PROMOTION RECOMMENDATION
The University of Michigan-Flint
College of Arts and Sciences
Department of Earth and Resource Science

Greg Rybarczyk, assistant professor of Earth and resource science, Department of Earth and Resource Science, College of Arts and Sciences, is recommended for promotion to associate professor of Earth and resource science, with tenure, Department of Earth and Resource Science, College of Arts and Sciences.

Academic Degrees:

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<tr>
<th>Degree</th>
<th>Year</th>
<th>Institution</th>
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<tr>
<td>Ph.D.</td>
<td>2010</td>
<td>University of Wisconsin-Milwaukee</td>
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<td>M.S.</td>
<td>2005</td>
<td>University of Wisconsin-Milwaukee</td>
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<tr>
<td>B.S.</td>
<td>1997</td>
<td>University of Wisconsin-Milwaukee</td>
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Professional Record:

- 2010-Present: Assistant Professor, University of Michigan-Flint
- 2009-2010: Lecturer, Carthage College, Kenosha, Wisconsin
- 2006-2010: Teaching Assistant and Lecturer, University of Wisconsin, Milwaukee

Summary of Evaluation:

Teaching – Professor Rybarczyk faced some initial challenges with constructive feedback from peers and students, he adopted a greater focus on class organization, as well as the delivery of his lessons. He committed himself to becoming a better teacher through active involvement in the Thompson Center for Learning and Teaching (TCLT); attending workshops; studying different teaching methods; using clicker technology to foster student involvement; consulting senior faculty; and doing whatever else it took to improve in this area. The results of these efforts are apparent throughout the student and peer evaluations which now identify Professor Rybarczyk as an effective and well regarded teacher. He is responsible for some of the most difficult upper level technology-related classes in preparing students to engage in real world workplace problems. Professor Rybarczyk’s course syllabi are coherent, well organized and professional. Through his effective teaching Professor Rybarczyk is now playing a very constructive role in developing the next generation of computer-literate geographers, planners, and environmental scientists. The extremely positive trajectory of his teaching is a powerful indicator of his intentional work to achieve excellence as a teacher. It is clear to the students and peer observers that Professor Rybarczyk has now reached his goal of teaching excellence.

Research – Professor Rybarczyk has accomplished a significant body of scholarship in his area of expertise with numerous publications in peer reviewed high quality journals. He is the first researcher to extend the application of Agent-Based Modeling techniques into the field of non-motorized transportation, (cf. “Simulating Bicycle Wayfinding Mechanisms in an Urban Environment” in the Journal of Urban, Planning, and Transport Research). Agent-Based Modeling is a computational method that enables a researcher to create, analyze, and experiment with models composed of agents that interact within an environment. These cutting edge applications of Geographic Information Systems (GIS) technology into public policy debate and planning offer an opportunity to integrate scholarship with implementation for the public benefit. He has also made a significant contribution to traveler cognition and urban studies with his paper entitled: “Examining the Impact of Urban
Morphology on Bicycle Mode Choice.” A consistent theme in Professor Rybarczyk’s scholarship is the ability to utilize his scholarly expertise to enhance the scientific accuracy and effectiveness of planning and implementation of important public policy initiatives.

Recent and Significant Scholarly Activity


Papers in Progress


(* Indicates undergraduate student collaborator.)

Other Publications


Research Conference Presentations


Banerjee, S. and Rybarczyk, G. “When is the Boat in Chicago More Fun Than the Bus in Boston? Mining Social Media to Assess the Impact of Travel Mode and Context on Commuter Emotions.” Co-presented at Direct/Interactive Marketing Research Summit, San Diego, California, October 25-26, 2014*


**Invited Talks/Panel**

2014 – University of Kansas, Department of Geography and School of Business.
2014 – Transportation Research Board, National Academy of Sciences, Pedestrian and Bicycle University Education Subcommittee Meeting Panel Member Invitation.
2013 – University of Michigan-Flint, Thompson Center for Learning and Technology, Engaged Scholar Faculty Panel.

**Service** – The service contribution of Professor Rybarczyk has been excellent across the spectrum of department, college, university and community. Professor Rybarczyk has consistently participated in important departmental service obligations (scholarships), university wide committees (Library), and community related initiatives based on his area of expertise (GIS). Perhaps the most important accomplishment of Professor Rybarczyk is his 2013 establishment of the Geographic Information System Center (GISC) on the UM-Flint campus. The GISC offers the potential of UM-Flint to extend available expertise to the governmental and non-profit sectors in ways that were not possible only a few years ago. This is significant because, as state governmental resources diminish the capacity of local governments and non-profit organizations, UM-Flint can fill a large gap in substantive expertise needed for competent decisions.

**External Reviewers:**

Reviewer (A): “I find the quality of the work produced to be very good. What impresses me is that while the candidate has a focus on bicycle transportation, he is using it as a vehicle to explore other aspects, such as city planning, urban morphology, neighborhood quality evaluation etc... This is a quality of a seasoned researcher. I have carefully looked at how he has used the methods of Space Syntax in his research, and find that it was done in a careful and a well-reasoned manner.”

Reviewer (B): “…Dr. Rybarczyk is one of scholars who lead research on innovative GIS-based multicriteria decision analysis in transportation geography… I would like to emphasize that some of the candidate's publications are in the very best journals in the area of applied spatial analysis.”

Reviewer (C): “…I was impressed by the quality of Dr. Rybarczyk's publications... His publications and grant initiatives reflect the effectiveness of his research program in sustainability and the growing diversity of his collaborations. Notably, Dr. Rybarczyk is Co-PI on a $4 million USDA grant to study food access... Dr. Rybarczyk has compiled a strong record of engaged scholarship... Dr. Rybarczyk’s written work is clearly presented, well-conceived, effectively argued, and consistently applies methodologically sophisticated yet accessible science. He has made valuable contributions in the use
of discrete choice modeling and space syntax to construct models simulating individual perception at the intersection of environment and behavior.”

Reviewer (D): “...I am impressed with the methodological register. Prof. Rybarczyk has applied statistical approaches, including exploratory spatial data analysis and spatial modeling; multi-criteria decision support methods; digital cartography/GIS; and agent-based models... ...Prof. Rybarczyk is a well-rounded scholar with a research record commensurate to his teaching/service activities.”

Reviewer (E): “It is clear to me ... that he is well embedded in the research and policy community in the USA, and this does not surprise me based on the scale and significance of his work... I would place emphasis on data quality, the use of appropriate techniques, and the appropriateness of discussion of research findings. In this context, Dr[.] Rybarczyk performs extremely well.”

Reviewer (F): “Dr. Rybarczyk is an active and productive scholar... His contributions to urban and transportation geography has been increasingly recognized. For example, some of his research papers have been published in the leading journals in geography... In addition to his strong publication records, Dr. Rybarczyk has been able to secure four small grants as P.I and two major grants as Co-PI to support his research.”

Reviewer (G): “The strongest focus in Professor Rybarczyk’s recent research is transportation geography, particularly individuals' bicycling choices and activities in urban environment. This is an important research field and has significant implications in public policy.”

Summary of Recommendation:

Professor Rybarczyk is an excellent teacher, significant scholar, and engaged university academic citizen. I fully concur with the Executive Committee of the College of Arts and Sciences and enthusiastically recommend that Greg Rybarczyk be promoted to associate professor of earth and resource science, with tenure, Department of Earth and Resource Science, College of Arts and Sciences.

Recommended by:

Albert C. Price, Interim Dean
College of Arts and Sciences

Recommendation endorsed by:

Barbara B. Dixon, Interim Provost and Vice Chancellor for Academic Affairs

Susan E. Borrego, Chancellor
University of Michigan-Flint

May 2015