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2019-04

# Promotion and Tenure Decisions for Academic Year 2019

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Monterey, CA 93943

NPS (100)  
April 1, 2019

MEMORANDUM

From: Provost and Academic Dean  
To: Faculty and Staff

Subj: PROMOTION AND TENURE DECISIONS FOR ACADEMIC YEAR 2019

1. It is a pleasure to announce the following promotion and tenure decisions for AY 2019. Included with each name are comments indicating the areas of accomplishment and leadership that were significant in the candidacy of the individual.

2. AWARD OF TENURE

**Giammarco, Kristin, SE**

This award of tenure is in recognition of Dr. Giammarco becoming an internationally recognized leader in testing and refinement of formal methods for systems architecting and for verification and validation of system behaviors. In her research, she addressed critical defense topics on model-based systems engineering for defense systems. Dr. Giammarco has enhanced NPS's reputation in model-based systems engineering and systems behavioral modeling for PEO U&W and NAVAIR and novel behavioral-based design methods for ONR. She contributed to NPS as the Academic Associate for the Systems Engineering Management PD-21 program. In addition, she contributed to education at NPS through the development of the system architecture and design, model-based systems engineering, and software systems engineering courses that are key core courses in several systems engineering curricula. Dr. Giammarco has been a dedicated educator and inspiring mentor to her graduate students, supervising more than 36 students for dissertations, theses, and capstone projects in the past six years.

**Hernandez, Alejandro, SE**

This award of tenure is in recognition of Dr. Hernandez' leadership in research for robust decision support systems (DSS) for the design, development, operations, and management of complex systems for both the DOD and international communities. In his research, he addressed critical topics that require a multidisciplinary approach to decisions filled with uncertainty that demand innovative methods for credible, repeatable, and defensible analysis. He has enhanced NPS's reputation in systems engineering analysis, operations analysis, experimentation, wargaming, and scenario methodologies with applications developed for the Navy's Warfare Integration Division and the International Joint Coalition Commander by developing new courses of action for redeploying U.S. forces while maintaining stability in operational regions. He also contributed to NPS through his leadership in developing the initial organizational structure at the initiation of the NPS NRP program. In addition, Dr. Hernandez contributed to education at NPS through the development and teaching of the fundamental systems engineering and capability modeling courses that all systems engineering students take. He has been a dedicated educator and inspiring mentor to his graduate students, supervising more than 55 students for dissertations, theses, and capstone projects in the past seven years.

**Scrofani, James, ECE**

This award of tenure is in recognition of Dr. Scrofani developing a strong research program in the areas of maritime domain awareness, inference and reasoning in heterogeneous data sets, activity-based intelligence, and cyber analytics, all areas that have extremely high relevance to DoN and DoD. He conceived and established the Center for Multi-INT Studies (CMIS), of which he is the founding and current Director, and has enhanced NPS's reputation in Multi-INT through highly productive collaborations with many other NPS faculty members and prestigious civilian institutions such as Harvard. His research interests are perfectly encompassed by the NPS national security mission,

3. PROMOTION TO ASSOCIATE PROFESSOR AND AWARD OF TENURE

**Craparo, Emily, OR**

This promotion and award of tenure are in recognition of Dr. Craparo as a leader in the theory and practice of multistatic sonar system optimization and electric power microgrid optimization, and her many published works in highly regarded journals. She has been a dedicated educator and inspiring mentor to her thesis students, supervising more than 26 theses and continuing to collaborate with them and support their professional development, even after graduation. The quality of her teaching is outstanding, and her dedication to professional development is commendable. Dr. Craparo has also served NPS on the Faculty Council and has been a valued member of committees and focus groups, including the recent Presidential Search Committee

**Kozdon, Jeremy, MA**

This promotion and award of tenure are in recognition of Dr. Kozdon's superlative contributions to the important area of scientific computing with applications to the modeling of earthquake, tsunami, and atmospheric-ocean dynamics, which have been internationally recognized for their top quality and innovativeness. His work has been important to the DoD, especially the safety of many Naval shore and near-shore facilities located in seismically active areas. He has enhanced NPS's reputation through active collaborations with other institutions, such as Caltech, MIT, and Southern California Earthquake Center. Dr. Kozdon has been recognized consistently by NPS's students as a great instructor.

**Warren, Timothy Camber, DA**

This promotion and award of tenure are in recognition of Dr. Warren's leadership in the analytic use of open-source data for purposes of explaining, sometimes even predicting, patterns of conflict. In his research, he addressed critical defense topics including the social network mapping of insurgent and terrorist organizations. Dr. Warren has enhanced NPS's reputation in this field through his highly productive collaboration with our Information Sciences Department, and in his leadership role in forming the Coalition for Open-Source Defense Analysis (CODA). He is recognized by NPS students for his tireless work in the classroom. Dr. Warren has been a dedicated educator and inspiring mentor to his thesis students, supervising more than 20 theses in the past six years, and has published seven articles in "top-five" peer-reviewed journals in his field.

4. PROMOTION TO PROFESSOR

**Alderson, David, OR**

This promotion is in recognition of Dr. Alderson becoming an internationally recognized leader in the theory and practice of risk analysis for critical national and international infrastructures. His extensive published works have earned many external awards and more than 3,000 citations. Dr. Alderson enhanced

NPS's reputation with his service on external advisory boards and editorial work in top journals. He has been extremely successful at raising sponsored funds and his research has influenced policy decisions. He has been a dedicated educator and inspiring mentor to his thesis students, supervising more than 40 theses. In addition to all these accomplishments, he has also been a dedicated leader in his service to NPS.

**Apte, Aruna, GSBPP**

This promotion is in recognition of Dr. Apte as an internationally recognized leader in research involving Humanitarian Assistance and Disaster Response. Dr. Apte launched the *College of Humanitarian Operations and Crisis Management* for the *Production and Operations Management Society* (POMS) and served as its founding President. She has also briefed the U.S. Fleet Forces and other Naval commands on their humanitarian and military logistics operations. Dr. Apte's students recognized her as an excellent instructor, as demonstrated by her consistently high teaching evaluations, and also by receiving both the NPS Richard W. Hamming Teaching Award and GSBPP Louis D. Liskin Excellence in Teaching Award. She has also advised over 120 thesis and MBA project students, further demonstrating her dedication to our students.

**Augier, Mie-Sophia, GSBPP**

This promotion is in recognition of Dr. Augier's international reputation as a distinguished, prolific, and highly influential scholar in the areas of organization studies, strategic management, leadership, and innovation. In her wide-ranging research publications, she addressed a number of important management and leadership topics, many of which bear directly on critical defense challenges. In particular, her research efforts for the Office of Net Assessment has generated important insights of significant value for maintaining and enhancing our national security. Additionally, she has demonstrated the highest level of instructional excellence by her selection as the 2018 recipient of the Louis D. Liskin Award for Teaching Excellence. Finally, through her service, both internally to NPS and externally to her discipline and to the Department of Defense, she has demonstrated the highest standards of professionalism and collegiality.

**Gingeras, Ryan, NS**

This promotion is in recognition of Dr. Gingeras as one of the world's leading scholars of modern Turkish history. His five Oxford University Press books have changed the way experts understand the dynamics of the Ottoman Empire and the development of the contemporary Turkish state. Dr. Gingeras' sponsored work for the Defense Department and the Department of Energy has shed new light on current trends in Turkey. His classes at NPS have covered a range of important subjects in Middle Eastern studies and have been well received by his students. He has served in two significant leadership roles in the Department of National Security Affairs, as well as supported important departmental non-resident teaching efforts, including the Joint Foreign Area Officer program. He has also helped initiate recent reforms in the history component of the National Security Affairs curriculum, ensuring its continued relevance to the Navy's mission.

**Hafez, Mohammed, NS**

This promotion is in recognition of Dr. Hafez becoming one of the world's leading scholars on the causes of Islamic political violence, as well as possible counterterrorist responses. His work has made a dramatic impact on the field, as witnessed by his many, widely cited publications, and has also helped inform U.S. government policies. His teaching at NPS has been enthusiastically received by his students and he has been recognized with two teaching awards. His service in senior leadership positions in the National Security Affairs Department over the past decade has been unparalleled. As department chair, he made improvements in graduation rates, supervised the hiring of a cohort of young faculty members, and

successfully led the department through a challenging period. For his outstanding leadership, he received the Department of the Navy Superior Civilian Service Award.

**Regnier, Eva, GSBPP**

This promotion is in recognition of Dr. Regnier's excellent reputation in both her academic community and the operational Naval forces for her work on information support for dynamic decisions under uncertainty. Her work on the hurricane decision simulator and piracy risk predictions have not only been published in the top academic journals in her field, but they have also been adopted as important tools by the operational Naval forces. She has also proven herself as an accomplished instructor in DRMI's difficult teaching environment, winning the 2014 DRMI outstanding teaching award. Dr. Regnier's instruction accomplishments include writing several instructional cases and developing a new course for GSBPP's Executive MBA program. She has also advised over 20 thesis and MBA project students and two PhD students. Her service to DRMI, GSBPP, NPS, and her academic community has also been exceptional, including her recent appointment as Area Chair of the Operations and Logistics Management Group.

5. PROMOTION TO RESEARCH PROFESSOR

**Zhao, Ying, IS**

This promotion is in recognition of Dr. Zhao becoming an internationally recognized leader in artificial intelligence and machine learning. In her research, she addressed critical defense topics including combat identification, over-the-horizon targeting, the common tactical air picture, kill chain modeling, logistics, and cybersecurity. Dr. Zhao has enhanced NPS's reputation in machine intelligence through highly productive collaborations with MIT, Northeastern, and other institutions. She has been a dedicated mentor to her thesis students, supervising more than 10 theses in the past five years, and has published in top-tier conferences including five papers co-authored with her students.

6. PROMOTION TO SENIOR LECTURER

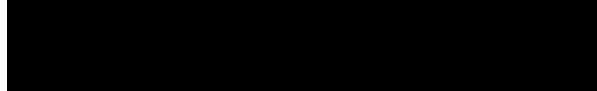
**Hudgens, Bryan, GSBPP**

The promotion is in recognition of Lecturer Hudgens as an outstanding teacher, as evidenced by his selection by graduating students as the 2016 recipient of the Louis D. Liskin Award for Teaching Excellence. He pioneered the use of innovative pedagogical practices and instructional technologies in his classes; these have spread throughout the Graduate School of Business and Public Policy, benefitting his colleagues and enhancing the overall quality of the School's instruction. Lecturer Hudgens has distinguished himself in the number and variety of classes he has taught, including numerous directed studies for individual students, and in the impressive number of capstone projects he has advised, all while maintaining the highest standards of instructional excellence. In addition to his significant teaching responsibilities, he selflessly took on major administrative and leadership roles as Academic Associate for four different curricula, Program Director for the Strategic Purchasing concentration, Director of Accreditation, and Vice Chair of the Institutional Review Board. Lecturer Hudgens continues to make important intellectual contributions to his profession, his academic discipline, and the Department of Defense through his relevant research and impactful publications.

7. PROMOTION TO FACULTY ASSOCIATE, INSTRUCTION (AD-05)

**Howard, Alan, EAG**

This promotion is in recognition of Mr. Howard as an excellent teacher, course developer, and organizer through his superb history of successfully responding to sponsors' needs. This has been demonstrated in student evaluations, which consistently rate him with the highest marks in the classroom, and in the outstanding research conducted under his leadership as Principal Investigator since 2011. Mr. Howard's drive for excellence and enthusiastic entrepreneurial spirit make him an extraordinarily valuable member of the NPS community.



STEVEN R. LERMAN

Copy to:  
President, NPS