

Jessica Davis Ganao, Ph.D.

Teacher, Administrator, Researcher, Student

CONTACT INFORMATION

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4608 Smarty Jones Dr.
Knightdale, NC 27545



EDUCATION

PhD

Interdisciplinary Social Science Studies
Michigan State University
East Lansing, MI

MS

Criminal Justice
North Carolina Central University
Durham, NC

BA

Political Science
College of Charleston
Charleston, SC

EXPERTISE

- Teaching: Traditional, Online &
- Adult Learner Programs
- Program Administration
- Program Development
- Program Accreditation & Evaluation

PROFESSIONAL PROFILE

- Over ten years of program administrator experience
 - Program review and accreditation experience
 - Program development, implementation, and evaluation
- Over 15 years of teaching students' theory, statistics and research methods
- Years of experience with helping Undergraduate and Graduate students to develop, design, implement and evaluate their research
- I have chaired over 35 Master's thesis and have set on over 50 Master thesis committees.
- I have been a member of or advised on 5 doctoral dissertations.
- Acting Chair in the Department of Criminal Justice Summer of 2013, 2014 and 2015.

PROGRAM ADMINISTRATION

Chair | Department of Criminal Justice – North Carolina Central University | July 2022 to present | Durham, NC

The Department of Criminal Justice maintains four programs that award the Bachelor of Science Degree in Criminal Justice. The traditional program includes day and evening classes, as well as a distance education program. The Department of Criminal Justice has over 600 majors in the undergraduate and graduate programs. In addition, I supervise 14 Full-time faculty, 13 adjunct faculty, 8 Graduate Assistants, 2 Institute Directors and 2 Administrative Assistants. I oversee aspects of the department to include program assessments, policy initiatives, and the day to day operations of the department.

Director of Undergraduate Studies | Department of Criminal Justice May 2021 to present and Previously 2012-2015 | Durham, NC

As the director of the undergraduate program I directed the activities of distant education, the honors program, the accelerated bachelors to master's program, student support and undergraduate curriculum committee. My specific duties include:

- Create assessments to determine students' needs in and out of the classroom.
- Engage in continuous improvement related to courses in the department, quality and deliverable options for course offerings.

Training, Innovation, & Certification

QM Certifications

1. The Quality Matters Rubric Course – the standards course for online teaching
2. Improving your online course (Summer 2020)
3. Designing Your Online Course



Association of College and University Educators (ACUE)



https://api.badgr.io/public/assertions/jg2vmheJTaG4lZDijjGFWA?identity_email=jganao%40nccu.edu

Open Education Resources (OER)

\$30,000 Grant Award
North Carolina Central University

BRIDGES

University of North Carolina
Class of 2014

This is an intensive professional development program for women in higher education who seek to gain or strengthen their academic leadership capabilities. It is designed to help women identify, understand, and move into leadership roles in the academy.

PROGRAM ADMINISTRATION Continued

Director of Undergraduate Studies (continued)

- Engage in program review and revision processes, using student outcome data and other resources to drive decision-making.
- Train faculty on processes and procedures to effectively advise students.
- Direct curriculum reviews and recommendations on revisions to the Review and provide feedback on instructor performance.
- Suggest faculty development needs based on feedback from end of semester student assessments, as well as faculty self-evaluations
- Recruit students for the Accelerated Bachelors to Master's program

Director of Graduate Studies | Department of Criminal Justice
2005 - 2012 | North Carolina Central University, Durham, NC

- Developed the criteria for a non-thesis option for graduate students.
- Directed policy and process changes to streamline the program
- Recruited extensively for graduate studies.
- Developed processes to make sure policies and procedures for the Master's thesis would be followed and then tracked progress. The results of these procedures improved the quality and completion rates of our Master's Thesis.

PROGRAM INNOVATION

Open Education Resources (OER)

Received a grant as an innovation to increase student success at North Carolina Central University. OER are resources faculty and students have access to that are free or low cost to access.

- Devised a program to train faculty and revise classes in high impact courses in the largest department on campus.
- The initial grant award was \$30,000 from which I received additional funding from MERLOT to continue the initial work of the grant. From this grant it was estimated students saved over \$100,000 in costs of books during the grant period.
- All faculty trained during this period continue to use OER in whole or part in their classes. Which continues to offer savings and increase student success in their courses.

DISANCE LEARNING INNOVATION

Led the development of our site-based campuses in offering the 4-year degree at local community colleges. The program is designed so that students do not have to travel from remote counties or Raleigh to receive a 4-year degree from NCCU.

DISATNCE LEARNING INNOVATION c o n t i n u e d

- Developed the 8-week accelerated program structure; whereby students take 3 courses every 8-weeks to complete the program in approximately 18 months.
- Recommended faculty for hiring
- Advised students in the program when needed
- Recruited students

STRATEGIC PLANNING & ACCREDITATION

- I am a member of the University Accreditation Committee for SACSCOC.
- In the past I have served on a sub-committee for NCCU's accreditation team for their ten-year review last year. I gathered evidence to support the standards for service at the University.
- I am the chair of strategic planning team in the Department of Criminal Justice, the largest department in the College of Arts, Social Sciences and Health. I am part of the SWOT assessment team. We are in the process of developing a 5-year strategic plan for the Department of Criminal Justice.

ASSESSMENT

- I directed teaching assessments in the Department of Criminal Justice for 6 years. Specifically, I assessed class outcomes each semester for each class. In order to do this effectively I did the following:
 1. Revised PLOs and SLOs
 2. Developed common assessments and common rubrics for core classes.
 3. Reported on the findings each semester to the Office of Research and Evaluation.
- I also direct annual faculty evaluations
 1. My team recently revised the rubric used for faculty annual evaluations
 2. We have also developed a rubric for online teaching evaluation that is being piloted this semester.

TEACHING EXPERIENCE

Schools: North Carolina Central University - Department of Criminal Justice (Durham, NC); Saint Augustine's College - Criminal Justice Program (Raleigh, NC); Department of Criminal Justice - Shaw University (Adjunct); Department of Urban Affairs, Social Science, and Social Work-University of the District of Columbia (Adjunct); Department of Sociology, Anthropology and Psychology -George Mason University, Fairfax, VA (Adjunct); School of Criminal Justice-Michigan State University; East Lansing, MI (Graduate Instructor).

Distance Education Teaching Experience:

- Currently, teach 8, 10, and 16-week courses, off campus as well as online.
- Courses taught include but not limited to Intro to Criminal Justice (writing intensive instruction), Research Methodology and Lab, Statistics and Lab, Criminal Justice Theory, Juvenile Justice, Theory, Policy and Practice.

TEACHING EXPERIENCE *continued*

Traditional Teaching Experiences:

Research Methodology, Statistics, Theory, Juvenile Delinquency, Juvenile Justice, Introduction to Criminal Justice, Introduction to Corrections, Theory, Policy and Practice in Juvenile Justice, Minorities and Women in Criminal Justice. Intersection of Race, Class, Gender and Crime.

Courses Developed or Revised:

- Research Methods (Undergraduate course was revamped to include a lab and use of SPSS).
- Criminal Justice Statistics (undergraduate course revised to incorporate the use of technology and the ability to critically assess data to make informed decisions regarding outcomes).
- Intersections of Race, Class and Gender (Special topics course developed and taught at the undergraduate level)
- Leadership Analysis and Development (Graduate course developed with another co-worker)
- Seminar in Criminal Justice (Graduate course developed and taught)
- Advanced Statistics in Criminal Justice (Graduate course developed and taught)
- Seminar in Administrative Practices in Law Enforcement, Seminar in Administrative Practices in Juvenile Justice, Seminar in Administrative Practices in Corrections (Graduate courses revamped)
- Counseling in Juvenile Justice (Graduate course developed with a co-worker)
- Foundations in Juvenile Justice (Graduate course developed with a co-worker)

RESEARCH EXPERIENCE

Co-Principle Investigator | Promoting Affordable Learning for Student Success (PALSS)

Fall 2017 – Present | North Carolina Central University, Durham, NC

Co-PI on a research project that is looking at the barriers to using Open Education Resources (OER) to promote affordable learning solutions for students at North Carolina Central University.

- Developed the methodology and plan for implementation
- Training faculty in OER
- Collecting, analyzing and presenting data
- Recruiting faculty to incorporate OER in their courses

Researcher | Climate Survey

Fall 2017 | Holy Cross Catholic Church, Durham, NC

Completed a climate survey for Holy Cross Catholic Church. The findings were used to develop a five-year plan for the church.

- Developed and implemented the survey used to assess the climate from church members.
- Compiled the data in SPSS and generated the report for the church.

RESEARCH EXPERIENCE *continued*

Researcher | Police Perception of Job Safety

Spring - present | North Carolina Central University, Durham, NC

Co-PI on a research project that is assessing the effects of recent violence on police perception of job safety and community.

- Developed the methodology and plan for implementation
- Collected and analyzed the data
- Writing up the findings from the project to submit for publication.

Senior Researcher Analyst | The District of Columbia's Child and Family Services

2002-2003 | Washington, DC

- Co-directed the research in the Office of Clinical Practice
- Managed the activities of 3 program analysts in the unit.
- Defined the scope of work for the area to included: designing sampling schemes; managing data collection (SPSS, Access and Excel were used to analyze data); writing and editing reports.
- Co-created a data collection tool in an oracle-based system used by the agency to determine compliance for clients in foster care. The creation of the data collection tool included: determining the type of data to be collected.
- Worked with the system developer to insure the information entered in the oracle system was user friendly.

Senior Analyst | Abt Associates

2000 -2001 | 1110 Vermont Ave, Washington, DC

Project 1: Responsibilities included serving as a Site Liaison for the ADAM Program, which was a project funded by the National Institute of Justice.

- Data management for 11 ADAM sites and their staff around the country. Duties included ensuring that data collected adhered to national program standards established by the National Institute of Justice.
- Program implementation, and with existing sites to provide technical assistance and monitor site adherence to quarterly minimum performance standards.
- Development of a standardized addendum for the supplemental data collection process across all the ADAM sites.
- Wrote reports for the sites to correct any problems that were detected during monitoring, such as sampling problems.
- Trained site liaisons on sampling and proper data collection

Project 2: Performed programming duties for an agriculture project conducted in Egypt.

- Data Management to include cleaning and analyzing the data for the final report.

Project 3: Responsible for conducting site visits for a police officer and corrections officer stress program.

- Observed programs in place to reduce stress and to talk to corrections officers, police officers, and their spouses about the effects stress have on their job and family relationships.
- The data compiled from my observations and interviews were place into a final site visit report.

RESEARCH EXPERIENCE cont.

Research Associate | The Urban Institute
2000 | 2100 M Street, NW Washington, DC

Assisted with the final evaluation of the Brooklyn Drug Court project funded by the Justice Department in partnership with local agencies.

Duties included:

- Data management and analysis using SAS for the 5-year longitudinal study.
- Assisted with the final report.
- Edited articles submitted to referee journals for review.

Project Coordinator | School of Human Ecology
1999 | Michigan State University, East Lansing, MI

- Supervised a team of individuals who conducted workshops in the local high schools.
- Organized a one-day conference that brought local high school students on campus to participate in activities that were aimed at developing the interests of the participants in higher education.

Research Assistant | School of Criminal Justice
1997-1999 | Michigan State University, East Lansing, MI

- Data collection as a member of a team for Michigan's Department of Corrections to determine the correlates of probation recidivism in the State of Michigan.
- Data management to include data entry and data analyses
- Writing a paper for publication and assisting with other research duties for assigned professor.

Consultant/Researcher | Southern Region Violence and Substance Abuse Center (VSAC)
1998 | University of South Carolina, Columbia, SC

- Constructed a survey on Middle School and High School students' attitudes on crime, violence, substance abuse and sexual behaviors for a 200-attendance youth conference. *This project led to a national model for juvenile alcohol assessment.*

Consultant/Researcher | National Juvenile Detention Association (NJDA)
1997 | East Lansing, MI

- Administered surveys
- Conducted focus group discussions with detainees in the Cook County Temporary Juvenile Detention Center, Chicago, IL to assess their social climate.
- Completed a Compendium for alternatives to detention that address the problem of overcrowding in juvenile detention facilities.

Research Assistant | Department of Criminal Justice
1994-1996 | Durham, NC

- **Managed** the second wave of surveys for the Police Community Initiatives Project (PCIP) a project funded by the National Institute of Justice (NIJ). Duties included revising the original survey and cleaning the data collected from the first wave of data collection.
- **Supervised** a survey team that was responsible for collecting data through telephone interviews.
- **Conducted** community focus groups

PROGRAM DEVELOPMENT & EVALUATION

Principle Investigator | The State of North Carolina's Department of Public Instruction
2005-2007 | Durham, NC

- Conducted a two-prong research project for the state of North Carolina on long term suspended and expelled students.
- Surveyed all public and charter schools in North Carolina to assess the availability of options to educate long term-suspended and expelled students.
- Assessed the number and kinds of programs available in these schools as well as barriers to participation, the parent notification process, the appeals process, and the extent to which the schools collaborated with juvenile justice agencies.
- Evaluated the formal and informal processes that might contribute to students being long term suspended and expelled including parental knowledge of the process of appeals.

Program Developer and Evaluator | Spectrum Health's Healthier Communities
1998-1999 | Grand Rapids Michigan

- Developed a comprehensive youth job training program that targeted individuals who were adjudicated and have been released from detention. This program addressed the educational, social, environmental, and spiritual needs that may hinder the program participants from finding jobs in the community.
- Developed the program's components and curriculum by researching existing programs.
- Cultivated relationships with the community to help with costs by incorporating available resources into the program
- Conducted focus groups during the development of the program components and the data collection instrument.

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PROGRAM DEVELOPMENT & EVALUATION *continued*

Program Developer and Evaluator | Union Missionary Baptist Church
1997-1998 | Lansing, MI

Ingham County Mental Health Department funded a community-based initiative targeting juveniles at-risk for delinquency.

- Constructed the program's 20-week curriculum, which consisted of seven target areas.
- Created the measurement instrument, analyzed the data in SPSS, and wrote the final report.

Program Evaluator | Institute for Children, Youth and Families
1999 - 2000 | Michigan State University, East Lansing, MI

- Conducted process and impact evaluations on assigned projects.
- Analyzed data and writing reports for assigned projects

SERVICE

UNIVERSITY

- Chaired the University Tenure and Reappointment Appeals Committee (chaired for 2 years and a member for 3 years)
- Member of the Student Grievance Committee in the former College of Behavior and Social Sciences (6 years)
- Member of the University Administrative Withdrawal Committee (currently)
- Member of the University Accreditation Committee (currently)

DEPARTMENT

- Chair of the Strategic Plan Committee Department of Criminal Justice (currently)
- Chair Faculty Evaluation Committee (currently)
- Faculty Senator (currently and second tenure)

Past Service

- Alumni Relations
- Graduate Committee
- Strategic Planning and Continuous Improvement
- Alumni Recognition and Scholarship Banquet Committee (Coordinated for 3 years)
- Justice Week – Coordinator (3 years)
- Faculty Senator (2 terms/4years)
- Student Grievance Committee – College of Behavior and Social Science
- SACSCOC Reaffirmation Committee for 10-year review

RESEARCH INTERESTS

Faculty Retention, Open Education Resources, Student Success, Student Retention and Graduation, Gender, Race/Ethnic and Class Issues, Juvenile Delinquency, Theory Development, & Program Evaluation

PUBLICATIONS – REFEREED JOURNAL

- Davis Ganao, J.S., Suero, F., & Glenn, J. (2014). Assessing the differential impact of contextual factors on school suspension: A race analysis. *The Journal of Negro Education*, 82(4), 393-407 (**Has been cited 15 times**)
- Davis Ganao, J.S., Suero, F. (2012). Assessing the differential impact of risk indicators on the delinquency of African American and White Females. *International Journal of Humanities and Social Sciences*, 2(20), 185-196.
- Davis Ganao, J.S. (2012) Assessing the differential impact of risk indicators on the delinquency of Latina and White Females. *Journal of Ethnicity in Criminal Justice*, 10(3), 180-198 (cited twice)
- Maxwell, S.R. & Davis, J.S. (1999). The salience of race and gender in pretrial release decisions: A comparison across multiple jurisdictions. *Criminal Justice Policy Review*, 10, 491-502.

MANUSCRIPTS IN PROGRESS

- Davis Ganao, J.S., Barley, T. Cole, C., Clark, T. “Understanding the Barriers to Faculty in Criminal Justice Using Open Education Resources at an HBCU.
- Davis Ganao, J.S., Barley, T. Cole, C., Clark, T. “Assessing the Efficacy of Open Education Resources for Students at an HBCU”.
- Boatwright, R. & Davis Ganao, J.S. “Factors that Impact Emergency Preparedness among Students in North Carolina Universities”
- Davis Ganao, J.S. and Jones, K. “Unpacking risk factors for delinquency for African American males and females: Are African Americans a Monolith?”

TECHNICAL REPORT

- Davis, J (2007) Survey of Local Options for Long-Term Suspended and Expelled Students 2004-2005. The State of North Carolina’s Department of Public Instruction

MAGAZINE PUBLICATIONS

- Davis Ganao, J.S. (2007, October) What is the context of our emotions related to the “Jena 6”? *Diverse Issues in Higher Education*, 24(17), 12-13.

NON-REFEREED JOURNAL PUBLICATIONS

- Davis, J. S. (1998). Mandatory sentencing and the over-representation of minorities in the criminal justice system: A systemic analysis. In R. S. Hamilton (Ed.) *Writing Race, Politics and Social Structure: A Selected Anthology of Graduate Seminar Papers on the Sociology of Race Vol. II*

JOURNAL REVIEWER

- Criminal Justice Review* - Georgia State University
Children and Schools – A Journal of the National Association of Social Workers
Journal of Research on Adolescence

CONFERENCE PRESENTATIONS & ATTENDANCE

SACSCOC 2021 Annual Meeting – Virtual Attendee
December 2021

SACSCOC 2021 Summer Institute on Quality Enhancement and Accreditation – Virtual Attendee
July 2021

SACSCOC 2020 Annual Meeting – Virtual Attendee
December 2020

Online Learning Consortium Conference 2018 – HBCU Summit
Presented preliminary ideas related to funding received for Open Education Resources
Nashville, TN

Lilly Conference – Bethesda, MD - Designing Effective Teaching - Attendee June 2018

“Factors that Impact Emergency Preparedness among Students at a Historically Black University” Ms. Raven Boatwright. & Dr. Jessica Davis Ganao. Presented at the annual conference of the Academy of Criminal Justice Sciences in Denver, CO, March 2016.

“Assessing the Differential Impact of Ethnicity on Gang Vulnerability among African American Males and Females”. Presented at the annual conference of the Academy of Criminal Justice Sciences in Orlando, FL, March 2015.

“Factors that Impact Fear of Victimization in Kampala, Uganda” Dr. Harvey L. McMurray, Dr. Paul Nsimba Masamba Sita and Dr. Jessica S. Davis Ganao (Presenters). Presented at the annual conference of the Academy of Criminal Justice Sciences in Dallas, TX, March 2013

“Unpacking Risk Factors for Delinquency for African American Males and Females: Are African Americans a Monolith?” Presented at the American Society of Criminologists conference in November 2012, Chicago, IL.

“Contextual Factors that Impact Student Suspension: A Race Analysis”. Presented at the annual conference of the Academy of Criminal Justice Sciences. Toronto, Canada: March 2-March 5, 2011.

“Girls Behaving Badly: The Rising Tide of Female Involvement with the Juvenile Justice System”. Presented at the annual conference for the Juvenile Justice Institute, Department of Criminal Justice, North Carolina Central University. Greensboro, NC: February 14-15, 2008.

Comparing Correlates of Smoking for Mexican American Youth to White Youth. Presented at the annual conference for the Academy of Criminal Justice Sciences. Chicago, Illinois: March 2005.

Does Expectations for the Future Affect Delinquency? Presented at the annual conference for the Academy of Criminal Justice Science. New Orleans, LA: March 2000.

CONFERENCE PRESENTATIONS & ATTENDANCE *cont.*

“Social Control and Immigrant Populations: Does the Theory Fit?” Presented at the annual conference of the American Society of Criminology. Toronto, Canada: November 1999

“Assessing the Link between Racial/Ethnic Identity Development and Self-Reported Delinquency” A paper presented at the annual conference of the American Society of Criminology (ASC). Washington, DC: November 1998

“Factors that affect help-seeking behavior among spousal abuse victims utilizing learned helplessness theory” A paper presented at the annual conference of the Academy of Criminal Justice Sciences (ACJS). Albuquerque, NM: March 1998.

GRANT ACTIVITIES

North Carolina Central University

Title: PALSS – Promoting Affordable Learning for Student Success
\$30,000 – Funded

\$8,000 Supplemental Funding Provided by MERLOT after this initial grant was funded

CONTINUING EDUCATION

Fall 2021

Using Open Education Resources
NCCU Office of E-Learning

Fall 2021

Designing Your Online Course
Quality Matters

Summer 2020

Improving Your Online Course
Quality Matters

Fall 2018 – Spring 2019

Association of College and University Educators (ACUE)
6-month course
Teacher Effectiveness Certificate

April 2018

Open Education Resources – Online Learning Consortium Conference

Summer 2018

Lilly Conference – Teaching Effectiveness

Office of Faculty Development NCCU - 2017

Kagan Training

Summer 2014

- Quality Matters Rubric – the standards course for online teaching
- Blackboard exemplary training course

CONTINUING EDUCATION *continued*

Spring 2011

Writing Seminar at Duke University

Hosted by: Office of Sponsored Research

Summer 2010

Process Learning Training

Dr. Phillip Mutisya – Trainer

Hosted by: The Department of Criminal Justice - NCCU

Fall 2010

Library Training

I arranged for the librarian assigned to Criminal Justice to train adjunct faculty and other faculty in the Department of Criminal Justice

Summer 2006

Inter-Consortium for Political and Social Research (ICPSR)

Summer Institute

Topic: Hierarchical Linear Modeling

Summer 2005

North Carolina Central University

Hosted by: NCCU Faculty Den and IT Departments

How to Conduct an Online Course

UNIVERSITY SERVICE

- Immediate past chair of the University Tenure and Reappointment Appeals Committee
- Immediate past member of the Student Grievance Committee in the College of Behavior and Social Sciences
- Member of the University Administrative Withdrawal Committee
- Member of the University Accreditation Committee
- Chair of the Strategic Plan Committee Department of Criminal Justice

COMMUNITY SERVICE

- Holy Cross Catholic Church Hospitality and Evangelization Cluster Chair - Pastoral Council
- Holy Cross Catholic Church First Communion Catechist 2015 - present
- I.N.S.P.I.R.E. the Pride - Inspire the pride is an inclusive family organization that aspires to Ignite Nobility, Success, Ingenuity, Resilience, and Excellence in the hearts and minds of children throughout the Diaspora using interactive play and learn communities affectionately referred to as a Pride. Inspire the pride does not discriminate based on race, ethnicity, sex, gender, socio-economic status, education, or religion.
- Cardinal Charter Academy
- Activities with Raleigh-Wake Jack and Jill
- Activities with the Chi Rho Omega Chapter of Alpha Kappa Alpha Sorority, Inc.

PROFESSIONAL AFFILIATIONS

- Academy of Criminal Justice Sciences
- Minorities and Women Section of the Academy of Criminal Justice Sciences
- The Juvenile Justice Section of the Academy of Criminal Justice Sciences
- The Teaching, Learning, and Scholarship Section of the Academy of Criminal Justice Sciences

AWARDS RECEIVED

Digital Innovations Gold Award

University of North Carolina Systems
2019

Digital Innovation in Teaching Award

North Carolina Central University
2019

Faculty of the Year

Department of Criminal Justice (2013-2014)
North Carolina Central University

Faculty Award for Outstanding Leadership and Dedication (Spring 2006)

Graduate Student Association
North Carolina Central University

The NCCU College of Arts and Sciences Outstanding Faculty (Spring 2006)

University Community Service Award
North Carolina Central University

Faculty of the Month (2004)

Department of Criminal Justice
North Carolina Central University

PERSONAL AFFILIATIONS

- Chi Rho Omega Chapter of Alpha Kappa Alpha, Inc.
- Raleigh-Wake Chapter of Jack and Jill of America

UNITED STATES MILITARY – U.S. COAST GUARD RESERVES

Port Security | U.S. Coast Guard Reserves

June 1986-June 1994 | Charleston, SC

- Duties included performing inspections on foreign vessels and directing harbor patrols.
- Honorable discharge

Jessica Davis Ganao, Ph.D.

A d m i n i s t r a t o r , T e a c h e r , R e s e a r c h e r , S t u d e n t

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REFERENCES

Dr. Harvey McMurray

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Atty. Tracy Barley

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Atty. Rhonda Raney

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Private Practice Attorney
North Carolina Central University
Adjunct Instructor
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Mr. Arthur Beeler

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Federal Bureau of Prisons
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Adjunct Instructor
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