

**Agendum
Oakland University
Board of Trustees Formal Session
October 22, 2015**

**UNIVERSITY PERSONNEL ACTIONS
A Recommendation**

1. **Division and Department:** Academic Affairs, Academic Human Resources, Finance and Administration, University Human Resources.
2. **Introduction:** The following sets of personnel actions require Board of Trustees (Board) approval. In addition, twice a year, the administration reports to the Board other personnel actions as information items.
3. **Previous Board Action:** The Board routinely approves personnel actions at its Formal Sessions.
4. **Budget Implications:** Changes in salary due to the promotion/change in faculty rank have been supported by the Board through the approval of Agreements between Oakland University and the Oakland University Chapter of the American Association of University Professors. Changes in salary due to reclassifications of salary bands for certain administrative-professional positions is accounted for within the FY2016 Board approved General Fund Budget.
5. **Educational Implications:** Seasoned and knowledgeable faculty enhance the training and education of students. Recognition of a faculty member's long-standing dedication to the mission of the institution reinforces a culture that is devoted to excellence in teaching, research, creative endeavor, and service.
6. **Personnel Implications:** The personnel implications are as outlined in the recommendation below.
7. **University Reviews/Approvals:** Academic personnel actions are reviewed by faculty committees and academic deans, and are subject to the approval of the Senior Vice President for Academic Affairs and Provost. Administrative personnel actions are reviewed by University Human Resources and, when appropriate, by the Vice President for Finance and Administration, and the Office of the Vice President for Legal Affairs.
8. **Recommendation:**

RESOLVED, that the Board of Trustees approve the personnel actions below.

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I. New Appointments

Effective August 15, 2015

Benz, Terressa A., Assistant Professor of Criminal Justice (\$60,000) (New appointment filling a newly authorized position).

Bowe, Anica G., Assistant Professor of Education (\$61,500) (New appointment filling a newly authorized position).

Brown, Elise C., Instructor in Wellness, Health Promotion & Injury Prevention (\$60,000) (New appointment filling a newly authorized position).

Buzas, Larry A., Assistant Professor of Education (\$61,000) (New appointment filling a newly authorized position).

Demsky, Caitlin A., Assistant Professor of Organizational Behavior (\$102,000) (New appointment filling a vacant authorized position).

Donahue, Timothy M., Assistant Professor of English (\$55,000) (New appointment filling a newly authorized position).

Escobar, Martha C., Associate Professor of Psychology (\$74,000) (New appointment filling a newly authorized position).

Fredericks, Erik M., Assistant Professor of Engineering (\$82,000) (New appointment filling a newly authorized position).

Havstad, Joyce C., Assistant Professor of Philosophy (\$60,000) (New appointment filling a newly authorized position).

Hayden, Charlene A., Special Instructor in Chemistry (\$52,620) (New appointment filling a vacant authorized position).

Jamieson, Mary A., Assistant Professor of Biological Sciences (\$68,000) (New appointment filling a vacant authorized position).

Lauer, Nicholas P., Special Instructor in Education (\$56,000) (New appointment filling a newly authorized position).

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I. New Appointments, effective August 15, 2015 (cont'd)

McClain, Terrance R., Special Instructor in Education (\$54,000) (New appointment filling a newly authorized position).

Rajaei, Mozhgon, Assistant Professor of Health Sciences (\$60,000) (New appointment filling a newly authorized position).

Spunaugle, Emily D., Assistant Professor, University Library (\$54,000) (New appointment filling a vacant authorized position).

Stevens, Meriam F., Assistant Professor of Nursing (\$72,000) (New appointment filling a vacant authorized position).

Tian, Tian, Assistant Professor of Music (\$54,000) (New appointment filling a newly authorized position).

Tonsing, Kareen N., Assistant Professor of Social Work (\$59,000) (New appointment filling a newly authorized position).

Wilson, Christopher M., Assistant Professor of Physical Therapy (\$63,000) (New appointment filling a newly authorized position).

Yao, Lan, Assistant Professor of Nursing (\$74,000) (New appointment filling a vacant authorized position).

Zhao, Peng, Assistant Professor of Engineering (\$85,000) (New appointment filling a newly authorized position).

Effective September 15, 2015

Attardi, Stefanie M., Assistant Professor of Biomedical Sciences without tenure (tenure track) (\$90,000) (New appointment filling a newly authorized position).

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II. Oakland University William Beaumont School of Medicine Standard Appointments, effective October 22, 2015.

The following standard appointments in the Oakland University William Beaumont School of Medicine are for three years, commencing on October 22, 2015, and are renewable. These standard appointments are without salary support from Oakland University and are not tenured positions. Appointees must maintain active status on the staff of Beaumont Hospital, meet all applicable School of Medicine Participation requirements, and maintain the continued support of their Department Chairs, who are responsible for assessing their performance. Appointees' standard appointments may also be terminated at any time, upon the recommendation of their Department Chair or, for reasons that are at the exclusive discretion of the Dean of the School of Medicine:

Forrest, Maria del Carmen	Assistant Professor	Anesthesiology
Haus, Jason R.	Assistant Professor	Anesthesiology
Sabina, Richard	Adjunct Professor	Biomedical Sciences
Hoelzer, Marion	Adjunct Assist. Professor	Emergency Medicine
Reye, Nancy L.	Adjunct Assist. Professor	Family Medicine
Byrd, Julie A.	Assistant Professor	Internal Medicine
Eidelman, Michael	Adjunct Assist. Professor	Internal Medicine
Gierer, Jacqueline	Instructor	Internal Medicine
Khanshour, Ammar	Assistant Professor	Internal Medicine
Ladkany, Rand	Instructor	Internal Medicine
Ruff, Stacey M.	Assistant Professor	Internal Medicine
Gupta, Chirag	Assistant Professor	Ophthalmology
Siegel, Michael J.	Instructor	Ophthalmology
Corbin, Chanda J.	Instructor	Orthopaedic Surgery
Bernacki, Kurt D.	Assistant Professor	Pathology
Schwartz, John D.	Assistant Professor	Pathology
Walters, Laura L.	Assistant Professor	Pathology
Al-katib, Sayf	Instructor	Radiology
Coker, Melinda	Instructor	Radiology
Hlubocky, James	Instructor	Radiology
Malik, Dawood I.	Instructor	Radiology
Overstreet, Tiffany S.	Instructor	Radiology
Burhani, Hatim T.	Assistant Professor	Surgery
Iacco, Anthony	Assistant Professor	Surgery
Ziegler, Matthew	Assistant Professor	Surgery

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Standard Appointments – One Year

Gowda, Sachi	Assistant Professor	Internal Medicine
Prasad, Navin	Assistant Professor	Internal Medicine
Reher, Randall L.	Assistant Professor	Internal Medicine
Priest, Stephen G.	Assistant Professor	Surgery

Standard Reappointments - Three Years

Clune, Michael	Assistant Professor	Ophthalmology
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Standard Appointments – Instructor to Assistant Professor

Cvetkovic, Aleksandar	Assistant Professor	Family Medicine
Edwards, Robert D.	Assistant Professor	Family Medicine
Gupta, Chirag K.	Assistant Professor	Ophthalmology
Hoffmann, Keith R.	Assistant Professor	Family Medicine
Kamath, Clara	Assistant Professor	Family Medicine
Klenczar, Melissa	Assistant Professor	Family Medicine
Kopp, Amy	Assistant Professor	Family Medicine
Kotsis, Andrew H.	Assistant Professor	Family Medicine
Lerner, Sandra S.	Assistant Professor	Family Medicine
Lowe, Raluca M.	Assistant Professor	Family Medicine
Ripley, Trevor W.	Assistant Professor	Family Medicine
Salanta, Camelia	Assistant Professor	Family Medicine
Sayegh, Anthony	Assistant Professor	Family Medicine
Shajahan, Asha	Assistant Professor	Family Medicine
Swetech, Stephen M.	Assistant Professor	Family Medicine
Torres, Lela R.	Assistant Professor	Family Medicine
Weisman, Marc	Assistant Professor	Family Medicine
Wetzel, Jennilyn	Assistant Professor	Family Medicine
Wudyka, Andrea K.	Assistant Professor	Family Medicine
Zimny, Matthew C.	Assistant Professor	Family Medicine

III. Administrative Appointments

Granadier, Robert, Assistant Dean for Diversity and Inclusion, William Beaumont School of Medicine, effective September 14, 2015.

Guerrero, Thomas, Assistant Dean for Diversity and Inclusion, William Beaumont School of Medicine, effective September 14, 2015.

Jung, Dawn, Assistant Dean for Diversity and Inclusion, William Beaumont School of Medicine, effective September 14, 2015.

Kennedy, Richard, Associate Dean for Research, William Beaumont School of Medicine, effective October 15, 2015.

MacDonald, Michael G., Associate Professor of Education and Interim Associate Dean, School of Education & Human Services, effective August 1, 2015, pursuant to the Employment Agreement between Michael G. MacDonald and Oakland University that was reviewed and approved by the Office of the Vice President for Legal Affairs and is in compliance with the law and University policies and regulations and conforms to the legal standards and policies of the Vice President for Legal Affairs and General Counsel.

Department Chairs

<u>Chair</u>	<u>Department</u>	<u>Term</u>
Dembinski, Roman	Chemistry	August 15, 2015 – August 14, 2018 (1 st term)
Grimm, Kevin T.	English	August 15, 2015 – August 14, 2018 (1 st term)
Markel, Karen S.	Management & Marketing	August 15, 2015 – August 14, 2018 (2 nd term)
Nelson, Dorothy A.	Sociology & Anthropology	August 15, 2015 – August 14, 2018 (1 st term)
Sahu, Anandi P.	Economics	August 15, 2015 – August 14, 2018 (2 nd term)
Youngquist, Jeffrey D.	Communication & Journalism	August 15, 2015 – August 14, 2018 (1 st term)

IV. Change of Status

Bulgarelli, Nancy T., from Interim Dean, University Library to Library Director, Oakland University William Beaumont School of Medicine, effective September 21, 2015.

McEneaney, John E., from Professor of Education to Acting Chair, Department of Reading & Language Arts and Professor of Education, effective August 15, 2015.

Miree-Coppin, Cynthia E., from Associate Professor of Management & Marketing to Interim Chair, Department of Management & Marketing and Associate Professor of Management & Marketing, effective September 1, 2015.

Schott-Baer, F. Darlene D., from Interim Vice Provost for Graduate Education to Professor, School of Nursing, effective August 1, 2015.

V. Emeritus Appointments

Lepkowski, Frank J. (deceased), Professor Emeritus of University Library, effective October 22, 2015.

Ring, Daniel F., Professor Emeritus of University Library, effective October 22, 2015.

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VI. Reclassifications

Pursuant to the Board's Contracting and Employment Authority Policy, the reclassification of salary bands for the following administrative-professional positions:

From Salary Band W to Salary Band X

Chief Information Officer
Associate Vice President for Facilities Management

From Salary Band V to Salary Band W

Assistant Vice President and Controller
Assistant Vice President for Finance and Administration
Assistant Vice President for Development
Assistant Vice President University Human Resources

From Salary Band T to Salary Band W

Assistant General Counsel

From Salary Band U to Salary Band V

Assistant Vice President for Academic Affairs
Director, Budget & Financial Planning

From Salary Band T to Salary Band U

Director, Inclusion and Intercultural Initiatives
Director of Engineering
Executive Director, School of Education and Human Services
Director, Institutional Research
Director, Enterprise Systems
Director, Capital Planning & Design
Executive Director, Planned and Annual Giving
Director, Infrastructure Services

From Salary Band S to Salary Band U

Associate Director, Budget & Financial Planning
Associate Controller
Director, Network Communications

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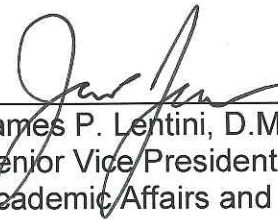
The foregoing requested reclassifications were processed in compliance with all University policies, procedures and budget authorizations; and do not result in a net increase in the total number of full-time positions or new appointments.

9. **Attachments:** Attachment A: Faculty Personnel Information Items
Attachment B: Academic Appointments

Submitted to the President
on 10/21, 2015 by

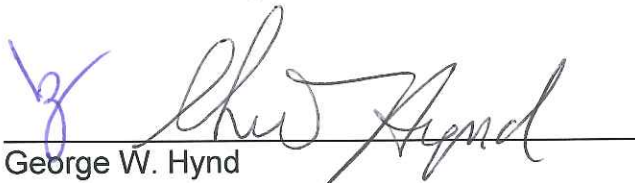


John W. Beaghan
Vice President for Finance and Administration
And Treasurer to the Board of Trustees



James P. Lentini, D.M.A.
Senior Vice President for
Academic Affairs and Provost

Recommended on 10/21, 2015
to the Board for Approval by



George W. Hynd
President

**FACULTY PERSONNEL INFORMATION ITEMS
REPORT TO OAKLAND UNIVERSITY BOARD OF TRUSTEES**

October 22, 2015

A number of faculty personnel actions do not require approval by the Board of Trustees, but in the interest of keeping members informed on the level of personnel activity, the University presents this information on a regular basis. The reports are prepared in October and April.

Resignations

Brown, Nancy M., Associate Dean, School of Education and Human Services, effective June 1, 2015.

Diaz, Kristine M., Assistant Professor of Biomedical Sciences, Oakland University William Beaumont School of Medicine, effective September 29, 2015.

Dixit, Akash, Special Instructor in Mechanical Engineering, Department of Mechanical Engineering, effective May 18, 2015.

Goldstick, Jason E., Assistant Professor of Health Sciences, effective August 14, 2015.

Roberts, Derek J., Assistant Professor of Sociology, Department of Sociology, Anthropology, Social Work & Criminal Justice, effective April 30, 2015.

Rodenbaugh, David, Assistant Professor of Biomedical Sciences, Oakland University William Beaumont School of Medicine, effective September 4, 2015.

Retirements

Folland, Sherman T., Professor of Economics, Department of Economics, effective August 14, 2015.

Henke, John W., Professor of Marketing, Department of Management & Marketing, effective August 14, 2016

Jhashi, Tamara, Interim Associate Provost, effective May 1, 2015.

Krug, Ernest F., Professor of Biomedical Sciences, effective May 18, 2015.

Maxfield, C. Robert, Interim Dean, School of Education and Human Services, effective June 30, 2015.

Retirements (cont'd)

Packard, Sandra P., Professor of Education, Department of Educational Leadership, effective August 14, 2015.

Ring, Daniel F., Assistant Professor, University Library, effective August 14, 2015.

Schwartz, Robert M., Professor of Education, Department of Reading & Language Arts, effective August 14, 2015.

Phased Retirements

Grossman, Jerrold W., Professor of Mathematical Sciences, Department of Mathematics & Statistics, effective August 15, 2015.

Klimist-Zingo, Martha T., Associate Professor of Political Science, Department of Political Science, effective August 15, 2015.

Turett, Barry B., Professor of Mathematical Sciences, Department of Mathematics & Statistics, effective August 15, 2015.

Return from Leave

Bednarski, Mary A., Special Instructor in Biological Sciences, effective May 11, 2015.

Quinn, James A., Associate Professor in Education, effective April 29, 2015.

Sick Leaves

Hoag, Melissa E., Associate Professor of Music, effective February 24, 2015.

Levinson, Lisa B., Assistant Professor of Linguistics, effective March 24, 2015.

Zacharias, Anne S., Associate Professor, Library, effective April 15, 2015.

Return from Sick Leave

Hoag, Melissa, Associate Professor of Music, effective May 4, 2015

Levinson, Lisa B., Assistant Professor of Linguistics, effective July 21, 2015.

Lyons, Heidi A., Assistant Professor of Sociology, effective March 30, 2015.

McDaniel, Bailey A., Associate Professor of English, effective May 11, 2015.

Zacharias, Anne S., Associate Professor, Library, effective July 10, 2015.

Terminations

Connally, Dalton K., Assistant Professor of Social Work, Department of Sociology, Anthropology, Social Work & Criminal Justice effective August 14, 2015.

Fall 2015 Sabbatical Leaves (with full pay) (effective August 15, 2015 through December 14, 2015)

Callaghan, Joseph H., Professor, Department of Accounting & Finance

Professor Callaghan wants to develop expertise in using "big data" and data analytics as applied to accounting systems. He plans to study financial modeling using advanced data analytical methods and financial modeling theory; examine their application to ERP systems development and advanced Business Intelligence for enhanced decision-making.

Fall Sabbatical Leaves (with full pay) (effective August 15, 2015 through December 14, 2015) (cont'd)

Connery, Brian A., Professor, Department of English

Professor Connery wants to complete a manuscript on Swifts early poems and submit to Delaware University Press in December. His plan is to make this his main focus in May, forgoing Oxford for a year, and have a full draft by October so that he can edit in November. He has already presented some parts of the work at conferences.

Dallo, Florence J., Associate Professor, School of Health Sciences

Professor Dallo wants to strengthen her relationship with community-based organizations providing health and social services to the Chaldean community. She will participate in a session at the American Sociological Society on Arab and Arab Americans, attend the International Studies Association meetings and submit four grant applications. She also wants to work on her classes.

Dantzler, Drake M., Assistant Professor, Department of Music, Theatre & Dance

Professor Dantzler plans to study with Mark Oswald in New York City in addition to learning three new roles. He will also study sports psychology in order to apply those principles to his voice studio.

Discenna, Thomas A., Associate Professor, Department of Communication & Journalism

Professor Discenna wants to immerse himself in Ernst Cassirer and expand some previous work on him into a book length manuscript. He also wants to begin investigating the use of symbols in public discourse.

Fall 2015 Sabbatical Leaves (with full pay) (effective August 15, 2015 through December 14, 2015) (cont'd)

Fails, Matthew, Assistant Professor, Department of Political Science

Professor Fails plans a research project that explores the relationship between natural resource wealth (specifically oil wealth), consumer subsidies and democratization. He wants to refine existing theoretical arguments which emphasize how oil revenues allow governments to keep taxes low while simultaneously providing citizens with elaborate patronage and public goods which reduce their dissent. He plans to gather novel data sources that will allow him to empirically test these arguments for the first time.

Ganesan, Subramaniam, Professor, Department of Electrical & Computer Engineering

Professor Ganesan plans to work at ARM in the UK to develop expertise in multicore based embedded system for high performance applications. He believes developing this expertise will result in project funding from Chrysler for power train control with multicore. He will also work on journal submissions and updating courses to reflect the new expertise.

Grooms, Darlene A., Associate Professor, Department of Human Development & Child Study

Professor Grooms wants to interview professionals associated with the federal Vocational Rehabilitation program about program outcomes. She has developed a model and wants to test the reliability, validity and use of this inquiry model in an effort to show how results from the quality specialists' daily practice with quality improvement data help to inform the VR profession about value chain analysis, competitive advantage, knowledge translation, and innovation.

Hartson, Mary T., Assistant Professor, Department of Modern Languages & Literatures

Professor Hartson has submitted her prospectus for a book manuscript, tentatively titled *Castling Spanish Masculinity in a Consumer Age*, to SUNY Press and hopes to submit it to other academic presses. She hopes to secure a contract for publication and intends to complete the manuscript by December 2015. She currently has a rough draft of five chapters but wants to refine the theoretical argument and analyze more films, especially those from the last two decades.

Fall 2015 Sabbatical Leaves (with full pay) (effective August 15, 2015 through December 14, 2015) (cont'd)

Jiang, Lan, Assistant Professor, Department of Biological Sciences

Professor Jiang would like to complete several projects currently underway in her lab and publish manuscripts. She works on SMAD proteins, and one project is nearing completion. The results need to be published so that she can pursue future funding. Another project is in an earlier stage and she wants to produce more data to enable her to acquire funding. She also plans to acquire a new technique that will help her compete for funding.

Levinson, Lisa B., Associate Professor, Department of Linguistics

Professor Levinson will research and develop methods for using linguistic research and coursework as a window into scientific inquiry and as a tool for increasing scientific literacy. She plans to explore this domain from a general linguistics perspective and then work on developing approaches that pertain to her own area of research on the morpho-semantics of verbs and argument structure. Her goal is to engage students in linguistics research thus increasing her own research productivity. She wants to focus on linguistic diversity similar to what NC State has done.

Markel, Karen S., Associate Professor, Department of Management & Marketing

Professor Markel plans to complete research on SEIU District 925 union, draft and submit a journal article, continue research and analyze data on employment of individuals with disabilities. In addition, she will work on three research projects related to the autism microbusiness at the incubator.

McNair, Mary S., Associate Professor, Department of Human Development & Child Study

Professor McNair plans to complete a manuscript with her doctoral student. She also wants to begin a pilot project with the School of Medicine and Alcott Elementary School to promote good nutrition and utilizing good science and math skills. She also wants to write an NIH grant to support the partnership.

Pisharodi, Ramohan, Associate Professor, Department of Management & Marketing

Professor Pisharodi plans to work on two projects. One is on business-to-business marketing that will require significant effort to complete the data analysis and one is on country of origin perceptions of products. He hopes to have two journal article drafts by the end of the sabbatical.

Fall 2015 Sabbatical Leaves (with full pay) (effective August 15, 2015 through December 14, 2015) (cont'd)

Schneeweis, Adina, Assistant Professor, Department of Communication & Journalism

Professor Schneeweis plans to write a book to discuss advocacy communication using the specific case of advocacy efforts for Roma Rights in Romania in order to make theoretical observations about the traveling, translation and adaptation of this type of communication with a purpose across national, racial and ethnic borders. Her project will address Romani activism as a complex relationship between politics, a social landscape of stereotypy and racism, struggling democratizing infrastructure, poverty, and the vast diversity of Romani communities. She will also do research, complete a book proposal and draft a conference paper.

Sengupta, Sankar, Professor, Department of Electrical & Computer Engineering

Professor Sengupta wants to revise a book already published in India and write a second book. He also plans to revise courses, develop one new course on simulation, work with his graduate students and submit an NIH grant.

Shillor, Meir, Professor, Department of Mathematics & Statistics

Professor Shillor wants to expand research beyond issues in the mechanics of solids and population dynamics and epidemiology. He is establishing a research collaboration to be able to utilize optimal control and duality in the models he has been studying. He also wants to complete a book manuscript and begin work on several other unspecified projects, in addition to continue working with his Ph.D. students.

Sidelinger, Robert J., Associate Professor, Department of Communication & Journalism

Professor Sidelinger wants to complete three manuscripts and one book project. He studies instructors' communication, especially those with a tendency to talk too much leading to a negative learning environment. Another project will focus on teacher burnout. He has been collecting data for a couple of years and wants to analyze it and complete a paper. In addition, he will complete an autoethnography for inclusion in a longer book project, and he has been invited to give talks at other universities.

Spencer-Wood, Suzanne M., Professor, Department of Sociology, Anthropology, Social Work & Criminal Justice

Professor Spencer-Wood plans to have two articles in press for a professional archaeology journal in addition to a self-authored book. Along with editing, co-editing and/or authoring several chapters and volumes in archaeology literature, she has two book proposals submitted to publishers. Some of these projects are already drafted and would just be completed.

Fall 2015 Sabbatical Leaves (with full pay) (effective August 15, 2015 through December 14, 2015) (cont'd)

Vanderkaay, Cody J., Assistant Professor, Department of Art & Art History

Professor Vanderkaay is a studio artist and wants to enhance and display two different projects that he has developed one of which he has a proposal for as a solo show. In addition, he wants to learn how to use some new equipment and software that have recently been acquired.

Wood, Susan E., Professor, Department of Art & Art History

Professor Wood plans to continue work on a book length project which would review the use of women's images in official art of the Roman Empire. She has devoted the last two years to studies of two new sculptural discoveries from her visit to Sessa Aurunca which she feels may require her to extensively rewrite her book manuscript. One of her two articles on the sculptural discoveries has been accepted for publication in the American Journal of Archaeology and will appear in 2015. The second has just been submitted to the same journal. If it is accepted, she will be working on revisions in the summer and fall of 2015.

Fall 2015 Sabbatical Leaves (with half pay) (effective August 15, 2015 through December 14, 2015)

Townsend, Janell D., Associate Professor, Department of Management & Marketing

Professor Townsend will be a Visiting Professor at the University of Zurich. She plans to develop new research on the strategic role of halo products in brand portfolios and customer satisfaction. She hopes to expand her abilities in global marketing and will be giving a series of lectures as part of her visiting professorship.

Fall 2015 Sabbatical Leaves (with half pay) (effective August 15, 2015 through August 14, 2016)

Elder, Ken, Professor, Department of Physics

Professor Elder will be collaborating with a Finnish research team in an effort to develop an efficient method for modeling the patterning of graphene monolayers on various metallic surfaces. Graphene has very unusual electronic and mechanical properties and has the potential for a myriad of electronic devices. However, the development of such devices has been hindered by the difficulty in producing large scale defect-free sheets in an inexpensive and reliable fashion.

Fall 2015 Sabbatical Leaves (with half pay) (effective August 15, 2015 through August 14, 2016) (cont'd)

Meehan, Albert J., Professor, Department of Sociology, Anthropology, Social Work & Criminal Justice

Professor Meehan plans to work on two major research projects. One project focuses on his longstanding interest in police-citizen interaction in traffic stops, particularly as they relate to racial profiling, race relations and procedural justice. The second project began in 2011 in collaboration with several Oakland colleagues involved in SurPriSe, a faculty learning community he co-founded in 2008. They have developed both curricular and research opportunities and outcomes related to the topics of Surveillance, Privacy and Security. He also hopes to work on six manuscripts that are in various stages of preparation.

NEW APPOINTMENTS
(October 22, 2015)

Stefanie M. Attardi, Ph.D.
Assistant Professor of Biomedical Sciences
Oakland University William Beaumont School of Medicine

Dr. Stefanie Attardi received her Honors Bachelor of Science degree in 2005 and Master of Science in Anatomical Sciences in 2008 from Queen's University. She honed her skills in the anatomical sciences field as an Anatomy Laboratory Technician at the University of Guelph and instructor at the University of Guelph-Humber and Humber College. To further develop her teaching and educational research skills, she pursued a doctoral degree in Clinical Anatomy at the University of Western Ontario and graduated in 2015. Her areas of teaching expertise are histology and gross cadaveric anatomy. Her research interest is mixed methods instructional evaluation pertaining to anatomy education. Her past work focused on developing and implementing an online pre-medical gross anatomy course, as well as assessing its effect on student performance measures and student perception of the learning experience.

Terressa A. Benz D., Ph. D.
Assistant Professor of Sociology, Anthropology, Social Work and Criminal Justice
College of Arts and Sciences

Dr. Terressa Benz attended the University of California Irvine, receiving her master's in Social Ecology in 2007 and a Ph. D. in Criminology, Law and Society in 2011. Her areas of interest include criminological theory, policing, white-collar crime, firearms, gentrification and situational crime prevention. Dr. Benz has been working as an Assistant Professor of Sociology at the University of Idaho, during which time she spent her summers interviewing Detroit residents regarding their strategies of self-protection. Additionally, Dr. Benz is working collaboratively on a survey project examining attitudes about recent guns on campus legislation being passed in many states.

Elise C. Brown, M.S.
Instructor in Wellness, Health Promotion & Injury Prevention
School of Health Sciences

Dr. Elise Brown completed her bachelor's degree in 2004 from Louisiana Tech University, and then completed her master's degree in 2009 from Midwestern State University. She will receive her doctorate degree in health promotion at the University of the West of Scotland in 2016. Brown's area of professional expertise is focused on school-based childhood obesity prevention, child physical activity interventions, and multi-modal high intensity interval training.

Larry A. Buzas, Ph. D.
Assistant Professor of Education
School of Education and Human Services

Dr. Larry Buzas climbed the academic ranks through completing his bachelor's, master's, and doctorate degrees at Western Michigan University. Dr. Buzas served as the program coordinator for the Master of Leadership for Organizational Learning and Performance in the Department of Educational Leadership, Research and Technology at Western Michigan University. His research interests include transfer of learning, leadership and team development, while his professional practices include learning and performance consultant roles in the private sector, state government, and nonprofit organizations

Amy M. DeBaets, Ph. D.
Assistant Professor of Biomedical Sciences
Oakland University William Beaumont School of Medicine

Dr. Amy DeBaets received her bachelor's degree from Truman State University in 1997. She obtained her master's degree from Trinity International University in 2000. She then completed her master of divinity and master of theology degrees between 2006 and 2007. Dr. DeBaets then obtained her doctorate degree in 2012 from Emory University. Her areas of professional expertise include bioethics, particularly spirituality and medicine, emerging technology ethics, and research ethics. She serves as the co-director of the Religion, Spirituality, and Bioethics affinity group of the American Society of Bioethics and Humanities. At Oakland University, Dr. DeBaets is excited and most looking forward to joining OUWB's community of scholars and helping its students to engage ethical issues to develop themselves as humanistic physicians.

Caitlin A. Demsky, Ph. D.
Assistant Professor of Organizational Behavior
School of Business Administration

Dr. Caitlin Demsky received her bachelor's degree from Central Michigan University in 2010, and two years later she received her master's degree from Portland State University. Most recently, Dr. Demsky completed her doctorate program from Portland State University in 2015. Her areas of professional expertise include workplace aggression, recovery from workplace demands, work-life balance, workplace interventions, occupational health psychology, and employee stress and well-being. She has publications in the *Journal of Occupational Health Psychology*, *Organizational Dynamics*, and *The Industrial-Organizational Psychologist*. Dr. Demsky is a recipient of the National Science Foundation Graduate Research Fellowship.

Timothy M. Donahue, Ph. D.
Assistant Professor of English
College of Arts and Sciences

Dr. Timothy Donahue received his bachelor's degree from Xavier University in 2003 and his master's degree from the University of Chicago. He then completed two more master's degrees and his doctorate program at Columbia University between 2009 and 2015. Dr. Donahue's professional expertise includes 19th Century U.S. Literature, 19th Century Latin American Literature, Early American Literature, History and Culture of the U.S.-Mexico Borderlands, History and Theory of the Novel, and political theory such as theories of nationalism and sovereignty.

Martha C. Escobar, Ph. D.
Associate Professor of Psychology
College of Arts and Sciences

Dr. Martha Escobar received her bachelor's degree from Deusto University in 1997. After receiving her B.A., she went on to complete her master's (2001) and doctorate (2002) from SUNY-Binghamton. Dr. Escobar's areas of professional expertise include cognitive and behavioral science, as well as behavioral models of cognitive dysfunction. Her research focuses primarily on learning and memory mechanism in normal and psychopathological states, with a concentration on fear learning and memory dysfunction, as well as STEM education in underrepresented minorities. Her research has resulted in over 35 publications and funding from NIH, NSF and AURIC.

Erik M. Fredericks, Ph. D.
Assistant Professor of Engineering
School of Engineering and Computer Science

Dr. Erik Fredericks graduated from Lake Superior State University in 2007 with his bachelor's degree in computer science and engineering. Dr. Fredericks then went on to complete his master's degree at Oakland University in 2011, and four years later completed his doctorate program at Michigan State University. His areas of professional expertise include search-based software engineering, evolutionary computation, software testing, requirements engineering, and model-driven engineering. Dr. Fredericks has published several conference publications and an article in the *Journal of Empirical Software Engineering*.

Joyce C. Havstad, Ph. D.
Assistant Professor of Philosophy
College of Arts and Sciences

Dr. Joyce C. Havstad received her bachelor's degree from the University of California, San Diego. She then obtained a master's degree from San Diego State University, returning to UC San Diego later to complete her doctorate degree. Dr. Havstad's areas of professional expertise include philosophy of biology, philosophy of chemistry, philosophy of science, and science and technology studies. Dr. Havstad's current philosophical work focuses on the study of biology, chemistry, ecology, and paleontology, as well as on issues in biomedical ethics, environmental ethics, and research ethics.

Mary A. Jamieson, Ph. D.
Assistant Professor of Biological Sciences
College of Arts and Sciences

Dr. Mary Jamieson received her bachelor's degree from the University of Kansas in 2001. She then completed her master's degree in 2004 at the University of Texas, before heading to the University of Colorado where she obtained her doctorate degree in 2010. With professional expertise in plant and insect ecology, Dr. Jamieson's research integrates multiple levels of biological organization, spans local and regional spatial scales, and links applied and theoretical concepts in ecology and evolutionary biology.

Sarah M. Lerchenfeldt, Pharm. D.
Assistant Professor of Biomedical Sciences
Oakland University William Beaumont School of Medicine

Dr. Sarah Lerchenfeldt completed her pharmaceutical degree from Ohio Northern University in 2009. Between 2010 and 2012, Lerchenfeldt completed her pharmacy residencies at Harper University Hospital and Karmanos Cancer Center. Her areas of professional expertise include hematology and oncology, while her practiced interests include the prevention and management of infection in immunocompromised hosts, as well as the prevention and management of graft-versus-host-disease in stem cell transplant patients. Dr. Lerchenfeldt has worked with a multidisciplinary team to optimize patient care. Her responsibilities include medication evaluation and counseling patients on chemotherapy, immunosuppression therapy, and anticoagulation therapy.

Helen N. Levenson, J.D.
Assistant Professor of University Libraries
Kresge Library

Helen Levenson completed her bachelor's degree at the University of Michigan, Ann Arbor in 1977. Levenson then completed her A.M.L.S. degree in Ann Arbor in 1985 before heading to Wayne State University where she received her Juris Doctorate degree in 1998. Her areas of professional interests include collection development and management, library budget management, library space planning and usage, information literacy instruction, and electronic resources acquisition and access. Levenson is experienced in developing collections, teaching information literacy and implementing enhanced library services, and was a moderator, coordinator and speaker at the 2011 American Association of Law Libraries Annual Conference and program coordinator for the first Special Libraries Association Great Lakes Regional Conference.

Jon Margerum-Leys, Ph.D.
Dean
School of Education and Human Services

Dr. Jon Margerum-Leys holds a Ph.D. in educational studies (educational technology and teacher education) from the University of Michigan, where he also earned a master's in educational technology. He has a master's degree in curriculum and instruction from California State Polytechnic University at San Luis Obispo and a Bachelor of Music in Education from the University of Wisconsin. Dr. Margerum-Leys joins Oakland from California Polytechnic State University at San Luis Obispo, where he was dean of the School of Education. He brings to Oakland University more than a decade of expertise in academic administration and nearly three decades of scholarship in educational media, technology and teaching at the K-12 level. He is the author of numerous peer-reviewed articles in scholarly journals. His research interests are educational technology, knowledge acquisition and transfer by student and cooperating teachers, and professional development of P-12 teachers.

Terrance R. McClain, Ph.D., LPC, SCL
Special Instructor in Education
School of Education and Human Services

Dr. Terrance McClain received his bachelor's degree from Rochester College in 2003 and then completed his master's degree (2066) and doctorate (2015) from Oakland University. Dr. McClain has co-authored a chapter on ethnicity in the textbook "Workforce Diversity: Current Issues and Case Studies" (editors C. Scott and M. Byrd) as well as presented with one of the textbook's editors at the Equity in the Classroom Conference at the University of Michigan in 2014.

Claudia A. Petrescu, Ph.D.
Dean
Graduate Education

Dr. Claudia Petrescu holds a Ph.D. from the University of Pittsburgh's Graduate School of Public and International Affairs and a Master of Social and Public Policy from Duquesne University. She also earned two degrees in Romania, a Master of Economics from Babes-Bolyai University and a post-graduate degree in international relations from the National School of Public Administration and International Relations. Her work has included serving as faculty associate for policies and procedure, and as assistant to the Dean of College of Arts and Sciences for strategic planning.

Mozhgon Rajaei, Ph. D.
Assistant Professor of Health Sciences
School of Health Sciences

Dr. Mozhgon Rajaei received her bachelor's degree in 2007 from Spring Arbor University. She completed her master's and doctorate degrees between 2012-2015 at the University of Michigan. Dr. Rajaei's areas of professional expertise include environmental health and justice of vulnerable communities through community-based research and initiatives to influence healthy behaviors and policy. She has engaged in research projects focusing on environmental health with small-scale gold mining and electronic waste in Ghana

Ameed M.S. Raouf, Ph. D.
Associate Professor of Biomedical Sciences
Oakland University William Beaumont School of Medicine

Dr. Ameed Raouf received his doctorate of medicine and master's in science from the University of Baghdad, College of Medicine. Dr. Raouf then completed his Ph. D. at the University of Dundee, Scotland, U.K. before completing the Medical Education Scholars Program at the University of Michigan Medical School, Ann Arbor. Dr. Raouf's professional expertise includes teaching gross human anatomy and neuroanatomy. His research work has focused on enhancing the role of plastinaton in anatomy education, assessing and improving the effectiveness of peer presentations/evaluations during gross anatomy lab sessions, as well as assessing the effectiveness of innovative teaching methods in undergraduate anatomy courses.

Emily D. Spunaugle, M.A.
Assistant Professor of Research Services
Kresge Library

Emily Spunaugle received her bachelor's degree at Olivet Nazarene University in 2012 and her master's degree at Loyola University at Chicago in 2013. Two years later, Spunaugle completed her M.S.L.S. degree at the University of North Carolina at Chapel Hill. She is particularly passionate about student research and reframing the research process as a narrative responsive to fluctuating information contexts. Apart from teaching information literacy, Spunaugle's professional interests also include institutional logics that prohibited suspected Communist literatures from entering Soviet-era American libraries.

Meriam F. Stevens, Ph. D.
Assistant Professor of Nursing
School of Nursing

Dr. Meriam Stevens received her bachelor's degree from the University of Santo Tomas, Philippines in 1985. Dr. Stevens then completed her master's degree in 2002 from Molloy College, New York, and most recently, was awarded her doctorate degree from the Graduate Center City University of New York in 2015. Her areas of professional expertise include cardiovascular disease, particularly heart failure and adult health, with interests in older adults and their use of technology. Dr. Stevens has published 17 articles in peer-reviewed journals.

Tian Tian, D.M.A.
Assistant Professor of Music
College of Arts and Sciences

Dr. Tian Tian attended the Julliard School, receiving her bachelor's degree in 2006 and her master's degree in 2008. She later completed her doctorate degree at Eastman School of Music in 2011. Dr. Tian's areas of professional expertise include piano performance, pedagogy and literature. She presents lectures to teacher organizations across the country and travels to China annually to present concerts, lectures and master classes, which has earned her the title of Honorary Professor at nine different universities.

Kareen N. Tonsing, Ph. D.
Assistant Professor of Sociology, Anthropology, Social Work and Criminal Justice
College of Arts and Sciences

Dr. Kareen Tonsing received her Ph. D. from the University of Hong Kong in 2012. Her areas of professional expertise focus on examining factors associated with adaption processes of immigrants. Aside from her research on immigration, Dr. Tonsing's other interests are aimed at researching children and family welfare, mental health and family violence, and her studies can be found throughout multiple peer-reviewed journals. Dr. Tonsing has presented her work at various international academic conferences in the United States, United Kingdom, Sweden and Hong Kong.

Stefan G. Walter, Ph. D.
Assistant Professor of Biomedical Sciences
Oakland University William Beaumont School of Medicine

Dr. Stefan Walter received his Ph. D. from the University of Bayreuth, Germany in 1996. His areas of professional expertise include biochemistry, protein folding, protein chemistry, enzymes, and biophysics. Dr. Walter has conducted research in the area of molecular chaperones at Yale Medical School, the Technical University of Munich, Germany, and the University of Michigan, Ann Arbor. Over this time span, Dr. Walter published more than 20 peer-reviewed papers in various scholarly journals.

Stephen P. Weiter, M.L.S.
Associate Professor and Dean
University Libraries

Mr. Stephen Weiter holds a Master of Library Science degree from the Syracuse University School of Information Studies, a Master of Arts in International Relations from the Syracuse University Maxwell School of Citizenship and Public Affairs, and a bachelor's degree in political science from the University of Louisville. He also completed studies at Harvard University's Leadership Institute for Academic Librarians. Weiter is director of college libraries at the SUNY College of Environmental Science and Forestry and has also served as principal law librarian for automation and technical services at the New York State Appellate Division Law Library in Rochester, New York.

Christopher M. Wilson, Ph. D.
Assistant Professor of Physical Therapy
School of Health Sciences

Dr. Christopher Wilson graduated from Oakland University with his bachelor's degree in health science in 1999 and then completed his master's degree in physical therapy in 2001. He then received his transitional doctorate degree in physical therapy from the University of St. Augustine in 2005. In 2015, he completed his doctorate in physical therapy (DScPT) from Oakland University. Dr. Wilson was honored by the American Physical Therapy Association (APTA) with the APTA Emerging Leader Award in 2009 and the Signe Brunnström Award for Excellence in Clinical Teaching in 2015. He is active in clinical research in the areas of Hospice/Palliative Care and Safe Patient Handling and Mobility.

Lan Yao, Ph. D.
Assistant Professor of Nursing
School of Nursing

Dr. Lan Yao received her Ph. D. in nursing from the University of Michigan, Ann Arbor in 2004. Her areas of professional expertise include mental and physical health of family caregivers of people with Alzheimer's disease, tailored exercise/physical activity intervention for frail older adults, and trans-cultural comparisons of nursing care in older adults. Dr. Yao's research aims to reduce falls, and improve functional mobility, psychosocial well-being and the quality of life in vulnerable older adults.

Peng Zhao, Ph. D.
Assistant Professor of Engineering
School of Engineering and Computer Science

Dr. Peng Zhao graduated in 2009 from the University of Science and Technology of China with his bachelor's degree in thermal science and energy engineering. Dr. Zhao then completed his master's degree in mechanical and aerospace engineering in 2011 and his doctorate program in 2015 from Princeton University. Dr. Zhao's areas of professional expertise include combustion and reacting flows, internal combustion engines, chemical kinetics, environmental science and energy conversion. Dr. Zhao has published research articles in peer-reviewed journals, such as *Combustion and Flame* and *Proceedings of the Combustion Institute*.