

1.1 Statement of Interest in being considered for tenure and promotion

1.1 Statement of Interest in being considered for tenure and promotion

Dr. Ethell Vereen is providing this document as his statement of interest in being considered for tenure and promotion in Academic Year (AY) 2024 - 2025 to earn tenure at Morehouse College and be promoted from Assistant Professor to Associate Professor. This notification is in alignment with the pre-tenure and tenure review process outlined in the Memorandum of Understanding (MOU) of his conversion from non-tenure track (NTT) to tenure-track (TT) that began August 1, 2022. In the MOU, the earliest year for his tenure review would be his third year (AY 2024 - 2025) on the TT.

The Morehouse College Board of Trustees grants tenure and promotion in recognition of past performance and expectation of future contributions in the areas of teaching, scholarship/creative activity, and service. Tenure and promotion are not automatic.

1. To earn tenure at Morehouse or be promoted to Associate Professor, the candidate must have:
 - consistently exceeded expectations (EE) for the level of satisfactory performance standards, as stipulated by the department, in **either** teaching or scholarship/creative work, AND
 - consistently met (ME) or exceeded (EE) the level of satisfactory performance standards, as defined by the department, in service **and** either scholarship/creative work or teaching.

In applying the criteria for achieving tenure, the work that a faculty member has done since coming to Morehouse and, when specified in a letter of appointment, work prior to that done at Morehouse shall be considered during a review.

1.1 Statement of Interest in being considered for tenure and promotion**MOREHOUSE**
COLLEGE

November 15, 2024

Re: Statement of Interest in being considered for tenure and promotion

Office of Academic Affairs
Morehouse College
Atlanta, GA

To the Biology Department Reappointment and Promotions Committee (RPC), the college-wide Appointments, Promotions, and Tenure Committee (APTC), and the Office of the Provost:

I am Dr. Ethell Vereen, Jr. and I am writing this letter to stand for tenure review in AY 2024/25 to earn tenure at Morehouse College and be promoted from Assistant Professor to Associate Professor. Starting August 1, 2022, my Assistant Professor position was converted from non-tenure track (NTT) to tenure-track (TT). Over the entirety of my tenure as a NTT and TT Assistant Professor, I have worked diligently to contribute to the department and college's academic mission, advance knowledge through my research, and support the growth of our students through my teaching and mentoring efforts. **Given my past contributions and accomplishments in the areas of teaching, scholarship (research), and service, as well as my expectations of future contributions in all three areas I am confident that my contributions will continue to support and enhance the Biology Department and Morehouse College; and that I have more than demonstrated solid progress to earn promotion and tenure.**

Teaching

My teaching philosophy is rooted in fostering a dynamic and inclusive learning environment that encourages critical thinking and collaboration. Over the years, I have had the privilege of teaching 15 different courses, including developing and designing the First-Year Experience (FYE) general education Men's Health lecture and lab course (BIO 105 and BIO 105L) that explores the biological, socio-cultural, economic and gender influences that shape men's health beliefs and practices. I also partnered with a colleague to co-develop a special topics microbiology lecture and lab (BIO 321 and BIO 321L) that ultimately led to my individual development of a new course offering, microbiology lab (BIO 306L). Additionally, I was instrumental in the restructuring of the biology introductory course sequence that included co-development of Populations, Community, and Biosphere lecture and lab (BIO 114 and BIO 114L). Innovation and creativity are hallmarks of the

1.1 Statement of Interest in being considered for tenure and promotion

courses that I teach to ensure that our students (whom I often refer to as scholars and BIOSCRIBES), become successful leaders and collaborators. In my courses I integrate experiential learning opportunities and student-centered methodologies that support students to be engaged and active participants in their learning. My student and peer evaluations have all been consistently high, ranking above average and exceeds. My peers also have a very strong positive opinion of my teaching as I not only share my teaching strategies, but I have been asked to serve as a peer evaluator of colleagues even outside of my department and division. Additionally, my exemplary contributions in the areas of undergraduate education, student learning and campus life have also been noted as I was awarded the Morehouse 2019 Vulcan Teaching Excellence Award.

Scholarship (Research)

My scholarship (research) focuses on the scholarship of teaching and learning (SoTL), and the scholarship of discovery (basic research). My work emphasizes how to integrate and enhance experiential learning in higher education (e.g. course-based undergraduate research experience, CURE), as well as a STEM Education focus on diversity and inclusion in natural resources through exploring culturally relevant and culturally responsive teaching; and a research focus on environmental health, environmental justice, water quality, and environmental microbiology that explores the ecology of waterborne diseases with an emphasis on water quality. Since starting at Morehouse, I have submitted eight (8) grant proposals for external funding; this includes six (6) that I have submitted through the National Science Foundation (NSF) as either a PI or co-PI. Although all of my submitted proposals (as PI or co-PI) have not been selected for funding, these awards total more than \$7.7 million requested and \$2.5 million awarded from agencies including the NSF, Department of Education, and the Environmental Protection Agency that has increased the research capacity at Morehouse College and provides additional training opportunities for the college's STEM students. I have 10 peer-reviewed publications since I began at Morehouse in 2015, including a book chapter and seven (7) publications since 2022. Since beginning at Morehouse, I have also provided research trainee experience to undergraduates during both the academic year (N=19 trainees), and during the summer (N=15). More than a third of my trainees have gone on to earn (or are currently pursuing) graduate and professional degrees. Additionally, almost all my former trainees are currently working within the STEM field in some capacity. I have mentored eight (8) postdoctoral fellows, and am currently mentoring two (2) postdoctoral fellows; while I also currently serve on the Master's Thesis committee of one graduate student at the University of Georgia. I have also been recognized as one of 1,000 Inspiring Black Scientist in America from Cell Press and Cell Signaling Technology. Taken together, my publications, presentations, grant proposals and mentorship demonstrate my ability to develop and implement a viable and relevant research agenda.

Service

My philosophy regarding service is simply that I try to use what I know to better my community. In other words, I spend quite a bit of time engaging in service as a good steward through my engagement in the community and college. This includes my service on Biology Department and STEM Division committees, as well as campus-wide service

1.1 Statement of Interest in being considered for tenure and promotion

on committees. My passion for service extends beyond my work on several committees as a member, and into leadership positions as a former Chair/Liaison to Faculty Council for the Library and Media Committee, and current Chair of the Biology Department's Lecture Series, and as one of the coordinators for the Biology Department's Senior Seminar Capstone Course. In addition to my institutional service on committees, I am also humbled to serve on various boards and foundations, including the board for the Environmental Leadership Program, NSF NEON Technical Working Group (TWG), SC State University Foundation, and the Odum School of Ecology at the University of Georgia Alumni Board. Recently I was also appointed to serve as a member of the National Academies of Sciences, Engineering, and Medicine's US National Committee for the International Union of Biological Sciences (USNC/IUBS). There are a number of students that I also have the privilege of serving as their academic advisor, and I also serve as the co-advisor to the Department of Biology Club and the Beta Kappa Chi National Scientific Honor Society. With one of my undergraduate research trainees (Mr. E. Aaron Walker) we have also been able to establish a Strategies for Ecology Education, Diversity and Sustainability program (SEEDS) Campus Ecology Chapter at Morehouse (one of the few active chapters at an HBCU). I also continue to make contributions to the scientific community and within my discipline serving as a peer reviewer for journals, and reviewer for several National Science Foundation (NSF) federal directorates and grants.

In conclusion, achieving tenure and promotion to Associate Professor at Morehouse College is not only a personal milestone but also an opportunity to further contribute to Morehouse and our community as a scholar, educator, and leader. I recognize and value my role as a faculty member at Morehouse to ensure our continued emphasis on teaching, scholarship, and mentorship of students; and even more so the Department of Biology's role in fostering growth, development, collaboration, scholarship, and success of faculty and students. I am committed to continuing my efforts in achieving the future goals I have set out to foster innovation in teaching, expand scholarship opportunities and collaborations, and continue to serve our students, college, community, and my profession with integrity and distinction.

Thank you in advance for reviewing my documents and dossier to earn tenure at Morehouse College and be promoted from Assistant Professor to Associate Professor.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Ethell Vereen, Jr.', with a stylized flourish at the end.

Ethell Vereen, Jr., PhD, MSEH,
Assistant Professor, Morehouse College