



2024
FACULTY & STAFF
Annual Recognition Event

FEBURARY 22, 2024 | 8:30 AM
UNIVERSITY UNION



TU
TOWSON
UNIVERSITY

LETTER FROM PRESIDENT **DR. GINSBERG**

Tigers –

Today we are proud to recognize and thank our many tremendous colleagues from across campus that have contributed to the success of our university and our students.

From our USM Board of Regents Award nominees, to our Diversity & Inclusion Awards recipients and those who are celebrating service year milestones: you are what fuels Towson University's momentum.

The excellence of our faculty and staff is what makes Towson University one of the most inclusive, extraordinary and caring campus communities in our country.

I sincerely thank you all for your unwavering commitment to our university and for all you do to make TU one of the top higher education institutions in the country. We are so proud to call you our fellow Towson Tigers.

All the best,



Mark R. Ginsberg, Ph.D.
President





PROGRAM

INTRODUCTION

Steve Jones

Vice President of Operations & Chief Human Resources Officer

OPENING REMARKS

Mark R Ginsberg Ph.D.

University President

RECOGNITION OF SERVICE YEAR MILESTONE AWARDS

Steve Jones

DIVERSITY AND INCLUSION AWARDS

Patricia Bradley JD

Vice President of Inclusion and Institutional Equity

USM BOARD OF REGENTS STAFF AWARD NOMINEES

Steve Jones

USM BOARD OF REGENTS FACULTY AWARD NOMINEES

Melanie Perreault Ph.D.

Provost and Executive Vice President
for Academic and Student Affairs

CLOSING REMARKS

Mark R Ginsberg Ph.D.

SERVICE AWARDS

The following faculty and staff reached a service-year milestone in calendar year 2023.

5 YEARS

Gashaw Abeza	College of Health Professions
Nasreen Bahreman	College of Health Professions
Scott Beyer	Campus Life
Neil Blumberg	Academic Student Services
Patricia Bradley	Office of Inclusion & Institutional Equity Administration
Mark Burchick	College of Fine Arts & Communication
Kimberly Campion	Public Safety
Kelsey Cannon	Athletics
Nicole Carbonaro	College of Science & Mathematics
Emma Cervone	College of Liberal Arts
Amanda Charles	College of Science & Mathematics
Samuel Clevenger	College of Health Professions
William Cook	College of Business & Economics
Shelly Cotten	College of Liberal Arts
Benjamin Crull	Office of Technology Services
Col'n Curtis	Facilities Management
Lisa Custer	College of Health Professions
Natalie Dabrowski	Marketing & Communications
Arthur Dana	Office of Technology Services
Luroll Davis	Facilities Management
Audrey Day	College of Liberal Arts
Kim Definbaugh	Campus Life
David Dix	Facilities Management
Kathleen Dondero	College of Health Professions
Terry Downing-Harris	College of Science & Mathematics
Gorana Draguljic	College of Liberal Arts
Robert Dreyer	Financial Affairs
Matthew Dwyer	Athletics
Priya Exantus	Marketing & Communications
Mark Flores	College of Business & Economics
Rebecca Fowler	Enrollment Management
Charla Fowlkes	Student Development Programs
Darius Francis	Housing & Residence Life
Daniel Fricker	Office of Technology Services
Robert Fritsche	Facilities Management
Larry Gardner III	Institute for Well Being

SERVICE AWARDS

5 YEARS CONTINUED

Kimberly Garrison	Financial Affairs
Mike Gathagan	Athletics
Esty Goodman	Human Resources
William Gorman	Office of Technology Services
Rachael Gross	College of Science & Mathematics
Stephen Grossi	Athletics
Pallavi Guha	College of Fine Arts & Communication
Stephen Hancock	College of Science & Mathematics
Bradford Hartin	Athletics
Andrew Hawkins	College of Science & Mathematics
Jonathan Hensley	College of Liberal Arts
Tess Heron	Strategic Partnerships & Applied Research
Zachary Hitchens	Student Development Programs
Lauren Hoskins	Athletics
Faizan Imtiaz	College of Liberal Arts
Gabriel Jachelski	Facilities Management
Eric Jones	Financial Affairs
Michael Kaiser	Office of Technology Services
Courtney Kalbacher	College of Fine Arts & Communication
Eric Karikari	College of Fine Arts & Communication
Ashley Kilmer	College of Liberal Arts
Stacy Knight	College of Business & Economics
Laura Knox	Career Services
Nicolas Kudsieh	College of Science & Mathematics
Elizabeth Kulkarni	Housing & Residence Life
Sushma Kumble	College of Fine Arts & Communication
Heather Langenberg	Office of the Provost
Mellanie Lee	Strategic Partnerships & Applied Research
Weixian Liao	College of Science & Mathematics
Robert Liberati	Institute for Well Being
Benjamin Lowenthal	Administration & Finance
Annemarie McDonald	College of Science & Mathematics
Robert McHenry	Public Safety
Peggy McNeal	College of Science & Mathematics
Barbara Menges	Human Resources
Frederick Merman	Enrollment Management

5 YEARS CONTINUED

Mark Merritt	Public Safety
Carmen M. Meza	College of Liberal Arts
Susan Miltenberger	Office of Technology Services
Mahnaz Moallem	College of Education
Shannon Monacelli	College of Education
Ryan Mumaw	Campus Life
Danielle Myers	Legal Affairs Administration
Jasmine Nance	Office of the Provost
Rob Neff	College of Liberal Arts
Rowyn Niko	College of Science & Mathematics
Emilio Osso	Office of Technology Services
Brandon Palese	Facilities Management
Monica Pasko	College of Education
Katherine Patti	College of Health Professions
Corinne Penny	Auxiliary Operations
Eriks Perkons	College of Science & Mathematics
Kandyce Pinder	Financial Affairs
Michael Pivec	Athletics
Terry Porter	Athletics
Alnett Queen	Auxiliary Services
Samuel Ramirez	Athletics
George Redman	College of Fine Arts & Communication
Erin Richmond	College of Education
Deborah Rowan	Facilities Management
Diana Saez	College of Fine Arts & Communication
Ghadir Sara	College of Fine Arts & Communication
John Savage	Auxiliary Services
Kari Schumm	College of Science & Mathematics
Laura Sessions	College of Health Professions
Sara Slaff*	Legal Affairs Administration
Hope Smedley	Enrollment Management
Steph Sundermann Zinger	Marketing & Communications
Janice Thomas	Auxiliary Services
Dacia Thomas	Auxiliary Operations
Ruth Thomas	Financial Affairs

*Retiree

SERVICE AWARDS

5 YEARS CONTINUED

David Tine	Financial Affairs
Khanh-Hoa Tran-Ba	College of Science & Mathematics
Danielle Turner	College of Education
Michael Unger	Marketing & Communications
David Vatz	Athletics
Katherine Vettori	Athletics
Chandler Vicchio	Alumni Relations
Roodinz Vital	Campus Life
Amit Vohra	Athletics
Janet Walker	Financial Affairs
Jennifer Walsh	Access & Disability Services
Matas Webb	Office of Technology Services
Blaire Weidler	College of Liberal Arts
Sean Welsh	Marketing & Communications
Jennifer Wingrat	College of Health Professions
Zuojin Yu	College of Health Professions

10 YEARS

Saradha Ananthakrishnan	College of Health Professions
Ashley Arnold	Marketing & Communications
Mary Arnold	College of Fine Arts & Communication
Summer Atkinson	College of Business & Economics
Katherine Attie	College of Liberal Arts
Cynthia Baker	Library
Thomas Bechtold	College of Liberal Arts
Meghan Behm	College of Business & Economics
Jose Berrios	Facilities Management
Elizabeth Boteler	Office of Development
Katharine Bowdy	College of Science & Mathematics
Geoffrey Bumstead	Office of Technology Services
Keith Combs	Facilities Management

10 YEARS CONTINUED

Shannon Cotton	Public Safety
Tracey Cotton	College of Education
Darren Curry	Office of Technology Services
Cindy Davis	Office of Technology Services
Colin deLeyer	Office of Development
Melanie Dorsey	College of Business & Economics
Dimitra Douskas	College of Science & Mathematics
Lijing Du	College of Business & Economics
Jai-Lyn Elliott	Sponsored Research
Eric Gadsby	Library
Charles Gamble	Public Safety
Sarah Gunning	College of Liberal Arts
Jesse Herche	Office of Technology Services
William Herring	Enrollment Management
Vickie Hook	College of Fine Arts & Communication
Jian Huang	College of Business & Economics
Frank Hubbard Butler	Public Safety
Richard Ivy	Marketing & Communications
Keith Jones	Career Services
Tammie King-Kelly	Student Development Programs
Reno Lacy	Facilities Management
Beverly Lang	Financial Affairs
Mariana Lebron	College of Business & Economics
Rodney Lee	Auxiliary Services
Jenyfer Lewis	College of Education
Peter Lisman	College of Health Professions
Sandra Llera	College of Liberal Arts
Trevor Lowing	College of Science & Mathematics
Marc May	College of Fine Arts & Communication
Davia McKenzie	Financial Affairs
Donald Metil	Athletics

SERVICE AWARDS

10 YEARS CONTINUED

Brian Miller	College of Education
Jenna Mills	Alumni Relations
Dylan Missimer	Facilities Management
Darnell Morris-Compton	College of Liberal Arts
Julie Munski	Access & Disability Services
Nam Nguyen	College of Science & Mathematics
Derek Nord	Office of Technology Services
Patrick O'Connell	Athletics
Lissa O'Donnell	Office of Technology Services
Stuart Page	Office of Technology Services
Salvatore Pappalardo	College of Liberal Arts
Hyunjeong Park	College of Health Professions
Emily Parker	College of Liberal Arts
Makmilller Pedroso	College of Liberal Arts
Alison Peer	Student Development Programs
Soo Rhee	College of Fine Arts & Communication
Carol Ridge	Campus Life
Steven Rudolf	Office of Technology Services
Mario Sam	Auxiliary Operations
Alizon Santamaria	College of Fine Arts & Communication
Natalie M. Scala	College of Business & Economics
John Seeberger	College of Business & Economics
Pamela Segal	College of Education
Lisa Simmons	College of Business & Economics
Molly Sisson	College of Health Professions
Brian Starkloff	Financial Affairs
David Steuernagle	Facilities Management
Nikhil Talati	Office of Technology Services
Sandrine Tchatie-Leudeu	Academic Student Services
Nicholas Tebben	College of Liberal Arts
Frances Washburne	Office of Development
Patricia Watson	Facilities Management
Cindy Weisman	Auxiliary Operations
Wendy Whitner	College of Health Professions

10 YEARS CONTINUED

Nicole Winner	College of Science & Mathematics
Aaron Ziegel	College of Fine Arts & Communication
Karrie Zimmerman	Enrollment Management

15 YEARS

Anne Ashbaugh	College of Liberal Arts
Vanessa Beauchamp	College of Science & Mathematics
Sergiy Borodachov	College of Science & Mathematics
Meredith Brown	Auxiliary Operations
Mark Bulmer	College of Science & Mathematics
Joseph Capista	College of Liberal Arts
Cynthia Caravello	Human Resources
Suranjan Chakraborty	College of Science & Mathematics
Brenda J. Conley	College of Education
Nicole Cosentino	Financial Affairs
Phil Davis	College of Fine Arts & Communication
Joshua Dehlinger	College of Science & Mathematics
Christopher Dillon	College of Fine Arts & Communication
Runqiao Du	College of Fine Arts & Communication
Michael Elliott	College of Liberal Arts
Cynthia Ghent	College of Science & Mathematics
Kerri Goodwin	College of Liberal Arts
David Hahn	Auxiliary Services
Susan Harnett	College of Health Professions
Theodore Haynie	College of Education
Pamela Healey	College of Science & Mathematics
Ronald Hermann	College of Science & Mathematics
Ruth Hipkins	College of Education
Juergen Jung	College of Business & Economics
Robert Kasmir	College of Business & Economics
Siddharth Kaza	Office of the Provost
Diane Kuthy	College of Fine Arts & Communication
Xiaolin Li	College of Business & Economics

SERVICE AWARDS

15 YEARS CONTINUED

Xiaoming Liu	College of Education
Elaine Mael	Library
James Manley	College of Business & Economics
Alan Marcus	College of Liberal Arts
Melissa McCabe	College of Fine Arts & Communication
Glenn Merritt*	Public Safety
Kathleen Mosier	Campus Life
Christina Nemphos	Center for Geographic Information
Elizabeth Neville	College of Education
Kathleen Ogle	College of Health Professions
Margherita Pampinella	College of Liberal Arts
Neeraj Parolia	College of Business & Economics
Andre Passas	Facilities Management
Dinesh Patel	Office of Technology Services
Jennifer Potter	College of Fine Arts & Communication
Lisa Pressman	College of Liberal Arts
Greg Primrose	Student Affairs
Brian Raley	Office of Technology Services
Donna Rogers	College of Business & Economics
Mary Gail Schley*	Housing & Residence Life
Nancy Siegel	College of Fine Arts & Communication
Jeffrey Simpson	College of Science & Mathematics
Sarah Smith	Office of Development
Sandy Spitzer	College of Science & Mathematics
Kinton Stamper	Enrollment Management
Shannon Stitzel	College of Science & Mathematics
Christopher Thacker	College of Business & Economics
Sheila Tilghman	Public Safety
Christine Trzcinski	University Accounting
Jamie Uppercue	University Accounting

*Retiree

15 YEARS CONTINUED

Robert Wall	College of Liberal Arts
Carol Wettersten	Office of Technology Services
Jennifer Wicklein	Office of Technology Services
Vicki Young*	Campus Life
Lingling Zhang	College of Fine Arts & Communication

20 YEARS

Gail Brickman*	College of Science & Mathematics
Christopher Cain	College of Liberal Arts
Matthew Chambers	Office of the Provost
Yvonne Eder	College of Science & Mathematics
Elizabeth Kelly Gray	College of Liberal Arts
Ilene Grodzinsky	College of Education
Ge Han	College of Science & Mathematics
Patrick Hyde	Facilities Management
Kimberly Katz	College of Liberal Arts
Kwangmi Kim	College of Fine Arts & Communication
Todd Moyer	College of Science & Mathematics
Daniel Mydlack	College of Fine Arts & Communication
James Otto	College of Business & Economics
Mark Profili	College of Science & Mathematics
Colleen Winters	College of Science & Mathematics

*Retiree

SERVICE AWARDS

25 YEARS

Bernard Allen	Office of Technology Services
Patricia Burke	Office of Technology Services
Walter Carter*	Facilities Management
Andrew Cline	Public Safety
D. Brett Collins	Auxiliary Operations
Pamela Edwards Mathias	Campus Life
Sharon Glennen*	College of Health Professions
Wayne Hart	Research & Consulting
Brian Hendricks	Office of Technology Services
Marion Hughes	College of Liberal Arts
Yanggon Kim	College of Science & Mathematics
Scott Luebben	Facilities Management
Linda Makowske	Financial Affairs
Audra McMullen	College of Fine Arts & Communication
William Murphy	Facilities Management
Hubert W. Nelson	College of Health Professions
Michael O Leary	College of Science & Mathematics
Robyn Quick	College of Fine Arts & Communication
Mary Ranadive	Library
Nicole Risser	College of Liberal Arts
Gordean Sanders	Office of Technology Services
Kim Shifren	College of Liberal Arts
Erik Sillardorf	College of Science & Mathematics
Jay Taffel	Office of Technology Services
Matthew Tewey	Public Safety
Clayton Woods*	Facilities Management

*Retiree

30 YEARS

SUSAN ISSACS

COLLEGE OF FINE ARTS AND
COMMUNICATIONS

My fondest memories: I love my department. We have great faculty, students, and terrific events. It is difficult to choose just one. I have also enjoyed partnering with departments across campus.



30 YEARS

LESLIE LEWIS

AUXILIARY SERVICES

The first time I came to Towson, was with my dad to pick up my sister, who was getting her Early Ed degree. We met her at the new University Union. After seeing that and the beauty of Stephens Hall. I couldn't wait to go to Towson State University.

After 1 BS, 6 presidents, 5 managers, 3 locations, dozens of friends, students, coworkers, and numerous snow days, which I can't live without - 30 years later, I'm still happy to be here.



30 YEARS

JAY A. NELSON

COLLEGE OF SCIENCE & MATHEMATICS

This photograph taken by Kanji Takano because it illustrates not only one of my favorite teaching activities at Towson, taking my Fish Biology class on class field trips, but also the wonderful partnership that I had with Kanji. When I arrived at Towson in 1993, the Biology Department had courses in Mammalogy, Ornithology and Herpetology, but no Ichthyology course, despite fish being by far the most

successful vertebrates in terms of both biomass and species #. After Kanji found out that I had instituted a fish course with field trips, he became a regular participant and somewhere there are thousands of photographs from these trips, of which I have several hundred including this one that I particularly like. My favorite memory of Towson as an institution is of the summer faculty/staff softball league that used to flourish here at Towson, sometimes having as many as 12 teams from across the university. One year our ragtag team of scientists, OTS and administration folk actually beat the usual champion Gridiron team put together by the then football coach. This league was a great way to take a break from summer research activities & form acquaintances across the institution and is greatly missed.



CELEBRATING MILESTONES

30 YEARS

SHARMA PILLUTLA

COLLEGE OF BUSINESS &
ECONOMICS

More than 30 years ago when I got the job offer from TU, I wasn't particularly enthused about it. I thought to myself that I would check out the place for a year or two and then jump to a different or better university. It is a reflection of just how warm, welcoming and comfortable TU has been for me that I am still here 30 years later and counting.



30 YEARS

Congratulations on your impressive years of service at TU. We know you have made many amazing memories here. We wish you continued success at TU!

LISA COSTELLO

ATHLETICS

SOHEILA FARDANESH

COLLEGE OF BUSINESS &
ECONOMICS

LORI FRANTZ

AUXILIARY SERVICES

TONIA MATTHEWS

COLLEGE OF FINE ARTS & COMMUNICATION



CELEBRATING MILESTONES

35 YEARS

MOSTAFA AMINZADEH

COLLEGE OF SCIENCE &
MATHEMATICS

How can I sum up my thirty-five years of teaching at Towson University in a sentence or two? Reflecting on all those years and the students who took my classes gives me a sense of satisfaction. Often, my former students tell me about their success and I think, yes, I did it. It has been a great honor to be part of the young minds' education and it gives me unmatched pride and satisfaction. I still enjoy scholarly activities including publishing in top journals in my field.



35 YEARS

VICKI COHEN

ENROLLMENT MANAGEMENT

Over the many years I've been here, I've been fortunate enough to work with hundreds of students. I've seen them coming to TU as new students who have so many questions they are afraid to ask, students on academic warning who are worried that they won't be able to finish college, and students who don't know if they are able to find a major that matches their academic interests. Nothing compares to seeing them at graduation, watching them complete their goals despite whatever obstacles they had to overcome.



35 YEARS

TOM HARRIS

ENROLLMENT MANAGEMENT

Within a few short months after joining the Registrar's Registration unit as an Office Clerk I came to realize I'd been welcomed into something akin to family. Not just my unit, but the entire Registrar's staff organized a baby shower for a young man, about to become a first-time father, that they barely knew.

I've worn many hats (often having to switch them several times in a day) through the years and had to weather many disappointing and burdensome life moments. The Registrar family has always been there for me. Supportive would be an understatement. We care and look out for one another.

Likewise, I've celebrated many positive experiences with them, grown to call many good friends and one so special that we eventually became life partners!

We've held cookouts, created some imaginative Homecoming decorating contest entries. We've supported each other at workout classes and wall-climbing at Burdick Hall! Weekend cabin retreats to the mountains, movie and game nights are just a few of the panoply of great memories our Reggie's Rovers have created over time.

And here's to many, many more!

Cheers!



35 YEARS

RONN PINEO**FISHER COLLEGE OF SCIENCE
& MATHEMATICS**

In 1988, when I arrived at Towson State University, the demographics of the institution looked much different. Towson then was mostly a white campus, with nearly nine out of 10 undergraduate students white, and only 8% Black.

The teaching load those days was four classes, each with 40 students or so. I was so grateful to have this job, even if I had no real understanding of just how demanding it would be. On my first day — coming just two days before the birth of my son — I threw myself into my lectures, only to realize as my second group of students filed out and the next group filed in, that I was already completely out of gas with two classes left to go.

Few in the History Department published at the time. With all those lectures to write and revise, the endless piles of blue books and term papers to mark, it was hard to find the time for research and publication. The faculty of Towson State was certainly populated by great teachers who were highly skilled at their craft, but in those years, publication was not a requirement for promotion.

Now, as my career at Towson closes and I reflect, I can see great progress has been achieved. This growth is not just the new buildings that have risen up on campus over the past several years; it is much more than that. The university has been transformed.

Today the Black undergraduate student population accounts for nearly 30% of the total, reflecting the present-day makeup of Baltimore County. To me this is what progress begins to look like.

Over my time at Towson, the teaching load was gradually reduced. As a direct result of these changes, no Towson professor can be granted promotion or tenure without published peer-reviewed contributions to scholarship.

It has taken the abiding commitment by the university to make the progress that I have seen across my decades here. Now Towson is graduating classes that show greater diversity than ever before. And today Towson professors are helping to shape the conversations that light up their fields and move knowledge forward. These are important gains, but the progress should not stop there.

I may be leaving, but knowing Towson University the way I do, I have every confidence that there will be more victories to come.



35 YEARS

Congratulations on your impressive years of service at TU. We know you have made many amazing memories here. We wish you continued success at TU!

SARA SIDES*
ENROLLMENT MANAGEMENT



*Retiree

40 YEARS

TERI CROMWELL**OFFICE OF TECHNOLOGY SERVICES**

Known for her friendly smile and impeccable memory, Teri is a go-to resource as a business support specialist in OTS. In her four decades at TU, Teri has incorporated knowledge and expertise from her roles in Housing & Residence Life, Computing and Network Services and OTS to develop and maintain good business processes and provide great customer service in working with various stakeholders. She learned the ins and outs of Stratus to facilitate a smooth transition for OTS. Always willing to help, she consistently takes on responsibilities beyond her job title and provides support whenever needed.



40 YEARS

STEPHANNIE FAISON**PHILOSOPHY & RELIGIOUS STUDIES**

I am thankful for the 40 Years that I have been blessed to work at Towson University. During the 40 Years I have been here, I have a lot of fond memories. I have been a part of the transformation of Towson University. I was at the Ribbon Cutting for the CLA Building. I watched it being built and now I am working in the CLA Building. I remember when there was a parking lot in front of Linthicum Hall and the School Lida Lee Tall. I remember when the TU Day Care was on the side of Lida Lee Tall. During my time here at Towson, I have had the opportunity to work with some amazing people. I enjoyed all the family events, the picnics, the tickets to sporting events, and the Holiday Celebrations. I cherish all the student's lives that I have touched. The students that send wedding invitations and all the Deans, Chairs, and Administrative Assistants that I have worked with throughout my 40 Years here at Towson University.



45 YEARS

Congratulations on your impressive years of service at TU. We know you have made many amazing memories here. We wish you continued success at TU!

ANTHONY BLAND
FACILITIES MANAGEMENT



DIVERSITY & INCLUSION AWARDS

The University Diversity & Inclusion Awards recognize individuals and departments that foster greater awareness, understanding and advancement of diversity and inclusiveness at Towson University.

2024 STAFF NOMINATING COMMITTEE

LaVern Chapman	Office of Inclusion & Institutional Equity
Dr. Gilda Martinez-Alba	College of Education
Jasmine Nance	Office of the Provost
Andrew Rosenblum	College of Liberal Arts
Dr. Lisa T. Simmons	College of Business & Economics

ADMINISTRATIVE DEPARTMENT

**DIVISION OF UNIVERSITY MARKETING & COMMUNICATIONS,
SEAN WELSH, VICE PRESIDENT; TERI O'NEAL, ASSISTANT VICE PRESIDENT,
COMMUNICATIONS & MEDIA; PAM GORSUCH, ASSISTANT DIRECTOR,
UNIVERSITY COMMUNICATIONS**

The Communications & Media Department is committed to creating a sense of belonging with the intention of celebrating identity groups throughout the year to ensure each group feels seen and heard on TU's campus. Complementary goals are to educate all students, faculty, staff, and visitors on the diverse cultures that make up our incredibly diverse campus community. The Communications & Media team initially engaged with the Native American students and faculty to begin discussions about messaging, appropriate imagery and communication tools and tactics to reach the audience. From this research, an identity-based landing page approach was created for Native American Heritage and Culture. Collaborations expanded to TU's Black community for the Black History and Culture landing page experience and included designed TU Today headers; regular "Did You Know" features in TU Today; feature stories driving traffic to the landing page; redesigned, culturally specific digital signage; and social media content. The team proceeded to engage and launch campaigns for APIMEDA, Latine/x, Women's History, LGBTQIA+ and an additional landing page is planned for March 2024, focusing on visible and invisible disabilities. All identity groups highlighted were selected to align with the Diversity Strategic Plan and a land acknowledgement video is aired at Commencement and Convocation.

Honorable mention:

Housing and Residence Life, Kelly Hoover, Assistant Vice President

DIVERSITY & INCLUSION AWARDS

STAFF

ASHLEY FULLWOOD, UNIVERSITY ADMISSIONS, ENROLLMENT SERVICES

Ashley, through her leadership, works to reduce barriers for students by collaborating across campus. This is evident in the advising training initiatives and surveys that help elevate advising practices. Given the split model organizational structure for academic advising across campus, the team was tasked with developing and implementing a training and resource program for advisors, as well creating a diverse network for all staff and faculty advisors across campus. Ashley led a group of 14 staff members from Admissions, Financial Aid, Registrar, and Academic Advising and Towson Learning Center (TLC) to discuss and brainstorm ways in which departments within the division could integrate diversity, equity, inclusion, justice, and belonging (DEIJB) principles and practices into their daily work. Members worked through a self-assessment of what DEIJB means to them, identified investment in authenticity, highlighted barriers that impede the ability to be diverse and inclusive for students and employees. As a result, the Enrollment Management DEI (diversity, equity, inclusion) Planning Committee was established, offering a variety of DEI education workshops and trainings. Ashley recognizes that this work is ongoing and seeks to ensure sustainability of programs derived from the foundational understanding of DEI principles, common language, concepts, challenges, and the impact on higher education. Strategies to maintain accountability is her priority as she continues the work of serving a diverse student body.

Honorable mention:

- Gail DeShields, New Student and Family Programs, Student Affairs
- Lucienne Karszen, Tutoring and Learning Center, Academic Affairs
- Kristin Pinkowski, Hill Lopes Scholars, Jess & Mildred Fisher College of Science & Mathematics
- Dr. Keiwana Perryman, Center for Student Diversity, Office of Inclusion & Institutional Equity
- Courtney Plummer, University Admissions, Enrollment Services

DIVERSITY & INCLUSION AWARDS

ACADEMIC DEPARTMENT

ALBERT S. COOK LIBRARY, SPECIAL COLLECTIONS & UNIVERSITY ARCHIVES AND THE IDEA COMMITTEE, SUZANNA YAUKEY, DEAN OF UNIVERSITY LIBRARIES

Special Collections and University Archives has worked to reshape the department to tell the story of diversity here at TU and to lift up voices which have been left out of the history of TU. Under the leadership of Ashley Todd-Diaz and staff (Jasmine Allen, Emiel Brown, Felicity Knox), they helped launch the Unearthing Towson's History Project in 2019. Dedicated to understanding the history of diversity at TU and addressing TU's long history of racial exclusion and discrimination, this project hopes to become a resource for the campus community. Since the project's commencement, many undergraduate and graduate students work closely with faculty and staff which resulted in the completion of 8 oral histories with alumni, and former faculty & staff that tell stories of previously marginalized TU community members; a sharable database of diversity-related archival sources with over 1,000 entries; ongoing compilations of biographies of key players relating to TU's diverse history; a draft timeline of US key events and TU's history of segregation, desegregation, diversity, and accessibility; and so much more.

Additionally, the first guide to Indigenous Research was created by members of the IDEA Committee (Allison Jennings-Roche including Emiel Brown, Kevin Fry, Emily Minner, Carrie Price, Genevieve Rico, and Tasha Sweitzer) - a separate entity - who curated a wealth of open and subscription resources on Indigenous peoples including those in Maryland, relevant organizations, and contemporary issues such as land stewardship and sovereignty. The guide highlights over 30 books by Native authors and is enhanced with definitions, preferred terminology, maps, guidance on citing Indigenous knowledge, such as knowledge passed along orally by Knowledge Keepers and Elders and more. Working at the intersection of archival science, history, and community action, the department and committee continue to greatly contribute to advancing diversity and inclusion at TU.

DIVERSITY & INCLUSION AWARDS

FACULTY

LAURA GOUGH, PH.D., DEPARTMENT OF BIOLOGICAL SCIENCES, JESS & MILDRED FISHER COLLEGE OF SCIENCE & MATHEMATICS

Dr. Gough has shown an unwavering commitment to fostering a diverse and inclusive environment in the Fisher College of Science and Mathematics (FCSM). TU-REP (Towson University Research Enhancement Program) utilized a \$1M Inclusive Excellence Award to support faculty in the development of course-based undergraduate research experiences (CUREs) that incorporate pedagogical techniques to improve diversity and inclusion in the classroom. Faculty learned how to develop a CURE class in general and were introduced to pedagogical methods and techniques to make teaching more equitable. The impact of the TU-REP program has been transformational, with 35 faculty who participated, 25 CURE classes developed throughout all five FCSM departments, faculty published 12 papers and presented at numerous professional meetings, and over 1,400 students participated in a CURE class. The Inaugural FCSM Diversity, Equity, Inclusion and Justice (DEIJ) Summit addressed which bias convened by Dr. Gough hosted 40 faculty and staff from across the FCSM to discuss current and future diversity and inclusion related work. A DEIJ Task Force to further explore issues and develop recommendations were a result of the summit. As a foundational member of the DEIJ Task Force, Dr. Gough help guide effort, ensuring that work was strategic, and outcome focused. These Primarily, three projects demonstrate her most recent contributions to embed diversity and inclusiveness into structural and institutional aspects of not only her department, but across the entire college. Primarily, these three ongoing and sustainable projects demonstrate her contributions to embed diversity and inclusiveness into structural and institutional aspects of not only her department, but across the entire college.

Honorable mention:

- Erin Girio-Herrera, Ph.D., Department of Psychology, College of Liberal Arts
- Ming Li, Ph.D., Department of Health Sciences, College of Health Professions
- Alison McCartney, Ph.D., Depart of Political Science, College of Liberal Arts

DIVERSITY & INCLUSION AWARDS

POSTHUMOUS FACULTY AWARD

DR. HALCYON LAWRENCE, DEPARTMENT OF ENGLISH, COLLEGE OF LIBERAL ARTS

Dr. Lawrence served as the CLA Diversity, Equity, and Inclusion Fellow and throughout 2023, engaged in a DEIJ-related needs assessment of CLA, which was conducted in two phases. Dr. Lawrence co-designed (with Sandra Llera, past Chairperson of the CLA DEI Committee) and distributed a survey for CLA faculty to collect data regarding perspectives on the status of DEI work in college. Dr. Lawrence co-designed, in collaboration with Sandra Llera and Assistant Provost Iona Ringgold, a CLA DEI Workshop to follow-up and expand upon the prior needs

assessment, allow for strategic planning, and facilitate dialogue across the college. As a result, Dr. Lawrence was in the process of writing a CLA Diversity and Inclusion Plan with actionable items with the goal to communicate CLA's values around DEI work to the college community and beyond, but also to provide a values-based approach to promoting such work. Dr. Lawrence's additional DEI accomplishments included oversight and guidance for Leah Franklin's DEI Library Guide Project - a collection of resources (books, articles, videos, oral histories, and more) with a focus on multi-lingual, LGBTQIA+, linguistic justice, and disability-related topics. Dr. Lawrence was a brilliant visionary who was intentional about her work around DEI and is already missed by students that she taught and mentored, colleagues, and the broader collegial community. The Towson University community will long remember her innovative research and inclusive spirit.



USM BOARD OF REGENTS AWARDS

Awards honor excellence in the following categories.

STAFF

EXCEPTIONAL CONTRIBUTION TO THE INSTITUTION

A creative and implemented approach to process improvements or an original idea that contributed to the success of the unit/institution.

OUTSTANDING SERVICE TO STUDENTS IN AN ACADEMIC OR RESIDENTIAL ENVIRONMENT

A staff member who consistently makes a difference and impact in student lives.
Or a staff member that contributed to an innovative, original idea that implemented and transformed an aspect of the student experience.

EXTRAORDINARY PUBLIC SERVICE TO THE UNIVERSITY OR GREATER COMMUNITY

A staff member who showed a personal dedication to a project or cause that definitively improved the greater community or a staff employee that has made a difference in the larger community, in a collaborative and sustained manner throughout their career.

EFFECTIVENESS AND EFFICIENCY

Recognizes exemplary ideas that, when implemented, will serve to further the University System of Maryland's goal to continually increase the effective and efficient use of its resources.

INCLUSION, MULTICULTURALISM AND SOCIAL JUSTICE

This award salutes the outstanding work of a USM staff member in their ability to build, nurture and advance inclusion, multiculturalism and social justice practices within their community. Their community may comprise their internal institutional community, their external institutional community, or a combination of the two.

USM BOARD OF REGENTS AWARDS

2024 STAFF NOMINATING COMMITTEE

Deniz Erman	Committee Chair, University Store
Saidat Adeleke	Albert S. Cook Library
Keisha Bownes	University Marketing & Communications
Marcela Bender	Enrollment Management
Kimberly Campion	Environmental Health & Safety
LaVern Chapman	Office of Inclusion & Institutional Equity
Jennifer Dudley	Athletics
Esty Goodman	Office of Human Resources
Carol Green-Willis	Office of Technology Services
Theresa Jenkins	College of Liberal Arts
Brian Jara	Office of Inclusion & Institutional Equity
Elizabeth Kelly	University Promotions & Events
Siobhan Keplinger	Facilities Management
Hassan Sanda	Office of Parking & Transportation
Edwin Todd	Facilities Management
Jennifer Walsh	Office of Accessibility & Disability Services

2024 Staff Nominees

Cynthia Baker	Marketing & Development Coordinator	Inclusion, Multiculturalism, and Social Justice Contribution
Henry Jackson	SciTECH Lab Technician	Extraordinary Public Service to the University or to the Greater Community
Tammie King-Kelly	Director of Student Success Programs	Outstanding Service to Students in an Academic or Residential Environment

USM BOARD OF REGENTS AWARDS

Awards honor excellence in the following categories.

FACULTY

EXCELLENCE IN TEACHING

This award honors faculty members who have demonstrated accomplishments in areas such as course development and pedagogy, direction of student research projects, leadership in teaching improvement or mentoring of faculty to improve teaching.

EXCELLENCE IN SCHOLARSHIP OR RESEARCH

This award honors faculty members who have shown evidence of exceptional scholarship or research that extends or deepens the bounds of knowledge and/or is recognized as innovative in the nominee's discipline.

EXCELLENCE IN CREATIVE ACTIVITY

This award includes the production of visual, performing and literary arts. The nominee shall have shown evidence of exceptional creative activity that extends or deepens the bounds of knowledge or artistic merit and/or is recognized as innovative in the discipline.

EXCELLENCE IN PUBLIC SERVICE

This award includes activity that benefits the citizens of Maryland, the nation or humanity in general. The nominee shall have contributed to the community through involvement in initiatives in ways that meaningfully and positively affect the human condition.

EXCELLENCE IN MENTORING

This award honors faculty members that have demonstrated excellence in the mentoring of students.

USM BOARD OF REGENTS AWARDS

2024 FACULTY NOMINATING COMMITTEE

Natalie Scala	Business Analytics & Technology Management
Todd Kenreich	Secondary & Middle School Education
Karl Fugelso	Art + Design, Art History, Art Education
Diana Emanuel	Speech-Language Pathology & Audiology
Martin Roberge	Geography & Environmental Planning
Min Deng	Mathematics
Felicity Knox	Special Collections
Patrick O'Connell	Athletics
Cynthia Cooper	Office of the Provost
Jasmine Nance	Office of the Provost

2024 Faculty Nominees

Jennifer Potter	Professor of Communication Studies	Excellence in Mentoring
Liyan Song	Professor of Learning Technologies, Design & School Library Media	Excellence in Mentoring
Emily Hildebrand	Assistant Professor of Kinesiology	Excellence in Public Service
Nancy Siegel	Professor of Art + Design, Art History, Art Education	Excellence in Scholarship or Research
Marcia J. Vandiver	Associate Professor of Elementary Education	Excellence in Scholarship or Research
Andrea T. Barton	Associate Professor of Kinesiology	Excellence in Teaching
Erik Pierre Silldorff	Professor of Biological Sciences	Excellence in Teaching



**TOWSON
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