

**BOARD OF TRUSTEES  
UNIVERSITY OF THE DISTRICT OF COLUMBIA  
UDC RESOLUTION NO. 2019 - 02**

**SUBJECT: TENURE APPROVAL FOR DR. VICTOR R. MCCRARY, JR., COLLEGE OF ARTS & SCIENCES**

**WHEREAS**, pursuant to 8B DCMR § 1462, the College of Arts & Sciences' Division of Science & Mathematics' Chemistry Faculty and Dean April Massey have determined that Dr. Victor R. McCrary, Jr., is qualified for the position of Full Professor of Chemistry; and

**WHEREAS**, pursuant to 8B DCMR § 1462, Dr. McCrary's background and record of achievements, highlights of which are set forth on Appendix A attached hereto, and determined that Dr. McCrary is an outstanding professor with distinguished skills and expertise who meets the criteria by which the University of the District of Columbia (the "University") faculty are evaluated, based on the 7th Master Agreement, noting he was ranked outstanding in his teaching effectiveness, grant acquisitions, publications, and service to his previous institution and community; and

**WHEREAS**, pursuant to 8B DCMR §§ 1468 the Dean of the College of Arts & Sciences, the Office of the Chief Academic Officer, and President have affirmed the recommendation of tenure for Dr. McCrary, and the President has forwarded the recommendation for tenure to the Board of Trustees (the "Board") of the University; and

**WHEREAS**, the Board desires to approve the award of tenure to Dr. McCrary of the College of Arts & Sciences, based on the recommendation of the Dean of the College of Arts & Sciences, the Office of the Chief Academic Officer, and President.


**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of the University approves the award of tenure to Dr. Victor R. McCrary, Jr., of the College of Arts & Sciences, at the rank of Full Professor.

Submitted by the Academic &  
Student Affairs Committee:

February 13, 2019

Approved by the Board of Trustees:

February 26, 2019

  
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Christopher Bell  
Chairperson of the Board

**Appendix A**

September 28, 2018

MEMORANDUM

TO: President Ronald Mason

FROM: Dr. April Massey  
Dean 

SUBJECT: Request for tenure and rank import on behalf of Dr. Victor McCrary

This memorandum is forwarded to support and affirm the recommendations of Chemistry program faculty and the Division of Sciences and Mathematics chair, Dr. Leona Harris, regarding the import of tenure and full professor status for Dr. Victor McCrary, the University's newly hired Vice President for Research and Graduate Studies. I am honored to lend my voice to support these recommendations and wholeheartedly endorse Dr. McCrary's candidacy for both considerations.

Dr. McCrary is a trained chemist with exemplary credentials and international reputation. He has an enduring commitment to chemistry education and offers immediate supports for guiding and strengthening the University's Chemistry program curriculum, faculty and student outcomes, and program quality and sustainability. Dr. McCrary's longstanding work with and on behalf of the American Chemical Society (ACS) supports the Chemistry program's primary strategic initiative — engage all University of the District of Columbia Chemistry majors in a high quality academic program approved by the ACS.

I am excited to welcome Dr. Victor McCrary to the University of the District of Columbia and engage his specific chemistry expertise to support our academic excellence. I forward this recommendation for import of his previously earned tenure and full professor rank without any reservation.

I am available to respond to any questions you may have.

September 26, 2018

MEMORANDUM

TO: Dr. April Massey, Dean of the College of Arts and Sciences  
FROM: Dr. Leona Harris, Chair of the Division of Sciences and Mathematics

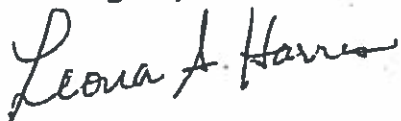
SUBJECT: Recommendation of Dr. Victor McCrary for Tenure and Promotion

As Chair of the Division of Sciences and Mathematics in the College of Arts and Sciences, I am writing to support the request of Dr. Victor McCrary that the tenure and promotion he earned at the University of Tennessee at Knoxville be imported to the University of the District of Columbia, after reviewing his dossier and tenure documents from the University of Tennessee at Knoxville as well as the recommendation of the Chemistry faculty following their expedited review.

On September 25, 2018, the Chemistry faculty in the Division of Sciences and Mathematics met to discuss Dr. McCrary's experience in teaching, research and service in accordance with the Seventh Master Agreement. After careful review of Dr. McCrary's portfolio, the Chemistry faculty voted to recommend that Dr. McCrary be granted tenure and promotion to Full Professor of Chemistry as a part of his hire as Vice President for Research.

Dr. McCrary is an internationally recognized scientist with over 30 years of experience in academia and industry at the University of Tennessee at Knoxville, Morgan State University, the National Institute of Standards and Technology, the Applied Physics Laboratory at Johns Hopkins University, and AT&T Bell Laboratories. Dr. McCrary has an impressive background in research and administration and I believe that he will be a valuable addition to our faculty. As such, I strongly agree with the vote of the Chemistry faculty and fully support the recommendation that Dr. McCrary be granted tenure and promotion to Full Professor of Chemistry here at the University of the District of Columbia.

Best Regards,



Leona A. Harris, Ph.D.  
Chair and Associate Professor of Mathematics  
Division of Sciences and Mathematics  
College of Arts and Sciences  
University of the District of Columbia



*Office of the President*

December 20, 2016

Dr. Victor R. McCrary  
Vice President  
Research and Economic Development  
Engineering 100  
Morgan State University  
1700 East Cold Spring Lane  
Baltimore, MD 21251

Dear Dr. McCrary:

After careful evaluation of your materials, you have been granted the rank of Full Professor with tenure in the School of Computer, Mathematical, and Natural Sciences, Department of Chemistry, effective January 2017. There is no salary adjustment based on this action.

Thank you for the contributions you have made to Morgan State University, and we look forward to your continued success at the University.

Kind regards,

David Wilson  
President

Cc: Dr. Gloria J. Gibson, Provost and Senior Vice President of Academic Affairs  
Mr. Sidney Evans, Vice President for Finance and Management  
Dr. Hongtao Yu, Dean, School of Computer, Mathematical, & Natural Sciences  
Dr. Angela Winstead, Interim Chairperson, Department of Chemistry  
Mrs. Armada Grant, Director, Office of Human Resources  
Personnel File

**Victor R. McCrary, Jr.**

*Biographical Sketch*



Victor R. McCrary, Vice President for Research and Graduate Programs at the University of the District of Columbia, leads the growth, development, direction and oversight of the University's research enterprise. He has held similar research leadership positions at the Johns Hopkins University Applied Physics Laboratory, Morgan State University, and the University of Tennessee.

He is a change agent and serial innovator, responsible for developing comprehensive, sustainable research strategies, fostering trans-disciplinary research, and expanding research programs via engagement with federal and state agencies and private entities. That includes his significant contributions to Morgan State University, which became one of only 130 universities nationwide to have an R2 status in the Carnegie Classification of Institutions of Higher Education. Dr. McCrary served two terms as the president of the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE), and he is a Fellow of the American Chemical Society.

Dr. McCrary has authored or co-authored more than 60 technical papers, and he co-edited two books during his career at AT&T Bell Laboratories and the National Institute of Standards and Technology (NIST). He has received numerous honors and awards including: co-recipient of the U.S. Department of Commerce's Gold Medal in 2000 and the 2002 NOBCChE Percy Julian Award. He was honored as Scientist of the Year by the Annual Black Engineer of the Year Award-STEM Conference in (2011).

In October 2016, President Barack Obama appointed Dr. McCrary to serve on the National Science Board which oversees the National Science Foundation.

He received his doctoral degree in chemistry from Howard University, a master's degree in engineering management from the University of Pennsylvania, and a bachelor's degree in chemistry from The Catholic University of America.



JOHNS HOPKINS

APPLIED PHYSICS LABORATORY

11100 Johns Hopkins Road  
Laurel MD 20723-6099  
240-228-5000/Washington  
443-778-5000/Baltimore

September 10, 2013

Dr. Eugene DeLoatch  
Dean, School of Engineering, Morgan State University  
1700 E. Cold Spring, Mitchell Building, Rm 118  
Baltimore, MD 21251

Dear Dr. DeLoatch:

It is with great pleasure and pride that I provide you my thoughts and observations on the significant contributions of Dr. Vic McCrary here at the Johns Hopkins University Applied Physics Laboratory. His ability to analyze complex problems and assess the underlying foundational issues, his multi-disciplinary technical knowledge including surveillance and targeting technologies and remote sensing combined with decades of experience working with the DoD and commercial Science and Technology community made him the ideal executive/leader supporting my mission needs. Further, his leadership in executing research across the enterprise in areas such as autonomy, hyperspectral systems, and free space optics was a model of Dr. Kossiakoff's vision of a systems engineering approach to overcome the most complex challenges our Sponsors face.

Dr. McCrary excels in his ability to link scientific and technical knowledge with the Sponsors that APL supports everyday. For example, Vic's ability to analyze complex problems includes his 8-year technical and executive contributions with the advancement of robotics and unmanned systems research that led to fielded capability today. In his position as the Business Area Executive working future technology development, Dr. McCrary addressed innovative technology solutions to problems spanning detection and targeting systems, command and control systems, and engagement systems. His selection in 2011 as the Scientist of the Year at the Black Engineer of the Year awards was a proud moment for APL. Finally, his contribution here in the area of emerging technologies during his last year with us speaks volumes of the respect he holds within the community for his abilities.

I can attest to Vic's understanding of the need to "bridge the gap" between the operational and scientific communities from a systems engineering perspective. Soft spoken, brilliant thinker, articulate communicator...I give him my heartiest endorsement for tenure with Morgan State University.

Sincerely,

Timothy J Collins, EdD  
Mission Area Executive



**UNIVERSITY of LIMERICK**  
O L L S C O I L L U I M N I G H

**Department of Physics & Energy**

*Chair of Physics and Head of Department*  
*Prof. Noel Buckley*  
*noel.buckley@ul.ie*

*Tel: +353-61-202902*  
*Fax: +353-61-202423*

September 9, 2013

To:  
Morgan State University  
1700 East Cold Spring Lane - Room 100 Mitchell Engineering Bldg.  
Baltimore, MD 21251

I wish to give my strongest recommendation for tenure to Dr. Victor R. McCrary.

Dr. McCrary is a superlatively accomplished scientist and leader who has made major contributions to the advancement of science. He is most highly accomplished in terms of technical prowess and scientific contributions but also in terms of excellence and leadership that have had a lasting beneficial impact in science, education, management and service in the scientific community.

I will address first his technical prowess and contributions. I first got to know Dr. McCrary in the early 1980s, shortly after he joined Bell Laboratories, at that time the premier research laboratory in the world. We worked together on projects that targeted the development of state-of-the-art epitaxial materials for high performance lasers and photodetectors and other novel optoelectronic devices. Dr. McCrary made many seminal contributions to the application of Metalorganic Chemical Vapor Deposition (MOCVD) for the growth of novel materials structures, specifically III-V semiconductor materials. His fundamental contributions are evidenced by his many important scientific publications in the area. Among his many accomplishments, I note in particular his major and pioneering contributions to the development of quaternary (InGaAsP) 1.3  $\mu\text{m}$  and 1.55  $\mu\text{m}$  lasers and distributed feedback (DFB) structures. In addition to his excellent fundamental work, he pioneered the incorporation of commercial reactor technology into what was, up until then, a technology environment characterized by individual non-standardized components. He introduced the first commercial Aixtron MOCVD reactor in America; he developed it as a platform for III-V epitaxial growth technology and played a key enabling role in transferring this technology to AT&T's manufacturing facilities. The technology that he pioneered was duplicated many times over and effectively became an industry standard. In the process, he also demonstrated the qualities for scientific leadership that have become so evident in his subsequent career.

I am also familiar with Dr. McCrary's major contributions to research, development, technology transfer and standards at the National Institute of Standards & Technology (NIST) from 1996 to 2003. There, he led seminal research and development efforts in areas of major national importance such as optical storage, biometrics, and display testbeds. His technical prowess is perhaps best exemplified by his pioneering research and seminal contributions to the early

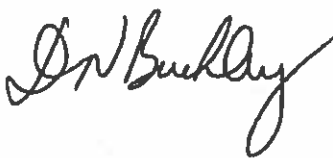


technology of electronic books. His group developed the first standards for electronic books, forerunner of today's Kindle and iPad devices. He organized the world's first conferences on Electronic Books (1998), with subsequent conferences leading to the formation of the Open Electronic Book Standards (OEB) Committee composed of industry representatives including Microsoft, Random House, Adobe and all major electronic book manufacturers. He also organized the OEB Forum and developed a draft standard specification, which was affirmed by the industry at NIST's Second Annual E-Book Workshop, in September 1999. The importance of his contributions is evidenced by his being co-recipient of the FY 2000 Department of Commerce's Gold Medal, the department's highest award for leadership in catalyzing the emergence of the electronic book industry, the 2001 R&D 100 Award to his Division for the development of the NIST Rotating Wheel Braille Reader for Electronic Books, October 5, 2001, and subsequent tactile graphics display to the National Federation of the Blind in October 2002.

Dr. McCrary is a talented and internationally recognized scientific leader who has distinguished himself for his excellence and achievements with several leading scientific organizations including the Johns Hopkins University Applied Physics Laboratory, The National Institute of Standards and Technology and AT&T. At Johns Hopkins, he worked in a high-profile leadership position where he oversaw a staff of project managers and was responsible for the business and technical strategic planning for JHU/APL's Science & Technology Business Area. I am personally familiar with his extraordinary leadership and motivational skills from working with him in organizing symposia at The Electrochemical Society of which I am a Past-President. I also note his truly great work and extraordinary commitment to diversity, especially in the areas of science and engineering and on motivating students of all backgrounds. I worked with him in placing Irish students at NIST and can attest to his great skills and enthusiasm for such projects. He has also worked tirelessly with many other organizations in promoting diversity. I know that he has done excellent work with the ACS President and others to foster diversity in the scientific community and particularly in the chemical and chemistry-related industries.

Morgan State University is most fortunate to have a Vice-President with the scientific accomplishments, technical prowess and leadership qualities of Dr. Victor R. McCrary. I unreservedly recommend him for tenure.

Sincerely



Prof. D. N. Buckley  
Head, Department of Physics & Energy, University of Limerick  
Fellow of The Electrochemical Society  
Past-President, The Electrochemical Society  
Chair, European Section, The Electrochemical Society

# Victor R. McCrary, Ph.D.

has been selected as a

Fellow of the American Chemical Society



Thomas J. Barton  
President



Madeleine Jacobs  
Executive Director & CEO

San Francisco, CA  
August 11, 2014

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**FISCAL IMPACT STATEMENT**

**TO:** The Board of Trustees  
**FROM:** Managing Director of Finance *David A. Franklin*  
**DATE:** February 26, 2019  
**SUBJECT:** Tenure Approval for Victor R. McCrary, Jr.

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**Conclusion**

It is concluded that there is no fiscal impact associated with the granting of tenure to Dr. Victor R. McCrary, Jr., as a full Professor of Chemistry in the College of Arts and Sciences (CAS) of the University of the District of Columbia (UDC). The Division of Science and Mathematics, with input from Chemistry program faculty, conducted a thorough review and prepared a recommendation to the Dean regarding tenure for Dr. McCrary.

**Background**

Dr. McCrary was appointed Vice President for Research and Graduate Studies of the University of the District of Columbia in October 2018 and is considered an "at will" appointee, terminable at any time without appeal or right to compensation.

The Division chair and Chemistry faculty conducted a review of Dr. McCrary's tenure application and approval process at Morgan State. An examination of the teaching, scholarship, and service components of Dr. McCrary's tenure dossier was also completed. Vetting of the dossier was completed at the levels of the program, Division, and College and all reviews validate the findings and recommendation of Dr. McCrary's Morgan State peers and superiors. It is concluded that Dr. McCrary presents as an excellent teacher-researcher and his prior tenure approval aligns seamlessly with expectations for rigor and impact in academic performance at the University of the District of Columbia.

The recommendation of tenure for Dr. McCrary has been affirmed by the Dean and President. The President has forwarded the recommendation for tenure to the Board of Trustees.

**Financial Impact**

This request has been approved based upon the information provided. There are no anticipated risks at this time.

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