

**THE UNIVERSITY OF MICHIGAN**  
*Regents Communication*

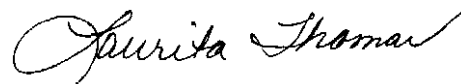
Received by the  
Regents  
February 20, 2014

ITEM FOR INFORMATION

**REPORTS OF LECTURER'S EMPLOYEE ORGANIZATION (LEO) ACTIVITY**

Attached are summary reports listing instructional staff represented by the Lecturers' Employee Organization (LEO) for new appointments, leaves of absence, and terminations from the University which have been administratively approved during the past month. These Reports reflect the changes in definition for lecturers that resulted from the LEO Agreement. As such both regular and supplemental lecturers are now reflected, as appropriate, in these Reports.

Respectfully submitted,



Laurita Thomas  
Associate Vice-President  
and Chief Human Resource Officer

February, 2014

ADMINISTRATIVELY APPROVED NEW APPOINTMENTS  
OF INSTRUCTIONAL STAFF REPRESENTED BY THE LECTURERS' EMPLOYEE  
ORGANIZATION (LEO)  
February, 2014

THE UNIVERSITY OF MICHIGAN – ANN ARBOR

PENNY W STAMPS SCHOOL OF ART AND DESIGN

Dayton, Hollis E., B.A., Lecturer I in Art and Design, effective January 1, 2014 to April 30, 2014, from the Exo Product Design and Development, Ann Arbor, Michigan

Kane, Jason T., B.F.A., Lecturer I in Art and Design, effective January 1, 2014 to April 30, 2014, from the Weta Digital, Wellington, New Zealand

Phillips, Heather L., B.A., Lecturer I in Art and Design, effective January 1, 2014 to April 30, 2014, from the Washtenaw Community College, Ann Arbor, Michigan

Teague, Benjamin, M.F.A., Lecturer I in Art and Design, effective January 1, 2014 to April 30, 2014, from the Maxine and Stuart Frankel Foundation for Art, Bloomfield Hills, Michigan

SCHOOL OF EDUCATION

Maxwell, Kelly E., PH.D., Lecturer I in Education, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Ann Arbor, Michigan

COLLEGE OF ENGINEERING

Civil and Environmental Engineering

Gronewold, Andrew, PH.D., Lecturer I in Civil and Environmental Engineering, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Ann Arbor, Michigan

Lewis, James W., PH.D., Lecturer I in Civil and Environmental Engineering, effective January 1, 2014 to April 30, 2014, from the U.S. Army Corps of Engineers, Detroit, Michigan

Industrial and Operations Engineering

Diebol, Julia K., PH.D., Lecturer I in Industrial and Operations Engineering, effective January 1, 2014 to February 28, 2014, from the Chemical & Environmental Communication Group, Ann Arbor, Michigan

ADMINISTRATIVELY APPROVED NEW APPOINTMENTS  
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February, 2014

THE UNIVERSITY OF MICHIGAN – ANN ARBOR

COLLEGE OF ENGINEERING (continued)

Industrial and Operations Engineering (continued)

Karabakal, Nejat, PH.D., Lecturer I in Industrial and Operations Engineering, effective March 1, 2014 to April 30, 2014, from the LLamasoft, Ann Arbor, Michigan

COLLEGE OF LITERATURE, SCIENCE, AND THE ARTS

American Culture

Wang, Frances K., M.A., Lecturer I in American Culture, effective January 1, 2014 to April 30, 2014, from the Asian Pacific American Chamber of Commerce, Troy, Michigan

Anthropology

Robbins-Ruszkowski, Jessica C., M.A., Lecturer I in Anthropology, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Ann Arbor, Michigan

Biophysics

Wilson, David P., PH.D., Lecturer I in Biophysics, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Ann Arbor, Michigan

Chemistry

Perez-Temprano, Monica H., PH.D., Lecturer I in Chemistry, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Ann Arbor, Michigan

Earth and Environmental Science

Alt, Jeffrey C., PH.D., Lecturer I in Earth and Environmental Science, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Ann Arbor, Michigan

Ecology and Evolutionary Biology

Klausmeyer, John B., M.A., Lecturer I in Ecology and Evolutionary Biology, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Ann Arbor, Michigan

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THE UNIVERSITY OF MICHIGAN – ANN ARBOR

COLLEGE OF LITERATURE, SCIENCE, AND THE ARTS (continued)

History

Hamilton, Sarah R., PH.D., Lecturer I in History, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Ann Arbor, Michigan

Judaic Studies Program

Zakai, Orian, PH.D., Lecturer I in Judaic Studies, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Ann Arbor, Michigan

Political Science

Arrighi de Casanova, Jean-Thomas D., PH.D., Lecturer I in Political Science, effective January 1, 2014 to April 30, 2014, from the University of Luzern, Luzern, Switzerland

Jakle, Alexander D., PH.D., Lecturer I in Political Science, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Ann Arbor, Michigan

Psychology

Flagel, Shelly B., PH.D., Lecturer I in Psychology, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Ann Arbor, Michigan

Lindsay, Jennifer R., PH.D., Lecturer I in Psychology, effective January 1, 2014 to April 30, 2014, from the Chapman University, Orange, California

Statistics

Romero, Alicia, PH.D., Lecturer I in Statistics, effective January 1, 2014 to April 30, 2014, from the US Cellular, Chicago, Illinois

University Courses

Wilhelm, Heather, M.A., Lecturer I in University Courses, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Ann Arbor, Michigan

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COLLEGE OF LITERATURE, SCIENCE, AND THE ARTS (continued)

University Courses (continued)

Byrd, Christy M., PH.D., Lecturer I in University Courses, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Ann Arbor, Michigan

GERALD R FORD SCHOOL OF PUBLIC POLICY

Murphy, Alexandra K., PH.D., Lecturer I in Public Policy, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Ann Arbor, Michigan

SCHOOL OF SOCIAL WORK

Hiltz, Barbara S., M.S.W., Lecturer I in Social Work, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Ann Arbor, Michigan

Welburn, Jessica S., PH.D., Lecturer I in Social Work, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Ann Arbor, Michigan

ADMINISTRATIVELY APPROVED NEW APPOINTMENTS  
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February, 2014

THE UNIVERSITY OF MICHIGAN – DEARBORN

COLLEGE OF ARTS, SCIENCES AND LETTERS

Language, Culture and Communication

Foy, Thomas A., M.A., Lecturer II in Language, Culture and Communication, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Dearborn, Michigan

Keith, Luther A., B.A., Lecturer I in Language, Culture and Communication, effective January 1, 2014 to April 30, 2014, from the ARISE Detroit, Detroit, Michigan

Social Sciences

Garrett, Emma I., PH.D., Lecture I in College-Wide Programs, Department of Social Sciences, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Ann Arbor, Michigan

SCHOOL OF EDUCATION, HEALTH AND HUMAN SERVICES

Rollinger, Susan F., M.A., Lecturer I in Education, effective January 1, 2014 to April 30, 2014, from the Oakland University, Rochester, Michigan

ADMINISTRATIVELY APPROVED NEW APPOINTMENTS  
OF INSTRUCTIONAL STAFF REPRESENTED BY THE LECTURERS' EMPLOYEE  
ORGANIZATION (LEO)

February, 2014

THE UNIVERSITY OF MICHIGAN – FLINT

COLLEGE OF ARTS AND SCIENCES

Communication and Visual Arts

Hess, Gerald A., PH.D., Lecturer I in Communication and Visual Arts, effective January 1, 2014 to April 30, 2014, from the Lock Haven University, Lock Haven, Pennsylvania

Computer Science, Engineering Science and Physics

Garratt, Elias J., PH.D., Lecturer I in Computer Science, Engineering Science and Physics, effective January 1, 2014 to April 30, 2014, from the Sandia National Laboratories, Albuquerque, New Mexico

Hachem, Houssein Y., PH.D., Lecturer I in Computer Science, Engineering Science and Physics, effective January 1, 2014 to April 30, 2014, from the Colorado Technical University, Colorado Springs, Colorado

Nottingham, Marsha E., M.S.E., Lecturer I in Computer Science Engineering Science and Physics, effective January 1, 2014 to April 30, 2014, from the Delphi Automotive, Auburn Hills, Michigan

Foreign Languages

Keener, Britta, M.ED., Lecturer I in Foreign Languages, effective January 1, 2014 to April 30, 2014, from the Deutsche Schule Ann Arbor, Ann Arbor, Michigan

Music

Dunlop, Tracy, M.M., Lecturer I in Music, effective January 1, 2014 to April 30, 2014, from the Grand Teton Music Festival Orchestra, Jackson, Wyoming

Michling, Timothy R., M.MUS., Lecturer I in Music, effective January 1, 2014 to April 30, 2014, from the Oakland University College of Arts and Sciences, Oakland, Michigan

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THE UNIVERSITY OF MICHIGAN – FLINT

COLLEGE OF ARTS AND SCIENCES (continued)

Sociology, Anthropology and Criminal Justice

Peters, David C., PH.D., Lecturer I in Sociology, Anthropology and Criminal Justice, effective January 1, 2014 to April 30, 2014, from the University of Windsor Adrian College, Windsor, Ontario, Canada

SCHOOL OF EDUCATION AND HUMAN SERVICES

Education

Chapman, Deborah G., M.A., Lecturer I in Education, effective January 1, 2014 to April 30, 2014, from the Grand Blanc West Middle School, Grand Blanc, Michigan

Crundwell, Robert M., PH.D., Lecturer I in Education, effective January 1, 2014 to April 30, 2014, from the University of Windsor, Windsor, Ontario, Canada

Hooker, Wendee D., M.A., Lecturer I in Education, effective January 1, 2014 to April 30, 2014, from the Lansing Community College, Lansing, Michigan

Miller, Mark E., ED.D., Lecturer I in Education, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Flint, Michigan

Peter, Elizabeth H., M.A., Lecturer I in Education, effective January 1, 2014 to April 30, 2014, from the Grand Blanc Community School, Grand Blanc, Michigan

Silveri, Patricia, MASTER, Lecturer I in Education, effective January 1, 2014 to April 30, 2014 from the Allen Park Public Schools, Allen Park, Michigan

Talison, Josha, D.ED., Lecturer I in Education, effective January 1, 2014 to April 30, 2014, from the Superintendent of Schools, Flint, Michigan

Social Work

Jagos, Mark S., M.S.W., Lecturer I in Social Work, effective January 1, 2014 to April 30, 2014, from the New Paths, Incorporated, Flint, Michigan



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THE UNIVERSITY OF MICHIGAN – FLINT

SCHOOL OF HEALTH PROFESSIONS AND STUDIES

Nursing

Cleveland, Sandra D., M.S.N., Lecturer I in Nursing, effective January 1, 2014 to April 30, 2014, from the Chamberlain College of Nursing, Columbus, Ohio

Duckworth, Nancy J., M.S.N., Lecturer I in Nursing, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Ann Arbor, Michigan

Gaspar, Nicholas E., M.B.A., Lecturer I in Nursing, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Flint, Michigan

Linton, Mary E., M.S.N., Lecturer I in Nursing, effective January 1, 2014 to April 30, 2014, from the Alpena Community College, Alpena, Michigan

Martin, Heather L., PH.D., Lecturer I in Nursing, effective January 1, 2014 to April 30, 2014, from the Baker College, Flint, Michigan

Saltzberg, Christine M., PH.D., Lecturer I in Nursing, effective January 1, 2014 to April 30, 2014, from the University of Detroit Mercy, Detroit, Michigan

Sano, Phyllis, M.S.N., Lecturer I in Nursing, effective January 1, 2014 to April 30, 2014, from the University of Michigan, Flint, Michigan

Physical Therapy

McDaniel, Mark A., D.P.T., Lecturer I in Physical Therapy, effective January 1, 2014 to April 30, 2014, from the Outpatient Orthopedics, Sports Medicine, Troy, Michigan

Perkins, Suzanne M., D.P.T., Lecturer I in Physical Therapy, effective January 1, 2014 to April 30, 2014, from the Rainbow Rehabilitation Centers, Livonia, Michigan

Tanton, Leah, M.A., Lecturer I in Physical Therapy, effective January 1, 2014 to April 30, 2014, from the In Home Total Fitness Travel, Mt Pleasant, Michigan

Wise, Kamelia L., PH.D., Lecturer I in Physical Therapy, effective January 1, 2014 to April 30, 2014, from the Sinai Grace Hospital, Detroit, Michigan

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THE UNIVERSITY OF MICHIGAN – FLINT

SCHOOL OF HEALTH PROFESSIONS AND STUDIES (continued)

Public Health and Health Sciences

Shewalter, Amber L., M.S., Lecturer I in Public Health and Health Sciences, effective  
January 1, 2014 to April 30, 2014, from the University of Phoenix, Detroit, Michigan

ADMINISTRATIVELY APPROVED LEAVES OF ABSENCE OF  
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February, 2014

THE UNIVERSITY OF MICHIGAN – ANN ARBOR

COLLEGE OF LITERATURE, SCIENCE, AND THE ARTS

English Language and Literature

Bakopoulos, Natallie H., M.F.A., Lecturer II in English Language and Literature, on teaching leave, effective January 1, 2014 to April 30, 2014, to teach a semester at Sea Program. Work will be done at the University of Virginia, Charlottesville, Virginia.

Near Eastern Studies

Reading, Liana D., M.A., Lecturer II in Near Eastern Studies, on child care leave, effective January 1, 2014 to January 31, 2014.

Residential College

Goodenough, Elizabeth N., PH.D., Lecturer IV in English, Department of Residential College, on personal leave, effective January 1, 2014 to May 31, 2014.

Romance Languages and Literatures

McMann, Lori L., PH.D., Lecturer IV in Romance Languages and Literatures, on personal leave, effective January 1, 2014 to May 31, 2014.

Statistics

Hosman, Carrie A., PH.D., Lecturer I in Statistics, on family medical leave, effective November 1, 2013 to December 31, 2013.

SCHOOL OF EDUCATION

Shapiro, Elaine P., M.A., Lecturer II in Education, on personal leave, effective January 1, 2014 to December 31, 2014.

ADMINISTRATIVELY APPROVED LEAVES OF ABSENCE OF  
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THE UNIVERSITY OF MICHIGAN – DEARBORN

COLLEGE OF ARTS, SCIENCES AND LETTERS

Language, Culture and Communication

Jirkans, Elaine, M.A., Lecturer I in Language, Culture and Communication, on personal leave, effective January 1, 2014 to April 30, 2014

Mathematics

Bonfiglio, Mario A., M.A., Lecturer II in Mathematics, on personal leave, effective January 1, 2014 to April 30, 2014.

SCHOOL OF EDUCATION, HEALTH AND HUMAN SERVICES

Black, John C., M.A., Lecturer II in Education, on personal medical leave, effective January 1, 2014 to April 30, 2014.

ADMINISTRATIVELY APPROVED LEAVES OF ABSENCE OF  
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THE UNIVERSITY OF MICHIGAN – FLINT

COLLEGE OF ARTS AND SCIENCES

Computer Science, Engineering Science and Physics

Brown, Cherie D., M.A., Lecturer II in Computer Science, Department of Computer Science, Engineering Science and Physics, on personal medical leave, effective February 1, 2014 to May 31, 2014.

Foreign Languages

Kramer, Elke, M.A.L.S., Lecturer I in Foreign Languages, on family medical leave/personal medical leave, effective November 27, 2013 to April 30, 2014.

SCHOOL OF EDUCATION AND HUMAN SERVICES

Key, Sammie L., M.A., Lecturer I in Education, on personal medical leave, effective January 22, 2014 to April 30, 2014.

TERMINATIONS OF INSTRUCTIONAL STAFF REPRESENTED BY THE  
LECTURERS' EMPLOYEE ORGANIZATION (LEO)  
February, 2014

THE UNIVERSITY OF MICHIGAN – ANN ARBOR  
COLLEGE OF LITERATURE, SCIENCE, AND THE ARTS

Ecology and Evolutionary Biology

Britton, Pierre-Paul, M.SC., Lecturer I in Ecology and Evolutionary Biology, resigned after 4 months of service, for personal reasons, effective December 31, 2013

English Language and Literature

Gramm, Elizabeth, B.A., Lecturer I in English Language and Literature and Lecturer I in Sweetland Writing Center, resigned after 5 years of service, for personal reasons, effective December 31, 2013

Spiess, Stephen A., Lecturer I in English Language and Literature, resigned after 6 months of service, for personal reasons, effective December 31, 2013

Young, Jessica O., M.F.A., Lecturer I in English Language and Literature, resigned after 3 years of service, for personal reasons, effective December 31, 2013

Mathematics

Kang, Hyunsuk, PH.D., Lecturer I in Mathematics, resigned after 4 months of service, for personal reasons, effective December 31, 2013

Romance Languages and Literatures

Latting Caballero, Janet, BACHLOR, Lecturer I in Romance Languages and Literatures, resigned after 4 months of service, for personal reasons, effective December 31, 2013

Van Gestel, Sofie L., M.A., Lecturer I in Romance Languages and Literatures, resigned after 4 months of service, for personal reasons, effective January 1, 2014

Study of Complex Systems

Hilscher, Rainer, PH.D., Lecturer I in Study of Complex Systems, resigned after 2 years of service, for personal reasons, effective September 6, 2013

TERMINATIONS OF INSTRUCTIONAL STAFF REPRESENTED BY THE  
LECTURERS' EMPLOYEE ORGANIZATION (LEO)  
February, 2014

THE UNIVERSITY OF MICHIGAN – ANN ARBOR

SCHOOL OF NURSING

Wismont, Judith M., M.S., Lecturer IV in Nursing, retired after 26 years of service,  
effective May 31, 2014

TERMINATIONS OF INSTRUCTIONAL STAFF REPRESENTED BY THE  
LECTURERS' EMPLOYEE ORGANIZATION (LEO)  
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THE UNIVERSITY OF MICHIGAN – DEARBORN

COLLEGE OF ARTS, SCIENCES AND LETTERS

Behavioral Sciences

Ramsey, Tia, PH.D., Lecturer I in Psychology, Department of Behavioral Sciences,  
resigned after 2 months of service, effective November 11, 2013

Literature, Philosophy and the Arts

Grupp, Jeffrey R., M.A., Lecturer I in Philosophy, Department of Literature, Philosophy  
and the Arts, resigned after 2 years of service, effective December 31, 2013

TERMINATIONS OF INSTRUCTIONAL STAFF REPRESENTED BY THE  
LECTURERS' EMPLOYEE ORGANIZATION (LEO)  
February, 2014

THE UNIVERSITY OF MICHIGAN – DEARBORN

COLLEGE OF ARTS, SCIENCES AND LETTERS (continued)

Social Sciences

Jankowski, Carla M., M.A., Lecturer I in Social Sciences, resigned after 1 year of service, effective December 31, 2013

Santiago-Valles, William, PH.D., Lecturer I in Social Sciences, resigned after 4 months of service, effective December 31, 2013

COLLEGE OF ENGINEERING AND COMPUTER SCIENCE

Electrical and Computer Engineering

Piechocki, Christopher R., B.S.E., Lecturer I in Electrical and Computer Engineering, resigned after 4 months of service, effective December 31, 2013

Semanson, Christopher, B.S.E., Lecturer I in Electrical and Computer Engineering, resigned after 4 months of service, effective December 31, 2013



TERMINATIONS OF INSTRUCTIONAL STAFF REPRESENTED BY THE  
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THE UNIVERSITY OF MICHIGAN – FLINT

COLLEGE OF ARTS AND SCIENCES

English

Worth, Janice M., M.S.W., Lecturer IV in English, retired after 26 years of service,  
effective December 31, 2013

Mathematics

Phillips, James C., M.A.T., Lecturer II in Mathematics, retired after 16 years of service,  
effective December 31, 2013

Sociology, Anthropology and Criminal Justice

VanBlaircum, Katrina, M.A., Lecturer I in Sociology, Department of Sociology,  
Anthropology and Criminal Justice, resigned after 4 months of service, effective  
December 31, 2013