

AGENDA
Oakland University
Board of Trustees Formal Session
December 9, 2013, 2:00 p.m.
Auditorium, Elliott Hall of Business & Information Technology
Presiding: Chair Michael R. Kramer

A. Call to Order – Chair Michael R. Kramer

B. Roll Call – Secretary Victor A. Zambardi

C. Reports

Tab 1. Treasurer's Report – John W. Beaghan

D. Consent Agenda for Consideration/Action – Chair Michael R. Kramer

Tab 2. Consent Agenda

Tab 3. Minutes of the Board of Trustees Formal Session of October 7, 2013

Tab 4. University Personnel Actions

Tab 5. Acceptance of Gifts and Pledges to Oakland University for the Period of October 1, 2013 through November 30, 2013

Tab 6. Acceptance of Grants and Contracts to Oakland University for the Period of September 1 – October 31, 2013

Tab 7. Amendment to Agreement between Oakland University and the Oakland University Chapter of the American Association of University Professors

E. New Items for Consideration/Action

Tab 8. Appointment of Additional Members to the Ad Hoc Presidential Search Committee – Chair Michael R. Kramer

Tab 9. Presidential Search Firm – Chair Michael R. Kramer

Tab 10. Meadow Brook Hall Operating Budget for Fiscal Year Ending December 31, 2014 – Geoffrey C. Upward

Tab 11. Golf and Learning Center Operating Budget for Fiscal Year Ending December 31, 2014 – William M. Rogers

Tab 12. Working Capital Investment Advisor – Thomas P. LeMarbe and Steve W. Roberts

F. Other Items for Consideration/Action that May Come Before the Board

G. Adjournment



TREASURER'S REPORT

1. **Division and Department:** Finance and Administration Division, Budget and Financial Planning, Treasury Management, and Facilities Management Departments
2. **General Fund Budget Performance:** Oakland University's (University) final FY2014 combined enrollment for the Summer and Fall semesters shows an increase of 1.7% over the prior year, setting a new enrollment record, although slightly short of budget (.6%). Monthly State appropriation payments are being received on schedule. General Fund expenditures are tracking consistent with budget and historical spending patterns at this point in the fiscal year, with no major spending variances in any division or unit.

A monthly budget monitoring process managed by the Budget and Financial Planning Office helps ensure budget management accountability.

3. **Investment Performance:** A summary of the results of the University's pooled cash and endowment investment activities is presented in the *Cash and Investments Report, October 31, 2013 and 2012* (Attachment A).

Investment performance associated with the working capital pool for both the quarter ended September 30, 2013 and month ended October 31, 2013 tracked consistent with the benchmarks for the same periods, with both equity and fixed income asset classes experiencing positive returns.

After issuing a Request for Proposals (RFP) for a working capital advisor in October, the Treasury Management Department has completed its assessment of the proposals and will present its recommendation as a separate agenda item.

The University's endowment portfolio performance for the quarter ended September 30, 2013 exhibited positive returns. Compared to benchmarks, investment performance was mixed across the asset classes. Overall the endowment pool remains strong, with year-over-year market valuation nearly \$9 million higher as of October 31, 2013. The University's investment managers continue to adhere to a long-term investment strategy that focuses on outperforming identified benchmarks over time.

Liquidity of both pooled cash and endowment investments remains strong. The University's investments are being managed according to the Board's policies and approvals.

4. **Debt Management:** The *Capital Debt Report, October 31, 2013* (Attachment B) shows the University's outstanding principal, rate of interest, weighted average cost of capital, type of debt, annual debt service, maturity, and purpose of each debt issuance, and information about the University's two swap arrangements. The University's debt is being managed according to the Board's policies and approvals.

**Treasurer's Report
Oakland University
Board of Trustees Formal Session
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5. **Construction Report:** The *Construction Report, October 31, 2013* (Attachment C) includes budget information, source of funding, forecasted final costs, and comments for all ongoing capital projects over \$500,000, as required by Board policy. All projects have been properly approved and are within budget.

6. **University Reviews/Approvals:** The Treasurer's Report and attachments were prepared by the Budget and Financial Planning, Treasury Management, and Facilities Management Departments, and reviewed by the Vice President for Finance and Administration and Treasurer to the Board of Trustees, and Interim President.

7. **Attachments:**

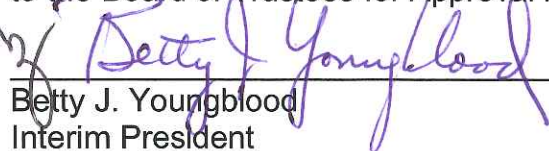
- A. Cash and Investments Report, October 31, 2013 and 2012
- B. Capital Debt Report, October 31, 2013
- C. Construction Report, October 31, 2013

Submitted to the President
on 12/2, 2013 by



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

Recommended on 12/5, 2013
to the Board of Trustees for Approval by



Betty J. Youngblood
Interim President

Oakland University
Cash and Investments Report
October 31, 2013 and 2012

	<u>Fair Market Value</u> <u>October 31, 2012</u>	<u>Fair Market Value</u> <u>October 31, 2013</u>	<u>Strategic</u> <u>Allocation</u> <u>10/31/2013</u>	<u>Total Return</u> <u>Month Ending</u> <u>October 31, 2013</u>	<u>Benchmark</u> <u>Month Ending</u> <u>October 31, 2013</u>	<u>Total Return</u> <u>Qtr. Ending</u> <u>September 30, 2013</u>	<u>Benchmark</u> <u>Qtr. Ending</u> <u>September 30, 2013</u>
<u>Working Capital</u>							
Equity Funds	\$ 35,639,023	\$ 56,235,172	31.07%	3.94%	4.24%	5.43%	5.40%
Fixed Income Funds	108,007,050	93,068,296	51.42%	0.54%	0.39%	0.29%	0.34%
Overnight Sweep - Money Market	24,810,004	31,700,530	17.51%	0.00%	0.00%	0.00%	0.01%
Working Capital Pool Summary	<u>\$ 168,456,077</u>	<u>\$ 181,003,998</u>	<u>100.00%</u>				

<u>Endowment</u>							
UBS:							
Equity Funds	\$ 33,581,678	\$ 42,143,729	62.20%			6.61%	7.83%
Fixed Income Funds	17,697,719	16,475,863	24.32%			0.91%	1.45%
Hedge Funds	4,012,097	4,221,104	6.23%			0.51%	0.73%
Real Assets	3,003,183	3,427,436	5.06%			5.49%	4.47%
Private Equity	317,973	497,763	0.73%			6.57%	*
Cash	165,749	985,133	1.45%			0.01%	0.01%
Endowment Pool Summary	<u>\$ 58,778,401</u>	<u>\$ 67,751,028</u>	<u>100.00%</u>				

Comments:

The working capital pool is greater than the previous year due to investment returns and unspent project funds.
The endowment pool balances are higher than the prior year primarily due to increases in market values and contributions.

Benchmarks for Investments are:

- For Equities: S&P 600 Index, Russell 1000 Value Index, Russell 1000 Growth (Relative Weighted)
- For Bonds: Barclays Capital Aggregate Bond Index, Barclays Capital 1-3 year US Gov./Credit Bond Index (Relative Weighted)
- For Overnight Sweep - Money Market Fund: Lipper Institutional Money Market Fund Index
- For Endowment Equities: Russell 2000, Russell Mid Cap Growth & Value, Russell 1000 Growth & Value, MSCI EAFE International MSCI Emerging Mkts (Relative Weighted)
- For Endowment Fixed Income: Barclays Government Corporate Index, Barclays Capital U.S. Aggregate Bond Index, Merrill Lynch High Yield, Citigroup World Government Bond (Relative Weighted)
- For Endowment Hedge Funds: HFRI Fund of funds Diversified Index, Barclay's CTA Index
- For Endowment Real Assets: NAREIT, MSCI World Metals & Mining and S&P North American Natural Resources
- For Endowment Cash: City Group T-Bill (90 Day)

Benchmark Performance Comments:

Pooled cash and endowment investment funds are all managed funds (not index funds) and are expected to exceed their benchmarks over time.
They will not necessarily meet or exceed the benchmarks for specific periods of time.

*Private Equity commitment is \$1 million. Private Equity performance is not benchmarked.

**Oakland University
Capital Debt Report
October 31, 2013**

	<u>Principal Remaining</u>	<u>Rate of Interest</u>	<u>Interest Type</u>	<u>FY 14 Debt Service</u>	<u>Expires</u>	<u>Bond Rating</u>	<u>Purpose</u>	<u>Underwriter</u>
Bonded Indebtedness:								
Variable Rate Demand Bonds, Series 1998	\$ 4,600,000	0.090%	Variable	\$ 6,992	2023	-	Sharf Golf Course	Comerica
General Revenue Refunding Bonds, Series 2004	1,320,000	5.189%	Fixed	1,386,000	2014	Aaa	Sports, Recreation and Athletics Center	Lehman
General Revenue Refunding Bonds, Series 2008	50,675,000	3.373%	Variable/Hedged	3,074,204	2031	Aa3	USA, Pawley Hall, OC Expan, Elec Upgrade	Lehman
General Revenue Bonds, Series 2009 - BABs	31,545,000	4.427% ⁽¹⁾	Fixed	2,795,719	2039	A2	HHB, Infrastructure Projects	Bank of Montreal
General Revenue Bonds, Series 2012	44,155,000 ⁽²⁾	4.075%	Fixed		2042	A1	Engineering Center	Barclay's and 5/3rd
General Revenue Bonds, Series 2013A	57,860,000 ⁽³⁾	4.028%	Fixed	1,992,940	2043	A1	Housing, Parking, Playing Fields	BOAML and 5/3rd
General Revenue Refunding Bonds, Series 2013B	23,290,000	2.995%	Fixed	921,265	2026	A1	Sports, Recreation and Athletics Center	5/3rd and BOAML
Other Capital Debt:								
2005 ESA II Loan	14,267,409	3.785%	Fixed	1,302,687	2027		Energy Services Agreement II	
2012 Golf Car Lease	413,251	1.980%	Fixed	88,234	2017		Golf Cars	
2013 Golf Equipment Lease	138,854	1.980%	Fixed	44,149	2017		Golf Equipment	
	<u>\$ 228,264,514</u>	<u>3.749%</u> ⁽⁴⁾		<u>\$ 11,612,190</u>				

⁽¹⁾ BABs subsidy reduced by 3% via sequestration. Estimated cost increase is \$26K/semi-annual interest payment. The Treasury Management Department will continuously review refunding opportunities.

⁽²⁾ The 2012 Bonds were issued with an original issue premium of \$4,970,975, resulting in total bond proceeds of \$49,125,795.

⁽³⁾ The 2013A Bonds were issued with an original issue premium of \$7,141,047, resulting in total bond proceeds of \$65,001,047.

⁽⁴⁾ Weighted Average Cost of Capital

Debt covenant compliance:

The University has a general revenue covenant in many of its borrowing agreements including bonded debt and other capital debt.

These covenants are consistent in all University debt agreements and commit the University to maintain "General Revenues" to exceed the sum of twice annual debt service on senior debt and one times annual debt service on subordinate debt each fiscal year. At June 30, 2013, the University recorded \$239,006,944 (unaudited) in qualified General Revenues while the calculated debt service covenant requirement amounted to \$23,085,005. The University exceeds its debt covenant requirements by a multiple of 10.4.

	<u>Counterparty</u>	<u>Notional Amount</u>	<u>Termination Present Value</u>	<u>Counterparty Rating</u>	<u>Purpose/Comment</u>
Debt-Based Derivatives:					
Constant Maturity Swap (CMS)	JP Morgan Chase Bank	\$ 34,370,000	\$ 3,463,761	Aa3	Yield curve swap paying about \$50,000 per month.
Interest Rate Swap - Synthetically Fix 2008 Bonds	Dexia Credit Local	50,675,000	(7,236,191)	Baa2	Current low variable rates = High termination costs.

The CMS is performing as expected because the yield curve is relatively normal at this time.

Current extremely low variable interest rates (0.10% annualized) drive up present values to terminate.

The Termination Present Value is dynamic, changing daily depending on interest rates and eventually becoming zero at the end of the swap agreement.

This Interest Rate Swap fixes the interest rate paid on the bond issue at 3.373% for the life of the bond issue (and the swap agreement).

Oakland University's underlying credit rating, according to Moody's Investors Service's Global Rating Scale, is A1 - Stable.

Bond Ratings:

Series 2004, Aaa based on the rating of the insurance provided at the time of issuance by Ambac Insurance.

Series 2008, Aa3 based on the letter of credit provider, currently JP Morgan Chase Bank.

Series 2009, A2 based on the University's underlying credit rating at the time the bonds were issued.

Series 2012, A1 based on the University's underlying credit rating at the time the bonds were issued.

Series 2013A and 2013B, A1 based on the University's underlying credit rating at the time the bonds were issued.

Oakland University
CONSTRUCTION REPORT
 October 31, 2013

Item	Projects in Progress - over \$500,000	JCOS Approval/Notification Required	Original Budget	Revised Project Budget	Actual Expenditures to Date	Forecast of Final Cost	Source of Funding	
1	Engineering Center Fund Number 70494 Status: Construction 48% & Renovation Construction 0% Board of Trustees Approved: October 31, 2011 Projected Completion Date: New building August 2014 Dodge Hall renovation January 2015	Yes	11/4/2011	\$74,551,739	\$74,551,739	\$20,611,931	\$74,551,739	\$44,551,739 - 2012 General Revenue Bonds \$30,000,000 - State Appropriations
2	New Student Housing Fund Number 70459 Status: Construction 36% Board of Trustees Approved: December 3, 2012 Projected Completion Date: August 2014	Yes	6/30/2013	\$29,950,000	\$29,950,000	\$9,526,282	\$29,950,000	\$29,950,000 - 2013A General Revenue Bonds
3	P-32 Parking Structure Fund Number 70468 Status: Construction 8% Board of Trustees Approved: February 12, 2013 Projected Completion Date: August 2014	Yes	6/30/2013	\$22,831,000	\$22,831,000	\$326,531	\$22,831,000	\$22,831,000 - 2013A General Revenue Bonds
4	HTHW / UTS / O'Dowd Windows Fund Number: 70849 Status: Construction 100% of North Loop; Construction 100% of UTS Addition; & Construction 99% for ODH Windows (mullions to be recaulked under warranty) Board of Trustees Approved: July 2, 2009 Projected Completion Date: April 2013	Yes	2/4/2010	\$11,000,000	\$11,000,000	\$10,686,128	\$11,000,000	\$11,000,000 - 2009 General Revenue Bonds
5	Upper Field Expansion Fund Number 70469 Status: Construction 14% Board of Trustees Approved: February 12, 2013 Projected Completion Date: September 2014	Yes	6/30/2013	\$7,850,000	\$7,850,000	\$1,038,169	\$7,850,000	\$ 7,850,000 - 2013A General Revenue Bonds
6	Hannah Hall of Science Anatomy Lab Fund Number: 70402 Status: Completed, waiting on final invoices Board of Trustees Approved: March 28, 2012 Projected Completion Date: August 2013	Yes	6/30/2012	\$6,575,150	\$6,575,150	\$6,400,369	\$6,575,150	\$ 6,575,150 - #24350 Capital Projects Supplement
7	Elliott Tower Fund Number: 70448 Status: Construction 18% Board of Trustees Approved: December 21, 2012 Projected Completion Date: September 2014	Yes	12/21/2012	\$6,500,000	\$6,500,000	\$1,667,273	\$6,500,000	\$ 6,500,000 - #39641 Elliott Tower Gift

Oakland University
CONSTRUCTION REPORT
 October 31, 2013

Item	Projects in Progress - over \$500,000	JCOS Approval/Notification Required	Original Budget	Revised Project Budget	Actual Expenditures to Date	Forecast of Final Cost	Source of Funding	
8	Hamlin Hall Plumbing Renovation Fund Number: 70899 Status: Completed, waiting on final invoices Board of Trustees Approved: June 30, 2012 Projected Completion Date: December 2013	Yes	6/30/2013	\$3,976,575	\$3,976,575	\$3,850,659	\$3,976,575	\$ 3,976,575 - #45489 Residence Halls
9	ODH SOM Fund Number: 70401 Status: 3 Phases: Lockers/Lounge & Acoustics Construction 100%; Ofc's Construction 50% & Auditoriums Construction 100% Board of Trustees Approved: March 28, 2012 Projected Completion Date: March 2014	Yes	6/30/2012	\$3,751,217	\$3,751,217	\$2,984,188	\$3,751,217	\$ 3,751,217 - #26010 Rainy Day Fund
10	NFH Renovation of Communication Core Fund Number: 70956 Status: Bidding Phase Board of Trustees Approved: December 3, 2012 Projected Completion Date: December 2014	Yes	12/21/2012	\$2,425,533	\$2,425,533	\$206,954	\$2,425,533	\$ 1,012,782 - #70956 IT Infrastructure Projects \$ 1,024,219 - #70955 IT Strategic Planning \$ 388,532 - #12147 Technology Fund
11	Library Drive Extension Fund Number: 70466 Status: Construction 3% Board of Trustees Approved: February 12, 2013 Projected Completion Date: August 2014	Yes	6/30/2013	\$1,950,000	\$1,950,000	\$52,545	\$1,950,000	\$ 1,950,000 - 2013A General Revenue Bonds
12	Facilities Management Building Fund Number: 70467 Status: Construction 17% Board of Trustees Approved: February 12, 2013 Projected Completion Date: August 2014	Yes	6/30/2013	\$1,750,000	\$1,750,000	\$218,031	\$1,750,000	\$ 1,750,000 - 2013A General Revenue Bonds
13	Golf Course Banquet Facility Fund Number: 70460 Status: Construction 2% Board of Trustees Approved: December 21, 2012 Projected Completion Date: December 2013	Yes	12/21/2012	\$1,300,000	\$1,300,000	\$119,191	\$1,300,000	\$ 500,000 - #24350 Capital Project Supplement \$ 800,000 - Golf & Learning Center
14	KL SOM Expansion Fund Number: 70690 Status: Engineering Phase Projected Completion Date: July 2014	No		\$850,000	\$850,000	\$0	\$850,000	\$ 850,000 - #24350 Capital Project Supplement
15	OUPD Renovation Phase 2 Fund Number: 70940 Status: Construction 92% Projected Completion Date: October 2013	No		\$795,000	\$817,870	\$599,229	\$817,870	\$ 795,000 - #24350 Capital Project Supplement \$ 22,870 - #23380 Police Parking Citations

Oakland University
CONSTRUCTION REPORT
 October 31, 2013

Item	JCOS Approval/Notification Required	Original Budget	Revised Project Budget	Actual Expenditures to Date	Forecast of Final Cost	Source of Funding
Item Projects in Progress - over \$500,000						
16	BRS HTHW Replacement Fund Number: 70447 Status: Construction 95% Projected Completion Date: September 2013	\$750,000	\$750,000	\$521,172	\$750,000	\$ 750,000 - #24350 Capital Project Supplement
17	Campus VOIP & Connectivity Fund Number: 70487 Status: Completed, waiting on final invoices Projected Completion Date: July 2013	\$600,573	\$600,573	\$594,763	\$600,573	\$ 600,573 - #24350 Capital Project Supplement
18	Danny's Cabin Relocation Fund Number: 70416 Status: Completed, waiting on final invoices Projected Completion Date: May 2013	\$585,323	\$585,323	\$507,600	\$585,323	\$ 585,323 - #24350 Capital Project Supplement
19	Temporary Parking for FY13/14 Fund Number: 70689 Status: Construction 96% Projected Completion Date: August 2013	\$560,000	\$575,000	\$359,693	\$575,000	\$ 560,000 - #24350 Capital Project Supplement \$ 15,000 - #24350 Capital Project Supplement
20	Welcome Center NFH Fund Number: 70441 Status: Construction 98% Projected Completion Date: September 2013	\$41,100	\$550,886	\$373,691	\$550,886	\$ 41,100 - #13151 Student Affairs Contingency Fund \$ 500,000 - #24350 Capital Project Supplement \$ 9,786 - #14204 University Communications & Marketing
21	Meadowbrook Hall Elevator Upgrade Fund Number: 70455 Status: Phase 1 - Completed & Phase 2 for Service Elevator - Construction 0% Project completion: December 2013	\$120,000	\$512,257	\$201,179	\$512,257	\$ 120,000 - #43725 MBH Facility Operations \$ 119,696 - #43760 MBH Finance & Administration \$ 272,561 - #33751 Matilda R. Wilson Matching Gift Fund
TOTAL PROJECTS IN PROGRESS		\$178,713,210	\$179,653,123	\$60,845,578	\$179,653,123	

Notes:

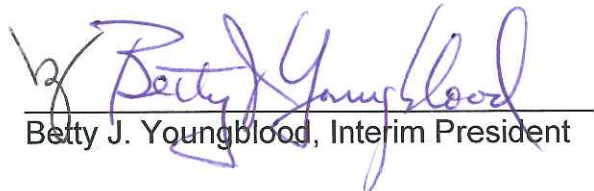
1. Revised Project Budget equals the Original Budget plus all approved changes to the budget.
2. Projects are added to the report when a funding source has been identified and a plant fund is authorized for the project.
3. The project status will be reported as "completed" when the "actual expenditures to date" equals the "forecast", TMA work order system ties to Banner, and no additional expenditures or work is anticipated on the project.
4. A project whose status has been reported as complete to the Board will be removed from the report for the next Board meeting.

Agendum
Oakland University
Board of Trustees Formal Session
December 9, 2013

CONSENT AGENDA
A Recommendation

1. **Division and Department:** Office of the President
2. **Introduction:** The following recommendation is presented for Board of Trustees consideration on a Consent Agenda. If any member of the Board wishes to remove any item from the Consent Agenda for discussion, the request should be made to the Chair. The remaining items will then be considered on the Consent Agenda, with a separate discussion on the item removed.
3. **Previous Board Action:** The Board of Trustees considers Consent Agendas for approval on a regular basis at its Formal Sessions.
4. **Budget Implications:** Budget implications are described in each respective item in the Consent Agenda.
5. **Educational Implications:** Educational implications are described in each respective item in the Consent Agenda.
6. **Personnel Implications:** Personnel implications are described in each respective item in the Consent Agenda.
7. **University Reviews/Approvals:** The Consent Agenda items were reviewed as indicated in each respective agenda item
8. **Recommendation:**
RESOLVED, that the Board of Trustees approve the items listed below as set forth in the respective agenda resolutions:
 - a. Minutes of the Board of Trustees Formal Session of October 7, 2013
 - b. University Personnel Actions
 - c. Acceptance of Gifts and Pledges to Oakland University for the Period of October 1, 2013 through November 30, 2013
 - d. Acceptance of Grants and Contracts to Oakland University for the Period of September 1 – November 30, 2013
 - e. Amendment to Agreement between Oakland University and the Oakland University Chapter of the American Association of University Professors
9. **Attachments:** None.

Recommended on 12/6, 2013
to the Board for Approval


Betty J. Youngblood, Interim President

**Minutes of the Formal Session
of the
Oakland University Board of Trustees
October 7, 2013**

Present: Chair Michael R. Kramer; Vice Chair Richard A. Flynn; and Trustees Richard L. DeVore, Monica E. Emerson, Scott G. Kunselman, Ronald E. Robinson, Mark E. Schlusser and Jay B. Shah

Also Present: Interim President Betty J. Youngblood; Senior Vice President James P. Lentini; Vice Presidents Eric D. Barritt, John W. Beaghan, Rochelle A. Black and Interim Vice President Glenn McIntosh; Vice President and Secretary to the Board of Trustees Victor A. Zambardi; and Student Liaisons Robert F. Williford and Samantha D. Wolf

A. Call to Order

Chair Michael R. Kramer called the meeting to order at 2:00 pm. in the Auditorium of Elliott Hall of Business and Information Technology.

B. Roll Call

Chair Kramer conducted a roll call and all of the Board members were present.

C. Reports

Treasurer's Report

Mr. John W. Beaghan, Vice President for Finance and Administration, announced that the Human Health Building has earned a platinum LEED rating and is the first building on a university campus in Michigan to earn that rating.

Mr. Beaghan called on Mr. Steve W. Roberts, currently serving as an interim investment advisor for the University, to report on working capital (pooled cash) and endowment investment activities.

Mr. Beaghan called on Ms. Rebecca S. Sorensen, Senior Vice President at UBS, to provide an overview of the endowment returns for this year.

Mr. Beaghan then presented the Treasurer's Report as set forth in the agenda item.

D. Consent Agenda for Consideration/Action

Consent Agenda

Minutes of the Board of Trustees Formal Session of August 12, 2013

University Personnel Actions

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

I. New Appointments

Effective August 15, 2013

Abbott, Christine M., Special Instructor in Education (\$54,000) (New appointment filling a vacant authorized position).

Arena, Sara K., Assistant Professor of Physical Therapy (\$59,500) (New appointment filling a vacant authorized position).

Barry, Meaghan C., Assistant Professor of Art (\$54,000) (New appointment filling a newly authorized position).

Berishaj, Kelly A., Special Instructor in Nursing (\$66,027) (New appointment filling a vacant authorized position).

Burrington, Lori A., Assistant Professor of Sociology (\$60,000) (New appointment filling a newly authorized position).

Chong, Felicia, Assistant Professor of Writing (\$54,000) (New appointment filling a newly authorized position).

Dinsmoor, Laura A., Special Instructor in Engineering (\$55,000) (New appointment filling a newly authorized position).

Francis, Anthony T., Assistant Professor of Education (\$60,000) (New appointment filling a vacant authorized position).

Golinski, Mary A., Assistant Professor of Nursing (\$167,772) (New appointment filling a newly authorized position).

Gould, Adam M., Assistant Professor of English (\$54,000) (New appointment filling a newly authorized position).

Heisler, Jeffrey A., Assistant Professor of Music (\$54,000) (New appointment filling a vacant authorized position).

Jang, Bong Gee, Assistant Professor of Education (\$60,000) (New appointment filling a vacant authorized position).

Kang, Jae Hyeung, Assistant Professor of Entrepreneurship (\$105,000) (New appointment filling a newly authorized position).

Kattner-Ulrich, Elizabeth M., Assistant Professor of Dance (\$54,000) (New appointment filling a vacant authorized position).

Ludwig, Colleen K., Assistant Professor of Art (\$54,000) (New appointment filling a vacant authorized position).

McLaughlin, Margaret M., Assistant Professor of Nursing (\$68,000) (New appointment filling a vacant authorized position).

Naus, James L., Assistant Professor of History (\$55,000) (New appointment filling a vacant authorized position).

Onsay, Sebnem, Special Instructor in Engineering (\$55,000) (New appointment filling a newly authorized position).

Reznar, Melissa M., Assistant Professor of Health Sciences (\$57,000) (New appointment filling a vacant authorized position).

Roberts, Derek J., Assistant Professor of Sociology (\$55,000) (New appointment filling a newly authorized position).

Roumani, Yazan F., Assistant Professor of Quantitative Methods in Management (\$105,000) (New appointment filling a vacant authorized position).

Shaerf, David A., Assistant Professor of English (\$54,000) (New appointment filling a newly authorized position).

Song, Mi Hye, Assistant Professor of Biological Sciences (\$66,000) (New appointment filling a newly authorized position).

Stanton II, Steven J., Assistant Professor of Marketing (\$100,000) (New appointment filling a vacant authorized position).

Stearns-Pfeiffer, Amanda M., Assistant Professor of English (\$54,000) (New appointment filling a vacant authorized position).

Strubler, David C., Professor of Education (\$110,000) (New appointment filling a vacant authorized position).

Szlag, David C., Assistant Professor of Chemistry (\$60,000) (New appointment filling a vacant authorized position).

Tirnanic, Galina, Assistant Professor of Art History (\$54,000) (New appointment filling a vacant authorized position).

Weinberg, Paul J., Assistant Professor of Education (\$60,000) (New appointment filling a vacant authorized position).

Westrick, Randal J., Assistant Professor of Biological Sciences (\$62,000) (New appointment filling a vacant authorized position).

Zhao, Sha, Assistant Professor of Accounting (\$125,000) (New appointment filling a vacant authorized position).

Effective August 12, 2013

ElSayed, Suzan A., Associate Professor of Biomedical Sciences without tenure (tenure track) (\$110,000) (New appointment filling a new authorized position) Oakland University William Beaumont School of Medicine.

Effective September 1, 2013

Nyland II, Rodney L., Assistant Professor of Biomedical Sciences without tenure (tenure track) (\$90,000) (New appointment filling a new authorized position) Oakland University William Beaumont School of Medicine.

Effective November 1, 2013

Loftus, Stephen, Associate Professor of Biomedical Sciences without tenure (tenure track) (\$113,000) (New appointment filling a new authorized position) Oakland University William Beaumont School of Medicine.

II. Oakland University William Beaumont School of Medicine Standard Appointments, effective October 7, 2013.

The following standard appointments in the Oakland University William Beaumont School of Medicine are for three years, commencing on October 7, 2013, 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:

Kowalenko, Terry	Professor	Emergency Medicine
Andrezejewski, Tanja	Assistant Professor	Emergency Medicine
Damm, Katherine A.	Assistant Professor	Obstetrics & Gynecology
Gryzenia, Paul C.	Assistant Professor	Diagnostic Radiology

Madan, Ichchha	Assistant Professor	Obstetrics & Gynecology
Malick, Farah K.	Assistant Professor	Internal Medicine
McCormick, M. Eileen	Assistant Professor	Pediatrics
Menoch, Margaret	Assistant Professor	Emergency Medicine
Pinelis, Susanna S.	Assistant Professor	Family Medicine
Benjamin, Joseph	Instructor	Emergency Medicine
Borovicka, Kathy M.	Instructor	Diagnostic Radiology
Cooper, Aharon G.	Instructor	Emergency Medicine
Hamame, Anthony S.	Instructor	Diagnostic Radiology
Khayyat, Nael	Instructor	Diagnostic Radiology
Klenczar, Melissa	Instructor	Family Medicine
Levasseur, Kelly A.	Instructor	Emergency Medicine
Lowe, Raluca M.	Instructor	Family Medicine
McLaughlin, Carol T.	Instructor	Diagnostic Radiology
Millican, Suzanne M.	Instructor	Obstetrics & Gynecology
Raphitis, Constantine	Instructor	Obstetrics & Gynecology
Sayegh, Anthony	Instructor	Family Medicine
Shajahan, Asha	Instructor	Family Medicine
Siljander, Debi	Instructor	Family Medicine
Smith, Wontika R.	Instructor	Obstetrics & Gynecology
Triest, Jessica	Instructor	Emergency Medicine
Wood, Daniel J.	Instructor	Diagnostic Radiology
Zimny, Matthew	Instructor	Family Medicine
Fakhouri, Monty	Adj. Assistant Professor	Family Medicine
Haimann, Mark H	Adj. Assistant Professor	Biomedical Sciences
Herbert, Michel A	Adj. Assistant Professor	Family Medicine

III. Administrative Appointments

Maxfield, Charles R., Interim Dean, School of Education and Human Services, effective August 26, 2013, pursuant to the Employment Agreement between Charles R. Maxfield 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>
Shackelford, Todd K.	Psychology	August 15, 2013 – August 14, 2016 (2 nd term)
Wiggins, Robert A.	Teacher Development & Educational Studies	August 15, 2013 – August 14, 2016 (1 st term)

IV. Emeritus Appointments

Hansen, Ranald D., Professor Emeritus of Psychology, effective August 14, 2013.

Hildebrand, Linda L., Professor Emerita of University Library, effective August 14, 2013.

Jarski, Robert W., Professor Emeritus of Exercise Science, effective September 1, 2013.

Acceptance of Gifts and Pledges to Oakland University for the Period of August 1, 2013 through September 30, 2013

RESOLVED, that the Board of Trustees accept the gifts and pledges to Oakland University identified in the Gifts and Pledges Report, Attachment A, for the period of August 1, 2013 through September 30, 2013.

(A copy of Attachment A is on file in the Board of Trustees Office.)

Acceptance of Grants and Contracts to Oakland University for the Period of July 1 – August 31, 2013

RESOLVED, that the Board of Trustees accept the grants and contracts to Oakland University identified in the Grants and Contracts Report, Attachment A, for the period of July 1 – August 31, 2013.

(A copy of Attachment A is on file in the Board of Trustees Office.)

Final Undergraduate School and Graduate School Reports Summer I 2013 – June 26, 2013

RESOLVED, that the Board of Trustees approves granting the degrees more fully described in the Final Undergraduate School Report and the Final Graduate School Report, each dated June 26, 2013.

(A copy of the Final Undergraduate School and Graduate School Reports Summer I 2013 – June 26, 2013 is on file in the Board of Trustees Office.)

Trustee Richard A. Flynn, seconded by Trustee Jay B. Shah, moved approval of the Consent Agenda and the motion was unanimously approved by those present.

E. New Items for Consideration/Action

Formation of Board of Trustees Committees and Membership Appointments

Chair Kramer explained that the Trustees have previously discussed the number of Board committees and their functions, meetings and reports. The Board also hired Don Kunz, the corporate leader at the Honigman law firm, as an outside consultant. Mr. Kunz provided charters for several committees including those attached to the

agendum item. The initial committee membership assignment proposals in the following recommendation are based upon preferences expressed by individual Trustees.

Chair Kramer then presented the Formation of Board of Trustees Committees and Membership Appointments recommendation as set forth in the agendum item.

WHEREAS, Article V of the Bylaws permits the Board to appoint committees and prescribe their duties, functions and limitations; now, therefore, be it

RESOLVED, that the following committees of the Board shall be, and they hereby are, created, each with the respective duties and functions described below:

- A Governance Committee, which shall assist the Board on matters relating to Board and University governance, Board performance, Board and University policies, and compliance with Board and University policies and with applicable laws and regulations;
- An Executive Committee, which shall advise the Chair of the Board and the President on matters of policy, assist with the establishment of Board meeting agendas and assist with the compensation and review of performance of the President;
- A Facilities Committee, which shall assist the Board to align long-range planning and development of University facilities with the Board's strategic vision, goals and priorities for the University; and
- An Ad Hoc Presidential Search Committee, which shall have the responsibility to conduct a search for the University's next President, including recommending the engagement of an appropriate firm to assist in the search, working with and soliciting the views of key University constituencies and recommending one or more candidates for consideration by the full Board; and, be it further

RESOLVED, that the members of the Audit Committee shall be Mark Schlusel, Ronald Robinson (Chair) and Richard DeVore; the members of the Governance Committee shall be Scott Kunselman (Chair), Jay Shah and Monica Emerson; the members of the Executive Committee shall be Michael Kramer (Chair), Mark Schlusel and Richard Flynn; the members of the Facilities Committee shall be Jay Shah (Chair) and Scott Kunselman; and the members of the Ad Hoc Presidential Search Committee shall be Michael Kramer (Chair), Mark Schlusel, Richard Flynn, Richard DeVore and Monica Emerson; and the non-trustee members David Dulio, Craig Stinson, Kerri Schuiling and Louay Chamra, all of such members shall serve at the pleasure of the Board and its Chair on such committees until the next annual meeting of the Board or their earlier resignation or removal; and, be it further

RESOLVED, that none of such Committees shall include a quorum of the Trustees nor have the authority to act on behalf of the Board of Trustees.

Trustee Mark E. Schlusel, seconded by Trustee Shah, moved approval of the recommendation. Trustee Ronald E. Robinson then presented several proposed written amendments, copies of which are on file in the Board of Trustees Office. The Board, at the suggestion of Trustee Robinson, agreed to separately discuss and vote upon each individual committee, its proposed membership and any applicable proposed amendments.

- Audit Committee. After discussion, the recommendation regarding the Trustee appointments to the Audit Committee was unanimously approved by those present.
- Governance Committee. Trustee Robinson proposed amending the Governance Committee membership to add the Audit Committee Chair as a member of the Governance Committee. This proposed amendment was not supported or approved.

Trustee Robinson also proposed amending the charter of the Governance Committee to read as follows:

A Governance Committee, which shall assist the Board on matters related to Board and University governance, Board performance, and Board and University policies, but compliance with Board and University policies and with applicable laws and regulations will remain as an Audit Committee duty.

This proposed charter amendment was supported by Trustee Schlusel and Trustee Scott G. Kunselman and, after discussion, the recommendation regarding the Governance Committee charter as amended by Trustee Robinson was unanimously approved by those present.

- Executive Committee. Trustee Robinson proposed amending the charter of the Executive Committee to read as follows:

An Executive Committee, which shall assist the Chair of the Board and the President on all matters of policy established by the Board and carrying out specific directions of the Board, assist with establishment of Board meeting agendas and review of performance of the President.

Trustee Robinson also proposed amending the Executive Committee membership to: (i) remove Trustee Schlusel; (ii) add two of the other Board committee chairs; and (iii) limit the size of the committee to four members. Neither of the two proposed amendments were supported or approved.

After discussion, the recommendation regarding the Executive Committee was approved without amendment with seven positive votes and one negative vote by Trustee Robinson.

- Facilities Management Committee. Trustee Shah proposed amending the Facilities Management Committee recommendation to include a *Facilities Committee Charter (Public Institutions)* as suggested by the Association of Governing Boards (Charter). After discussion, the recommendation regarding the Facilities Management Committee, including the Charter, was unanimously approved by those present.
- Ad Hoc Presidential Search Committee. Trustee Robinson proposed amending the Ad Hoc Presidential Search Committee membership to add the following members to the committee: (i) the Interim President as an ex officio member; (ii) two full professors; and (iii) the remaining Board members not named in the recommendation. This proposed amendment was not supported or approved.

After discussion, the recommendation regarding the Ad Hoc Presidential Search Committee was unanimously approved without amendment by those present.

Trustee Robinson, seconded by Trustee Flynn, then moved for approval of the following proposal regarding all Board committees:

All Board committees shall provide a written meeting agenda to all Board members with date and time of meeting within a reasonable time before the meeting. The committee can schedule meetings without coordinating with non-committee Board members. However, non-committee members can attend all Board committees and participate in discussions, but cannot vote on any recommendations to the Board. All Board committees including the School of Medicine Management Committee shall provide the Board with minutes of the meeting if taken and report on the substance of the meeting at the next informal meeting of the Board.

Trustee Schlüssel offered amendments to the proposal to delete the requirement that Board committees be required to create written meeting agendas prior to meetings and to delete the provision that Board committees can schedule meetings without coordinating with non-committee Board members.

After discussion, Trustee Robinson's motion as amended by Trustee Schlüssel as follows was unanimously approved by those present.

All Board committees shall provide a written notice to all Board members with date and time of meeting within a reasonable time before the meeting. However, non-committee members can attend all Board committees and participate in discussions, but cannot vote on any recommendations to the Board. All Board committees including the School of Medicine Management Committee shall provide the Board with

minutes of the meeting if taken and report on the substance of the meeting at the next informal meeting of the Board

Public/Private Partnership Combined Heating and Power Co-Generation System

Mr. Terry Stollsteimer, Associate Vice President for Facilities Management, presented the Public/Private Partnership Combined Heating and Power Co-Generation System recommendation as set forth in the agenda item.

RESOLVED, that the Board of Trustees approves Chevron Energy Solutions as the Public/Private Partner for project development and construction of a combined heat and power co-generation system; and, be it further

RESOLVED, that the Board of Trustees authorizes the Vice President for Finance and Administration to negotiate and execute all contracts for project development and construction of a combined heat and power co-generation system; and, be it further

RESOLVED, that the contract be reviewed and approved by the Office of the Vice President for Legal Affairs and General Counsel prior to execution, and be in compliance with the law and with University policies and regulations, and conform to the legal standards and policies of the Vice President for Legal Affairs and General Counsel.

After discussion, Trustee Flynn, seconded by Trustee Shah, moved approval of the recommendation, and the motion was unanimously approved by those present.

Financial Statements, June 30, 2013 and 2012

Trustee Robinson presented the Financial Statements, June 30, 2013 and 2012 recommendation as set forth in the agenda item.

RESOLVED, that the Board of Trustees accepts the Financial Statements, June 30, 2013, and 2012, which were audited by the Board's public accounting firm, Andrews Hooper Pavlik P.L.C.

After discussion, Trustee Robinson, seconded by Trustee Richard L. DeVore, moved approval of the recommendation, and the motion was unanimously approved by those present.

Schedule of Expenditures of Federal Award Programs in Accordance with OMB Circular A-133 Year Ended June 30, 2013

Trustee Robinson presented the Schedule of Expenditures of Federal Award Programs in Accordance with OMB Circular A-133 Year Ended June 30, 2013 recommendation as set forth in the agenda item.

RESOLVED, that the Board of Trustees accepts the Schedule of Expenditures of Federal Award Programs in Accordance with OMB Circular A-133 Year Ended June 30, 2013, which was audited by the Board's public accounting firm, Andrews Hooper Pavlik P.L.C.

After discussion, Trustee Robinson, seconded by Trustee Shah, moved approval of the recommendation, and the motion was unanimously approved by those present.

Fiscal Year 2015 Five-Year Capital Outlay Plan and Fiscal Year 2015 Capital Outlay Project Request

Mr. Beaghan presented the Fiscal Year 2015 Five-Year Capital Outlay Plan and Fiscal Year 2015 Capital Outlay Project Request recommendation as set forth in the agenda item.

RESOLVED, that the Board of Trustees approves the submission of the attached Fiscal Year 2015 Five-Year Capital Outlay Plan and Fiscal Year 2015 Capital Outlay Project Request to the State of Michigan, State Budget Office, as representative of Oakland University's capital budget needs.

(A copy of the Fiscal Year 2015 Five-Year Capital Outlay Plan and Fiscal Year 2015 Capital Outlay Project Request to the State of Michigan, State Budget Office, is on file in the Board of Trustees Office.)

After discussion, Trustee Monica E. Emerson, seconded by Trustee DeVore, moved approval of the recommendation, and the motion was unanimously approved by those present.

Trustee Kunselman left the meeting at 3:00 p.m.

F. Other Items for Consideration/Action that May Come Before the Board

David Ashland, a private citizen from Troy, MI, addressed the Board regarding the Athletic Department. Mr. Ashland's comments are on file in the Board of Trustees Office.

Kevin Grimm, Associate Professor, English and President of AAUP - OU Chapter, addressed the Board regarding the Ad Hoc Presidential Search Committee. Professor Grimm's comments are on file in the Board of Trustees Office.

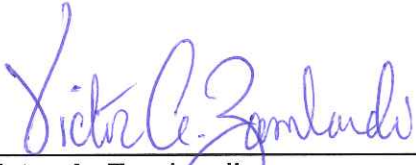
Samantha Wolf, Student Liaison, addressed the Board regarding the Ad Hoc Presidential Search Committee. Ms. Wolf's comments are on file in the Board of Trustees Office.

G. Adjournment

Chair Kramer adjourned the meeting at 3:20 p.m.

Submitted,

Approved,



Victor A. Zambardi
Secretary to the Board of Trustees

Michael R. Kramer
Chair, Board of Trustees

Agendum
Oakland University
Board of Trustees Formal Session
December 9, 2013

UNIVERSITY PERSONNEL ACTIONS
A Recommendation

1. **Division and Department:** Academic Affairs, Office of the Senior Vice President for Academic Affairs and Provost.
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.
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 Office of the Vice President for Legal Affairs.
8. **Recommendation:**

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

**University Personnel Actions
 Oakland University
 Board of Trustees Formal Session
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I. Oakland University William Beaumont School of Medicine Standard Appointments, effective December 9, 2013.

The following standard appointments in the Oakland University William Beaumont School of Medicine are for three years, commencing on December 9, 2013, 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:

Lablance, Sandra S.	Adj. Assistant Professor	Biomedical Sciences
Pedell, Leon	Adj. Instructor	Biomedical Sciences
Chen, Lingyun	Associate Professor	Diagnostic Radiology
Zhou, Yuxiang	Adj. Associate Professor	Diagnostic Radiology
Ali, Ammar	Instructor	Internal Medicine
Cascio, Richard Jr.	Instructor	Internal Medicine
Dalal, Bhavin D.	Assistant Professor	Internal Medicine
Davila, Francisco R.	Assistant Professor	Internal Medicine
Goldberg, Howard S.	Instructor	Internal Medicine
Hader, Ismail	Assistant Professor	Internal Medicine
Jiddou, Renee	Assistant Professor	Internal Medicine
Lerman, Eric J.	Instructor	Internal Medicine
Mudunuri, Vijay	Assistant Professor	Internal Medicine
Rossi, Andrea	Instructor	Internal Medicine
Sandberg, Hershel	Instructor	Internal Medicine
Siddiqui, Maham T.	Instructor	Internal Medicine
Syed, Mahpara	Instructor	Internal Medicine
Kobold, Rhonda L.	Instructor	Obstetrics & Gynecology
Ogunyemi, Dotun	Professor	Obstetrics & Gynecology
Lever, Jackson F.	Instructor	Ophthalmology
Friedman, Joy O.	Assistant Professor	Pediatrics
Gonzalez, Ismael E.	Assistant Professor	Pediatrics
Akay, Begum	Assistant Professor	Surgery
Gupta, Anil K.	Instructor	Surgery
Hauptert, Michael S.	Assistant Professor	Surgery
Novotny, Nathan M.	Assistant Professor	Surgery

**University Personnel Actions
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I. Standard Appointments (Cont'd)

Villalba, Mario R. Jr. Assistant Professor Surgery

Standard Appointment Three Years

Alvarez, Julian A.	Assistant Professor	Anesthesiology
Aslani, Kaveh	Assistant Professor	Anesthesiology
Bellefleur, Jeffrey P.	Assistant Professor	Anesthesiology
Clemans, Rebecca R.	Assistant Professor	Anesthesiology
Cohen, David J.	Assistant Professor	Anesthesiology
Collier, Phillip J.	Associate Professor	Anesthesiology
Conroy, Sean M.	Assistant Professor	Anesthesiology
Cosgrove Jr., William J.	Assistant Professor	Anesthesiology
Faulkner, Michael J.	Assistant Professor	Anesthesiology
Fayne, Randy J.	Assistant Professor	Anesthesiology
Folbe, Jack S.	Assistant Professor	Anesthesiology
Govindaswamy, Sunitha	Associate Professor	Anesthesiology
Grant, James D.	Professor	Anesthesiology
Han, Richard E.	Associate Professor	Anesthesiology
Harimoto, Deane Y.	Assistant Professor	Anesthesiology
Hass, Daniel L.	Assistant Professor	Anesthesiology
Hunstad, David L.	Assistant Professor	Anesthesiology
Jaffer, Aliraza G.	Assistant Professor	Anesthesiology
Langowski, Jennifer A.	Assistant Professor	Anesthesiology
Magidenko, Roman	Assistant Professor	Anesthesiology
Mansfield, William J.	Assistant Professor	Anesthesiology
Marvar, Rhonda A.	Assistant Professor	Anesthesiology
McCardell, Craig S.	Assistant Professor	Anesthesiology
McCue, Michael G.	Assistant Professor	Anesthesiology
Meza, Praxidez A.	Assistant Professor	Anesthesiology
Monterosso, Dominic D.	Assistant Professor	Anesthesiology
Murray III, Robert F.	Assistant Professor	Anesthesiology
Nallamothe, Balajee G.	Assistant Professor	Anesthesiology
O'Leary, Paul M.	Assistant Professor	Anesthesiology
Ohanian, N. Sean	Associate Professor	Anesthesiology
Pappas, John L.	Associate Professor	Anesthesiology
Pollak, Edward W.	Associate Professor	Anesthesiology
Ramsdell, Craig D.	Assistant Professor	Anesthesiology
Redd, Donna D.	Assistant Professor	Anesthesiology

University Personnel Actions
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I. Standard Appointments Three Years (Cont'd)

Rubin, Philip A.	Assistant Professor	Anesthesiology
Schlecht, Kathy D.	Associate Professor	Anesthesiology
Schlecht, Dietmar	Assistant Professor	Anesthesiology
Schmale, Timothy J.	Assistant Professor	Anesthesiology
Schmier, Ronald S.	Assistant Professor	Anesthesiology
Sikorsky, Michael H.	Assistant Professor	Anesthesiology
Silvasi, Daniel L.	Assistant Professor	Anesthesiology
Smith, Gregory F.	Assistant Professor	Anesthesiology
Soto, Roy G.	Professor	Anesthesiology
Sternberg, Douglas M.	Assistant Professor	Anesthesiology
Tatum, Donald R.	Assistant Professor	Anesthesiology
Ting, James	Assistant Professor	Anesthesiology
Walker, William M.	Assistant Professor	Anesthesiology
Wilner, Jeffrey H.	Assistant Professor	Anesthesiology
Akervall, Jan A.	Professor	Biomedical Sciences
Boura, Judith A.	Assistant Professor	Biomedical Sciences
Forsyth, Lisa Lynn	Assistant Professor	Biomedical Sciences
Hall, Levi M.	Assistant Professor	Biomedical Sciences
Ng, Maxine H.	Assistant Professor	Biomedical Sciences
Shah, Prakash	Adj. Assistant Professor	Biomedical Sciences
Aurand, Dennis J.	Assistant Professor	Diagnostic Radiology
Balon, Helena R.	Professor	Diagnostic Radiology
Barbieri, Thomas E.	Assistant Professor	Diagnostic Radiology
Barry, Kathleen A.	Assistant Professor	Diagnostic Radiology
Basmaji, Craig N.	Assistant Professor	Diagnostic Radiology
Berger, Brian D.	Assistant Professor	Diagnostic Radiology
Bis, Kostaki G.	Professor	Diagnostic Radiology
Bischoff, Michael R.	Assistant Professor	Diagnostic Radiology
Blinkhorn, David M.	Assistant Professor	Diagnostic Radiology
Bloom, David A.	Associate Professor	Diagnostic Radiology
Bubash, Lori A.	Assistant Professor	Diagnostic Radiology
Campbell, Janice M.	Professor	Diagnostic Radiology
Corby, Rodney R.	Assistant Professor	Diagnostic Radiology
Dalen, Kenneth	Assistant Professor	Diagnostic Radiology
Dixit, Purushottam K.	Assistant Professor	Diagnostic Radiology
Doshi, Shashin K.	Assistant Professor	Diagnostic Radiology
Duggan, Patricia M.	Assistant Professor	Diagnostic Radiology
Ellis, Burton I.	Associate Professor	Diagnostic Radiology

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I. Standard Appointments Three Years (Cont'd)

Farah, Michael C.	Assistant Professor	Diagnostic Radiology
Fink-Bennett, Darlene	Professor	Diagnostic Radiology
Gibson, Donald P.	Assistant Professor	Diagnostic Radiology
Gross, Martin L.	Assistant Professor	Diagnostic Radiology
Gupta, Tarun	Assistant Professor	Diagnostic Radiology
Habra, Ghiyath	Assistant Professor	Diagnostic Radiology
Handel, Jeremy D.	Assistant Professor	Diagnostic Radiology
Harris, Paul	Assistant Professor	Diagnostic Radiology
Hsieh, Ming Lin	Assistant Professor	Diagnostic Radiology
Jafri, Syed Z.H.	Professor	Diagnostic Radiology
Jason, Robin R.	Assistant Professor	Diagnostic Radiology
Kazmierczak, Chris D.	Assistant Professor	Diagnostic Radiology
Kerr, Hugh H.	Associate Professor	Diagnostic Radiology
Khan, Abdul-Majid	Assistant Professor	Diagnostic Radiology
Kirsch, Matthias J.	Associate Professor	Diagnostic Radiology
Konczalski, Marie	Assistant Professor	Diagnostic Radiology
Krishnan, Anant	Associate Professor	Diagnostic Radiology
Langlas, Tiffany S.	Assistant Professor	Diagnostic Radiology
Loginsky, Stephan J.	Assistant Professor	Diagnostic Radiology
Mahajan, Paresh	Associate Professor	Diagnostic Radiology
Mallin, William H.	Associate Professor	Diagnostic Radiology
Marcantonio, David R.	Assistant Professor	Diagnostic Radiology
McCarroll, Kathleen A.	Professor	Diagnostic Radiology
Mezwa, Duane G.	Professor	Diagnostic Radiology
Mitri, Carol J.	Assistant Professor	Diagnostic Radiology
Muchow, Andrew M.	Assistant Professor	Diagnostic Radiology
Nandalur, Kiran R.	Associate Professor	Diagnostic Radiology
Nassif, Madgy K.	Assistant Professor	Diagnostic Radiology
Nghiem, Hanh V.	Professor	Diagnostic Radiology
Noujaim, Samir E.	Professor	Diagnostic Radiology
O'Hora, Kevin T.	Assistant Professor	Diagnostic Radiology
Pai, Vidya R.	Assistant Professor	Diagnostic Radiology
Palka, Jane C.	Associate Professor	Diagnostic Radiology
Patel, Sneha R.	Assistant Professor	Diagnostic Radiology
Pierce, Margaret A.	Assistant Professor	Diagnostic Radiology
Piziali, Daniel J.	Assistant Professor	Diagnostic Radiology
Qing, Feng	Professor	Diagnostic Radiology
Raiss, Gregory J.	Assistant Professor	Diagnostic Radiology

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I. Standard Appointments Three Years (Cont'd)

Rebner, Murray	Professor	Diagnostic Radiology
Roy, Anindya K.	Assistant Professor	Diagnostic Radiology
Rydberg, John N.	Professor	Diagnostic Radiology
Savin, Michael A.	Associate Professor	Diagnostic Radiology
Schultz, Steven R.	Assistant Professor	Diagnostic Radiology
Seitz, John P.	Professor	Diagnostic Radiology
Setru, Deepa P.	Assistant Professor	Diagnostic Radiology
Silbergleit, Richard	Professor	Diagnostic Radiology
Sokhandon, Farnoosh	Associate Professor	Diagnostic Radiology
Swinford, Ann E.	Assistant Professor	Diagnostic Radiology
Tech, Kurt E.	Associate Professor	Diagnostic Radiology
Tien, Hai M.	Assistant Professor	Diagnostic Radiology
Todorov, George T.	Associate Professor	Diagnostic Radiology
Tucker, Rennard B.	Assistant Professor	Diagnostic Radiology
VanHulle, Rachel M.	Assistant Professor	Diagnostic Radiology
Wang, Ay-Ming	Professor	Diagnostic Radiology
Weinfeld, Robert M.	Assistant Professor	Diagnostic Radiology
Wiater, Bridget C.	Assistant Professor	Diagnostic Radiology
Wilseck, Jeffrey M.	Assistant Professor	Diagnostic Radiology
Wong, Ching-Yee Oliver	Professor	Diagnostic Radiology
Yadavalli, Sailaja	Assistant Professor	Diagnostic Radiology
Almquist, Andrew M.	Assistant Professor	Emergency Medicine
Anderson, Maureen M.	Assistant Professor	Emergency Medicine
Anderson, William T.	Associate Professor	Emergency Medicine
Anderson, Todd R.	Assistant Professor	Emergency Medicine
Bahl, Amit	Assistant Professor	Emergency Medicine
Barish, Patrice A.	Assistant Professor	Emergency Medicine
Bastani, Aveh	Professor	Emergency Medicine
Bishop, Kenneth S.	Assistant Professor	Emergency Medicine
Bork, Susan	Assistant Professor	Emergency Medicine
Christensen, Matthew V.	Assistant Professor	Emergency Medicine
Clark, Carol L.	Professor	Emergency Medicine
Clark, Glen T.	Assistant Professor	Emergency Medicine
Dimsdale, Steven	Assistant Professor	Emergency Medicine
Ditkoff, Jeffrey S.	Assistant Professor	Emergency Medicine
Donaldson, David M.	Assistant Professor	Emergency Medicine
Fringer, Ryan C.	Professor	Emergency Medicine
Getzinger, Jim P.	Assistant Professor	Emergency Medicine

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I. Standard Appointments Three Years (Cont'd)

Gugneja, Monika	Assistant Professor	Emergency Medicine
Hang, Bophal S.	Assistant Professor	Emergency Medicine
Hoelzer, Marion F.	Assistant Professor	Emergency Medicine
Hutchinson, Christopher	Assistant Professor	Emergency Medicine
Jaroszewski, Kristie J.	Assistant Professor	Emergency Medicine
Jones, Shanna C.	Assistant Professor	Emergency Medicine
Jung, Dawn C.	Assistant Professor	Emergency Medicine
Kilanowski-Doroh, Philip O.	Assistant Professor	Emergency Medicine
Kleiman, Scott H.	Assistant Professor	Emergency Medicine
Knipple, Eric J.	Assistant Professor	Emergency Medicine
Koltonow, Sanford H.	Associate Professor	Emergency Medicine
Linovitz, Andrew J.	Assistant Professor	Emergency Medicine
McPeak, Christopher L.	Assistant Professor	Emergency Medicine
Ngo, Liem T.	Assistant Professor	Emergency Medicine
Onwuzurike, Indira	Assistant Professor	Emergency Medicine
Opsommer, Michael G.	Assistant Professor	Emergency Medicine
Parks, Julie A.	Assistant Professor	Emergency Medicine
Pettengill, Patrick T.	Assistant Professor	Emergency Medicine
Rae, Russell W.	Assistant Professor	Emergency Medicine
Richardson, Daniel S.	Assistant Professor	Emergency Medicine
Rocchini, Albert James	Assistant Professor	Emergency Medicine
Rontal, Amy K.	Assistant Professor	Emergency Medicine
Sadler, Edward B.	Assistant Professor	Emergency Medicine
Sadzikowski, Mark	Assistant Professor	Emergency Medicine
Saginaw, Steven J.	Assistant Professor	Emergency Medicine
Schlaff, Mary J.	Assistant Professor	Emergency Medicine
Sessa, Bernice S.	Assistant Professor	Emergency Medicine
Smark, Amy L.	Assistant Professor	Emergency Medicine
Swor, Robert A.	Professor	Emergency Medicine
Todd, Brett R.	Assistant Professor	Emergency Medicine
Turner-Lawrence, Danielle	Associate Professor	Emergency Medicine
Waleke, James P.	Assistant Professor	Emergency Medicine
Walters, Bradford L.	Associate Professor	Emergency Medicine
Wyte, Collette M.	Professor	Emergency Medicine
Ziadeh, James M.	Assistant Professor	Emergency Medicine
Ajemian, Nancy A.	Assistant Professor	Family Medicine
Blunden, Elizabeth	Assistant Professor	Family Medicine
Cooke II, Richard R.	Assistant Professor	Family Medicine

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I. Standard Appointments Three Years (Cont'd)

Dzebo, Ruzica (Rose)	Assistant Professor	Family Medicine
Eckleberry-Hunt, Jodie G.	Associate Professor	Family Medicine
Elliott, Luke A.	Assistant Professor	Family Medicine
Gruber, Amber M.	Assistant Professor	Family Medicine
Hanna, Wafaa S.	Assistant Professor	Family Medicine
Kim, Paula J.	Associate Professor	Family Medicine
Konieczny, Michelle A.	Assistant Professor	Family Medicine
Lick, David D.	Associate Professor	Family Medicine
Manczak, Donna W.	Assistant Professor	Family Medicine
Milback, Christopher J.	Associate Professor	Family Medicine
Misch, Paul W.	Professor	Family Medicine
Mulhem, Elie	Associate Professor	Family Medicine
Oleszkowicz, Andrew M.	Assistant Professor	Family Medicine
Phillips, Joan	Assistant Professor	Family Medicine
Poley, Robert E.	Assistant Professor	Family Medicine
Rizk, Nabil K.	Assistant Professor	Family Medicine
Rodgers, David J.	Associate Professor	Family Medicine
Rodin, Peter J.	Assistant Professor	Family Medicine
Rollinger, Kathleen M.	Assistant Professor	Family Medicine
Samyn, Robin C.	Assistant Professor	Family Medicine
Sangal, R. Bart	Professor	Family Medicine
Seger, Amy M.	Assistant Professor	Family Medicine
Tucciarone, Jennifer	Assistant Professor	Family Medicine
Van Dyke, Annetta S.	Associate Professor	Family Medicine
Wallace, Elise F.	Assistant Professor	Family Medicine
Yedavally-Yellayi, Srikala	Assistant Professor	Family Medicine
Abbas, Amr E.	Associate Professor	Internal Medicine
Agnone, Eugene	Associate Professor	Internal Medicine
Ajluni, Steven C.	Assistant Professor	Internal Medicine
Allen, Samuel Abraham	Assistant Professor	Internal Medicine
Aslam, Naveed	Assistant Professor	Internal Medicine
Balaraman, Savitha	Assistant Professor	Internal Medicine
Ballouz, Samer	Assistant Professor	Internal Medicine
Band, Jeffrey D.	Professor	Internal Medicine
Barnes, Michael A.	Associate Professor	Internal Medicine
Batke, Jason R.	Assistant Professor	Internal Medicine
Begle, Robert L.	Assistant Professor	Internal Medicine
Berghea, Ramona M.	Assistant Professor	Internal Medicine

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I. Standard Appointments Three Years (Cont'd)

Berkovic, Michael	Assistant Professor	Internal Medicine
Berman, Aaron D.	Associate Professor	Internal Medicine
Bowers, Terry R.	Assistant Professor	Internal Medicine
Brill, David A.	Assistant Professor	Internal Medicine
Carpenter, Christopher	Associate Professor	Internal Medicine
Chapman, Roxana L.	Assistant Professor	Internal Medicine
Chinnaiyan, Kavitha M.	Associate Professor	Internal Medicine
Chittick, Paul J.	Assistant Professor	Internal Medicine
Chmielewski, Angela M.	Assistant Professor	Internal Medicine
Cingel, Barbara J.	Associate Professor	Internal Medicine
Devlin, William H.	Assistant Professor	Internal Medicine
Dionne, Michael	Assistant Professor	Internal Medicine
Dixon, Simon R.	Professor	Internal Medicine
Duffy, Michael	Associate Professor	Internal Medicine
Dumler, Francis	Professor	Internal Medicine
Forst, David H.	Professor	Internal Medicine
Franklin, Barry A.	Professor	Internal Medicine
Gomez, Ginette	Assistant Professor	Internal Medicine
Greenberger, Marc J.	Assistant Professor	Internal Medicine
Haines, David E.	Professor	Internal Medicine
Halalau, Alexandra I.	Assistant Professor	Internal Medicine
Hamlin, Angela D.	Assistant Professor	Internal Medicine
Hanzel, George S.	Associate Professor	Internal Medicine
Howard, George S.	Assistant Professor	Internal Medicine
Hyde, Kristina L.	Assistant Professor	Internal Medicine
Ibrahim, Chadi M.	Assistant Professor	Internal Medicine
Ibrahim, Mohammed	Assistant Professor	Internal Medicine
Imam, Khaled	Associate Professor	Internal Medicine
Jaiyesimi, Ishmael	Professor	Internal Medicine
John-Rosman, Sarine	Assistant Professor	Internal Medicine
Karamchandani, Varsha	Assistant Professor	Internal Medicine
Keena, Daniel T.	Assistant Professor	Internal Medicine
Khatoon, Tawhida	Assistant Professor	Internal Medicine
Kraft, Phillip L.	Associate Professor	Internal Medicine
Lauter, Carl B.	Professor	Internal Medicine
Levin, Robert N.	Associate Professor	Internal Medicine
Maddens, Michael E.	Professor	Internal Medicine
Man, K Ching	Associate Professor	Internal Medicine

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I. Standard Appointments Three Years (Cont'd)

Margolis, Jeffrey H.	Professor	Internal Medicine
Marsalese, Dominic L.	Assistant Professor	Internal Medicine
McGough, Martin F.	Assistant Professor	Internal Medicine
Mermiges, Demetrios N.	Assistant Professor	Internal Medicine
Miller, Wendy M.	Professor	Internal Medicine
Misra, Lynda C.	Assistant Professor	Internal Medicine
Murariu-Dobrin, Alina C.	Assistant Professor	Internal Medicine
Nadeau, Laura M.	Assistant Professor	Internal Medicine
Niculescu, Ovidiu	Assistant Professor	Internal Medicine
Nori Janosz, Katherine E.	Associate Professor	Internal Medicine
Patel, Sudhanshu	Assistant Professor	Internal Medicine
Patel, Amrish K.	Assistant Professor	Internal Medicine
Pollock, Martha A.	Assistant Professor	Internal Medicine
Raff, Gilbert L.	Professor	Internal Medicine
Ravikrishnan, Korembeth	Professor	Internal Medicine
Rocher, Leslie L.	Professor	Internal Medicine
Safian, Robert D.	Professor	Internal Medicine
Saham, Geoffrey M.	Assistant Professor	Internal Medicine
Samarapungavan, Dilip	Assistant Professor	Internal Medicine
Schmeltz, Lowell R.	Assistant Professor	Internal Medicine
Shah, Darshil J.	Assistant Professor	Internal Medicine
Shamoun, Tania M.	Assistant Professor	Internal Medicine
Sherman, Stanley	Assistant Professor	Internal Medicine
Shoichet, Sandor	Associate Professor	Internal Medicine
Shoukfeh, Mazen M.	Assistant Professor	Internal Medicine
Sims, Matthew D.	Associate Professor	Internal Medicine
Stender, Michael J.	Assistant Professor	Internal Medicine
Stevens, Keith M.	Assistant Professor	Internal Medicine
Stryk, Steven V.	Assistant Professor	Internal Medicine
Tawila, Mohamad Y.	Assistant Professor	Internal Medicine
Timmis, Steven B.H.	Assistant Professor	Internal Medicine
Venuturumilli, Padmaja V.	Assistant Professor	Internal Medicine
Weber, John R.	Assistant Professor	Internal Medicine
Wilkinson, Todd S.	Assistant Professor	Internal Medicine
Williamson, Brian D.	Associate Professor	Internal Medicine
Yakan, Adli	Assistant Professor	Internal Medicine
Zakalik, Dana	Professor	Internal Medicine
Zalesi, Kerstyn C.	Assistant Professor	Internal Medicine

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I. Standard Appointments Three Years (Cont'd)

Zekman, Richard P.	Assistant Professor	Internal Medicine
Al-Hakim, Mazen L.	Assistant Professor	Neurology
Gowda, Shaila	Assistant Professor	Neurology
Verma, Narayan P.	Professor	Neurology
Diaz, Fernando G.	Professor	Neurosurgery
Gilmer, Holly S.	Associate Professor	Neurosurgery
Michael, Daniel B.	Professor	Neurosurgery
Olson, Rick E.	Assistant Professor	Neurosurgery
Perez-Cruet, Miguelangelo	Professor	Neurosurgery
Pieper, Daniel R.	Associate Professor	Neurosurgery
Zamorano, Lucia J.	Professor	Neurosurgery
Zinkel, John L.	Assistant Professor	Neurosurgery
Chu, Betty S.	Associate Professor	Obstetrics & Gynecology
Field, Jayson B.	Assistant Professor	Obstetrics & Gynecology
Fisher, Jay Ethan	Assistant Professor	Obstetrics & Gynecology
Franz, Patricia M.	Assistant Professor	Obstetrics & Gynecology
Golusin, Millard R.	Assistant Professor	Obstetrics & Gynecology
Hodge, David D.	Assistant Professor	Obstetrics & Gynecology
Kwaiser, Ty M.	Assistant Professor	Obstetrics & Gynecology
Lorenz, Robert P.	Professor	Obstetrics & Gynecology
Mausi, Lori Michelle	Assistant Professor	Obstetrics & Gynecology
Miller, Bradley T.	Associate Professor	Obstetrics & Gynecology
Redman, Mark E.	Associate Professor	Obstetrics & Gynecology
Smith, Joann M.	Assistant Professor	Obstetrics & Gynecology
Starr, Robert A.	Associate Professor	Obstetrics & Gynecology
Vlachos, Theodoros	Assistant Professor	Obstetrics & Gynecology
Wade, Christine T.	Assistant Professor	Obstetrics & Gynecology
Wolf, Lynda J.	Associate Professor	Obstetrics & Gynecology
Zajdel, Grazyna K.	Assistant Professor	Obstetrics & Gynecology
Black, Evan H.	Associate Professor	Ophthalmology
Capone Jr., Antonio	Professor	Ophthalmology
Chow, Christopher Y.	Professor	Ophthalmology
Citron, Matthew E.	Assistant Professor	Ophthalmology
Cyrlin, Marshall N.	Professor	Ophthalmology
DiLorenzo, A. Luisa	Professor	Ophthalmology
Drenser, Kimberly A.	Professor	Ophthalmology
Dunn, Steven P.	Professor	Ophthalmology
Fitzgerald, Gregory	Assistant Professor	Ophthalmology

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I. Standard Appointments Three Years (Cont'd)

Garretson, Bruce R.	Professor	Ophthalmology
Gladstone, Geoffrey J.	Professor	Ophthalmology
Granadier, Robert J.	Professor	Ophthalmology
Grey, David S.	Assistant Professor	Ophthalmology
Handler, Lawrence F.	Assistant Professor	Ophthalmology
Hart Jr., John C.	Professor	Ophthalmology
Hartzell, Charlotte L.	Assistant Professor	Ophthalmology
Hassan, Tarek S.	Professor	Ophthalmology
Heidemann, David G.	Professor	Ophthalmology
Koh, John Y.	Associate Professor	Ophthalmology
Lesser, George R.	Professor	Ophthalmology
Nesi, Frank A.	Professor	Ophthalmology
Nesi-Eloff, Francesca D.	Assistant Professor	Ophthalmology
Page, Timothy P.	Professor	Ophthalmology
Rao, Rajesh C.	Professor	Ophthalmology
Rolain, Mark A.	Professor	Ophthalmology
Ruby, Alan J.	Professor	Ophthalmology
Siegel, Marc J.	Assistant Professor	Ophthalmology
Siegel, Les I.	Associate Professor	Ophthalmology
Simone, Piero A.	Assistant Professor	Ophthalmology
Spigelman, Alan V.	Assistant Professor	Ophthalmology
Stec, Lori A.	Associate Professor	Ophthalmology
Trese, Michael T.	Professor	Ophthalmology
Williams, George A.	Professor	Ophthalmology
Wolfe, Jeremy D.	Assistant Professor	Ophthalmology
Anderson, Kyle	Associate Professor	Orthopaedic Surgery
Brown, Lane R.	Assistant Professor	Orthopaedic Surgery
Collon, David J.	Associate Professor	Orthopaedic Surgery
Ditkoff, Thomas J.	Assistant Professor	Orthopaedic Surgery
Dutcheshen, Nicholas T.	Assistant Professor	Orthopaedic Surgery
Fischgrund, Jeffrey S.	Professor	Orthopaedic Surgery
Fortin, Paul T.	Associate Professor	Orthopaedic Surgery
Grant, Kevin D.	Assistant Professor	Orthopaedic Surgery
Greene, Perry W.	Associate Professor	Orthopaedic Surgery
Guettler, Joseph H.	Assistant Professor	Orthopaedic Surgery
Kaplan, Lige M.	Assistant Professor	Orthopaedic Surgery
Kurz, Lawrence T.	Associate Professor	Orthopaedic Surgery
Les, Kimberly A.	Assistant Professor	Orthopaedic Surgery

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I. Standard Appointments Three Years (Cont'd)

Magnell, Thomas D.	Associate Professor	Orthopaedic Surgery
Mayo, David B.	Assistant Professor	Orthopaedic Surgery
Montgomery, David M.	Assistant Professor	Orthopaedic Surgery
Nowinski, Gregory P.	Associate Professor	Orthopaedic Surgery
Pochron, Michael D.	Assistant Professor	Orthopaedic Surgery
Rohde, Rachel S.	Assistant Professor	Orthopaedic Surgery
Settecerri, Jeffrey J.	Assistant Professor	Orthopaedic Surgery
Shapiro, Paul S.	Assistant Professor	Orthopaedic Surgery
Shapiro, Jeffrey D.	Assistant Professor	Orthopaedic Surgery
Siskosky, Matthew J.	Assistant Professor	Orthopaedic Surgery
Sobol, Gregory V.	Assistant Professor	Orthopaedic Surgery
Verner, James J.	Assistant Professor	Orthopaedic Surgery
Wiater, Jerome P.	Associate Professor	Orthopaedic Surgery
Wiater, Patrick J.	Assistant Professor	Orthopaedic Surgery
Zaltz, Ira	Associate Professor	Orthopaedic Surgery
Amin, Mutual B.	Professor	Pathology
Armin, Ali-Reza	Professor	Pathology
Bernacki, Edward G.	Professor	Pathology
Blenc, Ann Marie	Associate Professor	Pathology
Boyanton Jr., Bobby L.	Associate Professor	Pathology
Chen, Xia	Associate Professor	Pathology
Chen, LeiLei	Associate Professor	Pathology
Crisan, Domnita	Professor	Pathology
Donev, Kliment	Associate Professor	Pathology
Douglas-Nikitin, Vonda K.	Associate Professor	Pathology
Dulai, Mohanpal Singh	Associate Professor	Pathology
Feng, Jining	Associate Professor	Pathology
Grossman, David M.	Associate Professor	Pathology
Huang, James Z.	Associate Professor	Pathology
Hysell, Christopher K.	Associate Professor	Pathology
Jeon, Hye-Ran Helen	Associate Professor	Pathology
Kolins, Mark D.	Professor	Pathology
Kuntzman, Tomi Jo	Associate Professor	Pathology
Li, Wei	Professor	Pathology
Ma, Hongwei	Associate Professor	Pathology
Macknis, Jaqueline K.	Associate Professor	Pathology
Maine, Gabriel N.	Associate Professor	Pathology
Malhotra, Rajwant K.	Professor	Pathology

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I. Standard Appointments Three Years (Cont'd)

Micale, Mark A.	Associate Professor	Pathology
Millward, Peter A.	Associate Professor	Pathology
Muglia, Beatrice H.	Associate Professor	Pathology
Pansare, Vaishali M.	Associate Professor	Pathology
Posey, Yvonne F.	Associate Professor	Pathology
Qu, Zhenhong	Professor	Pathology
Robinson-Dunn, Barbara	Professor	Pathology
Rooney, Michele T.	Associate Professor	Pathology
Siddiqui, Masood A.	Associate Professor	Pathology
Smith, Marc D.	Associate Professor	Pathology
Sykes, Elizabeth	Professor	Pathology
Uzieblo, Alison F.	Associate Professor	Pathology
Watts, John C.	Professor	Pathology
Xie, Ming	Associate Professor	Pathology
Young, Michelle R.	Associate Professor	Pathology
Zade, Ralph	Associate Professor	Pathology
Zhang, Ping L.	Professor	Pathology
Amanullah, Adoor	Assistant Professor	Pediatrics
Aughton, David J.	Professor	Pediatrics
Bergsman, Christopher	Assistant Professor	Pediatrics
Blum, Robert M.	Assistant Professor	Pediatrics
Castro, Jennifer G.	Assistant Professor	Pediatrics
Clune, Sarah E.	Assistant Professor	Pediatrics
Cutler, Nancy Goldman	Assistant Professor	Pediatrics
De Los Santos-Mac, Ernestina	Assistant Professor	Pediatrics
Degnan, Bernard M.	Assistant Professor	Pediatrics
Dekelbab, M. Bassem	Assistant Professor	Pediatrics
Deprez, Mark F.	Assistant Professor	Pediatrics
Devarahally, Sharada S.	Assistant Professor	Pediatrics
Dewitte, David B.	Associate Professor	Pediatrics
Doshi, Devang R.	Assistant Professor	Pediatrics
Doyle, Kalli Jo	Associate Professor	Pediatrics
Dunn, Amy	Assistant Professor	Pediatrics
Elton, Rhonda M.	Assistant Professor	Pediatrics
Espinosa, Martin R.	Assistant Professor	Pediatrics
Faber, Seth Adam	Assistant Professor	Pediatrics
Fatima, Ayesha	Assistant Professor	Pediatrics
Fisher, Laurie K.	Assistant Professor	Pediatrics

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I. Standard Appointments Three Years (Cont'd)

Flanders, Samuel J.	Associate Professor	Pediatrics
Folcik-Gerken, Jenny L.	Assistant Professor	Pediatrics
Forman, Seth H.	Assistant Professor	Pediatrics
Freij, Bishara J.	Professor	Pediatrics
Gebara, Bassam M.	Associate Professor	Pediatrics
Gebara, Souheil	Associate Professor	Pediatrics
Geimer, Sharon K.	Assistant Professor	Pediatrics
Gendelman, Brian S.	Assistant Professor	Pediatrics
Gerrits, Peter M.	Associate Professor	Pediatrics
Glickfield, Steven B.	Assistant Professor	Pediatrics
Hines, Stefani J.	Assistant Professor	Pediatrics
Holtrop, Paul C.	Assistant Professor	Pediatrics
Indenbaum-Wasvary, Rebecca	Assistant Professor	Pediatrics
Jamil, Samir K.	Assistant Professor	Pediatrics
Kelly, Maureen A.	Assistant Professor	Pediatrics
Kendall, Ada L.	Assistant Professor	Pediatrics
Klarr, Judith M.	Assistant Professor	Pediatrics
Kohn, Amitai Z.	Assistant Professor	Pediatrics
Krasan, Graham P.	Assistant Professor	Pediatrics
Main, Charles A.	Associate Professor	Pediatrics
Maisels, M Jeffrey	Professor	Pediatrics
Mammel, Kathleen A.	Associate Professor	Pediatrics
Mannisto, Nancy M.	Assistant Professor	Pediatrics
Nadis, Beth L.	Assistant Professor	Pediatrics
Obudzinski, David E.	Assistant Professor	Pediatrics
Patel, Rita P.	Assistant Professor	Pediatrics
Piana, Sonja M.	Assistant Professor	Pediatrics
Pryce, Cynthia J.	Associate Professor	Pediatrics
Saleem-Rasheed, Fozia	Assistant Professor	Pediatrics
Shah, Lalit J.	Assistant Professor	Pediatrics
Shubeck, Stacey A.	Assistant Professor	Pediatrics
Smyth, Mary E.	Assistant Professor	Pediatrics
Snyder, Kamilia E.	Assistant Professor	Pediatrics
Sroka, Celia	Assistant Professor	Pediatrics
Steffes, Barbara Sue	Assistant Professor	Pediatrics
Truding, Robert M.	Associate Professor	Pediatrics
Walton, Edward A.	Professor	Pediatrics
Wegner, Rebecca K.	Assistant Professor	Pediatrics

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I. Standard Appointments Three Years (Cont'd)

Weinhouse, Elliott	Professor	Pediatrics
Alpiner, Neal M.	Assistant Professor	Phys. Med. & Rehabilitation
Chamberlain, Christine	Assistant Professor	Phys. Med. & Rehabilitation
DeSantis, Nancy M.	Assistant Professor	Phys. Med. & Rehabilitation
Grant, Lisa B.	Assistant Professor	Phys. Med. & Rehabilitation
Iyer, Rajesh V.	Assistant Professor	Phys. Med. & Rehabilitation
LaBan, Myron M.	Professor	Phys. Med. & Rehabilitation
Long, Randi J.	Assistant Professor	Phys. Med. & Rehabilitation
Maltese Jr., John T.	Associate Professor	Phys. Med. & Rehabilitation
Narula, Vikram	Assistant Professor	Phys. Med. & Rehabilitation
Riutta, Justin C.	Associate Professor	Phys. Med. & Rehabilitation
Sessa, Gino R.	Assistant Professor	Phys. Med. & Rehabilitation
Spiteri, David J.	Assistant Professor	Phys. Med. & Rehabilitation
Tamler, Martin S.	Associate Professor	Phys. Med. & Rehabilitation
Taylor, Ronald S.	Professor	Phys. Med. & Rehabilitation
Viola, Sherry L.	Assistant Professor	Phys. Med. & Rehabilitation
Weir, Susan K.	Assistant Professor	Phys. Med. & Rehabilitation
Belkin, Howard R.	Assistant Professor	Psychiatry
Brabbins, Donald	Associate Professor	Radiation Oncology
Chen, Peter Y.	Professor	Radiation Oncology
Grills, Inga S.	Associate Professor	Radiation Oncology
Gustafson, Gary S.	Associate Professor	Radiation Oncology
Gustafson, Gregory S.	Assistant Professor	Radiation Oncology
Ionascu, T. Dan	Assistant Professor	Radiation Oncology
Krauss, Daniel J.	Assistant Professor	Radiation Oncology
Krueger, Sarah	Assistant Professor	Radiation Oncology
Marples, Brian	Professor	Radiation Oncology
McDermott, Patrick N.	Associate Professor	Radiation Oncology
Robertson, John M.	Professor	Radiation Oncology
Stromberg, Jannifer S.	Assistant Professor	Radiation Oncology
Wilson, George D.	Professor	Radiation Oncology
Yan, Di	Professor	Radiation Oncology
Zhang, Tiezhi	Associate Professor	Radiation Oncology
Zhou, Jun	Assistant Professor	Radiation Oncology
Altshuler, Jeffrey M.	Assistant Professor	Surgery
Babu, Seilesh C.	Associate Professor	Surgery
Baker, Erin A.	Associate Professor	Surgery
Baker, Kevin C.	Associate Professor	Surgery

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I. Standard Appointments Three Years (Cont'd)

Barkel, Donald C.	Associate Professor	Surgery
Bojrab, Dennis I.	Professor	Surgery
Bongers, Shannon L.	Assistant Professor	Surgery
Bournias, Nicholas J.	Assistant Professor	Surgery
Brown, Eric A.	Assistant Professor	Surgery
Brown, O. William	Professor	Surgery
Chan, Eleanor Y.	Associate Professor	Surgery
Cohn, Steven R.	Assistant Professor	Surgery
Czako, Peter F.	Associate Professor	Surgery
Dekhne, Nayana S.	Assistant Professor	Surgery
Goswami, Nafisa Kuwajerwala	Assistant Professor	Surgery
Hain, Jon M.	Assistant Professor	Surgery
Hanson, Eric C.	Assistant Professor	Surgery
Jury, Robert P.	Associate Professor	Surgery
Kartush, Jack M.	Professor	Surgery
Keidan, Richard D.	Associate Professor	Surgery
Koffron, Alan J.	Professor	Surgery
Kraemer, Michael B.	Assistant Professor	Surgery
Krause, Kevin R.	Assistant Professor	Surgery
Kurdziel, Michael D.	Assistant Professor	Surgery
LaRouere, Michael J.	Professor	Surgery
Lloyd, Larry R.	Associate Professor	Surgery
Long, Graham William	Associate Professor	Surgery
Maerz, Tristan	Assistant Professor	Surgery
McBrien, M. Melissa	Associate Professor	Surgery
McIntosh, Bruce B.	Assistant Professor	Surgery
Morden, Robert S.	Associate Professor	Surgery
Mosed-Vogel, Michelle	Assistant Professor	Surgery
Mucci, Samuel J.	Assistant Professor	Surgery
Raofi, Vandad	Associate Professor	Surgery
Robinson, Phillip L.	Assistant Professor	Surgery
Rontal, Michael	Professor	Surgery
Rontal, Daniel A.	Assistant Professor	Surgery
Sakwa, Marc P.	Professor	Surgery
Sargent, Eric W.	Associate Professor	Surgery
Shaheen, Kenneth W.	Associate Professor	Surgery
Shanley, Charles J.	Professor	Surgery
Shannon, Francis L.	Associate Professor	Surgery

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I. Standard Appointments Three Years (Cont'd)

Silver, Scott M.	Assistant Professor	Surgery
Tepe, Nicholas A.	Assistant Professor	Surgery
Topf, Jeffrey S.	Associate Professor	Surgery
Uzieblo, Matthew/Maciej	Assistant Professor	Surgery
Wasvary, Harry J.	Associate Professor	Surgery
Welsh, Robert J.	Associate Professor	Surgery
Zappia, John J.	Associate Professor	Surgery
Chancellor, Michael B.	Professor	Urology
Feber, Kevin M.	Associate Professor	Urology
Fischer, Melissa C.	Assistant Professor	Urology
Hafron, Jason M.	Associate Professor	Urology
Harding, John R.	Assistant Professor	Urology
Hollander, Jay B.	Professor	Urology
Kearney, David J.	Assistant Professor	Urology
Korman, Howard J.	Associate Professor	Urology
MacDonald, Michael F.	Assistant Professor	Urology
Nagaraju, Pradeep	Assistant Professor	Urology
Rubenstein, Ronald A.	Assistant Professor	Urology
Seifman, Brian D.	Assistant Professor	Urology
Shetty, Sugandh D.	Associate Professor	Urology

Standard Appointments One Year

Clay, William E.	Assistant Professor	Anesthesiology
Hartrick, Craig T.	Professor	Anesthesiology
Kirsch, Michael J.	Assistant Professor	Anesthesiology
Macon, Mytrice E.	Assistant Professor	Anesthesiology
Schimpke, William A.	Assistant Professor	Anesthesiology
Skolnik, Bruce J.	Assistant Professor	Anesthesiology
Tang, Yeong-Shiuh	Associate Professor	Anesthesiology
Yestrepky, Mark B.	Assistant Professor	Anesthesiology
Bestul, Daniel J.	Assistant Professor	Biomedical Sciences
Eagle, Christine K.	Adj. Assistant Professor	Biomedical Sciences
Felten, David L.	Professor	Biomedical Sciences
Lillystone, Martin	Adj. Assistant Professor	Biomedical Sciences
Lutz, Mark F.	Assistant Professor	Biomedical Sciences
Meyers, Michele R.	Adj. Assistant Professor	Biomedical Sciences
Pawlicki, Kathleen	Assistant Professor	Biomedical Sciences

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Sloan, Kevin C.	Adj. Assistant Professor	Biomedical Sciences
Winegardner, Jim	Assistant Professor	Biomedical Sciences
Donovan, Kent R.	Assistant Professor	Diagnostic Radiology
Emerson, Scott J	Assistant Professor	Diagnostic Radiology
Flemming, Marc C.	Assistant Professor	Diagnostic Radiology
Harnadek, David S.	Assistant Professor	Diagnostic Radiology
Henry, Jerald W.	Assistant Professor	Diagnostic Radiology
Makris, John G.	Assistant Professor	Diagnostic Radiology
Malick, Scott C.	Assistant Professor	Diagnostic Radiology
Patel, Arun G.	Assistant Professor	Diagnostic Radiology
Ramsdell, Michele G.	Assistant Professor	Diagnostic Radiology
Rhodes, Casey Ann	Assistant Professor	Diagnostic Radiology
Roberts, John L.	Associate Professor	Diagnostic Radiology
Smith, Alton G.	Assistant Professor	Diagnostic Radiology
Verhelle, Thomas E.	Assistant Professor	Diagnostic Radiology
Wong, Jeffrey H.	Assistant Professor	Diagnostic Radiology
Wu, Dafang	Professor	Diagnostic Radiology
Brown, Lanying	Assistant Professor	Emergency Medicine
Cerasani, Chiara B.	Assistant Professor	Emergency Medicine
Cox, Linda C.	Assistant Professor	Emergency Medicine
Dalbec, Dean L.	Assistant Professor	Emergency Medicine
Davis, Bradley F.	Assistant Professor	Emergency Medicine
Dennis, Blaine	Assistant Professor	Emergency Medicine
Dotson, Trace M.	Assistant Professor	Emergency Medicine
Farrow, Michael D.	Assistant Professor	Emergency Medicine
Frikker, Lynn	Assistant Professor	Emergency Medicine
Getzinger, Kimberly Kress	Assistant Professor	Emergency Medicine
Hope, Jaime L.	Assistant Professor	Emergency Medicine
Jackson, Raymond E.	Professor	Emergency Medicine
Jelonek Jr., Edward J.	Assistant Professor	Emergency Medicine
Kable, Michael S.	Assistant Professor	Emergency Medicine
Kristal, Steven L.	Assistant Professor	Emergency Medicine
Kur, Adam S.	Assistant Professor	Emergency Medicine
Loomis Jr., John L.	Assistant Professor	Emergency Medicine
MacAskill, Douglas John	Assistant Professor	Emergency Medicine
Neher, Gary Thomas	Assistant Professor	Emergency Medicine
Schleif, David R.	Assistant Professor	Emergency Medicine
Smith, Stephen M.	Assistant Professor	Emergency Medicine

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I. Standard Appointments One Year (Cont'd)

Smith-Larson, Karen	Assistant Professor	Emergency Medicine
Spyridakis, Jon A.	Assistant Professor	Emergency Medicine
Abbo, Marisa R.	Assistant Professor	Family Medicine
Abiragi, Marie F.	Assistant Professor	Family Medicine
Battiata, Ronald E.	Assistant Professor	Family Medicine
Beeai, Muna A.	Assistant Professor	Family Medicine
Bellisario, Ronald G.	Assistant Professor	Family Medicine
Buchanan, Joel E.	Assistant Professor	Family Medicine
Byrne, Annetta M.	Assistant Professor	Family Medicine
Calcut Jr., Terry M.	Assistant Professor	Family Medicine
Calton, David W.	Assistant Professor	Family Medicine
Copeland, Jonathan D.	Assistant Professor	Family Medicine
Eberhardt, Brandy A.	Assistant Professor	Family Medicine
Eckel, Margaret A.	Assistant Professor	Family Medicine
Gibson-Fountain, Cheryl	Assistant Professor	Family Medicine
Goymerac, Patricia L.	Assistant Professor	Family Medicine
Herman, Ruth A.	Assistant Professor	Family Medicine
Heth, Charles E.	Assistant Professor	Family Medicine
Hoban, Donna M.	Assistant Professor	Family Medicine
Hutchings, Jill Rae	Assistant Professor	Family Medicine
Kastl, Stacey R.	Assistant Professor	Family Medicine
Kerges, Dana G.	Assistant Professor	Family Medicine
Love, Joseph J.	Assistant Professor	Family Medicine
McBride, James P.	Assistant Professor	Family Medicine
Meyers, Leia Fizette	Assistant Professor	Family Medicine
Moeller, James L.	Associate Professor	Family Medicine
Morgan, Sandra L.	Assistant Professor	Family Medicine
Nelson, Keisha J.	Assistant Professor	Family Medicine
Nguyen, Benjamin B.	Assistant Professor	Family Medicine
Nichols, Michael W.	Assistant Professor	Family Medicine
Nine, Carolyn E.	Assistant Professor	Family Medicine
Ortwine, Kelly Z.	Assistant Professor	Family Medicine
Peters, Theresa	Assistant Professor	Family Medicine
Raffin, Jennifer L.	Assistant Professor	Family Medicine
Rivera, Aleida	Assistant Professor	Family Medicine
Rosbolt, James P.	Assistant Professor	Family Medicine
Rubino-Ricci, Ida J.	Assistant Professor	Family Medicine
Sapick, Shelley L.	Assistant Professor	Family Medicine

**University Personnel Actions
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December 9, 2013
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I. Standard Appointments One Year (Cont'd)

Sarnacki, Carl C.	Assistant Professor	Family Medicine
Scharer, Micah N.	Assistant Professor	Family Medicine
Soares, Surayya	Assistant Professor	Family Medicine
Stachelski, Daniel J.	Assistant Professor	Family Medicine
Stark, Catherine M.	Assistant Professor	Family Medicine
Wang, Ping	Assistant Professor	Family Medicine
Yenchick, Mary M.	Assistant Professor	Family Medicine
Zolo, Shoshan	Assistant Professor	Family Medicine
Abboud, Rami	Assistant Professor	Internal Medicine
Ahmed, Abdirizak	Assistant Professor	Internal Medicine
Akhtar, Adil J.	Associate Professor	Internal Medicine
Almany, Steven L.	Associate Professor	Internal Medicine
Alpert, Edward	Assistant Professor	Internal Medicine
Anar, Momtaz	Assistant Professor	Internal Medicine
Boxwala, Iqbal	Assistant Professor	Internal Medicine
Brodsky, Marc S.	Assistant Professor	Internal Medicine
Butcher, David B.	Assistant Professor	Internal Medicine
Cannon, Michael E.	Associate Professor	Internal Medicine
Cappell, Mitchell	Professor	Internal Medicine
Carrillo, Antonio P.	Associate Professor	Internal Medicine
Cieszkowski, John H.	Assistant Professor	Internal Medicine
Cotant, Matthew B.	Assistant Professor	Internal Medicine
Cragg, David R.	Associate Professor	Internal Medicine
Cretu, Ecaterina	Assistant Professor	Internal Medicine
D'Errico, Anthony	Assistant Professor	Internal Medicine
Dancik, Jerry A.	Assistant Professor	Internal Medicine
Dhillon, Sundeep S.	Assistant Professor	Internal Medicine
Dunn, Marc M.	Assistant Professor	Internal Medicine
Edelson, Gary W.	Professor	Internal Medicine
Farhat, Ali Y.	Assistant Professor	Internal Medicine
Fawaz, Samuel T.	Assistant Professor	Internal Medicine
Fields, Warren B.	Assistant Professor	Internal Medicine
Friedman, Harold Z.	Associate Professor	Internal Medicine
Gallagher, Michael J.	Associate Professor	Internal Medicine
Gangadharan, Vellappillil	Assistant Professor	Internal Medicine
Ghafari, Georges B.	Assistant Professor	Internal Medicine
Goldstein, James A.	Professor	Internal Medicine
Gowda, Sachi U.	Assistant Professor	Internal Medicine

**University Personnel Actions
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I. Standard Appointments One Year (Cont'd)

Halalau, Bogdan	Assistant Professor	Internal Medicine
Hanna, Youssef M.	Assistant Professor	Internal Medicine
Haroutunian, Michael J.	Assistant Professor	Internal Medicine
Hauser, Andrew M.	Associate Professor	Internal Medicine
Heath, John S.	Assistant Professor	Internal Medicine
Herman, Eugene K.	Assistant Professor	Internal Medicine
Hoerler, Stephen D.	Assistant Professor	Internal Medicine
Huben, Marianne T.	Assistant Professor	Internal Medicine
Ignatius, Renjitha	Assistant Professor	Internal Medicine
Jacobs, David M.	Assistant Professor	Internal Medicine
James, Joseph	Assistant Professor	Internal Medicine
Jaweesh, Fadel	Assistant Professor	Internal Medicine
Kerner, Nathan J.	Assistant Professor	Internal Medicine
Khilanani, Prem V.	Professor	Internal Medicine
Khoury, Michael A.	Assistant Professor	Internal Medicine
Kim, Thomas D.	Assistant Professor	Internal Medicine
Klein, Jeffrey M.	Assistant Professor	Internal Medicine
Kutinsky, Ilana B.	Associate Professor	Internal Medicine
Lichtenberg, Peter A.	Professor	Internal Medicine
Lipson, Peter A.	Assistant Professor	Internal Medicine
Macri, Georgeta	Assistant Professor	Internal Medicine
Magno, Manolo B.	Assistant Professor	Internal Medicine
Makris, Alice K.	Assistant Professor	Internal Medicine
Marcovitz, Pamela A.	Associate Professor	Internal Medicine
Margolis, Harold	Associate Professor	Internal Medicine
McMurray, Mark D.	Assistant Professor	Internal Medicine
McPhee, Roderick A.	Assistant Professor	Internal Medicine
Mesiha, Nancy A.	Assistant Professor	Internal Medicine
Mladi , Thomas A.	Assistant Professor	Internal Medicine
Morris, Leon H.	Assistant Professor	Internal Medicine
Naaman, Saad C.	Assistant Professor	Internal Medicine
Nagrecha, Nayna S.	Assistant Professor	Internal Medicine
Najor, Lanore P.	Assistant Professor	Internal Medicine
Narla, Durgadas	Assistant Professor	Internal Medicine
Niculescu, Iuliana	Assistant Professor	Internal Medicine
Nori, David M.	Assistant Professor	Internal Medicine
O'Neill, Alfonso V.	Assistant Professor	Internal Medicine
Parikh, Rajul	Associate Professor	Internal Medicine

**University Personnel Actions
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I. Standard Appointments One Year (Cont'd)

Patel, Pulin P.	Assistant Professor	Internal Medicine
Patel, Bhavin P.	Assistant Professor	Internal Medicine
Paul, Sander J.	Assistant Professor	Internal Medicine
Pencu, Ioana D.	Assistant Professor	Internal Medicine
Provenzano, Robert	Assistant Professor	Internal Medicine
Rabah, Maher M.	Assistant Professor	Internal Medicine
Ragatzki, Paul A.	Assistant Professor	Internal Medicine
Ramos, Renato G.	Associate Professor	Internal Medicine
Reddy, Gampala H.	Assistant Professor	Internal Medicine
Ringwald, Ulrich O.	Assistant Professor	Internal Medicine
Rosenbaum, Lewis H.	Associate Professor	Internal Medicine
Rosenblatt, Solomon I.	Assistant Professor	Internal Medicine
Ross, Allan J.	Assistant Professor	Internal Medicine
Sabin, Bradley H.	Assistant Professor	Internal Medicine
Saibaba, Madhulatha J.	Assistant Professor	Internal Medicine
Simon, Michael R.	Professor	Internal Medicine
Skender, Joseph George	Assistant Professor	Internal Medicine
Soares, Prakash M.	Assistant Professor	Internal Medicine
Steigerwalt, Susan P.	Assistant Professor	Internal Medicine
Stevens, Melissa A.	Assistant Professor	Internal Medicine
Stewart, James R.	Assistant Professor	Internal Medicine
Stober, Richard M.	Assistant Professor	Internal Medicine
Stoffer, Sheldon S.	Assistant Professor	Internal Medicine
Szela, John J.	Assistant Professor	Internal Medicine
Tahhan, Mamon	Assistant Professor	Internal Medicine
Timmis, Gerald C.	Professor	Internal Medicine
Tower, John E.	Associate Professor	Internal Medicine
Tuuri, William R.	Assistant Professor	Internal Medicine
Veneri, Robert J.	Assistant Professor	Internal Medicine
Vervaeke, Rudy J.	Assistant Professor	Internal Medicine
Vlad, Cristina	Assistant Professor	Internal Medicine
Wang, Jennifer H.	Assistant Professor	Internal Medicine
Weinstein, David M.	Assistant Professor	Internal Medicine
Westveer, Douglas C.	Associate Professor	Internal Medicine
Wille, Richard T.	Assistant Professor	Internal Medicine
Wong, Wai S.	Assistant Professor	Internal Medicine
Wu, David M.	Assistant Professor	Internal Medicine
Yashinsky, Gary S.	Assistant Professor	Internal Medicine

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I. Standard Appointments One Year (Cont'd)

Zakaria, Alan A.	Assistant Professor	Internal Medicine
Belkin, Martin I.	Assistant Professor	Neurology
Cao, Nancy Jingyang	Assistant Professor	Neurology
Eilender, Lawrence M.	Assistant Professor	Neurology
Emmer, Anthony A.	Assistant Professor	Neurology
Fellows, Jonathan	Assistant Professor	Neurology
Gilbert, Neil J.	Assistant Professor	Neurology
Leutcher, William M.	Assistant Professor	Neurology
Mounayer, Sami	Assistant Professor	Neurology
Steinbock, Alex M.	Assistant Professor	Neurology
Voci, James Matthew	Associate Professor	Neurology
Friedman, Phillip	Assistant Professor	Neurosurgery
Junn, Fredrick Song	Assistant Professor	Neurosurgery
Nida, Todd Y.	Assistant Professor	Neurosurgery
Qahwash, Omar M.	Assistant Professor	Neurosurgery
Zakalik, Karol	Assistant Professor	Neurosurgery
Bronsteen, Richard A.	Associate Professor	Obstetrics & Gynecology
Condevaux, Carole F.	Assistant Professor	Obstetrics & Gynecology
Foley, Jennifer Lee	Assistant Professor	Obstetrics & Gynecology
Hutton, Lenny J.	Assistant Professor	Obstetrics & Gynecology
Uckele, John E.	Assistant Professor	Obstetrics & Gynecology
Wolfe, Thomas P.	Assistant Professor	Obstetrics & Gynecology
Colombo, Charles G.	Assistant Professor	Ophthalmology
Grosinger, Les D.	Assistant Professor	Ophthalmology
Ayas, Mouhib F.	Assistant Professor	Pediatrics
Bahrainwala, Abdul	Assistant Professor	Pediatrics
Baver-Neff, Beth S.	Assistant Professor	Pediatrics
Bering, Thomas J.	Assistant Professor	Pediatrics
Chung, William J.	Assistant Professor	Pediatrics
Clark, Laura C.	Assistant Professor	Pediatrics
Cohen, Susan F.	Assistant Professor	Pediatrics
Dorsey, John M.	Associate Professor	Pediatrics
Eastman, Jay W.	Assistant Professor	Pediatrics
Einhorn, Derek A.	Assistant Professor	Pediatrics
Engel, Brian T.	Assistant Professor	Pediatrics
Filips, Kurt W.	Assistant Professor	Pediatrics
Foster, Michelle D.	Assistant Professor	Pediatrics
Haller, Jeffrey D.	Associate Professor	Pediatrics

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I. Standard Appointments One Year (Cont'd)

Hannish, Majda A.	Assistant Professor	Pediatrics
Hasaba, Hasan	Assistant Professor	Pediatrics
Holland-Davis, Isabel	Assistant Professor	Pediatrics
Hug, David A.	Assistant Professor	Pediatrics
Hurwitz, Martin E.	Assistant Professor	Pediatrics
Johnson, Janice L.	Assistant Professor	Pediatrics
Klein, Lisa D.	Assistant Professor	Pediatrics
Kolin, Myra G.	Assistant Professor	Pediatrics
Leff, Carrie F.	Assistant Professor	Pediatrics
Levinson, Martin P.	Assistant Professor	Pediatrics
Lewandowski, Jeanne G.	Associate Professor	Pediatrics
Lippitt, Denise M.	Assistant Professor	Pediatrics
Marchand-Mateyak, Jeannette	Assistant Professor	Pediatrics
McManus, Sharon M.	Assistant Professor	Pediatrics
Muller, Peter T.	Assistant Professor	Pediatrics
Nadarajah, Ganga D.	Assistant Professor	Pediatrics
Oca, Melisa J.	Assistant Professor	Pediatrics
Ramesh, Dilli	Assistant Professor	Pediatrics
Reddy, Vinay N.	Assistant Professor	Pediatrics
Rice, Alita R.	Assistant Professor	Pediatrics
Rochlen, Jeffrey A.	Assistant Professor	Pediatrics
Rosenberg, Daniel M.	Assistant Professor	Pediatrics
Schnaar, Daniel A.	Assistant Professor	Pediatrics
Schwartz-Warner, Laura	Assistant Professor	Pediatrics
Song, Benjamin J.	Assistant Professor	Pediatrics
Strumba, Anna G.	Assistant Professor	Pediatrics
Sundar, Satish	Assistant Professor	Pediatrics
Thomas, Mark W.	Assistant Professor	Pediatrics
Thompson, Tracy E.	Assistant Professor	Pediatrics
Trock, Gary L.	Assistant Professor	Pediatrics
Wietrzykowski, Matthew	Assistant Professor	Pediatrics
Adelson, Irwin P.	Assistant Professor	Psychiatry
Ajluni, Sam K.	Assistant Professor	Psychiatry
Baxter, Seymour	Associate Professor	Psychiatry
Connolly, Brian	Assistant Professor	Psychiatry
DeFlon, Cassius A.	Assistant Professor	Psychiatry
Dumlao, Manuel S.	Assistant Professor	Psychiatry
Fiksman, Irina	Assistant Professor	Psychiatry

**University Personnel Actions
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I. Standard Appointments One Year (Cont'd)

Howlett, Chris R.	Assistant Professor	Psychiatry
Jackson, Richard	Associate Professor	Psychiatry
Joseph, K. C.	Assistant Professor	Psychiatry
Kezlarian, Jeffrey A.	Assistant Professor	Psychiatry
Leleszi, Jimmie P.	Associate Professor	Psychiatry
Michaels, Alvin B.	Assistant Professor	Psychiatry
Miles, William S.	Associate Professor	Psychiatry
Patel, Hiten C.	Assistant Professor	Psychiatry
Potempa, Lester E.	Assistant Professor	Psychiatry
Rosenbaum, Alan H.	Assistant Professor	Psychiatry
Rubenfaer, Leon M.	Assistant Professor	Psychiatry
Sackeyfio, Alexander	Assistant Professor	Psychiatry
Samaritan, Ron	Assistant Professor	Psychiatry
Talon, Neil S.	Associate Professor	Psychiatry
Bloom, William S.	Professor	Surgery
Bove, Paul G.	Associate Professor	Surgery
Brooks, James S.	Associate Professor	Surgery
Catto Jr., James J.	Associate Professor	Surgery
Chengelis, David L.	Assistant Professor	Surgery
Cheslin, William D.	Assistant Professor	Surgery
Coello, Michael C.	Assistant Professor	Surgery
Deshmukh, Ganesh R.	Assistant Professor	Surgery
Fishman, Jeffrey R.	Associate Professor	Surgery
Forte, Robert A.	Assistant Professor	Surgery
Friker, Mark J.	Associate Professor	Surgery
Gowda, Mune	Assistant Professor	Surgery
Hawasli, Abdelkader	Assistant Professor	Surgery
Hildebrand, Joseph M.	Assistant Professor	Surgery
Hyduk, Rodney	Assistant Professor	Surgery
Ivascu, Felicia A.	Assistant Professor	Surgery
Janczyk, Randy J.	Assistant Professor	Surgery
Kadro, Omar	Assistant Professor	Surgery
Karaca, Ahmet R.	Assistant Professor	Surgery
Kim, Sang W.	Assistant Professor	Surgery
Klein, Steven N.	Assistant Professor	Surgery
Landes, Raymond V.	Assistant Professor	Surgery
Lynch, James P.	Assistant Professor	Surgery
Mehta, Mehul M.	Associate Professor	Surgery

University Personnel Actions
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I. Standard Appointments One Year (Cont'd)

Nowak, Peggyann	Associate Professor	Surgery
Phillips, Eduardo	Associate Professor	Surgery
Priest, Stephen G.	Assistant Professor	Surgery
Quinn, Michael I.	Assistant Professor	Surgery
Rimar, Steven D.	Associate Professor	Surgery
Robbins, James M.	Associate Professor	Surgery
Rombach, David M.	Assistant Professor	Surgery
Rontal, Matthew L.	Associate Professor	Surgery
Rosner, Arthur J.	Associate Professor	Surgery
Sabbagh, William H.	Assistant Professor	Surgery
Sacksner, Jordy S.	Assistant Professor	Surgery
Schenden, Michael J.	Assistant Professor	Surgery
Schmakel, Timothy	Assistant Professor	Surgery
Shellnut, Jason K.	Assistant Professor	Surgery
Sherbert, Daniel D.	Assistant Professor	Surgery
Sobol, Louis L.	Associate Professor	Surgery
Sosa, Julio M.	Assistant Professor	Surgery
Stein, Julie A.	Assistant Professor	Surgery
Stonisch, Mary Sue	Assistant Professor	Surgery
Taylor, Michael G.	Assistant Professor	Surgery
Vasileff, William J.	Assistant Professor	Surgery
Villalba, Mario R.	Professor	Surgery
Bennett, Richard C.	Assistant Professor	Urology
Campbell, Todd G.	Assistant Professor	Urology
Diokno, Ananias C.	Professor	Urology
George, Valal K.	Assistant Professor	Urology
Gilleran, Jason P.	Assistant Professor	Urology
Goldman, Kenneth A.	Assistant Professor	Urology
Gonzalez, Jose A.	Assistant Professor	Urology
Gudziak, Marko R.	Assistant Professor	Urology
Hammel, Mark L.	Assistant Professor	Urology
Hollander, Mitchell B.	Assistant Professor	Urology
Kass, Evan J.	Professor	Urology
Kernen, Kenneth M.	Associate Professor	Urology
Lutz, Michael D.	Assistant Professor	Urology
Mertz, Thomas J.	Assistant Professor	Urology
Moylan, Donald F.	Assistant Professor	Urology
Peters, Kenneth M.	Professor	Urology

**University Personnel Actions
Oakland University
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I. Standard Appointments One Year (Cont'd)

Reitelman, Claude	Assistant Professor	Urology
Relle, James D.	Assistant Professor	Urology
Rosenberg, Bradley H.	Assistant Professor	Urology
Schervish, Edward W.	Assistant Professor	Urology
Sircus, Scott I.	Assistant Professor	Urology
Sirls, Larry T.	Professor	Urology
Sobol, Jennifer L.	Assistant Professor	Urology
Spencer, William F.	Assistant Professor	Urology
Telang, Dinesh J.	Assistant Professor	Urology
Tyagi, Pradeep	Associate Professor	Urology
Yeamans, Jeffrey C.	Assistant Professor	Urology

II. Administrative Appointments

Youngblood, Betty J., Interim President, Oakland University, effective July 1, 2013, pursuant to the Employment Agreement between Betty J. Youngblood 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>
Strubler, David C.	Human Resource Development	November 1, 2013 - August 14, 2016 (1 st term)

III. New Appointments

Effective January 1, 2014

Choi, Myung D., Assistant Professor of Exercise Science without tenure (\$60,000) (New appointment filling a vacant authorized position).

Ghonim, Elham, Assistant Professor of Biomedical, Diagnostic and Therapeutic Sciences without tenure (\$63,000) (New appointment filling a vacant authorized position).

University Personnel Actions
Oakland University
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December 9, 2013
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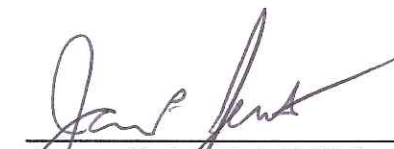
IV. Change of Status

Effective October 31, 2013

Giberson, Tomas R., from Chair, Department of Human Resource Development and Associate Professor of Education, to Associate Professor of Education, effective October 31, 2013.

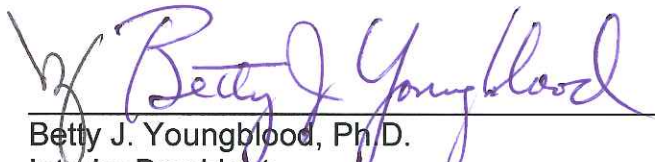
9. Attachments: None.

Submitted to the President
on 12/4, 2013 by



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

Recommended on 12/5, 2013
to the Board for Approval by



Betty J. Youngblood, Ph.D.
Interim President

Agendum
Oakland University
Board of Trustees Formal Session
December 9, 2013

**ACCEPTANCE OF GIFTS AND PLEDGES TO
OAKLAND UNIVERSITY FOR THE PERIOD OF
OCTOBER 1, 2013 THROUGH NOVEMBER 30, 2013**

A Recommendation

1. **Division and Department:** Development, Alumni and Community Engagement.

2. **Introduction:** Every gift makes a difference at Oakland University. Gifts strengthen the University's ability to deliver excellence to our students and our community, both now and in the future, and make strong programs extraordinary by supporting education and technological advancements, as well as current programs. Gifts also make a lasting impact on lives young and old, when they help fund the cost of a college education.

The Board of Trustees (Board) has authorized the President, or his or her designee, to receive and acknowledge gifts to the University, but such gifts must be reported to the Board not less often than quarterly for acceptance on behalf of the University.

At this time, we request that the Board accept the gifts and pledges reported on the attached Gifts and Pledges Report, Attachment A, on behalf of the University.

3. **Previous Board Action:** The Board accepts gifts to Oakland University on a regular basis at its Formal Sessions.

4. **Budget Implications:** Gifts to the University supplement budgets, whether the gift is restricted to a specific area, or unrestricted.

5. **Educational Implications:** Some gifts are designated to fund specific academic programs.

6. **Personnel Implications:** Some gifts may be used for salary or support.

7. **University Reviews/Approvals:** All gifts are processed by the Office of Advancement Information Services and are reviewed by the Vice President for Development, Alumni and Community Engagement, prior to submission to the Board to ensure compliance with federal and state laws and regulations and University policies and procedures when applicable, with assistance from the Office of the Vice President for Legal Affairs when requested.

Acceptance of Gifts and Pledges to Oakland University
for the Period of October 1, 2013 through November 30, 2013
Oakland University
Board of Trustees Formal Session
December 9, 2013
Page 2

8. Recommendation:

RESOLVED, that the Board of Trustees accept the gifts and pledges to Oakland University identified in the attached Gifts and Pledges Report, Attachment A, for the period of October 1, 2013 through November 30, 2013.

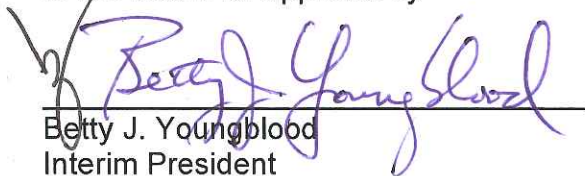
9. Attachments: A. Gifts and Pledges Report.

Submitted to the President
on December 3, 2013 by



Eric Barritt
Vice President, Development, Alumni
and Community Engagement

Recommended on _____, 2013
to the Board for approval by



Betty J. Youngblood
Interim President

ADDITIONAL AGENDA MATERIALS LIST
FOR THE DECEMBER 9, 2013
BOARD OF TRUSTEES FORMAL SESSION

Tab 5. Acceptance of Gifts and Pledges to Oakland University for the Period of October 1, 2013 through November 30, 2013

- To view the attachment to this item, please contact Rhonda Saunders at (248) 370-3112 or saunders@oakland.edu

Agendum
Oakland University
Board of Trustees Formal Session
December 9, 2013

ACCEPTANCE OF GRANTS AND CONTRACTS TO OAKLAND UNIVERSITY
FOR THE PERIOD OF SEPTEMBER 1 – OCTOBER 31, 2013
A Recommendation

1. **Division and Department:** Academic Affairs/Office of Research Administration.
2. **Introduction:** Oakland University contributes to our national agenda as a contributor to the nation's scientific and technological progress, both through the generation of new knowledge and ideas and the education and training of its students. Grants and contracts awarded to Oakland University play a critical role in the advancement of new research findings, and current research trends gives emphasis to inter-disciplinary, technology-driven, and product-oriented team efforts.

The Board of Trustees (Board) has authorized the President, or his or her designee, to receive and acknowledge grants and contracts to the University, but such grants and contracts must be reported to the Board not less often than quarterly for acceptance on behalf of the University.

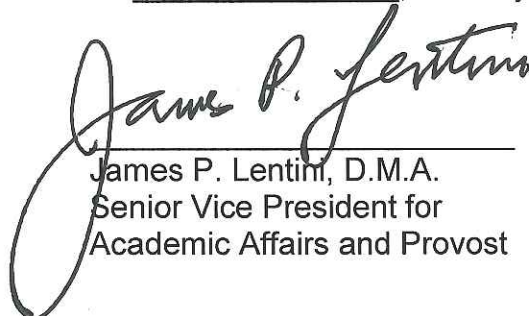
At this time, we request that the Board accept the grants and contracts reported on the attached Grants and Contracts Report, Attachment A, for the period of September 1 - October 31, 2013.

3. **Previous Board Action:** The Board accepts grants and contracts to Oakland University on a regular basis at its Formal Sessions.
4. **Budget Implications:** Grants and contracts contribute to the University through the recovery of direct and indirect expense incurred in support of research projects.
5. **Educational Implications:** Grants and contracts enhance the training and education of students.
6. **Personnel Implications:** Grants and contracts awards may provide salary support for faculty, post-doctoral fellows, undergraduate and graduate students, technicians, lab managers, and other personnel, as required by the funded research project or program.

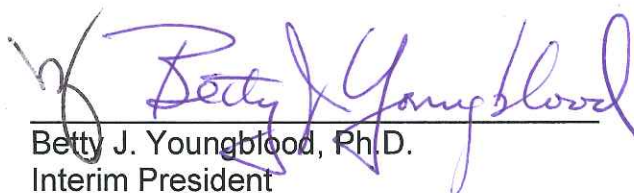
Acceptance of Grants and Contracts to
Oakland University for the Period of
September 1 - October 31, 2013
Oakland University
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7. **University Reviews/Approvals:** All grants and contracts are reviewed by the Office of Research Administration prior to submission to the Board to ensure compliance with federal and state laws and regulations and University policies and procedures, when applicable, and with assistance from the Office of Legal Affairs when requested.
8. **Recommendation:**
- RESOLVED, that the Board of Trustees accept grants and contracts to Oakland University identified in the attached Grants and Contracts Report, Attachment A, for the period of September 1 - October 31, 2013.
9. **Attachments:** A. Grants and Contracts Report.

Submitted to the President
on 12-6, 2013 by


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

Recommended on 12/6, 2013
to the Board for approval by


Betty J. Youngblood, Ph.D.
Interim President

Principal Investigator	Awarding Agency	Title and Project Abstract	Award Amount	Total Award All Years
Ernest Krug School of Medicine	Arnold P. Gold Foundation	An Evening of Humanism and Ethics. The 2013 Inaugural evening of Humanism and Ethics will provide an opportunity for OUWB students to hear distinguished doctors speak and engage with physicians, ethicists, and classmates in small group discussions examining case-based ethical issues.	\$ 5,000	\$ 5,000
Venice Sule Department of Educational Leadership	American Educational Research Association	My Brother My Sister College Access and Retention through Mentoring. My Brother My Sister (MBMS) is a community-based initiative designed to facilitate college access and retention among youth. MBMS provides culturally sensitive leadership training and peer mentoring. This service grant is designed to assist MBMS with program assessment.	\$ 4,434	\$ 4,434
Bradley Roth Department of Physics	Vanderbilt University and Medical Center	Optimal Design of Challenge-Response Experiments in Cardiac Electrophysiology. The objective of this project is to use new statistical methods to investigate challenge-response behavior in experiments. The methods will be tested using simulations and experiments in cardiac electrophysiology.	\$ 76,380	\$ 397,472
Brian Sangeorzan Department of Mechanical Engineering	Denso Foundation	Powertrain Testing and Analytical Tools for Powertrain Research. This funding will ensure that Oakland University mechanical engineering students engaged in research, and those participating in the international FSAE competition program, will train on equipment, which mirrors real-world environments that students will encounter as they pursue their careers.	\$ 30,000	\$ 30,000
Xiangqun Zeng Department of Chemistry	Michigan State University	Autonomous Electrochemical Gas Sensor Detection Microsystem for Mine Safety. The objective of this project is to develop new, miniaturized technology for sensing multiple gases that is capable of strategic dispersion throughout an underground coal mine.	\$ 160,107	\$ 643,990
Bradley Roth Department of Physics	Henry Ford Health System	Graduate Student Support for Medical Physics Research at Henry Ford Hospital. The objective of this funding is to support Biomedical Sciences. This support allows many of our best and brightest graduate students to work in the world-class laboratory of Distinguished Professor Michael Chopp and his colleagues, many of whom are adjunct faculty in our Department of Physics.	\$ 7,411	\$ 188,508

Principal Investigator	Awarding Agency	Title and Project Abstract	Award Amount	Total Award All Years
Jie Yang Department of Computer Science and Engineering	National Science Foundation	Distributed Robust Spectrum Sensing and Sharing in Cognitive Radio Network. This project will lead to new insights into exploiting control theory to perform distributed spectrum sensing and new approaches for detecting and localizing unauthorized users to enhance spectrum efficiency in cognitive radio networks.	\$ 150,149	\$ 150,149
Andrei Slavin Department of Physics	National Science Foundation	Collaborative Research: Microwave Auto-Oscillators Driven by Pure Spin Currents. The goal is to develop a new class of microwave devices-magnetic auto-oscillators driven by pure spin currents, or spin-current auto-oscillators and to understand the nature of dynamical modes excited by spin currents in magnetic nanostructures.	\$ 129,999	\$ 129,999
Amy Butler OU INC	Grand Valley State University	Business Accelerator Fund-Client Engagement. The program objectives for this project are to make accelerator services available statewide, make services available to high priority companies in regions, share accelerator best practices statewide, build lasting collaborations, and create jobs catalyze multiplier effect.	\$ 113,300	\$ 300,000
Mary Dereski School of Medicine	SIR Foundation	Survival after Radioembolization for Metastatic Colorectal Cancer. This project will investigate the costs and outcomes associated with Y90 Radioembolization for the liver.	\$ 4,000	\$ 4,000
Mohammad Siadat Department of Computer Science and Engineering	William Beaumont Hospital	Urinary Continence Index for Prediction of Urinary Incontinence in Older Women. The purpose of this research in collaboration with Beaumont Health System is to develop a Urinary Continence Index using a novel application of data mining strategies. The additional funding supports mentee involvement in the ongoing research project.	\$ 20,254	\$ 41,687
Lorenzo Smith Department of Mechanical Engineering	Battelle Pacific Northwest Laboratory	Aluminum Formability Extension through Superior Blank Processing. The purpose of this work is to use a combined experimental and numerical approach to develop processing methods for preparation of stamping blanks that achieve extended ductility compared to conventional blanks.	\$ 42,000	\$ 251,349
Dan Aloï Department of Electrical and System Engineering	University of Michigan	Reliable Peripheral Nerve Interfaces. The goal of this project is to develop and demonstrate a reliable peripheral nerve interface to control a prosthesis.	\$ 6,006	\$ 148,624
Jennifer Eastwood School of Medicine	Arnold P. Gold Foundation	Epistemological Beliefs and Medical Humanism Education: A Systematic Review. Considering that epistemological views are highly relevant to aspects of medical humanism, we will conduct a systematic review of research on epistemological beliefs in medical education.	\$ 2,500	\$ 5,000

Principal Investigator	Awarding Agency	Title and Project Abstract	Award Amount	Total Award All Years
Zissimos Mourelatos Department of Mechanical Engineering	University of Michigan (prime awardee of U.S. Army TACOM)	Efficient Reliability-Based Design Optimization and Robust Design Methods. <i>The goal of this project is to develop a novel integrated approach for a resource-efficient design validation co-process.</i>	\$ 154,338	\$ 946,755
Andrei Slavin Department of Physics	University of Michigan (prime awardee of U.S. Army TACOM)	Fast Frequency Detector Based on a New Functional Metamaterial: Randomized Array of Spin-Torque. <i>Our objective is to detect and analyze frequencies of microwave transmissions, which is a vital task in survivability applications.</i>	\$ 47,619	\$ 47,619
Gopalan Srinivasan Department of Physics	National Science Foundation	Acquisition of Scanning Microwave Microscope for Multidisciplinary Research on Materials and Device. <i>Funds will be used for the acquisition of a scanning microwave microscope (SMM). This instrument will be shared by the Physics, Chemistry, and Engineering faculties and will enhance our capabilities with ongoing externally funded programs.</i>	\$ 114,919	\$ 114,919
Sayed Nassar Department of Mechanical Engineering	U.S. Army TARDEC / TACOM	Transparent Armor Delamination Mitigation. <i>The objective of this project is to perform root cause analysis of Transparent Armor panel delamination using FEA simulation and testing.</i>	\$ 796,736	\$ 2,427,770
Total			\$ 1,865,152	\$ 5,837,275

AMENDMENT TO
AGREEMENT BETWEEN OAKLAND UNIVERSITY AND THE OAKLAND UNIVERSITY
CHAPTER OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS
A Recommendation

1. **Division and Department:** Academic Affairs, Office of the Senior Vice President for Academic Affairs and Provost.
2. **Introduction:** On October 4, 2012, the Board of Trustees (Board) approved the Agreement between Oakland University and the Oakland University Chapter of the American Association of University Professors (Association), with the effective date of August 15, 2012 through August 14, 2015 Collective Bargaining Agreement (CBA). Subsequent to the Board's approval, two departments in the School of Education and Human Services explored the idea of merging their areas. The departments of Human Resource Development and Educational Leadership agreed that combining full-time faculty resources of the two units would benefit the School, would benefit students, and would provide new opportunities for faculty members to utilize their skills and interests across a greater variety of programs. All governance and consultation processes were followed.

To correct the associated language of the collective bargaining agreement, the parties entered into an amendment (Attachment 1). Paragraph 79 describing pay groups was altered to remove references to Human Resource Development and Educational Leadership and to add the new department of Organizational Leadership. The Amendment was ratified by the Association on October 31, 2013 by a vote of 237 in favor and 10 opposed. The Board has reserved for itself the authority to approve all collectively bargained contracts.

3. **Previous Board Action:** The Board has approved all previous collective bargaining agreements and amendments to collective bargaining agreements, including the CBA.
4. **Budget Implications:** None.
5. **Educational Implications:** None.
6. **Personnel Implications:** The number of department chairs in the School of Education and Human Services will be reduced by one and will allow for less process duplication. All members of the Human Resource Development department and Educational Leadership department will be moved to the department of Organizational Leadership effective immediately.
7. **University Reviews/Approvals:** This recommendation was formulated by Academic Human Resources and reviewed by the Senior Vice President for Academic Affairs and Provost, and the President.

**Amendment to Agreement Between Oakland University and the Oakland University
Chapter of the American Association of University Professors
Oakland University
Board of Trustees Formal Session
December 9, 2013
Page 2**

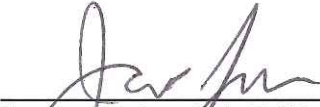
8. Recommendation:

RESOLVED, that the Board of Trustees approves the 2012-2015 Faculty Agreement Revision between Oakland University and the Oakland University Chapter of the American Association of University Professors based on the joint request dated June 18, 2013 as attached hereto as Attachment 1 effective immediately.

9. Attachments:

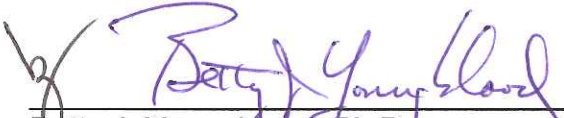
Attachment 1: Joint request for contract modification dated June 18, 2013.

Submitted to the President
on 12-3-, 2013 by



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

Recommended on 12/5, 2013
to the Board for Approval by



Betty J. Youngblood, Ph.D.
Interim President



Office of the Dean

School of Education and Human Services
Rochester, Michigan 48309-4494
(248) 370-3050 Fax (248) 370-4202

To: Oakland University AAUP Executive Committee

From: Mary Stein, Interim Dean SEHS

Handwritten signature of Mary Stein in cursive.

Jana Nidiffer, Chair, Educational Leadership

Handwritten signature of Jana Nidiffer in cursive.

Tom Giberson, Acting Chair, Human Resource Development

Handwritten signature of Tom Giberson in cursive.

Date: June 18, 2013

RE: Request for contract modification

Over the past year and a half, the faculty and staff of Educational Leadership and Human Resource Development have worked closely with the SEHS Dean's office and each other to merge into a single department, "Department of Organizational Leadership". The process included all known steps required by the contract and SEHS Constitution.

The department's merger has been reviewed and approved by the Interim Provost and President.

We respectfully request the following contract modification: Create a new payroll group for the Department of Organizational Leadership, and eliminate the departments of Educational Leadership and Human Resource Development.

**APPOINTMENT OF ADDITIONAL MEMBERS TO THE
AD HOC PRESIDENTIAL SEARCH COMMITTEE**

A Recommendation

1. **Division and Department:** Board of Trustees
2. **Previous Board Action:** The Board of Trustees has historically and periodically formed and dissolved various committees of the Board of Trustees.
3. **Budget Implications:** None.
4. **Educational Implications:** The Board of Trustees committees enhance the purpose and advance the productivity of the full Board, and are responsible for recommending decisions and actions to the full Board.
5. **Personnel Implications:** None.
6. **University Reviews/Approvals:** This resolution was considered by the Ad Hoc Presidential Search Committee.
7. **Recommendation:**

RESOLVED, that the Ad Hoc Presidential Search Committee may include a quorum of the Trustees, but shall not have the authority to act on behalf of the Board of Trustees; and, be it further

RESOLVED, that the following individuals are added as members to the Ad Hoc Presidential Search Committee: Andrei Slavin, Distinguished Professor of Physics; Janell Townsend, Associate Professor of Marketing; Steven Shablin, Registrar; Brandon Hanna, Student Body President; all of such members shall serve at the pleasure of the Board and its Chair on such committee until the next annual meeting of the Board or their earlier resignation or removal.

8. **Attachments:**
 - a. Curriculum Vitae for Andrei Slavin
 - b. Curriculum Vitae for Janell Townsend
 - c. Resume for Steven Shablin
 - d. Resume for Brandon Hanna (to be submitted)

Recommended on December 9, 2013
to the Board for approval by

Michael Kramer, Chair of the Board of Trustees

CURRICULUM VITAE

Name ANDREI N. SLAVIN
Date of Birth 19 August 1951
Place of Birth St.Petersburg, RUSSIA
Citizenship: U.S.A.
Present Address Department of Physics,
OAKLAND University ,
Rochester, Michigan, MI-48309, U.S.A.
Tel.: (248) 370-3401
FAX : (248) 370-3408
E-Mail: slavin@oakland.edu

Home Address 721 Mc Gill Drive, Rochester Hills, MI-48309
Tel: (248) 375-9298

Languages: I am fluent in RUSSIAN and ENGLISH
I can also read in FRENCH

Education

Degree : Ph.D in Radiophysics , 1977
Place : Department of Radiophysics, Leningrad Technical University, Leningrad , USSR.
Degree : Master of Science in Radiophysics (Honors) , 1974
Place : Department of Radiophysics, Leningrad Technical University, Leningrad , USSR.

Academic Positions

2003- Chair of the Physics Department, Professor of Physics
Oakland University, Rochester, Michigan, U.S.A. .

2000-2003 Professor of Physics
Oakland University, Rochester, Michigan, U.S.A. .

1999 Acting Chair of the Physics Department, Professor of Physics,
Oakland University, Rochester, Michigan, U.S.A. .

- 1998-1999 Professor of Physics,
Oakland University, Rochester, Michigan, U.S.A. .
- 1994-1998 Associate Professor of Physics (tenured),
Oakland University, Rochester, Michigan, U.S.A. .
- 1991-1994 Assistant Professor of Physics,
Oakland University, Rochester, Michigan, U.S.A. .
- 1984-91 Associate Professor of Physics,
Leningrad Marine Technical University, Leningrad, USSR.
- 1977-84 Assistant Professor of Physics,
Leningrad Marine Technical University, Leningrad, USSR.

Visiting Positions

- 2008 Visiting Professor, University of Kaiserslautern, Kaiserslautern, GERMANY
- 2007 Visiting Professor, University of Nancy, Nancy, FRANCE
- 2006 Visiting Professor, University of Muenster, Muenster, GERMANY
- 2006 Visiting Professor, CEA Research Facility, Saclay, FRANCE
- 2005 Visiting Professor, University of Perugia, Perugia, ITALY
- 2005 Visiting Professor, University of Kaiserslautern, Kaiserslautern, GERMANY
- 2004 Visiting Professor, University of Porto, Porto, PORTUGAL
- 2003 Visiting Researcher, University of Kaiserslautern, Kaiserslautern, GERMANY
- 2002 Visiting Professor, Australian National University, Canberra, AUSTRALIA
- 2000-2001 Visiting Professor, University of Kaiserslautern, Kaiserslautern, GERMANY
- 1999 Invited Professor, Universite Paris-Sud, Orsay, FRANCE
- 1998 NATO Senior Visiting Fellow, Universite Paris-Sud, Orsay, FRANCE
- 1995-1999 Visiting Researcher, University of Kaiserslautern, Kaiserslautern, GERMANY

- 1994-1998 Visiting Researcher, Technical University of Darmstadt, Darmstadt, GERMANY
- 1992 Visiting Fellow, Istituto di Elettronica dello Stato Solido del CNR, Rome, ITALY
- 1990-91 Senior Visiting Fellow, Centre for Chemical Physics, University of Western Ontario, London, Ontario, CANADA.
- 1989 Visiting Researcher, Department of Computer Science, Wolverhampton Polytechnic, Wolverhampton, UNITED KINGDOM.
- 1985-86 Visiting Researcher, Department of Physics, University of Helsinki, Helsinki, FINLAND.

Academic Awards and Research Grants

- 2008 "Phase renormalization method and its applications to the forced dynamics and synchronization of nonlinear spin-torque nano-oscillators," \$100,000 from the TARDEC, U.S. Army, USA.
- 2007-2010, "Collaborative Research: Nano-Sized Microwave Devices Based on Spin Transfer Effect: Tunable Oscillator, Frequency-Selective Diode, Spin-Torque Transistor," \$180,000 from the National Science Foundation, USA .
- 2008 "Influence of thermal noise on the performance of nano-sized spin-torque microwave oscillators for military and space applications," \$70,000 from the TARDEC, U.S. Army, USA.
- 2007-2008 "Role of polarization effects in the design of radiation-hard nano sized tunable microwave oscillators for military and space applications," \$74,000 from the TARDEC, U.S. Army, USA.
- 2007-2008 "Theoretical study of Bose-Einstein condensation of magnons in magnetic films," \$13,000 from the Resource Development Fund Program of the Oakland University.
- 2004-2009 "MURI: Gigahertz Electromagnetic Wave Science and Devices for Advanced Battlefield Communications", \$433,450 from the U.S. Army Research Office, USA.
- 2004-2007 Multifunctional Ferrite-Ferroelectric Layered Structures for Microwave and Millimeter Wave Devices" (with Dr. G. Srinivasan), \$ 320,000 from the U.S. Army Research Office, USA.
- 2003-2004 "Ferrite-Ferroelectric Layered Structures for 77 GHz Phase-Variable Devices", \$ 18,900 from the Delphi Corporation (with Dr. Srinivasan).

- 2003 Research Fellowship, \$8,500, "Magnetization Dynamics in Magnetic Stripes and Dots – A New Media for High-Density Magnetic Recording", Oakland University, USA.
- 2002-2003 International Supplement to the NSF Grant # DMR- 0072017 "Dynamics of Linear and Nonlinear Spin Waves in Magnetic Films", \$17,500 from the NSF Eastern Europe Program, and \$4,000 from the Oakland University Foundation, USA.
- 2000-2003 Grant # DMR- 0072017 "Dynamics of Linear and Nonlinear Spin Waves in Magnetic Films", \$ 146,000 from the National Science Foundation and \$33,000 from the Oakland University Foundation, USA
- 1999 INVITED PROFESSOR Award, FF 23,000 from the Universite Paris-Sud, Orsay, FRANCE.
- 1998-2000 International Supplement to the NSF Grant # DMR-9701640 "Dynamics of Nonlinear Spin Waves in Magnetic Films: Envelope Solitons, Self-Focusing, Wave Collapse" \$12,000 from the NSF Eastern Europe Program, and \$4,000 from the Oakland University Foundation, USA.
- 1997 NATO Senior Guest Scientist Grant to support my work at the Universite Paris-Sud, Orsay, FRANCE, FFr 45,000 from NATO.
- 1997 Guest Researcher Award, DM 7,500 from the University of Kaiserslautern to support my collaborative research work with Prof. B. Hillebrands at the University of Kaiserslautern, GERMANY.
- 1997 Visiting Researcher Award, DM 15,000 from the Technische Hochschule Darmstadt, Germany to support my collaborative research work with Dr. H. Benner at the Technische Hochschule Darmstadt , Darmstadt, GERMANY.
- 1997-1998 Proposal for the Strategic Plan Implementation support for "Nonlinear Dynamics Program Workshop and Visiting Scholar's Program", \$15,000, from the Oakland University, USA.
- 1997-2000 Grant # DMR-9701640 "Dynamics of Nonlinear Spin Waves in Magnetic Films: Envelope Solitons, Self-Focusing, Wave Collapse", \$ 93,000 from the National Science Foundation and \$32,000 from the Oakland University Foundation, USA.
- 1994-1996 "Theory of Nonlinear Spin Wave Dynamics in Magnetic Films: Instability of Two-Dimensional Spin Wave Envelope Solitons", \$27,000 from the Research Corporation, Tucson, Arizona, U.S.A.

- 1992-1994 "Theory of Nonlinear Spin Wave Dynamics in Magnetic Films: from Envelope Solitons to Dynamic Chaos", \$22,000 from the Research Corporation, Tucson, Arizona, U.S.A..
- 1992 Visiting Fellowship, 2,500,000 Italian Lire, from the Istituto di Elettronica dello Stato Solido del CNR, Rome, ITALY.
- 1991 Research Fellowship, \$6,000, "Spin Waves in Ferromagnetic Films. Angular Dependencies of Nonlinear and Thermal Properties", Oakland University, USA.
- 1990 Senior Visiting Fellowship, \$ 28,000 from the Centre for Chemical Physics, University of Western Ontario, London, Ontario, CANADA.
- 1989 Research Grant, \$ 5,000, from The Leningrad Marine Technical University, Leningrad, USSR, to visit Department of Computing, Wolverhampton Polytechnic Wolverhampton, U.K.
- 1985 Visiting Research Fellowship, FM 60,000 from The Ministry of Higher Education of the USSR and Ministry of Higher Education of Finland to visit the Department of Physics, University of Helsinki, Helsinki, FINLAND .
- 1977 "The Research Project of the Year", RUB. 2,000, Award from The Ministry of Higher Education of the USSR for the project "Development of Microwave Ferrite Filters-Limiters", (co-investigator), USSR.

Teaching Experience

- 1991-2009 Courses of Introductory Physics, Thermodynamics, Introductory Mechanics, Analytical Mechanics, Electrodynamics, Mathematical Methods in Physics, Numerical Methods in Theoretical Physics, Vibrations and Waves for undergraduate and graduate students, Oakland University, Michigan, U.S.A. .
- 1977-90 Courses of General Physics, Modern Physics, and Acoustics for undergraduate students (lectures, seminars and laboratories) for over ten years, Leningrad Marine Technical University, USSR.
- 1987-90 Courses on Nonlinear Dynamics of Spin Waves in Ferromagnetic Films, Dynamics of Magnetically Ordered Substances for graduate students and researchers, Leningrad Electrical Engineering Institute, USSR

Graduate Students

- 1991-2009 While working at Oakland University I was supervising several M.S. theses in Physics (Sean Cordone, Isaio Takeda, Paul Wierzbicki, Tom Lesperance, Keith Jankowski).

Oakland University does not have a Ph.D. Program in Physics, so I did not have Ph.D. students at Oakland. Nevertheless, I was actively co-supervising Ph.D. students working with my foreign collaborators (The students were Oliver Buettner and Martin Bauer, Kaiserslautern, Germany; Vasil Tiberkevich and Andrei Chumak, Kiev, Ukraine).

Research Experience

- 1983-2008 Research in the field of Linear and Nonlinear Microwave Signal Processing, Linear and Nonlinear Dynamics of Magnetic Excitations in Magnetic Films, Superlattices, Magnetic Dots, and Finite-Size Magnetic Samples at the Departments of Physics of the Oakland University, University of Western Ontario, Leningrad Marine Technical University and at the Department of Electronic Technology of the Leningrad Institute of Electrical Engineering (over 100 publications, see publication list).
- 1979-83 Research in the fields of Applied Hydrodynamics, Applied Acoustics, Visualization of Ultrasound at the Department of Physics of the Leningrad Marine Technical University (10 publications).
- 1973-79 Research in the field of Nonlinear Spin Wave Processes in Microwave Ferrites at the Department of Radiophysics, Leningrad Technical University (5 publications).

Service and Administrative Experience

University Service

- 2003 - Head of the Department of Physics, Oakland University, Michigan, USA (during my tenure our Department doubled its external research funding).
- 2004-2005 Member of the Oakland University Research Committee
- 1993-2003 Departmental advisor for students of Engineering Physics, Department of Physics, Oakland University.
- 1999-2000 Acting Head of the Department of Physics, Oakland University, Michigan, USA.
- 1997-98 Member of the Selection Committee for the position in Theoretical Biophysics, Department of Physics, Oakland University, Michigan, USA
- 1997-98 Member of the Assembly of the College of Arts and Sciences, Oakland University, Michigan, USA

- 1997-98 Member of the Senate Committee on General Education, Oakland University, Michigan, USA.
- 1995-96 Member of the selection committee for the Assistant Professor and Visiting Assistant Professor positions at the Department of Physics, Oakland University, Michigan, USA.
- 1994 Member of the Faculty Bargaining Forum , representative of the Department of Physics, Oakland University, Michigan, USA.
- 1991-97 Member of the Departmental Committee on the Ph.D. program in Applied Physics, Oakland University, Michigan, USA.
- 1992-93 Member of the College Committee on Instruction, College of Arts and Sciences, Oakland University, Michigan, USA.
- 1984-85 Head of the Admission Board at the St. Petersburg Marine Technical University responsible for: Students Admission (1000 students per year); Organization of written Entrance Examinations in Mathematics, Physics, and Russian Language; Personnel Management (32 employees), St.Petersburg, Russia.

Professional Service

- 1996-2005 Organizer of Focus Sessions on Nonlinear Spin Wave Processes at the International Conferences: International Conference on Ferrites, ICF-7, Bordeaux, FRANCE, 1996; Centennial Meeting of the American Physical Society, Atlanta, Georgia, USA, 1999; International Conference on Ferrites, ICF-8, Kyoto, JAPAN, September 2000, International Conference on Ferrites, ICF-9, San Francisco, USA , August 2004.
- 2000 Judge in PHYSICS at the 2000 Intel International Science and Engineering Fair, Detroit, Michigan, May 2000.
- 1998 I attended the sorters' meeting at Washington D.C. and selected papers for three topic sessions for the Centennial Meeting of the American Physical Society in November, 1998.
- 1993-2008 Session Chair at various International Conferences on Magnetism:

Chair, Session on Nonlinear Spin Waves, CAP-NSERC Workshop in Theoretical Physics, The University of Western Ontario, London, Ontario, Canada, July 1991.

Chair, Session on Magnetic Excitations and High Frequency Phenomena, International Conference on Magnetism and Magnetic Materials , Houston, USA, December 1992.

Chair, Session on Nonlinear Magnetic Excitations at the International Workshop on Nonlinear Interactions in Magnetic and Magneto-optic Materials , Costa Mesa, California, December 1993.

Chair, sessions on Magnetic Excitations and Magnetic Solitons at the MMM-95 International Conference, Philadelphia, November, 1995, and at the NATO Workshop on Nonlinear Spin Wave Signal Processing, Rome, Italy, October 1995.

Chair, session on Nonlinear Magnetic Excitations, The Centennial Meeting of the American Physical Society, Atlanta, Georgia, March 1999 .

Chair, session on Nonlinear Microwave Magnetics, INTERMAG-20000 Conference, Toronto, Canada, April 2000.

Chair, session on Nonlinear Spin Wave Dynamics, International Conference on Ferrites, Kyoto, Japan, September 2000.

Chair, session on Nonlinear Spin Wave Processes, International Seminar on Spin Waves, St.Petersburg, Russia, May 2002

Chair, session on Molecular Clusters, International Conference on Theoretical Trends in Low-Dimensional Magnetism, Florence, Italy, July 2003

Chair, session on Microwave Materials, International Conference "Functional Materials" ICFM-2005, Partenit, Ukraine, October 2005.

Chair, session on Spin Wave Dynamics, International School and Workshop "Modern Problems of Spin Dynamics", Strasbourg, France, October 2006.

Chair, session on Spin Dynamics, International Workshop on Spin Dynamics in Restricted Geometry , Seoul National University, Seoul, Korea, May 2007.

Chair, Session on Spin Dynamics and Microwave Materials, International Conference "Functional Materials" ICFM-2007, Partenit, Crimea, Ukraine, October 2007.

Chair, Plenary Session, IEEE Sixth Metallic Multilayer Symposium, Perth, Australia, October 2007.

Chair, Session on Magnetic Theory and Calculation, The 1st International Symposium on Advanced Magnetic Materials (ISAMMA-2007), Jeju, Korea, May-June 2007.

Chair, Session on Spin Dynamics, 8th Latin American Workshop on Magnetism, magnetic Materials and their Applications (LAW3M), Rio de Janeiro, Brazil, August 2007.

Chair, Session GA, Symposium on RF excitations due to spin torque in special geometries and materials, 52d Magnetism and Magnetic Materials Conference, Tampa, Florida, USA, November, 2007.

Chair, Session on Spin Dynamics, International Symposium "Dreikoenigstreffen Magnetismus 08 : New Concepts in Spin Dynamics" , Bad Honnef/Bonn, Germany, January 2008.

Chair, Session D-32, March 2008 Meeting of the American Physical Society , New Orleans, Louisiana, March 2008.

Chair, Session EP, Magnetodynamics and Millimetre Wave Devices, International Magnetism Conference INTERMAG-08 , Madrid, Spain, May 2008.

Chair, Session C4, Spin Waves and Water Waves, International Conference "Nonlinear Waves- Theory and Applications", Beijing, China, June 2008.

Chair, Plenary Session, International Conference on Microwave Magnetism, Fort Collins, Colorado, USA, September 2008.

Chair, Session on Magnetization Dynamics, International Colloquium on Ultrafast Magnetization Processes, Irsee, Bavaria, Germany, September 2008.

1989-2009 Reviewer, for the Nature, Physical Review Letters, Physical Review B, Applied Physics Letters, Journal of Applied Physics , IEEE Transactions on Magnetism, Journal of Magnetism and Magnetic Materials.

Typically I have 15-20 reviewer assignments per year.

1991-2009 Reviewer, for the International Conferences on Magnetism and Magnetic Materials (Joint Intermag-MMM- 1991-2007) , Intermag- 1992-2008, MMM- 1992-2008), International Conference on Magnetism (ICM- 1994-2007), International Conference on Ferrites (ICF-1996-2004).

1995-2009 Reviewer, grant proposals for the National Science Foundation, International Science Foundation, Petroleum Fund, CRDF.

Research Interests

My main research interests are:

- **Linear and Nonlinear Dynamics of Spin Waves in Confined Magnetic Media** (Linear and Nonlinear Dynamics of Spin Waves, Spin Wave Envelope Solitons, Parametric Interactions of Spin Waves, Microwave Spin Wave Dynamics in Magnetic Films, Layered Structures, and Superlattices);
- **Microwave and Optical Properties of Magnetic Materials;**
- **Spin Wave Spectra and Dynamic Properties of Nano-Sized Magnetic Particles and Structures** (Spectra and Microwave Dynamics of Nano-Structured Magnetic Media, Switching and Microwave Generation in Magnetic Nanostructures Driven by Spin-Polarized Current).

My specific research interests at the present time are mostly in the field of linear and nonlinear spin wave dynamics in magnetic micro- and nano-structures.

Currently, I am working on the following research projects (funded by the U.S. Army Research Office):

1. Theory of Bose-Einstein Condensation of Quasi-Particles

S.O. Demokritov, V.E. Demidov, O. Dzyapko, G.A. Melkov, A.A. Serga, B. Hillebrands, and A.N. Slavin, "Bose-Einstein condensation of quasi-equilibrium magnons at room temperature under pumping", *Nature* **443**, 430-433 (2006).

V.E. Demidov, O. Dzyapko, S.O. Demokritov, G.A. Melkov, and A.N. Slavin, "Thermalization of parametrically driven magnon gas leading to Bose-Einstein condensation", *Phys.Rev.Lett.* **99**, 037205 (2007).

V.E. Demidov, O. Dzyapko, S.O. Demokritov, G.A. Melkov, A.N. Slavin, "Observation of spontaneous coherence in Bose-Einstein condensate of magnons", *Phys. Rev. Lett.* **100**, 047205 (2008).

2. Theory of Current-Induced Magnetization Dynamics in Magnetic Nano-Structures

A.N. Slavin and V.S. Tiberkevich, "Spin Wave Mode Excited by Spin-Polarized Current in a Magnetic Nano-Contact is a Standing Self-Localized Wave Bullet", *Phys. Rev. Lett.* **95**, 237201 (2005).

V. Tiberkevich, A. Slavin, and Joo-Von Kim, "Microwave power generated by a spin-torque oscillator in the presence of noise", *Appl. Phys. Lett.* **91**, 192506 (2007).

Joo-Von Kim, V.S. Tiberkevich, A.N. Slavin, "Generation linewidth of an auto-oscillator with a nonlinear frequency shift: spin-torque nano-oscillator", *Phys. Rev. Lett.* **100**, 017207 (2008).

Joo-Von Kim, Q. Mistral, C. Chappert, V.S. Tiberkevich, A.N. Slavin, "Lineshape distortion in a nonlinear auto-oscillator near generation threshold: Application to spin-torque nano-oscillators", *Phys. Rev. Lett.* **100**, 167201 (2008).

3. Theory of Spin Wave Spectra in Nano-Patterned Magnetic Media

K.Yu. Guslienko, and A.N. Slavin, "Boundary conditions for magnetization in magnetic nanoelements", *Phys. Rev. B* **72**, 014463 (2005).

C.Bayer, J.Jorzick, S.O.Demokritov, B.Hillebrands, R.Kouba, R.Bozinoski, A.N.Slavin, K.Guslienko, D.Berkov, N.Gorn, M.P.Kostylev, "Spin-wave excitations in finite rectangular elements of $\text{Ni}_{80}\text{Fe}_{20}$ ", *Phys.Rev.B* **72**, 064427 (2005).

H. Schultheiss, S. Schaefer, P. Candeloro, B. Leven, B. Hillebrands, and A.N. Slavin "Observation of coherence and partial decoherence of quantized spinwaves in nanoscaled magnetic ring structures", *Phys. Rev. Lett.* **100**, 047204 (2008).

K. Y. Guslienko, A. N. Slavin, V.S. Tiberkevich, and Sang-Koog Kim, "Dynamic Origin of Azimuthal Modes Splitting in Vortex-State Magnetic Dots", *Phys. Rev. Lett.* **101**, 247203 (2008).

4. Theory of Spin Waves in Hybrid Ferrite-Ferroelectric Layered Structures

A. A. Semenov, S. F. Karmanenko, V. E. Demidov, B. A. Kalinikos, G. Srinivasan, J. V. Mantese, A.N. Slavin, "Ferrite-Ferroelectric Layered Structure as Electrically and Magnetically Tunable Microwave Resonator", **88**, 033503 *Appl.Phys. Lett.* (2006).

A. B. Ustinov, V. S. Tiberkevich, G. Srinivasan, and A. N. Slavin, A. A. Semenov, S. F. Karmanenko, B. A. Kalinikos, J. V. Mantese, and R. Ramer, "Electric field tunable ferrite-ferroelectric hybrid wave microwave resonators: Experiment and theory", *J. Appl.Phys.* **100**, 1 (2006).

A. B. Ustinov, B. A. Kalinikos, V. S. Tiberkevich, A. N. Slavin, and G. Srinivasan, "*Q* factor of dual-tunable microwave resonators based on yttrium iron garnet and barium strontium titanate layered structures", *J. Appl.Phys.* **103**, 063908 (2008).

4. Theory of Parametric Interactions of Propagating Spin Waves with Localized Electromagnetic Pumping.

A.A. Serga, B. Hillebrands, S.O. Demokritov, A.N. **Slavin**, P. Wierzbicki, V.Vasyuchka, O. Dzyapko, A. Chumak, "Parametric generation of forward and phase-conjugated spin-wave bullets in magnetic films", *Phys.Rev. Lett.* **94** , 167202 (2005).

A. A. Serga, A.V. Chumak, A. Andre, G. A. Melkov, A. N. **Slavin**, S. O. Demokritov, and B. Hillebrands, "Parametrically stimulated recovery of a microwave signal stored in standing spin-wave modes of a magnetic film", *Phys.Rev. Lett.* **99**, 227202 (2007).

Listings

Listed in the "American Men and Women of Science", Bowker, 1994 and all the following editions.

Janell D. Townsend, Ph.D.

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Oakland University
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email: townsend@oakland.edu

EDUCATION

Doctor of Philosophy, Michigan State University

Dissertation: *Sources and Consequences of Brand Equity in the U.S. Automotive Market*

Major: Marketing

Minor: International Business

Master of Business Administration, Wayne State University

Concentration: International Business

Bachelor of Science in Business Administration, Wayne State University

Major: Finance; Financial Markets and Investment Analysis

ACADEMIC POSITIONS

- 2011 - Associate Professor of Marketing and International Business
Department of Marketing and Management
Oakland University
- 2012-2013 Visiting Associate Professor of Marketing
Eli Broad College of Business
Michigan State University
- 2005 - 2011 Assistant Professor of Marketing and International Business
Department of Marketing and Management
Oakland University
- 2001 - 2005 Research and Teaching Assistant
Department of Marketing and Supply Chain Management
Michigan State University

RESEARCH INTERESTS

Marketing Strategy; Brand Strategy & Management; Design Management; New Product Development Processes and Introductions; International Market Entry; Globalization of the Firm, Brands, and Products.

REFEREED JOURNAL PUBLICATIONS

- Townsend, Janell D.**, and Roger J. Calantone (2014) Evolution and Transformation of Innovation in the Global Automotive Industry, *Journal of Product Innovation Management* (forthcoming).
- Townsend, Janell D.**, Kang, Wooseong, Montoya, Mitzi M., and Roger J. Calantone (2013) Brand Specific Design Effects: Form and Function, *Journal of Product Innovation Management*, 30(5), p. 994-1008.
- Townsend, Janell D.**, Montoya, Mitzi M., and Roger J. Calantone (2011) Form and Function: A Matter of Perspective, *Journal of Product Innovation Management*, 28 (3), p. 374.
- Calantone, Roger J., Yeniyurt, Sengun, **Townsend, Janell D.**, and Jeffrey B. Schmidt (2010) The Effects of Genre and Competition on New Entertainment Product Sales Performance, *Journal of Product Innovation Management*, 27 (3), 349-361.
- Townsend, Janell D.**, Cavusgil, S. Tamer, and Marietta L. Baba (2010) Global Integration of Brands and New Product Development at General Motors, *Journal of Product Innovation Management*, 27 (1), 49-65.
- Townsend, Janell D.**, Yeniyurt, Sengun and Mehmet Berk Talay (2009) Getting to Global: An Evolutionary Perspective of Brand Expansion in International Markets, *Journal of International Business Studies*, 40(4), pages 539-558. *Lead Article*
- Yeniyurt, Sengun, **Townsend, Janell D.**, Cavusgil, Tamer S. and Pervez N. Ghauri (2009) Mimetic and Experiential Effects in International Marketing Alliance Formations of US Pharmaceuticals Firms: An Event History Analysis, *Journal of International Business Studies*, 40 (2), 301-320.
- Yeniyurt, Sengun, **Townsend, Janell D.** and Mehmet Berk Talay (2007) Factors Influencing Brand Launch in a Global Marketplace, *Journal of Product Innovation Management*, 24, 471-485.
- Townsend, Janell D.**, Yeniyurt, Sengun, Deligonul, Seyda, and S. Tamer Cavusgil (2004) Marketing Related Antecedents of Performance in the Global Company, *Journal of International Marketing*, 12 (4), 1-24. *Lead Article*
- Cavusgil, S. Tamer, Yeniyurt, Sengun, and **Janell D. Townsend** (2004) The Framework of a Global Company: A Conceptualization and Preliminary Validation, *Industrial Marketing Management*, 33 (8), 711-716.
- Yeniyurt, Sengun, and **Janell D. Townsend** (2003) Does Culture Explain Acceptance of New Products in A Country? An Empirical Investigation, *International Marketing Review*, 20(4), 377-396.

Abstracted in: *Journal of Product Innovation Management* (2004), Ed. C. Anthony Di Benedetto, 21 (3), 215-220.

Reprinted in: *International Marketing: Modern and Classic Papers* (2007), Ed. Stanley J. Paliwoda, and John K. Ryans, Jr, Emerald Group Publishing, U.K.

Townsend, Janell D. (2003) Understanding Alliances: A Review of International Aspects in Strategic Marketing, *Marketing Intelligence and Planning*, Vol. 21 (3), 143-155.

Townsend, Janell D. (2002) A Review of - Understanding Global Cultures: Metaphorical Journeys through 23 Nations by Martin J. Gannon, 2nd Edition, *Thunderbird International Business Review*; New York; Sep/Oct, 695.

BOOKS AND CHAPTERS

Townsend, J., Cavusgil, S. T., Calantone, R. J. (2012). Building Market Based Assets in a Globally Competitive Market: A Longitudinal Study of the U.S. Automotive Market, *Advances In International Marketing*, Eds. Shaoming Zou and Scott Swan, p . *Refereed, Lead Article*

Calantone, Roger J., and **Janell D. Townsend** (2011), International Product Innovation and Development, in *Wiley International Encyclopedia of Marketing*, Eds. Jagdish Sheth and Naresh Malhotra, Volume 5.

Townsend, Janell D. (2009) Becoming a Scholar: The Role of Mentors and Institutions in the Emergence of Scholarship, in *Advances in International Marketing: MSU Contributions to International Business*, Ed. S. Tamer Cavusgil, Volume 19.

International Business Essays (2008), Ed. **Janell D. Townsend**, Oakland University Printing.

REFEREED CONFERENCE PROCEEDINGS

Talay, M. Berk, and **Janell D. Townsend**, "Cross-country Analysis of Conspicuous Consumption: The Case of the Automotive Industry" 2012 Informs Marketing Science Conference (Boston, MA, June 7-9, 2012).

Townsend, Janell D. and M. Berk Talay, "Global Brands: Strategies and Market Based Performance" 2012 Consortium for International Marketing Research, (National Chengchi University, Taipei, Taiwan, May 15-18, 2012)

Talay, M. Berk and **Janell D. Townsend**, "Performance Implications of Global Brands and the Moderating Role of Culture Values" 2011 American Marketing Association Summer Educators' Conference, (San Francisco, CA, August 5-7, 2011).

Kang, Wooseong, **Townsend, Janell D.** and Mitzi M. Montoya, "Consumer Opinion of Product Design Dimensions" 2011 Informs Marketing Science Conference, (Houston, TX June 9 -11, 2011).

Talay, M. Berk and **Janell D. Townsend** "Liability of Localness and Cross-Cultural Variance in Conspicuous Consumption: The Case of the Global Automotive Industry" 2011 Academy of Marketing Science Annual Conference, (Coral Gables, FL, May 24-27, 2011).

Townsend, Janell D., Teaching International Business to MBA's: A Comprehensive Class Project to Plan for Global Expansion, *2010 Academy of International Business Annual Conference* (Rio de Janeiro, June 25-29, 2010).

Townsend, Janell D., and Mitzi M. Montoya, The Role of Product Design in Driving Perceptions and Performance in the Automotive Industry, *American Marketing Association Winter Educator's Conference* (New Orleans, February 19-22, 2010).

Townsend, Janell D., Yenyurt, Sengun and Rajendra K. Srivastava, The Role of Market Based Investments in Building Brand Strength, *2009 INFORMS Marketing Science Conference* (Ann Arbor, June 4-6, 2009).

Townsend, Janell D., Srivastava, Rajendra K., and Sengun Yenyurt, Brand Magic: How Brand Strength Magnifies Market Based Investments", *INFORMS Annual Conference* (Washington, DC, October 12-15, 2008).

Yenyurt, Sengun, Choi, S. Chan, and **Janell D. Townsend**, Product Repositioning and Brand Inertia: The US Automobile Market, *2008 INFORMS Marketing Science Conference* (Vancouver, BC, Canada, June 12-14, 2008).

Akdeniz, M. B., Calantone, R. J., **Janell D. Townsend**, Does Foreignness Matter in the Acceptance of New Entertainment Products? A Longitudinal Study, *2007 American Marketing Association Summer Educators Conference* (Washington, D.C., August 3-6, 2007).

Townsend, Janell D., Yenyurt, Sengun, and Mehmet Berk Talay, Global Coevolution: Factors Influencing the International Expansion Of Automotive Brands, *2007 Academy of International Business Conference*, (Indianapolis, IN, June 25-28, 2007).

Townsend, Janell D. and Sengun Yenyurt, Identifying the Return on Marketing Activities: The Intermediate Effects of Multi-Dimensional Consumer-Based Brand Equity on Brand Profitability, *2006 AMA Summer Marketing Educators' Conference* (Chicago, IL, August 4-7, 2006).

Yenyurt, Sengun and **Janell D. Townsend**, Country of Origin: A Brand Umbrella?, *2006 Academy of International Business Conference*, (Beijing, China, June 23-26, 2006).
Haynes Prize for the Most Promising Scholar award nomination

- Townsend, Janell D.** and Sengun Yenyurt, Multidimensional Customer Based Brand Equity, Marketing Actions, and Brand Profitability, 2006 INFORMS Marketing Science Conference (Pittsburgh, PA, June 8-10, 2006).
- Townsend, Janell D.** and Sengun Yenyurt, Competitive Effects or Spillover? The Role of Compatriot Brands in Building Equity, Consortium for International Marketing Research (Istanbul, Turkey, May 26-30, 2006). *Best Paper nomination*
- Cavusgil, S. Tamer, Yenyurt, Sengun, and **Janell D. Townsend**, Competing for Collaboration on a Global Scale: An Event History Analysis of International Alliances, Annual Conference on Corporate Strategy (ACCS) (Berlin, Germany, May 19-20, 2006).
- Yenyurt, Sengun, **Townsend, Janell D.** and Ravi Parameswaran, The Dynamics of Brand Internationalization: Spatial, Temporal and Hierarchical Considerations, 2006 AMA Winter Marketing Educators' Conference Proceedings (February 2006).
- Brondo, Keri, Baba, Marietta L., Yenyurt, Sengun, and **Janell D. Townsend**, Fertile Ground: Homegrown Loyalty Makes for Globally Competitive Industry, Ethnographic Praxis in Industry Conference (November 15-16, 2005).
- Townsend, Janell D.**, Sengun Yenyurt, Calantone, Roger J., and Jeffrey B. Schmidt (2005) The Effects Of Genre And Competition On New Entertainment Product Sales Performance, 2005 AMA Summer Marketing Educators' Conference Proceedings (July 29 - August 1, 2005).
- Townsend, Janell D.**, Ravi Parameswaran, Sengun Yenyurt (2005) Antecedents of Brand Globalization and Hierarchical Structure, 2005 Marketing Science INFORMS Conference (June 16 - 19, 2005).
- Yenyurt, Sengun, **Townsend, Janell D.** and Erin Cavusgil (2005) International Marketing Alliance Dynamics: Empirical Findings from the Pharmaceutical Industry, 2005 AMA Winter Marketing Educators' Conference Proceedings (February 11-14, 2005). *Awarded Best Global Marketing Paper*
- Townsend, Janell D.**, Calantone, Roger and Jeffrey Schmidt (2003) Foreign Impact: A Longitudinal Study of the Liability of Foreignness in the U.S. Motion Picture Market, American Marketing Association Summer Educators Conference, Chicago, IL., August.
- Yenyurt, Sengun, **Townsend, Janell D.** and S. Tamer Cavusgil (2003) The Framework of A Global Company: A Conceptualization and Preliminary Validation, American Marketing Association Winter Educators Conference, (February 14 - 17, 2003).
- Cavusgil, S. Tamer, Yenyurt, Sengun and **Janell D. Townsend** (2002) Towards Common Practices and Metrics for Multinational Corporations: A Midterm Report, Review and Conceptual Framework, Performance Measurement and Management: Research and Action Conference, (July 17 - 19, 2002).

INVITED PRESENTATIONS

Marketing New Powertrain Technologies: Strategies in Transition, International Motor Vehicle Program (ETH-Zurich, Switzerland, March 5-7, 2012).

Performance Implications of Global Brand Strategies: Hierarchies, Commitment, and Culture, *Product Design Conference*, (October 20-22, 2011, College of William & Mary, Williamsburg, VA).

Brand & Segment Specific Design Effects: The Case of the U.S. Passenger Car Market, *International Motor Vehicle Program & Manufacturing Management Research Center Meeting*, (March 2-4, 2011, University of Tokyo, Tokyo, Japan).

Form and Function: Integrating Perspectives and Preliminary Findings, *Product Development Management Association, 34th Annual Global Conference on Product Innovation Management*, (October 16-20, 2010, Orlando, Florida,).

Product Success in the Global Economy, *Automation Alley's Global Trade Mission (GTM) 2010: Entrepreneurship and Innovation Through Market Diversification*, (March 4-6, 2010 Oakland Community College, Auburn Hills, Michigan).

Role of Product Design in Driving Perceptions and Performance in the Automotive Industry, *Product Design Conference*, (July 10-11, 2009, College of William & Mary, Williamsburg, VA); *International Motor Vehicle Program Annual Researcher's Meeting*, (June 8-9, 2009, Oakland University, Rochester, MI).

Getting to Global, *International Motor Vehicle Program & Manufacturing Management Research Center Meeting*, (March 3-6, 2009, University of Tokyo, Tokyo, Japan).

Becoming a Scholar: The Role of Mentors and Institutions in the Emergence of Scholarship *MSU Contributions Symposium*, (May 7-9, 2008, Michigan State University, East Lansing, Michigan).

The Allure of the "B" in BRIC, U.S. Department of Commerce World Trade Week, Dearborn, MI, May 2008.

A Longitudinal Analysis of the Effects of Brand Equity on Anticipated Value Retention in The U.S. Automotive Market, *International Motor Vehicle Program Automotive Mini Conference* (June 13, 2007, Wharton School, University of Pennsylvania, Philadelphia, PA).

Tapping into Global Markets, *Premier Women's Business Network*, Rochester, MI, June 2006.

What is Marketing Strategy?, *American Marketing Association*, Detroit Chapter Marketing Strategy SIG, April 2006.

Latent Variable Growth Curve Modeling of Motion Picture Performance, *American Statistical Association*, Detroit Chapter, March 2006.

An Evolutionary Perspective of International Marketing Alliances, *2004 Midwest Marketing Camp* (June 11-13, 2004, East Lansing, MI).

Strategic Groups: Competition, Distribution Intensity and Performance Implications For New Service-Product Introductions, *Haring Symposium*, (April 2004, Indiana University, Bloomington, IN).

A Longitudinal Study of the Impact of Foreignness in the U.S. Consumer Market, *Midwest Marketing Camp*, (June 2003, Columbus, OH).

The Framework of A Global Company: A Conceptualization and Preliminary Validation, *American Marketing Association Winter Educators Conference*, (February 14-17, 2003, Orlando, FL).

Understanding Alliances: A Review of International Aspects in Strategic Marketing, *Academy of International Business Annual Conference*, (June 2002, San Juan, Puerto Rico).

GRANTS, AWARDS, AND HONORS

- ~ School of Business Service Excellence Award, Oakland University, 2013
- ~ ETH Zurich – Swiss National Science Foundation, Research Conference Grant, 2012
- ~ University Excellence Award, Oakland University, 2011-2013
- ~ School of Business Service Excellence Award, Honourable Mention, 2012
- ~ University of Tokyo – MMRC, Research Conference Grant, 2011
- ~ IMVP-Volkswagen, Research Conference Grant, 2010
- ~ University of Tokyo – MMRC, Research Conference Grant, 2009
- ~ IMVP at OU, Research Conference Funding, Oakland University 2009
- ~ Student Project Funding, International Business Essays, Oakland University 2007-2008
- ~ School of Business Research Productivity Awards, multiple awards, 2006-2008
- ~ University Research Committee, Faculty Research Fellowship 2006, 2009
- ~ Alfred P. Sloan Foundation's Industry Studies Program research support grant, 2008
- ~ Faculty Research Recognition Award, Oakland University 2008
- ~ MIT International Motor Vehicles Program research grant 2007-2008, travel 2009
- ~ Haynes Prize for the Most Promising Scholar Award nomination, AIB 2006
- ~ Best Paper nomination, CiMar 2006
- ~ Best Paper of the Global Marketing Track, 2005 AMA Winter Educators' Conference
- ~ MSU CIBER multiple research and travel grant awards 2002-2005
- ~ The Eli Broad Graduate School of Management Dissertation Completion Fellowship, 2004
- ~ Haring Symposium Fellow, 2004

TEACHING INTERESTS

Marketing Strategy, Marketing Management, International Marketing, International Business, Emerging Markets, Brand Management, New Product Development.

Courses Taught

UT Wien (Vienna University of Technology)

- ~ Marketing Strategy for Engineers (Executive M.Sc. Program)

Oakland University

- ~ Introduction to Marketing (MKT 300, 302)
- ~ International Marketing (MKT 450)
- ~ International Business (MGT 423)
- ~ International Business (MGT 526)
- ~ Global Strategy (MGT 536 - program capstone)
- ~ Product and Brand Management (MKT 680)
- ~ Globalization's Impact: China, India, and Korea (MGT 681)
- ~ Globalization's Impact: BRIC Countries (MGT 681)
- ~ Global Product and Brand Management (MGT 681)
- ~ Marketing Strategy (Executive MBA)

Michigan State University

- ~ New Product Design and Development (MKT 420)
- ~ Product Innovation and Management (MKT 410)
- ~ International Marketing (MSC 415 - co-instructor)
- ~ Introduction to Marketing (MSC 327)
- ~ Quantitative Business Research Methods (MSC 317)

Wayne State University

- ~ International Business (MKT 7460)

PROFESSIONAL SERVICE CONTRIBUTIONS

Editorial

Editorial Review Board, Journal of Product Innovation Management, 2012-

Guest Editor, Journal of Product Innovation Management, Special Issue: Innovation in the Global Automotive Industry.

Reviewer (Ad hoc varying by year)

- ~ *Journal of International Business Studies*
- ~ *Management International Review*
- ~ *Journal of International Marketing*
- ~ *Journal of Product Innovation and Management*
- ~ *International Marketing Review*
- ~ *Thunderbird International Business Review*
- ~ American Marketing Association Summer/Winter Educators Conferences 2003, 2006, 2009, 2010, 2011, 2013, 2014
- ~ Academy of International Business Annual Conference 2002, 2005, 2006, 2010
- ~ Mid-west Academy of International Business, 2006

Conference Chairs

Conference Chair, *International Motor Vehicle Program Researcher's Meeting, Automotive Research Conference, and Executive Forum, 2009.*

Co-Chair with Raj Srivastava, Brand and Product Management Track, *European Marketing Association Conference, 2007.*

Other Professional Service

Session Chair, *American Marketing Association Educator's Conferences 2005, 2008, 2010(2)*

Discussant, *Academy of Marketing Science Annual Meeting, 2009*

Session Chair, (2 sessions) *Academy of International Business Annual Conference 2005*

Community Service

Advisory Board, We Build Character (professional mentoring program), 2012 -

Vice President, Industry Relations and Academic Affairs, Automotive Women's Alliance Foundation, 2009-2012

Internal Service

University Service

Senate Planning and Review Committee (Chair 2013-2014)
2011 - present

Chair, President's Faculty Advisory Committee - Brand Strategy and Management
June 2011- present

Provost's Research Committee
2006 - present

Honor's College Student Thesis Advisor
2010-2011, 2006-2007

University Senate
2005 - 2009

School and Departmental Service

Chair, Dean's Search Committee
2012-2013

Liaison, Original Equipment Supplier's Association
2012-

Faculty Evaluator, Transfer Equivalency (Marketing and International Business)
2012-

Committee for Advancement and Promotion
2011 -2014

Graduate Business Leaders - Advisor
2009 - present

International Management Minor Advisor
2005- present

Department Library liaison
2005 - present

Chair, Marketing Faculty Recruiting Committee
2012, 2013

Learning Assurance Committee
2011-2012

Marketing Forum Chair
Winter 2012

Graduate Curriculum Committee
2009-2011

Marketing Advisory Board
2005 -2012

AFFILIATIONS (varying by year)

*American Marketing Association
INFORMS Marketing Society
Academy of International Business
Product Development & Management Association
Consortium for International Marketing Research
American Statistical Association
International Motor Vehicle Program
Sloan Foundation Industry Studies
Automotive Women's Alliance Foundation*

PROFESSIONAL POSITIONS

Clarion Corporation of America, Intel, Unisys Corporation, Eric Yale Lutz & Associates

CONSULTING

Consulting relationships are confidential; disclosure upon request and approval of partner organizations.

ACADEMIC REFERENCES

S. Tamer Cavusgil

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Director, Institute of International Business
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Roger J. Calantone

Chair, Marketing Department
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Business
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Mitzi Montoya

Executive Dean
Professor, Department of Technological
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Education

Harvard University, Cambridge, MA, Master of Education in Educational Leadership and Planning, 1986.

St. Mary's College, Orchard Lake, MI, Bachelor of Arts, major in Philosophy and Theology, 1974

Experience

8/98 – present **University Registrar**
Oakland University

Accomplishments

- Student grades access on the Voice Response System in 1999;
- priority registration for NCAA Division I student athletes in 1999;
- faculty web grading in 1999;
- redesign of the Schedule of Classes in 1999;
- outsourcing of printing grade mailers and student schedule confirmations in 1999;
- Schedule 25 to automate classroom scheduling in 2000;
- student web access for grades, transcripts and class schedule in 2000;
- student web access for registration in 2001;
- priority registration for honors students in 2001;
- student web access to transfer equivalencies and program guides in 2002;
- Office of the Registrar website and the creation of an Office of the Registrar email address in 2002;
- web registration for orientation students in 2002;
- transcript production improvements such as label generation in 2002;
- consolidation of in-person office services in one location in 2003;
- distributed unofficial transcript printing for academic and administrative offices in 2003;
- automation of processes such as NCAA Athletic Eligibility, Teacher Certification in 2003;
- outsourcing of diploma mailing and printing enhancements in 2003;
- Use of CAPP (degree evaluation) to provide departmental degree audits for degree candidates in 2004;
- Grizzly ID implementation in 2004;
- Web Registration permit override process in 2004;
- Start of the Fall 2004 term before Labor Day and grades were available to students on December 17, the earliest semester date in OU's history in 2004;
- Implementation of New General Education requirements in 2005;
- Renovation of general purpose classrooms on the first floor of South Foundation Hall in 2005;
- Newly admitted transfer student credit evaluation mailed within 48 hours after the student has been admitted in 2005;
- Banner 7 implementation in 2005;
- Elimination of the pro-rated tuition refund percentage policy and replaced with a streamlined 100% and/or 0% policy in Fall 2005;
- Renovation of general purpose classrooms on the second floor of South Foundation Hall in 2006;
- Macomb to Oakland (M2O) dual enrollment partnership in 2006;
- National Student Clearinghouse for student enrollment and degree verification in 2006;
- Registration course pre-requisite checking for the School of Business Administration in 2006;
- Renovation of general purpose classrooms on the third floor of South Foundation Hall in 2007;
- Earlier start date registration for Spring/Summer in mid-March and Fall in early April in 2007;
- Deregistration of Fall classes for financial delinquent students in August of 2007;
- Web CAPP (degree evaluation) student access in September of 2007;
- Implementation of Michigan Transfer Network for all transfer credit equivalencies in November of 2007;
- Successful renovation of SFH—2nd floor in 2007;
- Successful implementation of OU student portal in 2007;
- Successful implementation of Mathematics and Psychology course pre-requisite checking in 2007;
- Recipient of the MACRAO Transfer Student Award in 2007;

- Creation and approval of a posthumous degree policy in 2008;
- Successful implementation of Summer Semester change in 2008;
- Successful renovation of SFH—1st floor in 2008;
- Successful implementation of providing Summer and Fall 2009 registration during the same period in preparation for full-year registration in 2008;
- Successful audit of Federal Award Programs in Accordance with OMB Circular A-133 which was audited by the public accounting firm of Andrews Hooper & Pavlik P.L.C in 2008;
- Successful implementation of the discontinuance of the transcript and graduation fees in 2008;
- Successful implementation of the School of Engineering and Computer Science course pre-requisite checking for ABET accreditation in 2008;
- Successful implementation of student deregistration for non-payment for an entire academic year cycle in 2008;
- Successful implementation of course repeat checking in Banner in 2008;
- Successful implementation of School of Education and Human Services Human Resource Development course pre-requisite checking in 2009;
- Creation of a Transfer Student Center proposal for the President in 2009;
- Successful participation in the School of Medicine LCME visit in 2009;
- Successful participation in the NCA accreditation of OU in 2009;
- Successful enrollment increases in the M2O program in 2009;
- Approval of the expanded Senior Citizen Discount program in 2009;
- Recipient of the Veteran-Friendly institution award in 2009;
- Successful implementation of new grade appeal procedures in 2009;
- Successful implementation of BANNER 8 in 2009;
- Successful implementation of textbook requirements for HEOA in 2009;
- Successful administration participant in the faculty work stoppage in 2009;
- Successful implementation of a Veteran's Service Office in 2009;
- Successful implementation of the digitization of microfilm transcripts in 2009;
- Successful implementation of on-line transcript requests in Banner in 2009;
- Successful implementation in the creation of 50 Microsoft ACCESS reports for academic units (2007-09);
- Successful implementation of a new Office of the Registrar website in 2010;
- Successful implementation of Summer registration in February in 2010;
- Successful implementation of an expanded priority registration schedule in February in 2010;
- Successful implementation of College of Arts and Sciences Writing and Rhetoric course pre-requisite checking in March in 2010;
- Successful implementation of combined Fall/Winter registration in March in 2010;
- Elimination of the printing of the Schedule of Classes in 2010;
- Approval of the MYCAA program for Veteran spouses in 2010;
- Recipient of the Veteran-Friendly institution award in 2010;
- Recipient of the MACRAO support staff award in 2010;
- Successful implementation of expanded concurrent enrollment partnerships (O2O and SC2O) in 2010;
- Class scheduling training for academic units in 2010;
- Consolidation of all Registrar services in one location in 2010;
- Faculty Resources tab on OR website in 2010;
- Implementation of five BANNER workflows in 2010;
- Priority registration for veterans in 2011;
- Instant Messaging (IM) available to assist freshman/transfer orientation in 2011;
- Successful implementation of course pre-requisite checking for Occupational Safety and Health and School of Nursing in February 2011;
- Successful implementation of the on-line faculty grade change form/process in February 2011;
- Successful implementation of CAPP style sheets in February 2011;
- Successful upload of the State of MI CEPI UIC file in February 2011;
- Member of the Michigan Educators Veterans Support Consortium (MEVSC) in February 2011;
- Successful implementation of MACRAO toolworks in 2011;
- Athlete registration in computer lab in 2011;
- Successful upload of MI CEPI STARR file in May 2011;
- VA Yellow Ribbon approval in June 2011;
- Model of Efficiency award (University Business)—Office of the Registrar in July 2011;
- Successful School of Medicine BANNER implementation in August 2011;
- Successful implementation of BANNER Flexible Registration in August 2011;
- Faculty Class Override in SAIL in October 2011;

- Military Friendly School—GI Jobs (three consecutive years)—GI Jobs in October 2011;
- 2011 MACRAO Transfer Student Program Award—Veteran Transfer Student Services in November 2011;
- Servicemembers Opportunities Colleges (SOC) membership-ConAP in November 2011;
- Retention/Communication reporting database in support of Focus on the Finish Line in November 2011;
- Portal Progress to Degree in November 2011;
- Co-chair, Michigan Transfer Network in November 2011;
- MACRAO conference presentations in November 2011;
- Student athlete web registration in 2012;
- Successful implementation of course pre-requisite checking for Biology (300-400 level), English, Political Science and Music, Theatre and Dance in 2012;
- Summer 2012, Fall 2012 and Winter 2013 registration begin on the same date in March 2012;
- Don't be Late to Graduate initiative in 2012;
- Reverse Transfer agreement with Macomb and pending with OCC, Mott and SC4 in 2012;
- SOC full membership in 2012;
- Registrar-initiated Policy for Posthumous Certificate of Recognition and Policy for three or More Final Examinations approved by Senate in 2012;
- Successful implementation of in-state tuition assessment for approved on-line programs in 2012;
- Automation of deregistered student class drops in 2012;
- Military Friendly School—GI Jobs (four consecutive years)—GI Jobs in 2012;
- New Office of the Registrar website in 2012;
- Waitlist process for students who miss the application for degree deadline that allows students to be added to the list in 2012;
- Official transcript production time reduced by printing address directly on envelopes in 2012;
- Transfer catalog review process improvement by accessing courses directly from Banner instead of secondary database in 2012;
- Completed transfer credit review of all 28 community college catalogs in 2012;
- Course repeat solution to eliminate registration override except for fourth attempt in 2013;
- Additional BANNER (Transfer Course, Transcript Sent Date, TG/TR Hold Notification) workflows in 2013;
- Portal student schedule enhancements in 2013;
- OU Retention conference presentations in 2013;
- AACRAO conference presentation on full-year registration in 2013;
- Web registration for the entire drop/add period beginning for Summer 2013;
- Incomplete grade Banner functionality in 2013;
- Signed reverse transfer agreements with OCC, Mott, SC4 in 2013;
- Routable transfer credit review form in 2013;
- Expanded CEPI/STARR report in 2013;
- Expanded BANNER workflows in 2013;
- Military Friendly School—GI Jobs (five consecutive years) in 2013;
- Don't be Late to Graduate Initiative enhancements (database, graduation scholarship) in 2013;
- Pilot- Transfer Articulation Coordinator position created to make transfer course equivalency decision in the Office of the Registrar in 2013;
- Significant role in the implementation of the new IB Diploma Policy in 2013;
- Revised Transfer Credit Evaluation materials student's receive in 2013;
- Updated display of the 2,400 community college major guides in 2013;

10/88-8/98

University Registrar

Wayne State University, Detroit, MI

- Responsible for the operations and budget of the Registrar's Office,
- Direct supervision of the 15 registrar's staff responsible for course building, course registration, classroom scheduling, transcripts, current enrollment and degree verification, and the digital ID card system. Hired and supervised all temporary clerical and student worker staff (12 work study students on average each term.)
- Headed implementation committee of the new Student Information System (SIS) for Registration and Records, part of a partnering agreement with Oracle Corporation that included four other colleges and universities. Served as office representative to the university-wide committee for the design of the new system. Hosted local meeting of all partner schools' registrar's staffs at BU campus for system function review. Led session on cross-functional features needed in SIS.

- Wrote the Records and Registration section of the RFP that led to the choice of the new Oracle SIS. Reviewed and evaluated proposals from finalists (Oracle, Peoplesoft, and SCT Banner.)
- Participated as a member of the Design and Implementation team at WSU for the legacy registration and direct course building systems.
- Provided workshops and individual training for Deans' Office and Academic department staffs in decentralized on-line course building process.
- Designed and implemented a tracking system for transcript ordering and mailing process. Increased access for staff members, allowing all staff to answer questions on transcript status.
- Coordinated departmental on-line building of the Schedule of Classes. Controlled system access for functions of course building and student registration.
- Scheduled classrooms using Collegenet's (then Universal Algorithms) Schedule 25 main frame software in conjunction with locally developed room change software that interfaced with legacy system for classroom assignment changes, 1994 - 1996
- Implemented Collegenet's Model 25 software for classroom scheduling and room utilization modeling in a client/server environment (beta site for the Solaris version.) Used this software to schedule classrooms, to analyze hypothetical shifts in classroom availability to assess renovation plans, and to report classroom utilization statistics. Achieved utilizations in excess of 80% as needs increased during time of enrollment growth, 1996 - 2001.
- Served on the Classroom Environment Committee reviewing classroom technology upgrades and renovation planning.
- Moved Space Available Registration and Summer Schedule course edits to an email process, saving processing and filing time and reducing errors.
- Compiled and edited the printed Schedule of Classes, including changing to an 8 ½ x 11 format that saved 30% on printing costs.
- Scheduled all course final exams, including double seating for every exam.
- Served as a member of University Commencement Committee
- Participated as a member of University Academic Computer Priorities Committee

11/85 - 9/88 **Director, Institutional Research**
 Lesley University, Cambridge, MA

- Directed and coordinated activities concerned with research and evaluation of operations and programs
- Identified problem areas, such as admission patterns, fiscal and management analysis, and sources of financial support in order to develop research procedures.
- Coordinated research efforts and assists in evaluating research findings.

PRESIDENTIAL SEARCH FIRM

A Recommendation

1. **Division and Department:** Board of Trustees
2. **Introduction:** In October 7, 2013, the Board of Trustees (Board) appointed an Ad Hoc Presidential Search Committee, charged with conducting a search for the University's next President, including recommending the engagement of an appropriate firm to assist in the search. Board approval of a Presidential Search Firm is necessary to proceed with the search process.

Eleven (11) firms responded to a widely distributed and advertised Request for Proposal (RFP). After a review of the RFP submittals and an initial assessment of firm qualifications, the Ad Hoc Presidential Search Committee interviewed three firms: R. William Funk & Associates, Greenwood Asher & Associates, and Isaacson, Miller.

Based on analysis of the proposals and the interview results, the Ad Hoc Presidential Search Committee recommends retaining the firm of R. William Funk & Associates.

3. **Previous Board Action:** On October 7, 2013 the Board approved the formation of the Ad Hoc Presidential Search Committee.
4. **Budget Implications:** Costs associated with the retention of the Presidential Search Firm and the search process will be covered by the General Fund.
5. **Educational Implications:** The appointment of a permanent President as principal executive officer and ex-officio member of the Board, is necessary to the successful attainment of the strategic goals and vision of the University.
6. **Personnel Implications:** None
7. **University Reviews/Approvals:** This recommendation was formulated by the Ad Hoc Presidential Search Committee.

**Presidential Search Firm
Oakland University
Board of Trustees Formal Session
December 9, 2013
Page 2**

8. Recommendation:

RESOLVED, to retain R. William Funk & Associates to assist Oakland University in its search for a new President, pending final negotiations between the search firm and the Board; and be it further

RESOLVED, that the contract be reviewed and approved by the Office of the Vice President for Legal Affairs and General Counsel prior to execution, and be in compliance with the law and with University policies and regulations, and conform to the legal standards and policies of the Vice President for Legal Affairs and General Counsel.

Recommended on _____, 2013
to the Board of Trustees for Approval by

Michael Kramer
Chair, Oakland University Board of Trustees

**Agendum
Oakland University
Board of Trustees Formal Session
December 9, 2013**

**MEADOW BROOK HALL OPERATING BUDGET
FOR FISCAL YEAR ENDING DECEMBER 31, 2014**

A Recommendation

1. **Division and Department:** Office of the President, Meadow Brook Hall
2. **Introduction:** The FY 2014 operating budget for Meadow Brook Hall (MBH) is presented to the Board of Trustees (Board) for approval annually. Attached is the projected 2013 year-end budget performance and proposed budget for 2014, along with the budget assumptions. (See Attachments)

Since Board approval in December 2004, MBH has been operating under a "cultural center" model, providing public museum and educational programming and access for university, social and corporate events and activities.

From 2005 through 2012, MBH revenues exceeded expenses. Projections for 2013 suggest that revenues will once again exceed expenses.
3. **Previous Board Action:** The Meadow Brook Hall 2013 Calendar Year Budget was approved by the Board on December 3, 2012.
4. **Budget Implications:** For the fiscal year 2014 budget, an operating surplus of \$10,618 is projected.
5. **Educational Implications:** MBH will continue to share its architectural, art, and historical resources with Oakland University's students and faculty (See Attachment D.)
6. **Personnel Implications:** None
7. **University Reviews/Approvals:** The Meadow Brook Hall Budget Report was prepared by Meadow Brook Hall Director of Administration and Finance and Executive Director and thoroughly reviewed by the Office of Budget and Financial Planning, Financial Performance Review Committee, Vice President for Finance and Administration, and Interim President.

**Meadow Brook Hall Operating Budget
Fiscal Year Ending December 31, 2014
Oakland University
Board of Trustees Formal Session
December 9, 2013
Page 2**


8. Recommendation:

RESOLVED, that the Board of Trustees approve the FY2014 Budget for Meadow Brook Hall.

9. Attachments:

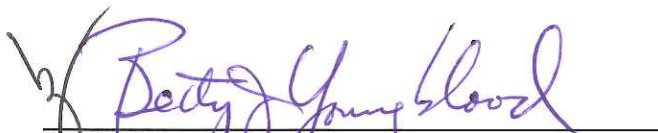
- A. Meadow Brook Hall Proposed Budget – All Funds FY2014
- B. Meadow Brook Hall Budget Notes and Assumptions
- C. Proposed Major Capital Expenditures
- D. Meadow Brook Hall/Oakland University 2013 Program Integration

Submitted to the Interim President
on 12/5/13, 2013 by



Geoffrey C. Upward
Executive Director
Meadow Brook Hall

Recommended on 12/5, 2013
to the Board for approval by



Betty J. Youngblood
Interim President

Oakland University
Ancillary Activities Operating Budget
Meadow Brook Hall
Proposed Budget - All Funds
FY2014

	2013 BUDGET	2013 PROJECTED ACTUAL	2014 PROPOSED BUDGET
REVENUE:			
Operating Revenue	\$ 2,350,205	\$ 2,706,296	\$ 2,435,515
Allowance for Bad Debts	\$ (10,000)	\$ -	\$ (10,000)
Retail Sales	50,000	79,172	70,000
Student Tuition Allocation	-	-	-
Gifts and Grants	110,000	95,909	114,000
Investment Income	8,000	10,086	10,000
General Fund Support	-	52,403	200,000
Total Revenue	<u>\$ 2,508,205</u>	<u>\$ 2,943,866</u>	<u>\$ 2,819,515</u>
EXPENDITURES:			
Compensation	\$ 722,110	\$ 711,350	\$ 958,299
Supplies and Services	450,610	368,324	468,958
Food Service	1,200,000	1,434,180	1,250,000
Repairs and Maintenance	22,000	39,893	24,000
Cost of Retail Sales	19,000	38,322	25,000
Equipment	10,000	27,178	10,000
Insurance	50,000	46,502	50,000
Utilities	186,000	172,009	186,000
Debt Service	-	-	-
University Overhead	(173,386)	(173,386)	(163,360)
Other Transfers	-	(7,845)	-
Total Expenditures	<u>\$ 2,486,334</u>	<u>\$ 2,656,527</u>	<u>\$ 2,808,897</u>
Net Revenue	<u>\$ 21,871</u>	<u>\$ 287,339</u>	<u>\$ 10,618</u>
Restricted Funds Activity:			
Restricted Funds Received	\$ 391,000	\$ 397,039	\$ 391,000
Restricted Funds Expended	\$ 421,000	\$ 377,450	\$ 519,000
Net Restricted Funds Activity	<u>\$ (30,000)</u>	<u>\$ 19,589</u>	<u>\$ (128,000)</u>
Ending Balances prior to Major Cap.Expenditures:			
Restricted Fund Balance *	\$ 245,534	\$ 295,123	\$ 167,123
Unrestricted Fund Balance	1,647,148	1,912,616	1,694,659
Less: Major Capital Expenditures	250,000	228,575	-
Total Fund Balance	<u>\$ 1,642,682</u>	<u>\$ 1,979,164</u>	<u>\$ 1,861,782</u>
Fund 35122 Chrysler	\$ 14,883		
Fund 33751 Wilson Fund	\$ 194,847		
Fund 43712 Publishing	\$ 47,827		
Fund 30230 Garden Club	27,257		
Fund 40560 Dress Conservation	10,112		
Fund 30250 Organ Fund	197		
Restricted Fund Balance *	<u>\$ 295,123</u>		

Meadow Brook Hall Budget Notes and Assumptions

Description of Program Meadow Brook Hall was the former home of Dodge Brothers Motor Car Company heiress Matilda Dodge Wilson and her second husband, Alfred Wilson. Built between 1926 and 1929 for \$4 million, Meadow Brook is known as the pre-eminent example of the country estate lifestyle of America's automotive aristocracy, and for its Tudor Revival architecture and vast collection of original decorative and fine arts. The Hall's 88,000 square feet and 110 rooms make it the fourth largest historic house museum in the United States and the largest in the Midwest. Meadow Brook was named a National Historic Landmark in 2012 by the National Park Service

In a visionary act of philanthropy, the Wilsons donated The Hall, their 1,500-acre Meadow Brook Farms estate and \$2 million to Michigan State University in 1957 to form a branch campus in Oakland County. The university opened in 1959 and became an independent Michigan public institution of higher education – Oakland University – in 1970.

The Wilsons continued to live in The Hall and a surrounding 127 acres until both passed away; Alfred in 1962 and Matilda in 1967. Oakland University took possession of The Hall from the Wilsons' estate in 1971. Since that time, the building has been open to the public as a museum and cultural center, per Matilda's wishes.

The Hall is self-supporting, relying primarily on facility rental revenue, tour fees and donations to preserve, interpret and operate the building at a cost of thousands of dollars a day.

As the educational cornerstone of Oakland University, Meadow Brook Hall serves students, faculty, staff and an international research community as a major cultural and historical resource, a resource renowned for its architecture, scale, collections and social history.

And, as the flagship of the campus physical plant, the former home of the university's founders functions as the community gateway to OU through public, corporate and social events . . . and it serves as OU's premier facility for cultivating friends and donors and hosting high-level meetings with partners, including ceremonial milestones.

Key Performance Indicators

	<u>2011</u>	<u>2012</u>	<u>Projected 2013</u>
Number of Facility Rental Events	581	607	600
Gross Facility Rental Revenue	\$2.4M	\$2.6M	\$2.4M
Number of Museum Visitors	16,180	19,680	19,680
Museum Revenue	\$356,755	\$397,407	\$400,000
Net Revenue	\$263,000	\$347,699	\$287,339

Explanation of Major Changes – FY2013

1. 2013 projected operating performance is based on actual revenue and expenses booked through September 30, 2013 and a revenue and expense forecast for the remainder of the year.

2. The "Major Capital Expenditures" for FY13 are estimated to be \$228,575.

Passenger Elevator Repair	\$119,695
Garden Tent HVAC	\$103,000
Master Plan	\$ 5,880

3. The "Restricted Funds Expended" for FY13 are estimated to be \$377,450. The following projects were funded by the Matilda Wilson Fund Matching Gift and other restricted funds received:

Bridge Repairs	(\$10,291)
Masonry	(\$7,639)
Service Elevator Repair	\$272,561
*Miscellaneous	\$122,819

*Includes preventive maintenance, curatorial support, fundraising support, garden expenses, etc.

4. General Fund Support represents one-time funding from the office of the president of \$50,000 for 1925 Dodge Brothers Depot Hack and Danny's Cabin Enhancements. \$2,403 is a transfer from the president's matching funds for All-

University Fund Drive contributions to Meadow Brook Hall.

5. Other Transfers represent \$7,845 from Meadow Brook Writing Camp for administrative and compensation costs for the writing camp hosted at Meadow Brook Hall.
6. 2013 Wilson Fund match of \$366,000 has been submitted in full to the Wilson Fund.

FY2014 Budget Assumptions

1. Operating revenue for 2014 is projected to be \$85,310 more than the 2013 budget, based on estimates from our catering partner and an anticipated increase in facility rental and an increase in Holiday Walk, Ticketed Events and Touring for 2014.
2. Retail sales are projected to increase 40% due to increase in Meadow Brook product development and expansion of the Museum Store.
3. 2014 compensation is expected to increase due to the inclusion of the executive director compensation, historically accounted for in the President's division, projected raises and an increase in the number of tours provided on a daily basis (10 in 2014 versus 6 in past years).
4. 2014 General Fund Support will increase as a continuation of university support of the executive director compensation that qualifies as a match for the Matilda Wilson Fund Matching Gift.
5. Net revenues from operations will be distributed as follows:
Operating/Maintenance Reserve 100 percent

6. 2014 Restricted Funds Received

Wilson Fund Matching Grant	\$366,000
Garden Club	<u>\$ 25,000</u>
	<u>\$391,000</u>

2014 Restricted Funds Expended

Wilson Fund Capital Projects	\$379,000
Wilson Fund Miscellaneous Expenses	\$ 85,000
Garden Club Expenses	\$ 25,000
Publishing Expenses	<u>\$ 30,000</u>
	<u>\$519,000</u>

Oakland University
Meadow Brook Hall
Proposed Major Capital Expenditures
Calendar 2014

Item Description	Estimated Cost
	-
Calendar 2014 Total	<u>\$ -</u>
*Wilson Fund Projects (Timber Restoration, Lighting, Other)	379,000

*These projects are included in the "Restricted Funds Expended" amount on Attachment A

Meadow Brook Hall/Oakland University 2013 Program Integration

Internships

- 1 student employed as paid intern through OU Summer Student Campus Corps program (grounds and house maintenance)
- 4 students annually employed as unpaid interns in curatorial department (collections research, textile research, exhibition preparation, archives management, publishing, etc.)

Part-time employment

- 17 students employed in part-time capacities (docents, front desk, facilities maintenance, youth programs, archives)
- Engaged 2 OU Music, Theatre and Dance students to perform at Meadow Brook's "Decade of Dress" fashion show event co-sponsored by Neiman Marcus.
- Part-time food service employment opportunities routinely offered to students

Meadow Brook Writing Project

- 7 one-week-long summer writing workshop day camps for area youth in partnership with the OU College of Arts & Sciences writing program (has grown from 150 participants in 2010 to 326 in 2013).
- In addition to OU staff and area teachers, 4 OU students worked as Education Assistants
- Camps continue to gain national attention as a model program

OU Academic Departments

- Sponsoring branding project (Fall 2013) with OU Art Department (graphic art majors) to design logos and graphics for Dodge Brothers Museum and related entities.
- Class projects/sessions hosted by MBH in 2013 included: journalism, photography, and archaeology.
- Advanced photography hosted at Hall twice.

Honors College

- Fall 2013 Downton Abbey Class held at Meadow Brook. MBH Curator was a special lecturer for the class.

Fred M. Braun Lecture Series

- MBH hosted the Winter 2013 lecture

DIA Collaboration

- Arranged for loan of an MBH painting (17th Century by Esteban Murillo) to DIA in exchange for conservation of the painting and frame.
- As part of project, 20 OU students and faculty were invited by MBH to observe and participate in the conservation process at the DIA, including two on-site sessions.
- The project is being videotaped and will be shown on DIA, MBH and OU websites, YouTube, etc.
- Lectures, special VIP events, educational programming will be built around the project.

Frosh evening mansion visit

- Offered by Student Affairs for new first-year students during Welcome Week
- Hundreds of students participate . . . gaining in popularity

Meadow Brook Ball

- Student formal held at MBH by Student Affairs twice annually.
- Hundreds of students participate . . . popularity requires tickets through a lottery

Holiday Walk

- OU men's and women's track teams provided a full day of volunteer services, assisting with decoration set-up.

Brooksie Way

- Collaboration with OU and race organizers to use MBH roadways and grounds

Touring

- Discounted museum touring for students (free), faculty and staff
- OU Night at Holiday Walk – discounted tickets for faculty, staff and families

Facility use

- MBH discounts school/departmental meetings, receptions, dinners
- Academic Affairs facility rental waiver for one conference annually
- Donor cultivations
- University events, signings, etc.

Meadow Brook Greenhouse

- Collaborations through plant purchases, Garden Club activities
- MBH purchases/rents plants from the Greenhouse for events & facility rentals

**Agendum
Oakland University
Board of Trustees Formal Session
December 9, 2013**

**GOLF AND LEARNING CENTER OPERATING BUDGET FOR
FISCAL YEAR ENDING DECEMBER 31, 2014**

A Recommendation

1. **Division and Department:** Finance and Administration, Golf & Learning Center
2. **Introduction:** The operating budget for the Golf & Learning Center (G&LC) is presented annually to the Board of Trustees (Board) for approval. Attached is a description of the G&LC (Attachment A) which outlines the previously approved business plan; the 2014 G&LC Budget Assumptions (Attachment B); the Registration and Golf Fees 2014 (Attachment C); the Oakland University (University) G&LC Proposed Budget – All Funds, FY2014 (Attachment D) and the G&LC Proposed Major Capital Expenditures FY2014 (Attachment E).
3. **Previous Board Action:** On December 3, 2012, the Board approved the FY2013 budget for the G&LC.
4. **Budget Implications:** The G&LC is an auxiliary operation and is self-supporting. Under the proposed budget, there is a projected increase to the G&LC fund balance of \$49,967.
5. **Educational Implications:** The G&LC is used by the Men's and Women's intercollegiate golf teams.
6. **Personnel Implications:** The proposed budget includes salary and wage adjustments per University authorization, staffing changes as required for the G&LC, as well as payment of the General Fund Administrative Charge.
7. **University Reviews/Approvals:** The G&LC Operating Budget was prepared by the Director of the G&LC and reviewed by the Financial Performance Review Committee, Budget and Financial Planning Office, Vice President for Finance and Administration, and Interim President.
8. **Recommendation:**
RESOLVED, that the Board of Trustees approves the Oakland University Golf & Learning Center Budget for the fiscal year ending December 31, 2014, with budgeted operating expenditures of \$3,247,833 and capital improvement expenditures of \$286,500; and, now, be it further


RESOLVED, that any expenditure level in excess of the approved amount that is not funded by a direct revenue increase must have the prior approval of the President or his/her designee and those amounts shall be reported on a periodic basis to the Board of Trustees.

**Golf and Learning Center Operating Budget for
Fiscal Year Ending December 31, 2014
Oakland University
Board of Trustees Formal Session
December 9, 2013
Page 2**

9. Attachments:

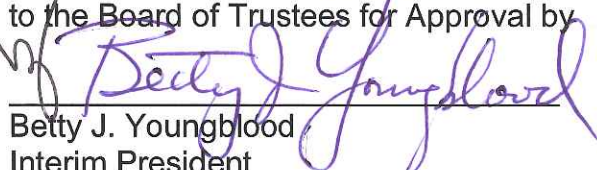
- A. G&LC Description of Program
- B. G&LC 2014 Budget Assumptions
- C. G&LC Registration & Golf Fees 2014
- D. G&LC Proposed Budget – All Funds, FY2014
- E. G&LC Proposed Major Capital Expenditures, FY2014

Submitted to the President
on 12/2, 2013 by



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

Recommended on 12/5, 2013
to the Board of Trustees for Approval by



Betty J. Youngblood
Interim President

Golf and Learning Center

Description of Program

The Oakland University Golf and Learning Center (G&LC) was originally conceived in 1975 as a recreation amenity for the University community through the generous contributions of Mr. and Mrs. Katke and Mr. and Mrs. Cousins. The Katke-Cousins course opened on May 1, 1977 and it quickly took on a broader role in the community, serving also as a major vehicle to attract Oakland University (University) donors, and, through golf outings, local corporate support for the University and its educational programs. In 1999, construction of a second course began, which was added to further enhance this successful University program. Mr. and Mrs. Sharf made possible The R & S Sharf golf course which opened for play on August 25, 2000. The 36 hole golf course facility along with a short game and learning center practice range has continued to grow and develop with the addition of the new Steve Sharf Clubhouse which opened on June 26, 2012. Currently Cranks Catering is the foodservice operator under agreement for 5 years (through Nov. 2017). Also, beginning in 2013 the Rick Smith Golf Academy was added to provide top quality golf instruction. The facility continues to attract student, faculty and staff golfers along with a broad spectrum of community minded individuals who support Oakland. The new Clubhouse increased the community interest in golf at Oakland with a continued increase in registered golfers. Additionally new OU golf team facilities were added and funded by Mr & Mrs Tooman, and are also located on the property.

The G&LC is located on the University's east campus. The property is maintained by its own professional staff including administrative and grounds employees specially trained to operate and maintain a first-rate facility. Recently, the complex has registered approximately 35,000 annual rounds of golf. Golf rounds are comprised of student, faculty, staff, alumni, as well as registered golfers from the community, and a number of corporate and charitable golf outings. The G&LC is a self-sustaining auxiliary entity within the University. Its buildings and facilities include a Clubhouse, two maintenance buildings, one on-course food service building, a golf range learning center, a golf car storage garage, and several ancillary environmentally required structures for storage and equipment washing. Construction has begun for a climate controlled facility to replace annual rental of tents. This facility will have capability of hosting golf events for up to 250 participants and is expected to be complete in April 2014.

The G&LC serves an important role by providing an entry point for developing community and University relationships. The G&LC's long-range plan is to continue to maintain first-rate championship golf courses that provide all University constituencies with a pleasant recreational experience, and sustain a high-quality image while representing Oakland University as an outstanding educational institution.

Key Performance Indicators

	<u>2011</u>	<u>2012</u>	<u>2013</u> ⁽¹⁾
Rounds of golf	30,751	34,915	35,000
Golf Registrations – full status	564	629	690
G&LC Fund balance	\$336,528	\$675,364	\$407,448

(1) Projected Year End includes \$9,535 restricted Fund Balance.

Golf and Learning Center

Explanation of Major Changes

The opening of the Steve Sharf Clubhouse and restaurant in the summer of 2012 continues to generate interest in the property. Annual Golf Affiliate registrations and associated golf rounds continue to increase. This increase in revenue allowed us to complete additional capital projects. Major Capital expenditures in FY2013 include \$800,000 for the construction of the Golf Course events building, \$55,000 for additional improvements to the Sharf Clubhouse, and \$65,000 for miscellaneous projects.

Gift revenue and Other Transfers reflect the Sharf life insurance proceeds and corresponding debt service requirement.

Budget Assumptions

Budgeted revenues are projected based on the continued success of the current G&LC business plan that was approved in 2006 by the Oakland University Board of Trustees (Board). The 2014 budget is derived assuming the same basic rate structure as 2013. Golf registration options include Bronze (\$850 with access to Katke-Cousins (KC)), Silver (\$1,600 with access to KC and R & S Sharf), Gold (\$4,050 for unlimited personal golf fees on both courses) and a Platinum level (\$5,600 for unlimited personal golf fees on both courses, and includes personal golf car fees and personal use of the practice range). The G&LC continues to be financially stable and is positioned nicely within the surrounding region's golf market.

Projections for 2014 golf rounds and revenue for the G&LC were made after review of historical data and with consideration of regional industry data. The revenue budget anticipates 34,000 golf rounds at fees shown in the attached fee schedule. This assumes a conservative approach toward weather conditions (which impact revenue) and registrations (within a "flat" golf industry marketplace).

The golf course banquet facility approved by the Board of Trustees is planned to be completed in the spring of the 2014. Supplies and services, repairs and maintenance and utilities budget line items were increased to reflect the new facility and anticipated costs associated with operations.

The 2014 insurance budget has been decreased to reflect that the OU G&LC no longer has the Sharf life insurance premium expense.

The budgeted compensation line item has been increased to reflect a full staffing level in 2014, a 3% compensation increase for full time staff, hire a Golf Services Manager and provide additional seasonal labor as required.

The 2014 budget produces an anticipated increase to the G&LC fund balance of \$49,967 and a fund balance at December 31, 2014 of \$457,415.

OAKLAND UNIVERSITY GOLF & LEARNING CENTER REGISTRATION AND GOLF FEES 2014

Golf Registration Options:

BRONZE	\$ 850
SILVER	\$ 1,600
GOLD (all-inclusive personal golf fees)	\$ 4,050
PLATINUM (all-inclusive personal golf fees, personal golf car fees and practice range fees)	\$ 5,600

KATKE-COUSINS GOLF COURSE	<u>WEEKDAY</u>		<u>WEEKEND/HOLIDAY</u>	
	9 Holes	18 Holes	9 Holes	18 Holes
Students, Full Time	\$13.00	\$14.00	\$14.00	\$20.00
Students, Part Time	\$19.00	\$25.00	\$21.00	\$28.00
Student's Family, Faculty/Staff and Family	\$28.00	\$35.00	\$32.00	\$40.00
BRONZE/SILVER	\$28.00	\$35.00	\$32.00	\$40.00
Guests	\$60.00	\$60.00	\$65.00	\$65.00
Golf Car (per golfer)	\$15.00	\$25.00	\$15.00	\$25.00

R & S SHARF GOLF COURSE	<u>WEEKDAY</u>	<u>WEEKEND/HOLIDAY</u>
SILVER and Student/Faculty/Staff and Family (includes golf car)	\$67.00	\$72.00
Guests of PLATINUM/GOLD/SILVER /Student/Faculty/Staff (includes golf car)	\$90.00	\$95.00
Guests - non affiliate (includes golf car)	\$125.00	\$130.00
Golf Car for GOLD members	\$25.00	\$25.00

Oakland University
Ancillary Activities Operating Budget
Golf & Learning Center
Proposed Budget - All Funds
FY2014

	FY2013 BUDGET	FY2013 ESTIMATED ACTUAL	FY2014 PROPOSED BUDGET
REVENUE:			
Operating Revenue	\$ 2,933,330	\$ 3,272,649	\$ 3,219,400
Retail Sales	311,000	331,193	327,900
Student Tuition Allocation	-	-	-
Gifts and Grants	53,500	1,665,698	16,500
Investment Income	20,500	12,701	20,500
General Fund Support	-	-	-
Total Revenue	<u>\$ 3,318,330</u>	<u>\$ 5,282,241</u>	<u>\$ 3,584,300</u>
EXPENDITURES:			
Compensation	\$ 1,348,403	\$ 1,284,739	\$ 1,429,469
Supplies and Services	694,420	760,266	778,770
Repairs and Maintenance	316,900	312,650	352,400
Cost of Retail Sales	250,000	225,779	225,000
Equipment	211,734	225,887	254,394
Insurance	64,100	60,000	26,100
Utilities	97,225	89,817	127,100
Debt Service	7,400	7,400	7,400
University Overhead	64,000	63,907	47,200
Other Transfers	-	1,600,000	-
Total Expenditures	<u>\$ 3,054,182</u>	<u>\$ 4,630,445</u>	<u>\$ 3,247,833</u>
Net Revenue	<u>\$ 264,148</u>	<u>\$ 651,796</u>	<u>\$ 336,467</u>
Ending Balances prior to Major Cap.Expenditures:			
Restricted Fund Balance *	\$ 9,535	\$ 9,535	\$ 9,535
Unrestricted Fund Balance	690,829	1,317,625	734,380
Less: Major Capital Expenditures	25,000	919,712	286,500
Total Fund Balance	<u>\$ 675,364</u>	<u>\$ 407,448</u>	<u>\$ 457,415</u>
London Annuity		<u>\$ 9,535</u>	
Restricted Fund Balance *		<u>\$ 9,535</u>	

Oakland University
Golf & Learning Center
Proposed Major Capital Expenditures
FY2014

Item Description	Estimated Cost
Golf Cart Path Repair/Replace	\$ 25,000
Deferred Maintenance TBD	261,500
FY2014 Budget Total	\$ 286,500

WORKING CAPITAL INVESTMENT ADVISOR

1. **Division and Department:** Finance and Administration Division, Treasury Management Department

2. **Introduction:** In April 2013, the Board of Trustees (Board) approved the Working Capital Management and Investment Policy. The policy calls for the use of an Investment Advisor to assume a major role in the management of the University's working capital. The Investment Advisor is expected to supplement the University's internal treasury operation with global capital market expertise, and back office and client support services.

Over the last six months a Committee consisting of the Assistant Vice President for Finance and Administration, Treasury Accountant, and the University's interim working capital Investment Advisor (Steve Roberts), completed both a Request for Information (RFI) and a competitive Request for Proposals (RFP) process with the objective of bringing forward a recommendation to the Board to hire a working capital Investment Advisor.

Sixteen (16) firms were invited to respond to the RFI, of which ten (10) firms responded. After a review of the RFI submittals and an initial assessment of working capital Investment Advisor qualifications, eight (8) firms were invited to respond to the RFP. Seven (7) proposals were received (Capital Cities, Commonfund, Morgan Stanley, PNC Bank, SEI, UBS Financial Services, and Wells Fargo). Review of the proposals considered the firms' understanding and expertise specifically related to working capital (as opposed to other investment management and advising), narrative plan for investment strategies, number of working capital Investment Advisor engagements and their similarity with Oakland University, client references, transition assistance plan, and fees.

Based on this review, Commonfund was selected as the recommended firm to be the University's working capital Investment Advisor. The Committee believes Commonfund will optimize investment returns, while maintaining adequate layers of liquidity and acceptable levels of risk, due to Commonfund's working capital client base, depth of global capital market expertise, and strength of back office and client support services. See Attachment for a summary of the top two firms' proposals.

3. **Previous Board Action:** At the April 3, 2013 Board of Trustees Meeting, the Board approved the Working Capital Management and Investment Policy.

4. **Budget Implications:** The proposal to hire a working capital Investment Advisor is expected to be budget neutral as relates to fees and expense ratios.

5. **Educational Implications:** None.

6. **Personal Implications:** None.

7. **University Reviews/Approvals:** This recommendation was created by the Treasury Management Department in consultation with interim Investment Advisor Steve Roberts, and reviewed by the Vice President for Finance and Administration and Treasurer to the Board of Trustees, and Interim President.

8. **Recommendation:**


WHEREAS, the University has completed a Request for Information and a competitive Request for Proposal process for the selection of a working capital Investment Advisor, and Commonfund was determined by a Committee to be the most qualified to optimize investment returns while maintaining adequate layers of liquidity and acceptable levels of risk due to Commonfund's working capital client base, depth of global capital market expertise, and strength of back office and client support services; now, therefore, be it

RESOLVED, that the Board of Trustees authorizes the Vice President for Finance and Administration to negotiate and execute any and all agreements necessary to hire Commonfund to perform Investment Advisor services related to the University's working capital; and, be it further

RESOLVED, that all agreements be reviewed and approved by the Office of the Vice President for Legal Affairs and General Counsel prior to execution and be in compliance with the law and University policies and regulations, and conform to legal standards and policies of the Vice President for Legal Affairs and General Counsel.

9. **Attachments:** Working Capital Investment Advisor Finalist Candidate Summary

Submitted to the President
on 12/5, 2013 by



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

Recommended on 12/5, 2013
to the Board of Trustees for Approval



Betty J. Youngblood
Interim President

**Oakland University
Working Capital Investment Advisor
Finalist Candidate Summary**

	<u>Commonfund</u> ⁽¹⁾	<u>SEI</u>
Working Capital Clients	1,035	34
Working Capital \$ Under Management	\$4.0 Billion	\$2.6 Billion
Advisory Management Fees	\$ 631,000	\$ 679,000

⁽¹⁾ Commonfund has the lowest fees and largest client base of all the firms that responded to the RFP