

# SECU ADLP Speakers and Facilitators Biographies

**Monday, October 17, 2016**

**4:30 p.m. - Welcome and Introductions**



**Torie Johnson, Executive Director, SECU**

Torie A. Johnson has been involved in higher education administration for more than 10 years, working first in intercollegiate athletics and now as Executive Director of SECU, the academic initiative of the Southeastern Conference. She was named to this position in July 2011 after serving in the SEC athletics office for more than eight years. SECU was created in 2005 as the SEC Academic Consortium to promote and advance the academic endeavors and achievements of the SEC universities. As Executive Director, Johnson is responsible for leading cooperative initiatives and programs for the universities, as mandated by the league's Presidents and Chancellors and in consult with the SEC Provosts. She also manages all SECU office operations.



**Meg Amstutz, SEC ALDP Chair, Associate Provost, Georgia**

Dr. Margaret A. Amstutz has served as the associate provost for academic programs at the University of Georgia for the past three years and is beginning her 20th year at UGA this month. She arrived in Athens in 1997 and served in the Office of the President at UGA for sixteen years—ten years as assistant to the president, working as a liaison to faculty and academic affairs, followed by six years as chief of staff. As chief of staff, she oversaw the Office of the President as well as the Office of Legal Affairs, the Office of Internal Auditing, and the Equal Opportunity Office. She holds an academic appointment at UGA as Adjunct Assistant Professor of English. Dr. Amstutz received her bachelor's degree in English from Centre College in Danville, KY, and holds master's and doctoral degrees in English and American literature from Washington University in St. Louis. While in St. Louis, she worked with the Missouri Humanities Council, a state affiliate of the National Endowment for the Humanities.



**Jennifer Greer, Local Host, Associate Provost, Alabama, SEC ALDP Fellow 2012-2013**

Jennifer Greer is Associate Provost for the University of Alabama. Previously she was interim dean of the College of Communication & Information Sciences and chair of the Journalism Department. At other universities, she's served as a graduate director, associate dean and acting dean. Greer has taught writing and digital media classes for nearly 25 years. She also serves as vice president to the nation's largest association for mass communication educators, AEJMC. Greer has won college-wide teaching awards three times in her career and was recognized with Alabama's university-wide award for academic advising in 2011. She oversees UA faculty personnel issues, leadership development programs, compliance offices (including Equal Opportunity Programs and Title IX), academic misconduct issues, the core curriculum, The University of Alabama Press, and several other units in Academic Affairs.

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## 5:15 – 6:30 p.m. - Reception and Tour, Bryant Museum



### **Ken Gaddy, Director Bryant Museum**

Kenneth Gaddy is a native of Thomasville, Alabama and a graduate of the University of South Alabama. He served as Curator of the Alabama Museum of Natural History for four years where he led the Museum Expedition program in addition to managing the collections. He joined the staff of the Paul W. Bryant Museum in 1991 later becoming Director. He is the executive producer for the museum's *Crimson Classics*, *Crimson Comments* and *Mama Called* television shows and editor of the books *Twelve and Counting: The National Championships of Alabama Football*, *All of Us Fought the War* and *When*

*Winning was Everything*.

He serves on the boards of the Tuscaloosa Preservation Society, Easter Seals West Alabama, Easter Seals Alabama and the Alabama Museums Association.

He is married to Scarlett, a social studies teacher and they have one son, Michael.

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## 6:45 – 8:15 p.m. – Dinner & Talk: The Academic Affairs/Athletics Connection



### **Bill Battle, Athletic Director**

William R. "Bill" Battle recently is in his fourth year as Director of Athletics at The University of Alabama. Since taking the job on March 22, 2013, (succeeding the late Mal Moore, who had held the position since November 1999), Battle has not only maintained Alabama's unparalleled athletics success, but also has placed increased focus on the primary mission of Alabama Athletics: to recruit and develop student-athletes to compete at the highest levels in intercollegiate athletics, to educate and prepare student-athletes to compete at the highest levels in life after graduation, and to accomplish both with honor and integrity.

Battle took the job as Director of Athletics at Alabama after a career as a college football coach and entrepreneur that was consistently hallmarked by innovation and foresight. During Battle's tenure, Alabama has produced two NCAA team national championships (men's golf in 2014 and football in 2015); ten SEC team championships in five different sports (two in football, gymnastics, men's golf, and women's golf, one in softball and women's tennis); 16 NCAA individual champions; 34 Academic All-Americans (leading the nation in that category in both 2013-14 and 2014-15); and 16 NCAA Postgraduate Scholarship awardees.

Battle's vision has impacted the Alabama Athletics Department in numerous ways over the last three years, particularly in revitalized fundraising efforts that directly enhance the daily experience of every Crimson Tide student-athlete. Battle spearheaded the redevelopment of Alabama's historic baseball facility, Sewell-Thomas Stadium, transforming an aging facility into one of the nation's most dynamic venues when the stadium opened in February, 2016. He also has led the drive for numerous other facility and departmental improvements, including a new rowing facility and plans for a new aquatics facility. He has increased outreach efforts to keep students, fans, faculty, staff and stakeholders abreast of what is happening in Alabama Athletics.

A native of Birmingham, Ala., Battle attended The University of Alabama on a football scholarship and enjoyed a successful playing career as a three-year starter at end for the Crimson Tide under legendary head coach Paul "Bear" Bryant from 1960-62. Battle was a member of Bryant's first national championship team at Alabama in 1961, and was a three-year starter. Generally regarded as the team's best end throughout his playing career, Battle came to Tuscaloosa after starring in three sports at Birmingham's West End High School.

An excellent student, Battle earned a bachelor's degree in Biology (minor in Psychology) from The University of Alabama in 1963 and a master's degree in Education from The University of Oklahoma in 1964. He was an Academic All-SEC selection as a senior in 1962 and was selected to play in the Senior Bowl all-star game in Mobile, Ala., in January of 1963. He was named first team tight end and second team defensive end on The University of Alabama All Decade Team of the 1960s. Alabama won three national championships in the decade (1961, 1964 and 1965).

Battle entered the coaching profession as a graduate assistant at The University of Oklahoma in 1963 under famed head coach Bud Wilkinson. In 1964 and 1965, he served as an assistant coach at the United States Military Academy while serving a two-year military tour. In 1966, he moved on to the University of Tennessee, where he served as an assistant coach under head coach Doug Dickey for four seasons (1966-69) until he was named head coach of the Volunteers in 1970. When he was named head coach, Battle was the youngest head coach in college football at the age of 28.

During his seven-year tenure as head coach (1970-76), Battle's teams went 59-22-2, finished three seasons ranked in the nation's top 10 among five top-20 finishes and won four out of five bowl games. Battle's Tennessee teams won 11 games once (1970) and at least 10 games in three different seasons (1970, 1971 and 1972). His first Tennessee team finished the season ranked fourth in both national polls. His 1971 team finished ranked ninth in both national polls and the 1972 Tennessee squad finished ranked eighth by the Associated Press and 11th in the coaches' poll.

Battle embarked on a career in the private sector after his coaching career ended. He held various positions within Circle S Industries in Selma, Ala., and served as president of two different companies, as well as vice chairman of the Circle S Holding Company Board. During his six years at Circle S, the organization grew from two companies earning \$12 million in annual sales to 10 companies earning \$60 million.

Battle founded The Collegiate Licensing Company (CLC) in 1981, and served as president and Chief Executive Officer (CEO) until 2002. He also served as chairman of the board of Licensing Partners International (LPI), which was created in 2001 to represent the licensing interests of non-collegiate sports properties, as well as corporate and entertainment properties. The companies were sold to IMG in 2007, but he continued as chairman of CLC and consultant to IMG until March of 2013 when he was called back to Alabama.

A 1981 inductee into the Alabama Sports Hall of Fame, Battle was inducted as the first member of the charter class of the National Collegiate Licensing Association Hall of Fame in 2000. He was the recipient of the 2005 Paul W. Bryant Alumni Athlete Award at The University of Alabama and was inducted into the International Licensing Industry Merchandisers' Association (LIMA) Hall of Fame in 2008.

Battle received a National Football Foundation award in December 2008 for Outstanding Contributions to Amateur Football. In June 2010, Bill was inducted into the National Association of Collegiate Marketing Administrators' (NACMA) Hall of Fame. He was inducted into the Tennessee Sports Hall of Fame, receiving its Lifetime Achievement Award in 2011. He is slated to be inducted into the Sporting Goods Industry Hall of Fame in May of 2016. He currently serves on the boards of the Bryant-Jordan Student-Athlete Foundation, The University of Alabama A-Club Educational & Charitable Foundation, the Crimson Tide Foundation, and the National Football Foundation.

Battle's wife, Mary, is a summa cum laude graduate of the University of Texas' School of Nursing with a Bachelor of Science degree in nursing. She earned a Master of Science in healthcare administration from the University of Alabama-Birmingham. For many years Mary worked in the healthcare industry both in the clinical setting and for healthcare corporations that developed and managed physician provider networks including the development of strategically significant relationships with payors and business and industry.

Mary currently serves on the Arthritis Foundation National Board of Directors and is the chairperson of the Arthritis Foundation Leadership Council for the Birmingham market. She is also a member of the Volunteer Engagement Task Team for the Arthritis Foundation. In addition, Mary is an inaugural member of the UAB School of Medicine Board of Visitors and is active in fundraising activities for UAB that support research projects targeting more effective treatment for rheumatoid arthritis.

The Battles are part of UAB's Stem Cell Institute Board and are both active in their support of UAB's Department of Rheumatology. In their leisure time, the Battles enjoy life on their ranch in Georgia. Mary is an avid equestrian while Bill enjoys working on various projects around the ranch.



**Kevin Whitaker, Interim-Provost**

Kevin W. Whitaker is currently Interim Provost at The University of Alabama. Dr. Whitaker has been an aerospace engineering faculty member since 1987. From 2000 to 2014 he served the College of Engineering as the Associate Dean for Academic Programs. He has a BS degree in Mechanical Engineering from the General Motors Institute, and MS and PhD degree in Aerospace Engineering from Texas A&M University. His research interests include high speed propulsion and aerodynamics. Dr. Whitaker and his wife, Laura, have been married for 28 years and have two daughters; one is a civil engineer (and UA alum)

living in Chicago and one is a freshman at The University of Alabama.



***Introduced by:***

**David Cordes, Professor and Chair, Department of Computer Science; Director, Freshman Engineering Program; SEC ALDP Fellow 2008-2009**

Dr. David Cordes is Professor and Chairman of the Department of Computer Science, a position he has held since 1997. In addition, he serves as Director of the College of Engineering's Freshman Engineering Program. He is a Fellow of the Computer Sciences Accreditation Board (CSAB) and served as Chair of ABET's Computing Accreditation Commission in 2013-2013. He was selected as a Fellow of the SEC Leadership Development

Program in 2008-2009. His research interests include software engineering, its applications to systems software, and computer science education.

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**Tuesday, October 18, 2016**

**8:00 – 9:00 a.m. - A Conversation with University of Alabama President Stuart R. Bell**



**Dr. Stuart R. Bell, President**

Dr. Bell has broad administrative experience and is a nearly 30-year veteran of higher education. He previously served at UA for 16 years where he founded and directed an interdisciplinary research center.

Immediately prior to becoming UA's president, Dr. Bell was executive vice president and provost at Louisiana State University. During Dr. Bell's tenure there and earlier at the University of Kansas where he served as dean of its College of Engineering, those institutions opened new facilities, and student recruitment, retention and success were emphasized.

First joining UA in 1986 as an assistant professor in the UA College of Engineering's department of mechanical engineering, Dr. Bell was named department head nine years later.

With research interest in combustion engines, Dr. Bell has expertise in alternative fuels for engines, innovative engine designs and modeling of engine and engine processes. He directed UA's Center for Advanced Vehicle Technologies.

Dr. Bell was awarded the Society of Automotive Engineers' Ralph Teetor Award for Outstanding Contributions to Research and Teaching in 1988. He was presented the T. Morris Hackney Faculty Leadership Award for the UA College of Engineering in 2001, and, in 2005, he received the Richard S. Woodbury Award from the American Society of Mechanical Engineers.

An Abilene, Texas, native, Dr. Bell earned a nuclear engineering degree from Texas A&M University in 1979. He earned his master's and doctorate degrees in mechanical engineering from Texas A&M in 1981 and 1986, respectively.

He and his wife, Susan, have three adult children, Stuart, Stacy and Stephen.

***Introduced by:***



**Melondie Carter, Assistant Dean, Capstone College of Nursing, ALDP Fellow 2015-2016**

Melondie Carter, PhD, RN is the Assistant Dean of Undergraduate Programs and professor in the Capstone College of Nursing. Dr. Carter served as the Assistant Director of the Office of Health Promotion and Wellness at the University of Alabama for 6 years. She began in 2008 in the Office of Health Promotion and Wellness, where she has co-led the WellBAMA program, the signature health and wellness health screening and health, coaching program. Dr. Carter has delivered a health promotion and wellness program in a small rural Black Belt industry for

the past 11 years. She is the PI for the research project, Baseline Description of Employee Health Status and Interests for the University of Alabama. She has served on the Wellness Advisory Board for two industries including the University of Alabama and Mannington Mills.

Dr. Carter served as the Chair of Student Life on the Faculty Senate for 7 years and co-chaired the Textbook Committee, which developed the University of Alabama Textbook Rental Program. Melondie recently published manuscripts in the Journal of Nursing Education, Journal of Occupational Health Nursing and the American Journal of College Health on topics related to employee health at a southeastern university. She has numerous national and international presentations related to health promotion at a university setting and two book chapters. Dr. Carter has 22 years of teaching experience at the University of Alabama including undergraduate and graduate courses.

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## 9:00 – 9:15 a.m. - Stretch Break, Office of Health Promotion and Wellness



### **Carolyn MacVicar, Program Coordinator**

Carolyn MacVicar is a Coordinator in the Office of Health Promotion and Wellness and is responsible for program development and delivery. She finds helping faculty and staff achieve a more balanced, healthy lifestyle very rewarding.

With a B.S. degree in nutrition/dietetics from the University of Georgia, she has been involved in health promotion and wellness endeavors for much of my adult life and has coordinated programs and services for diverse populations acquiring extensive knowledge in program development and delivery. Early in her professional career, Carolyn realized how simple changes in our daily lives could have a ripple effect and alter our lives in a positive way.

As a mother of three, who works full-time and maintains a healthy lifestyle, she identifies with the challenges of integrating health behaviors into a busy lifestyle, and enjoys helping people navigate these challenges. In addition to her work in the wellness office, she has been teaching Pilates Reformer at the Student Recreation Center for the past 7 years and more recently introduced yoga to faculty and staff. In her free-time she enjoys running, playing tennis, and stand-up paddle boarding.

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## 9:15 – 10:30 a.m. - Deans Panel – Leading at the College Level



### **Susan Carvalho, Dean, Graduate School**

Susan Carvalho currently serves as Associate Provost and Dean of the Graduate School, at The University of Alabama. During her prior years at the University of Kentucky, she served as Interim Associate Provost and Dean of the Graduate School, associate provost for internationalization, associate dean in the College of Arts & Sciences, convener of the General Education Reform Steering Committee, interim chair of the Departments of Hispanic Studies and of Political Science, and Chair of the Domestic Partner Benefits Committee.

She earned her bachelor's degree from the University of Notre Dame, and her master's and Ph.D. degrees in Hispanic Studies from the University of Virginia. In 2006 she spent a year at UNC-Chapel Hill as a Fellow of the American Council on Education, and she currently serves as an ACE Senior Associate for Internationalization. She is often invited to speak at national and international conferences on topics such as women's leadership, international education, and accreditation as it relates to international programming. Throughout her various roles, her work has involved a sustained focus on inclusion, academic excellence, the excitement of discovery through research, and a record of sound and productive fiscal management.



### **Donald Gilstrap, Dean, University Libraries**

Donald Gilstrap is dean and professor of University Libraries and professor of Educational Leadership, Policy, and Technology Studies at The University of Alabama. Dr. Gilstrap has over 20 years of administrative and broad information technology management experience in research libraries, as well as leadership in professional organizations and editorial boards at the state, national, and international levels. He also has actively taught doctoral courses in organizational development and research methods and has served on numerous dissertation committees. His research has focused on information literacy and assessment, leadership, organizational dynamics, and research methods. Dr. Gilstrap received BA degrees in both French and history, as well as an MLS from the *School of Library and Information Management* and an MA in history, from Emporia State University. He holds a PhD in educational leadership and policy studies from the University of Oklahoma.



### **Bob Olin, Dean, Arts & Sciences**

Robert F. Olin is dean of The University of Alabama's College of Arts and Sciences, UA's largest division with 521 faculty, 10,000+ students, and an annual budget of over \$100 million. Olin is known nationally for his innovations in educational technology. He is the recipient of the national 2002 Virginia B. Smith Innovative Leadership Award given to individuals who demonstrate their ability to foster changes in higher education that result in substantial improvements. Olin began the Alabama-Cuba Initiative in 2002, that, to date, has partnered some 150+

University faculty members with faculty members at the University of Havana in research and creative collaborations. He is also the founder of two computer-assisted math learning centers, one at The University of Alabama and one at Virginia Tech University, which have substantially improved course completion rates at both places. He also has elevated the regional and national profile of the College's humanities and fine arts programs. Most recently, he was successful in obtaining the gift of the \$10 million Paul R. Jones Collection of American Art for the University, one of the largest and most representative collections of African American art in the world.



### **Vikki Vandiver, Dean, Social Work**

Vikki L. Vandiver is currently dean of the School of Social Work - The University of Alabama. Before coming to UA, she held the rank of Professor of Social Work and Associate Dean of Academic Affairs at Portland State University – School of Social Work and Affiliate Professor with the Department of Psychiatry, Oregon Health and Science University, Portland, Oregon. She holds a doctorate in public health from University of Texas – School of Public Health and a masters in social work from University of Houston, Houston, Texas. She is the author of three books on mental health (*Maneuvering the Maze of Managed Care*, 1996; Free Press; *Integrating*

*Health Promotion and Mental Health*, 2009; Oxford Press; *Best Practices in Community Mental Health*, 2013; Lyceum Books,) and over three dozen chapters and articles on best practices in community mental health. She is also co-editor of the peer-reviewed journal *Best Practices in Mental Health* (Lyceum Books, Inc.) She has been in the field of community mental health for over 35 years. Her research interests include best practices in community mental health, traumatic brain injury, mental health promotion, quality of life for individuals with mental health conditions and equine - assisted activities for at risk tribal and non-tribal youth. While in Portland, she served on numerous community boards, including serving for 17 years as chair and member of Cascadia Behavioral Healthcare, the largest behavioral healthcare organization in Oregon. She currently serves as a board member with Children's First, a policy and advocacy board in Montgomery, Alabama and is an active member with Rotary International.

In October, she was honored at the National Council of Social Work Education - Mentor Recognition Program, held in Denver, for her work mentoring women in social work education.

Dr. Vandiver relocated to the Tuscaloosa area from Portland, Oregon in July, 2014. She was joined by her husband, Kevin Corcoran (also on faculty at UA), two cats and a horse. She has shown in competitive equestrian exhibitions, Saddleseat Division, in the NW but now just rides for fun (in her spare time) on a cranky mare named Shadow.

### **Facilitated by:**



### **J. Brian Gray, Associate Dean for the Manderson Graduate School of Business, Culverhouse College of Commerce**

J. Brian Gray is the Associate Dean of the Manderson Graduate School of Business in the Culverhouse College of Commerce at The University of Alabama (since 2011). Dr. Gray served as Interim Dean of the Culverhouse College of Commerce in 2015-16. He is the Harrison Family Teaching Excellence Faculty Fellow and Professor of Statistics in the Department of Information Systems, Management Science, and Statistics. Dr. Gray came to the University in 1990, after spending seven years as a faculty member in the Department of Finance and Decision Sciences

at Texas Christian University. He earned the MS and PhD degrees in Mathematical Sciences from Clemson University in 1980 and 1983, respectively. Dr. Gray attended the University of Alabama in Birmingham where he received a BS degree in Mathematics in 1978, with minors in Business Administration and Computer Science.

## 10:45-11:45 a.m. - The Ins and Outs of University Development



### **Bob Pierce, Vice President, Advancement**

Bob Pierce, vice president for advancement, leads the Division of Advancement at The University of Alabama, including all University fundraising, Planned Giving, Advancement Services and Alumni Affairs. He took the helm of UA's advancement team in 2015, bringing with him nearly two decades of fundraising experience from the University of Southern Mississippi, where he served as vice president for advancement from 2010-2015. He holds a master's degree in advertising and public relations from UA and a bachelor's degree in business administration from the University of Southern Mississippi.

### ***Introduced by:***



### **Joseph Phelps, Chair, Department of Advertising and Public Relations, College of Communications and Information Sciences, SEC ALDP Fellow 2014-2015**

Dr. Joseph E. Phelps is the Reese Phifer Professor and Chairman of the Department of Advertising and Public Relations. Phelps became a Fellow of the American Academy of Advertising in 2015. He was also selected as a Fellow of the SEC Leadership Development Program in 2014-15. He previously served as Head of the Advertising Division (2001-2002) of the Association for Education in Journalism and Mass Communication (AEJMC) and as President (2004-2005) of the American Academy of Advertising (AAA). His research interests include examining managerial and public policy issues associated with the use of consumers' personal information and developing a better understanding of the persuasion processes associated with exposure to narrative advertising.

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## 11:45 a.m. – 12:30 p.m. - Fellows Lunch: A Preview of the UA Campus



### **Garrett Goodman, Staff Architect**

Garrett Goodman serves the University of Alabama as Staff Architect, under the direction of the Assistant Vice President of Construction Administration through the Division of Financial Affairs. In his role, he leads in administering the design of internal and external projects throughout the campus. He is responsible for ensuring that both internal and external projects are designed to meet the University's standards for design quality and technical proficiency. His responsibilities include programming, planning, design reviews, and construction technical reviews for projects throughout campus. He engages in projects throughout their life cycle, from project inception in initial planning throughout the construction process and into occupancy. Along with the oversight of externally designed projects, he leads the UA internal architectural group in the design of small on-campus projects.

His professional experience prior to joining UA includes the design and management of over \$330 million in public projects, with an emphasis in higher education facilities totaling over \$280 million, including over \$140 million for UA. He has been integral in the design of academic, student housing, laboratories, food service, and general campus buildings in conjunction with master planning in higher education environments.

A registered Architect and LEED Accredited Professional, Garrett earned his Bachelors in Architecture from Mississippi State University and MBA from the University of Alabama.

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**12:45-2:15 p.m. - Campus Tour and Tour of Digital Media Center  
Capstone Men & Women**



**Elizabeth Brock, Director of the Center for Public Television and Radio**

Elizabeth Brock is the Director of the Center for Public Television and Radio, comprised of Alabama Public Radio, the Center for Public Television and WVUA 23. Elizabeth came to the University of Alabama from Seattle after nearly 20 years of national television production experience for broadcast and cable networks. Elizabeth was Executive Producer of *Bill Nye the Science Guy*, produced for distribution by PBS and The Walt Disney Company and recipient of 19 national Emmys, and *SciSquad*, a 13-part children’s series produced for the Discovery Channel. She continues to serve as the Executive Producer of *Second Opinion*, a public television health series nominated for a 2016 national Emmy, and Digital Media Center documentaries such as *The Bankheads* and *Mama Called*, recipient of the 2014 Southeast Regional Emmy Award for Best Historical Documentary. Her documentary work includes a variety of one-hour specials as well as episodes for AMERICAN MASTERS and AMERICAN EXPERIENCE for PBS and RE-VISITING AMERICA for the Discovery Channel. Elizabeth has received numerous national and regional awards, including multiple Emmys, the Anna Quindlen Award for Excellence in Journalism, the National Science Board Public Service Award, and the National Education Association Award. She received her M.B.A. from the University of Washington and her B.S. from the University of Maine.

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**2:30 – 3:45 p.m. - In-Basket Exercise, Part 1**

***Facilitated by:***



**Lisa Lindquist Dorr, Associate Dean, Social Sciences, College of Arts & Sciences, SEC  
ALDP Fellow 2014-2015**

Lisa Lindquist Dorr received her PhD in History from the University of Virginia in 2000. She started as an assistant professor in the Department of History in August 2000. Her research focuses on race and gender in the twentieth century South and she is just about finished with a book on booze smuggling from Cuba to the southern coast during Prohibition. She has served as the Graduate Director in History and a harassment officer for the College of Arts and Sciences before assuming her current position as associate dean in 2013.



**Javonda Williams, Assistant Dean, School of Social Work, SEC ALDP Fellow 2015-2016**

Javonda D. Williams, Ph.D., L.C.S.W., is an Associate Professor and serves as the Associate Dean for Educational Programs and Student Services in the School of Social Work at The University of Alabama in Tuscaloosa. Dr. Williams has worked as a foster care social worker, child and family therapist, educator, and researcher. Dr. Williams has extensive clinical experience working with sexually abused children and adolescents. She has expertise in group work and community based interventions. Her areas of scholarship and research include children and adolescent mental health, ecologically sensitive treatment options for sexually abused children and adolescents and forensic interviewing.

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**3:45 – 4:45 p.m. - Impacting Student Retention & Success through Student Affairs Initiatives**



**Adam Sterritt, Assistant Vice President, Student Affairs**

Dr. Adam Sterritt serves The University of Alabama as the Assistant Vice President for Student Affairs and oversee student engagement and retention initiatives here at the Capstone. Dr. Sterritt also teaches in the Higher Education Administration program at UA and serves on the editorial board for the NASPA Journal of College and Character.

Dr. Sterritt started his career in higher education at The Florida State University, where he also received his bachelor's and master's degrees. He holds a doctorate in Higher Education Management from the Institute of Higher Education at the University of Georgia and has worked professionally in the Student Affairs for more than 15 years.



**Tim Hebson, Dean of Students**

Dr. Hebson has an undergraduate degree from The University of Mobile after transferring from Auburn University at the end of his sophomore year. He holds a Master's in Education degree from Samford University and a Doctorate in Higher Education from The University of Alabama.

Tim currently serves as Dean of Students at The University of Alabama, where he has worked for the past 14 years. He previously worked at Samford University, Auburn University and The University of Montevallo and has more than 35 years of experience in Higher Education.



**Matthew Kerch, Executive Director Housing and Residential Communities**

Matt Kerch is the Executive Director of Housing and Residential Communities. He first came to The University of Alabama in June 2012, serving as Director of Housing Operations until 2014. During the 2014-2015 academic year, Matt served as Interim Executive Director of Housing and Residential Communities. Before coming to UA, Matt served as the Assistant Director of Residence Life at Lehigh University in Pennsylvania. He has also worked as a Residence Coordinator at Dickinson College, and worked in Student Activities and Student Involvement at Wilson College.

Matt earned a bachelor's degree in psychology from Shippensburg University, where he also played collegiate basketball. He then earned a master's degree in counseling and college student personnel from Shippensburg University and is currently completing his dissertation for a doctorate in higher education administration at UA.

Matt enjoys the many aspects of working with HRC which include strategic planning and assessment efforts focused on students' experiences at college, being involved with construction/renovation projects, and working with a great group of colleagues. Matt is also focused on providing a student-centered environment where residents have ample opportunities to learn, develop and engage.

In his free time, Matt enjoys spending time with his wife and daughter, being outdoors, and watching sports. He also enjoys Tuscaloosa's great places to shop, relax, and eat. Matt has presented at multiple national and regional conferences, and is actively involved in both ACPA and NASPA.

***Introduced by:***



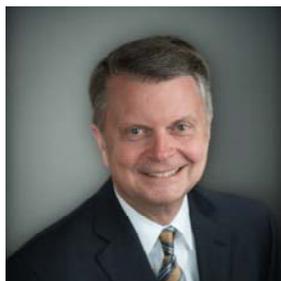
**Kim Bissell, UA Director of Undergraduate Research, SEC ALDP Fellow 2013-2014**

Dr. Kim Bissell is a Professor in the College of Communication and Information Sciences and serves as the College's Associate Dean for Research. She is the Southern Progress Endowed Professor in Magazine Journalism and also serves as the University of Alabama's Director of Undergraduate Research. She serves as the Director for the College's Institute for Communication and Information Research and the co-director of the Health Communication Lab. Bissell was selected as a Fellow of the SEC Leadership Development Program in 2013-2014 and has served as the chair of the Council of Divisions of the Association for Education in Journalism and Mass

Communication. Her research interests lie in the intersection of media, health, and children, and her recent publications have been related to the role of media in the development of children's nutritional knowledge and attitudes.

**6:45 – 8:30 p.m. – Dinner**

**Pre-dinner Talk with UA Systems Chancellor C. Ray Hayes**



**C. Ray Hayes, UA Systems Chancellor**

C. Ray Hayes is Chancellor of The University of Alabama System, which is one of America's leading public university systems. Chancellor Hayes, who assumed his position on September 1, 2016, is the seventh chancellor in the history of the UA System. His professional career spans more than three decades of senior administrative leadership in Alabama, Texas and Mississippi.

As chief executive officer, Chancellor Hayes directs the planning, development and assessment of all activities of the UA System and is responsible for their effective and efficient implementation. He is the principal link between the Board of Trustees' responsibility for policy and each campus president's responsibility for operations, working closely with state and Federal officials and agencies and leaders in K-12 and post-secondary education as well as the business community. Hallmarks of Chancellor Hayes' administrative philosophy include a strong student-centered focus in all aspects of policy-making, dedicated emphasis on fiscal and ethical integrity, and a stated commitment to student retention and academic success.

Prior to his unanimous election by the Board of Trustees to lead the UA System, Chancellor Hayes was the Executive Vice Chancellor and Chief Operating Officer. In that capacity he was the senior administrator responsible for the financial health and physical properties of the three-campus system, which is comprised of doctoral research universities in Tuscaloosa (UA), Birmingham (UAB) and Huntsville (UAH) as well as the world renowned UAB Health System.

With a budget of more than \$5.8 billion, 65,600 students and 37,000 employees, The University of Alabama System is a major driver of economic growth for the state of Alabama and the region. The annual economic impact is approaching \$9 billion. The three System campuses achieved new records for enrollment in the Fall of 2016 and are a model for the nation in teaching excellence, scientific research and public service.

Prior to his recruitment to the UA System in 2006, Chancellor Hayes was Vice President for Finance and Administration at Mississippi State University (2004-2006) and Executive Vice President for Finance and Administration at Texas A&M – Corpus Christi (1992-2004). He earned his bachelor's and MBA degrees from Mississippi State and has held leadership roles with the National Association of College and University Business Officers (NACUBO), the Society for College and University Planning and other regional and national entities.

Chancellor Hayes has a long record of involvement with the Southern Association of Colleges and Schools Commission on Colleges as an off-site and on-site evaluator. He was a founding Board member of the Harte Research Institute for Gulf of Mexico Studies. Among many other diverse contributions to economic growth and higher education partnerships, he is past chairman of the Corpus Christi Regional Economic Development Corporation, a former member of the Texas A&M University System Investment Committee, and currently serves on numerous boards affiliated with the UA System. He is a member of the Leadership Alabama class of 2016.

Chancellor Hayes and his wife Kathy have two adult children, Nicholas and Sarah, and are the proud grandparents of Owen Hayes.

***Introduced by:***

**UA President Stuart R. Bell (See Bio and Picture earlier in program)**

## Pre-dinner entertainment:

### The University of Alabama Jazz Combo

The UA Jazz Ensemble provides a professional atmosphere for students interested in the many aspects of jazz. This award winning group has performed at numerous jazz festivals, including: Notre Dame Collegiate Jazz Festival, Mobile Jazz Festival, Wichita Jazz Festival to name a few and performs throughout the region in schools and conferences. Its repertoire covers musical styles from the 1940s to contemporary arrangements, including those written and arranged by students. This group is the nucleus for the Hilaritas ensemble. The Jazz Ensemble is open by audition to any student, regardless of major and is directed by Chris Kozak.



#### Faculty Advisor: Chris Kozak

Christopher Kozak is associate professor and director of jazz studies at The University of Alabama. He holds both an MM in jazz arranging and composition and a BM in African-American jazz studies in double bass performance from the University of Massachusetts in Amherst, MA.

While at UMASS he has studied Jazz Composing and Arranging with Jeff Holmes and double bass with renowned Double Bassist and composer Salvatore Macchia. He also studied advanced Improvisation Techniques with saxophonist Chris Merz and multi-reeds artist Adam Kolker. Professor Kozak was also a composition student of Yusef Lateef and his methods of Autophysiopsyhic Music.

Previously, Professor Kozak was an active performer in the Northeast music scene on the Acoustic and Electric Bass in Jazz, Contemporary, and Popular styles. Since his hire at The University of Alabama, he has maintained an active role as a performer. Previous performances include Greg Abate, Joe Alessi, Geri Allen, James Argiro, Victor Atkins, Jamie Baum, Warren Chiasson, the Jimmy Dorsey Orchestra, Peter Ellefson, Peter Erskine, John Fedchock, Sim Flora, Giacomo Gates, Kathy Kosins, Vladislav Lavrik, the Guy Lombardo Orchestra, Andy Martin, the Michael Glaser Reputable Quintet, David Goloshokin, Danny Gottlieb, Jeff Holmes, Steve Houghton, Marlon Jordan, Adam Kolker, Yusef Lateef, Delfeayo Marsalis, Virginia Mayhew, Dick Oatts, Regis Philbin, The Birmingham Seven, Lew Soloff, Sal Spiccola, and Rob Zappulla.

He was a Downbeat Jazz Award recipient in 2000, 2001, and 2002 with the UMASS Studio Orchestra on double bass. He is a former faculty member of Springfield College, Holyoke Community College, and is a current member of the CMENC, ABA, AMEA, and Jazz Education Network. He also remains active as a clinician and high school jazz festival adjudicator at the regional, national, and international levels.

One of his notable previous accomplishments was in Colombia South America with the Cultural Exchange Centro Colombo Americano for a jazz camp that he and Dr. Jonathan Noffsinger developed and taught. They spent time in Medellin Colombia working with students at the EAFIT University and the RED Banderas (young children) within the city for a week. The following week they were in Manizales, Colombia for another jazz camp for their students at the University Nationale. Several performances were lined up with his quartet at the Moravia Center and San Fernando Plaza in Medellin and the National University and University of Caldas in Manizales.

As the current director of the University of Alabama Jazz Ensemble, he has taken the Ensemble to various Festivals such as the UGA/Athens Twilight Jazz Festival and Competition and to the 1st Annual Jazz Education Network Conference in St. Louis, MO.

Professor Kozak has been on faculty at The University of Alabama since 2005.

## **After-dinner entertainment:**

### **UA Forensics Team**

The Alabama Forensic Council, the competitive speech and debate program at the University of Alabama, aims to promote intellectual discovery, enable professional development, strengthen and utilize one's unique voice, construct democratic messages, engage in interpersonal and rhetorical exploration, and foster community.



#### **Faculty Advisor Robert Imbody**

This is Bobby's 6<sup>th</sup> year as the Director of Forensics at The Capstone. Each of the previous five years the Alabama Forensic Council has been ranked in the top-10 teams in the Nation earning 6<sup>th</sup> place this past April at the premiere National Speech Tournament in the country. He has coached individual students to 18 National Championships and over 30 National Final round appearances. He came to Alabama from Kansas State University where he was the Assistant Director of Forensics for nine years. Bobby is married and has two brilliant daughters and in his free time does more work because there is no free time. A graduate of Ohio University and Hastings College, Bobby is glad to finally be at a school that can win some football games.

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## **Wednesday, October 19, 2016**

### **8:00 – 9:00 a.m. - Building a Culture of Inclusion on Campus**



#### **Lane McLelland, Director, Crossroads Community Center**

Lane McLelland is the director of The University of Alabama's (UA) Crossroads Community Center. Responsible for fostering diversity and inclusion on campus through intercultural engagement opportunities such as Practicing Inclusive Excellence workshops, Sustained Dialogue, and cultural heritage celebrations, she brings to her work thirty years of experience in community dynamics and multicultural education. Previous to her appointment at Crossroads, McLelland served as the assistant director in UA's New College, where she taught courses in ethics and principles of deliberative democracy. As its assistant director, McLelland also coordinated New College's Civic Engagement and Leadership Minor and developed Partners for Action and Research in Communities (PARC), its embedded community-based research internship program in Walker County.

After receiving her interdisciplinary BA in International Studies and Conflict Management from UA, McLelland spent two years teaching at Tunghai University in Taiwan and three years working in Washington, DC, with China-related organizations. Her interest in cross-cultural ethics then sent her to graduate school at Pacific School of Religion in Berkeley, California, where she earned a Master of Divinity degree and an M.A. in Ethics.

Before returning to academia, McLelland served as a United Methodist minister and as the program director of the Healthcare Ethics Consortium at the Emory Center for Ethics. In addition to her role at Crossroads, she is currently a doctoral candidate in the Social and Cultural Studies Program in UA's College of Education. Her classes and research focus on moral development in higher education and civic engagement models for sustainable social change.



**Paige Bolden, Intercultural Engagement Coordinator, Crossroads Community Center**

Paige Bolden was born in New Orleans, Louisiana and spent most of her childhood moving around the country because of her father's career in the United States Navy. She graduated from The University of Alabama with a Bachelor of Arts degree in Communication Studies in December of 2013 and a Master of Arts degree in Communication Studies with a concentration in Interpersonal and Intercultural Communication in May of 2016. As an undergraduate student at UA, Paige held leadership positions in a variety of departments on campus such as the Women and Gender Resource center, Housing and Residential Communities, and

Orientation & Special Programs.

During her time as a graduate student, Paige served as an ambassador for the graduate school, and worked as a graduate research assistant for the Crossroads Community Center for 2 consecutive years. As a graduate research assistant, she was instrumental in designing the Crossroads' new Practicing Inclusive Excellence (P.I.E.) workshop curriculum.

Upon graduating with her master's degree, Paige was hired to work full time for Crossroads as the Coordinator of Intercultural Engagement. In this new role, she develops workshop curriculums and facilitation guides for the P.I.E. workshops and the undergraduate/graduate student P.I.E. facilitation team.



**Madison Bush, Crossroads, PIE Team Facilitator**

Madison Bush is a junior from San Antonio, Texas majoring in Political Science and Jurisprudence Philosophy, and is on the Pre-law track with a minor in French. As a member of the Honors Colleges, Madison also serves as a Senator for the College of Arts & Sciences, a PIE Team Facilitator for UA Crossroads, and is a Greek Ambassador for the Office of Sorority and Fraternity Life. Outside of campus, Madison volunteers for the Rise School of Tuscaloosa, and is also one of the planning board members of the She Can Conference: Celebrating Tuscaloosa

Women.

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**9:00 – 10:00 a.m. - Diversity Issues on the UA Campus/Past and Present**

**Dr. George Daniels, Assistant Dean, College of Communications & Information Sciences**



Dr. George Daniels, assistant dean for the College of Communication and Information Sciences, has been a member of the faculty in the Department of Journalism and Creative Media, since 2003. As assistant dean, he oversees the College's diversity activities and leads assessment and accreditation efforts. He is the 2015 recipient of Robert P. Knight Multicultural Recruitment Award, which recognizes the leading journalism educator in K-12 recruitment and outreach. Most recently, Daniels was one of the co-chairs for a campus-wide committee developing the diversity and inclusion component of the University of Alabama's new strategic plan "Advancing the Flagship." An associate professor of journalism, Dr. Daniels worked as a television news producer in three media markets including Richmond, Virginia, Cincinnati, Ohio and his most

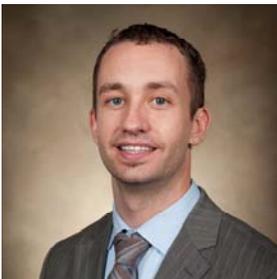
recent station in Atlanta. Dr. Daniels is nationally certified by Journalism Education Association as a Master Journalism Educator (MJE). He's a native of Richmond, Va. and a cum laude graduate of Howard University. He received his master's degree and Ph.D. in mass communication from The University of Georgia. You can follow his updates on Twitter at @BamaProducer.



### **Hillary Green, Associate Professor, Gender and Race Studies**

Dr. Hilary N. Green is an Assistant Professor of History in the Department of Gender and Race Studies at the University of Alabama. She earned her M.A. in History from Tufts University; and Ph.D. in History from the University of North Carolina at Chapel Hill. Her research and teaching interests include the intersections of race, class, and gender in African American history, the American Civil War, Reconstruction, Civil War Memory, the US South, 19th Century America, and the Black Atlantic. She is the author of *Educational Reconstruction: African American Schools in the Urban South, 1865-1890* (Fordham University Press, 2016). She is currently

developing a book manuscript on African American memory of the Civil War.



### **Kirk Walter, Assistant Director of Student Involvement**

Kirk graduated from the University of Georgia in 2004 with a bachelor's degree in Philosophy. He later attended law school at the Capital Law School in Columbus, Ohio and received a Juris Doctorate degree, with a concentration in Alternative Dispute Resolution, in 2008. Most recently he earned an M.L.I.S. degree from the University of Alabama. Prior to working with the Office of Student Involvement, Kirk worked as elections counsel for the State of Ohio and later as a staff attorney for the Alabama Disabilities Advocacy Program. In his role as assistant

director of the Office of Student Involvement, Kirk is responsible for the development and implementation of programs and initiatives that serve special student populations, including LGBTQIA+ students.



### **Candace Allen, Black Student Union**

Candace Allen is a native of Baton Rouge, Louisiana where she attended St. Joseph's Academy for high school. She is currently a senior with a double major in Athletic Training and African American Studies with minors in Food & Nutrition and Biology on the pre-medical track. Allen is the current President of the Black Student Union, as well as a member of Alpha Epsilon Delta, Alpha Lambda Delta, the Elliot Society, and an HES Ambassador. She has also served on the Student and Campus Life Committee, the President's Council, the Human Relations Council, and the Black Student Leadership Council. Allen enjoys working closely with students and

administration to enhance the quality of student life, but she is most passionate about healthcare disparities and educational access.



### **Parnab Das, International Student Association**

Parnab Das is currently in his third year as a PhD student in the department of Civil, Construction and Environmental Engineering. He currently is serving as the President for the International Students Association and Indian Students Association of Tuscaloosa and a student member in the Human Relations Council at the University of Alabama for the academic year 2016-2017. His goal as the president of the cultural and inter-cultural organizations is to blend the culture of the domestic students with the international students and vice-versa. He has always worked for diversity inclusiveness and cultural integrity on

campus by through different on campus activities. Alongside this Das is determined to work sincerely in the area of safe water and water sanitation for developing countries and for undeveloped areas in the developed countries to reflect my creative ideas in the field of science and technology. Das has a full linguistic proficiency in English and Hindi, alongside with Bengali which is his mother tongue.



**Marissa Navarro, Hispanic Latino Association**

Marissa Alayna Navarro was born in Berkeley, California but was raised in Grand Rapids, Michigan when her mother was honorably discharged from the Navy. She is currently seeking a degree in International Relations with a minor in Latin America Studies and Spanish, while being in Honors College. Marissa works at UA Crossroads as a student intern. She founded and serves as the current president for The Hispanic-Latino Association on campus. As well as, the Deputy Director of International Involvement in Student Government Association.

***Introduced by:***



**Sandra Nichols, Associate Professor, College of Education, ALDP Fellow 2012-2013**

Sandra effectively develops and facilitates partnerships between university, public service and business entities. As a result, she has gained expertise in leading turnaround initiatives within higher education and K-12 institutions. Dr. Nichols has also implemented numerous school and community based programs designed to enhance the quality of life for children and adults with disabilities. While conducting this work, she acquired and facilitated grant and contract programs totaling more than seven million dollars. Sandra's scholarship and research in these areas has been disseminated internationally.

Furthermore, Dr. Nichols has held numerous elected and appointed positions on executive committees with the International Council of Exceptional Children, the American Association of Colleges for Teacher Education and various organizations within the states of Alabama, Tennessee and Mississippi. As a part of these organizations, she recruited, mentored and retained many higher education students from diverse backgrounds.

Currently, Sandra serves as the program coordinator for the University's undergraduate, graduate and post-graduate Collaborative Special Education programs. Previously she served as department chair at both The University of Alabama and the University of Memphis.

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**10:15 – 11:00 a.m. - Foster Plaza Discussion**

**Hillary Green, Associate Professor, Gender and Race Studies (see Diversity Issues for photo and biography)**



**Meredith Bagley, Associate Professor, Communications Studies –**

Dr. Meredith M. Bagley (PhD '10 Univ Texas - Austin) is an Associate Professor of rhetoric and public discourse in the Department of Communication Studies. Her research is centered in critical rhetorical theory, social movement/protest rhetoric, and sport discourse. She teaches courses at all levels of the department and holds a variety of service positions across the college and university including Safe Zone LGBTQ+ Resource Center, Hallowed Grounds Civil Rights Campus Tours, UA Faculty Senate and co-head coach for UA Women's Rugby Club. She has been at UA since 2010 and grew up in Rutland, Vermont.



**Adam Sharples Brooks, Assistant Professor, Communication Studies**

Dr. Adam Sharples Brooks is a nationally renowned public speaker with a Ph.D in Communication and Information Sciences, an M.A. in Communication Studies, and a background in Public Relations. His research focuses on rhetoric in the areas of diversity, identity, and cultural studies. As the current Assistant Director of the Public Speaking Program at The University of Alabama, Adam oversees The Speaking Studio with a mission to help clients clarify and craft effective messages, cultivate dynamic delivery, and calm public speaking anxiety. Over the course of his career Adam has coached numerous public speakers to national acclaim and is an expert in the areas of rhetoric, diversity and communication, public speaking delivery, popular culture, and mass communication.

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**11:00 a.m. – 12:15 p.m. - In-Basket Exercises, Part 2**

**Facilitated by:**



**Tricia McElroy, Associate Dean, Fine Arts and Humanities, College of Arts & Sciences, ALDP Fellow 2015-2016**

Dr. Tricia A. McElroy currently serves as Associate Dean of Humanities and Fine Arts in the College of Arts and Sciences, as well as an Associate Professor of English. In addition to overseeing eight academic departments, she is responsible for administering the tenure and promotion, Distinguished Teaching Fellowships, and Teaching Grants processes for the College. She has served on the Faculty Senate and its Steering Committee as Chair of the Faculty Life Subcommittee. Having directed Alabama's longest-running study abroad program in Oxford, England, on several occasions, she takes a special interest in international education, and now chairs the University's International Education Committee.

McElroy earned her D.Phil. in English from the University of Oxford. As a member of faculty for Alabama's Hudson Strode Program in Renaissance Studies, she teaches widely in English Renaissance literature – Shakespeare, sixteenth-century poetry and prose – but her own scholarship makes border raids to the north, into Scottish studies. Within that field, her interests venture into satire, manuscript culture, and early modern political thought. She has published essays on Scottish Reformation poetry, political propaganda, and memoirs in early modern Scotland. She is currently working on a book about Mary Queen of Scots and is editing a new two-volume edition of Reformation satire, *Scottish Satirical Literature, 1567-1584*, which will be published by the Scottish Text Society.



**Stuart L. Usdan, Senior Associate Dean for the College of Human Environmental Science, SEC ALDP Fellow 2010-2011**

Dr. Stuart Usdan earned his Ph.D. in Health Education and Health Promotion from the University of Alabama at Birmingham School of Public Health in 2000. As a Full Professor in the Department of Health Science, Dr. Usdan has been the coordinator for the joint doctoral program in Health Education and Promotion since his arrival to UA. Dr. Usdan's has been the Associate Dean in the College of Human Environmental Sciences for the past 6 years. In his current role as Senior Associate Dean, Dr. Usdan provides leadership to advance the research mission of the college and coordinate the graduate programs offered under the Masters of Science in Human Environmental Sciences degree program. Dr. Usdan also serves the university as chair of the non-medical section of the Institutional Review Board at UA. In 2010, Dr. Usdan was selected as one of three UA faculty members to the SEC Academic Leadership Development Program (ALDP). Dr. Usdan's specific research interests include substance abuse prevention, alcohol assessment and measurement, and internet-based interventions. His recent research projects have been funded by the *National Institute on Alcohol Abuse and Alcoholism* and the *U.S. Department of Education*.



**Liza Wilson, Senior Associate Dean, College of Education, SEC ALDP Fellow 2011 – 2012**

Dr. Elizabeth K. Wilson is a Professor Senior Associate Dean and in the College of Education. She has served as the college's Department Head of Secondary Education and Executive Director of the Alabama Consortium for Educational Renewal. Her research interests include teachers' beliefs and practices in middle and secondary education. Wilson has received Best Paper Awards for her research from the American Educational Research Association and the International Society for Technology Education. She has participated in the university's Faculty Fellows for Service Learning program and Leadership University program as well as the Southeastern Conference Leadership Development Program in 2011-2012.

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**12:15 p.m. – Special Recognition, SEC ALDP Chair and Executive Director  
Preview of Visit to Mississippi State**



**Peter L. Ryan, MSU Associate Provost**

Dr. Peter Ryan has served as the Associate Provost for Academic Affairs at Mississippi State University since May 2011. His responsibilities include management of international academic agreements and study abroad policies, coordination of the self-study review process for academic departments and supervision of new faculty development. Dr. Ryan received his Ph.D. from the Ontario Veterinary College, University of Guelph, Canada.

Dr. Ryan is a Professor in the Departments of Animal and Dairy Sciences and Pathology and Population Medicine. He has served as coordinator of the Animal Physiology Graduate Program since 2000. His research is in the area of reproductive physiology with a major focus on uterine pathogenesis and pre-term delivery using domestic animals as models for the human condition. His research has been supported by the National Institutes of Health (NIH), National Science Foundation (NSF), United States Department of Agriculture (USDA), and other public and private sources.

Dr. Ryan is co-Director of the Facilities for Organismal and Cellular Imaging that utilizes bioluminescent, fluorescent, ultrasound and digital thermal imaging technologies to investigate physiological events in living systems. In August 2009, he joined the Office of the Provost as the Associate Vice President Intern for Academic Affairs and was appointed Interim Associate Provost in April 2010.