

**BOARD OF TRUSTEES
UNIVERSITY OF THE DISTRICT OF COLUMBIA
UDC RESOLUTION NO. 2026 – 26**

SUBJECT: EXECUTIVE APPOINTMENT OF DHYMSY Z. VIXAMAR-OWENS, PH.D. AS INTERIM ASSOCIATE CHIEF ACADEMIC OFFICER FOR FACULTY AFFAIRS AT THE UNIVERSITY OF THE DISTRICT OF COLUMBIA

WHEREAS, pursuant to 8B DCMR §210.1 the President is authorized to make executive appointments to designated positions in the Educational Service, in accordance with the provisions of 8B DCMR §§210 through 212; and

WHEREAS, pursuant to 8B DCMR §210.2, each person selected by the President for an executive appointment shall be qualified based on a description of their position or their roles and responsibilities, and shall be approved by the Operations Committee; and

WHEREAS, pursuant to 8B DCMR §212.2, the appointment of faculty members to serve in administrative positions which report directly to the CAO or a Dean shall be an executive appointment.

WHEREAS, pursuant to 8B DCMR §208.1, the Board determines executive compensation for administrators and non-administrators at Grade Level 1A and above, upon recommendation of the President through the Operations Committee or appropriate committee as determined by the Board Chair; and

WHEREAS, Dhymsey Z. Vixamar-Owens, Ph.D., has been recommended to serve as the Interim Associate Chief Academic Officer for Faculty Affairs, based upon her knowledge, past accomplishments, and experience; and

WHEREAS, after review of her credentials, it has been determined that Dhymsey Z. Vixamar-Owens, Ph.D., is well-qualified for such a position and that the recommended salary adequately reflects the job duties and experience.

NOW THEREFORE BE IT RESOLVED, that the Board of Trustees of the University of the District of Columbia approves the appointment of Dhymsey Z. Vixamar-Owens as Interim Associate Chief Academic Officer for Faculty Affairs of the University of the District of Columbia, effective August 10, 2026, consistent with the terms and conditions of her appointment letter.

Submitted by the Committee of the Whole:

July 28, 2026

Approved by the Board of Trustees:

July 28, 2026



Warner H. Session

Chairperson of the Board

Interim Assoc. CAO-Faculty Affairs-Exec. Appt.–Dr. Dhymsey Z. Vixamar-Owens

University of the District of Columbia



Maurice D. Edington, Ph.D.
President

July 28, 2026

Dhymsey Vixamar-Owens
2233 Cold Meadow Way
Silver Spring, MD 20906

Re: Executive Appointment, **Interim Associate Chief Academic Officer for Faculty Affairs** at the University of the District of Columbia

Dear Dhymsey Vixamar-Owens:

I am pleased to offer you an executive appointment as **Interim Associate Chief Academic Officer for Faculty Affairs**, at the University of the District of Columbia effective **August 10, 2026**, pending Board of Trustees approval. Pursuant to applicable District of Columbia law, an executive appointment as Interim Associate Chief Academic Officer for Faculty Affairs is “at will,” which means that the appointment may be terminated at any time without appeal or right to compensation, because you serve at the pleasure of the President. As Interim Associate Chief Academic Officer for Faculty Affairs, you will perform the duties and responsibilities of the position as directed by the President and the Chief Academic Officer. You retain your faculty rank and tenure and years of service toward promotion to full professor. you have the retreat rights to your faculty position.

Your salary under this appointment will be **\$183,335.70 (Grade 1A, Step 9)** on the non-union Administrative Salary Schedule. You will be fully eligible for cost-of-living increases in accordance with the applicable University policy. You will also be eligible for and may participate in the University of the District of Columbia health insurance, life insurance, retirement, and disability programs in the same manner and under the same conditions as regular administrative employees hired on or about the date of this appointment. The University will contribute seven percent (7%) of your salary to your Teachers Insurance Annuity and Association (TIAA) retirement account. Your leave accrual rates are as follows: annual leave accrual, six and half (6.5) hours per pay period, and sick leave accrual, three and half (3.5) hours per pay period. subject to university guidelines.

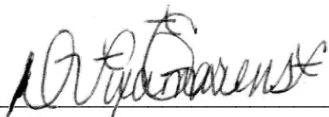
Please indicate your acceptance of this offer by signing and returning this letter to recruit@udc.edu within three (3) business days.

Sincerely,

Maurice Edington, Ph.D.
President

cc: Official Personnel File

I accept the terms and conditions of the foregoing executive appointment as **Interim Associate Chief Academic Officer for Faculty Affairs** at the University of the District of Columbia.



Name

06 Jul 2026

Date

ASPIRE. ACCOMPLISH. TAKE ON THE WORLD.

4200 Connecticut Avenue, NW — Washington, District of Columbia 20008

Phone: 202.274.6016 ▪ www.udc.edu ▪ Facsimile: 202.274.5304

POSITION DESCRIPTION

University of the District of Columbia

Job Title: Interim Associate Chief Academic
Officer for Faculty Affairs
Reports to: Chief Academic Officer
Department: Office of the Chief Academic
Officer

Primary Location: Van Ness
Shift: Business Hours
Nights/Weekends: As Needed
Regular or Temporary: Regular
Local or Grant Funded: Local
Travel: As Needed

Position Summary

Instructions: Summarize general nature and purpose of position. Concisely describe how position relates to mission of the department.

The University of the District of Columbia (UDC) is a comprehensive system of higher education that offers multiple points of access to degrees and workforce credentials for District of Columbia residents and broader local, national, and international audiences. A historically Black, public, and land grant institution, UDC has degree and certificate offerings at the workforce development, community college, four-year, graduate, and professional levels.

The University has a menu of more than 80 programs. The University's slate of academic offerings is supported by a diverse community of faculty members who are recognized for their scholarship, pedagogy, leadership, and advocacy. The University's faculty corps is divided across early, mid, and senior status faculty who cross rank (instructor to professor), and include continuing, visiting, and adjunct appointees, and tenured, tenure track, and nontenure eligible members. Better than 80% of all faculty have terminal credentials.

The UDC faculty community represents myriad pathways to the professoriate. The University has a longstanding commitment to the support of its faculty experience base. The addition of an Associate Chief Academic Officer (ACAO) for Faculty Affairs fortifies that commitment and continues the work of evolving needed infrastructure and securing concrete resources to sustain a robust academic community and ensure the success and satisfaction of faculty across appointment types and at all stages of the faculty lifecycle.

The ACAO for Faculty Affairs at the University of the District of Columbia is positioned to support all types of UDC faculty members at all phases of career by establishing, enhancing, and/or evolving its systems of engaging faculty members from recruitment through retirement. The role targets building comprehensive, integrated, and ongoing systems for hiring, orienting, and advancing faculty that align with their academic and public-facing scholar-teacher-service responsibilities and include targeted training, collaboration, feedback loops, networking, mentoring, coaching, and advocacy.

The ACAO oversees the University's centralized faculty success mission, strategic focus, and resource alignment and supports directors, chairs, and deans in delivering all programs and resources. The ACAO serves as a resource and partner to directors, chairs, and deans in the work. The ACAO serves a leadership, resource management, oversight, and accountability responsibility for all functions of the University's faculty success paradigm.

The University has two unionized faculty groups — full-time continuing faculty members are represented by the UDCFA/NEA, and adjunct faculty members are represented by the SEIU. The ACAO will support conversations with both bargaining units, including contract negotiations, and be a lead facilitator in ensuring that faculty representatives are engaged in sustained objective, cooperative, and

mission-centered interactions with management toward highest levels of performance in meeting institutional outcomes. The ACAO is the champion of all University faculty members and the adviser and supporter of chairs, directors, and deans in guiding the success of the faculty. She|He|They serve as the principal shepherd of the institution's faculty success initiatives and the primary conduit through which the University directs and optimizes its resources in founding faculty success.

Position Responsibilities

1. Development and continuity of a comprehensive faculty success framework that elevates community, inclusive participation, belonging, cooperation, and collaboration;
2. Development and continuity of a comprehensive, collaborative, and integrated faculty success initiatives menu that targets excellence in instructional design and assessment, high impact teaching and student engagement, research, scholarship/creative works, professional service, public scholarship, community engagement and service, and professional collaboration and networking;
3. Development and sustainability of creative programs for recruitment and retention of faculty;
4. Development and continuity of a comprehensive program for managing faculty talent, inclusive of search, onboarding, compensation, orientation, professional development, life cycle development, evaluation, promotion/advancement, recognition/reward, and step down/retirement protocols;
5. Development/revision and continuity of all policy guides that support /direct/influence the work and working environments of faculty and the faculty-administration relationships that support that work;
6. In conjunction with the Office Planning and Institutional Effectiveness, build of accountability guides, capacity metrics, and fiscal impact protocols to support faculty success program sustainability and direct program developments as driven by data/ outcomes;
7. Analysis of market forces to determine best approaches to faculty engagement and support;
8. Development and continuity of infrastructure for aligning faculty success initiatives with specific mission, Contract, and policy expectations; institutional resources and partnerships; and physical, technical, and technological infrastructure;
9. In conjunction with the Center for the Advancement of Learning, build and continuity of a comprehensive teaching excellence program;
10. Creation and sustainability of faculty success infrastructures to build necessary community that aligns with high quality student outcomes;
11. Build and continuity of a comprehensive promotion and tenure planning and preparation program; review of promotion and tenure portfolios of full-time faculty and reporting of recommendations to the CAO; and the training of faculty candidates on best practices for portfolio development;
12. In conjunction with the Office of University Research, advancement of faculty extramural engagement and productivity;
13. Periodic review of faculty success programs;
14. Oversight of proceedings related to procedural questions, concerns, and challenges; and
15. Collection, analysis, and reporting of data on faculty performance.
16. Review of sabbatical requests and provide recommendations to the CAO;
17. Development of a "Sabbatical Handbook" for sharing/publishing best practices.
18. Review and management of all University-supported academic leaves (i.e., Fulbright, faculty exchanges, etc.)
19. In conjunction with MARCOM, build a a Faculty Affairs webpage;
20. Maintenance of data on all faculty transitions, promotion statistics, etc;
21. Review of all adjunct appointments in collaboration with the Office of Human Resources;

22. Oversight of the issuance of annual re-appointment letters to NEA faculty;
23. Maintenance of faculty records, ensuring faculty are properly credentialed and that appropriate documentation is collected and stored securely in a database;
24. Creation of faculty recognition events/ceremonies – for both full-time and adjunct faculty; and
25. Review of applicants for faculty positions in all units at the CAO level.

Essential collaborators include the Chief Academic Officer, Associate CAO for Academic Programs, Director of the Center for the Advancement of Learning, academic deans and chairs, Director of the Learning Resources Division, faculty governance leaders — Presidents of the faculty unions (UDCFA/NEA and SEIU) and the Chair of the Faculty Senate, Office of the General Counsel (including Compliance and Title IX), VP for the Office of Planning and Institutional Effectiveness, Director of Assessment, VP for the Office of Research and Sponsored Programs, and Chief Student Development and Success Officer.

Physical Requirements & Equipment Used

Instructions: List any physical demands related to this position such as walking for long periods of time, carrying heavy objects, etc. Please list the equipment that this position will use. Include machines, tools, and chemicals (if applicable).

This position is primarily sedentary in nature, requiring the ability to remain in a stationary position for extended periods while performing desk-based tasks. The incumbent must be able to operate standard office equipment, including a computer, telephone, and other technology, requiring manual dexterity and visual acuity. Occasional movement within the office and access to file cabinets or office supplies may be necessary, including bending, reaching, or lifting items up to 15 pounds. Verbal communication is required for meetings, telephone conversations, and interactions with colleagues. This description reflects the physical demands typically associated with office work and is not intended to be exhaustive. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the position, in accordance with the Americans with Disabilities Act (ADA) and applicable local laws and policies.

Required qualifications

Instructions: Specify the required minimum education and experience; as well as related competencies.

The ACAO for Faculty Affairs will hold a terminal degree, have experience as a promoted and tenured faculty member with not fewer than seven years of full time faculty service, have a record of scholarly engagement that embraces traditional and contemporary expectations for faculty work, have a record of excellence in teaching/student engagement, have experience building and implementing faculty development programming, have experience working in or leading in a collective bargaining environment, have experience leading scholarship of teaching|learning|practice initiatives, and have experience leading instructional quality initiatives and/or programs. Additionally, the ACAO for Faculty Affairs will have a background in building inclusive and collaborative teams and noted expertise in responsive approaches to faculty support.

The Associate Chief Academic Officer for Faculty Affairs reports to the Chief Academic Officer and works in tandem with the Associate Chief Academic Officer for Academic Programs toward excellence in academic outcomes. In alignment with the scope of work detailed above, the specific skills and expertise required for the role include:

1. Working knowledge of national best practices in faculty development with emphasis on scholar-

- teacher identity, scholarship of teaching and learning, academic narrative, translational scholarship, high impact engagement, workload, evaluation, promotion, tenure, inclusive excellence, and academic integrity;
2. Working knowledge of local market drivers for faculty compensation;
 3. Working knowledge of all University policy, practice, and protocol governing or informing faculty engagement, governance, work and workload, evaluation, advancement, compensation, and development;
 4. Working knowledge/skill in professional development program design, implementation, and assessment;
 5. Working knowledge of research design and implementation;
 6. Working knowledge of research infrastructure creation and maintenance;
 7. Working knowledge of administrative and funding models for faculty success;
 8. Acquaintance with and/or participation in national support resources for faculty success;
 9. Expertise leading development of academic communities;
 10. Demonstrated skill building programmatic infrastructure; and
 11. Demonstrated skill in policy and procedure development, review, and codification.

UDC Service Standards

COURTEOUS

Treat people with respect
Show empathy and compassion
Be kind and polite (Smile)
Be attentive and approachable
Act with integrity

RESPONSIVE

Communicate, deliver timely and accurately
Engage in active listening
Send clear and accessible messages
Take ownership and be helpful

EFFECTIVE

Be knowledgeable of the job and how it interfaces with stakeholders
Appropriately apply policies and procedures which govern the role
Respond with accuracy and urgency
Problem solve and prioritize the needs of stakeholders

EFFICIENT

Do it right the first time
Act in anticipation of future needs, problems, or changes
Produce results without waste
See things through to completion

Employee Acknowledgment

I have read and understand the duties, responsibilities, and expectations outlined in this position description. I acknowledge that this document is intended to describe the general nature and level of work required of this position and does not represent an exhaustive list of all duties that may be assigned. I understand that the position description may be reviewed and updated periodically, and I agree to fulfill the duties as assigned to the best of my ability.

Employee Signature

Printed Name: Click or tap here to enter text.

Date: Click or tap here to enter text.

Manager Signature

Printed Name: Click or tap here to enter text.

Date: Click or tap here to enter text.

Human Resources Only

FLSA: Exempt

Classification Date: 6/26/2026

Job Series/ Salary Pay Plan/ Grade: DS0058/1A

Collective Bargaining Status: Non-Union

Essential Employee: No

Job Code:

Approved by: Rachel Walsh

Date: 6/26/2026

www.healthwithinmeasure.com
[linkedin.com/in/dhymsey-owens-76a994221](https://www.linkedin.com/in/dhymsey-owens-76a994221)

- Community Health Psychologist and passionate educator committed to improving academic excellence in higher education.
- Research focus: (1) supporting faculty excellence and well-being and (2) fostering healthy learning environments for active construction of knowledge.
- Professional aspiration: Enhance the quality of teaching and learning in higher education; promote health and well-being in learning communities.

EDUCATION

Virginia State University, Petersburg, VA

Ph.D., Health Psychology: Behavioral and Community Health Sciences

2013

Dissertation: "How Acculturation Impacts Sexual Health in Immigrant and Non-Immigrant Minority Populations"

M.S., Psychology

2010

Thesis: "The Moderating Effect of Self-Appraisal in the Relationship between Socioeconomic Status and Risky Sexual Behavior"

TEACHING EXPERIENCE

University of the District of Columbia, Washington, D.C.

Associate Professor

2019 – Present

Assistant Professor (2019-2025)

Virginia State University, Petersburg, VA

Visiting Assistant Professor

2014 – 2019

Richard Bland College, Petersburg, VA

Adjunct Faculty

2014 – 2019

Virginia State University, Petersburg, VA

Adjunct Faculty

2009 – 2014

COURSES TAUGHT

- | | |
|---|---|
| • Statistics/Quantitative Methods in Psychology | • Psychology of Relationships |
| • Experimental Psychology | • Community Psychology |
| • Research Methods | • Social Psychology |
| • General/Introductory Psychology | • Health Psychology |
| • Problems in Psychology | • Research & Scientific Writing Development |

FACULTY SUPPORT EXPERIENCE

University of the District of Columbia – Office of the ACAO for Faculty Affairs

2025-Present

Faculty Development Council, Member & Sub-Committee Lead

Serve as an advisor to the ACAO for Faculty Affairs, ensuring that faculty perspectives inform initiatives, policies, and strategic planning related to faculty success. Collaborate with other Faculty Recognition & Engagement subcommittee members to develop initiatives to help strengthen faculty recognition, sense of belonging, and investment.	2025-Present
University of the District of Columbia – CAS Division of Behavioral and Social Sciences <i>Research and Professional Development Committee, Member</i>	
Investigate and propose opportunities for research, professional development and advancement for all Division faculty; Create means for the sharing of faculty scholarship within the Division; Collect suggestions and requests for materials and activities promoting faculty scholarship and pedagogical training	2024
University of the Virginia Islands – College of Liberal Arts & Social Sciences <i>Master of Social Work Program Quality Assessment, External Reviewer</i>	
Supported program quality review efforts by providing an external evaluation of faculty needs, satisfaction and perceived experience.	2022-2023
University of the District of Columbia – CAS Division of Education, Health, & Social Work <i>Master of Education Program Self-Study, Reviewer</i>	
Contributed to reaccreditation efforts by providing performing data analyses and reporting on program quality and effectiveness.	2021-2023
University of the District of Columbia – CAS Division of Behavioral and Social Sciences <i>Psychology Program, Program Coordinator</i>	
Handled all administrative responsibilities at the program level; coordinated student advising; spearheaded curriculum quality initiatives (program review, class auditing, scheduling courses, etc.); disseminated information on faculty and student development opportunities (grants, fellowships/internships, scholarships, etc.); represented the Psychology Program at the Division, College, and Institutional levels.	2021-2023
University of the District of Columbia – College of Arts & Sciences <i>Teaching Circle, Member</i>	
Consistently gathered with faculty to offer peer mentorship surrounding teaching and scholarship practices; facilitated a writing group to support faculty scholarship and productivity	2020-2022
University of the District of Columbia – CAS Division of Behavioral and Social Sciences <i>College Support Network, Innovation Educator</i>	
Supported faculty transition to Emergency Remote Instruction by offering training on the use of various technological teaching and learning resources/tools; made suggestions on how to improve course delivery; coached new faculty hired during the pandemic.	

SELECT SCHOLARSHIP

Fredericks, A., & Vixamar-Owens, D. Z. (*In Progress*). Designing a cross-institutional faculty learning community model for STEM success at HBCUs. [Grant proposal: \$400,000]. National Science Foundation, Washington DC.

- Fredericks, A., & **Vixamar-Owens, D. Z.** (*Under Review*). From faculty learning to classroom culture: A multilevel study of motivational climate in HBCU STEM classrooms. [Grant proposal: \$500,000]. Spencer Foundation, Washington DC.
- Vixamar-Owens, D. Z.**, Fredericks, A., Nguyen, Y., & Lathan Smith, T. (*In Press*). Required office hours as a strategy for building student-faculty connection during online learning. *Transformative Dialogues: Teaching and Learning Journal*.
- Fredericks, A., **Vixamar-Owens, D. Z.**, & Ruedas-Gracia, N. (*Under Review*). Excellence in Research: Testing the Brilliance–Belonging Model in HBCU STEM classrooms. [Grant proposal: \$500,000]. National Science Foundation, Washington DC.
- Vixamar-Owens, D. Z.** (*In Press*). Teaching from the Middle: An andragogical strategy for engaging today’s post-secondary learner. *Journal for Excellence in College Teaching*.
- Vixamar-Owens, D. Z.** (May 2026). Training early-career psychology faculty on teaching philosophy, course design, and use of effective teaching strategies. *Designing a Course Professional Development Workshop*. American Psychological Association - Society for Teaching in Psychology.
- Vixamar-Owens, D. Z.** (Jan 2025). How to develop a strong and relevant annual evaluation narrative. *Faculty Professional Development Session, 2025*. University of the District of Columbia – College of Arts & Sciences.
- Fredericks, A., **Vixamar-Owens, D.**, Hill, K. (2023). From Challenges to Opportunities: Navigating the Pandemic as Black Women Early Career Faculty. In: Bissessar, C. (eds). *Female Academics’ Resilience during the COVID-19 Pandemic*. Springer, Cham. https://doi.org/10.1007/978-3-031-34140-3_5
- Vixamar-Owens, D. Z.** (Sept 2022). The importance of assessing students’ past experiences and future ambitions to sustain learning and engagement. *9th Annual Conference on Teaching & Learning Assessment*. Association for the Assessment of Learning in Higher Education.
- Vixamar-Owens, D. Z.** (May 2022). Developing rich classroom culture practices. *University Faculty Institute*. University of the Virgin Islands.
- Vixamar-Owens, D. Z.** (Jul 2021). *Improving learning outcomes and increasing student engagement in HBCU STEM programs*. *UNITE Convention*. United Negro College Fund – Summit for Black Higher Education. 2023

Exhaustive record of [Funding, Publications & Presentations](#)

RESEARCH EXPERIENCE

University of the District of Columbia, Washington, DC

Health Within Measure Lab, **Director & Lead Researcher**

2019 – Present

Research Topics: Health disparities; Importance of culture, community engagement, social adjustment and resilience to health & well-being; Sexual and reproductive health; Metabolic health & nutrition; Substance Use.

Populations: Underserved populations; Immigrants; Minorities

TFM Teaching & Learning Solutions, **Director & Lead Researcher**

Research Topics: Supportive learning environments & classroom culture; STEM education; Post-baccalaureate success; Culturally responsive teaching; Effective teaching & learning strategies & practices; Early-career faculty experiences, Faculty-

student relationships; Women in higher education.

Populations: HBCU faculty; Undergraduate students; First-generation college students;
Nontraditional college students

Foster & Associates, LLC., Houston, TX

Research Specialist

2016 – 2020

Responsibilities: Help researchers to increase efficiency and maximize productivity, as contracted. Manage participant recruitment, development and coordination of assessment plans specific to individual projects, data collection and analysis data, and program evaluation.

Virginia State University, Petersburg, VA

Research on Education and Cultural/Community Health (REACH) Lab, **Co-Director
& Lead Researcher**

2017 – 2019

Research Topics: Health disparities; Healthy initiatives for college students; Education-based interventions; Community-based initiatives and outreach; Diabetes risk & prevention.

Populations: Underserved populations; Minorities; Young adults

Virginia State University, Petersburg, VA

Center for Health Equity (Dept. of Psychology), **Managing Research Specialist**

2013 – 2014

Responsibilities: Managed key elements of federally funded research [Funding Amount: \$200,000]. Led in the planning and implementation of interventions; trained graduate and undergraduate staff to develop and implement intervention; supervised recruitment and data collection efforts of research staff; developed and maintained relationships with community organizations, advisory board members, and key stakeholders; served as a liaison between the PI and community partners; organized functioning properties of the research facility.

Research topics: HIV/AIDS awareness and prevention

Population: Older Adults (50+)

Virginia Commonwealth University, Richmond, VA

Institute for Drug and Alcohol Studies, **Project Coordinator**

2013 – 2014

Responsibilities: Co-led, along with PI, preparation, implementation, and analysis phases of interventions; monitored intervention participation; orchestrated conduction of research protocol; facilitated communications between research staff and community partners, analyzed data; oversaw the efforts of undergraduate staff.

Research Topics: Tobacco prevention; childhood obesity prevention

Population: School-aged Children

Virginia State University, Petersburg, VA

Center for Health Equity (Dept. of Psychology) **Project Coordinator**

2012 – 2013

Responsibilities: Contributed to the development and evaluation of interventions; established cooperation and communication efforts between various stakeholders; directed research and presentation efforts of undergraduate and graduate staff.

Research Topics: HIV/AIDS knowledge and prevention; healthy initiatives for college students

SELECT ENGAGEMENTS

PROPEL HBCU Faculty Fellows Academy, <i>Fellow</i>	2025-Present
UDC Institutional Research Council, <i>CAS Liaison</i>	2023-Present
Center for the Advancement of STEM Leadership (CASL), <i>Visiting Researcher</i>	2021-2024
Association for the Advancement of University Women, <i>American Fellow</i>	2021-2022

RELEVANT TECHNICAL SKILLS

- Online Course Management Software: Blackboard, Canvas, Moodle
 - Statistical Software: SPSS, MINITAB, AMOS, SAS, R-Studio, JASP
 - Survey Software: Qualtrics Research Suite, Sona Experiment Management System, SurveyMonkey, REDCap
 - Qualitative Analysis Software: Concept Systems, NVivo
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LANGUAGES

- English – native language
 - Creole (native language of Haiti) – speak fluently; read with high proficiency
 - Spanish –read and write with high proficiency; and speak with basic competence
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Fiscal Impact Statement

TO: Board of Trustees

FROM: Managing Director of Finance *David A. Franklin*

DATE: July 28, 2026

SUBJECT: Executive Appointment of Dhymsey Z. Vixamar-Owens, Ph.D., as Interim Associate Chief Academic Officer for Faculty Affairs

Conclusion

It is projected that there are sufficient unrestricted funds in the budget allocation of the University of the District of Columbia's FY26 budget – and beyond – to cover the cost of the salary and benefits associated with the appointment of Dr. Dhymsey Vixamar-Owens as Interim Associate Chief Academic Officer for Faculty Affairs at the University of the District of Columbia. The role will report to the Chief Academic Officer.

Background

The proposed resolution is to appoint Dr. Dhymsey Vixamar-Owens as Interim Associate Chief Academic Officer for Faculty Affairs. Dr. Vixamar-Owens's appointment will be effective August 10, 2026, for a period not to exceed one (1) year. This appointment is an "at will" appointment, serving at the pleasure of the President and terminable at any time without appeal or right to compensation.

Dr. Vixamar-Owens currently serves as Associate Professor of Psychology in the College of Arts and Sciences and has served as a faculty member at the University since 2019. Dr. Vixamar-Owens retains her faculty rank and tenure and years of service toward promotion to full professor. She has retreat rights to her faculty position.

Financial Impact

The salary for this appointment will be Grade 1A, Step 9 of the non-union administrative salary schedule, paying \$183,335.70 per year, with approximate related benefits of \$47,667.28. The employee will be fully eligible for cost-of-living increases in accordance with applicable University policy. She will also be eligible for, and may participate in, the University of the District of Columbia health insurance, life insurance, retirement, and disability programs in the same manner and under the same conditions as regular administrative employees hired on or about the date of her initial appointment. The University will contribute the equivalent of seven percent (7%) of the employee's salary to her Teacher Insurance Annuity Association (TIAA) retirement. The employee leave accrual rates are as follows: annual leave accrual of six and half (6.5) hours per pay period and sick leave of three and half (3.5) hours per pay period.

There are no anticipated risks at this time.