

**Dean J. Laury, Ed.D.
Associate Professor**

EDUCATION

University of Rochester Margaret Warner School of Education Doctor of Education (Ed.D.), Educational Leadership <i>Dissertation: Which Associate Degree Programs Should NTID's Department of Engineering Studies Offer?: A Decision-Analysis Study</i> Advisor(s): Dr. Karen DeAngelis, Dr. Brian Brent, Dr. Logan Hazen https://scholarworks.rit.edu/other/1007/	Rochester, NY May 2016
Rochester Institute of Technology College of Applied Science and Technology Masters of Science, Information Technology <i>Thesis: LAN-Based Intranet: Desktop Video Conferencing</i> Committee members: Professor(s) Sharon Getschmann, Rayno Niemi, James Mallory	Rochester, NY May 2000
College of Applied Science and Technology Bachelor of Science, Mechanical Engineering Technology	May 1991
National Technical Institute for the Deaf (NTID) Associate of Applied Science, Industrial Drafting Technology	May 1987

ADMINISTRATIVE EXPERIENCE

Rochester Institute of Technology
National Technical Institute for the Deaf
52 Lomb Memorial Drive
Rochester, NY 14623-5604
Special Project Director, Professional Workforce Education, NTID Academic Affairs (July 1, 2022 - Present)

Responsibilities: Administered a particular project as the Director of Professional Workforce Education at the request of the NTID's Associate Vice President for Academic Affairs (AVPAA) and Associate Dean of Curricular Affairs (ADCA) on an initial pilot for launching credit and non-credit programs for non-traditional deaf/hard-of-hearing non-traditional students. The goal is to design, implement, and execute a pilot center that includes the accountability of providing leadership, logistics, and expenditure for a future center.

- Launching a preliminary trial of several certifications for NTID Academic Affairs.
- Negotiating efforts with Columbus State Community College on collaborating in Information Technology Flexible Apprenticeship.
- Advocating all non-matriculate students to take certifications as their sampling experience

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Special Project Co-chairperson of COVID-19 Funding and Director, Workforce Education. NTID Academic Affairs (July 1, 2021-July 1, 2022)

Responsibilities: Promoted to serve as a special project Co-chairperson on COVID-19 relief funding and Director of Workforce Education to seek workforce education such as certifications and apprenticeship programs for non-traditional students to the NTID's Associate Vice President for Academic Affairs (AVPAA).

Co-Chairperson-COVID-19 Funding: Served as one of the primary managers of the COVID-19 emergency federal funding NTID received 30 million dollars and negotiated with proposers to obtain grants successfully. The duties involve assisting AVPAA and faculty members with budgeting, scheduling, curriculum development, committee appointments, academic advising, career advising, and day-to-day operations for future opportunities related to career technical education (CTE) pillar non-traditional deaf and hard-of-hearing learners.

- Reviewed over 35 proposals and provided constructive feedback that requested over \$9 million.
- Consulted and negotiated with seven proposers to modify their budgets (i.e., expenditures, faculty, salary and benefits, equipment, curriculum development, course buyouts, etc.)
 - Modified seven proposals seek an average of 24.6% budget change in modifications leading to 100% approvals.
 - Will pursue a grant from the Department of Labor to create an operating budget to run the center for 3 to 5 years after the pilot effort with data as evidence.

Director, Professional Workforce Education

- Reviewed over 35 proposals, and utilized a decision-making mechanism to determine potential certifications and apprenticeship opportunities.
- Consulted to Vice-President of Academic Affairs on the possible concentrations in health care, Information Technology, and Manufacturing domains.
- Sought Faculty Evaluation and Development Grant for the opportunity to go to HI-TEC Utah 2022 and ASEE Workforce Summit 4.0. for opportunities and networking. The goal was to prepare a design, implement, and execute launching a pilot center proposal.

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Chair, Department of Engineering Studies (2010 – June 30, 2021)

Responsibilities: Department Chair's duties included budgeting, scheduling, curriculum development, committee appointments, day-to-day operations of the department, and supervising and evaluating the faculty and staff in a collegial (friendly) environment. Responsible for leadership and logistics for curriculum conversion from quarters to semester format, including programs with articulation agreements, and obtained a grant for faculty training. Instrumental in redirecting the department, programs, and curriculum through the Strength, Weakness, Opportunity, and Threat (SWOT) Analysis for upcoming academic years 2017-2022 that includes goals, objectives, and assessment (GOA). Faculty duties included teaching and curricular development in the areas of Mechanical and Manufacturing Engineering Technologies. Responsible, with other faculty members, for maintaining and supporting two articulation agreements in engineering technology through another college within the Institute. Proficient in ASL and

adept at functioning in a mixed communication environment with deaf, hard-of-hearing, and hearing administrators, faculty, staff, and students.

Major accomplishments include:

- Provided leadership for the department's SWOT analysis for future directions with GOA metrics.
- Increased students retention, persistence, and graduation rates
- Increased student enrollment with fewer resources
- Developed two articulation agreement programs (35 enrolled)
- Hired seven faculty members
- Hired six different adjunct faculty depending on department resources
- Hired six staff members
- Advocated and guided two pre-tenure and four lecturers through promotion rank.
- Led negotiations and obtained \$609,641.18 worth of equipment since 2010 to enhance program strengths and classroom instructions
- Led and managed curriculum development from quarter to semester format
- Successfully managed a department budget with a 12% reduction due to federal sequestration
- Successfully advocated for approximately \$37,000 grant for faculty training to enhance curriculum through Carl D. Perkins IV grant, and \$21,976 from Daisy Marquis Jones Foundation
- Participated and fundraised through crowdfunding for Deaf Athletics; our team raised \$10K in 30 days
- Taught NCAR-100 Freshman Seminar, NETS 101 Engineering Fundamentals, and academic advising to all engineering technology students.

Interim Chair, Department of Engineering Studies (2007 – 2010)

Responsibilities: Department Chair's duties included budgeting, scheduling, curriculum development, committee appointments, day-to-day operations of the department, and supervising and evaluating the faculty and staff in a collegial environment. Responsible for leadership and management of two discontinued programs (i.e., one program terminated, and the other program merged with an existing program), retained faculty, and offered students an opportunity to graduate from the impacted programs. Created a remedial, non-degree bearing program to allow deaf/hard of hearing students to improve their skills before acceptance into a program of interest. Proficient in ASL and adept at functioning in a mixed communication environment with deaf, hard-of-hearing, and hearing administrators, faculty, staff, and students.

Major accomplishments include:

- Successfully managed the discontinuance of two programs
- Effectively retained impacted faculty members from discontinuous programs and provided training for reallocation
- Advised Career Orientation for Retention for first-year Engineering Studies (CORE) students
- Prepared annual appraisals for faculty and staff members
- Hired one faculty member
- Hired one staff member
- Maintained one articulation agreement program (8 enrolled)

Coordinator for the Department of Engineering Studies and Instructor for Information and Computing Studies (2006-2007)

Responsibilities: Served 50% as coordinator for the Department of Engineering Studies to assist the Department Chair with scheduling and predicting workload, monitored curriculum status, and maintained media for department promotions (i.e., catalog, website, and brochures). The other 50% was teaching for

the Department of Information and Computing Studies. My primary role was to develop and deliver instructions within the PC hardware, System Administration, and Networking fields. Was the lead faculty member within the networking and system administration concentrations, which transpired from an NSF grant on Deaf Incentives of Information Technology (DIIT) that trained or re-trained our alumnus for future advancement. Proficient in ASL and learned a new challenge to be adept at functioning in a mixed communication environment with deaf, hard-of-hearing, and hearing administrators, faculty, staff, and students.

Major accomplishments include:

- Effectively kept faculty members' workload stabilized according to the guidelines
- Monitored the department's web media and updated the course catalog
- Successfully transferred curriculum to two incoming faculty members before I departed from networking and system administration curriculum.

TEACHING EXPERIENCE

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Instructor: Department of Engineering Studies (2007- Present)

Responsibilities: Taught for the Department of Engineering Studies while as a chairperson (last resource). My primary role as an instructor was to develop and deliver instructions within Applied Mechanical Technology's associate degree programs. Courses taught were: NETS 101 Engineering Fundamentals, and supporting NETS 110 Foundations of Materials, NETS-120 Manufacturing Processes, and NETS 150/151 Machine Design and Fab courses. Teaching the current generation of students influenced decisions to emphasize engineering note-taking, engineering design process, lab reporting, and design project-based assignments in preparation when transferring to Rochester Institute of Technology's bachelor programs. Conducted academic advising for transition students to RIT BS in Engineering and Engineering Technology.

Instructor: Information and Computing Studies (1999-2006)

Responsibilities: Taught for the Department of Information and Computing Studies. My primary role was to develop and deliver instructions within the PC hardware, System Administration, and Networking fields. Lead faculty member within the networking and system administration concentrations, which transpired from an NSF grant (NFS 0070982) on Deaf Initiative for Information Technology (DIIT) that trains or retrains our alumni for future advancement. Offered seven different workshops during the last several years with Information and Computing Studies, and the training morphed into enhanced classroom materials. Participated in another NSF grant that provided training to other instructors for the deaf from Budapest, Hungary.

Major accomplishments include:

- Student Rating Services average based on 196 students or 21 sections from AY 2003 to 2006, since last promotion:
 - Satisfied with instruction = 4.33/5.00
 - Satisfied with communication in sign language = 4.33/5.00
 - Learned from this Instructor = 4.27 / 5.00
- Deaf Initiative for Information Technology and delivered seven workshops.

Instructor: Department of Applied Computing Technology and Department of Industrial Drafting Technology (1998-1999)

Responsibilities: Taught for the two departments, the Department of Applied Computing Technology and Industrial Drafting Technology, and the courses were PC Hardware and CAD.

Lecturer: Department of Industrial Drafting Technology (1994-1998)

Visiting Instructor: Department of Industrial Drafting Technology (1993-1994)

Responsibilities: Taught Industrial Drafting Technology; Co-developed and taught course materials for CAD-drafting technology, geometric dimensioning and tolerance, and machine/mechanical design.

PEER-REVIEWED and DISSEMINATED SCHOLARSHIP WORKS

PEER-REVIEWED PUBLICATIONS and PROCEEDINGS:

Laury, D., and Fugate, J. (2022). Designing the Department of Engineering Studies' Sub-baccalaureate Programs for Future Deaf Students at NTID: A SWOT Analysis. *2022 ASEE Mid-Atlantic Section Annual Conference Proceedings*. PSU-Harrisburg, PA.

Laury, D. (2022). *Catapult Design Experiences for Deaf Engineering Technology Students at NTID*. *2022 ASEE Mid-Atlantic Section Annual Conference Proceedings*. PSU-Harrisburg, PA.

Laury, D. (2020). A Perspective of a Deaf Academic Leader's Framework for Decision Making in Higher Education for the Deaf. *Journal of Perspectives in Applied Academic Practice*, 8(1). The University of Dundee, UK.

Laury, D. (2020, February). Catapult Design Experiences for Deaf Engineering Technology Students at NTID. [Extended Abstract] *2020 ASEE St. Lawrence Section Annual Conference Proceedings*, 198-200. <https://stl.asee.org/wp-content/uploads/sites/43/2020/05/2020-ASEE-STLConferencePapers.pdf> (Conference canceled due to COVID-19)

Laury, D. (2020, February). Designing the Precision Manufacturing Technology's Sub-Baccalaureate Program for Future Deaf Students at NTID: A SWOT Analysis [Extended Abstract]. *2020 ASEE St. Lawrence Section Annual Conference Proceedings*, 200-202 <https://stl.asee.org/wp-content/uploads/sites/43/2020/05/2020-ASEE-STLConferencePapers.pdf> (Conference canceled due to COVID-19)

Laury, D. (2017). Applying retention theories to student-faculty interactions. *Journal of Ethical Educational Leadership*, 4(2), 1-12.

Laury, D., and Burns, A. (2017). Doctoral-Granting Universities: Recommendation for the University of Texas at Austin's Fisher v. UT Austin Affirmative Action Case – A Group Analysis Project. *Journal of Ethical Educational Leadership*, 4(6), 1-16.

MANUSCRIPT IN PROGRESS OR SUBMITTED FOR PUBLICATION:

Laury, D. (2021, July). *Determining Academic Program Options: An Educational Leader's Decision Analysis Case Study*. (Manuscript in review, Title will change).

PRESENTATIONS:

Peered-Review Presentations

Laury, D. (2019, April). *A case study: Zigzagging the Engineering Design Process from the non-engineering student*. ASEE – Zone 1 Conference 2019, Niagara Falls, NY.

Laury, D. (2019, February). *Academic leaders and Decision-Making*. Academic Chairperson Conference, Houston, Texas.

Laury, D. (2017, April). *Articulation Agreement Lottery*, ASEE St. Lawrence Region Conference, SUNY-Buffalo, Buffalo, NY.

Laury, D. (2012). *Junior Faculty Administrator's Innovation Strategies in Handling Collegiality Issues*. Academic Chairperson Conference, Orlando, Fla.

Behm, G., Heyden, D., Laury, D., Till, R., (2012, May 30-31). *Finding a Star: Strategic Approach to Working with Underprepared Deaf/Hard of Hearing Students*; Paper presented at the RIT Faculty Institute on Teaching and Learning (FITL) Conference, Rochester, New York.

Behm, G., Heyden, D., Laury, D., Till, R. (2012, July 9-14). *Finding a Star: Strategic Approach to Working with Underprepared Deaf/Hard of Hearing Students*; Paper presented during the AHEAD 2012 Conference & PEPNet 2.0 Training Institute, New Orleans, Louisiana.

Behm, G., Heyden, D., Laury, D. (2012, October 28-31). *Finding a Star: Strategic Approach to Working with Underprepared Deaf/Hard of Hearing Students*; Paper presented during the STEMtech Conference 2012, Kansas City, Missouri.

Mousley, K. & Laury, D. (2010). *Transferring Knowledge of Trigonometry to/from Precision Machining Blueprints*, League of Innovation, STEMTech, Orlando, Fla.

Non-Peer Reviewed Publications

Laury, D. (2016). *Which Associate Degree Programs Should NTID's Department of Engineering Studies Offer? A Decision Analysis Dissertation* (Doctoral dissertation). The University of Rochester, Rochester, NY.

Laury, D. (2012). *Junior Faculty Administrator's Innovation Strategies in Handling Collegiality Issues*. *The Department Chairperson: A Resources for Academic Administrators*, 22(4), John Wiley & Sons, San Francisco Ca., DOI:10.1002/dch.20046.

Non-Peer Reviewed Presentations

Laury, D. (2003). *Network Security I: Introduction to Security and Perimeter Security*. ACT Computer Club, Presentation Series. Rochester, NY.

Laury, D. (2003). *Network Security II: Now! What? What should you do when you have been hacked?* Computer Club, Presentation Series. Rochester, NY.

Laury, D. (2003). *Network Security III: IIS 6.0 and Securing Your Web Server*. Computer Club, Presentation Series. Rochester, NY.

Ting, S. and Laury, D. (2002). *Enhancing Idea Tools and Hands-On Activity*. NTID Learning Consortium, Rochester, NY.

Laury, D. (2002). *Developing Quizzes, Homework, and Lecture contents*. NTID Learning Consortium, Rochester, NY.

Laury, D. (2000). *Introduction to HTML via PowerPoint, Visual ASL*. ETTR, NTID Learning Consortium, Rochester, NY.

Laury, D. (1999). *Use of the Web with Deaf Students*. Soros Foundation, Project Access - Budapest Hungary, Rochester, NY.

Laury, D. (1999). *How Teachers Use the Web: What Can You Do with the Web / Internet as a Tool?*, Soros Foundation, Project Access-Budapest Hungary, Rochester, NY.

Laury, D. (1999). *How Teachers Use the Web: Cracking the Lesson Development Model to include the Web*. Soros Foundation, Project Access Budapest Hungary, Rochester, NY.

GRANTS

Daisy Marquis Jones Foundation, Department of Engineering Studies, *Enhancing Equipment for Computer Integrated Machining Technology*. Laury, D. Major Effort PI, April 2, 2018. Grant: \$21,976.

Vocational and Technical Education Act (VATEA III, Perkins IV), *Computer Integrated Machining Technology Training and Curriculum Development III*. Laury, D. Major Effort PI, September 2012. Grant: \$10,001.

Vocational and Technical Education Act (VATEA II, Perkins IV), *Computer Integrated Machining Technology Training and Curriculum Development II*. Laury, D. Major Effort PI, September 2011. Grant: \$17,517.

Vocational and Technical Education Act (VATEA, Perkins IV), *Computer Integrated Machining Technology Training and Curriculum Development*. Laury, D. Major Effort PI, May 2010. Grant: \$9,681.

Provost's Learning Innovations Grant, *Development of Experiential Activities on the Toyota Lab for NTID's Deaf and Hard-of-Hearing Student Population*. Carrano, A., PI, Laury, D. Co-PI; May 2010, Grant: \$10,008.

Dodge Grant, *Dynamic Keyboarding*. (Phase 1 of 3), Slack, G., PI, Laury, D. Co-PI; September 2010, Grant: \$1000.

CURRICULUM DEVELOPMENT

- Successfully proposed two new AAS curriculum programs through the new University's Intent Document (ID) Curricula Process. The programs are Precision Manufacturing Technology (PMT) AAS and Applied Engineering Technology-AAS degree programs.
- Successfully negotiated, reviewed, and revised the Applied Mechanical Technology 2018 articulation agreement between the colleges of NTID and RIT's Engineering Technology programs by expanding and including Electro-Mechanical Engineering Technology, along with Mechanical Engineering Technology and Robotics and Manufacturing programs.
- Successfully negotiated and administered 30% program modification to strengthen the program's strength in machining technology (CIMT/PMT). The NTID Curriculum Committee approved the program modifications. I specifically worked on NCIM-253 Advanced CNC Concepts, and NCIM-254

Introduction to CAM, and modified the NCIM 101 and 102 Blue Print Reading I, II course outlines.

- Successfully lead the Department of Engineering Studies to modify programmatic names from Computer Integrated Machining Technology to Precision Manufacturing Technology. The other program was Computer Aided Drafting Technology to Architectural and Civil Drafting Technology with consultation and consensus from faculty members to align our mission statement with industry and prospective students.
- Wrote tentative curriculum plans for NTID's new 7-year plan which included CAD Engineering Design Technology (AAS/BS dual credit), Geospatial Technology (AAS), and Welding Technology (certification). Geospatial Technology (AAS) was selected.
- Successfully administered department programs' quarter-to-semester conversion through NYSED, June 2011 for the Applied Mechanical Technology, Computing Aided Drafting Technology, and Computer Integrated Machining Technology associate degree programs from 7 quarters to 5 semesters.
- Utilized leadership to develop an articulation agreement by collaborating with RIT's College of Applied Science and Technology's Mechanical Engineering Technology and Manufacturing Engineering Technology Associate + Bachelor's program.
- Utilized leadership to develop a concept paper (preliminary articulation) by collaborating with RIT's College of Applied Science and Technology's Civil Engineering Technology's Associate + Bachelor's program.
- Administered a migration of the Applied Optics Technology program into Computer Integrated Machining Technology.
- Administered the Automation Technology program's discontinuation, and sought a programming niche as a potential program replacement.
- Developed and delivered instructions for NTID alumnus through the Deaf Initiative for Information Technology on network inspection, maintenance, and troubleshooting; windows server 2003; and an introduction to network security. The National Science Foundation supported the activity.

Courses developed and taught for Information Computing Studies

Network Security, ST	Network I, II, III	PC Hardware I, II
Internet Technologies I	PC Operating Systems	Unix/Linux

Courses developed and taught for Industrial Drafting Technology

Introduction to Materials Process	Blue Print Reading I
Technical Mechanical Drafting I, II, III	Introduction to CAD
Machine Design I, II	Basic Technical Drafting I, II, III
General and Geometric Tolerance I, II	

CAMPUS and COMMUNITY SERVICE

PROFESSIONAL ORGANIZATIONS

- Journal Reviewer
 - Journal of Technical Studies 2018 - present
 - Journal of Ethical and Education Leadership (defuncted) 2017 - 2020
- Engineering Technology Association-Interim Member at Large 2019-2020

- Epsilon Tau Pi Honor Society for Technology 2015 - present
- America Society of Engineering Education 2007 - present
- Self-nominated for Member at large
- NYS Engineering Technology Association 1995 - 1999, 2007 – Present
 - Interim Member at Large 2019 - present
- American Drafting Design Association 2007 - 2010, 1994 - 1999
- Network Professional Association (Board of Directors) 2002 - 2003
- CompTIA Membership 2002 (Lifetime)

INSTITUTE COMMITTEES

- Academic Freedom Ad Hoc Committee 2023 - present
- University Council 2021 - 2023
- RIT Academic Senate – NTID Representative 2017 - 2023
- RIT Academic Senate – Academic Affairs Committee 2016 - 2020
- RIT University Tenure Committee 2010 - 2011
- RIT Dismiss Review Committee 2009 - 2010
- RIT Faculty Senate – Treasurer 2004 - 2005
- RIT Faculty Senate 2002 - 2005

COLLEGE COMMITTEE

- NTID Promotion Committee – Senior Lecturer, co-chair 2022 - Present
- NTID Promotion Committee – Principle Lecturer, co-chair (renew) 2019 - present (2-year term, renew)
- NTID Curriculum Committee, co-chair 2019, chair 2020 2017 – 2023
- Epsilon Pi Tau, Selection Committee 2015 - present
- Scholarship Committee (fall term only) 2016 - 2021
- Lyons Memorial Lecture Series (spring term, alternative years) 2014 - 2015, 2017
- Tenure Committee, Chairperson 2010 - 2012
- AVP – Student Service, Search, Chairperson 2011 - 2012
- Tenure Committee, Chairperson 2009 - 2010
- SD2020 – Flexible Direct Instruction Committee, Co-Chair 2009 - 2010
- NTID Faculty Senate – Chairperson 2005 - 2006
- Instructional Technology and Education of the Deaf, Technology Symposium Program Committee, Peer Reviewer 2003, 2005, 2008, 2010
- NTID 2003 Reunion Committee 2001 - 2003
- Deaf Professional Group (DPG) Steering Committee
- DPG’s Award of Excellence Chairperson 2001- 2003
- NCI Advisory Board for Local News Committee 1999 – 2004

DEPARTMENT COMMITTEES

Search Committees:

- DES – Staff Assistant, Chair 2010 - 2011
- DES – Staff Assistant, Chair 2009 - 2010
- DES/CAT – Instructional Faculty, Co-Chair 2009 - 2010
- Counselor- Chairperson Rep. 2009 - 2010
- DES – CIMT, Instructional Faculty 2008 - 2010
- Network Lab Assistants Supervisor 2001 - 2005
- Department Team Leader
- Network Team Leader 2000 - 2006
- PC Hardware Team 2000 - 2006

- PC Operating System Team 2000 - 2006
- ACT Advisory Group 2002
- CTS Curriculum Committee 2000 - 2003

COMMUNITY

- Engineering Technology Association, Interim Member at Large 2019
- Leukemia and Lymphoma Society Fundraising 2018
- Crowdfunding for Deaf Athletics 2017
- Rush-Henrietta Lacrosse Volunteer 2013 - 2017
- Greater Rochester Associate for the Deaf Golf 2000 - 2012, 2017 - Present
- Greater Rochester Associate for the Deaf Golf, Coordinator 2004 – 2011, 2019 – present
- NTID Alumni Golf Tournament 2001 - 2006

HONORS, AWARDS, and CERTIFICATIONS

- LinkedIn Learning
 - Decision Making Strategies, November 2022
- Promoted to Associate Professor in 2020
- Tenured, September 2004
- Promoted to Assistant Professor, September 2003
- “Who’s Who among America Teachers” Award, March 13, 2002, ID No. 0579366 702 0 02806.
- CompTIA® Network+™ Certified Professional, September 21, 2002, ID No. COMP10564567
- Rated as Superior in Sign Communication Proficiency Interview (SCPI), February 8, 1999.

References Available on Request