

**Agendum
Oakland University
Board of Trustees Formal Session
November 9, 2009**

**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.

I. New Appointments, effective October 5, 2009

Sharaf, Mohamed A., Assistant Professor of Engineering (\$72,000) (New appointment filling a vacant authorized position).

University Personnel Actions
Oakland University
Board of Trustees Formal Session
November 9, 2009
Page 2

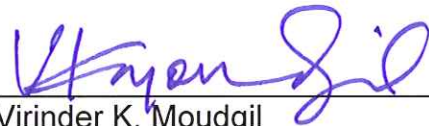
II. Change of Status

Fu, Liang, from Instructor in Accounting to Assistant Professor of Accounting, School of Business Administration, effective August 15, 2009.

Yugo, Jennifer E., from Instructor in Management to Assistant Professor of Management, School of Business Administration, effective August 15, 2009.

9. **Attachments:** Attachment A: New Appointments (October 5, 2009)
Attachment B: Faculty Personnel Information Items

Submitted to the President
on 10/26, 2009 by



Virinder K. Moudgil
Senior Vice President for
Academic Affairs and Provost

Recommended on 10/26, 2009
to the Board for Approval by



Gary D. Russi
President

ATTACHMENT A

NEW APPOINTMENTS (October 5, 2009)

Sharaf, Mohamed A.

Assistant Professor of Engineering
Department of Computer Science & Engineering
School of Engineering & Computer Science

Mohamed A. Sharaf completed his PhD in Computer Science at the University of Pittsburgh in 2007. His areas of interest include: Systems Design with focus on Database Systems, Data Stream Management Systems, Sensor Data Processing, Mobile and Pervasive Data Management, Data Warehousing and OLAP, Web Databases, Web 2.0, and Data Centers.

**FACULTY PERSONNEL INFORMATION ITEMS
REPORT TO OAKLAND UNIVERSITY BOARD OF TRUSTEES
November 9, 2009**

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

Fall 2009 Sabbatical Leaves (with full pay) (effective August 15, 2009 through December 12, 2009)

Blume, Thomas W., Associate Professor of Education, preparing a counselor manual and a client workbook to prepare for clinical research that will test the effectiveness of Identity Renegotiation Counseling as applied by trainee counselors in university facilities such as OU's SEHS Counseling Center.

Callaghan, Joseph H., Professor of Accounting, to advance curricula and his research agenda by studying financial modeling using advanced statistical forecasting methods and financial modeling theory, specifically, the UML and XBRL-GL modeling methodology and the XML-based data modeling taxonomy.

Condic, Kristine S., Associate Professor University Library, to complete three of the required courses toward her Master in Training and Development degree. She plans on incorporating theories and applications acquired from class into her job and submitting some of her papers as articles for publication.

Coppin, Addington M., Professor of Economics, to complete ongoing research issues related to education in economic development and to investigate further how economics contributes to students' critical thinking abilities.

Dadashzadeh, Mohammad, Professor of Management Information Systems, to continue a recent study on a new methodology for developing an organization's MIS master plan. This research is related to his previous line of applied research on strategic IT planning and enterprise architecture. Professor Dadashzadeh expects to produce three paper submissions from work done during the sabbatical.

Debnath, Debatosh, Associate Professor of Engineering, to develop expertise in Boolean matching of incompletely specified functions for large libraries, to explore work that has been done for the incompletely specified functions and develop new methods to solve the problems, results would include increased competency in research and the development of grant proposals.

Discenna, Thomas A., Associate Professor of Communication, to revitalize a long defunct course in the curriculum, COM314: Discourse and Content Analysis. This area has been evolving rapidly and is an important methodological course in the discipline area. Preparation for this course requires intensive studies of certain key texts in the field.

Faculty Personnel Information Items

Page 2

Gamboa, George J., Professor of Biological Sciences, to research work efficiency in social groups, in particular, what kinds of individuals work well together, using the social wasp, *Polistes dominulus*, as a model system to address this question. Students will be involved in the research and will be included as coauthors on the publications resulting from this research.

Ganesan, Subramaniam, Professor of Engineering, to work with ContiTevis on "Diagnostics of Sensor Network" by modeling and creating the driving conditions for testing the sensor network inside a lab, take training from Xilinx and Altera on the FPGA and advanced Structured cell based design; utilize the knowledge gained to enhance courses such as ECE 676: Advanced Embedded systems.

Insko, Jeffrey R., Associate Professor of English, to work toward completion of book manuscript, *The Ever-Present Now: American Literary Historiography, 1809-1857*, which explores and challenges what it means to "historicize" literary texts by attempting to understand what antebellum writers themselves have to say about history, its shape, meaning, and value.

Kim, John D., Associate Professor of Management and Marketing, to work on four projects: the power of corporate and brand names to influence potential employees' decision to apply for a job, performance implications of inherent overconfidence when introducing products in dynamic markets, the influence of affective quality of electronic channels on visitor attitudes, and the effects of word-of-mouth on source over time.

Liptak, Laszlo, Associate Professor of Mathematics, to continue research projects with Professor Eddie Cheng in the area of interconnection networks, extending the current results to new, more general types of networks, and other properties they have. Attend the SIAM workshop on Combinatorial Scientific Computing & the Midwest Graph Theory Conference.

Lombard, Emmett N., Associate Professor of Political Science, to extend a preliminary examination of ecosystem management practices in North America; to research how cooperation on the national level from Canada, Mexico and the U.S. can facilitate fellowship and exchange of ideas promoting efforts that can contribute to effective ecosystem management in North America and around the world.

Stano, Miron, Professor of Economics, to work on three projects: research in the area of disparities/discrimination in health care which continues his earlier work in this area; examining the role of risk in healthcare decision-making; and exploring issues in cost-containment applied to new innovations in health care provision.

Suda, Thomas M., Special Instructor in Theatre, to increase professional experience as an actor/writer and continue to research and formulate a one-man show based on the life of the comedian Ed Wynn; continue learning the technique of the Uta Hagen method of acting by attending master classes in New York.

Fall 2009 and Winter 2010 Sabbatical Leaves (with half pay) effective August 15, 2009 through April 27, 2010)

Baillargeon, Claude, Associate Professor of Art and Art History, to write a book about Louis-Emile Durandelle (1839-1917), a leading nineteenth-century French architectural photographer.

Li, Ledong, Associate Professor of Education, to complete two major projects: 1) a plan for carrying out further research in Chinese acquisition and teaching English as a foreign language; and 2) a plan for moving the graduate instructional systems technology certificate program to an online program; also to further expand the educational exchange program between Guizhou, China and Oakland University.

Li, Keyu, Professor of Engineering, to work as a Visiting Professor in the Engineering Mechanics Department at Tsinghua University in China; to engage in research projects using high precision equipment, unavailable at OU, such as the nano indentation machine, a blue laser and other small mark making devices.

Winter 2010 Sabbatical Leaves (with full pay) (effective January 5, 2009 through April 27, 2010)

Benson, Linda K., Professor of History, to work on a revision of her 2002 text, *China Since 1949*; revision plans include extensive changes that will incorporate scholarly research with an emphasis on recent changes in gender relations, consumerism, artistic expression, and China's remarkable economic advances in the first decade of the 21st century.

Cahlon, Baruch, Professor of Mathematical Sciences, to continue research in Israel with Professor Sam Rakover of Hafia University on Face Recognition and the Catch Model and to work on the BSF proposal *The Catch Model: A Solution to the Problem of Saliency in Facial Features*; to work with Professor Lunel from Leiden University in the Netherlands; work with OU professor Darrell Schmidt on *Stability Criteria of Even Higher Order of Neutral Delay Differential Equations*.

Chavez, Ferman A., Associate Professor of Chemistry, to complete four manuscripts; write a review article on oxalate degrading manganese enzymes; make efforts to secure additional research funding by preparing an NIH R01 grant; preparation of H.S. outreach materials related to 2008 NSF CAREER award.

Cheng, Eddie, Professor of Mathematics, to continue research on the structural properties in interconnection networks including the newer concept of the *conditional matching preclusion number*; to collaborate with several scholars in different countries and participate in and travel to various conferences.

Doane, David P., Professor of Quantitative Methods, to complete current research and finish several papers already underway; to study R, a powerful new statistical programming language that has built-in capabilities for graphing, data analysis and statistical calculations; to study "best practices" in quantitative training to determine if changes in OU's quantitative curriculum are desirable.

Graetz, Janet E., Associate Professor of Education, to research government support and treatment of autism in India; to address the lack of awareness and misunderstanding about autism among the medical and educational professionals in India; to complete more work on her book *Case Studies in Autism*.

Hansen, James T., Professor of Education, to immerse himself in a program of directed readings on philosophical issues in counseling to generate ideas for future manuscripts; use scholarly enrichment to increase professional competence in teaching.

Ingram, Ilene L., Associate Professor of Education, to focus on two areas of scholarly writing - the intersections of leadership and justice praxis, and gather and analyze data in relation to the *Critical Reflection Model*, developed with Dr. Toni Walters, which has specific implications for the fields of educational leadership, literature and literacy, and sociology.

Knox Kerro, Associate Professor of Theatre, attend regional festivals of the Kennedy Center/American College Theatre Festival to gain new teaching strategies and performance ideas; travel to Japan and Korea to observe Asian theatre, specifically the Japanese genres of Noh, Bunraku and Kabuki, and Pansori, a Korean opera style; travel to Europe (various cities) to see the Passion Plays resulting in a production of cycle plays for the MTD theatre series.

Li, Jia, Associate Professor of Engineering, continue research collaborations with three doctors from Beaumont Hospital concentrating on using biomedical imaging to extract information for computer-aided diagnosis and treatment planning; developing a novel tumor dose calculation method and prototyping a hybrid CT/PET scanner with a dual-mode detector.

McGinnis, Debra Q., Associate Professor of Psychology, complete her study of proverbs and aphorisms in undergraduates and extend that work to the study of late life changes in figurative language comprehension, with an emphasis on how and why these changes occur in older adults; extend research addressing epistemological understanding in undergraduates to studying these processes in older adults.

McMillon, Gwendolyn, Associate Professor of Education, to finish writing a book based on her dissertation study "A Tale of Two Settings: African American Students' Literacy Experiences at Church and School"; work with Dr. Patricia Edwards from Michigan State University, to finish their literacy program, Shared Domains of Literacy, that provides training to improve literacy teaching and learning; pilot the Shared Domains of Literacy program at two urban elementary schools and five African American churches.

Nassar, Sayed A., Professor of Engineering, work on research projects in the areas of adhesive bonding of laminated joints with Professor Wu of Wayne State University; non-linear dynamics of bolted joints at the Wright Patterson AFB with Professor Raouf Ibrahim of Wayne State University; work closely with the U.S. Army, TARDEC, and Congress to officially get the formal approval and start the pending operation of the OU National Center of Excellence for fastening and joining research.

Pobutsky, Aldona A., Associate Professor of Spanish, to attend conferences in Latin America in her field of study - contemporary Latin American Studies, to write a book based on field research of the role of women in 'narcocultura,' meaning different aspects of Latin American culture that have addressed the omnipresence of narco-trafficking in the contemporary society.

Srinarayan, Sharma, Associate Professor of Management Information Systems, to work on three projects: an investigation of the principles, technologies, applications, costs and benefits of virtualization; an investigation of the central role of environmental sustainability and Green Information Technology; and beginning work as a founding editor of *American Journal of Information Technology*, the first issue due in Spring 2010.

Tomlin, Kasaundra M., Associate Professor of Economics, to work on four projects: the first is related to her ongoing work on earmarks and the Byrd Amendment; second, assessing the effectiveness of consumer boycotts in the U.S.; the third, examining how currency exchange rate movements impact acquisitions in U.S. service sector industries; and a fourth project looking at the impact of trade agreements and migration on international income inequality.

Turett, J. Barry, Professor of Mathematics, to spend the semester at the Free University of Berlin in Berlin, Germany with Professors Dirk Werner and Ehrhard Behrends working on several problems in the geometry of Banach spaces; visit Adam Michiewicz University in Poznan, Poland to collaborate with a research group investigating Orlicz spaces and their generalizations.

Wharton, Terry J., Associate Professor of Management, to study lean manufacturing practices as it relates to overall supply chain management, with a focus on one linkage within the supply chain: the supplier-manufacturing linkage; continuation of a project investigating manufacturing practices with Professor Dan Reid of the University of New Hampshire; develop a capstone course for the POM major.

Zou, Qian, Associate Professor of Engineering, do research in nanotribology in collaboration with Professor Jianbin Luo of the State Key Lab of Tribology at the Tsinghua University, China. This research will focus on the lubrication with thin films at nanometer scale, which includes both theoretical analysis and experimental measurements; results should include journal and conference publications and initial data for an NSF proposal.

Winter 2010 Sabbatical Leaves (with half pay) (effective January 5, 2010 through April 27, 2010)

Chen, Yu (Vivienne), Assistant Professor of Marketing, to work on three research projects: Aesthetic Anthropology and the application of aesthetics in Marketing and Consumer Behavior; development of a Bayesian Virtual Advisor for consumer needs identification and consumer preference prediction; and an ethnographic study of generosity.

Zhu, Xie, Assistant Professor of Economics, to continue to work on three projects: the efficient control of environmental pollutants (greenhouse gases and other air pollutants); an extension of the first project, examines "joint control" of these environmental pollutants, accounting for trans-boundary aspects of the pollution; the third continues her ongoing research agenda on the private provision of public goods and charitable giving.

Leaves with No Pay

Hasanov, Fuad, Assistant Professor of Economics, effective August 15, 2009 through August 14, 2010.

Partial Leave with No Pay

Urla, Julia A., Special Instructor in Spanish, effective August 15, 2009 through August 14, 2010.

Return from Leaves with No Pay

Grudzien, Thaddeus, Associate Professor of Biological Sciences, effective August 15, 2009.

Martin, Craig E., Assistant Professor of History, effective August 15, 2009.

Resignations

Bosyy, Pavlo, Assistant Professor of Theatre, effective August 14, 2009.

Bryant-Friedrich, Amanda, Associate Professor of Chemistry, effective August 14, 2009.

Dong-Hun, Kim, Assistant Professor of Political Science, effective August 14, 2009.

Fascio-Vereen, Susan T., Assistant Professor of Education, effective August 14, 2009.

Follo, Eric, Professor of Education, effective August 14, 2009.

Freeman, Gerald, Professor of Education, effective August 14, 2009.

Garraway, Garbette M., Assistant Professor of Education, effective August 14, 2009.

Resignations (con't)

Gibson-Scipio, Wanda, Assistant Professor of Nursing, effective August 14, 2009.

Hutchinson, Robert L., Assistant Professor of Accounting, effective August 14, 2009.

Kusow, Abdi M., Associate Professor of Sociology, effective August 14, 2009.

Liu, Min Hsin (Carol), Assistant Professor of Accounting, effective August 14, 2009.

Mayer, Donald O., Professor of Management, effective August 14, 2009.

Nixon, Jude V., Professor of English/Director of Honors College, effective June 30, 2009.

Serra, Jaime, Special Instructor in Nursing, effective August, 14, 2009.

Severson, Mark W., Professor of Chemistry, effective August 14, 2009.

Sutton, Matthew, Assistant Professor of History, effective August 14, 2009.

Retirements

Callewaert, Denis M., Professor of Chemistry, effective August 14, 2009.

Karasch, Mary C., Professor of History, effective August 14, 2010.

Sick Leaves

McCloskey, Linda L., Special Instructor in English, effective March 9, 2009 through August 15, 2009.

Simpanya Francis M., Research Assistant Professor, Eye Research Institute, effective August 31, 2009.

Javorsky, James, Associate Professor of Education, effective September 4, 2009 through January 1, 2010.

Switzer, Anne T., Assistant Professor, University Library, effective September 15, 2009 through October 19, 2009.

Returns from Sick Leave

Mitchell, Anne, Associate Professor of Nursing, effective March 16, 2009.

Deaths

Finucane, Ronald C., Distinguished Professor of History, September 1, 2009.

Jordan, Danny, Special Instructor in Music, May 27, 2009.

Roytek, Margaret A., Assistant Professor of Human Resource Development,
April 29, 2009.

Corrections

Love, Fred A., Assistant Professor of Theatre, rescinded sick leave (originally reported effective November 27, 2008).

Siddiqui, Nushina, Assistant Professor of Social Work, resigned effective December 31, 2008 (originally reported as December 31, 2009).