



COLLEGE OF ARTS & SCIENCES

Abby Parrill-Baker, Dean

Fall 2023 Faculty Meeting



STRATEGIC PLANNING PROCESS

Process Overview



- PHASE 1: Situation Analysis (July – Aug)
- PHASE 2: Develop Mission, Vision and Actions (Aug– Oct)
- PHASE 3: Finalize Strategic Plan (Oct – Nov)

memphis.edu/cas/strategic-plan

Phase I Inputs



- **SWOT Survey (July)**

- *Strengths* (recurring key words)
 - Pre-award, travel, grant, support, staff
- *Weaknesses* (recurring key words)
 - Support, enrollment, infrastructure, recruitment, budget, funding, staff, marketing
- *Opportunities* (recurring key words)
 - Staff, funding, grant, support, marketing, recruitment
- *Threats* (recurring key words)
 - Enrollment, budget, recruitment, staff, marketing, support
- Quantitative historical data
- Secondary research

Phase I Inputs



- SWOT Survey (July)
- **Quantitative historical data**
 - Students majoring in humanities, natural sciences, and social sciences represent 4.0%, 8.2%, and 10.5% (totalling 22.6%) of UofM students
 - One year retention among majors in humanities, natural sciences, and social sciences has been +3.5%, +2.0%, and -3.4% compared to the UofM average
 - CAS federal and non-federal research awards are 37% and 52% of UofM total
- Secondary research

Phase I Inputs



- SWOT Survey (July)
- Quantitative historical data
- **Secondary research**
 - In-demand job skills (to relate to our programs) from multiple sources
 - Mission statement examples from Colleges of Arts and Sciences at other universities
 - Microcredential models at other universities
 - 2023 Supply and Demand Report: Improving the Pipeline for Tennessee's Workforce: Academic Supply for Occupational Demand

Phase II – Opportunities to Engage



- Brainstorming groups will develop options for mission & vision statements, and actions for each of the 7 goals in Ascend.
 - Each group will have one topic, and will meet ~2-3 times
 - Each group will include faculty, staff, students, community members, and campus partners relevant to the topic
 - Each group will have relevant phase I data to inform their brainstorming
 - A survey will be distributed to invite you to participate (topic selection survey)
- CAS members will be able to select preferred option(s) generated by each brainstorming group through short surveys



PEOPLE

Dean's Staff

Associate/Assistant Deans

- **Keri Vacanti Brondo**, Interim Associate Dean
- **Roger Kreuz**, Associate Dean
- **Ladrica Menson-Furr**, Assistant Dean

Administrative

- **Jessica Abernathy**, Director of Administration
- **Latica Jones**, Business Officer III
- **Kendra Lambert**, Business Officer III
- **Ilesha Williams**, Administrative Associate I
- **Ron Serino**, Director, Interdisciplinary Studies
- **Stormey Warren**, Administrative Associate II
- **Debra Porter**, Web Specialist II

Advancement

- **Carolyn Dickens**, Sr Director of Development
- **Knox Shelton**, Director of Development

Advising and Graduation

- **Cody Clinton**, Director of Pre-Professional Advising
- **Rika Hood**, Director of Student Services
- **Meghan Cullen**, Pre-Health Advisor
- **John Faulconbridge, II**, Academic Services Coordinator I
- **Byron J. Hollowell**, Academic Services Coordinator I

Pre-Award Coordinators

- **Madison Austin**
- **Emilie Bowman**
- **Mikhelle Taylor**

Career Specialists

- **Kimberly Brown**, Social Sciences
- **Joji Castillon**, STEM
- **Cortez Washington**, Humanities

New People

- **Wes James**, Interim Chair of Anthropology
- **Scott Fleming**, Interim Chair of Computer Science
- **Chrystal Goudsouzian**, Director of Women's Studies
- **Madison Austin**, Pre-Award Coordinator
- **Knox Shelton**, Director of Development I
- **Joji Castillon**, STEM Career Services Specialist
- **Stormey Warren**, CAS Administrative Associate II

New Faculty 40 total

- **Erin Mellett**, Assistant Professor, Anthropology
- **Rachel Diner**, Assistant Professor, Biological Sciences
- **Paige Ellestad**, Post Doctoral Fellow, Biological Sciences
- **Philip Kohlmeier**, Assistant Professor, Biological Sciences
- **Rongrong Shen**, Post-Doctoral Fellow, Biological Sciences
- **Na Ra Shin**, Post-Doctoral Fellow, Biological Sciences
- **Subhash Solanki**, Post Doctoral Fellow, Biological Sciences
- **Terrence Sylvester**, Post-Doctoral Fellow, Biological Sciences
- **Sungho Lee**, Post-Doctoral Fellow, CERI

New Faculty

- **Madhusudhan Alle**, Post-Doctoral Fellow, Chemistry
- **Qianyi Cheng**, Assistant Professor, Chemistry
- **Madison Herbert**, Assistant Professor of Teaching, Chemistry
- **Yiqin Hu**, Post Doctoral Fellow, Chemistry
- **John Maiyo**, Post-Doctoral Fellow, Chemistry
- **Tanei Ricks**, Assistant Professor, Chemistry
- **Taylor Santaloci**, Post-Doctoral Fellow, Chemistry
- **Megan Simons**, Post Doctoral Fellow, Chemistry
- **Atyeh Ashtari**, Assistant Professor, City and Regional Planning
- **Brandon Booth**, Assistant Professor, Computer Science
- **Kathryn Bridson**, Assistant Professor of Teaching, Computer Science

New Faculty

- **Lindsay Helms**, Assistant Professor of Teaching, English
- **Courtney Santo**, Assistant Professor, English
- **Adam Sneed**, Assistant Professor of Teaching, English
- **Kendra Vanderlip**, Assistant Professor of Teaching, English
- **Amanda Gaggioli**, Assistant Professor, History
- **Shelbi Kuhlmann**, Assistant Professor, IIS
- **Kelsey Mankel**, Assistant Professor, IIS
- **Li Yu**, Post Doctoral Fellow, Interdisciplinary Studies
- **Dheer Desai**, Post-Doctoral Fellow, Mathematical Sciences
- **Baris Kopruluoglu**, Assistant Professor of Teaching, Mathematical Sciences
- **Han Liu**, Post-Doctoral Fellow, Mathematical Sciences
- **Bhawesh Mishra**, Post-Doctoral Fellow, Mathematical Sciences

New Faculty

- **Jameliah Shorter Bourhanou**, Assistant Professor, Philosophy
- **Lucas Wade**, Assistant Professor of Teaching, Physics
- **Elizabeth Wellman**, Assistant Professor, Political Science
- **Joah Williams**, Assistant Professor, Psychology
- **Rachael Rief**, Post-Doctoral Fellow, Public Safety
- **Joanna Boudreaux**, Assistant Professor of Teaching/Coordinator, Sociology
- **Anthony Stone**, Assistant Professor, Sociology
- **Mark Woods**, Assistant Professor of Teaching, Sociology
- **Kaori Fujii**, Assistant Professor of Teaching, World Languages and Literatures



FACULTY SERVICE AWARDS

Service Awards

Sixty Years of Service

- **Charles Crawford**, History

Thirty-Five Years of Service

- **James Bollwerk**, Center for Earthquake Research & Information
- **Robert Smalley**, Center for Earthquake Research & Information
- **Dionysia Bacopulos**, Mathematics

Twenty-Five Years of Service

- **Pilar Alcalde**, World Languages and Literatures
- **Dipankar Dasgupta**, Computer Science
- **John Gilmore**, Anthropology
- **Marion Powless**, Psychology
- **Mitchell Withers**, Center for Earthquake Research & Information

Service Awards

Twenty Years of Service

- **Manohar Aggarwal**, Mathematics
- **Mervin Bartholomew**, Earth Sciences
- **Gary Emmert**, Chemistry
- **David Freeman**, Biology
- **Cosetta Gaudenzi**, World Languages and Literatures
- **Mohamed Laradji**, Physics and Materials Science
- **Joshua Phillips**, English
- **Sajjan Shiva**, Computer Science
- **Deborah Tollefsen**, Philosophy

Service Awards

Fifteen Years of Service

- **Randall Bayer**, Biology
- **Carlos Bolton**, English
- **Keri Brondo**, Anthropology
- **Chris Cramer**, Center for Earthquake Research & Information
- **Tomoko Fujiwara**, Chemistry
- **Denis Grele**, World Languages and Literatures
- **Amanda Lambert-Pennington**, School of Urban Affairs
- **Kriangsiri Malasri**, Computer Science
- **Scott Marler**, History
- **Elizabeth Meisinger**, Psychology
- **Carey Mickalites**, English
- **Kendra Murphy**, Sociology
- **Heike Polster**, World Languages and Literatures
- **Firouzeh Sabri**, Physics and Materials Science
- **Alistair Windsor**, Mathematics
- **Lan Zhang**, World Languages and Literatures

Service Awards

Ten Years of Service

- **William Alexander**, Chemistry
- **Kristoffer Berlin**, Psychology
- **Dorian Burnette**, Earth Sciences
- **Bert Burraston**, Criminal Justice
- **Cristina Cervone**, English
- **Christine Eisel**, History
- **Susan Elswick**, Social Work
- **Dawn Englert**, Mathematics

5 Years of Service

- **Qianyi Cheng**, Chemistry
- **Ron Serino**, Interdisciplinary Studies

- **Ronald Fuentes**, English
- **Jennifer Loftus**, Sociology
- **Benjamin McCarty**, Mathematics
- **George Megelsh**, Criminal Justice
- **Joshua Oladele**, Mathematics
- **Dursun Peksen**, Political Science
- **Diana Ruggiero**, World Languages and Literatures
- **Terrence Tucker**, English
- **Elizabeth Weston**, English



FRGs and PDAs

Faculty Research Grants (18 total):

- 5 Humanities
- 6 Natural Sciences
- 5 Social Sciences
- 2 Women's Gender Studies

Professional Development Assignments:

- 19 faculty (8 fall, 8 spring, 3 full 23-24 academic year)

memphis.edu/cas/workshops



Travel Enrichment Awards

Fall 2022 \$12,645 awarded to 9 faculty and 16 students

Spring 2023 \$9,500 awarded to 5 faculty and 11 students

Summer 2023 \$17,800 awarded to 12 faculty and 20 students

NOTE:

Not all funds awarded were accepted and some may have been cancelled or postponed. The awards ranged from \$445 to \$600 each.

Willard R. Sparks Eminent Faculty Award

- **Duane McKenna**, Professor, Department of Biological Sciences

Alumni Association Distinguished Teaching Award

- **Amaia Iratzoqui**, Associate Professor, Department of Criminology and Criminal Justice
- **Rita Pasqui**, Assistant Professor, Department of World Languages and Literatures

University of Memphis Alumni Awards

Distinguished Research, Creative Achievement & Excellence in Engaged Scholarship Awards

Distinguished Research in the Social Sciences, Business & Law

- **Wesley James**, Professor, Department of Sociology

Distinguished Research in Science, Engineering & Mathematics

- **Duane McKenna**, Professor, Department of Biological Sciences

Distinguished Research in the Humanities

- **Cristina Maria Cervone**, Associate Professor, Department of English

Excellence in Engaged Scholarship Award

- **Robin Lennon-Dearing**, Associate Professor, School of Social Work

Presented annually to faculty members. Recipients are chosen based on student surveys.

- **Mollie Blair Anderson**, Psychology
- **Kendra Lynne Murphy**, Sociology
- **Timothy Glenn McCuddy**, Criminology and Criminal Justice

Presented annually to a CAS faculty member who has distinguished oneself as an effective, caring mentor for students.

- **William Baggett**, Computer Science



Catherine and Charles Freeburg Fellow

College Awards

Recognizes and highlights excellent research in the humanities. The fellow program has a three-year term.

- **Verner Mitchell, English**

The award recognizes a tenure-track faculty member within the college who has made outstanding contributions in teaching, scholarship, service and community outreach.

- **Timothy Glenn McCuddy**, Criminology and Criminal Justice

Recognizes and rewards faculty members with outstanding research programs in the early stages of their career.

- **Daniel Smith**, Philosophy
- **Emily Puckett**, Biological Sciences
- **Minhae Cho**, School of Social Work

CAS Graduate Studies and Research Subcommittee selects the CASDRA recipients each year from faculty nominated for the Alumni Association for Distinguished Research or Creative Achievement (AADRACA).

- Humanities: **Marcus Wicker**, English
- Social Sciences: **James Whelan**, Psychology
- Natural Sciences: **Daniel Larsen**, Earth Sciences
- Engaged Sciences: **Donal Harris**, English

Endowed by a generous gift from William Dunavant in honor of Dr. Ralph Faudree who was dean of the college from 1995-2000. The College of Arts & Sciences awards one to four professorships annually. Awardees receive \$5,000 per year for three years to support their research programs.

- **Katherine Lambert-Pennington**, Anthropology
- **Roberto Triggiani**, Mathematical Sciences
- **Catherine Phipps**, History

Full details on awards, research,
publications and highlights
will be included in

ACCOLADES

memphis.edu/accolades

(first week of semester)