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Associate Provost for Academic Programs and Educational Effectiveness

January 8, 2020

Dear colleagues,

I am pleased to announce the recommendation of the appointment of **Dr. Victor M. Brown** to the position of associate provost for academic programs and educational effectiveness and accreditation liaison officer, beginning January 27, 2020.

This recommendation is based on consideration of several factors: substantial consultation with and feedback from the search committee, careful review of feedback received from various campus stakeholders who participated in the search process, information generated from reference and background checks, the challenges and opportunities presented by this important leadership position for our college, my own interactions with each of the three finalists, and consultation with the president.

Dr. Brown, an experienced teacher-scholar and administrator, has served in both two-year and four-year public and private colleges and universities, and currently is dean of the division of business, arts and social sciences at Bergen Community College in Paramus, New Jersey, a position he has held for four years. Bergen Community College, a public institution with a student population of nearly 15,000 across three campuses, ranked number 1 in 2014, 2015, and 2016 for highest graduation rates among 2-year institutions in New Jersey, and its graduates are ranked among the highest paid mid-career earners in the nation. At BCC, Brown has led the division of business, arts, and social sciences, which houses four academic departments and the college's performing arts center and childcare center, with more than 150 full-time and adjunct faculty and an annual operating budget of more than \$8 million. In this role, he collaborated with faculty in curricular innovation, program planning and program reviews, development and implementation of stackable credentials, and revising and implementing general education guided pathways and experiential learning to enhance student success. He also established strategic partnerships with several four-year institutions to accelerate student progression and completion. Among his major accomplishments is the resuscitation of the division's fledgling hospitality and restaurant management program, turning it into one of the college's flagship programs, and he played a key role in the college's major strategic initiative to develop and construct a \$15 million facility to house the program at Bergen Community College's Ciarco campus in Hackensack, NJ.

Prior to joining Bergen Community College, Dr. Brown held senior leadership and faculty positions at TCI College of Technology, New York, Fort Valley State University, Fort Valley, Georgia, Burlington County College, Pemberton, New Jersey, and Tuskegee University, Tuskegee, Alabama. At Tuskegee, he served as Research Professor and Director of the AgriTREK/SciTREK program, established to increase minority student participation in STEM across ten states. His leadership experience at the other institutions, where he served as dean, includes a strong commitment to diversity and inclusion, developing and fostering strategic partnerships, developing strategic planning and implementing robust assessment of student learning outcomes, resource planning and revenue growth, supporting faculty and staff development, and working with faculty to improve student success outcomes, including exposure and engagement with high impact practices that strengthen the general education core as the foundation of a liberal arts education.

Dr. Brown holds a B.Sc. in Chemistry and Biochemistry from the University of the West Indies and went straight to earn a Ph.D. in Biochemistry from the same university as well as a Post-graduate diploma in Molecular Plant Pathology and Tissue Culture from the University of London. Subsequently, he proceeded to Emory University, where he earned a Master of Business Administration (MBA). Author of several writings and presentations and a recipient of multiple grants from the National Aeronautics and Space Administration (NASA) and the U.S.

Department of Agriculture, Dr. Brown was a postdoctoral research associate in pharmaceutical sciences at St. Jude Children's Research Hospital in Memphis, Tennessee as well as a fellow of the Alabama Collaboration for Cardiovascular Equity Research Training in Preventive Medicine at the University of Alabama. He is an evaluator for the Middle States Commission on Higher Education (MSCHE) and has served as a Title IX administrator.

I am confident that Dr. Brown's diverse educational background and span of faculty and leadership experiences across multiple and varied institutions will serve Lehman well as we work together to advance our important mission of educational attainment in the Bronx and meet our 90x30 challenge. I am especially mindful of the role he will play as principal deputy in the division of academic affairs and student success and in advancing our key priorities as an urban-serving institution in the following areas:

- strengthen undergraduate, graduate, and professional education, including general education, certificate programs, online education, innovations in curriculum and pedagogy, program reviews, assessment and educational effectiveness, as well as faculty recruitment and professional development;
- enhance our student success agenda related to access, retention, progression, completion, and post-graduation pathways;
- expand efforts to increase the number of students who receive national and regional awards and ensure that Lehman remains a Fulbright "Top Producing Institution."
- strengthen the general education curriculum to further advance our ongoing work of educating, empowering, and engaging our students and graduates;
- support the building of a robust data analytics operation to accelerate the graduation rate gains that in the past five years have established Lehman as the University's fastest improving senior college;
- help optimize our resource allocation practices, increase revenue from grants and contracts, and work to expand our virtual and physical infrastructure;
- help strengthen the strategies designed to better support our faculty's research, engaged scholarship, and creative activities and devised to enhance our students' career prospects in the fast-changing knowledge-based economy; and,
- help solidify our identity as the most important, mission-critical senior college of the world's greatest urban university.

Dr. Brown takes over from Dr. Vincent Prohaska, professor of psychology, who has served as interim vice provost for academic programs and accreditation liaison officer since spring 2019. Vinny will now serve in the new position of director of assessment and educational effectiveness within the newly restructured office of academic programs and educational effectiveness to help shepherd our institutional quality assurance processes and practices and will also serve as senior faculty advisor to the provost and senior vice president for academic affairs for spring 2020 before returning as a full-time faculty member in the department of Psychology. Please join me in thanking Vinny for his leadership of the office of academic programs during the past one year, and for his willingness to serve the division of academic affairs and student success and the college in a new and important capacity. He is a respected collegial leader and I am confident that he will continue to have the support of the college community.

I am immensely grateful to our campus community for your participation in this important leadership search. I am also extremely grateful to the search committee co-chairs Melissa Kirk, chief of staff, office of the provost, and Serigne Gningue, professor of Middle and High School Education and interim associate dean, School of Education, and all members of the search committee for their diligence and hard work throughout this process. The search committee members were Reine Sarmiento, vice president, Enrollment Management and associate provost, Gladys Maldoon, deputy to the president, Office of the President, Amod Choudhary, associate professor and deputy chair, department of

Economics and Business and member, Senate Committee on Undergraduate Curriculum, Nicole Saint-Louis, associate professor of Social Work, Betrade Ngo-Ngijol-Banoun, assistant professor and chair, department of Africana Studies, Tyler Schmidt, associate professor of English and coordinator, Writing Across the Curriculum, and Michelle Augustine, adjunct assistant professor of English and director, Office of Prestigious Awards. I am also immensely grateful to Dawn Ewing Morgan, chief diversity and compliance officer, for the technical support she provided throughout this search.

Please join me in congratulating Dr. Brown and warmly welcoming him to the college. I am confident that he will have the support of our entire campus community of teachers, scholars, learners, advocates, and activists.

Sincerely,

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Peter O. Nwosu, Ph.D.

Provost and Senior Vice President of Academic Affairs and Student Success