



American Public
University System



ASAP

GLOBAL IMPACT

2024 REPORT



American Public
University System



GLOBAL IMPACT REPORT

2024

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A Message from our Chairman

As I reflect on 2024, I am so pleased and proud of how American Public University System (APUS) has grown and matured. While our team of over 2,300 faculty and staff continues to deliver high-quality, affordable higher education, we are continuously exploring innovative ways to better support our students, graduates, and their families. This Global Impact Report describes those enhancements and their impact.

It is the responsibility of the Board of Trustees to provide governance of the institution over two different time horizons simultaneously, and in this report, you will find many examples of how the Board attends to both perspectives. One is to ensure that high standards of professionalism and stewardship guide the University's actions today and every day. The other is to imagine and create the future for the University by approving strategies, plans, funding, and staffing to meet the evolving needs of our student community.

A lot has changed in the 30-plus years since our founding as American Military University in 1991. We have transformed from a paper-based university that offered master's degrees in military subjects only into an online university offering associate, bachelor's, master's, and doctoral degrees in a wide variety of disciplines.

Looking ahead, I believe we will continue to deliver on the APUS mission and vision, keeping all members of our community at the forefront of everything we do.

I hope you enjoy reading this report of the many accomplishments and contributions the APUS team, working together, has provided to all our stakeholders.

Frank Ball

Frank Ball
Chairman | APUS Board of Trustees



BOARD OF TRUSTEES



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Education, Inc.*

School of Science, Technology,
Engineering & Math

School of Security
& Global Studies

Dr. Wallace E. Boston
School of Business

School of Arts,
Humanities & Education

School of Health Sciences





Dear APUS Community,

Over the past year, we have continued to advance on our transformation, enhancing our ability to serve students in innovative and impactful ways. This progress reflects our strong commitment to expanding access to high-quality, affordable education, both nationally and globally.

We boast a vibrant and diverse University that has conferred more than 180,000 degrees and certificates. With over 153,000 graduates spanning all 50 states and more than 80 countries, alongside nearly 88,500 active students, our reach and impact continue to grow. I am honored to lead the dedicated team at American Public University System and to serve learning communities across the globe.

This year, we continued to improve on our position as the leading educator for active-duty servicemembers and veterans in the United States*. We also broadened our reach by offering our preferred military tuition rate to the extended families of servicemembers, an important step in our ongoing commitment for those who serve.

Despite the many challenges we face globally, we remain laser-focused in our dedication to our students, staff, and faculty.



Reflecting on 2024, I take great pride in recognizing several remarkable accomplishments and the significant positive impacts we continue to make on so many levels, including:

- **American Military University being named the 2024 Institution of the Year** by the Council of College and Military Educators (CCME) for its dedication to educating active-duty servicemembers and their families. This is the second time our University has received this prestigious award—we are one of only two institutions in the country to achieve this honor twice.
- **Special savings for the entire family.** The extended family members of active-duty military—including parents, spouses, legal partners, siblings, and dependents—enjoy access to higher education at the same affordable tuition rate that active-duty students obtain. Serving is a family tradition, and we are deeply grateful for their sacrifices.
- **Five students and alumni being recognized as Presidential Management Fellows finalists**, a highly competitive government fellowship program that helps prepare tomorrow’s leaders in public service.
- **Andreea Mosila, a doctoral student at American Public University, being named a Fulbright Scholar.** She plans to conduct groundbreaking research on climate change and its implications for global security.
- **Expansion of partnerships to include organizations such as Ardent Health Services, Stride, Inc., and the Home School Legal Defense Association.** This provides students with improved access to affordable higher education opportunities.
- **Unveiling a new visual identity for American Public University**, with a vision to integrate emerging technologies and enhance teaching and learning opportunities for both faculty and students.
- **A record-breaking class of over 16,000 students** across all 50 states and multiple countries graduated at our 28th annual commencement.
- **Launching the TuitionWise Education Benefit Program** to assist businesses in retaining, recruiting, and upskilling employees. This program offers eligible participants the possibility of no-out-of-pocket tuition costs when combined with their employer’s tuition assistance benefits.**
- **Expanding LifeRamp**, which now provides all students access to professional coaching at no cost. This integrated coaching service is offered in partnership with the International Coaching Federation (ICF).
- **Four of the 12 Outstanding Airmen of the Year award recipients for 2024**, as recognized by Air Force officials, are AMU/APU students or graduates. These individuals were selected for their superior leadership, exceptional job performance, and personal achievements.
- **Co-hosting an AI virtual conference** in collaboration with the Policy Studies Organization’s (PSO) Journal of Online Research and Practice (JOLRAP) and The International Journal of Open Educational Resources (IJOER). The event drew over 1,000 participants from 19 countries.
- **Tuition rate reduction for master’s-level courses** from \$290 to \$250 per credit hour under the Preferred Military Rate,*** effective September 18, 2024. This change reflects our commitment to keeping higher education affordable and accessible for active-duty servicemembers and their families.
- **Increased media presence** with key earned placements in top-tier outlets such as Fox TV, MSN, EdUp, Newsweek, Forbes, and CIO.com. These efforts have garnered nearly \$3.2 million in ad equivalency and a reach exceeding 5.5 billion unique monthly visitors (for 2024).
- **APUS’s vibrant social community now includes nearly 800,000 fans and followers.** This impressive reach is driven by enhanced content strategies and our passionate community of staff, faculty, students, and graduates.

Our transformation will continue to take shape as we champion the value of higher education and remain dedicated to meeting students where they are. We provide high-quality, affordable, and modern education to guide their steps into the future.

It is a privilege to lead this great University, and I look forward to all that 2025 holds for our students, faculty, and staff.

Sincerely,



Nuno Fernandes

President, American Public University System

*Based on FY 2019 Department of Defense tuition assistance data, as reported by Military Times, 2020, and Veterans Administration student enrollment data as of 2023.

**This program is available to eligible participants only. No-out-of-pocket tuition cost may be possible through the use of an employer’s tuition assistance benefit, combined with an APUS partner grant. Some programs include in-person activities, such as practicums or labs, and other fees, which may result in additional costs to eligible participants.

***The Preferred Military Rate, which is applied automatically, supersedes all other special rates and promotions and cannot be combined with other tuition grants or offers.



As Provost of American Public University System (APUS), I am incredibly proud of the academic department's contributions to our transformative journey and the strategic decisions that have elevated our institution to new heights. Over the past year, our collective efforts have solidified our domestic reputation and positioned us to grow globally. This

report reflects how we have stayed ahead of key trends in online education and I believe our investments in quality and innovation will fuel APUS's long-term growth and success.

As we look ahead and explore opportunities critical to our expansion, our commitment to academic excellence and mission-driven education remains steadfast. APUS is uniquely positioned to lead the next era of higher education—one that is defined by accessibility, flexibility, and a deep commitment to serving learners everywhere.

Strategic Investments and Quality Enhancement *Building Momentum for 2025 and Beyond*

In 2024 we built upon the groundwork put into place earlier, by prioritizing curriculum quality, faculty development, and program diversification. These initiatives, designed to ensure growth, have strengthened our competitive edge. The payoff is evident—student satisfaction continues to rise, and enrollment is expanding as more learners recognize the value of our University.

The progress we've made highlights our resolve to capitalize on opportunities shaping the future of online education. The curriculum enhancements, new program offerings, and faculty excellence initiatives underscore our dedication to quality and innovation—essential elements in attracting a diverse global student population. In 2025, I believe these achievements will help enable us to further expand our global footprint, opening new markets and enhancing our reputation as a leader in online education.

Forging a Global Digital University *Leveraging Our Heritage and Expanding Internationally*

Rooted in our heritage of serving those who serve, APUS's culture of service and operational excellence continues to define us. Our longstanding commitment to military students is a testament to the value of our academic offerings, and their engagement highlights the strength of our brand. This foundation is pivotal to our global expansion efforts.

Our vision for 2025 is clear: APUS will evolve into a Global Digital University—leading the transformation of online higher education. By forging strategic international partnerships, and diversifying our academic portfolio, we are actively positioning APUS as a global leader in delivering high-quality, mission-driven education. Our dual focus on quality and global expansion ensures that we remain a trusted institution for learners worldwide while safeguarding our legacy of excellence.

Strategic Pillars *Affordability, Relevance, and Global Reach*

Affordability remains at the heart of our mission as we continue offering competitive tuition rates to ensure education is accessible to learners from all backgrounds. Our commitment to affordability, paired with the ongoing refinement of relevant, forward-thinking academic programs, positions us for continued success. In 2025, we expect our efforts to extend APUS's reach into new markets with adaptable, high-demand programs will establish us as a globally recognized institution.

Looking ahead, I remain deeply committed to this vision. Our focus on strategic investments, operational enhancements, and mission-driven growth will ensure that APUS leads the global online education sector while setting the standard for educational excellence and innovation.

Together, we are shaping the future of global education—creating lasting value for our students, their communities, and the world.

Sincerely,

A handwritten signature in black ink that reads "Elizabeth Joy Johnson".

Dr. Elizabeth Joy Johnson, PhD
*Provost and Senior Vice President,
American Public University System*





Mr. Nuno Fernandes
President

Office of the President



Ms. Lindsey Larson
Vice President, Chief of Staff



Ms. Mauricia Blackwell
Vice President,
Human Resources



Mr. Frank Tutalo
Associate Vice President,
Public Relations



Dr. Jennifer Stephens Helm
Vice President,
Accreditation

Finance Leadership



Mr. Richard W. Sunderland, Jr.
Executive Vice President,
Chief Financial Officer



Ms. Maria Guerrero
Vice President,
Finance



Mr. Keith Wellings
Vice President,
Financial Aid & Compliance

American Public University



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General Manager-Consultant,
APU & Global Expansion



Mr. Dan Roby
Vice President, AMU Brand Expansion
& Business Development



Ms. Tonda Navarrete
Vice President, AMU Business
Development & Brand Management

Academic Leadership



Dr. Elizabeth Johnson
Provost and
Senior Vice President



Dr. Juliette Rouge
Dean, Security &
Global Studies



Dr. Mitchell Colver
Associate Provost,
Quality & Innovation



Dr. Jeremi Bauer
Dean, Dr. Wallace E.
Boston School of Business



Ms. Erika Orris
Senior Vice President,
Operations



Mr. Gregory Hill
Vice President,
Admissions



Ms. Carolyn Todaro
Vice President,
Academic Advising

Operations Leadership



Dr. Brian Freeland
Dean, School of Health
Sciences and School of Science,
Technology, Engineering
& Math



Dr. Michelle Newman
Vice Provost,
Academic Operations
and Interim Dean,
School of Arts, Humanities
& Education



Dr. Lori A. Woeste
Dean, Research &
Academic Excellence



Mr. Travis Durepo
Vice President,
Student Support &
Enrollment Operations



Ms. Caroline Simpson
Assistant Provost,
Student & Alumni Affairs



Ms. Jill Beck
Associate Vice President,
Financial Aid Advising



American Public University System



Today, our University is one of the largest providers of online higher education offering more than 200 academic programs to students enrolled worldwide. The student body is full of ambitious professionals from all fields sharing a common motivation for continuing their education and preparing to reach their career potential.

American Public University System (APUS) is composed of American Military University (AMU) and American Public University (APU)



American Military University
Founded in 1991

Serving the Brave

AMU supports the success of service-minded individuals, and their families, by expanding access to top-quality and affordable higher education, and career-relevant services.

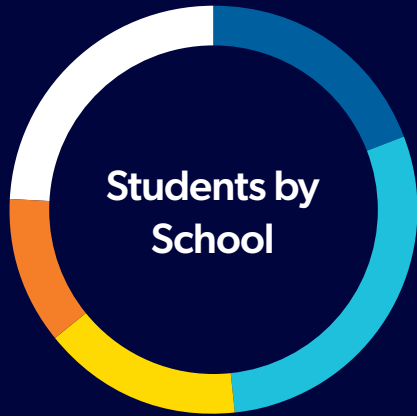


American Public University
Founded in 2002

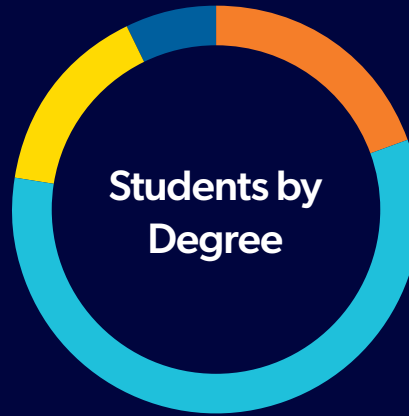
Digital Learning for Real Life™

American Public University offers top-quality, leading edge, and career-relevant higher education programs and services that improve the lives of our students and their communities.

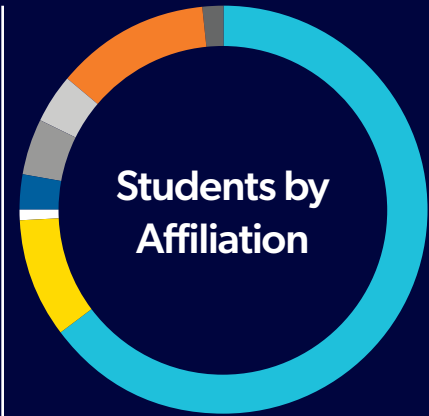
APUS DEMOGRAPHICS



- Security & Global Studies | 24.4%
- STEM | 11.5%
- Health Sciences | 15.8%
- Business | 30%
- Arts, Humanities & Education | 19.3%

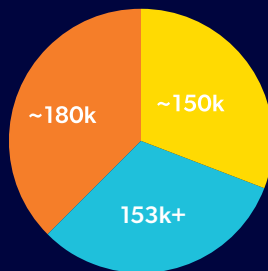


- Associate | 19.5%
- Bachelors | 58%
- Masters | 15%
- Certificate & Other | 7%



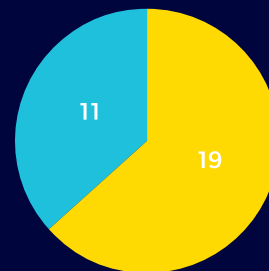
- Veteran | 12%
- Civilian | 9.4%
- Reservists | 4%
- Active Duty | 65%
- National Guard | 4.4%
- Family Member | 2%
- Military Spouse | 3%
- Military Dependent/Other | <1%

Alumni



- Associate, Bachelors, and Masters only
- All Levels
- Degrees & Certificates Conferred

Average Class Size



- Graduate
- Undergraduate

APUS STUDENT COMMUNITY

88,445

Active Students

91%

Working Adults

19%

Students under the age of 24

153K+

Graduates from more than 80 countries

Data current as of December 31, 2024

ENVIRONMENTALLY FRIENDLY EDUCATION

APUS is Environmentally Friendly Education

Studying online offers flexibility; students can learn from anywhere while engaging with global communities. Online learners never need to fret over missing classroom lectures; they can revisit learning materials as much as they like during each term.

Another great benefit of online education is its environmental friendliness, making it the most eco-friendly type of education available. There is no need for campuses or dorms, and we use eBooks almost exclusively. Plus, all our students, staff, and faculty being remote eliminates the need for daily commuting; consequently, we are making a strong and positive impact on the environment.

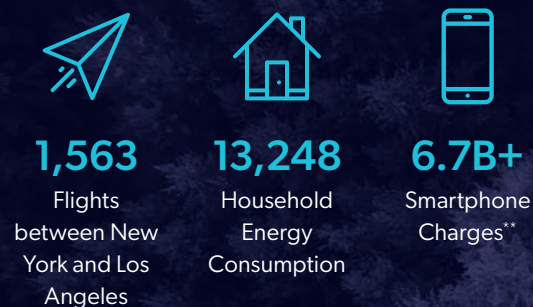
APUS saves **260 million miles of vehicle commuting** annually, estimating the savings from commuting to a physical campus four times per week, based on student full-time equivalency (FTE)*. **This is equivalent to the carbon dioxide emissions from 24,178 passenger vehicles, preventing the release of 101,589 metric tons of carbon dioxide** into the atmosphere annually.

*52 weeks x 4 trips per week x 37 miles round trip x 36,419 Full-Time Equivalent and 2,200 faculty = 297,211,824 miles or 11,431,224 gallons of fuel (average fuel economy 26.0 miles/gallon).

**These estimates are approximate based on EPA provided data as of March 2024 and should not be used in formal carbon emissions analysis.

***Interesting Facts about Recycling | Florida Tech (fit.edu): Each ton of recycled paper saves 17 trees, 3 cubic yards of landfill space, and 7,000 gallons of water.

This reduction is equivalent to eliminating:



At our environmentally friendly, LEED Gold Certified offices, **APUS actively recycles 46.3 short tons of non-hazardous business waste annually.**

This equates to an annual savings of***





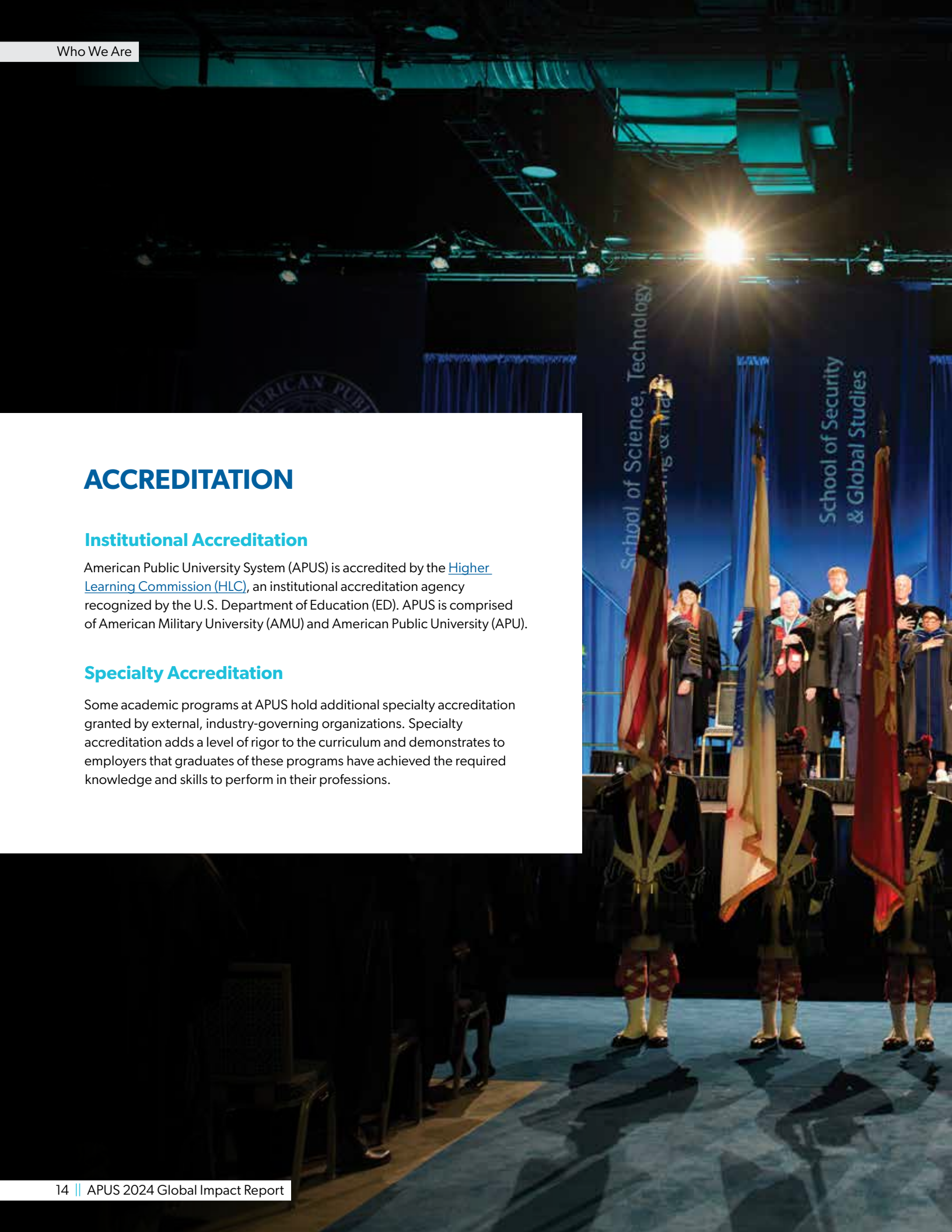
ACCREDITATION

Institutional Accreditation

American Public University System (APUS) is accredited by the [Higher Learning Commission \(HLC\)](#), an institutional accreditation agency recognized by the U.S. Department of Education (ED). APUS is comprised of American Military University (AMU) and American Public University (APU).

Specialty Accreditation

Some academic programs at APUS hold additional specialty accreditation granted by external, industry-governing organizations. Specialty accreditation adds a level of rigor to the curriculum and demonstrates to employers that graduates of these programs have achieved the required knowledge and skills to perform in their professions.





Accreditation Council for Business Schools and Programs

The Accreditation Council for Business Schools and Programs (ACBSP®) accredits business, accounting, and business-related programs across associate, baccalaureate, master's, and doctorate levels. Recognized by CHEA, the following programs at the University have earned ACBSP accreditation:

- Accounting (AS, BS, MS)
- Business (BA)
- Business Administration (AA, BBA, MBA)
- Business Analytics (BS), Applied Business Analytics (MS)
- Entrepreneurship (BA, MA)
- Marketing (BA)
- Government Contracting and Acquisition (BA)
- Hospitality (AA), Hospitality Management (BA)
- Management (AA, BA, MA)
- Real Estate Studies (AA)
- Retail Management (BA)
- Reverse Logistics Management (BA, MA)
- Supply Chain Management (AA, BA, MA)
- Technical Management (AAS, BAS)
- Transportation and Logistics Management (BA, MA)

ACBSP® is a registered trademark of the Accreditation Council for Business Schools and Programs.



Council on Education for Public Health (CEPH®)

The Master of Public Health program is accredited by the Council on Education for Public Health (CEPH®), an independent agency recognized by the U.S. Department of Education to accredit public health programs and schools.



Commission on Sport Management Accreditation

Our University's sport management degree programs hold accreditation through the Commission on Sport Management Accreditation (COSMA), located in Fort Collins, Colorado. The following degrees are accredited by COSMA:

- Bachelor of Science in Sports Management
- Master of Science in Sports Management



Commission on Collegiate Nursing Education

The Nursing baccalaureate degree and master's degree programs are accredited by the Commission on Collegiate Nursing Education (CCNE®). CCNE is an autonomous accrediting agency that ensures the quality and integrity of collegiate nursing programs. This voluntary self-regulatory process supports continuous evaluation and improvement of nursing education programs.



International Fire Service Accreditation Congress

The International Fire Service Accreditation Congress (IFSAC®) accredits select fire service and emergency management majors for quality assurance and consistency. IFSAC has accredited the following programs at the University:

- Fire Science (AS)
- Fire Science Management (BS)
- Emergency and Disaster Management (BA)
- Emergency and Disaster Management (MA)
- Dual MA Emergency and Disaster Management & Homeland Security

IFSAC® is a registered trademark of The Board of Regents for the Oklahoma Agricultural and Mechanical Colleges.



Health Information Management

The Health Information Management (HIM) accreditor of APUS is the Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM®). The College's accreditation for the baccalaureate degree in Health Information Management has been reaffirmed through 2027–2028. CAHIIM® is a registered trademark of the Commission on Accreditation for Health Informatics and Information Management Education.

CAHIIM® is a registered trademark of the Commission on Accreditation for Health Informatics and Information Management Education.



NSA & CYBER DESIGNATION

The National Security Agency (NSA) and the Department of Homeland Security (DHS) have designated APUS as a National Center of Academic Excellence in Cybersecurity (CAE-C).

The APUS Center for Cyber Defense (CCD), organized under the School of Security and Global Studies, is a university-wide resource designed to foster cybersecurity awareness across various disciplines. Its mission is to provide program guidance and oversight, cyber defense information, collaboration, research, and outreach opportunities for students, faculty, and other organizations.

The CCD supports the development of multidisciplinary education, including science, engineering, space policy, and national and global security. The CCD also serves as a portal for cyber defense education to help teach the next generation of cybersecurity professionals.



CCME INSTITUTION OF THE YEAR

“Serving Those Who Serve” is something we do not take lightly. Several independent third parties have recognized our accomplishments, including the Council of College and Military Educators (CCME).

CCME named AMU the 2024 Institution of the Year for our dedication to educating active-duty servicemembers and their families. The award commemorates a university’s outstanding accomplishments in military education.



STUDENT EXPERIENCE

STUDENT SATISFACTION AND FACULTY ENGAGEMENT INDEX

Strategic Data Utilization Enhances Student Satisfaction and Engagement at APUS

Over the past two years, American Public University System (APUS) has demonstrated notable growth in faculty engagement, student satisfaction, and Net Promoter Scores (NPS). These outcomes reflect the institution’s forward-thinking, data-driven approach to improving academic quality and student experience. Forty-five percent of students come from referrals (as of Dec. 31, 2024), which is evidence of the strong value students place on their learning experiences. Central to this success is leadership’s commitment to leveraging empirical data to drive continuous improvements in student and faculty interactions, fostering a more responsive learning environment.

Data-Driven Decision Making

Our implementation of the Student Satisfaction Index (SSI) in January 2023 marked the beginning of significant advancements in key metrics that indicate healthy and collaborative online classrooms for both faculty and students. Initial successes with the SSI informed the confident rollout of a companion metric—the Faculty Engagement Index (FEI)—which combines insights from the SSI with measures of faculty logins and on-time grading. The FEI provides leadership with detailed data to identify areas for focused improvement, fostering a culture of accountability. Notably, students frequently highlight communication from faculty and timely grading as critical components of a positive classroom experience.

From early 2023 through 2024, the Office of the Provost has sponsored weekly Academic reviews, enabling Deans and Academic Senior Leadership to reflect on emerging themes, set targets, and collaboratively pursue those goals. Discussions in these meetings focus on faculty excellence, course quality, and the overall instructional experience. A 2024 optional survey of over 1,700 responses showed that 93% were satisfied with their education.



Enhancing Faculty Engagement and Accountability

APUS's data strategy has revealed significant correlations between faculty logins, on-time grading, SSI, and NPS. While initial comparisons showed variability between the FEI and SSI scales, standardizing the data using z-scores revealed parallel upward trends since July 2023, with slopes converging at approximately 0.2 across all months and measures (e.g., SSI Q5 and Q6).

The key differentiator in our University's approach lies in using this data to drive action. The institution has moved beyond passively collecting metrics, instead operationalizing Net Promoter Scores (NPS) as a crucial measure of institutional performance. By linking student feedback to decision-making processes, APUS has made student satisfaction a central pillar of its academic strategy.

This approach enables academic leaders to act on data insights in real time. By integrating faculty engagement data with student outcomes, Deans are empowered to implement targeted, actionable changes to improve educational experiences.

This closed-loop feedback system has created a more responsive academic environment in which faculty are incentivized to engage more deeply with students. As a result, APUS has successfully aligned its faculty's pedagogical practices with student expectations, directly contributing to the sustained rise in SSI and NPS scores throughout 2024.

Measurable Success and Institutional Impact

The consistent rise in SSI and NPS metrics exemplifies APUS's innovative use of data for strategic decision-making. Since introducing these enhanced metrics, measurable improvements have been observed in faculty engagement and student outcomes. These results underline our commitment to maintaining a student-centered learning system.

By fostering a data-enabled culture focused on student and faculty engagement, APUS continues to set a benchmark for excellence in online education, driving sustained improvements in student satisfaction, institutional loyalty, and instructional quality.

APUS CAREER CENTER

Career Services: A Year of Building Connections

Career services experienced a remarkable year by successfully connecting students, alumni, and employers through various impactful events and initiatives. Alumni engagement notably contributed to student success, with a record number of alumni returning to recruit from their alma mater.

- **Networking Opportunities:** The 2024 expansion of CareerLink provides alumni an easier way to connect with job seekers.
- **Workshops, Webinars, Recruiting Events:** Alumni in recruiting roles post jobs, host events, and participate in virtual career fairs.
- **Career Insights:** Alumni shared experiences and insights about diverse career paths, helping students explore various trajectories.
- **Job Referrals:** Within CareerLink, students and alumni can offer referrals or address questions about employers, job opportunities, or career fields directly on the job board.



CAREER FAIRS

Virtual Career Fairs

Two internship virtual career fairs:

24 Employers **194** Students

Three virtual career fairs:

114 Employers participated **1,191** Students and alumni logged in to attend

Coaching-Led Webinars

Overall attendance summary

101 Sessions **722** Attendees **1,898** Registered participants

Employer Information Sessions Hosted by APUS

Featured employers included ManTech; National Park Service; GDIT; and Amentum.

Overall attendance summary

395 Attended

Employer Info Sessions

In 2024, Career Services introduced a feature allowing recruiters to host their own webinars, career fairs, and workshops on CareerLink, accessible under “Employer Hosted Events”.

SkillStorm, among others, have taken advantage of this ability to help market their upcoming sessions (below example).

The APUS career services team provided students and alumni with direct access to employer-hosted events. Additionally, they organized four information sessions specifically marketed to AMU and APU. Participating employers included ManTech, the National Park Service, General Dynamics IT (GDIT), and Amentum.

Partnering with the APUS Community to Bring Industry Expertise to Students and Alumni

Career services collaborated with a record number of alumni to provide career opportunities to our learning community.

Below is an image from the Amentum event, which showcased an alumnus recruiting talent. Below the Amentum section, you will also find details about an event featuring APUS faculty, focusing on careers in arts, humanities and education.



Demystifying Security Clearances: Enhancing Your Marketability in Tech Jobs
Employer Hosted Event



Amentum: Building Tomorrow's Leaders in Security and Intelligence!
Employer Webinar

NEW TOOLS IN 2024

CareerLink

Launch of CareerLink Community & Mentoring

The second phase of the CareerLink platform launched in 2024 with the addition of the university directory and community features, including networking and mentoring tools. In Q3, the first formal mentoring program launched for students and alumni interested in the topic “English as a Second Language”. In 2025, we plan to advertise formal mentoring topics quarterly.

The University Directory community currently includes over 8,000 users and continues to grow daily, with links in ecampus, Faculty Connect, and the intranet.

ACTIVE-DUTY SERVICEMEMBERS

The Military Outreach Team (MOT) provides ongoing professional, in-person services to our University's military students across the United States, Canada, and virtually to those overseas. Over the past year, the team made more than 600 visits to education centers on military installations across the U.S., Canada, and Honduras. Additionally, the team attended 13 graduation recognition ceremonies hosted by various U.S. military installations, celebrating over 300 servicemembers, veterans, and family members graduating from AMU and APU.

During these visits, the team provided professional assistance to both new and returning students. This included working with active-duty members from all services as well as National Guard and Reserve students. The team also worked closely with military and veteran family members, helping them reach their educational goals.

The MOT participated in 100 education fairs held on installations. The team is proud to play key roles in organizing installation graduations to ensure graduates receive the recognition they deserve.

In 2024, the team focused on working more closely with National Guard and Reserve students, assigning team members to support these students directly. They also provided support to National Guard and Reserve associations at both the state and national levels. The MOT attended over 60 events supporting the National Guard, Reserve, and veteran communities.

The team actively volunteers with various organizations. One team member currently serves as treasurer of the National Association of Institutions for Military Education Services (NAIMES). Others are APUS chapter advisors for Student Veterans of America and National Guard and Reserve chapters. One member also served as public affairs officer for the Council of College and Military Educators (CCME). Additionally, team members sit on committees for military organizations such as the Air Force Sergeants Association and the Association of the U.S. Army.

The team works with the non-profit organization Our Community Salutes, which focuses on high school seniors entering active military duty after graduation.

Expanded B2B Outreach

The Military Outreach Team broadened its focus to include business-to-business (B2B) efforts in 2024. This included completing more than 200 visits, with a focus largely on the public safety sector. The team also spearheaded an international outreach initiative, completing 12 visits in Canada and establishing a foundation of electronic and in-person outreach efforts.



GDIT
Military Job Seeker Guide

GDIT Military Job Seeker Guide 
Review the GDIT Military Job Seeker Guide

Military-Affiliated Resources



The Security Clearance
Process: Things You Need to Know

The Security Clearance Process: Things You Need to... 
Learn about tips and resources for securing a security clearance!

Military-Affiliated Resources



MILITARY-READY
Employer Programs

Military-Ready Employer Programs 
Are you military-affiliated? Learn about employers who specialize supporting military-affiliated...

Military-Affiliated Resources

American Public University System, American Public University, and American Military University are not affiliated with American University or the U.S. Military.

Dedicated Support for Servicemembers

Career services has introduced a new, dedicated section to support servicemembers' transition needs. This includes information about military-friendly employers partnered with APUS, as well as specific military recruitment information from featured employers, such as GDIT. [Learn More](#)



50Strong | EmployerConnect Events

As a trusted partner with 50Strong, APUS advertises events to military-affiliated students to connect them with employers looking to recruit individuals near their transition dates.

Career services continues to support servicemembers with events dedicated to assisting their transition to the workforce and helping them find successful post-service career paths. In 2024, multiple events were held to support the military community. A career services staple, the "Employing Those Who Serve Virtual Career Fair," brought 41 employers to our online platform, Premier Virtual, to connect with 375 attendees logged in that day.

Beyond career fairs, APUS offers webinars, learning pathways, and resources tailored to the success of transitioning military members.

April 16

"Military Transition," presented by U.S. Marine Corps veteran and Senior Career Coach Rachel Dhaliwal, GCDF, EQ-i 2.

Wells Fargo | Operation Stagecoach

Wells Fargo actively engages with military-affiliated job seekers, posting available positions and hosting events in the CareerLink system. The company regularly conducts "Operation Stagecoach" webinars to discuss their career opportunities.

University students and alums can participate in these webcasts to learn about career opportunities and tips on being a successful applicant at Wells Fargo.

The Military Outreach Team provides ongoing professional, in-person services to our University's military students across the United States, Canada, and virtually to those overseas.





MILITARY FAMILY SUPPORT EXTENDED FAMILY MEMBERS

In 2024, APUS continued to support extended family members of military personnel by offering them the same preferred tuition rate as active-duty, National Guard, and Reserve students, their spouses, and their dependents. This rate—for both undergraduate and master’s-level programs—is now available to parents, legal partners, and siblings of military members.

Since the program’s expansion, there has been a noticeable impact on enrollment. The extended family of military personnel experienced significant growth this past year. Additionally, this effort has supported APU’s brand growth.

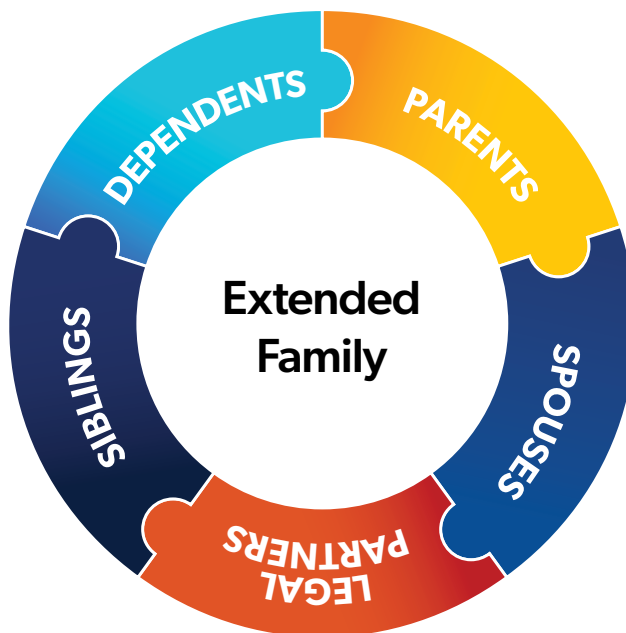
CONTINUED DEDICATION TO VETERANS

The past year brought new opportunities for the APUS veteran community by expanding the veteran and veteran family tuition grants to include a growing list of Veteran Service Organizations.

We take our commitment to educate those who serve seriously. That’s why we offer two different tuition grants that benefit veterans and their extended families:

- A **Veteran Tuition Grant**, enabling savings for veterans, their parents, spouse, legal partner, siblings and dependents.
- An **Alliance Grant that includes Veteran-Owned Small Businesses**, enabling savings for veterans who own small businesses, plus their employees, and their employees’ families.

With a steadfast commitment to serving those who have served our country, the University proudly upholds its mission to support veterans and the communities they continue to serve.





TEACHING & LEARNING

GLOBAL DIGITAL JOURNEY

Launched in July 2024, the Global Digital Journey (GDJ) strategic initiative is designed to revolutionize the University's teaching and learning experience through innovative solutions that enrich our instructional model, increase domestic and global student engagement, reduce delivery costs, and elevate academic and service quality.

This three-year, multi-faceted project—led by Provost Dr. Elizabeth Johnson and Dr. Michelle Newman, Vice Provost of Academic Operations—aligns with the University's academic strategy through four pillars: innovation, student success, quality, and career readiness. The project team, consisting of associate provosts, department chairs, full-time faculty, part-time faculty, directors, and staff, is expansive, reflecting the far-reaching impact of this initiative.

We invite you to learn more about the Global Digital Journey [here](#).



Leadership has identified 20 objectives, and the project team has pinpointed over 200 initiatives to meet these objectives.

OUR VISION FOR TRANSFORMATION INCLUDES:



Teaching and Learning

Integrating AI and other technologies into the teaching and learning experience to provide agile support services and alternative methods of assessment.



Content Production

Developing engaging content infused with technology to support both individualized and peer learning.



Career and Life Skills

Embedding identified career and life skills into all programs, with certifications available upon program completion.



Global Expansion

Offering global learners and faculty enhanced support as they work toward degree completion.



Research and Academic Quality

Increasing support for faculty research across disciplines and improving international academic collaborations.



Dr. Michelle Newman
Interim Dean, School of Arts,
Humanities & Education

The School of Arts, Humanities, and Education (SAHE) takes pride in its dedicated and passionate faculty, who inspire and empower students to become catalysts for change—locally, nationally, and globally. Our faculty members are more than educators; they are role models of intellectual curiosity, fostering a love of learning and critical thinking that drives positive transformation.

SCHOOL OF ARTS, HUMANITIES, & EDUCATION

Scholarly Work and Research Projects

Dr. Cheryl Avant, associate professor, presented on “Black Women’s Health and the Importance of Advocating for Self” and “Black Women’s Healthcare” during Mental Health Awareness Week at Lincoln University.

Dr. Ashraf Esmail presented at the Conference of Minority Public Administrators on topics including “Cooperative Endeavors to Review and Examine the Value of Equality-Based Regulatory Approach to Combat Human Trafficking and the Commercial Sex Trade in the City of New Orleans” and “The Claiborne Avenue History Project”.

Dr. Norman Rose, Dr. Teri Smith, and Dr. Whitney Oberndorf participated in conferences for the Journal of Online Learning Research and Practice and The International Journal of OERs.

Dr. Stacey Tucker, department chair of Sociology, Anthropology, and Interdisciplinary Studies, contributed a chapter titled “Challenges of Immigration Policy Reform in the US: A Sociological Perspective on Partisan Divisions” to the book Exploring Global Immigration Trends for Policy Makers.

Dr. Bethanie Hansen and Dr. Tucker presented at OLC Accelerate in joint presentations titled, “Mentor Magic: Unlocking Faculty Potential Through Strategic Pairings” and “Navigating the Nexus: Empowering Faculty Through Interdisciplinary Peer Coaching and Mentorship.”

Dr. Bill Tullius authored “On the Ethical Philosophy of Edith Stein: Outlines of Morality”. He also published two journal articles, “Historical Meaning and the Care of the Soul: Ethical Reflections on the War in Ukraine with Edith Stein and Jan Patočka” in Political Theology and “Relationality in Nature: Personalist Lessons from Contemporary Immunology and the Phenomenology of Nature” in International Philosophical Quarterly. Additionally, Dr. Tullius presented at three conferences.

Awards/Recognitions:

- **Dr. Susan Adragna** was included in Marquis Who’s Who in America: The Marquis Publication Board 2024–2025.
- **Dr. Monique Chouraeschenzi** earned the Neuroscience and Neuroimaging Certificate from Johns Hopkins University.
- **Dr. Kathryn Hamelin**, associate professor, was accepted into the Child Life Academic Society.
- **Dr. Bruce Keisling** achieved national certification through the American Board of Clinical Child and Adolescent Psychology, a specialty board of the American Board of Professional Psychology.
- **Dr. Crystal Lupu**, associate professor, completed a third doctorate in psychology.

FACULTY SPOTLIGHT | SCHOOL OF ARTS, HUMANITIES, AND EDUCATION



Dr. Mark Bowles

Dr. Mark Bowles joined APUS as a Professor of History in 2009, after serving as a NASA historian for the previous 15 years. He has earned four degrees, including a Ph.D. in the History of Science and Technology from Case Western Reserve University.

Dr. Bowles has designed several courses at APUS, including undergraduate and graduate-level history of science classes and the history of STEM. He also designed the graduate-level course History and Popular Culture.

Dr. Bowles has written several books in this genre, including *Just Keep Rowing* (2015), *The First NFL Season* (2019), *Ready Player Earn* (2022), and his most recent book, *Creating Plato's Cave: Video Game History from Pong to Simulation* (2024). Dr. Bowles has published three university textbooks: *Science and Culture Throughout History* (2012), *Introduction to Digital Literacy* (2013), and *American History, 1865-Present* (2016).

He is now focusing on the opportunities and threats posed by Artificial Intelligence (AI) to higher education. In one experiment integrating AI into his classrooms, he created custom ChatGPT experiences for his students to engage in historical conversations with famous deceased people such as Aristotle, Isaac Newton, Abigail Adams, President Abraham Lincoln, and Martin Luther King, Jr. He lectured on this project at [Tech Quest 2025](#).

Dr. Bowles' current book project involves collaborating with a physician to publish a book about the incorporeal mummies of Guanajuato, Mexico.



Dr. Heather Thornton

Dr. Heather Thornton, an associate professor, joined APUS as a part-time faculty member in 2009 and became a full-time member in January 2012. Her research interests focus on religious history, and her current research focuses on the Non-Juroring movement in Late Stuart England.

Dr. Thornton has received two faculty research grants in 2023 and 2025 in support of her research. She has presented at both international and national conferences.

In support of the Arts, Humanities and Education School, Dr. Thornton has revamped or created new curriculum for both graduate and undergraduate history courses. One of her favorite things as an educator is having the same students in multiple classes to develop relationships.

In support of the wider aims of the University, Dr. Thornton serves on the Graduate Council as well as serving as faculty advisor to both the Students for Life and the R.E.A.D Book Club.

Her first book, *Beat the Drum Ecclesiastic: Gilbert Sheldon* and the *Settlement of Anglican Orthodoxy* was published in 2020.

She earned a BA and a PhD in history from Louisiana State University and has an MDiv from Golden Gate Baptist Theological Seminary (now Gateway Seminary).



Dr. Jeremi Bauer

*Dean, Dr. Wallace E. Boston
School of Business*

“At the Dr. Wallace E. Boston School of Business, we prepare business leaders of the future. We encourage everyone—including students, faculty, and administration—to question the status quo. We believe that what can be should not be limited by what currently is. Through our innovative curriculum, our commitment to artificial intelligence (AI), and our world-class faculty, we are confident our graduates will change the world in ways yet to be imagined. If you are looking for a challenging and purpose-driven education, I encourage you to join us”

DR. WALLACE E. BOSTON SCHOOL OF BUSINESS

The Business School’s faculty actively engages in diverse research projects and scholarly activities, contributing to the academic community and advancing knowledge in a variety of business disciplines. The work of our faculty has been widely recognized, published in reputable journals, and presented at national and international conferences. Here are a few examples highlighting their thought leadership:

Scholarly Work and Research Projects

Linda Mae Ashar, J.D., presented at EDULEARN 24, the 16th Annual International Conference on Education and New Learning Technologies, on “AI Best Practices in Virtual Learning Environments” and “Using AI as a Teaching Tool”.

Dr. Samantha Bietsch published an article titled Generation Z’s Loyalty to Sustainable Business Practices and Its Influence on Purchasing Behavior and Loyalty on the Social Science Research Network. She also presented the topic at the Twentieth International Conference on Environmental, Cultural, Economic & Social Sustainability.

Cynthia Gentile, J.D., published an article titled Teaching the Threatened Fall of New York Times v. Sullivan: Priming Students to Use Current Lower Court Decisions to Predict the Next Phase of American Defamation Law in the Atlantic Law Journal. She also presented a session titled “What’s So Funny About Peace, Love, and ‘Ordinary Equality’: The Modern Case for the Equal Rights Amendment” during the virtual Out F.R.O.M the Shadows Conference.

Dr. Rossano Gerald published an article titled The Practices of Diversity Management: How Diversity Policies Impact Organizational Performance in the Global Scientific and Academic Research Journal of Economics, Business, and Management.

Dr. Robert Gordon participated as a panelist at the PMI Global Congress with the session “The Future of Project Management Education: Harnessing AI for Student Success,” hosted by the Project Management Institute. He also published an article titled The Challenges of the Circular Economy in Reverse Logistics Magazine.

Dr. Ronald Johnson, Editor-in-Chief of the International Journal of Open Educational Resources, co-chaired APUS’s virtual conference, “AI and the Future of Higher Education,” which drew over 1,000 attendees in August. Additionally, he developed and implemented a chatbot, Scholar Bot, which hosted the conference virtual lounge.

Dr. Keith Thurgood published an article titled Enterprise Leadership: A New Model in the Journal of Business and Economics.

FACULTY SPOTLIGHT | DR. WALLACE E. BOSTON SCHOOL OF BUSINESS



Dr. Wallace Burns

Since joining the University in 2015, Dr. Wallace Burns has been an integral part of the Transportation and Logistics Management Program. His expertise and dedication have significantly impacted the university and its students. Dr. Burns was instrumental in developing and implementing the departmental plan that has earned the Transportation and Logistics Management Program prestigious awards.

Dr. Burns exhibits a strong commitment to academic excellence, teaching across graduate programs, including Transportation and Logistics (TLMT), Supply Chain Management (SCMG), and Government Contracting and Acquisition (DEFM). His contributions were recognized early when he was named the 2016 AMU/APU New Faculty Member of the Year. Alongside his teaching, Dr. Burns is a published expert in leadership typologies, bringing insights from his distinguished military and academic background to the classroom.

Holding multiple certifications—PMP, CLTD, CISSP, CDFM, ITIL, and LSSBB—Dr. Burns enriches his courses with in-depth industry knowledge and mentors students toward successful careers in logistics, supply chain management, and beyond. His academic background includes a doctorate from Creighton University and multiple master's degrees in industrial engineering and management, further solidifying the strong foundation of our programs.

Beyond teaching, Dr. Burns plays a vital role in university leadership. He serves on the University Graduate Council and Faculty Advisory Committees, advises the APUS Newman Center student organization, and co-chairs the Boston School of Business Rank Advancement Committee. His leadership and collaboration influence decisions that improve faculty and student experiences alike.

A retired Navy captain, Dr. Burns' 25-year military career is a testament to his leadership and operational expertise. His final role as Forward Commander of DLA forces in Afghanistan underscores his ability to manage over 1,000 personnel across complex international environments, showcasing his capability and resilience.



Dr. Karl Kinkead

Dr. Karl Kinkead, who holds a bachelor's degree and a master's degree in mechanical engineering from Auburn University, built a 30-year career in the heavy manufacturing industries of foundry, machine shops, and steel construction operations. Over the course of his career, Dr. Kinkead held a variety of positions, beginning as a maintenance engineer and retiring as a group president, responsible for 23 fire protection manufacturing companies spread across 13 countries, all headquartered in Wisconsin.

After retiring from corporate America, Dr. Kinkead earned two doctoral degrees—a Ph.D. in research methodology and quantitative methods from Oxford Graduate School and an Ed.D. in adult higher education from Walden University.

Dr. Kinkead joined APUS in 2015 as a part-time faculty member and was later hired as an assistant professor in 2017. Since becoming part of the full-time faculty, Dr. Kinkead has become instrumental in supporting students by leveraging his executive experience to bring real-world insights into the classroom. His expertise in manufacturing operations has shaped curriculum development and encouraged students to think critically about operational challenges.

A dedicated leader, Dr. Kinkead has often volunteered to mentor new faculty in the Business Administration department. Recently, he also chaired the newly formed Faculty Awards Committee at our Business School, further showcasing his commitment to our academic community.



Dr. Brian Freeland

Dean, School of Health Sciences

“The School of Health Sciences is committed to preparing students for dynamic careers in the continually evolving healthcare landscape.

Our programs emphasize innovation, critical thinking, and career readiness, ensuring graduates are equipped with the practical skills and knowledge needed to thrive in real-world environments. By fostering adaptability and forward-thinking, we empower students to meet the increasing challenges of today’s healthcare industry and drive the future of health innovation.”

SCHOOL OF HEALTH SCIENCES

Faculty members at the School of Health Sciences are not only dedicated instructors but also active researchers participating in the APUS faculty research grant program. Their recent contributions include both individual and collaborative projects across various programs of the university.

Scholarly Work and Research Projects

Dr. Lauri Byerley (health sciences), Dr. Karyn Gallivan (Department Chair, Sports and Health Sciences), and Dr. Kristin Ondrak (Health Sciences) co-authored “The Effect of Increasing Dietary Protein on the Gut Microbiota” as part of their APUS Research Grant initiative.

Dr. Lauri Byerley and Dr. Karyn Gallivan, recipients of the Research Dietetic Practice Group of the Academy of Nutrition and Dietetics Research Grant, also co-authored “The Effect of Increasing Dietary Protein and Purines on the Gut Microbiota”.

Dr. Barbara Cliff (Healthcare Administration), an APUS Research Grant recipient, authored “Navigating the Use of AI in Graduate Health Leadership Education”.

A collaborative article titled “A Survey of Nurses’ Experiences with Patient Visitation Restrictions During the COVID-19 Pandemic” was published by Dr. Barbara Cliff, Dr. Elina Keiser (Nursing), Meagan Wilson (Department Chair, Healthcare Administration), and Dr. Stacey Malinowski (Associate Dean/Department Chair, Nursing).

Dr. Mari-Amanda Dyal (Public Health), funded by a Federal NIOSH Research Grant, authored “Translating the Fisherman First Aid and Safety Training (FFAST) for

In February, The Public Health Department sponsored students and paid for them to complete the CPR training through the AHA

February is Heart Health Month, and we supported the American Heart Association (AHA) efforts to increase awareness regarding heart disease. The AHA campaign encouraged everyone to get certified in CPR.

Commercial Fishermen in the Southeastern United States”.

Dr. Daniel Graetzer (Sports and Health Sciences), APUS Research Grant recipient, contributed “Development, Production, and Deployment of Chemical, Biological, and Nuclear Weapons of Mass Destruction: Notable Events Highlighting the Productive vs. Destructive Uses of Modern Science”.

Co-authored research by Dr. Carol Hoban (Public Health) and Dr. Samer Koutoubi (Department Chair, Public Health) included works such as:

- *“A Comparison of Standardized Bloodstream Infection Ratios Across End-Stage Renal Disease Networks”*
- *“Examining the Effectiveness of Mental Health Resources for Initial-Entry Training (IET) Servicemembers on a Military Installation”*
- *“Promotion of Clean Feminine Hygiene Products to Reduce Health and Environmental Pollution”*

Dr. Brittany Jacobs (Sports Management), supported by a NIRSA Research Grant, co-authored “NIRSA Student Referees: Exploring the Connection Between Sense of Community and Positive Health and Wellbeing Outcomes”.

Dr. Nicholas Murray (Sports and Health Sciences), recipient of a National Science Foundation Research Grant, produced “Transforming Undergraduate Education in Science, Technology, Engineering, and Mathematics”.

Dr. Kim Uddo (Nursing), supported by a Delgado Community College Research Grant, published “Endowed Professorship”.

Dr. Tim White (Healthcare Administration) published “Impact of a Keto Diet on Symptoms of Parkinson’s Disease, Biomarkers, Depression, Anxiety, and Quality of Life: A Longitudinal Study in Neurodegenerative Disease Management”.



DIGITAL VOLUNTEERING PROGRAM

Online Public Health Community Service Outreach Program

Since its implementation in January 2018, the Online Public Health Community Service Outreach Program continues to flourish. The program aims to enhance community health through various activities and engagement efforts.

- Digital volunteers from the MPH (Master of Public Health) program serve online communities by engaging in initiatives such as resource sharing, health education discussions, and content creation (e.g., blogs, journal articles).
- All activities are supervised by Public Health faculty, with volunteers accepted on a rolling basis.
- Students participate in campaigns like the Dimensions of Wellness Challenge, with daily posts shared across platforms like Facebook.

Featured Health Education Campaign Highlight

A research study tailored to African Americans, who are at a higher risk of hypertension, resulted in the publication of the following journal article:

Polak, K., Sapp, J., & Sedillo, J. (July 2020). *Using Facebook Ads to Promote Blood Pressure Checks Among African Americans in the United States: A Descriptive Study.* *J Health Soc Sci*, 5(3):343-354. [Read more](#)

Additional Programs and Initiatives

Student interns and volunteers also engage in the following activities:

- Writing and publishing research in peer-reviewed journals.
- Developing health communication campaigns targeting organizations and local communities.
- Applying their projects toward capstone courses (e.g., "Article as Thesis" curriculum).
- Participating in research data analysis and writing small grants with faculty mentorship.

These activities demonstrate the School of Health Sciences' commitment to advancing not only innovative research but also impactful community engagement.

Month	Theme	Faculty Mentor
January	Diet & Exercise	Donna Ross
February	Heart Health	Gregory Ostrander
March	Nutrition	Carol Hoban
April	Immunizations	Carol Hoban
May	Mental Health	Carol Hoban
June	Type 2 Diabetes Prevention	Gudeta Fufaa
July	Role of Screening Programs in Preventing Cancer	Gudeta Fufaa
August	Chronic Disease Prevention	Nicole Everline
September	Suicide Prevention & Awareness	Kevin Cefali
October	Breast Cancer Awareness	Nicole Hare-Everline
November	Men's Health	Kevin Cefali
December	HIV/AIDS Awareness Month	Aimee Dyal

FACULTY SPOTLIGHT | SCHOOL OF HEALTH SCIENCES



Dr. Tim A. White
Healthcare Administration

Dr. Tim A. White is part of a research team leading groundbreaking studies, funded by the Colorado Parkinson Foundation. The team's current focus investigates the effects of ketogenic diets on Parkinson's patients, showing promising results such as improved biomarkers, cognitive function, and enhanced social and physical behaviors. The team is also developing a survival guidebook to provide practical advice for families and patients navigating the complexities of Parkinson's disease. Additionally, research has highlighted caregiver identity loss among those supporting neurodegenerative disease patients, prompting further studies in this area.

Beyond his research contributions, Dr. White is a passionate educator, highly regarded for his ability to simplify complex leadership concepts. Students often commend his engaging style, with one noting, "I love the various leadership videos he shares in the announcements! I share them with my team here at the office." His dedication to student success is evident in his responsiveness and support, fostering growth and professional development for future healthcare leaders.



Dr. Carol Hoban
Public Health

Dr. Hoban, a full-time faculty member in the Master of Public Health program, is committed to serving her community. She has been a foster parent, volunteered with local pet rescues to help animals in need, and this year became a board member of the Keep Pickens Beautiful (KPB) organization in Georgia, which is part of Keep Georgia Beautiful. Since joining KPB, Dr. Hoban has participated in several community events, including the Adopt-A-Road litter pickup, creating edible gardens to help feed community members in need, and assisting with grants to provide recycling bins for community members as well as grants for creating community spaces. KPB works to make a difference in Pickens County, allowing Dr. Hoban to give back while promoting nutrition, physical activity, and education—all components of the Healthy People 2030 objectives.

Dr. Hoban's contributions to publications, presentations, and abstracts have been outstanding, collaborating with her students in their capstone course within the Master of Public Health program. One alumnus even presented their study at the American Public Health Association's meeting in November 2023. For the digital volunteering program, Dr. Hoban's work enabled students to contribute to public health topics they were passionate about. She also wrote several blogs discussing timely topics impacting people's lives, such as seasonally increasing flu incidence rates or emerging diseases.



Dr. Brian Freeland

*Dean, School of Science,
Technology, Engineering & Math*

“The School of STEM is committed to making science, technology, engineering, and mathematics accessible to all students. Our goal is to help students achieve their career aspirations by offering the support and resources they need to succeed. We focus on creating an engaging and supportive environment where every student can grow and excel in their field.”

SCHOOL OF SCIENCE, TECHNOLOGY, ENGINEERING, & MATH

The School of Science, Technology, Engineering and Math (STEM) faculty was engaged in various research projects during 2024. These research activities included those listed below.

Scholarly Work and Research projects

Dr. Lynn L. Carpenter (environmental science), recipient of the University of Michigan Research Grant, published “Using AI to Help Students Learn to Study”.

Dr. Shelli N. Carter (biology), in collaboration with Dr. Joseph Marra (physics) and Dr. Kristen Miller (space studies), co-authored “Expanded Understanding of the Impact of Laboratory Exercises on the Achievement of Undergraduate Learning Outcomes in Online STEM General Education Courses”.

Dr. Kristin A. Drexler (geography), recipient of the US Forest Service and New Mexico State University Research Grant, published “Gila Wilderness Centennial Celebration: Gila Film Festival”. She also published “A Case Study Comparison of Pandemic Experiences of Indigenous Groups in the Americas”.

Dr. Tricia S. Keiter (biology), recipient of an APUS Research Grant, published “Comparison of Student Success in General Education Biology Using Closed-Book Assessments Versus an Integrated Course Project”.

Dr. Daniela F. Messina (biology) and Dr. Kelly A. Reiss (environmental science), recipients of an APUS Research Grant, published “Building Environmental Science Data Collection and Analysis into the Curriculum: Understanding Local Water Quality and Global Implications”.

Dr. James Powell (environmental science), recipient of the National Marine Fisheries Service Research Grant, published two works: “Critical Operational Support and Internship Funding for Marine Mammal Response, Rehabilitation, and Outreach in the Pacific Northwest” and “Implementing Next Generation Telemetry for Large Whale Entanglement Response”.

Dr. Kristen Miller (space studies) and Dennis T. Trevino (space studies), co-recipients of an APUS Research Grant, conducted research on “The Study of Spirulina in Use as a Bioregenerative Additive to Martian and Lunar Regolith”. They also received a NASA EPSCoR grant for “B-007: Studying Plant-Microbe Interactions Using the Cyanobacteria *Arthrospira Platensis*—The Effects of Growth in Low Gravity, Simulated Lunar/Martian Regolith, and High CO₂ Concentration Environments”.

Dr. Kelly A. Reiss (environmental science), Dr. Daniela F. Messina (biology), Dr. Kristen Kostelnik (environmental science), and Dr. Joseph Maddox (environmental science), recipients of an APUS Research Grant, published on “Building Environmental Science Data Collection and Analysis into the Curriculum: Understanding Local Water Quality and Global Implications”.

Research Activities

Air Traffic Organization (ATO) Space Integration Consolidated Report

- Formed and led a workgroup of 28 members from seven FAA organizations, including AJI, AJM, AJR, AJT, AJV, ANG, and NATCA.
- Identified space integration and automation opportunities to replace the acceptable level of risk (ALR).
- Collaborated with the workgroup to produce a report assessing existing automated and non-automated work in the ATO. The report addressed the future discontinuation of ALR procedures used for all space launch and recovery missions.
- The report followed 95 adjudicated dissenting comments and numerous revisions for voice, grammar, spelling, acronyms, and overall consistency.
- Originated as an AOV request, the report was essential for the reapproval of FAA Notice JO 1000.30, "Application of the Acceptable Level of Risk (ALR) to Space Missions in the National Airspace System (NAS)".

Dr. Wallace E. Boston Observatory

The Dr. Wallace E. Boston Observatory telescope is a dedicated resource for faculty and students in the Department of Space Studies. Both groups have regular access to the telescope for original astronomical research and educational purposes. Ongoing research projects include observations of supernovas, variable stars, and exoplanet transits. For more information about the observatory and its images, click [here](#).

APUS Analog Research Group (AARG)

The APUS Analog Research Group (AARG) was established in 2020 by the Department of Space Studies. AARG is a subsidiary of the APUS student chapter of the American Institute of Aeronautics and Astronautics (AIAA). Its mission is to foster a student-managed organization dedicated to collective learning in space expedition research and operations.



AARG conducts two missions annually at the Inflatable Lunar/Mars Analog Habitat (ILMAH) in North Dakota, as well as at locations such as the Mars Desert Research Station and Aquarius Reef Base. These missions provide valuable opportunities for research and hands-on experience, making them ideal for student capstone projects.

Having completed seven missions to ILMAH, AARG is now recruiting crew and program staff for its upcoming spring and fall 2025 missions. These positions are open to both undergraduate and graduate students, with no prior experience required, and they can accommodate various schedules.

APUS students have a unique opportunity to gain research and leadership experience, participate in innovative space analog missions, and contribute to the development of future spacesuits at ILMAH. This is an exciting chance to be part of pioneering space research and operations.

FACULTY SPOTLIGHT | SCHOOL OF SCIENCE, TECHNOLOGY, ENGINEERING, AND MATH

Dr. Amr Elchouemi is an accomplished practitioner and faculty member, dedicated to ensuring student engagement and content retention through innovative teaching methods. His commitment includes encouraging active participation, exploring course-related problems, and facilitating a comfortable environment where students can share diverse perspectives. Dr. Elchouemi has significantly contributed to the curriculum development of the Information Technology, Computer Science, and Data Science degrees.

With over 120 research publications in reputable journals and conferences, Dr. Elchouemi is an active leader in the fields of cybersecurity, artificial intelligence, and software engineering. His extended community services include the following initiatives:

- **Founded a charity organization in Egypt with high school classmates to benefit underserved communities.**
- **Raised over \$5 million in the last five years to:**
 - Provide clean water to entire villages;
 - Supply key medical equipment to hospitals offering free services;
 - Support orphans and elderly individuals in assisted homes;
- **During the COVID-19 pandemic, raised approximately \$250,000 to deliver oxygen generators for those unable to secure hospital care, saving hundreds of lives.**



Dr. Juliette Rouge
Dean, School of Security &
Global Studies

“The School of Security and Global Studies is a vibrant community comprising tens of thousands of students and educators. It is committed to the University’s overall mission of “Educating Those That Serve”. The school focuses on helping students understand a complex world by appreciating differences and nuances in political, economic, and social cultures.”

SCHOOL OF SECURITY & GLOBAL STUDIES

The School of Security and Global Studies faculty engaged in numerous projects and activities of note in 2024, listed below.

Scholarly Work and Research Projects

Challenges of Contemporary Policing

Five full-time faculty members from the University’s Human Justice/Criminal Justice program have published their work in *Challenges of Contemporary Policing: Higher Education, Technology, and Officers’ Well-Being*, released by Routledge in October. Contributions include Dr. Cain’s article, “The Law Enforcement Workforce Crisis,” which explores generational differences in law enforcement recruitment and retention strategies.

Dr. Kelly C. Jordan

Dr. Jordan has completed six years of research culminating in the first scholarly biography of U.S. Army Brigadier General Leigh R. Gignilliat. The 300,000-word manuscript uses previously untapped primary sources, offering a significant contribution to historical knowledge. It has also sparked consulting requests and the upcoming creation of a life-size statue.

Allison Knox

An instructor in Emergency Management, recently Ms. Knox became a fellow at the Rockefeller Institute of Government. She is researching the new “EMS as an Essential Service” policy in the State of New York.

Dr. David Kritz

Dr. Katz is currently pursuing research on “Intelligence Failure Theory”. His work evaluates decades of scholarship to develop a comprehensive framework to analyze causes of intelligence failures and mitigate strategic surprises.

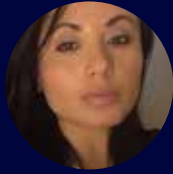
Dr. Kathryn Lambert

Dr. Lambert published an article in *Dynamics of Asymmetric Conflict*, titled “International Kidnapping by Non-State Actors”. This research analyzed 579 victims of international kidnapping to identify political predictors of victim selection, offering valuable insights for policymakers.

Dr. Barry Mowell

Published “Macro-Regional Patterns of Transnational CSO Affiliation/ Participation within the UN-Civil-Society Framework” in *Estudios Internacionais*. His findings highlight the underrepresentation of Africa and Asia within the global civil society framework.

ACADEMIC ACHIEVEMENTS | DOCTORAL STUDENTS



Kiaveth Vasquez

A new student in the Doctor of Strategic Intelligence program. [LinkedIn.](#)



Dr. Isabelle Vladoiu

Recently completed a Doctorate in Global Security. [LinkedIn.](#)



ACADEMIC RESEARCH



APUS RESEARCH PROJECTS IN 2024

Throughout 2024, 50 APUS students contributed to projects sponsored by APUS faculty research grants.

12

Domestic projects

7

International projects across three continents

North America, Europe, and Asia

3

Projects included student involvement

Students participated as researchers in data collection, data analysis, or by submitting data to researchers

1

Project in formal partnership

Collaborated with a large metropolitan hospital system



Karissa Bonawitz
BA in Environmental Science, APU, December 2024



Listen to Our Voices

Project Information

Researcher: Dr. Daniel Diaz

Project Title: "Listen to Our Voices: An Exploratory Study of the Cultural Context for Nahuatl Language Resources and Content Development"

Project Description: This ethnographic research project collects preliminary Nahuatl language data for developing future instructional materials. The initiative aims to expand cultural inclusivity by recognizing and preserving indigenous linguistic diversity.

Significant Location Connected to Research: Feathered Serpent Pyramid, Xochicalco, Morelos, Mexico

- **Place card in three languages (Spanish, Nahuatl, and English)**
Location: Xochicalco, Morelos, Mexico
- **Road to Cuentepec, a Nahuatl speaking town in Morelos, Mexico**
- **"Water Yes, Mine No" Mural in Town Square**
Location: Cuentepec, a Nahuatl speaking town in Morelos, Mexico

Water Testing and Awareness Project

Project Information

Researcher: Dr. Kelly Channers Reiss, Certified Senior Ecologist, Ecological Society of America (ESA), Professor, Environmental Science, Policy, and Management School of Science, Technology, Engineering, and Math (STEM); Dr. Daniela Messina, DC, MS, Professor, Department of Biology and Chemistry School of Science, Technology, Engineering, and Math (STEM)

Project Title: Water Testing and Awareness Project (Water TAP)

Project Information: Since its inception, the Water TAP project has received and shipped over 570 water testing kit requests. The more quantitative data we obtain on the quality of tap water in homes and businesses, the more knowledge and support we gain for improving human health and environmental outcomes.

Above is a screenshot of the Water TAP project's featured poster from a past Association of Advancing Participatory Sciences annual conference.

Native Fishpond Restoration in Hawaii

Project Information

Researcher: Dr. Melissa Schnyder

Project Title: Native fishpond restoration in Hawaii: Examining how native Hawaiian values inform a place-based interpretation of indigenous food sovereignty.

UNIVERSITY EVENTS

COMMENCEMENT

Each year, APUS celebrates graduates with both an in-person and virtual commencement. This past May, we hosted close to 16,000 people over three days at nine different events. The Class of 2024 included undergraduate and graduate degree recipients from all five academic schools. A total of 15,569 eligible graduates were celebrated and joined the ranks of our 153,000-plus alumni community members, where they will continue to make an impact in their professions, homes, and communities. Our 2025 commencement takes place on May 8–10, 2025, at the Gaylord National Harbor Resort. We look forward to recognizing our graduates and hosting their guests with several exciting events.



APU REFRESH IN TIMES SQUARE SQUARE EVENT | APRIL 8–9, 2024

APU students, alumni, and staff met in Times Square to celebrate the launch of the new brand. Event participants donned APU shirts, hoodies, and bags for a professional photoshoot and had dinner with various members of the university leadership team, including President Nuno Fernandes. Images captured have been featured on the public web and login pages. APU's newly launched visual identity and "Digital Learning for Real-Life" tagline were unveiled in videos displayed prominently on Times Square digital billboards.



AMU EVENT AT NATIONALS PARK AUGUST 9–10, 2024

AMU students, alumni, and staff met in Washington, D.C., to celebrate the launch of a new AMU campaign. Event participants donned AMU shirts, hoodies, and bags for a professional photoshoot and celebrated at a baseball game at Nationals Park. Images captured will be featured in various ad campaigns and on the public website.



VIRTUAL HOMECOMING EVENT | 2024

October kicked off the celebration of alumni successes and achievements with the virtual homecoming event, welcoming alumni to return for a series of events sponsored by the Student & Alumni Affairs team and our 2024 Alumni Advisory Council (AAC). Events included informational

sessions about APUS alumni benefits and services and social events, including a game night filled with camaraderie. Coinciding with virtual homecoming, the AAC challenged members of the university community to complete a virtual 5K to collect donations for Wreaths Across America.



AI AND THE FUTURE OF EDUCATION DISRUPTIVE TEACHING AND LEARNING MODELS

A virtual two-day conference was held on August 1-2, 2024. More than 1,000 people from 19 countries registered to attend this inaugural joint-journal conference. The conference was conceptualized and created by Dr. Kathleen Tate, department chair of teaching and professor at the School of Arts, Humanities, and Education and editor-in-chief of the Journal of Online Learning Research and Practice (JOLRAP), along with Dr. Ronald Johnson, professor, and Linda Ashar, J.D., associate professor, both from the Wallace E. Boston School of Business and co-editors of the International Journal of Open Educational Resources (IJOER).

The Policy Studies Organization and American Public University System sponsor the two journals and supported the related academic conference focusing on artificial intelligence (AI), with additional backing from the APUS Research and Academic Excellence department.

The conference featured three keynote sessions, a special guest presentation, and an invited student speaker session. Additionally, APUS President

Nuno Fernandes delivered an introductory session. The event included three presentations by Microsoft Education and 15 other interactive presentations by professors, leaders, and experts from institutions such as the University of North Carolina at Chapel Hill, APUS, Arizona State University, the University of Central Missouri, and Columbia University. Presentations were framed within the conference's three strands: Leveraging AI, Ethics and AI, and Accessibility and AI.

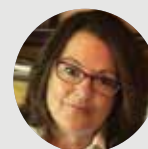
This joint-journal conference was the largest in APUS's history, with well over 1,000 registrations. Conference attendees explored topics such as assessment, teaching and learning with AI; leveraging AI tools for individuals with disabilities; writing and AI; and ethical considerations for AI in education, among other areas.

The next joint-journal biennial conference is tentatively scheduled for fall 2026.

Keynote speakers included



Dr. Matthew Lease
University of Texas at Austin



Lori Glover
J.D., MIT



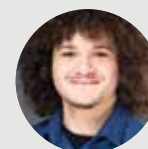
Dr. Michael J. Jabbour
CIO, Microsoft Education

Special Guest



U.S. Congressman Jay Obernolte (R- CA)

Invited student speaker



Baylen Ratliff
University of Washington in Seattle



SPACE EDUCATION & STRATEGIC APPLICATIONS CONFERENCE 2024

PREPARING FOR THE COSMOS

The Department of Science, Technology, Engineering, and Math (STEM)'s Space Studies program collaborated with the Policy Studies Organization (PSO) to host the fifth annual Space Education and Strategic Applications (SESA) virtual conference on September 19–20, 2024.

With the theme “Preparing for the Cosmos,” the event drew 221 attendees from 12 countries, including the United Kingdom, Japan, and Germany. Designed to foster cross-disciplinary insights, the conference featured space exploration experts, academics, and innovators to discuss trends, challenges, and opportunities for human exploration in space.

Keynote speakers included Dr. Sian Proctor, a trailblazer in space exploration who piloted the first all-civilian orbital mission, SpaceX’s Inspiration4, and John F. Bentivegna, Chief Master Sergeant of the U.S. Space Force. Topics ranged from space exploration ethics to the future of civilian space travel.

Attendees also participated in a virtual star party hosted by members of the APUS Department of Space Studies’ Supernova Search Group. Using APUS’s 24-inch Planewave research-grade telescope, participants viewed celestial objects, learned astronomical techniques, and witnessed the telescope capturing stunning images.

SESA continues to promote global collaboration and spark further innovation in space research. This year’s strong international turnout highlights the conference’s growing role as a unique knowledge-sharing platform.



OUT F.R.O.M. THE SHADOWS CONFERENCE

The Out F.R.O.M. the Shadows virtual conference was created in 2022 as part of a faculty-led initiative. The third annual conference welcomed two keynote speakers—Linda Grover, a member of the Bois Forte Band of Ojibwe and a published author and storyteller, and Alexander Martin, an artist.

The conference featured presentations such as:

- **“What’s So Funny About Peace, Love, and ‘Ordinary Equality’”:** The Modern Case of the Equal Rights Amendment by Dr. Cynthia Gentile
- **“Fierce with Reality”:** The Archetype of the Crone as the Antidote to Ageism and Invisibility by Jill Wingerter
- **Twice Unseen:** The Erasure of Older Women by Dr. Susan Lowman-Thomas
- **Discovering Nепantla:** Learning to Live Liminality to Bridge Disparate Worlds by Dr. Mitch Colver



SPORT UNITED CONFERENCE BRINGS TOGETHER BIG NAMES IN ESPORT & SPORT MANAGEMENT

The inaugural Sport United Conference gathered academics and practitioners from the Esport and Sport Management fields for a fully virtual and free event, increasing accessibility to high-quality content and world-renowned industry experts.

Over 30 presentations were shared, spanning three main tracks:

- Coaching & Athlete Development
- Innovation—AI & Technology
- NIL (Name, Image, Likeness), and Amateurism

The conference kicked off with a keynote speech by Paul Rabil, co-founder of the Premier Lacrosse League. Additionally, the panel “Future of Esports and Gaming in North America” featured notable voices such as Leslie Fitzsimmons (Chief Strategy Officer, FITGMR), Albert Yeh (General Manager, NRG Esports), and Jack Mascone (2-time NBA 2K World Champion). They explored topics like coaching, athlete development, and the growth of host cities as gaming hubs.

University students showcased their talents, with Christian Killebrew, President of the APUS Esports Club, leading a presentation on pushing a small team to the “big leagues”. The conference welcomed numerous students, offering them invaluable insight and networking opportunities in a rapidly growing industry.



APUSVibes

What are we trying to achieve?

We aim to become one of the leading North America-based universities, recognized for the transformational power of our education and the professional success of our graduates.

How do we achieve greatness?

- We believe greatness is possible and strive to be the best, constantly reinventing ourselves to stay sharp.
- We understand that what works today may not work tomorrow, and that's okay. We always strive to find a better way.
- We focus on expansion to fulfill our mission and become a leading North American institution, while remembering why we do what we do—and doing it exceedingly well.
- Above all, we focus on student success. When our students graduate and become successful, we truly deliver on our mission.

Why does it matter?

We continuously evolve, applying self-criticism to be better, faster, and to provide superior academic programs and services to our students.

WHY DO WE EXIST?



To expand access to affordable, top-quality education globally.



To ensure our students graduate.



To transform the lives of our students by providing them with career-relevant skills and knowledge, supporting them throughout their academic journeys.



General Results of the APUS Engagement Survey

Every year, we ask our employees to complete a survey about how they feel working here. The survey covers these topics:



How well we communicate



How our leaders perform



How we align with our vision and goals



How we balance work and life



What our culture is like



How we access resources and information



How we serve our students and customers

In 2024, **72%** of our full-time staff completed the survey. More than **75%** of respondents said they were happy with our communication, support, leadership, resources and information, strategic alignment and connection, and our service to students and customers. **As we move forward, our commitment to enhancing our culture and promoting work-life balance remains steadfast. Each year, we strive to do better.**

APUS VIBES



We move fast

We respond quickly to opportunities and student needs with urgency.

- Avoid overanalyzing decision-making.
- Not acting comes at a cost; making a mistake comes with a lesson.
- Make wise decisions despite ambiguity.
- Strive for excellence, not perfection.
- Embrace change—it is the only constant.



We are ambitious and always play to win

Why settle for average? We aim to be the best for the audiences we serve.

- Thinking small leads to small results. We create ambitious goals that inspire outcomes and pursue them with everything we've got.
- Exceed student expectations—it's no longer enough to satisfy them.
- Listen to the market; prioritize students' desires.
- Start with the student in mind and work backward.
- Keep improving—we're never done learning.
- Generate new, powerful ideas.
- Encourage high performance and self-improvement through experience, introspection, and collaboration.
- Create a supportive, winning team driven by collective success.



We are honest and courageous

Candor and directness define us, and respectful disagreements are welcomed.

- Respectfully disagreeing with superiors is okay; it fosters innovation.
- Constructive criticism is necessary to address challenges we might overlook.
- Challenge decisions respectfully, even when it's uncomfortable. Once a decision is final, speak with one voice.
- Say what you think, even when controversial.
- Question actions inconsistent with our values.
- Maintain calm poise under pressure.
- Leadership prioritizes doing the right things over merely doing things right.



Everyone matters

Student success depends on everyone in the University.

- Treat everyone with respect, regardless of their status.
- Each person has the opportunity to make a positive impact.
- Focus on community, and all else will follow.
- Maintain an open-door policy for access within the University.
- Always strive to provide the best student experience.
- Take time to understand others' perspectives.
- Happy staff and faculty lead to happy students and University success.



We welcome mistakes

The only people who don't make mistakes are those who do nothing.

- Taking smart risks and making mistakes paves the way for growth.
- Learn from mistakes and move forward.
- Admit mistakes quickly and seek help when needed.
- Always do what's right for students, even in doubt.
- Take personal responsibility for outcomes.
- Respect challenges as part of learning and progress.



We surround ourselves with amazing people

Great institutions are built by great individuals.

- Attract and retain outstanding colleagues.
- Deliver on our mission with passion and optimism.
- Value creativity, diversity of thought and perspectives, and autonomy to perform at the highest level.
- Encourage leaders to advocate for and develop their team members.
- Surround ourselves with people who challenge and elevate us.
- Foster a culture aimed at doing good—together.



We love simplicity

Simplicity is the ultimate form of sophistication.

- Simplify concepts to reduce ambiguity.
- Communicate concisely in speech and writing.
- Seek efficiency and minimize complexity.
- Accomplish more with less; promote resourcefulness and creativity.
- Think strategically, then act and organize with clear, simple goals.



We Are Focused

We consistently evaluate all options to ensure efforts and resources are focused on what truly matters.

- Student success drives us to achieve our goals.
- A winning mindset is defined not by how we perform on our best days but how we respond on the worst days.
- We hustle, overcome adversity, and play to win because of our commitment to our community.
- We identify root causes rather than treating symptoms.
- We prioritize immediate needs while planning future improvements.
- We seek what is best for the community over individual benefits.



We Measure What We Treasure

If it cannot be measured, it may not be worth doing.

- We value effort that leads to brave mistakes or great results.
- Work smarter, not harder.
- Sustained A-level performance holds more value than “A for effort” without results.
- Markets, student needs, and competition continually evolve, and we adapt accordingly.
- Measurement is an ongoing practice to drive excellence.
- Data-driven decision-making ensures alignment with desired outcomes.
- Clear, measurable objectives and results serve as a framework for success.
- Each team member understands their role in achieving measurable goals.
- Responsibility is tied to measurable performance.



We Are Proud of Our Quality

Delivering more than expected defines quality for us—especially for our students.

- We owe students nothing less than excellence.
- Our thirst for excellence inspires others.
- We are proud of programs and services that exceed expectations.
- We must love our brand for our students to do the same.
- High standards—often seen as unreasonable—drive superior outcomes.
- Continuous improvement is paramount to delivering academic excellence.
- We take pride in effective marketing and communication.
- “Not my job” does not exist; we support collective goals.
- Excellence is a constant pursuit—being great is only a starting point.



We Stay Humble

Confidence without arrogance defines humility.

- Actively listening fosters informed decisions.
- Understanding strategy, markets, and goals helps evaluate opportunities.
- Ego-free discussions welcome diverse perspectives.
- Sharing timely information and seeking feedback improves decision-making.
- Admitting faults helps us grow stronger as a team.



We Love to Have Fun

Life is too short to exclude joy from the work we love.

- Make the most of every moment.
- We thrive on joyful work and celebrations.
- Achievements are celebrated, reinforcing performance and culture.

APUS ACHIEVERS

Throughout 2024, the Achievers Program recognized employees for exemplifying our #APUSVibes. Quarterly winners were featured on our webpage, celebrated publicly, and rewarded with Campus Store gifts, custom APUS T-shirts, and exclusive challenge coins.

Q1 2024 Winners

We Move Fast

- Daniel Graetzer *Part-Time Faculty*
- Julia Beglane *Faculty Development Coordinator*
- Caroline Wines *Sr. Disability and Tech Specialist*
- Mike Manning *Manager, Outreach*

We Are Ambitious and Always Play to Win

- Jack Galvan *Department Chair, School of STEM*
- LaVarn Gordon *Project Manager, Student and Alumni Affairs*

We Are Honest and Courageous

- Rebecca Dondanville *Part-Time Faculty*
- Andie Sugrue *Team Lead, Compliance*
- Valerie Breden *Sr. Admissions Coach II*

Q2 2024 Winners

Everyone Matters

- Cynthia Lindenmeyer *Director, Student Wellness and Chaplain Services*
- Terri Wilkin *Department Chair*

We Welcome Mistakes

- Melanie Judd *Sr. Graphic Designer*
- Alexis Gutierrez *Manager, Academic Advising*

We Surround Ourselves with Amazing People

- Kelli Frakes *Department Chair*
- Lindsey Larson *Vice President, Chief of Staff*
- Kristina Lloyd *Senior Manager, Training*
- Dr. Keechia Ross *Department Chair*

Q3 2024 Winners

We Love Simplicity

- Erin Caulfield *Senior Marketing Program Manager*
- Michelle Herder *Senior Academic Advisor II*
- Julia Beglane *Faculty Development Coordinator*

We Are Focused

- Anne Gorla *Associate Professor*
- Tama Brown *HR Generalist*
- Haley Hawthorne *Senior Conduct Services Coordinator*

We Measure What We Treasure

- Dr. Mitch Colver *Associate Provost, Engagement and Retention*
- Aaron Hargrave *Senior Workforce Analyst*
- Elina Keiser *Associate Professor*

Q4 2024 Winners

We Are Proud of Our Quality

- Dr. Edward Albin *Department Chair, School of STEM*
- Alexis Gutierrez *Manager, Academic Advising*
- Michele LaSala *Manager, Office of the President*

We Stay Humble

- Sean Paine *Senior Financial Aid Advisor*
- Dr. Keechia Ross *Department Chair, School of Health Sciences*
- Megan Silva, Director *Project Management*

We Love to Have Fun

- Angie Becher *Assessment Data Coordinator*
- Dr. Kristin Drexler *Associate Professor, School of STEM*
- Cora Blimline, Manager *Financial Aid Advising*



#BEGREAT ANNUAL STAFF AND FACULTY RECOGNITION GALA

Our annual staff and faculty recognition gala, held at the Gaylord National Harbor Resort in May 2024, recognized the dedication and commitment of our team and their ongoing support for students.

We celebrated over 45 award winners who were honored with applause, music, cowbells, life-sized balloons, and a moment in the spotlight as they walked across the stage. This event reflects our values—a true celebration of appreciation for those who work daily to enhance student success.

“We are fearless because we are absolutely convinced about our quality, our services, and most importantly, the talent of our team. Each one of you plays a critical role in our journey.”

—Nuno Fernandes, President

We are proud of the work we do. Share in our enthusiasm by watching a recap video here!



APUS EMPLOYEE NIGHT

APUS held an exclusive Employee Night for local colleagues in Charles Town, WV, in February 2024. More than 80 employees joined the event to connect in person. President Nuno Fernandes addressed the attendees, who then enjoyed a buffet dinner, dessert, and vibrant conversation throughout the evening.

INSIDE SCOOP

Throughout 2024, we have provided employees opportunities to learn more about their colleagues in different departments and the work they do. Each month, we spotlight a department to share insights and information about their team and function. This initiative fosters knowledge-sharing and teamwork across areas.

Here’s who we’ve featured in 2024:

- **Dr. Mitch Colver**
Engagement and Retention
- **Sam Reamer**
Document Services
- **Dr. Amanda Wilson**
Student and Alumni Affairs
- **Dr. Lori Woeste**
Dean, Research and Academic Excellence
- **Dr. Jeremi Bauer**
Dean, Wallace E. Boston School of Business
- **Suzu Stratton**
Learning and Development Manager
- **Travis Durepo**
Vice President, Student Support Center
- **Dr. Michelle Newman**
Vice Provost, Academic Operations
- **Dr. Kimberly Jacobs**
Center for Teaching and Learning

STUDENT AND ALUMNI STORIES

AIRMEN OF THE YEAR AWARD

Four of the 12 Air Force Outstanding Airmen of the Year for 2024 are students or alumni—an outstanding achievement within the Air Force community. Congratulations go to:

- **Senior Master Sergeant Sarah E. Buckley**
AMU alumni
- **Senior Airman Rachel M. Heath**
AMU alumni
- **Technical Sergeant Corey M. Green**
APU alumni
- **Master Sergeant Haley Kallisto,**
Studying for her Master of Arts in psychology at AMU

SUCCESS STORIES



Andreea Mosila

We're honored and proud that APU doctoral student **Andreea Mosila** was named a **Fulbright Scholar in spring 2024**. Andreea, who is pursuing a doctorate in global security, is researching climate change and its global security implications at Babes-Bolyai University in Romania for the 2024–2025 academic year. Her research seeks to discover how communities in Romania's Danube Delta are impacted by climate change.



William Schlosser

William Schlosser, who holds a master's degree in emergency and disaster management from AMU, has been honored as the **2024 Emergency Management Educator of the Year by the U.S. Council of the International Association of Emergency Managers (IAEM-USA)**. An instructor at Pennsylvania College of Technology, Schlosser was recognized for his hands-on teaching approach, using field trips, simulations, and real-time incident exercises to prepare students for careers in emergency management.



Dr. Isabelle Vlădoiu

Isabelle earned her doctorate in global security from AMU in fall 2024. The founder of the U.S. Institute of Diplomacy and Human Rights, Isabelle has dedicated herself to advocating for human dignity, educating leaders, and equipping people to promote and protect human rights globally. Her dissertation focused on femicide in Central and South America and its impacts on the stability of regional security.

ALUMNI STORIES



A Combination of Love and Lifelong Learning

Dr. Tanya Scherr and Dr. Dan Scherr

Two graduates who met in junior high school fell in love, and became experts in their respective fields of study – Dr. Tanya Scherr and Dr. Dan Scherr. Both are educators with military backgrounds and they are published authors.

A first-generation college student, Tanya graduated from AMU with her bachelor's degree in business administration and a master's degree in accounting. Dan also graduated from AMU with a master's degree in business administration.



Saving Aquatic Animals through Conservation

Ashley Watts

Protecting aquatic life requires dedication, and APU alumna Ashley Watts exemplifies that commitment with her conservation work at SEA LIFE in Michigan. An animal welfare host and team lead, Ashley promotes sustainable practices that benefit aquatic animals and their ecosystems.



Serving Communities by Political Consulting

Randy Purham

Randy Purham, an AMU graduate and U.S. Army veteran, spent over 20 years serving in roles ranging from squad leader to chemical operations specialist. Today, his passion for politics drives his success as a political consultant, serving communities nationwide.



Taking Pride in Serving the Alumni Community (amuedge.com)

Patrick "Snacks" Moore

Patrick "Snacks" Moore, a self-proclaimed "Navy brat," overcame the unique challenges of growing up in a military family. Today, as an alumnus, Patrick supports AMU's alumni community as an integral part of the mentoring program and Alumni Advisory Council (AAC).



Protecting Public Health through Research

Hector Morales

AMU public health graduate Hector Morales overcame tremendous adversity in his youth. Now a genetics researcher at the Yale School of Medicine, Hector contributes to protecting public health through his groundbreaking work.



Protecting the Vulnerable in Cybersecurity

Dave Ruiz

Today, cybersecurity is more challenging than ever, due to bad actors, the Internet of Things (IoT) technology, bring your own devices (BYOD), and cloud services. It is a field that is fast changing and requires a proactive approach.

For alumnus Dave Ruiz, cybersecurity is not just a job, it's a calling. It aligns with his ongoing commitment to protect and serve others.

2024 UNIVERSITY AWARD WINNERS

Award Winners

We proudly celebrate our 2024 student and alumni award winners, recognizing their distinguished service and dedication to making a global impact in their communities.

Academic Scholar

Taylor Sparber

Arts, Humanities and Education, Graduate

Julia Amoo

Dr. Wallace E. Boston School of Business, Graduate

Nmachi Okere

Health Sciences, Graduate

Luis Revilla

Security and Global Studies, Graduate

Suzannah Loehr

STEM, Graduate

Tyler Bailey

Arts, Humanities and Education, Undergraduate

Emily Helton

Dr. Wallace E. Boston School of Business, Undergraduate

Emma Myers

Health Sciences, Undergraduate

John DeStefano, Jr.

Security and Global Studies, Undergraduate

Jeremiah Blum

STEM, Undergraduate

President's Award

Rick Moore

Undergraduate

Ryan Anderson

Undergraduate

Mary Kim Ward Resilience and Service Award

Victoria Sengelman

AMU

Blagoy Pongoncheff

APU

Alumni Service and Distinguished Graduate Award Winners

James Hodgman

Erik Fortenberry

Student Speakers

George Linen, Jr.

School of Arts, Humanities and Education; School of Health Sciences; and School of STEM Ceremony

Apiluck (Mann) Kongsomboonvech

Dr. Wallace E. Boston School of Business Ceremony

John DeStefano, Jr.

School of Security and Global Studies Ceremony

Outstanding Campus Leader

Lauren Stauffer

Arts, Humanities and Education, Graduate

Nicholas Rinell

Dr. Wallace E. Boston School of Business

Larissa Mallard

Dr. Wallace E. Boston School of Business

Chapter of the Year Award

Society for Defense and Strategic Studies

Legacy Project Award

R.E.A.D. Book Club

Outstanding New Student Organization Award

Society for the Advancement of Chicanos/Hispanics and Native Americans in Science



COLLABORATING FOR TOMORROW

ONGOING COMMITMENT TO STRATEGIC PARTNERSHIPS

Collaborating with more than 100 organizations on talent development strategy, our University focuses on empowering working adults with career-relevant skills and essential knowledge to thrive in a constantly evolving workplace.

Through tailored educational programs, APUS helps businesses turn their goals into actionable plans designed to support employees' professional growth while minimizing the financial burden of higher education. These programs ensure learning opportunities remain accessible and meaningful.

Our University assists organizations of all sizes in reskilling or upskilling their workforce, bolstering their ability to compete and excel.

2024 Corporate Outreach Highlights

In 2024, the Corporate Outreach Team prioritized growth by expanding strategic investments and strengthening partnerships across industries.

Key accomplishments include:

- A 60% increase in dedicated team members.
- Launching or enhancing over 20 partnerships with organizations such as:
 - CACI
 - FedEx Ground
 - Communities and Services
 - Carter's
 - Frederick Health
 - Paychex
 - Charlie's Produce
 - Illinois State Police Academy
 - Professional Managers Association
 - CHRISTUS Health, New Mexico
 - Meritus Health
 - Saber Healthcare, LLC
 - Constellis, LLC (several subsidiaries)
 - Midland Health
 - TidalHealth
 - Enlisted Association of the National Guard of the United States
 - National Fraternal Order of Police
 - National Lutheran
- Hosting over 150 unique partner events and engagements.

Additionally, APUS collaborated with EdAssist by Bright Horizons to organize the largest Thought Leadership Webinar of 2024, **AI: Transforming the Future, Demystifying Emerging Competencies**, which attracted more than 3,600 registered attendees.



TuitionWise Program Launch

APUS recently introduced TuitionWise, a program that enhances employee tuition assistance programs to help organizations discover and develop exceptional talent.

TuitionWise removes financial barriers by combining a company's tuition assistance funds with an APUS partner grant, offering eligible participants to enroll with the possibility of no-out-of-pocket tuition costs*. This program exemplifies our commitment to fostering success for both its partners and their employees.

By supporting these workforce education initiatives, APUS enables organizations to achieve their goals of elevating talent and fostering innovation. Our Corporate Outreach Team continues to focus on building meaningful alignments between learners and employers who invest in their workforce's potential.

*This program is available to eligible participants only. No out-of-pocket tuition cost may be possible through the use of an employer's tuition assistance benefit, combined with an APUS partner grant. Some programs also may include in-person activities, such as practicums or labs, and other fees, which may result in additional costs to eligible participants.

2024 Academic Outreach Efforts

APUS academic outreach initiatives extend to community colleges, promoting accessibility, collaboration, and student success. These partnerships align with our mission to provide high-quality education pathways for all students.

Seamless Credit Transfer

APUS ensures community college students can transfer their credits with ease, eliminating the need to retake courses and enabling faster degree completion. This process not only reduces financial burdens for students but also strengthens the academic connections between APUS and its community college partners.

Engagement Through Virtual Transfer Fairs

By participating in virtual transfer fairs, APUS connects prospective students with resources and program information in a flexible, accessible format. These fairs provide opportunities for engagement and inquiries, helping students make informed decisions about their education.

Strengthened Partnerships

These partnerships enhance APUS's academic network and foster innovation. The collaborations also bridge the gap between two-year institutions and bachelor's degree programs, creating comprehensive pathways for students to continue their education.

Accomplishments Include:

- Participating in 11 virtual and two onsite transfer fairs, including those hosted by GateWay Community College.
- Signing two new academic partnerships.
- Increasing Phi Theta Kappa enrollments.

These efforts showcase APUS's dedication to its academic mission of providing accessible, inclusive, and affordable education opportunities.



COMMUNITY IMPACT & INVOLVEMENT



National Random Acts of Kindness Day |

February 16, 2024

On Friday, February 16, the University's staff, alumni, and current students came together at headquarters in Charles Town, WV, for a "You Rock" rock painting event. Participants painted rocks with messages of kindness to share within the local community. To minimize any negative environmental impact, non-toxic materials were used, and the rocks were placed into display-only areas rather than natural habitats.

Read more about this initiative on National Random Acts of Kindness Day [here](#).



Free Little Library Project at Ranson Civic Center | April 19, 2024

To honor Earth Day, advisors for the AMU and APU chapters of the West Virginia Students' Alliance restored and restocked the Free Little Library at the Ranson Civic Center in Ranson, WV.



Freedom's Run Race Series

APUS is a proud sponsor of the Freedom's Run Race Series, which includes the Harpers Ferry Half Marathon & 5K and the Freedom's Run event. The Race Series is managed by the Eastern Area Health Education Center of WVU Medicine, a nonprofit organization dedicated to community service.

Proceeds from the Freedom's Run events contribute to the Freedom's Run Grant, a community funding initiative supporting health and wellness projects throughout the nine-county service area of the Eastern Panhandle of West Virginia. APUS is proud to celebrate its faculty, staff, and student runners who participated in the 15th annual Harpers Ferry Half Marathon and 5K event.

Noteworthy highlights include:

- AMU Student Molly Robinson won the Half Marathon Women's Category with a time of 1:40:06, placing fifth overall out of 249 runners. Congratulations, Molly!
- Michelle Herder, an APUS staff member, participated as a first-time 5K runner and finished strong!
- Faculty member Donna Joy and staff member Natalie Hardy also joined the event.
- The Harpers Ferry Half Marathon and 5K event is supported entirely by volunteers. Proceeds benefit the Eastern Area Health Education Center, funding various local community projects such as school trails and matching SNAP dollars for local farmer's markets.

CASA of the Eastern Panhandle

APUS proudly supports CASA (Court Appointed Special Advocates) of the Eastern Panhandle, a network of volunteers, staff, and advocates dedicated to serving children who have experienced abuse or neglect. CASA volunteers work tirelessly in legal, educational, and community settings to ensure these children receive the care and support they need.

Helping the Community through CASA Initiatives:

- **Coat Drive:** APUS sponsored annual coat drives in both 2024 and 2023. These efforts provided over 200 coats to local children, ensuring warmth during the winter months.
- **School Supply Drive (2024):** Employees and student organizations donated over \$1,000 worth of essential back-to-school supplies tailored to the needs of 10 children and their families. Donations went beyond just basic supplies to ensure these children are well-prepared.
- **Winter Clothing & Activity Packs:** The West Virginia Students' Alliance (WVSA), the National Society of Leadership and Success (NSLS), along with other staff and faculty, partnered with CASA to secure and assemble winter coats, hats, gloves, and indoor activity packs for over 60 foster children. The effort engaged nearly 30 volunteers this year.

Old Opera House

APUS is a proud sponsor of the Old Opera House in Charles Town, West Virginia. Each year, the University sponsors a play, demonstrating its commitment to enriching the community through art and culture.

Leadership Jefferson

Each year, APUS proudly supports Leadership Jefferson, a program organized by the Jefferson County Chamber of Commerce. The 10-month program aims to educate current and potential leaders about the county's unique resources and opportunities while fostering community connections for a prosperous future.

Through professional training and interactions with prominent local figures—including business owners, government officials, and community leaders—participants build meaningful relationships and develop critical leadership skills.

Wreaths Across America

APUS once again supported Wreaths Across America (WAA) in their mission to remember, honor, and teach. On Saturday, December 14, members of the University community gathered at Edge Hill Cemetery in Charles Town, West Virginia, to lay balsam wreaths on the graves of veterans. This was part of National Wreaths Across America Day.

Thanks to overwhelming community generosity, APUS exceeded its original goal of 300 wreaths, sponsoring over 600 wreaths. This initiative emphasizes honoring the fallen, recognizing those who serve, and teaching future generations about the value of freedom.



STUDENT ORGANIZATIONS' COMMUNITY CONTRIBUTIONS

There are nearly 80 student organizations at our University, each with its own leadership council and mission. As part of the Chapter Standards Program, organizations promote campus engagement through projects related to community service. To date, student organizations' donations to community causes totaled over \$13,000 in 2024.

Benefactors include the following

<p>AccessAbility First</p> <p>AMU Cold Case Investigative Team</p> <p>Chadwick Boseman Foundation</p> <p>Free Yezidi Foundation</p> <p>Gary Sinise Foundation</p> <p>International Association of Human Values/Project Welcome Home Troops</p>	<p>Land Trust of the Eastern Panhandle</p> <p>Northwest Community Center</p> <p>Operation Renewed Hope Foundation</p> <p>Saint Luke Productions</p> <p>The Lion's Share Foundation</p> <p>The UN Refugee Agency (UNHCR)</p> <p>UN Trust Fund for Victims of Human Trafficking</p>	<p>UNICEF</p> <p>Warriors at Ease</p> <p>World Food Program USA</p> <p>Wreaths Across America</p> <p>Northeast Tennessee Disaster Relief</p> <p>American Red Cross/Georgia</p>
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IN THE MEDIA

MAKING HEADLINES

Earned Media

2024 was another banner year for earned media. Despite a high bar, we achieved record levels of media coverage as measured by both reach (Unique Monthly Visitors) and ad equivalency.



Insightful commentary from a wide range of APUS faculty and staff was featured in:

- Fox News Channel
- msn
- Newsweek
- Kiplinger
- MSN
- The Business Journals
- Fox 19 Cincinnati
- Fox 7 Austin
- Over 50 other reputable publications and podcasts

President Nuno Fernandes also participated in several podcasts, including *Changing Higher Ed*, *The Higher Ed Podcast*, *Leading Learning*, *Everyday Scholar*, and *Voices in the Field*.





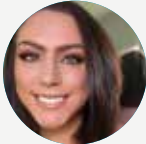
Wes O'Donnell

Director, Social Media



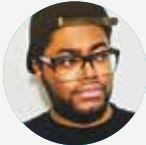
Nerissa Custer

Senior Manager, Social Media



Christina Zirolì

Manager, Social Media



Anthony Langley

Manager, Social Media

SOCIAL MEDIA | APUS & SOCIAL MEDIA

2024 saw significant growth in APUS's organic social media efforts, which played a crucial role in driving engagement and fostering community within the University. A strategic focus on enhancing the social presence yielded considerable improvements in two key metrics:



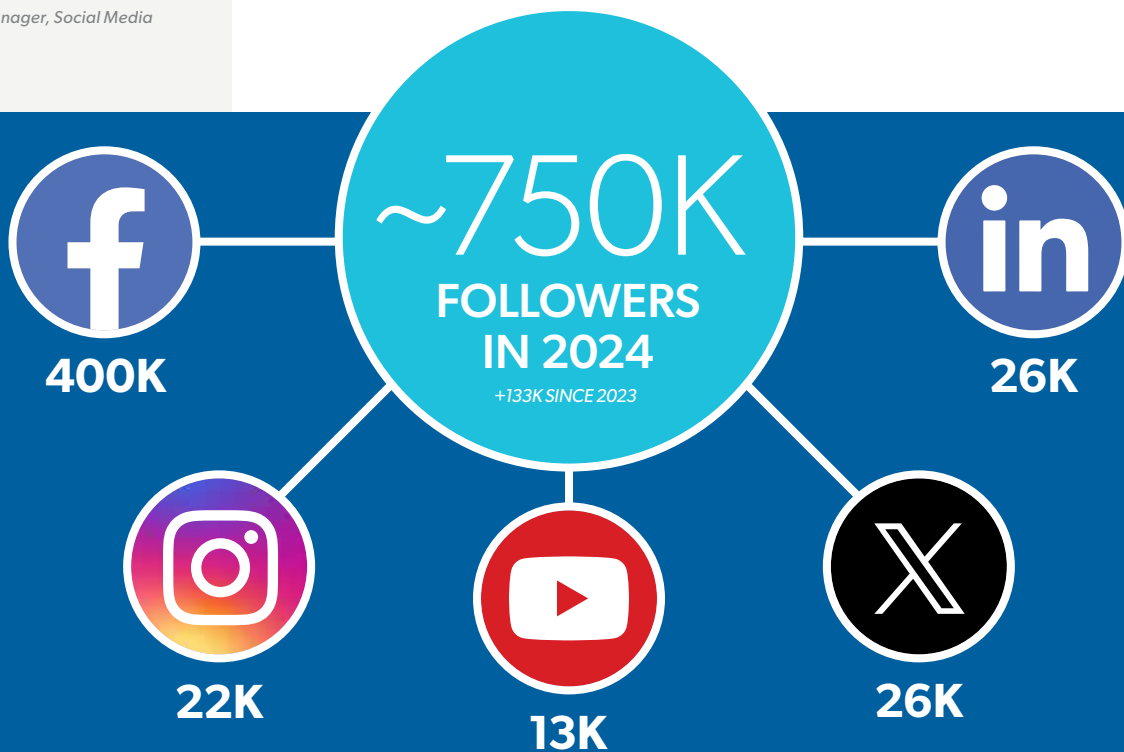
Engagement Rate

One standout achievement was a 34% year-over-year increase in social media engagement. This increased APUS's engagement rate to 4.9%, well above the education industry average of 2%. The high level of engagement suggests that our content not only resonates strongly but also encourages meaningful interactions, such as discussions, shares, and likes. This relevance and appeal of APUS's messaging have contributed to greater brand visibility and stronger connections with current and prospective students.



Follower Growth

APUS achieved a notable 7.7% year-over-year increase in its social media follower base, reaching 750,000 followers by year-end. This expanded community positions the University well to engage with an even larger audience in future campaigns.



HOW DID WE ACHIEVE OUR 2024 SOCIAL MEDIA WINS?

Leveraging student orgs, outreach teams, and faculty

The APUS ecosystem is a vibrant community of personalities that we highlighted on social.



3 10x FB/IG story sharing
By understanding what content Meta prioritizes, we increased our story content exponentially.

2 More tailored content per channel
Channel-specific content that speaks to why audiences visit a particular social network.

1 Senior Leader Support
Clear runways to experiment and make big moves on social to grow the brands.

5 Targeted boosting of high-performing organic posts

If a post had either a high distribution score (as determined by Meta) or showed early high engagement, we would boost those posts to increase reach and engagement.

6 Fresh, new creative
Increased discussion and conversation on comments, introduced question prompts, polls, meme campaigns, video.

7 Increased discussion on comments when our brand is tagged
Every time AMU, APU, or APUS is tagged by someone on social, we know about it. We use that opportunity to comment on the user's post, increase reach.



American Public
University System

