University

Assistant Professor

- ◆ Electrical Engineering
- Artificial intelligence, controls, programming languages (C++), Databases, Web Program

Goro Nagase—*T*

Ph.D., University of Delaware

Professor

- ◆ Mathematical Statistics
- Mathematical statistics, applied probability, design of experiments and biostatistics

Ranjan Naik

Ph.D., University of Mumbai

Assistant Professor

- ◆ Discrete Math
- Graph theory, combinatorics, discrete math

Jawahar Pathak—*T*

Ph.D., Temple University

Associate Professor

- ◆ Invariant Theory, Ring Theory, Abstract Algebra
- Algebra, matrix theory, ring theory, combinatorics, graph theory, group actions

Bo Sun

Ph.D., Old Dominion University

Assistant Professor

- ◆ Computer Science

Claude M. Tameze

Ph.D., Delaware State University

Assistant Professor and **SI Faculty Coordinator (LEAPS Forward)**

- ◆ Applied Mathematics and Mathematical Physics
- Image processing and shape recognition

Laurellen L. Treisner—*T*

Ph.D., University of Delaware

Associate Professor

- ◆ Mathematics
- Math education

12. PHILOSOPHY & RELIGION

Dana R. Flint—*T*

Ph.D., Temple University

Professor and **Department Chair**

- ◆ Philosophy
- Albert C. Barnes, education and philosophy, religion, human rights and violence

Safro Kwame—*T*

Ph.D., University of Cincinnati and University of Ghana

Associate Professor

- ◆ African Philosophy and Moral & Political Philosophy
- African philosophy, metaphysics and moral & political philosophy

Melvin I. Leaman—*T*

D.Min., Eastern Baptist Theological School

Associate Professor

- ◆ Marriage and Family
- Christianity, comparative religions, teaching religion, pastoral questions

13. PHYSICS

Mazharul Huq—*T*

Ph.D., Glasgow University

Professor

- ◆ Theoretical Physics
- Elementary particle physics, technology in education, computer programming

Helen Major—*T*

Ph.D., Howard University

Associate Professor

- ◆ Laser Spectroscopy
- Laser spectroscopy, especially optical spectra of neon and argon, wave analysis of time-resolved argon & neon spectra. nonlinear optics testing

Lynn E. Roberts —*T*

Ph.D., Adelphi University

Professor and **Interim Department Chair**

- ◆ Elementary Particle Theory
- Phenomenology, relativistic heavy ion collisions, lattice gauge theory, compositeness, general relativity & string theory, phase transitions in heavy ion collisions

Andriy Semychayevskyy

Assistant Professor

14. PSYCHOLOGY

Lennell R. Dade—*T*

Ph.D., Howard University

Associate Professor

- ◆ Social Psychology
- African-centered psychology and spirituality

Kevin E. Favor—*T*

Ph.D., University of Illinois

Professor

- ◆ Counseling Psychology
- Program evaluation, health psychology, HIV/AIDS, violence prevention, occupational stress

Denise M. Gaither-Hardy—*T*

M.S., University of Delaware

Assistant Professor and **Interim Department Chair**

- ◆ Social Psychology
- Statistical analysis, HIV/AIDS (Obesity) (Red Cross Instructor), nonverbal communicator, SPSS, SAS, marketing analysis, methodology & evaluation, women's health

Penelope J. Kinsey—*T*

Ph.D., University of Delaware

Professor

- ◆ Clinical Psychology
- Program evaluation of primary care medical services, assessment of chronic pain, evaluation of educational curricula

15. SOCIOLOGY & ANTHROPOLOGY

Emmanuel D. Babatunde—*T*

Ph.D., London University Institute of Education

Professor and **Interim Department Chair**

- ◆ 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

Robert E. Millette—*T*

Ph.D., New School for Social Research

Professor

- ◆ Research, Family, Theory.
- Caribbean politics, sociological theory, process evaluations, family, leadership

Zoran M. Milovanovich—*T*

Ph.D., Belgrade University School of Law

Professor

- ◆ Criminal Law, Criminal Justice
- Criminal justice, criminal law, forensic science

16. TEACHER EDUCATION & URBAN PEDAGOGY

Barbara Butler

Ed.D., Morgan State University

Assistant Professor and **Director of Student Teaching**

- ◆ Science Education
- Retention of African American students in university programs

Joanne R. DeBoy—*T*

Ed.D., Temple University

Associate Professor and **Department Chair**

- ◆ Education
- Literacy, Education, reading and administration

Catherine DeCoursey

Ph.D., University of Texas at Austin

Assistant Professor

- ◆ Early childhood special education, high incident disabilities
- Special education, high incidence disabilities, cultural and linguistic diversity, teacher preparation, qualitative research

Carol Ann George-Swayze—*T*

Ph.D., State University of NY at Buffalo

Associate Professor

- ◆ TESOL and language instruction
- Adult ESL curriculum design, teacher training and development, program management, recruitment and retention of students, online instruction, TEOFL/TOEIC preparation, cross-cultural awareness training, continuing education program specialist, research methods

Patricia C. Lewis-West

Ed.D., Widener University

Associate Professor

- ◆ Education Administration
- Children at risk

Kenneth Parker

M.A., St. John's College

Instructor

- ◆ Liberal Arts
- Elementary mathematics instruction/elementary instruction/public school administration

Dipali Puri

Ph.D., Pennsylvania State University

Assistant Professor

- Preservice teacher, identity development, moral literacy, language and literacy development, disposition

17. VISUAL & PERFORMING ARTS

Alvin E. Amos—T

Ed.D., University of North Carolina at Greensboro

Professor and **Department Chair**

- ◆ Music Education
- Clarinet classical music performance, woodwind performance, black baptist church music, gospel chair at HBCU's jazz ed, jazz history

Jeffrey A. Chapp—T

M.F.A., University of Delaware

Associate Professor

- ◆ Fine Arts (Ceramics)
- Studio ceramics/ studio foundations courses

Edryn J. Coleman

M.A., Florida State University

Lecturer and **Choir Director**

- ◆ Music Education

Kirsten Kunkle

M.M., University of Michigan

Assistant Professor

- ◆ Voice Performance
- Opera, opera dictation, voice technique, voice pedagogy

Christine Limb

D.M.A., University of Southern California

Assistant Professor and Music Education Coordinator

- ◆ French horn Performance and music history
- Music education and music theory

Charles H. Pettaway, Jr. —*T*

M.S., Temple University

Professor

◆ Piano Performance

➤ Applied piano, music theory, introduction to various musical styles, music history

F. Visiting Faculty

Business & Entrepreneurial Studies

Kennie L. Edwards

M.B.A., Howard University
Assistant professor

- ◆ Financial Accounting, Tax, Government and Non-profit Accounting, CPA Exam

English & Mass Communications

Kristin Anderson

M.A., Northwestern College
Instructor

- ◆ Communication Studies
- Media and law enforcement studies

Lettrell Crittenden

M.A., Pennsylvania State University
Assistant Professor

- Black studies, journalism, interviewing, political economy of media, media studies

Mahpiua Deas

M.A., Pennsylvania State University
Instructor

- African American literature, creative writing

Foreign Languages & Literatures

Jose Ramos

M.S., University of Delaware
Lecturer

- ◆ Spanish
- Spanish and English as a second language (ESL) education

Sociology & Anthropology

Jean Waites-Howard

Assistant Professor

Visual & Performing Arts

Martha H. Meacham

M.M, Florida State University
Instructor

- ◆ Chamber Music
- Piano collaboration, chamber music

G. Administrators Holding Faculty Rank

John Chikwem—*T*

Ph.D., Ohio University

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

- ◆ Microbiology
- HIV/AIDS epidemiology, medical microbiology, immunology

Cheryl Gooch

Ph.D., Florida State University

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

- ◆ Mass Communications
- ◆ Journalism and mass communication

Patricia A. Joseph—*T*

Ph.D., Bryn Mawr College

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

- ◆ Social Work & Social Research
- Certified and licensed social worker, expertise in health, mental health, substance abuse and high risk youth

Harry D. Washington

M.S., Nova Southeastern University

Assistant Professor and **Interim Assistant VP for Academic Affairs**

- ◆ Management Information Systems

* Faculty on leave or sabbatical

G Teach Graduate Level Only

T Tenured

◆ Area of Specialization

➤ Area of Expertise

H. Part-time Faculty Fall 2012

English & Mass Communications (6)

Dayna Bailey
Samuel Donnellon
Nwenna Gates
Janine Momasso
Scott Sturgis
Sarala VanDover

Foreign Languages & Literatures (1)

Charles Molano

Health & Physical Education (1)

Theresa Dolan

History & Political Science (3)

Glenn Burns
Frank Fuller
Kwabena Nuamah

Master of Education (1)

Terry Means-Waites

Master of Human Services (22)

Shimeles Badane
Nancy Bancroft
Rafaela Bermudez
Rodney Bradley
Solomon Caudle
Louis Colbert
Norwood Coleman
Dana Garrett
Broderick Harper
Ronald Hayes
Thelma Jacks
Marsha Lester
Bradley LeVan
Rosemary Madl-Young
Gwendolyn Manning
Jamie Mansell
Leandra Marshall
Bryon Noon
Massah Nuni
Rebecca Olson
Philip Terry-Smith
Horace Whitfield

Master of Science in Administration (3)

Goodwin Akiko
Angela Mosby
Martina Wilson-Farmer

Mathematics & Computer Science (1)

Uzome James Chikwem

Philosophy & Religion (1)

Michael Gentzel

Psychology (1)

Robin Alston

Sociology & Anthropology (4)

Jamal Benin
George Evans
Karol Smith-Williamson
Miguel Vilar

Teacher Education & Urban Pedagogy (3)

Bruce Benson
Sherri Donnell
Jacquelyn Leo

Visual & Performing Arts (7)

Maryanne Buschini
Ronald Green
Shane Jensen
Henry Johnson
Colleen Jones
C. Marlane Lacy
Andrew Small

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