Table of Contents

Section 1: University Summary 3
Tenure Status Across Years 4
Faculty Headcount and FTE Across Years 4
Faculty Gender Across Years 5
Faculty Ethnicity Across Years 5

Section 2: Detail Report Fall 2018 6

University Teaching Faculty
Composition of Teaching PIC Faculty 7
Faculty Credentials, Fall 2018 8
Faculty Gender, Fall 2018 9
Faculty Ethnicity, Fall 2018 10

University Faculty Rank
Academic School Breakdown 11
Faculty Directory, Fall 2018 12
Section 1:

University Summary
Tenure Status
Full-time and Part-time Teaching Faculty
Across Years

Tenure Status by Academic Year

Faculty Headcount & FTE
Full-time and Part-time Teaching Faculty
Across Years

Headcount and FTE by Academic Year
Faculty Gender
Full-time and Part-time Teaching Faculty Across Years

Gender Headcount by Academic Year

Faculty Ethnicity
Full-time and Part-time Teaching Faculty Across the Years

Ethnicity Headcount by Academic Year
Section 2:

Fall 2018 Detail
# Composition of Teaching and PIC Faculty
## Fall 2018

<table>
<thead>
<tr>
<th>Teaching Unit</th>
<th>Headcount</th>
<th>FTE</th>
<th>Type</th>
<th>Headcount</th>
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<tr>
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<tr>
<td>Full Time Teaching Faculty</td>
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<tr>
<td>Part-time Teaching Faculty/Admin (load/rank)</td>
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<td>Teaching Specialist (load/no rank)</td>
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<tr>
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<tr>
<td>Total by Unit</td>
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<td>49</td>
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<tr>
<td>Surprise Residential</td>
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</tr>
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<td>7</td>
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<td>PIC Contact</td>
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<td>Total by Unit</td>
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<td>APGS - Arizona</td>
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<td>1.75</td>
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<tr>
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<td>0</td>
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<tr>
<td>Total by Unit</td>
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<td>APGS - Jeffersonville</td>
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<td>Tenure</td>
<td>0</td>
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<tr>
<td>Part-time Teaching Faculty/Admin (load/rank)</td>
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<td>0</td>
<td>Tenure Track</td>
<td>0</td>
</tr>
<tr>
<td>Professors in Charge (no load, no rank)</td>
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<td>Non-Tenure Track</td>
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</tr>
<tr>
<td>Total by Unit</td>
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<td>APGS - Kansas</td>
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<td>Non-Tenure Track</td>
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</tr>
<tr>
<td>Total by Unit</td>
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<td>2.5</td>
<td></td>
<td>5</td>
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<tr>
<td>APGS - Wisconsin</td>
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<td></td>
<td></td>
</tr>
<tr>
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<td>1</td>
<td>Tenure</td>
<td>0</td>
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<tr>
<td>Part-time Teaching Faculty/Admin (load/rank)</td>
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<td>Tenure Track</td>
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<tr>
<td>Total by Unit</td>
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<td>1</td>
<td></td>
<td>2</td>
</tr>
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<td>UNIVERSITY TOTAL</td>
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<td></td>
<td></td>
</tr>
<tr>
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<td>35</td>
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<td>15</td>
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<td>Part-time Teaching Faculty/Admin (load/rank)</td>
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<td>Professors in Charge (no load, no rank)</td>
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<td>Coaching Contract</td>
<td>12</td>
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<tr>
<td>Total by Unit</td>
<td>76</td>
<td>46.45</td>
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<td>76</td>
</tr>
</tbody>
</table>

FTE = Full-Time Equivalency. Report excludes Administrators who have faculty rank but do not have a teaching load as a part of responsibility. Teaching Specialists recognize the teaching responsibility coaches contribute to the Residential Campus as a part of load. PIC’s are included to recognize academic program development and oversight, they do not have a teaching load. Report does not include Adjunct Faculty.
## Faculty Credentials
### Teaching Faculty
#### Fall 2018

<table>
<thead>
<tr>
<th>Highest Degree Earned</th>
<th>Ottawa Residential</th>
<th>Surprise Residential</th>
<th>Arizona APGS</th>
<th>Jeffersonville APGS</th>
<th>Kansas APGS</th>
<th>Wisconsin APGS</th>
<th>University Total</th>
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<tbody>
<tr>
<td>Doctorate</td>
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<td>5</td>
<td>8</td>
<td>0</td>
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<td>Masters</td>
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<td>4</td>
<td>0</td>
<td>3</td>
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<td>40.00</td>
</tr>
<tr>
<td>Bachelors</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0.00</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>49.00</strong></td>
<td><strong>8.00</strong></td>
<td><strong>12.00</strong></td>
<td><strong>0.00</strong></td>
<td><strong>5.00</strong></td>
<td><strong>2.00</strong></td>
<td><strong>76.00</strong></td>
</tr>
</tbody>
</table>

*Faculty Members only counted at one (primary) location. Statistics include all individuals designated as University Teaching and PIC Faculty.*

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![Pie chart showing the distribution of highest degrees earned by faculty members. Masters degree holders constitute 53% of the total, and Doctorate degree holders constitute 47%.]
# Faculty Gender
## Teaching Faculty
### Fall 2018

<table>
<thead>
<tr>
<th>Faculty</th>
<th>Total</th>
<th>Male</th>
<th>%</th>
<th>Female</th>
<th>%</th>
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<tbody>
<tr>
<td>Ottawa-Residential</td>
<td>49</td>
<td>31</td>
<td>63%</td>
<td>18</td>
<td>37%</td>
</tr>
<tr>
<td>Surprise-Residential</td>
<td>8</td>
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<td>13%</td>
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<td>88%</td>
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<tr>
<td>Arizona-APGS</td>
<td>12</td>
<td>3</td>
<td>25%</td>
<td>9</td>
<td>75%</td>
</tr>
<tr>
<td>Jeffersonville-APGS</td>
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<td>0</td>
<td>0%</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Kansas-APGS</td>
<td>5</td>
<td>1</td>
<td>20%</td>
<td>4</td>
<td>80%</td>
</tr>
<tr>
<td>Wisconsin-APGS</td>
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<td>1</td>
<td>50%</td>
<td>1</td>
<td>50%</td>
</tr>
<tr>
<td><strong>University Totals</strong></td>
<td><strong>76</strong></td>
<td><strong>37</strong></td>
<td><strong>48.68%</strong></td>
<td><strong>39</strong></td>
<td><strong>51.32%</strong></td>
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</table>

*Faculty Members only counted at one (primary) location.*
*Statistics include all individuals designated as University Teaching and PIC Faculty.*
## Faculty Ethnicity
### Teaching Faculty
#### Fall 2018

<table>
<thead>
<tr>
<th>Location</th>
<th>American Indian/Alaskan Native</th>
<th>%</th>
<th>Asian/Pacific Islander</th>
<th>%</th>
<th>Black Non-Hispanic</th>
<th>%</th>
<th>Hispanic</th>
<th>%</th>
<th>White Non-Hispanic</th>
<th>%</th>
<th>Two or More Races</th>
<th>%</th>
<th>Total Faculty</th>
</tr>
</thead>
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<td>0%</td>
<td>0</td>
<td>0%</td>
<td>0</td>
<td>0%</td>
<td>3</td>
<td>6%</td>
<td>46</td>
<td>94%</td>
<td>0</td>
<td>0%</td>
<td>49</td>
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<tr>
<td>Surprise Residential</td>
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<td>13%</td>
<td>0</td>
<td>0%</td>
<td>1</td>
<td>13%</td>
<td>6</td>
<td>75%</td>
<td>0</td>
<td>0%</td>
<td>8</td>
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<tr>
<td>Arizona-APGS</td>
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<td>1</td>
<td>8%</td>
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<td>0%</td>
<td>2</td>
<td>17%</td>
<td>9</td>
<td>75%</td>
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<tr>
<td>Jeffersonville-APGS</td>
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<tr>
<td>Kansas-APGS</td>
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<tr>
<td>Wisconsin-APGS</td>
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<td>2</td>
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<td>0%</td>
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</tr>
<tr>
<td>Total</td>
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<td>0.00%</td>
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<td>68</td>
<td>89.47%</td>
<td>0</td>
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<td>76</td>
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</table>

*Faculty Members only counted at one (primary) location.*
*Statistics include all individuals designated as University Teaching and PIC Faculty.*

![Pie chart showing percentages of faculty members by ethnicity: White, 89.47%; Black, 0.00%; Asian, 2.63%; Hispanic, 7.89%]
## University Faculty Academic School Breakdown Fall 2018

<table>
<thead>
<tr>
<th>Academic School</th>
<th>University Faculty with Rank</th>
<th>Teaching &amp; PIC Faculty</th>
<th>%</th>
<th>Academic &amp; Administrators (no load)</th>
<th>%</th>
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<tr>
<td>Arts &amp; Sciences</td>
<td>45</td>
<td>42</td>
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<td>Business</td>
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<td>10</td>
<td>63%</td>
<td>6</td>
<td>38%</td>
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<td>12</td>
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<td>33%</td>
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<tr>
<td>No School Assignment</td>
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<td>0%</td>
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<td>Total University Faculty</td>
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<td>76</td>
<td>84%</td>
<td>15</td>
<td>16%</td>
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</table>

**No School Designation** (category) refers to Teaching Specialist role which is not identified by school.

**Academic & Professional Administrators**: non-teaching faculty by designation; hold faculty rank with the University, serving in an administrative role with no teaching assignment as a part of load responsibilities.
<table>
<thead>
<tr>
<th>Name</th>
<th>Division</th>
<th>Academic Title</th>
<th>Academic Credentials</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paula Artac</td>
<td>APGS-Phoenix</td>
<td>Professor in Charge – Expressive Art Therapy</td>
<td>BA Art; MA Martial &amp; Family Therapy</td>
</tr>
<tr>
<td>David Barnes</td>
<td>Surprise – Residential</td>
<td>Professor of Education</td>
<td>BS Business Administration; MDiv Christian Education; EdD Education</td>
</tr>
<tr>
<td>Mahdi Bigdely</td>
<td>Ottawa - Residential</td>
<td>Teaching Specialist</td>
<td>BA Physical Education; MA Education and Sports Management</td>
</tr>
<tr>
<td>Steven R. Boese</td>
<td>Ottawa - Residential</td>
<td>Professor of Biology</td>
<td>BA Biology; MS Forestry, Fisheries and Wildlife; PhD Plant Science, MHL</td>
</tr>
<tr>
<td>Thomas Bookhout</td>
<td>Surprise - Residential</td>
<td>Associate Professor of Music</td>
<td>BM Music Education; MM Choral Conducting; DMA Choral Music</td>
</tr>
<tr>
<td>Mirela Borsan</td>
<td>APGS-Phoenix</td>
<td>Professor in Charge, Public Safety</td>
<td>BA Justice Studies; MM Organizational Management; MBA Homeland Security</td>
</tr>
<tr>
<td>Kirk Bowden</td>
<td>APGS-Phoenix</td>
<td>Professor in Charge, Addictions Counseling</td>
<td>BA Interpersonal Communication; MA Counseling; PsyD Psychology</td>
</tr>
</tbody>
</table>
Karen M. Bryson  
**Division:** APGS-Phoenix  
**Academic Title:** Professor of Psychology & Human Services  
**Academic Credentials:** BS Psychology and Social Services; MA Human Development; PhD Human Science, MHL

Lisa Buccigrosse  
**Division:** Surprise - Residential  
**Academic Title:** Assistant Professor of Teacher Education  
**Academic Credentials:** BA Spanish; MS Elementary Education

Andy R. Carrier  
**Division:** Ottawa – Residential  
**Academic Title:** Associate Professor of Physical Education  
**Academic Credentials:** BA Business/Economics; MS Health/Physical Education & Recreation Physiology

Justin Clarke  
**Division:** Ottawa – Residential  
**Academic Title:** Instructor of Philosophy  
**Academic Credentials:** BA Philosophy; MA Philosophy; PhD Philosophy

Kim E. Coffman-Romero  
**Division:** University  
**Academic Title:** Professor of Education  
**Academic Credentials:** BA Communication Arts & Sciences; MEd Adult Higher Education; PhD Education Leadership & Policy Studies, MHL

Arabie R. Conner  
**Division:** Ottawa – Residential  
**Academic Title:** Associate Professor of Physical Education  
**Academic Credentials:** BA Health & Exercise Science; MS Education

Denise M. Cook  
**Division:** Ottawa – Residential  
**Academic Title:** Assistant Professor of Teacher Education  
**Academic Credentials:** BS Common Learning; BS Journalism; MS Counseling Psychology; EdD Education

Gloria F. Creed-Dikeogu  
**Division:** Ottawa – Residential  
**Academic Title:** Associate Professor of Library Science  
**Academic Credentials:** BLIS Library & Information Science; MLS Library Science; MA Human Resources; MBA; PhD Curriculum & Instruction
Christine D. Currier       Division: Ottawa – Residential

Academic Title: Instructor in Psychology

Academic Credentials: BA Psychology; MS Education

Yana Dashevsky             Division: Surprise – Residential

Academic Title: Assistant Professor of Biology

Academic Credentials: BS Biology; NMD Naturopathic Medicine

Marylou G. Dewald         Division: University

Academic Title: Professor of Business Administration & International Programs

Academic Credentials: BA Sociology/Biology; MBA; DBA, MHL

Diann DeWitt               Division: APGS - Phoenix

Academic Title: Associate Professor of Nursing

Academic Credentials: BS Nursing; MS Nursing/Adult Health; PhD Administration of Nursing Programs

Barbara Dinneen           Division: Ottawa – Residential

Academic Title: Professor of English

Academic Credentials: BA History/English; MA English & American Literature; PhD English (American, Modern, 17th Century, Medieval), MHL

Roman DuChateau           Division: Ottawa – Residential

Academic Title: Teaching Specialist

Academic Credentials: BA Physical Education; MA Sports Management/Administration

Shannon S. Dyer            Division: Ottawa – Residential

Academic Title: Associate Professor of Communication

Academic Credentials: BA Communication; MS Communication; MHL

Serena Eichhorn            Division: Ottawa – Residential

Academic Title: Assistant Professor of Music

Academic Credentials: BM Music Education; MM Choral Conducting
Kevin C. Eichner  
**Division:** University  
**Academic Title:** Professor of Business Administration and Organizational Development  
**Academic Credentials:** BA Social Change; MBA Double Concentration in Marketing & Organizational Behavior, LLD

Scott Enge  
**Division:** Ottawa – Residential  
**Academic Title:** Teaching Specialist  
**Academic Credentials:** BSC Physical Education; MA Education

L. George Eshnaur  
**Division:** APGS – Kansas City  
**Academic Title:** Instructor in Arts and Sciences  
**Academic Credentials:** BS History; MA History; MBA

Amanda Fields  
**Division:** Ottawa – Residential  
**Academic Title:** Instructor in Biology  
**Academic Credentials:** BA Biology; MS Biology

Kelly K. Fish-Greenlee  
**Division:** Ottawa – Residential  
**Academic Title:** Professor of Sociology and Human Services  
**Academic Credentials:** BA Human Services & Education; MA Cultural Anthropology; PhD Anthropology; MHL

Sonja Flesberg  
**Division:** Ottawa – Residential  
**Academic Title:** Assistant Professor of Engineering  
**Academic Credentials:** BA Aerospace Engineering; MS Aerospace Engineering; PhD Aerospace

Steven V. Foulke  
**Division:** Ottawa – Residential  
**Academic Title:** Professor of History  
**Academic Credentials:** BA History & English; MA American Studies; PhD Geography; MHL

Jessica Freyermuth  
**Division:** Ottawa – Residential  
**Academic Title:** Instructor in Music  
**Academic Credentials:** BM Music; MM Music
Jaime Fuentes  
**Division:** Ottawa – Residential  
**Academic Title:** Assistant Professor of MIS  
**Academic Credentials:** BS Information Technology; MET Educational Technology

Pilar Galiana-Abal  
**Division:** Ottawa – Residential  
**Academic Title:** Associate Professor of Psychology  
**Academic Credentials:** BS General Psychology; BA Language & Literature; MS Clinical Psychology & Psychopathology; MA Social Anthropology & Ethnology; PhD Clinical Psychology & Psychopathology & Social Anthropology & Ethnology

Jo Anne Gibson-Lucas  
**Division:** Ottawa – Residential  
**Academic Title:** Instructor in Communication Studies  
**Academic Credentials:** BS English & Social Studies; MA Communication Studies

Stanley Grigsby  
**Division:** Ottawa – Residential  
**Academic Title:** Visiting Professor  
**Academic Credentials:** BS Physics; MS Meteorology

Gabe Grinder  
**Division:** Ottawa – Residential  
**Academic Title:** Teaching Specialist  
**Academic Credentials:** BS Sports Recreation Management; MA Interdisciplinary Studies

Mary Alice Grosser  
**Division:** APGS - Wisconsin  
**Academic Title:** Professor in Charge, Human and Community Services  
**Academic Credentials:** BSW Social Work; MSW Social Work

Terrel W. Haines  
**Division:** University  
**Academic Title:** Professor of Education  
**Academic Credentials:** BS Communications and English; MA Higher Education Administration; DEd Adult Education & Higher Education

Andy W. Hazucha  
**Division:** Ottawa – Residential  
**Academic Title:** Professor of English  
**Academic Credentials:** BA English; MA English & American Literature; PhD English & American Literature, MHL
<table>
<thead>
<tr>
<th>Name</th>
<th>Division</th>
<th>Academic Title</th>
<th>Academic Credentials</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patricia M. Hernandez</td>
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</tr>
<tr>
<td>Amy S. Hogan</td>
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<td>BS Elementary Education; MLA Education; PhD Education</td>
</tr>
<tr>
<td>Kayong L. Holston</td>
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<td>MS Administration; DBA Human Resources; MHL</td>
</tr>
<tr>
<td>Colleen Huffman</td>
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</tr>
<tr>
<td>Karen Hutter</td>
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</tr>
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<td>Kasey Johnson</td>
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<td>BA Music Education; Med Education; DEd Ethical Leadership</td>
</tr>
<tr>
<td>Jay Kahnt</td>
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</tr>
<tr>
<td>Teresa L. Kelley</td>
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<td>Associate Professor of Education</td>
<td>BS Education Concentration, Special Ed; MS Education, Concentration, Reading; PhD Curriculum and Instruction, Minor, Multi-Cultural Education</td>
</tr>
</tbody>
</table>
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<table>
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<td>Brian Sandusky</td>
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</tr>
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