

**WILLIAM & MARY  
AWARD OF ACADEMIC TENURE**

The following member of the Instructional Faculty at William & Mary has been recommended for the award of academic tenure by the appropriate departmental committee and chair, the appropriate dean, and by the Provost and President.

**BE IT RESOLVED**, That upon recommendation of the President, the Board of Visitors of William & Mary approves the following member of the Faculty be awarded academic tenure, effective with the beginning of the 2024-25 academic year:

Adrian J. Bravo, Department of Psychological Sciences

Brett Brehm, Department of Modern Languages & Literatures

Pierre Clare, Department of Mathematics

Dmitry Evtushkin, Department of Computer Science

Mackenzie Israel-Trummel, Department of Government

Gladys H. Krause, School of Education

Siyuan (Seth) Li, School of Business

Holly Maples, Department of Theatre and Dance

Paul Vierthaler, Department of Modern Languages & Literatures

Kelebogile Zvobgo, Department of Government

## Award of Tenure

### **Adrian J. Bravo, Ph.D. Assistant Professor, Department of Psychological Sciences, effective August 2019**

Proposed for Tenure: Associate Professor of Psychological Sciences

#### **EDUCATION**

M.S. (2014) and Ph.D. (2016), Old Dominion University

B.A., William & Mary, 2012

#### **PROFESSIONAL EXPERIENCE**

William & Mary

Faculty Fellow, 2020-2024

Assistant Professor, 2019-2024

University of New Mexico

Postdoctoral Fellow, 2016-2019

#### **TEACHING**

- Performs well in the classroom and student evaluation scores are usually above the department mean. He has mentored 21 undergraduate students (6 completed honors theses) and 6 graduate students (5 have graduate and are in Ph.D. programs). These graduate students have contributed to 21 peer-reviewed publications (13 as first authors).

#### **RESEARCH**

- 59 peer-reviewed articles since arrival at W&M in 2019, many of them with student co-authors) and 124 articles published. 14 articles are currently under review. Dept. report notes that his publications result from a number of highly fruitful collaborations, many of them international and one of was founded by Professor Bravo, the Cross-Cultural Addiction Study Team. External Reviewer's comment on his exceptionally high levels of productivity
- Has four grant proposals pending as Co-I or consultant. A Co-I on some substantial grants, some of which are continuing; and PI on two relatively small grants from the National Institute on Alcohol Abuse and Alcoholism.
- Reviewer's comments: *"a rising star", "quite rare to see this extremely high level of impact, cutting across several fields, from an early career investigator, and I am beyond impressed."*

#### **SERVICE**

- Served on some departmental committees and advised pre-majors and majors.
- Research mentor to both graduate students and undergraduates
- Received the A&S Graduate Mentoring Award in 2022
- Currently a Faculty Fellow with WMSURE
- Student coach for first-generation/low-income students.

**Brett Brehm, Ph.D, Assistant Professor, Department of Modern Languages & Literatures, effective August 2017**

Proposed for Tenure: Associate Professor of Modern Languages & Literatures

**EDUCATION**

Ph.D., Northwestern University, 2015

M.A., University of London, 2007

B.A., Amherst College, 2003

**PROFESSIONAL EXPERIENCE**

William & Mary

Assistant Professor, 2017-2024

Amherst College

Postdoctoral Fellow, 2016-2017

Northwestern University

Visiting Assistant Professor of French, 2015-2016 academic year

Visiting Lecturer of French, Spring 2015

L'Université de Versailles, Saint-Quentin-en-Yvelines

Lecteur d'anglais, 2003-2004

**TEACHING**

- From fall 2017 to spring 2023 - taught 7 different courses (18 sections) in French and Francophone Studies. Courses included a COLL 100 (Real and Unreal Cities, a transatlantic course that includes Virginia Woolf's *Mrs. Dalloway* and Herman Melville's *Bartleby, the Scrivener*) and upper-level courses on topics such as *Imagining Happiness*, *Audio-Vision in the Modern Era*, and *Bohemians to Avant-Gardes and Beyond*. Contributed to the COLL curriculum by teaching a COLL 200 and a COLL 400. Class sizes ranged from 7 to 25 students.
- Students' comments: *Students praised Professor Brehm's preparation, enthusiasm, helpfulness, and compassion. Several commented on how much their French had improved.*

**RESEARCH**

- His major research contribution, the recently published book, *Kaleidophonic Modernity: Transatlantic Sound, Technology, and Literature*, is an original and interdisciplinary study of sound and visual culture in nineteenth-century aesthetics.
- Since arriving at W&M, Professor Brehm has also published two articles, with a third appearing before he arrived. He has three additional articles in progress, and plans for new projects, including a critical biography of Nina de Villard, a neglected figure who, alongside her partner Charles Cros, was a focus of significant archival research by Professor Brehm. Professor Brehm gives about one talk a year.
- Reviewer comments: *All six external reviewers praise his scholarship, noting his intellectual*

*range (he has degrees in English, Art History and Comparative Literature, and has also studied jazz and music technology), his creativity, and the significance of his work. One calls his scholarship "impressive," another says Kaleidophonic Modernity is a "terrific book," and a third calls it a "tour de force."*

**SERVICE**

- Directed 2 Honors theses and is currently directing another.
- Served on the MLL Web Committee and on a hiring committee and organized a visiting speaker for the Fauvel lecture series.
- Served as co-advisor to the French Language House.
- Served as liaison to Swem Library and the Honor Code Committee.
- Serves as a pre-major advisor.
- Serves as a peer-reviewer of articles for several scholarly journals.

**Pierre Clare, Ph.D., Assistant Professor, Department of Mathematics, effective August 2017**

Proposed for tenure: Associate Professor of Mathematics

**EDUCATION**

Ph.D., University of Orléans, 2009

B.A., Sorbonne Nouvelle, 2006

M.Sc., École Normale Supérieure de Cachan & University of Paris 7, 2004

B.Sc., École Normale Supérieure de Cachan & University of Paris 7, 2003

**PROFESSIONAL EXPERIENCE**

William & Mary

Assistant Professor, 2017-present

Dartmouth College

John Wesley Young Research Instructor, 2014 – 2017

Pennsylvania State University

Researcher / Lecturer, 2011 – 2014

University of Tokyo

Research Visitor, Winter 2011

University of Orléans

Researcher / Lecturer, 2010 – 2011

WWU Münster

Postdoctoral Researcher, 2009-2010

**TEACHING**

- Taught a remarkable range of courses at W&M including COLL 350's, unusual in the STEM departments.
- Established honors versions of his courses so that students with differing levels of preparation can have the same excellent experience.
- Taught a series of advanced seminars to prepare students for graduate school; advised six Honors theses and co-advised one, as well as advising a Monroe project.

**RESEARCH**

- Scholar of pure math with a research focus on representation theory, noncommutative geometry and harmonic analysis.
- Published one article since arrival W&M with two pre-prints released in 2023 and two more articles in preparation
- Received significant external funding from a range of sources, including the Sorbonne

- Reviewer comment on the high quality of his work and mastery of a range of different research fields: *“one of the world leaders in the field”* and *‘the foundation of work in the field for a very long time to come:*

**SERVICE**

- Served on department committees as well as in A&S, serving on the Faculty Research Committee, an Educational Policy sub-committee, the International Studies Advisory Committee, the Sustainable COLL Working groups, and as a Center for the Liberal Arts Fellow

**Dmitry Evtushkin, Ph.D., Assistant Professor, Department of Computer Science, effective August 2017**

Proposed for Tenure: Associate Professor of Computer Science

**EDUCATION**

Ph.D., State University of New York at Binghamton, 2017

B.S. and M.S., Moscow State Institute of Electronics and Mathematics, 2011

**PROFESSIONAL EXPERIENCE**

William & Mary

Assistant Professor, 2017-2024

Binghamton University

Research Assistant, 2012-2017

Moscow State Institute of Electronics and Mathematics

Research Assistant, 2011-2012

**TEACHING**

- Professor Evtushkin has been responsible primarily for 2 courses that he designed: Computer and Network Security (CSCI454: an undergraduate course taught 6 semesters); Systems Security (CSCI680: a graduate-level course taught 3 semesters). He also designed and taught 2 semesters of a graduate course in Computer Network Security (CSCI680) and 1 semester of a graduate course in Advanced Microarchitecture Security (CSCI780)
- Professor Evtushkin's record as a teacher of graduate courses is strong. He has taught three different graduate courses during his time at W&M, with relatively small numbers of students and a high emphasis on the development of research projects.

**RESEARCH**

- Published seven conference papers (one of which won a distinguished paper award) and two articles. An additional article is in press, with four more in progress, including one that previously received a "revise and resubmit."
- Professor Evtushkin has been highly successful in obtaining external funding for his research, totaling over \$1.1 million since his hire at William & Mary. Notably, he received an NSF Secure and Trustworthy Cyberspace award for \$175K and more recently, an NSF CAREER Award for \$554K. In addition, he has received funding from the Coastal Virginia Center for Cybersecurity (\$80K) and from private industry (\$300K from Intel; \$10K from Qualcomm)
- Reviewer comments: *If we had an opening, Dr. Evtushkin will be the ideal candidate that I will champion for,* "leader in the field of micro-architectural security," "thought and technical leader."

**SERVICE**

- He has a national reputation, serving on many program committees and as a reviewer and NSF panelist.
- Professor Evtushkin has been active within his department, and also taken the lead on developing a Cybersecurity Center in collaboration with the Mason School of Business and the W&M Law School. In addition, he is involved in planning for the Computer Science Department to become a Center for Academic Excellence. He has taken a few pre-major advisers for the last few years. He has been an active contributor to service on and off campus.



**Mackenzie Israel-Trummel, [note early tenure] Ph.D, Assistant Professor, Department of Government, effective August 2020**

Proposed for Tenure: Associate Professor of Government

**EDUCATION**

Ph.D., Stanford University, 2015

B.A., Occidental College, 2009

**PROFESSIONAL EXPERIENCE**

William & Mary

Assistant Professor of Government, 2020-2024

Affiliate Faculty in Public Policy

University of Oklahoma

Assistant Professor of Political Science, 2015-2020

Affiliate Faculty in Women & Gender Studies and Latinx Studies

**TEACHING**

- At W&M, has taught 11 sections of 4 different semester-long courses and 1 single-credit “pre-course” for the DC Summer Institute.
- Approach to teaching is thoughtful and innovative: she designs unusual assignments, encourages students to think from a variety of perspectives, and mentors them as they develop their own mini-research projects.
- Devised an excellent model to encourage and assess class participation where students set their own goals and then regularly reflect on whether they met them.
- Advised both pre-majors and majors, and been significantly involved in Honors thesis advising and examining.

**RESEARCH**

- Published six co-authored articles since arriving at W&M, and five before, with an additional article under review, and a significant number of works in progress.
- Regularly gives invited talks and presents at conferences, and her paper at the American Political Science Association meeting in 2022 received the “best paper” award. She is continuing her work on the topic of that paper (the influence of social movements on childhood political socialization) in a book manuscript, in which the University of Chicago Press has expressed interest.
- The seven external reviewers are all extremely enthusiastic about Professor Israel-Trummel’s research: its variety, its methodological pluralism, its creativity, and its collaborative nature. They describe her as impressively productive.

**SERVICE**

- For Government, she has served on a search committee for a post-doctoral fellow, the Evaluation Committee, and the Curriculum Committee; for Public Policy, she spent a year on the Diversity, Equity, & Inclusion Committee. For Arts & Sciences, she spent two years on the Kelso Graduate Fellowship Award Ranking Committee and moderated a public Q&A with the 2022 Hunter Andrews Fellow
- Participated as a panelist or discussant for sessions offered by the law school, Global Research Institute, and Advancement.
- Has averaged 12 peer reviews a year for professional journals and lent her expertise to (and signed) an amicus curiae brief for a Florida case involving ex-felon voting rights.

**Gladys H. Krause, Ph.D., Assistant Professor, School of Education, effective August 2018**

Proposed for Tenure: Associate Professor of Mathematics Education

**EDUCATION**

Ph.D., University of Texas at Austin, 2014

M.A., Pontificia Universidad Javeriana, 2004

B.A., Universidad Santo Tomás, 2001

**PROFESSIONAL EXPERIENCE**

William & Mary

Assistant Professor of Mathematics Education, 2018-2024

University of Texas at Austin, College of Education

NSF-funded Research Associate (DRL-1316653) 2014-2018

Clinical Assistant Professor January 2015--May 2018

UT Austin K--16 Continuing Education Center

Mathematics Consultant, 2011

Social Science Human Research Assistance, 2006-2009

**TEACHING**

- Teaching philosophy reflects a profound commitment to creating an including and effective learning environment for students and fosters "a classroom environment in which it becomes clear that both teacher and students are part of a continuing process of learning."
- Courses taught span undergraduate education, the Education Studies minor and in CLOO aligned courses in Arts & Sciences.
- Outstanding instructor with a mean score of 4.88 across all student evaluations placing her teaching effectiveness score well above the mean for the School of Education. Qualitative feedback from students confirms her effectiveness as an instructor.
- Student comment: *"Professor Krause does an amazing job of helping us make connections between what we are learning in class and what we will be doing in the field."*

**RESEARCH**

- Significant contributions to the scholarly body of knowledge that represents a cohesive and well-defined trajectory in the field of mathematics education intersecting with multilingualism.
- Author of 15 published scholarly works including 12 peer reviewed articles journal publications, seven of which are first authored and three peer-reviewed book chapter, two of which are first authored.
- Awarded over \$3.25 million in grant funding to support her research agenda and scholarly activity. It is important to note that her success in funded research is from extremely competitive funding agencies such as the National Science Foundation.

- Reviewer comment: *“I believe we can expect important academic contributions from Dr. Krause in the future. She is engaging in cutting-edge research that offers innovative ways to prepare prospective teachers in the teacher education programs she serves at William & Mary.”*

**SERVICE**

- Involved in student recruitment and advising.
- Member of the search committee for the Director of Finance, the committee to hire an Assistant Professor in STEM education, a member of the Diversity Committee and served as Faculty Secretary.
- Reviewer for nine academic journals, averaging five reviews per year.

**Siyuan (Seth) Li, School of Business Ph.D., Assistant Professor, School of Business, effective August 2018**

Proposed for Tenure: Associate Professor of Business Education

**EDUCATION**

Ph.D., University of Georgia, 2013

B.B.A., Hong Kong University of Science and Technology, Hong Kong 2006

**PROFESSIONAL EXPERIENCE**

William & Mary, Raymond A. Mason School of Business

Assistant Professor Aug 2018 – present

Clemson University

Assistant Professor, Department of Management, College of Business, Aug 2013 – May 2014

Visiting Assistant Professor, Department of Management, College of Business, Aug 2008 –

June 2013

University of Georgia

Graduate Assistant, Department of Management Information Systems Terry College of

Business, Aug 2006 – June 2008

Hong Kong University of Science and Technology

Research Assistant, Department of ISOM, Hong Kong, August 2006 – June 2008

**TEACHING**

- Since arrival at W&M, has taught 517 students across 19 course sections tied to 4 different courses in 4 different programs (BBA, FTMBA, MSBA, OMSBA)
- Quantitative teaching scores and qualitative student comments are outstanding, especially for a probationary assistant professor.
- Student comment: *“Professor Li often expressed thoughtful care for his students’ learning process ensuring everyone understood course material before moving on. Thanks Professor Li!!”*

**RESEARCH**

- Has published eight peer-reviewed journal articles, has been published in the very best outlets, including two in the prestigious “FT-50” (the Financial Times’ list of the fifty most influential academic journals in business) and three have been published in the most elite journals in his discipline.
- All organized around a common theoretical base advanced by sophisticated methodological rigor, with a robust research pipeline including four papers under revision for second to fourth round of submissions, including two at JAIS, one at MISQ, and one at Academy of Management Journal (AMJ).
- Reviewer comment: *“Dr. Siyuan’s methodological rigor is another hallmark of his research. He employs a wide range of theoretical perspectives, including behavioral, psychological,*

*economic, and organizational theories, and skillfully leverages various quantitative methods such as big data analytics, social network analysis, surveys, and experiments to answer research questions. These skills will be instrumental for him to continue succeeding in today's fast changing academic environment."*

**SERVICE**

- Served on the Mason Business School Research Committee for several years.
- Led brown-bag research series.
- Externally, serving as a reviewer on impactful research for top-tier journals and as associate editor for conference tracks.

**Holly Maples, Ph.D., Associate Professor, Department of Theatre and Dance, effective January 2024**

Proposed for Tenure: Associate Professor

**EDUCATION**

Ph.D., Trinity College, Dublin, Ireland, 2008

M.A., University of Michigan, 2004

B.A., The Royal Central School of Speech and Drama, University of London, England, 1999

B.A., Boston University, 1996

**PROFESSIONAL EXPERIENCE**

William & Mary

Chair of the Theater & Dance Department, Jan. 2024 – present

Associate Professor, Jan. 2024 – present

University of Essex

Professor & Director of Research Impact, 2023-2024

Senior Lecturer & Director of Research Impact, 2020-2023

Brunei University London, England

Senior Lecturer, 2014-2019

University of East Anglia, England

Lecturer in Drama, 2007-2014

**TEACHING**

- Taught a wide range of graduate and undergraduate courses, one of which drew on her immersive heritage research.
- Mentored M.A. students and has supervised 3 Ph.D. students at the University of East Anglia, 2 at Brunel, and is now helping to supervise 4 more Ph.D. students at East 15.
- Student feedback showed praise for her knowledge, enthusiasm, passion for theatre, and supportiveness.

**RESEARCH**

- Since 2009, published 9 articles in either peer-reviewed journals or edited collections, two of which were co-authored. Published a monograph, *Culture War: Conflict, Commemoration and the Contemporary Abbey Theatre* (Peter Lang, 2011), which was not included in her dossier. Given 23 conference presentations and 2 keynote lectures since 2005.
- Garnered national grant funding totaling \$1.45M for these endeavors, the most recent of which involves two related transatlantic projects (*Reframing Slave Trade Narratives in Heritage Sites, 2022-23*).
- Reviewer comment: *“The breadth and depth of Dr. Maples’ contributions to new knowledge in both performance practice and performance scholarship are extraordinary. She has*

*invested deeply in both making the world better for the arts and making the arts better for the world.”*

**SERVICE**

- Multiple leadership roles at prior institutions including Deputy Senior Advisor for the School of Humanities at UAE, Admissions Tutor for Theatre at Brunel, and Director of Impact and Post-Graduate Research at East 15.
- External Examiner for the B.A. in Acting at the Central School of Speech and Drama as well as the external examiner for the B.A. in Theatre at Atlantic Technological University in Sligo.
- Co-convenor of the Performance in Public Spaces Working Group for the International Federation of Theatre Research.



**Paul Vierthaler, Ph.D., Assistant Professor, Department of Modern Languages & Literatures,  
effective August 25, 2019**

Proposed for Tenure: Associate Professor of Government

## **EDUCATION**

M.A. (2008) and Ph.D. (2014), Yale University

B.A., University of Kansas, 2005

## **PROFESSIONAL EXPERIENCE**

William & Mary

Assistant Professor, 2019-2024

Affiliated Faculty Member in Data Science

Leiden University, Netherlands

Assistant Professor, 2016-2019

Interim Head, Leiden University Centre for Digital Humanities, 2018

Boston College

Visiting Assistant Professor, Digital Humanities Postdoctoral Fellow

Institute for the Liberal Arts, 2015-2016

Harvard University

An Wang Postdoctoral Fellow, 2014-2015

## **TEACHING**

- Taught 14 sections of 6 different courses, together covering all levels (100, 200, 300, and 400) of the COLL curriculum and on 2 occasions, taught a course cross-listed in Data Science all testifying to his pedagogical contributions across campus, particularly in relation to digital humanities and the Studio for Teaching and Learning Innovation (STLI).
- His chair commented: *"I also emphasize the seamless way that Paul has integrated his expertise in Chinese digital humanities into our curriculum. His innovative courses at all levels of the Chinese Studies offerings—often cross-listed with Data Science, as is the case with his brilliantly conceived and immensely popular "Hacking Chinese Studies"—are a testament to his capacity to make his areas of expertise accessible to all learners, regardless of their prior knowledge in computational methodologies, Chinese literary history, and cultural analytics."*

## **RESEARCH**

- Since arriving at W&M, Dr. Vierthaler has published 7 peer-reviewed articles, 2 non-peer reviewed articles, and a draft book manuscript. In addition he has made 49 digital humanities tutorial videos on YouTube, which have been reviewed tens of thousands of times.

- His book manuscript, *Quasi-history and the Borders of Fiction in Late Imperial China*, revises and expands upon his dissertation (with 2 entirely new chapters), and he has recently received a revise-and-resubmit report from Columbia University Press.
- Received a grant from William & Mary's Faculty Grant Fund to develop a pilot workshop on East Asian digital humanities as part of the University of Pennsylvania's DreamLab series.
- Reviewer comment: *a "leading" scholar whose work "will help pave the way for the next generation of scholars who want to use computational methods to study classical Chinese sources."*

#### **SERVICE**

- For MDLL, he directs the Digital Humanities Undergraduate Research Lab, coordinates the Bellini Colloquium, and serves on the Web Committee; he has also served on a targeted search committee and as the library liaison.
- For the university, he advises pre-majors, sits on the Digital Humanities Advisory Committee, is active in the Data Science Program, participates in STLI symposia and conducts mock interviews with students applying for national fellowships.
- For the profession, Professor Vierthaler serves on the editorial board of the newly created *Journal of Computational Literary Studies* and previously served on the boards of *Bridging Humanities* and *Stanford's Digital Humanities Asia*.

**Kelebogile Zvobgo, Ph.D., [note early tenure] Assistant Professor, Department of Government, effective August 2021**

Proposed for Tenure: Associate Professor of Government

**EDUCATION**

Ph.D., University of Southern California, 2021

B.A., Pomona College, 2014

**PROFESSIONAL EXPERIENCE**

William & Mary

Assistant Professor, Government Department, 2021-2024

Founder and Director, International Justice Lab, 2019-2024

Global Research Institute Pre-doctoral Fellow (2019-2021) and Faculty Affiliate (2021-2024)

Council on Foreign Relations, New York, NY

Young Professionals Program Member, 2021–2023

Stephen M. Kellen Term Member, 2023-2024

University of Southern California

Security and Political Economy Lab Director, 2017-2019

Affiliated Scholar, 2019-2024

Institute for Genocide and Mass Atrocity Prevention

Charles E. Scheidt Faculty Fellow, 2023-2024

Freie Universität Berlin, Humboldt Universität zu Berlin, Universität Potsdam

Senior Fellow, summer 2023

**TEACHING**

- Taught four different courses since fall of 2021 and directed 4 honors theses.
- Since arriving at William & Mary, Dr. Zvobgo has invested heavily in developing the International Justice Lab (IJL), which provides her a forum and a platform for mentoring student researchers. The opportunities and experiences students enjoy in the lab are second to none. In short, the lab is not simply a place where students join and perform more-or-less rote or repetitive tasks that are relatively easy to learn and complete over the course of a semester. Rather, Prof. Zvobgo does a tremendous amount of teaching in the IJL by training students in the particular methods of social science research that are salient to the lab's projects.

**RESEARCH**

- Published 8 peer-reviewed journal articles (5 of them co-authored), with an additional 4 co-authored articles forthcoming. She also has published 5 co-authored peer-reviewed pieces on pedagogy and inclusion. In edited collections, she has published 2 political science articles (1 of them co-authored) and 2 pieces on pedagogy and inclusion (1 of them co-

authored).

- Published 30 public-facing pieces (20 of them co-authored) in such venues as Foreign Affairs, Foreign Policy, and The Washington Post (The Monkey Cage).
- Awarded grants from the American Political Science Association totaling more than \$8,000. She also won a \$230,000 grant from the Global Research Institute and W&M Provost (to hire a post-doctoral fellow) in 2022.
- Reviewer comment: *“Dr. Zvobgo’s reputation and high-quality work make her a slam dunk for promotion to associate professor with tenure at almost any research-intensive university in the world.”*

## **SERVICE**

- Served on Department of Government search committee for an assistant professor, on the curriculum committee and the scholarship committee, and helped organize the departmental research colloquium series.
- For Arts & Sciences and the university, she founded the International Justice Lab and has been its director since 2019.
- Professor Zvobgo has provided valuable service to the discipline of Political Science. Since 2019, she has served on the executive committee of the Woman’s Caucus and the People of Color Also Know Stuff of the leading Association for International Relations scholars, the International Studies Association (ISA). Also for ISA, she served in 2022 on the committee for the best dissertation in Human Rights and was appointed chair of the Committee on Status of Representation and Diversity. In these leadership positions, which are rare for such a young scholar, Professor Zvobgo promoted women scholars and scholars of color, who are significantly underrepresented in IR.