

**THE UNIVERSITY OF MICHIGAN**

*Regents Communication*

**A**

Recommendations for approval of new appointments  
and promotions for regular associate and full professor ranks,  
with tenure

THE UNIVERSITY OF MICHIGAN  
REGENTS COMMUNICATION

Approved by the Regents  
April 21, 2006

ACTION REQUEST: Faculty Appointment Approval

NAME: Ella M. Atkins

TITLE: Associate Professor of Aerospace Engineering, College of Engineering

TENURE STATUS: With Tenure

EFFECTIVE DATE: September 1, 2006

APPOINTMENT PERIOD: University Year

On the recommendation of the Executive Committee of the College of Engineering, I am pleased to recommend the appointment of Ella M. Atkins as associate professor of aerospace engineering, with tenure, effective September 1, 2006.

#### ACADEMIC DEGREES

Professor Atkins graduated from the Massachusetts Institute of Technology in 1988 with a B.S. degree and in 1990 with a M.S. degree, both in Aeronautics and Astronautics. She received a second M.S. degree in Computer Science and Engineering from the University of Michigan in 1995 and continued on to receive her Ph.D. in Computer Science and Engineering in 1999.

#### PROFESSIONAL RECORD

From 1990 to 1993, Professor Atkins worked as an Aerospace Project Engineer at Structural Dynamics Research Corporation in San Diego, California. While at the University of Michigan, she worked as a Graduate Fellow/Research Assistant in the Artificial Intelligence and Real-time Computing Laboratories of the Computer Science and Engineering Department. Upon completion of her Ph.D. in 1999, she joined the faculty of the University of Maryland, Aerospace Engineering Department as an Assistant Professor and has most recently, in addition to her academic appointment, served as an engineering consultant to the Institute for Defense Analyses in Alexandria, Virginia.

#### SUMMARY OF EVALUATION

Professor Atkins' research will add the important new dimension of software engineering to the current research interests in Aerospace Engineering and will complement several on-going research activities in flight dynamics and control. She is a pioneer in the development of software interfaces for a variety of aerospace systems. This is a critical cross-disciplinary area in aerospace engineering that has made little progress until recently due to the very small number of people with sufficient expertise in both aerospace engineering and computer science. Professor Atkins is at the forefront of this area of significant importance with great potential for growth.

In addition, Professor Atkins has a clear commitment to education excellence. She has established four new courses in the aerospace engineering curriculum at the University of Maryland, several of which have similar offerings in the existing University of Michigan Aerospace curriculum, providing her immediate teaching opportunities. Most importantly, however, her Flight Software Engineering course will strongly enhance the exposure and experience of undergraduate students to software related issues in aerospace engineering, thus modernizing and improving an important aspect of the undergraduate experience in Aerospace Engineering.

#### EXCERPTS FROM EXTERNAL REVIEWS

Reviewer A: "With her strong background in both Aeronautics & Astronautics and Computer Science Ella has positioned herself in a uniquely strong position to contribute. She has clearly taken advantage of this position and is one of the leading lights in optimization and autonomy approaches to real aerospace systems."

Reviewer B: "It was quite refreshing to see an aeronautics faculty presenting the cross section between computer systems and aerospace. I knew at that time she was unique and an asset to any organization. There are very few scientists who appreciate this intersection and the need for research and outreach (student education) in this domain."

Reviewer C: "I am very impressed by Ella's efforts to modernize the aerospace curriculum at the University of Maryland, by increasing the number of courses in software and computational science."

Reviewer D: "Ella is not alone in exploring the intersection of CS and Aerospace, but in my opinion she is unique. Too few of the people expert in CS disciplines share Ella's enthusiasm for the real, hard problems faced in aero systems. Ella is committed to finding and solving these hard, important problems."

Reviewer E: "...Dr. Atkins has a knack for proposing unique solutions to nontrivial engineering problems, then assembling and effectively managing a team of research assistants to bring the idea to fruition."

Reviewer F: "Professor Atkins represents for me a new dimension to control technology that is being introduced into Aerospace Engineering. She infuses into the aerospace discipline important notions of computer sciences that allow research into a richer class of problems."

#### PUBLICATIONS

M. Xue and E. Atkins, "Noise Minimum Runway-Independent Aircraft Approach Design for the Baltimore-Washington Airport," *Journal of Aircraft*, AIAA vol. 43, no. 1, pp. 39-51, January, 2006.

D. Chavez-Clemente and E. M. Atkins, "Optimization of Tetrahedral Satellite Formations," *Journal of Spacecraft and Rockets*, AIAA, vol. 42, no. 4, pp. 699-710, July-August 2005.

J. A. Lennon and E. M. Atkins, "Multi-Objective Spacecraft Trajectory Optimization with Synthetic Agent Oversight," *Journal of Aerospace Computing, Information, and Communication (JACIC)*, AIAA, vol. 2, no. 1, pp. 4-24, Jan. 2005.

S. Roderick, B. Roberts, E. Atkins, P. Churchill, and D. Akin, "Design and Validation of an Autonomous Software Safety System for a Dexterous Space Robot," *Journal of Aerospace Computing, Information, and Communication (JACIC)*, AIAA, vol. 1, no. 12, pp. 564-579, Dec. 2004.

S. Roderick, B. Roberts, E. Atkins, and D. Akin, "The Ranger Robotic Satellite Servicer and its Autonomous Software-based Safety System," *IEEE Intelligent Systems*, IEEE, vol. 19, no. 5, pp. 13-20, Sept/Oct 2004.

E. M. Atkins and M. Xue, "Noise Sensitive Final Approach Trajectory Optimization for Runway-Independent Aircraft", *Journal of Aerospace Computing, Information, and Communication (JACIC)*, AIAA, vol. 1, no. 7, pp. 269-287, July 2004.

E. M. Atkins, T. F. Abdelzaher, K. G. Shin, and E. H. Durfee, "Planning and Resource Allocation for Hard Real-time, Fault-Tolerant Plan Execution," *Journal of Autonomous Agents and Multi-Agent Systems, Best of Agents '99 Special Issue*, vol. 4, no. 1/2, pp. 57-78, March/June 2001.

T. F. Abdelzaher, E. M. Atkins, and K. G. Shin, "QoS Negotiation in Real-Time Systems and Its Application to Automated Flight Control," *IEEE Transactions on Computers, Best of RTAS '97 Special Issue*, vol. 49, no. 11, pp. 1170-1183, November 2000.

#### SUMMARY OF RECOMMENDATION

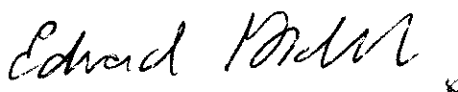
Ella M. Atkins has a proven record as an excellent researcher and educator in aerospace engineering. We are presented with an opportunity to hire a superb researcher and outstanding educator in a critical area of current relevance to the Aerospace Engineering Department. I am pleased to recommend the appointment of Ella M. Atkins as associate professor of aerospace engineering, with tenure, effective September 1, 2006.

RECOMMENDED BY:



Ronald Gibala  
Interim Dean of Engineering  
College of Engineering

RECOMMENDATION ENDORSED BY:



Edward M. Gramlich  
Interim Provost and Executive Vice President  
for Academic Affairs

April 2006

**THE UNIVERSITY OF MICHIGAN  
REGENTS' COMMUNICATION**

Approved by the Regents  
April 21, 2006

ACTION REQUEST: Faculty Appointment Approval

NAME: Vernon B. Carruthers, Ph.D.

TITLE: Associate Professor of Microbiology and Immunology

TENURE STATUS: With Tenure

EFFECTIVE DATE: June 1, 2006

APPOINTMENT TERM: 12 Months

On the recommendation of Harry L.T. Mobley, Ph.D., the Frederick G. Novy Collegiate Professor and Chair of the Department of Microbiology and Immunology, and with the concurrence of the Executive Committee of the Medical School, I am pleased to recommend the appointment of Vernon B. Carruthers, Ph.D., as Associate Professor of Microbiology and Immunology, with tenure, effective June 1, 2006.

Dr. Carruthers received the Ph.D. in microbiology from the University of Western Ontario, Canada, in 1991. He then pursued postdoctoral training in the Laboratory of Molecular Parasitology at The Rockefeller University in New York during 1991-94. He spent four years as a research associate at Washington University in St. Louis before joining the faculty at Johns Hopkins University as Assistant Professor of Molecular Microbiology and Immunology in 1998. Dr. Carruthers was promoted to his current rank of Associate Professor at that institution in 2004.

Dr. Carruthers' research work focuses on the molecular mechanisms by which *Toxoplasma gondii*, an obligate intracellular parasite which causes encephalitis, pneumonia, myocarditis, ocular disease and congenital birth defects, enters the host cell. His long-term goal is to develop novel control and surveillance strategies. His bibliography reflects 39 peer-reviewed papers in excellent journals, including the *Journal of Biological Chemistry* and *Molecular Microbiology*. He is principal investigator of an RO1 grant from the National Institutes of Health which will fund his research until 2010. He has a history of funding through receipt of NIH RO3 and R21 grants, as well as a Burroughs Welcome New Investigator Award. He is an ad hoc reviewer for major scientific journals in the field and is a grant reviewer for the National Institutes of Health, National Science Foundation, and the American Heart Association.

### Recent and Significant Publications

Zhou XW, Kafsack BF, Cole RN, Beckett P, Shen RF, Carruthers VB: The opportunistic pathogen *Toxoplasma gondii* deploys a diverse legion of invasion and survival proteins. *J Biol Chem* 280:34233-34244, 2005.

Zhou XW, Howell SA, Blackman MJ, Carruthers VB: Proteomic analysis of cleavage events reveals a dynamic two-step mechanism for proteolysis of a key parasite adhesive complex. *Mol Cell Proteomics* 3:565-576, 2004.

Huynh, M-H, Rabenau KE, Harper J, Beatty W, Sibley LD, Carruthers VB: Rapid invasion of host cells by *Toxoplasma* requires secretion of the MIC2-M2AP adhesive protein complex. *EMBO J* 22:2082-2090, 2003.

Brydges SD, Carruthers VB: Mutation of an unusual mitochondrial targeting sequence in SODB2 produces multiple targeting fates in *Toxoplasma gondii*. *J Cell Sci* 116:4675-4685, 2003.

Morris MT, Coppin A, Tomavo S, Carruthers VB: Functional analysis of *Toxoplasma gondii* protease inhibitor 1. *J Biol Chem* 277:45259-45266, 2002.

Dr. Carruthers has been involved in teaching at all educational levels, particularly in the training of masters and doctoral students, as well as postdoctoral fellows. He also has sponsored student rotations for laboratory experience. He has served on numerous student advisory committees, preliminary oral exam committees, and thesis exam committees. Nationally and internationally, Dr. Carruthers has had an active schedule with invitations to present at professional meetings, symposia, and academic institutions. He has been a session co-chair or co-organizer for several national conferences on toxoplasmosis and parasitology.

External Review: Brief excerpts from external reviewers are provided below:

Reviewer A: "Vern's work is held in the highest regard. It is impeccably carried out, beautifully presented, and of the highest quality. This is reflected in the number of high quality publications he has produced. . . . His current interests lie mainly in the molecular basis of host cell invasion by *Toxoplasma gondii*, and the use of modern proteomic techniques to study the global effects of specific mutations in genes of interest. His contributions, particularly in the area of regulation of apical organelle exocytosis and proteolytic processing during invasion, have had a major impact on apicomplexan biology in general, not least in the field of malaria research."

Reviewer B: "First and foremost, Vern is a scientist of outstanding quality who has impressively wide knowledge and excellent practical experience in biochemistry, microbiology and cell biology. His contributions to understanding the role that secreted proteins play in the invasion and pathogenesis of *Toxoplasma gondii* has been pivotal in this field and he is very highly regarded by the entire protozoan research community."

Reviewer C: "...Vern has performed elegant, original scientific research, as well as outstanding scholarly contribution, in several areas of molecular parasitology. His landmark research is a key step in opening the door to understanding the molecular biological basis of the infection process and will ultimately help to control and prevent infections. In my judgment, his fundamental research places him in the top one percent of research scientists in the field."

Reviewer D: "He is one of the very strongest people of his generation and you are very lucky to have recruited him. There is no doubt whatsoever that he is deserving of the position based on his track record and the outstanding program he has established as an independent investigator."

Reviewer E: "In short, if we were looking for a high achiever individual to join our departmental faculty, Vern would be the one I would go after. He is thoughtful, resourceful, highly intelligent, a critical thinker, great teacher and mentor, and, above all, he is a top researcher."

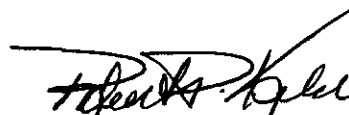
Dr. Carruthers is well recognized for his work in the mechanisms of microbial survival and pathogenesis during infection. The nature of his research will foster interactions in other areas of investigation, particularly bacteriology, virology, and immunology, and will strengthen institutional efforts in the field of parasitology. I am very pleased, therefore, to recommend the appointment of Vernon B. Carruthers, Ph.D., as Associate Professor of Microbiology and Immunology, with tenure.

Recommended by

Recommendation endorsed by



Allen S. Lichter, M.D.  
Dean, Medical School



Robert P. Kelch, M.D.  
Executive Vice President for  
Medical Affairs



Edward M. Gramlich, Ph.D.  
Interim Provost and Executive  
Vice President for Academic Affairs

April 2006

THE UNIVERSITY OF MICHIGAN  
REGENTS COMMUNICATION

Approved by the Regents

April 21, 2006

ACTION REQUEST: Faculty Appointment Approval

NAME: Howard Hu

TITLE: Professor of Environmental Health Sciences, and Chair, Department of Environmental Health Sciences, School of Public Health

TENURE STATUS: With Tenure

EFFECTIVE DATE: September 1, 2006

APPOINTMENT PERIOD: University Year

On the recommendation of the Executive Committee, I am pleased to recommend the appointment of Howard Hu as Professor of Environmental Health Sciences, with tenure, effective September 1, 2006, and Chair, Department of Environmental Health Sciences, for a five-year term, effective September 1, 2006 through August 31, 2011.

Academic Degrees

Professor Hu received a Bachelor's degree in Biology from Brown University in 1976, a medical degree from Einstein College of Medicine in 1982, and Master of Public Health in 1982, Master of Science in 1986, and Sc.D. in 1990, all from Harvard University.

Professional Record

Dr. Hu joined the faculty in the Harvard Medical School in 1988 as Instructor, was promoted to Assistant Professor in 1990, and to Associate Professor in 1997. During this same period, Dr. Hu joined the Harvard School of Public Health as an Assistant Professor of Occupational Medicine in 1990, was promoted to Associate Professor in 1994, and to Professor of Occupational Medicine and Environmental Health in 2002.

Summary of Evaluation

Dr. Hu is a nationally and internationally recognized scientist with a distinguished record of research, teaching and service. He has made important contributions in environmental health sciences, notably in the area of metals epidemiology. Dr. Hu founded and directs the Metals Epidemiology Research Group at Harvard, which conducts multidisciplinary studies worldwide on the health effects of general environmental and occupational exposures to lead, manganese, mercury, arsenic, cadmium, and other heavy metals. Dr. Hu has a superb record of securing and leading large-scale, interdisciplinary grants in the environmental health sciences. He has an outstanding publication record, listing a total of 148 papers published or in press in peer-reviewed journals. Dr. Hu is an outstanding and dedicated teacher and mentor. He also directs the Harvard Occupational/Environmental Medicine Residency program for training physicians in this branch of preventive medicine. Dr. Hu is founding Medical Editor of *Environmental Health Perspectives*, and is currently a member of the editorial boards for *American Journal of Industrial Medicine* and the *Journal of Health and Human Rights*.



### Excerpts from External Review

Reviewer A: "I am very impressed with the quality and scope of his research vision and accomplishments. His contributions to environmental health are best exemplified by the extensive body of work he has performed investigating the health consequences of lead exposure. In conducting this work, Dr. Hu has clearly established a capacity for directing multidisciplinary research that involves scientists from diverse disciplines. Dr. Hu's accumulated research portfolio is extraordinary....In short, he has established an international reputation as a true leader in environmental health."

Reviewer B: "His work has been distinguished by international collaboration (especially in Latin America and India) and by inventive combinations of clinical medicine, basic science and epidemiology. He is at the very top of his profession...Howard's recruitment to Michigan would be widely considered a coup for the university." "Howard Hu is a world class scholar, teacher and human being, one of the superstars in the field of Environmental and Occupational Health."

Reviewer C: "It is safe to say that he is one of the world's authorities on this important method [X-ray fluorescence] for estimating lead burden and using it in an epidemiological context. He is internationally known for this work, which is of real importance in occupational health."

Reviewer D: "Dr. Hu is a very talented and productive researcher. He has attracted a very talented team of junior and senior faculty because of his research, but also because of his reputation for support and development of his junior colleagues....He is an excellent teacher. He thinks broadly in his research, but also in his vision of environmental health. He has an over-riding commitment to the promotion of human health through environmental equity."

Reviewer E: "He is truly a scholar, constantly applying new methodologies and paradigms to his research and publishing his results quickly." "His leadership qualities, managerial skills and vision are well demonstrated by his leadership in development his laboratory at Harvard University, where his laboratories represent a major resource to researchers who study heavy metal toxicology."

### Publications

Bellinger D, Hu H, Kartigeyan V, Thomas N, Rajan P, Sankar S, Ramaswamy P, Balakrishnan K. A pilot study of blood lead levels and neurobehavioral function in children living in Chennai, India. *Int J Occ Environ Health*, 2005; 11:138-143.

Hu H, Balakrishnan K. The environment and health: An emerging area of research in India. *Indian J Med Res.*, 2005; 121:711-715.

Sanchez BN, Budtz-Jorgensen E, Ryan LM, Hu H. Structural equation models. A review with applications to environmental epidemiology. *J Am Stat Assoc.*, 2005; 100:1443-1455.

Green R, Hauser R, Calafat AM, Weuve J, Schettler T, Ringer S, Huttner K, Hu H. Use of di(2-ethylhexyl) phthalate-containing medical products and urinary levels of mono(2-ethylhexyl) phthalate in neonatal intensive care unit infants. *Environ Health Perspect*, 2005; 113:1222-5.

Schwartz BS, Rischitelli G, Hu H. The future of environmental medicine in environmental health perspectives: Where should we be headed? *Environ Health Perspect*, 2005; 113:A574-6.

Summary of Recommendation

We consider Dr. Hu an extremely important recruit to the Department of Environmental Health Sciences. He will bring considerable administrative experience and skills to the department, and will add important strengths in heavy metals toxicology (especially lead), human exposure assessment and risk analysis, biomarker development, x-ray fluorescence, children's health, and environmental epidemiology. I am pleased to recommend the appointment of Howard Hu as Professor of Environmental Health Sciences, with tenure, effective September 1, 2006, and Chair, Department of Environmental Health Sciences, for a five-year term effective September 1, 2006 through August 31, 2011.

RECOMMENDED BY:



Kenneth E. Warner  
Dean, School of Public Health

RECOMMENDATION ENDORSED BY:



Edward M. Gramlich  
Interim Provost and Executive Vice President  
for Academic Affairs

April 2006

**THE UNIVERSITY OF MICHIGAN  
REGENTS COMMUNICATION**

Approved by the Regents  
April 21, 2006

**ACTION REQUEST:** Faculty Appointment Approval  
**NAME:** James Westphal  
**TITLE:** Professor of Strategy, Stephen M. Ross School of Business  
**TENURE STATUS:** with tenure  
**EFFECTIVE DATE:** September 1, 2006  
**APPOINTMENT PERIOD:** University Year

The Executive Committee of the Stephen M. Ross School of Business and I are pleased to recommend the appointment of James Westphal as Professor of Strategy, with tenure, Stephen M. Ross School of Business, effective September 1, 2006.

**ACADEMIC DEGREES:**

Dr. Westphal received his PhD in 1996 and his M.S. in 1993 both from the J.L. Kellogg Graduate School of Management at Northwestern University. He received his BA in Economics with highest honors in 1988 from the University of California at Davis.

**PROFESSIONAL RECORD:**

Professor Westphal was an Assistant Professor of Management, School of Business, University of Texas at Austin from 1996-2001. In 2001 he was promoted to Professor of Management at the McCombs School of Business. Since 2002 he has held the title of Ed and Molly Smith Chair in Business Administration also at the McCombs School.

**RESEARCH:**

Professor Westphal's research develops and tests social perspectives on corporate governance. In particular, his work draws upon sociological and social psychological theories of organizational behavior to explore the larger social context in which corporate governance occurs, as well as the micro-social processes that mediate governance. In addition, he examines how such social processes can explain the impact of corporate governance on strategic change and performance. This approach has uncovered a range of counterintuitive processes in corporate governance, as well as unexpected consequences of governance structures and practices. His research has shown how and why governance policies may be formally adopted but not implemented, and how changes in governance that are assumed to promote shareholder interests, such as greater board independence from management, may prompt political behavior by top managers that blunts their effects on policy outcomes. Moreover, this program of research has made important contributions to the larger literatures on institutional processes and

symbolic management, interorganizational networks, and socio-political dynamics in the corporate elite.

#### TEACHING:

Professor Westphal has taught five different courses at the University of Texas: The core MBA course in strategic management, an MBA elective on strategy implementation, the undergraduate core course in strategic management, the core undergraduate honors course in organizational behavior, and the core Ph.D. course on strategic management. He has thoroughly incorporated his research findings into each of the courses that he teaches, which is critical to exposing students to cutting edge knowledge about strategic management and organizations, while also increasing their appreciation for the value of academic research. In the MBA course on strategic management, he added a module on corporate governance that is based on his latest research findings on boards of directors and strategic decision making, as well as other recent research in the field. His instructor ratings have ranged from 4.5 to 5.0 (on a scale of 1 to 5) since Fall of 1999. Professor Westphal has also served as a wonderful mentor developing junior faculty and doctoral students. A large number of his publications of the past 5 years have been co-authored with doctoral students. He has also been successful in placing his students in top schools.

#### SERVICE:

Professor Westphal has also been active in the broader service of the profession. In addition to serving on the editorial boards of the top journals he is currently serving as the President of the Business Policy and Strategy Division of the Academy of Management. This is both a major responsibility and a major honor as this is a very prestigious position.

#### EXCERPTS FROM EXTERNAL REVIEWS

Reviewer A: "He is one of the most creative and productive scholars in our field and has made important contributions to the study of organizations and corporate strategy. Professor Westphal has impressive publications in some of our most important refereed journals and is an important leader in the broad fields of strategic management and organizational theory. It is a pleasure to strongly recommend Professor Jim Westphal for an appointment as a tenured professor at the University of Michigan."

Reviewer B: "Regarding the quantity, quality, breadth and depth of his research contributions to date, I must say that Dr. Westphal is in a class by himself. In terms of hard numbers (numbers of publications in top outlets, number of citations) he is in rare company indeed. I can think of no other scholar who has achieved so many top-level publications in the span of time in which he has accomplished it. He has won outstanding reviewer awards in the past, he serves on a number of top journal editorial boards, he has provided comments to me on several of my own papers and he has served in the BPS division on the executive committee and in the leadership hierarchy."

Reviewer C: "Professor Westphal is one of the most productive, important and visible scholars in strategic management. He would certainly pass the criteria for tenured professor at this institution, and in my view, all other top business schools. His work stands out for its high quality and for its contribution to advancing our understanding of a great many important

governance issues. He is an important and well-recognized leader in areas of strategic management.”

Reviewer D: “Recommenders sometimes write that a candidate is so strong, it is easy to write a letter supporting his/her candidacy for this or that position, award, or honor. If ever there was such a candidate in the field of organizational behavior, Jim Westphal is it. Jim has made substantial contributions to organization theory. And, Jim Westphal is, almost certainly, the most well-known quantitative empirical researcher in this tradition. Jim’s work has pushed institutional theory further and tested institutional theory more rigorously than any other scholar in the field. I honestly cannot think of anyone who is more qualified for appointment to a tenured professorship at the Ross School of Business.”

Reviewer E: “I am very familiar with Jim’s resume and scholarly impact, and I find him absolutely first-rate. Jim works at the intersection of strategic management and organizational theory, with a distinctive emphasis on corporate boards and governance. He develops very interesting, creative research ideas. He executes them with extreme care and comprehensiveness. And he writes very well, his papers are a treat to read. In short, Jim is an absolute star.”

Reviewer F: “It is with great pleasure I highly recommend Jim Westphal for appointment as a full professor with unlimited tenure. Put simply, Jim is the best organizational theorist of his cohort and stands in the front ranks of contemporary organizational researchers. Jim outdistances all members of his cohort, and even cohorts five years before him. In short, Jim will add luster to the Ross School, and will be one of the jewels in your crown.”

#### PUBLICATIONS:

**Westphal JD, Khanna P.** Keeping directors in line : Social distancing as a control mechanism in the corporate elite. *Administrative Science Quarterly* 48 :361-398, 2003.

**McDonald ML, Westphal JD.** Getting by with the advice of their friends: CEO’s advice networks and firms’ strategic responses to poor performance. *Administrative Science Quarterly* 48 : 1-32, 2003.

**Westphal JD.** Collaboration in the boardroom : Behavioral and performance consequences of CEO-Board social ties. *Academy of Management Journal*, 42 (1) : 7-24, 1999.

**Westphal JD, Zajac EJ.** The symbolic management of stockholders : Corporate governance reforms and shareholder reactions. *Administrative Science Quarterly*, 43 :127-153, 1998.

**Westphal, J D., Gulati R, Shortell S M.** Customization or conformity? An institutional and network perspective on the content and consequences of TQM adoption. *Administrative Science Quarterly* 42 :366-394, 1997.

#### SUMMARY OF RECOMMENDATION:

The external letters confirm most strongly, our own assessment that Professor Westphal is a scholar extra-ordinaire. His research productivity in the highest journals of the field, the impact of his work on the field, his status as a clear thought leader, and his eminence as a scholar and

mentor of other scholars, all indicate that he would be a tremendous asset to the Ross School of Business and to the University of Michigan. As an expert in the area of corporate governance Professor Westphal brings a tremendous presence in a very important domain for the School and University, and society in general. His level of achievement within this domain is simply remarkable. As several of the reviewers attest, there is almost no instance of a comparable record in the history of the field.

However, it is not just productivity in numbers that is relevant. Professor Westphal's work has been theoretically and empirically path-breaking. It is almost impossible to write a paper in this area without citing his work. He has been responsible for developing a distinctive new perspective on corporate governance focusing on the mechanisms by which managers can subvert the very institutions and practices put into place for controlling them. In a broader sense, he has also been one of the most influential developers of institutional theory, a key approach to the analysis of organizations. A broader empirical indicator of this impact is provided by his citation count of over 700 over the past decade. Clearly, on almost every significant dimension, Professor Westphal will make an excellent addition to The University of Michigan and the Ross School of Business.

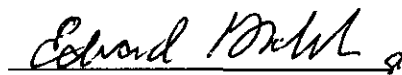
It is with great pleasure that I recommend James Westphal to Professor of Strategy, with tenure, Stephen M. Ross School of Business, effective September 1, 2006.

RECOMMENDED BY:



Robert J. Dolan, Dean  
Stephen M. Ross School of Business

RECOMMENDATION ENDORSED BY:



Edward M. Gramlich, Interim Provost and  
Executive Vice President for Academic Affairs

April 2006

**THE UNIVERSITY OF MICHIGAN**

*Regents Communication*

**B**

Recommendations for approval of new appointments  
and promotions for regular associate and full professor ranks,  
without tenure

**THE UNIVERSITY OF MICHIGAN  
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Approved by the Regents

April 21, 2006

**ACTION REQUEST:** Faculty Appointment Approval

**NAME:** Peter J. Dempsey, Ph.D.

**TITLE:** Associate Professor of Pediatrics and Communicable Diseases and Associate Professor of Molecular and Integrative Physiology

**TENURE STATUS:** Without Tenure

**EFFECTIVE DATE:** April 21, 2006

**APPOINTMENT TERM:** 12 Months

On the recommendation of Valerie P. Castle, M.D., the Ravitz Foundation Professor and Chair of the Department of Pediatrics and Communicable Diseases, and John A. Williams, M.D., Ph.D., Professor and Chair of the Department of Molecular and Integrative Physiology, and with the concurrence of the Executive Committee of the Medical School, I am pleased to recommend the appointment of Peter J. Dempsey, Ph.D., as Associate Professor of Pediatrics and Communicable Diseases, without tenure, and Associate Professor of Molecular and Integrative Physiology, without tenure, effective April 21, 2006.

Dr. Dempsey received the Ph.D. degree from the University of Melbourne in 1988. He pursued a postdoctoral fellowship at the Sloan-Kettering Institute during 1989-90, with additional postdoctoral fellowship training in cell biology and medicine at Vanderbilt University during 1990-94. From 1995-2000, he held appointment as Research Assistant Professor in the Department of Cell Biology and Medicine at that institution, followed by a position as Principal Senior Scientist at Molecumetics, a bioscience company in Bellevue, Washington. Since 2000, Dr. Dempsey has been Principal Scientist at Pacific Northwest Research Institute in Seattle, Washington, and, since 2003, also has held appointment as Affiliated Assistant Professor of Medicine at the University of Washington.

Dr. Dempsey's research work is focused on the pathophysiological roles of disintegrin-metalloprotease (ADAM) mediated ErbB receptor signaling in epithelial cells in the intestine and pancreas. His bibliography reflects 51 articles, published or in press, in excellent journals, with three chapters in books, and numerous abstracts. His research currently is funded by two RO1 grants from the National Institutes of Health and a recent award from the Crohn's and Colitis Foundation.



### Recent and Significant Publications

Brown CL, Coffey RJ, Dempsey, PJ: The Proamphiregulin Cytoplasmic Domain is Required for Basolateral Sorting, But Is Not Essential for Constitutive or Stimulus-induced Processing in Polarized Madin-Darby Canine Kidney Cell. *J Biol Chem* 278(31): 29538-25949, 2001.

Dempsey PJ, Coffey RJ: Basolateral Targeting and Efficient Consumption of Transforming Growth Factor- $\alpha$  When Expressed in Madin-Darby Canine Kidney Cells. *J Biol Chem* 269(24):16878-16889, 1994.

Dempsey PJ, Meise KS, Yoshitake Y, Nishikawa K, Coffey RJ: Apical Enrichment of Human EGF Precursor in Madin-Darby Canine Kidney Cells Involves Preferential Basolateral Ectodomain Cleavage Sensitive to a Metalloprotease Inhibitor. *J Cell Biology* 138(4), 747-758, 1997.

Dempsey PJ, Meise KS, Coffey RJ: Basolateral Sorting of Transforming Growth Factor- $\alpha$  Precursor in Polarized Epithelial Cells: Characterization of Cytoplasmic Domain Determinants. *Experimental Cell Res* 285:159-174, 2003.

Sanderson MP, Erickson SN, Gough PJ, Garton KJ, Wille PT, Raines EW, Dunbar AJ, Dempsey PJ: ADAM10 Mediates Ectodomain Shedding of the Betacellulin Precursor Activated by p-Aminophenylmercuric Acetate and Extracellular Calcium Influx. *J Biol Chem* 280(3):1826-1837, 2005.

Dr. Dempsey has achieved national visibility through the invitations he receives to present his work at universities and institutes. As he has been at a research institute since 2000, his teaching interactions have been limited. He currently holds a supplemental faculty appointment at the University of Washington. His teaching activities at Vanderbilt University included a number of lectures presented to graduate students and medical students. He also is an experienced mentor having advised masters and doctoral students, as well as postdoctoral fellows. In the Department of Pediatrics and Communicable Diseases, Dr. Dempsey will teach residents. His secondary appointment in the Department of Molecular and Integrative Physiology will provide him with additional teaching opportunities and access to graduate students. With regard to his service activities, Dr. Dempsey has been a member and currently is chair of the Institutional Animal Care and Use Committee (IACUC), as well as Director of the Imaging Core Facility, at the Pacific Northwest Research Institute. Nationally, he is an ad hoc reviewer for a number of specialty journals.

External Review: Brief excerpts from external reviewers are provided below:

Reviewer A: “Dr. Dempsey’s papers are always clear and precise. This might be part of the reason for his funding and publication successes. He has been well funded since early in his independent career. His level of paper productivity is high, and in very well respected journals such as the *Journal of Biological Chemistry*. At least five of his publications have been cited over 100 times, including two published in 2001.”

Reviewer B: “My laboratory has a major effort in the mechanisms and consequences of regulated metalloproteolytic shedding of the growth hormone receptor by TACE. Thus, I am very aware of the work Dr. Dempsey and his colleagues are carrying out. I have no hesitation in noting that he is a rising star who is already making great impact in an important area of medical science. His work is relevant for cancer biology, endocrinology, growth, and metabolism. He is an outstanding scientist with a proven track record of funding and publications. I wholeheartedly recommend Dr. Dempsey to you as a new faculty member. I would rate him among the top 5-10% of his peers. He will bring great distinction to Michigan.”

Reviewer C: “His studies of the ligands of the epidermal growth factor receptor family, their trafficking, ectodomain shedding and his transgenic work on TACE have been most influential on this field. He has very nicely established the role of these ligands in the gastrointestinal epithelium and has some very significant new work on the role of TACE in metabolism. I would rank him in the top 10% among his peers.”

Reviewer D: “He already has an established reputation in the area of EGF ligand regulation—a crucial, but poorly understood, component of ErbB regulation. Moreover, his broader work on ADAM regulation places him amidst a very exciting and relatively young area of cell biology, with fundamental regulatory issues still unresolved. Finally, his work has strong translational relevance for major human diseases at a time in which federal research funding efforts favor translational research.”

Reviewer E: “Peter is an accomplished and gifted scientist and teacher, and has demonstrated his ability to sustain an active and important research program. He is well qualified for a tenure-track position and will be an excellent collaborator and colleague.”

Dr. Dempsey has an established reputation in the area of EGF ligand regulation and has an excellent record of extramural funding and scholarly productivity for his research studies. His experience as a teacher and mentor will be further developed as he returns to academia. Dr. Dempsey will prove to be a most valuable addition to the research and educational programs at the University of Michigan. I am very pleased to

recommend the appointment of Peter J. Dempsey, Ph.D., as Associate Professor of Pediatrics and Communicable Diseases, without tenure, and Associate Professor of Molecular and Integrative Physiology, without tenure. A tenure recommendation will be considered by the Department of Pediatrics and Communicable Diseases after Dr. Dempsey has had an opportunity to establish his laboratory and acclimate to the academic environment at this institution.

Recommended by

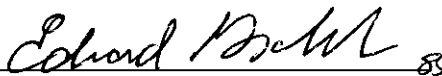


Allen S. Lichter, M.D.  
Dean, Medical School

Recommendation endorsed by



Robert P. Kelch, M.D.  
Executive Vice President for  
Medical Affairs



Edward M. Gramlich, Ph.D.  
Interim Provost and Executive  
Vice President for Academic Affairs

April 2006

**THE UNIVERSITY OF MICHIGAN  
REGENTS COMMUNICATION**

Approved by the Regents  
April 21, 2006

**ACTION REQUEST:** Faculty Appointment Approval

**NAME:** Barbara C. Hodgdon

**TITLES:** Professor of English Language and Literature, College of Literature, Science, and the Arts

**TENURE STATUS:** Without Tenure

**TERM:** Five-Year Term

**EFFECTIVE DATES:** January 1, 2006 through December 31, 2010

**APPOINTMENT PERIOD:** University Year

On the recommendation of the Chair of the Department of English Language and Literature, and with the endorsement of the Executive Committee of the College of Literature, Science, and the Arts, we are pleased to recommend the appointment of Barbara C. Hodgdon as professor of English Language and Literature, without tenure, for a five-year term, effective January 1, 2006 through December 31, 2010.

**ACADEMIC DEGREES**

Barbara Hodgdon received her Bachelor of Arts from Wellesley College in 1953 and her Doctorate from the University of New Hampshire in 1974.

**PROFESSIONAL RECORD**

Professor Hodgdon began her teaching career as an assistant professor at Drake University in 1974 and was promoted through the ranks to professor in 1981. She was also awarded the Ellis and Nelle Levitt Distinguished Professor Emerita of English in 2000. She has been an adjunct professor at Michigan since 2002.

**SUMMARY OF EVALUATION**

Professor Hodgdon is a leading scholar who studies theater and drama, with special emphasis on the plays of William Shakespeare. She is the author of *The Shakespeare Trade: Performances and Appropriations* and *The End Crowns All: Closure and Contradiction in Shakespeare's History* in addition to two books exploring Shakespeare's Henry IV. She is co-editor of *A Blackwell Companion to Shakespeare in Performance* and is currently completing the Arden 3 edition of *The Taming of the Shrew*.

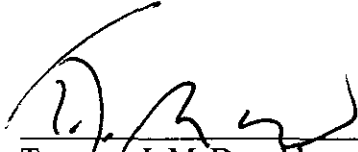
Professor Hodgdon is an excellent classroom instructor. The courses that she teaches in contemporary drama and contemporary Shakespeare address gaps in the Department's undergraduate curriculum. Her work in the classroom has been described as a "perfect blend of teaching and scholarship."

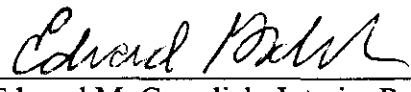
SUMMARY

We are very pleased to recommend the appointment of Barbara C. Hodgdon as professor of English Language and Literature, without tenure, for a five-year term, effective January 1, 2006 through December 31, 2010.

RECOMMENDED BY:

RECOMMENDATION ENDORSED BY:

  
\_\_\_\_\_  
Terrence J. McDonald,  
Arthur F. Thurnau Professor,  
Professor of History and Dean  
College of Literature, Science, and the Arts

 ss  
\_\_\_\_\_  
Edward M. Gramlich, Interim Provost and  
Executive Vice President for Academic Affairs

April 2006

**THE UNIVERSITY OF MICHIGAN  
REGENTS' COMMUNICATION**

ACTION REQUEST: Faculty Appointment Approval

Approved by the Regents  
April 21, 2006

NAME: Monica Liebert, Ph.D.

TITLE: Professor of Urology

TENURE STATUS: Without Tenure

EFFECTIVE DATE: May 1, 2006

APPOINTMENT TERM: 12 Months

On the recommendation of James E. Montie, M.D., the Valassis Professor of Urology and Chair of the Department of Urology, and with the concurrence of the Executive Committee of the Medical School, I am pleased to recommend the appointment of Monica Liebert, Ph.D., as Professor of Urology, without tenure, effective May 1, 2006.

Dr. Liebert received the Ph.D. degree in experimental pathology from the University of Pittsburgh in 1981, and undertook a fellowship in urologic surgery, also at that institution. In 1987, she joined the faculty at the University of Michigan as Research Investigator in the Section of Urology and advanced through the ranks to achieve the title of Associate Research Scientist/Assistant Professor in Urology in 1994. That same year, she accepted a tenured appointment at the University of Texas M.D. Anderson Cancer Center as Associate Professor of Cell Biology and Associate Professor of Urology and was named Director of the Urologic Oncology Research Laboratories at that facility. From 1995-2000, she also held a joint appointment as Associate Professor of Surgery at the University of Texas Health Science Center at Houston. Since 2001, Dr. Liebert has held several positions with the American Urological Association, currently serving as Director of the Office of Research and Director of the Guidelines Department for that organization. Dr. Liebert also has been Adjunct Professor of Urology at the University of Michigan since 2002.

Dr. Liebert's research is focused on the pathophysiology of the urogenital tract. Her studies are relevant to bladder cancer, interstitial cystitis and urothelial cell differentiation. Her bibliography reflects 68 peer-reviewed publications, with three

chapters in books, and numerous invited articles and abstracts. Prior to her move to administrative positions, she had a series of grants from the National Institutes of Health and the American Cancer Society. During 2003-05, she was principal investigator on an NIDDK R21 award submitted through her University of Michigan Medical School appointment.

#### Recent and Significant Publications

Christ GJ, Liebert M: Proceedings of the Baltimore smooth muscle meeting: Identifying research frontiers and priorities for the lower urinary tract. *J Urol* 173:1406-1409, 2005.

Zou C, Ramakuar S, Qian L, Zou C, Zang R, Wang J, Grossman HB, Lotan R, Liebert M: Effect of retinoic acid and interferon a-2a on transitional cell carcinoma of bladder. *J Urol* 173:247-251, 2005.

Liebert M, Wedemeyer G, Chang J, et al: Comparison of antigen expression on normal urothelial cells in tissue section and tissue culture. *J Urol*, 144: 1288-1292, 1990.

Grossman HB, Liebert M, Antelo M, et al: p53 and RB expression predicts progression in T1 bladder cancer. *Clin Cancer Res* 4: 829-834, 1998.

Liebert M, Hubbel A, Chung M, et al: Expression of mal is associated with urothelial differentiation in vitro: Identification by differential display reverse-transcriptase polymerase chain reaction. *Differentiation* 61: 177-185, 1997.

Dr. Liebert has participated in teaching at the national level for the American Urological Association. She has taught sessions on writing and reviewing basic science papers and grants, and has presented educational lectures on research career opportunities in urology. She also has supervised and mentored several postdoctoral fellows in research. At the University of Michigan, Dr. Liebert will be involved in postdoctoral fellow and urology resident education in basic science research.

External Review: Brief excerpts from external reviewers are provided below:

Reviewer A: "Monica has an extremely long track record of accomplishment in studies relevant to the pathophysiology of the urogenital tract. . . . Particularly with respect to bladder cancer, but also in the case of urogenital pathology in general, Monica has one of the broadest and consistently excellent research portfolios in the field. . . .

Remarkably, she has maintained a high level of research productivity during this prolonged period of administrative leadership, with an uninterrupted track record of high quality research publication.”

Reviewer B: “Overall, Dr. Liebert is a highly dedicated, productive, internationally recognized scientist who combines unique experience in research administration at the national level with solid contributions to the study of bladder cancer, interstitial cystitis, and urothelial cell differentiation.”

Reviewer C: “The greatest testimony to Dr. Liebert’s status within urology is that she was selected as the Director of Research for the American Urological Association. This is both a highly visible and very important position within urology and Dr. Liebert simply has done an outstanding job. There is no question that Monica Liebert is one of the national leaders in urology research, both in her scientific accomplishments and leadership positions.”

Reviewer D: “Much of the urologic community is convinced that the organization that manages to attract her will not only have an outstanding researcher but an individual who will be relied on to advance the collective science of the institution. It is rare that I write such a strong letter of recommendation. She is a terrific scientist and a very important leader in our specialty.”

Reviewer E: “I am well familiar with her publication record in the area of bladder cancer biology which I believe has had a significant impact on the understanding of the tissue. . . . She demonstrated an excellent grasp of the relevant research and clinical translation aspects and succeeded in making these presentations comprehensible to clinicians.”

Dr. Liebert has considerable national service experience. She was Deputy Director of the Prostate Cancer Research Program for the Department of Defense during 1997-99, and Director of the Basic Science Programs in Urology for the National Institute of Diabetes & Digestive & Kidney Diseases (NIDDK) of the National Institutes of Health during 2000-01. Dr. Liebert also has served on numerous grant review committees for the NIH and other agencies. She was a member of the editorial committee for the *Journal of Urology* and a consulting editor for *Clinical Laboratory Science*.

Dr. Liebert has made significant contributions to studies on urothelial cell differentiation and bladder cancer. She also has a demonstrated high level of administrative service and dedication to education at the national level. Dr. Liebert’s appointment will provide her with an academic environment to resume her research program and teaching interactions with students, residents, and fellows. I am pleased, therefore, to recommend the appointment of Monica Liebert, Ph.D., as Professor of



Urology, without tenure. A tenure recommendation will be considered after Dr. Liebert has had an opportunity to establish her laboratory and obtain independent grant funding for her research program.

Recommended by



Allen S. Lichter, M.D.  
Dean, Medical School

Recommendation endorsed by



Robert P. Kelch, M.D.  
Executive Vice President for  
Medical Affairs



Edward M. Gramlich, Ph.D.  
Interim Provost and Executive  
Vice President for Academic Affairs

April 2006

**THE UNIVERSITY OF MICHIGAN**

*Regents Communication*

**C**

**Recommendations for approval of reappointments  
of regular instructional staff and selected academic administrative staff**

**THE UNIVERSITY OF MICHIGAN  
REGENTS' COMMUNICATION**

**ACTION REQUEST:** Academic Administrative Reappointment  
for a Faculty Member

Approved by the Regents  
April 21, 2006

**NAME:** Francis X. Blouin, Jr.

**CURRENT TITLES:** Director, Bentley Historical Library,  
Professor of Information, with tenure,  
School of Information, and  
Professor History, without tenure,  
College of Literature, Science, and the Arts

**TITLE BEING RENEWED:** Director, Bentley Historical Library

**EFFECTIVE DATES:** July 1, 2006 through August 31, 2011

I am pleased to recommend for Regental approval the reappointment of Dr. Francis X. Blouin, Jr. as the Director of the Bentley Historical Library for a sixth five-year term, effective July 1, 2006. This recommendation follows an overwhelmingly positive review of the director's performance and the Bentley Library's progress over the past five years.

Dr. Blouin received a B.A. degree from the University of Notre Dame in 1967, and the M.A. and Ph.D. degrees in History from the University of Minnesota in 1969 and 1978, respectively. Under his leadership the Bentley Library has completed a new physical addition, assumed the administration of the Detroit Observatory, continued many educational and outreach programs, and developed a digital records policy to preserve vital records of the University. Dr. Blouin has continued an active scholarly and professional career while carrying out his administrative duties.

Dr. Blouin's attention to every aspect of the Library, his prescient awareness of archival issues, and his effective, inclusive leadership have ensured that the Bentley Library has remained at the center of academic life at Michigan and advanced its excellent national and international reputation. I am confident that that he will continue to provide exemplary service to the University. I am pleased to recommend Francis X. Blouin, Jr. for a sixth five-year term as Directory of the Bentley Historical Library, effective July 1, 2006 through August 31, 2011.

Respectfully submitted,



Edward M. Gramlich  
Interim Provost and Executive Vice President  
for Academic Affairs

April 2006

**THE UNIVERSITY OF MICHIGAN  
REGENTS COMMUNICATION**

Approved by the Regents  
April 21, 2006

**ACTION REQUEST:** Reappointment of a Faculty Appointment

**NAME:** Rodney A. Hayward

**CURRENT TITLE:** Professor of Internal Medicine, with tenure, Medical School, and Professor of Health Management and Policy, without tenure, School of Public Health

**TITLE BEING RENEWED:** Professor of Health Management and Policy, without tenure, School of Public Health

**EFFECTIVE DATE:** September 1, 2006

On the recommendation of the Dean and the Executive Committee of the School of Public Health, and with the endorsement of the Medical School, we are pleased to recommend the reappointment of Rodney Hayward as Professor of Health Management and Policy, without tenure, in the School of Public Health, effective September 1, 2006.

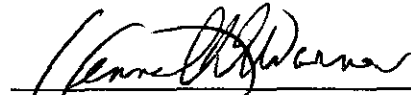
Professor Hayward has a medical degree from the University of California-San Diego, and started as an instructor in General Internal Medicine at the University of Michigan in 1988. He rose through the academic ranks, with promotion to assistant professor in 1990, associate professor with tenure in 1994, and promotion to professor in 1999. In addition, Professor Hayward has served as the Director of the VA Center for Practice Management and Outcomes Research since 1996. Professor Hayward has held a joint appointment in Health Management and Policy (HMP) since 1988.

Professor Hayward has been involved with a number of teaching and research endeavors in HMP. Regarding teaching, Professor Hayward has taught *HMP 612: Medical Management of Disease* for many years, most recently in the fall of 2004. This one-credit course provides a basic introduction to how disease is conceptualized and managed in a medical model, and is designed especially for the Masters of Health Services Administration Students without a clinical or biomedical background. Professor Hayward teaches this course without any compensation and consistently earns rave reviews and solid evaluation scores. Another key way in which Professor Hayward is connected to HMP is his service on the Steering Committee for the Robert Wood Johnson Scholars in Health Policy Research Program, a post-doctoral fellowship program. In this role, Professor Hayward assists in reviewing applications, interviewing candidates, mentoring those who end up in the program, and generally serving as a liaison between this program and clinician researchers. His contributions to this program, which has eight post-docs in residence at a time, are invaluable.

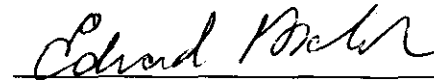
Finally, Professor Hayward has research connections with a number of faculty in HMP. He is considered one of the nation's leading health services researchers, and has published widely on a variety of health care issues, most recently on issues related to quality of care and disease management.


We are pleased to recommend the reappointment of Rodney A. Hayward as Professor of Health Management and Policy, without tenure, School of Public Health, effective September 1, 2006.

RECOMMENDED BY:

  
\_\_\_\_\_  
Kenneth E. Warner, Ph.D.  
Dean, School of Public Health

RECOMMENDATION ENDORSED BY:

  
\_\_\_\_\_  
Edward M. Gramlich  
Interim Provost and Executive Vice  
President for Academic Affairs

  
\_\_\_\_\_  
Allen S. Lichter, M.D.  
Dean, Medical School

April 2006

April 21, 2006

THE UNIVERSITY OF MICHIGAN  
REGENTS COMMUNICATION

ACTION REQUEST: Reappointment to an Academic Administrative Appointment

NAME: Carolyn M. Sampsel

CURRENT TITLE: Carolyn K Davis Collegiate Professor, Professor of Nursing, with tenure, and Associate Dean for Research, School of Nursing, Professor of Women's Studies, without tenure, College of Literature, Science, and the Arts, and Professor of Obstetrics and Gynecology, without tenure, Medical School

TITLE BEING RENEWED: Associate Dean for Research, School of Nursing

TERM: Two Years

EFFECTIVE DATE: September 1, 2005 through August 30, 2007

The Dean and the Executive Committee of the School of Nursing recommend the reappointment of Carolyn M. Sampsel as the Associate Dean for Research for a two year term, effective September 1, 2005 through August 30, 2007.

Dr. Sampsel received a B.S.N. (cum laude) in 1965 at Ohio State University, a M.S.N. in 1968 from Ohio State University, and Ph.D. in Nursing in 1985 at The University of Michigan. Dr. Sampsel joined the faculty at the University of Michigan, School of Nursing, as an Assistant Professor of Nursing in 1985 and was promoted to Professor with tenure in 1998; Professor of Women's Studies in 1999; and Professor of Obstetrics/Gynecology in 2000.

Dr. Sampsel is a recognized national and international scholar with a focus on midlife development and menopause in African American and Caucasian women. Funded by several NIH Institutes, Dr. Sampsel is acknowledged as one of the foremost scientists in the field of urinary incontinence (UI) prevention: reducing birthing risk, along with promoting self-care to prevent UI. She is currently doing a follow-up study on Perimenopause, Bone and Arthritis in African American Women. Her research productivity is exemplary.

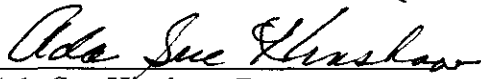
Dr. Sampsel has sustained an unequivocal record of excellence in teaching. At the University, she teaches in Nursing, Obstetrics/Gynecology and Women's Studies. Her students evaluate her teaching, which heavily integrates her research interests as outstanding.

Dr. Sampsel's sustained and unequivocal record of excellence in teaching, research, and service, combined with her impressive record of scholarly productivity and national and international eminence in her field provide ample evidence of her qualifications for this appointment. In addition, her demonstrated capability as a program administrator makes her singularly qualified for the position of Associate Dean for Research.

It is with great enthusiasm that we recommend Carolyn M. Sampselle's reappointment as the Associate Dean for Research, School of Nursing effective September 1, 2005 through August 30, 2007.

RECOMMENDED BY:

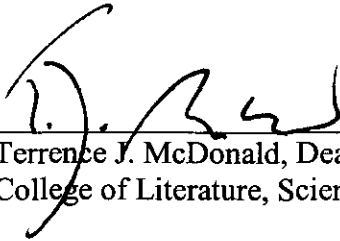
RECOMMENDATION ENDORSED BY:



Ada Sue Hinshaw, Dean  
School of Nursing



Edward M. Gramlich, Interim Provost and  
Executive Vice President for Academic  
Affairs



Terrence J. McDonald, Dean  
College of Literature, Science, and the Arts



Allen S. Lichter, M.D., Dean  
Medical School

March 2006

**THE UNIVERSITY OF MICHIGAN**

*Regents Communication*

**D**

Recommendations for approval of joint appointments  
or transfers of regular associate or full professors and selected  
academic administrative staff



April 21, 2006

**THE UNIVERSITY OF MICHIGAN  
REGENTS' COMMUNICATION**

**ACTION REQUEST:** Additional Appointment for a Current Faculty Member

**NAME:** David M. Lubman, Ph.D.

**CURRENT TITLES:** Professor of Surgery, with tenure, Maude T. Lane  
Professor of Surgical Immunology, Medical School; and  
Professor of Chemistry, without tenure, College of  
Literature, Science, and the Arts

**ADDITIONAL TITLE:** Professor of Pathology, without tenure, Medical School

**EFFECTIVE DATE:** April 1, 2006

On the recommendation of Jay L. Hess, Ph.D., the Carl V. Weller Professor and Chair of the Department of Pathology, and with the concurrence of the Executive Committee of the Medical School, I am pleased to recommend the appointment of David M. Lubman, Ph.D., as Professor of Pathology, without tenure, effective April 1, 2006.

Dr. Lubman has been a faculty member at the University of Michigan since 1983, beginning his academic career in the Department of Chemistry. Dr. Lubman is an internationally recognized leader in the area of chemical proteomics. In 2005, Dr. Lubman joined the Medical School faculty as Professor of Surgery, with tenure, and the Maude T. Lane Professor of Surgical Immunology.

Dr. Lubman is involved in research activities with faculty colleagues in the Department of Pathology. His expertise in proteomics related to disease has been instrumental in this collaborative effort as new screening tools are sought for the protein expression of cells to search for biomarkers for cancer. The methods utilized include liquid separations, mass spectrometry and microarrays for mapping changes in proteins that may be used for early detection and diagnosis. This research is funded by a grant from the National Cancer Institute.

Dr. Lubman also participates in teaching in the Pathology Graduate Program through presenting a number of lectures on proteomics, mass spectrometry and its application. He also will expand his investigative activities to focus on the use of

protein microarrays to search for markers of cancer. With these studies, Dr. Lubman will be involved in the research training and mentoring of a research investigator in the Department of Pathology.

This appointment will formally recognize Dr. Lubman's contributions to the teaching and research programs of the Department of Pathology. I am very pleased, therefore, to recommend his appointment as Professor of Pathology, without tenure.

Recommended by

Recommendation endorsed by



Allen S. Lichter, M.D.  
Dean, Medical School



Robert P. Kelch, M.D.  
Executive Vice President for  
Medical Affairs



Terrence J. McDonald, Ph.D.  
Dean, College of Literature, Science,  
and the Arts



Edward M. Gramlich, Ph.D.  
Interim Provost and Executive  
Vice President for Academic Affairs

April 2006

**THE UNIVERSITY OF MICHIGAN  
REGENTS' COMMUNICATION**

Approved by the Regents  
April 21, 2006

**ACTION REQUEST:** Additional Appointment for a Current Faculty Member

**NAME:** Christine C. Nelson, M.D.

**CURRENT TITLE:** Associate Professor of Ophthalmology and  
Visual Sciences, with tenure

**ADDITIONAL TITLE:** Associate Professor of Surgery, without tenure

**EFFECTIVE DATE:** April 1, 2006

On the recommendation of Michael W. Mulholland, M.D., the Frederick A. Collier Distinguished Professor of Surgery and Chair of the Department of Surgery, and with the concurrence of the Executive Committee of the Medical School, I am pleased to recommend the appointment of Christine C. Nelson, M.D., as Associate Professor of Surgery, without tenure, effective April 1, 2006.

Dr. Nelson received the M.D. degree from the University of Cincinnati. Following her internship and ophthalmology residency training, she completed a fellowship in neuro-ophthalmology at the Bascom Palmer Eye Institute of the University of Miami, and a fellowship in oculoplastic and reconstructive surgery at the University of California, San Francisco. Dr. Nelson joined the faculty at the University of Michigan in 1985, and achieved her present rank of Associate Professor of Ophthalmology and Visual Sciences, with tenure, in 1992.

Dr. Nelson is a subspecialist in oculoplastic and orbital surgery and, since 2002, has served as director of the Eye Plastic and Orbital Surgery Fellowship Training Program in the Department of Ophthalmology and Visual Sciences. She also works closely with the Section of Plastic Surgery in the Department of Surgery in a program to provide a teaching experience in oculoplastic and orbital surgery for Plastic Surgery residents. She is instrumental in the training of these residents, and her involvement will assist in fulfilling the requirement by the residency review board for the Section of Plastic Surgery to have its own faculty teaching its residents.

This appointment will formally recognize Dr. Nelson's teaching and clinical expertise, as well as her collaborative role in the educational programs in Section of

Plastic Surgery within the Department of Surgery. I am very pleased, therefore, to recommend the appointment of Christine C. Nelson, M.D., as Associate Professor of Surgery, without tenure.

Recommended by

Recommendation endorsed by



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Allen S. Lichter, M.D.  
Dean, Medical School



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Robert P. Kelch, M.D.  
Executive Vice President for  
Medical Affairs



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Edward M. Gramlich, Ph.D. <sup>83</sup>  
Interim Provost and Executive  
Vice President for Academic Affairs

April 2006

THE UNIVERSITY OF MICHIGAN  
REGENTS COMMUNICATION

Approved by the Regents

April 21, 2006

ACTION REQUEST: Joint Appointment for a Faculty Member

NAME: Richmond H. Thomason

CURRENT TITLE: Professor of Philosophy, with tenure, and Professor of Linguistics, without tenure, College of Literature, Science and the Arts

ADDITIONAL TITLE: Professor of Electrical Engineering and Computer Science, without tenure, College of Engineering

EFFECTIVE DATES: January 1, 2006 through December 31, 2008

On the recommendation of the Executive Committee of the College of Engineering and with the endorsements of the Department of Philosophy and the Department of Electrical Engineering and Computer Science, I am pleased to recommend that Richmond H. Thomason be appointed as professor of electrical engineering and computer science, without tenure, in the Department of Electrical Engineering and Computer Science, College of Engineering, effective January 1, 2006 through December 31, 2008.

Specializing in symbolic logic, Professor Thomason received a Ph.D. degree from Yale University's Philosophy Department in 1965 and remained at Yale as an Instructor, Assistant Professor, and tenured Associate Professor in the Department of Philosophy. He moved to the University of Pittsburgh in 1973, with appointments in both the Philosophy and the Linguistics Departments. In the 1980's he became interested in computer science and engaged in a number of projects with computer scientists at Carnegie Mellon University. He was a founder of the Intelligent Systems Program at the University of Pittsburgh, and from 1987 to 1994 he served as its co-director. In 1999, he moved to the University of Michigan as a professor, where he holds a primary appointment in Philosophy, with joint appointments in Linguistics and Computer Science.

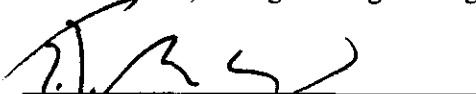
Professor Thomason's expertise in applications of logic to a variety of problems in language, representation, and reasoning has led him to research on issues relating to theoretical computer science and artificial intelligence and has also led to his close association with the Artificial Intelligence Laboratory of the College of Engineering.

With this additional appointment, Professor Thomason is an ideal candidate to assist the Department of Electrical Engineering and Computer Science by his active involvement with research and students. I am pleased to recommend the joint appointment of Richmond H. Thomason as professor of electrical engineering and computer science, without tenure, College of Engineering, effective January 1, 2006 through December 31, 2008.

RECOMMENDED BY:



Ronald Gibala  
Interim Dean, College of Engineering



Terrence J. McDonald  
Dean, College of Literature, Science and the Arts

RECOMMENDATION ENDORSED BY:



Edward M. Gramlich  
Interim Provost and Executive Vice President  
for Academic Affairs

April 2006

**THE UNIVERSITY OF MICHIGAN**

*Regents Communication*

**F**

**Establishing and renaming professorships and selected  
academic administrative positions.**

**THE UNIVERSITY OF MICHIGAN  
REGENTS' COMMUNICATION**

Approved by the Regents  
April 21, 2006

**ACTION REQUEST:** Establishment of a Collegiate Professorship

**NAME:** Michael S. Aldrich Collegiate Professorship  
in Sleep Medicine

**EFFECTIVE DATE:** April 21, 2006

On the recommendation of David J. Fink, M.D., the Robert Brear Professor of Neurology and Chair of the Department of Neurology, and with the concurrence of the Executive Committee of the Medical School, I am pleased to recommend the establishment of the Michael S. Aldrich Collegiate Professorship in Sleep Medicine, effective April 21, 2006.

This collegiate professorship is made possible through support from the Michael S. Aldrich Sleep Funds in Neurology, Knight and Julie Aldrich, Sepracor, Inc., and the Respironics Sleep and Respiratory Research Foundation, and intended to further research, education, and clinical care in sleep medicine. The faculty member selected to hold this prestigious title will have significant expertise in the field to advance the sleep medicine initiatives at the University of Michigan Medical School. The initial appointment period for the Aldrich Collegiate Professor will be five years, and the appointment may be renewed.

Dr. Aldrich completed his medical degree at the University of Virginia in 1980 and his residency training in neurology at the University of Michigan in 1984, where he remained to develop a most distinguished career. In 1985, he founded the University of Michigan Sleep Disorders Center at this institution. Under his careful management, the Center gained international preeminence in clinical work, education, and research in sleep medicine. Dr. Aldrich was perhaps best known for his contributions to the diagnosis and management of narcolepsy and other common causes of pathological sleepiness. On these topics and others, he spoke to audiences around the world and increased awareness about the pervasive, but often unrecognized, effects of sleep disorders. His influence on education was widely recognized through his leadership as President of the American Board of Sleep Medicine and his authorship of the widely acclaimed text, Sleep Medicine. As evidence of his reputation in the field, the National Institutes of Health presented Dr. Aldrich with a Sleep Academic Award and the American Academy of Sleep Medicine accorded him its highest honor, the William C. Dement Academic Achievement Award.

Dr. Aldrich was a beloved colleague, an outstanding clinician, and a devoted pioneer in the field of sleep medicine. Despite his untimely passing in 2000, the tradition of excellence that Dr. Aldrich established at the University of Michigan Sleep Disorders Center provided the foundation for its continued growth into one of the largest, most productive, and most respected programs of its kind in the United States. I am very pleased, therefore, to recommend the establishment of the Michael S. Aldrich Collegiate Professorship in Sleep Medicine.

Recommended by

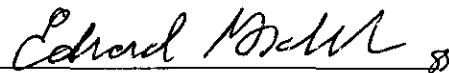


Allen S. Lichter, M.D.  
Dean, Medical School

Recommendation endorsed by



Robert P. Kelch, M.D.  
Executive Vice President for  
Medical Affairs



Edward M. Gramlich, Ph.D.  
Interim Provost and Executive  
Vice President for Academic Affairs

April 2006



**THE UNIVERSITY OF MICHIGAN  
REGENTS' COMMUNICATION**

Approved by the Regents  
April 21, 2006

**ACTION REQUEST:** Establishment of a Research Professorship

**NAME:** Marvin and Betty Danto Research Professorship in  
Connective Tissue Research

**EFFECTIVE DATE:** April 21, 2006

With the concurrence of the Executive Committee of the Medical School, I am pleased to recommend the establishment of the Marvin and Betty Danto Research Professorship in Connective Tissue Research, effective April 21, 2006.

This research professorship is made possible through a generous gift agreement from The Marvin I. and Betty J. Danto Foundation. The professorship, with an accompanying research fund, will be used to support research efforts in scleroderma and related conditions. Mr. Danto is the founder, CEO and Chair of the Michigan Design Center and the Danto Investment Company. In addition to their generosity in support of community programs both in Michigan and Florida, Mr. and Mrs. Danto are major contributors to the University of Michigan Cardiovascular Center building program.


This professorship is intended to strengthen the research program in scleroderma and related diseases at the University of Michigan. Scleroderma is a rare, chronic autoimmune disease which afflicts an estimated 150,000-300,000 Americans. In the early stages, scleroderma may resemble many other connective tissue diseases, such as systemic lupus erythematosus, polymyositis, and rheumatoid arthritis. This professorship will support a nationally and internationally recognized leader in connective tissue research. The initial appointment period for the Danto Research Professor will be five years and the appointment may be renewed.


The generous gift from The Marvin I. and Betty J. Danto Foundation will provide resources to continue important research in scleroderma and related diseases. It also will recognize the significant research efforts of the Director of the Scleroderma Program at

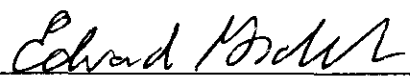
this institution. I am very pleased, therefore, to recommend the establishment of the Marvin and Betty Danto Research Professorship in Connective Tissue Research.

Recommended by

Recommendation endorsed by

  
\_\_\_\_\_  
Allen S. Lichter, M.D.  
Dean, Medical School

  
\_\_\_\_\_  
Robert P. Kelch, M.D.  
Executive Vice President for  
Medical Affairs

  
\_\_\_\_\_  
Edward M. Gramlich, Ph.D.  
Interim Provost and Executive  
Vice President for Academic Affairs

April 2006

**THE UNIVERSITY OF MICHIGAN  
REGENTS' COMMUNICATION**

Approved by the Regents  
April 21, 2006

**ACTION REQUEST:** Establishment of a Research Professorship

**NAME:** Phil F. Jenkins Research Professorship in Depression

**EFFECTIVE DATE:** April 21, 2006

On the recommendation of John F. Greden, M.D., the Rachel Upjohn Professor of Psychiatry and Clinical Neurosciences and Chair of the Department of Psychiatry, and with the concurrence of the Executive Committee of the Medical School, I am pleased to recommend the establishment of the Phil F. Jenkins Research Professorship in Depression, effective April 21, 2006.

This professorship is being established through a generous gift agreement by Mr. Phil F. Jenkins. Mr. Jenkins is the founder and CEO of Sweepster Inc. in Dexter, Michigan. The company manufactures attachment, walk-behind, self-propelled and airport runway sweepers for all types of equipment used in airports, municipalities, agriculture, and construction around the globe.

This professorship is intended to support research that will advance our understanding of the causes of depression and bipolar disorder, and to translate this newly generated knowledge into the development of new, more effective treatments. Mr. Jenkins lost his wife, Lyn, after 47 years of marriage. Mrs. Jenkins struggled with depression for many years before her death in 1999. In establishing this professorship and providing generous support for leading-edge research in the areas of genetics, brain imaging and molecular neurosciences, Mr. Jenkins will assist the University of Michigan Depression Center in attracting and retaining the best investigators in the field of depression and bipolar disorder. The Depression Center is dedicated to being a leader in the study and treatment of depressive illnesses and to forging a new public policy toward this disorder. The initial appointment period for the Jenkins Research Professor will be five years, and the appointment may be renewed.

A dedicated philanthropist, Mr. Jenkins has generously supported programs of the University of Michigan Medical School and Health System, as well as the Ann Arbor community. I am very pleased, therefore, to recommend the establishment of the Phil F. Jenkins Research Professorship in Depression.

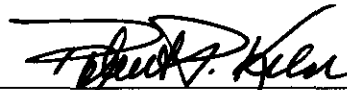
Recommended by



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Allen S. Lichter, M.D.  
Dean, Medical School

Recommendation endorsed by



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Robert P. Kelch, M.D.  
Executive Vice President for  
Medical Affairs



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Edward M. Gramlich, Ph.D.  
Interim Provost and Executive  
Vice President for Academic Affairs

April 2006

**THE UNIVERSITY OF MICHIGAN  
REGENTS' COMMUNICATION**

Approved by the Regents  
April 21, 2006

ACTION REQUEST: Establishment of an Endowed Professorship  
NAME: Warner-Lambert/Parke-Davis Professorship in Medicine  
EFFECTIVE: April 21, 2006


With the concurrence of the Executive Committee of the Medical School, I am pleased to recommend the establishment of the Warner-Lambert/Parke-Davis Professorship in Medicine, effective April 21, 2006.

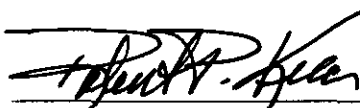
This will be the third professorship being established from the 1993 endowment from the Warner-Lambert Company. The initial gift in 1993 established two endowed professorships in medicine. Monies generated from the initial endowment have now reached a sufficient funding level to permit the establishment of two additional professorships. The professorship is intended to support the scientific research activities of a senior-level faculty member in the Medical School, conducting research in the fields of basic chemistry, molecular biology, biotechnology, genetics and/or human gene therapy.


The 1993 endowment continues to support and expand the research and education programs of the University of Michigan Medical School. I am pleased, therefore to recommend the establishment of the third Warner-Lambert/Parke-Davis Professorship in Medicine.

Recommended by

Recommendation endorsed by

  
Allen S. Lichter, M.D.  
Dean, Medical School

  
Robert P. Kelch, M.D.  
Executive Vice President for  
Medical Affairs

  
Edward M. Gramlich, Ph.D.  
Interim Provost and Executive  
Vice President for Academic Affairs

April 2006

THE UNIVERSITY OF MICHIGAN  
REGENTS' COMMUNICATION

Approved by the Regents  
April 21, 2006

ACTION REQUEST: Establishment of an Endowed Professorship  
NAME: Warner-Lambert/Parke-Davis Professorship in Medicine  
EFFECTIVE: April 21, 2006

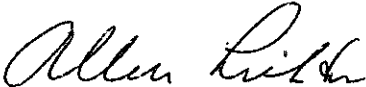
With the concurrence of the Executive Committee of the Medical School, I am pleased to recommend the establishment of the Warner-Lambert/Parke-Davis Professorship in Medicine, effective April 21, 2006.

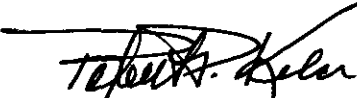
This will be the fourth professorship being established from the 1993 endowment from the Warner-Lambert Company. The initial gift in 1993 established two endowed professorships in medicine. Monies generated from the initial endowment have now reached a sufficient funding level to permit the establishment of two additional professorships. The professorship is intended to support the scientific research activities of a senior-level faculty member in the Medical School, conducting research in the fields of basic chemistry, molecular biology, biotechnology, genetics and/or human gene therapy.

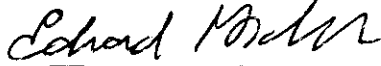
The 1993 endowment continues to support and expand the research and education programs of the University of Michigan Medical School. I am pleased, therefore to recommend the establishment of the fourth Warner-Lambert/Parke-Davis Professorship in Medicine.

Recommended by

Recommendation endorsed by

  
Allen S. Lichter, M.D.  
Dean, Medical School

  
Robert P. Kelch, M.D.  
Executive Vice President for  
Medical Affairs

  
Edward M. Gramlich, Ph.D.  
Interim Provost and Executive  
Vice President for Academic Affairs

April 2006

**THE UNIVERSITY OF MICHIGAN**

*Regents Communication*

**G**

Recommendations for approval of other personnel transactions  
for regular instructional staff and selected  
academic administrative staff

April 21, 2006

THE UNIVERSITY OF MICHIGAN  
REGENTS COMMUNICATION

**ACTION REQUEST:** Approval to Establish a New Academic Administrative Position

**PROPOSED TITLE:** Associate Dean for Research and Innovation

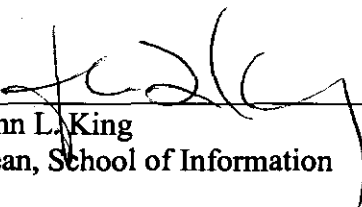
**EFFECTIVE DATE:** May 1, 2006

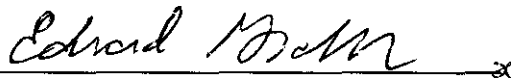
The School of Information has long had an Associate Dean position in the area of Research. We wish to add the words "and Innovation" to this title. The School remains an active research enterprise, and the title must continue to reflect that. In support of the School of Information's efforts to continue this mission, I request approval to establish the position of associate dean for research and innovation in the School of Information, effective May 1, 2006.

The addition of "innovation" is intended to encompass important creative work of SI faculty and researchers in areas that are not traditionally considered research, but that arise from successful research. Such innovation has been going on for a long time. One example is the extension of collaboration support tools created as part of NSF-funded research in distributed scientific communities to the CourseTools system, which in turn became CTools and the Sakai Project. These are now the University of Michigan's primary courseware support systems, used by thousands of University of Michigan students each year. Another example is the extension of NSF-funded work on digital libraries, conducted jointly by the School of Information, Computer Science and Engineering, and the University Library, to the University of Michigan digital library project. This project became the basis for the Google Print project. Other examples include the Journal Storage Project (JSTOR), the Internet Public Library (IPL), The Connection Project, the Center for Information Technology Integration, and the MGRID project.

**RECOMMENDED BY:**

**RECOMMENDATION ENDORSED BY:**

  
John L. King  
Dean, School of Information

  
Edward M. Gramlich  
Interim Provost and Executive Vice-  
President for Academic Affairs

April 2006



April 21, 2006

**THE UNIVERSITY OF MICHIGAN  
REGENTS COMMUNICATION**

ACTION REQUEST: Administrative Reorganization and Creation of New Title

EXISTING TITLE: Associate Dean for Minority Services

RECOMMENDED TITLE: Associate Dean for Faculty Affairs and  
Director of Minority Services

EFFECTIVE DATE: June 1, 2006

The Dean of the School of Music has consulted with the School's Executive Committee, faculty, campus deans, and colleagues from peer institutions concerning the administrative structure of the School. He has determined that this expanded title better addresses the changing needs of the School's faculty and students. The critical functions related to minority services will be strengthened in the new configuration by locating these issues in a position with broader domain and heightened authority.

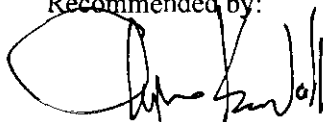
Some of the responsibilities and duties of this expanded role include the administration of policies for faculty development and student affairs; oversight of the first-level promotion and tenure review process; development, maintenance, and distribution of lists of opportunities, awards and grants for faculty and students, organization of applications; strengthening system of faculty mentoring; consultation in identifying and recruiting underrepresented job candidates and prospective students; oversight of the advising and counseling program for baccalaureate and masters degrees and peer counseling services to minority students; coordinate all MLK activities at the School and service as a committee member for all North Campus MLK activities, and service as ex officio on the Executive Committee.

The School of Music is reorganizing to help create a structure that better supports the core missions of teaching, creativity activity and service. This new title helps embrace some areas in the School that are not addressed or specifically delineated in our current structure.

The Associate Dean for Faculty Affairs and Director of Minority Services will report to and work under the direct supervision of the Dean and will attend Executive Committee meetings.

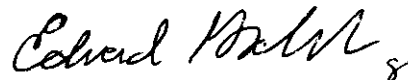
We respectfully request that the Regents endorse this request by the School of Music to rename the Associate Dean for Minority Services as the Associate Dean for Faculty Affairs and Director of Minority Services.

Recommended by:



Christopher W. Kendall  
Dean, School of Music

Recommendation endorsed by:



Edward M. Gramlich, Provost and  
Executive Vice President Academic Affairs

April 2006

April 21, 2006

**THE UNIVERSITY OF MICHIGAN  
REGENTS COMMUNICATION**

ACTION REQUEST: Administrative Reorganization and Creation of New Title  
EXISTING TITLE: Associate Dean for Internet Publication  
RECOMMENDED TITLE: Associate Dean for Research and Planning  
EFFECTIVE DATE: June 1, 2006

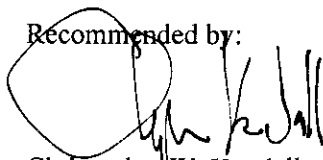
The Dean of the School of Music has consulted with the School's Executive Committee, faculty, campus deans, and colleagues from peer institutions concerning the administrative structure of the School. He has determined that the proposed change in title reflects an appropriate expansion of the role of research in academia, and also the critical need for ongoing strategic planning in music schools.

The Associate Dean for Research and Planning will lead and support the faculty in developing research opportunities and in advancing a culture of research excellence at all levels. In consultation with the Dean and faculty, the Associate Dean will develop and implement on-going and inclusive strategic planning processes for the School of Music. Other duties and responsibilities include assisting faculty in proposal development, proposal processing, fiscal management, and monitoring the quality of School of Music research programs. This position is charged with identifying and developing research opportunities among the faculty and funding sources, including campus agencies, developing and maintaining a database of research activities in the School, and coordinating the efforts of the Directors of School of Music Centers and Institutes. The Associate Dean for Research and Planning will recommend to the Dean disbursements from the Faculty Research Fund, and develop strategies for maximizing funds through in-kind contributions, cost-sharing, and management of direct and indirect costs. The Associate Dean for Research and Planning will report to and work under the direct supervision of the Dean and will attend Executive Committee meetings.

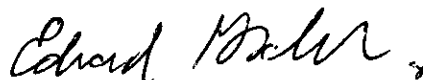
The Associate Dean for Research and Planning will work actively with the faculty and staff to facilitate the formulation and articulation of a comprehensive and collective vision for the School of Music reflecting the School's mission, and a strategic plan that represents the teaching, research, and service goals of the School of Music. This new title helps clarify and expand areas in the School of Music that are not addressed or specifically delineated in our current structure.

We respectfully request that the Regents endorse this request by the School of Music to rename the Associate Dean for Internet Publication as the Associate Dean for Research and Planning.

Recommended by:

  
Christopher W. Kendall  
Dean, School of Music

Recommendation endorsed by:

  
Edward M. Gramlich, Provost and  
Executive Vice President Academic Affairs

April 2006

THE UNIVERSITY OF MICHIGAN **Approved by the Regents**  
REGENTS COMMUNICATION **April 21, 2006**

**ACTION REQUEST:** Approval of an Academic Administrative Appointment  
**NAME:** Thomas A. Finholt  
**RECOMMENDED TITLE:** Associate Dean for Research and Innovation  
**TERM:** Five Years  
**EFFECTIVE DATES:** May 1, 2006 through April 30, 2011

I request that the Regents approve the appointment of Thomas A. Finholt as associate dean for research and innovation in the School of Information, effective May 1, 2006 through April 30, 2011.

Professor Finholt has been a faculty member at the University of Michigan for 15 years. He was educated at Swarthmore College (B.A., with high honors, 1983) and Carnegie Mellon University (Ph.D., 1993), and joined the University of Michigan as an Assistant Professor of Psychology in 1991. He moved to the School of Information in 1997 and became an Assistant Research Scientist. He was promoted to Senior Associate Research Scientist in 2001 and assumed the position of Research Associate Professor in 2003. Professor Finholt is currently undergoing a review to be promoted to Research Professor. He serves as the Acting Director of the Collaboratory for Research in Electronic Work (CREW), the Director of the Michigan Grid Research and Infrastructure Development (MGRID) Project, and the Director of the Center for Information Technology Integration (CITI).

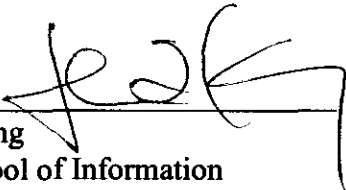
Professor Finholt has played a key role in the research activities of the School of Information and as a member of the governing faculty has been active in the instructional program including teaching and mentoring masters and doctoral students. He has served on major committees and contributed actively to a wide array of School initiatives, including the emerging cyberinfrastructure areas. His duties as Associate Dean will include serving as director of CITI, and continuing his directorship of CREW and MGRID, oversight of research activities and working with the Dean and faculty to expand


the base of externally funded research. Professor Finholt's experience, expertise, and leadership will be critical to the School's continued growth in research.

With the full support of the faculty of the School of Information, I am pleased to seek your approval of the appointment of Thomas A. Finholt as associate dean for research and innovation in the School of Information, effective May 1, 2006 through April 30, 2011.

RECOMMENDED BY:  
ENDORSED BY:

RECOMMENDATION

  
\_\_\_\_\_  
John L. King  
Dean, School of Information

  
\_\_\_\_\_  
Edward M. Gramlich  
Interim Provost and Executive  
Vice-President for Academic Affairs

April 2006

**THE UNIVERSITY OF MICHIGAN  
REGENTS' COMMUNICATION**

Approved by the Regents  
April 21, 2006

**ACTION REQUEST:** Faculty Appointment to an Endowed Professorship

**NAME:** Stephen B. Gruber, M.D., Ph.D.

**CURRENT TITLES:** Associate Professor of Epidemiology, without tenure, School of Public Health; Associate Professor of Internal Medicine, with tenure, and Associate Professor of Human Genetics, without tenure, Medical School

**RECOMMENDED TITLES:** Associate Professor of Epidemiology, without tenure, School of Public Health; Associate Professor of Internal Medicine, with tenure, Associate Professor of Human Genetics, without tenure, and H. Marvin Pollard Professor of Internal Medicine, Medical School

**EFFECTIVE DATES:** April 21, 2006, through August 31, 2011

On the recommendation of Marc E. Lippman, M.D., the John G. Searle Professor and Chair of the Department of Internal Medicine, and with the concurrence of the Executive Committee of the Medical School, I am pleased to recommend the appointment of Stephen B. Gruber, M.D., Ph.D., as the H. Marvin Pollard Professor of Internal Medicine, effective April 21, 2006.

This professorship was established in 2005 through funding generated from the initial H. Marvin Pollard endowment in association with the 1993 Shirley M. McLaughlin Trust.

Dr. Gruber is an internationally-recognized leader in translating basic research developments in cancer genetics to the clinical arena. His world-renowned strengths in statistics and the study of complex populations, coupled with his doctorate in epidemiology and clinical training in medical genetics and oncology have placed him at the forefront of molecular medicine. As one might expect, his recent publications in prestigious journals, including *Nature Genetics*, *Science*, and the *New England Journal of Medicine*, all attest to his standing in the field as does his leadership on several highly funded NIH projects. These multiple strengths are further complemented by Dr. Gruber's activities in both the clinical and teaching missions where he is consistently ranked as a top instructor.

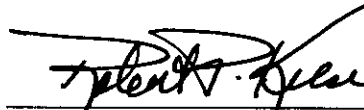
Dr. Gruber recently was named Director of Clinical Cancer Genetics in the University of Michigan Comprehensive Cancer Center. In this role, and in collaboration with several basic science research programs, Dr. Gruber is focused on further development of clinical cancer genetics into one of the strongest programs in the nation. Given the local, national and international profile of Dr. Gruber, he is ideally suited to hold this prestigious title. I am very pleased, therefore, to recommend the appointment of Dr. Gruber as the H. Marvin Pollard Professor of Internal Medicine.

Recommended by

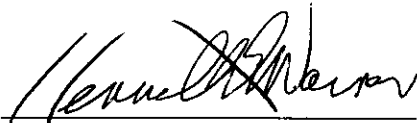
Recommendation endorsed by




Allen S. Lichter, M.D.



Robert P. Kelch, M.D.  
Executive Vice President for  
Medical Affairs



Kenneth E. Warner, Ph.D.  
Dean, School of Public Health



Edward M. Gramlich, Ph.D.  
Interim Provost and Executive  
Vice President for Academic Affairs

April 2006

**THE UNIVERSITY OF MICHIGAN  
REGENTS COMMUNICATION**

Approved by the Regents  
April 21, 2006

**ACTION REQUEST:** Correction to Regents Communication

**NAME:** David M. Halperin

**CURRENT TITLES:** W. H. Auden Collegiate Professor of English Language and Literature, Professor of English Language and Literature, with tenure, Professor of Comparative Literature, without tenure, and Professor of Women's Studies, without tenure, College of Literature, Science, and the Arts

**RECOMMENDED TITLES:** W. H. Auden Collegiate Professor of the History and Theory of Sexuality, Professor of English Language and Literature, with tenure, Professor of Comparative Literature, without tenure, and Professor of Women's Studies, without tenure, College of Literature, Science, and the Arts

**TERM:** Five Years, renewable

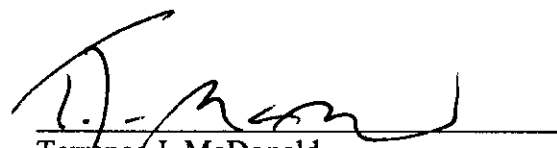
**EFFECTIVE DATES:** January 1, 2006 through December 31, 2010

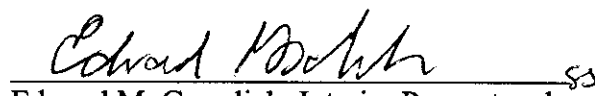
The re-appointment of David Halperin to the W. H. Auden Collegiate Professorship in English Language and Literature was approved by the Regents in January 2006. The correct name of the professorship is the W. H. Auden Collegiate Professorship in the History and Theory of Sexuality. The correction request was approved by the Regents in February 2006.

The purpose of this communication is to correctly appoint David M. Halperin to the W. H. Auden Collegiate Professorship in the History and Theory of Sexuality.

**RECOMMENDED BY:**

**RECOMMENDATION ENDORSED BY:**

  
Terrence J. McDonald,  
Arthur F. Thurnau Professor,  
Professor of History and Dean  
College of Literature, Science, and the Arts

  
Edward M. Gramlich, Interim Provost and  
Executive Vice President for Academic Affairs

April 2006

April 21, 2006

**THE UNIVERSITY OF MICHIGAN  
REGENTS' COMMUNICATION**

**ACTION REQUEST:** Faculty Appointment to a Collegiate Professorship

**NAME:** William M. Kuzon, M.D., Ph.D.

**CURRENT TITLE:** Professor of Surgery, with tenure

**RECOMMENDED TITLES:** Professor of Surgery, with tenure, and Reed O. Dingman  
Collegiate Professor of Plastic Surgery

**EFFECTIVE DATES:** April 21, 2006, through August 31, 2011

On the recommendation of Michael W. Mulholland, M.D., the Frederick A. Coller Distinguished Professor of Surgery and Chair of the Department of Surgery, and with the concurrence of the Executive Committee of the Medical School, I am pleased to recommend the appointment of William M. Kuzon, M.D., Ph.D., as the first Reed O. Dingman Collegiate Professor of Plastic Surgery, effective April 21, 2006.

This collegiate professorship was established in March 2006, as a memorial to Reed O. Dingman, D.D.S., who founded the Section of Plastic Surgery at this institution in 1964. The Dingman Collegiate Professorship is intended to support the research and clinical efforts of a senior plastic surgeon in the Department of Surgery.

Dr. Kuzon received the M.D. degree in 1981 from the University of Rochester School of Medicine and Dentistry in 1981 and the Ph.D. degree in 1990 from the University of Toronto. He pursued an internship and residency training in Toronto and then undertook a clinical fellowship in microvascular and hand surgery at the University of Toronto and at the University of Pittsburgh. Dr. Kuzon joined the faculty at the University of Michigan in 1992 and achieved his current rank of Professor of Surgery in 2003. Dr. Kuzon also holds appointment as Research Associate Professor in the Institute of Gerontology.

Dr. Kuzon's research is focused toward improving the surgical reconstruction of deformities resulting from abnormalities of muscle and peripheral nerve function. He and his faculty colleagues are pursuing studies to determine mechanisms responsible for the mechanical dysfunction observed in skeletal muscle as a result of congenital anomalies, denervation/reinnervation, direct muscle injury, and surgical manipulation, as well as continuing the ongoing work in the area of tissue engineering. His bibliography reflects 90 articles, published or in press, as well as numerous book chapters, conference



proceedings, and abstracts. He serves on the editorial boards for the scientific publications *Plastic and Reconstructive Surgery* and the *Journal of Investigative Surgery*, and is well recognized through his memberships on NIH workshops, study sections, and site visit teams.

Dr. Kuzon has served as Section Head of Plastic Surgery since 2002. He also serves as Director of the Integrated Plastic Surgery Residency Program and was Associate Chair for Research in the Department of Surgery during 1998-2002. Dr. Kuzon is certified by the American Board of Plastic Surgery and is an attending physician both at University Hospital and the Ann Arbor Veterans Affairs Hospital. His clinical expertise is well recognized both institutionally and nationally. He received the Outstanding Clinician Recognition Award from the University of Michigan Health System in 2004, and he was named in the publications Best Doctors for 2003-2004 and America's Top Doctors, 5<sup>th</sup> Edition of Castle Connolly Guide, 2005.

Dr. Kuzon certainly has achieved a high level of accomplishment as a medical educator, investigator, clinician, and leader in the specialty of plastic surgery. I am pleased, therefore, to recommend his appointment as the Reed O. Dingman Collegiate Professor of Plastic Surgery.

Recommended by

Recommendation endorsed by



Allen S. Lichter, M.D.  
Dean, Medical School



Robert P. Kelch, M.D.  
Executive Vice President for  
Medical Affairs



Edward M. Gramlich, Ph.D.  
Interim Provost and Executive  
Vice President for Academic Affairs

April 2006

**THE UNIVERSITY OF MICHIGAN  
REGENTS' COMMUNICATION**

**ACTION REQUEST:** Faculty Appointment to an Endowed Professorship

**NAME:** Jeffrey D. Punch, M.D.

**CURRENT TITLE:** Associate Professor of Surgery, with tenure

**RECOMMENDED TITLES:** Associate Professor of Surgery, with tenure, and  
Jeremiah and Claire Turcotte Professor of  
Transplantation Surgery

**EFFECTIVE DATES:** April 21, 2006, through August 31, 2011

On the recommendation of Michael W. Mulholland, M.D., Ph.D., the Frederick A. Collier Distinguished Professor and Chair of the Department of Surgery, and with the concurrence of the Executive Committee of the Medical School, I am pleased to recommend the appointment of Jeffrey D. Punch, M.D., as the first Jeremiah and Claire Turcotte Professor of Transplantation Surgery, effective April 21, 2006.

This professorship was established in March 2006 and intended to support the research and clinical efforts of the director of the Organ Transplantation Program in the Department of Surgery.

Dr. Punch received the M.D. degree from the University of Michigan in 1986. He completed a surgical internship, general surgery residency, surgery research fellowship, and a fellowship in surgical transplantation, all at this institution. Dr. Punch joined the faculty at the University of Michigan Medical School in 1992, and achieved his current rank of Associate Professor of Surgery, with tenure, in 2001. Dr. Punch is board certified in both General Surgery and Surgical Critical Care.

Upon completion of his training, Dr. Punch began a surgical practice in liver, pancreatic, and kidney transplantation of both adult and pediatric patients. He also assumed the role of director of the liver transplant program and performed the first living donor liver transplant procedure in the State of Michigan in 1996. Dr. Punch's clinical interests include immunosuppression management of liver transplant recipients, acute liver failure, and organ donation public policy. In addition to his clinical practice, Dr. Punch also directs numerous clinical research studies involving transplant recipients.

Dr. Punch has been very involved regionally and nationally on organ allocation and organ donation public policy. He currently serves on the Liver and Intestinal Committee and Membership and Professional Standards Committee for the United Network for Organ Sharing. He also has served as chair of the Liver Transplant Regional Review Board for Region 10 (Ohio, Indiana, and Michigan). Dr. Punch currently serves as President of the Board of Directors of Gift of Life Michigan.

Dr. Punch has been Chief of the Division of Transplantation in the Department of Surgery since 2001. He is an outstanding medical educator and surgeon, who provides exceptional leadership in surgical transplantation at this institution. I am very pleased, therefore, to recommend Jeffrey D. Punch, M.D., as the Jeremiah and Claire Turcotte Professor of Transplantation Surgery.

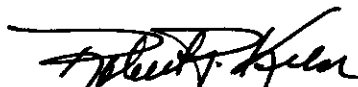
Recommended by

Recommendation endorsed by



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Allen S. Lichter, M.D.  
Dean, Medical School



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Robert P. Kelch, M.D.  
Executive Vice President for  
Medical Affairs



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Edward M. Gramlich, Ph.D.  
Interim Provost and Executive  
Vice President for Academic Affairs

April 2006

THE UNIVERSITY OF MICHIGAN  
REGENTS' COMMUNICATION

Approved by the Regents  
April 21, 2006

ACTION REQUEST

ACTION REQUEST: Appointment to an Administrative Position  
NAME: Catherine Shaw  
CURRENT TITLE: Special Assistant to the Provost  
RECOMMENDED TITLE: Assistant Provost  
EFFECTIVE DATE: May 1, 2006

I am recommending a change in title for Catherine Shaw from Special Assistant to the Provost to Assistant Provost, effective on May 1, 2006.

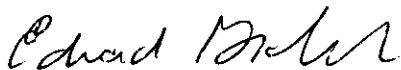
Dr. Shaw has been serving as a member of the Provost's senior management team on a full-time basis since October 2004. Prior to that, she worked part-time as a speechwriter for the Provost, while maintaining a part-time appointment in the Gerald R. Ford School of Public Policy as Director of Alumni Relations.

Before joining the Provost's Office, Dr. Shaw held staff positions in the Gerald R. Ford School of Public Policy and the Rackham School of Graduate Studies. She received her A.B., M.A., and Ph.D. in Political Science from the University of Michigan.

As Special Assistant to the Provost, Dr. Shaw provides research and writing assistance to the Provost on higher education policy issues and University affairs. She also works with the Associate Provost for Faculty Affairs, conducting research and providing administrative support on faculty concerns such as academic leadership development and dual career assistance. Her position has evolved over the past two years to include the important area of policy development. She is also called on frequently to handle complex and sensitive projects for the Provost. Most recently, she was instrumental to preparations for a visit to China by President Coleman and a delegation from the University of Michigan.

Dr. Shaw's level of responsibility and the scope of her role in the Provost's Office warrant the change in title to Assistant Provost. It is a pleasure to recommend this title change to the Regents.

Respectfully submitted,



Edward M. Gramlich, Interim Provost  
and Executive Vice President for Academic Affairs

April 2006

April 21, 2006

**THE UNIVERSITY OF MICHIGAN  
REGENTS COMMUNICATION**

**ACTION REQUEST:** Approval of Reappointment to a Titled Professorship  
**NAME:** George J. Siedel, III  
**CURRENT TITLES:** Williamson Family Professor of Business Administration and  
Professor of Law, History and Communication, Stephen M.  
Ross School of Business  
**TITLE BEING RENEWED:** Williamson Family Professor of Business Administration  
**TERM:** Five years, renewable  
**EFFECTIVE DATES:** September 1, 2006 through August 31, 2011

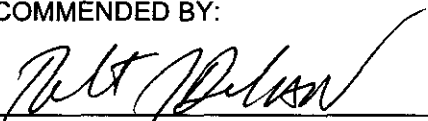
On the recommendation of the Dean and the Executive Committee of the Stephen M. Ross School of Business I am pleased to recommend the reappointment of George Siedel as the Williamson Family Professor of Business Administration. This is in addition to his title of Professor of Law, History and Communication, Stephen M. Ross School of Business. Dr. Siedel was first appointed to the Williamson Family Professorship in 1996.

Professor Siedel received his B.A. degree in 1967 from the College of Wooster, and his J.D. degree from the University of Michigan in 1970. He has been a Professor since 1984, and has served the School and the University with distinction, including as a University of Michigan Arthur F. Thurnau Professor and as an Associate Dean.


Professor Siedel directed the School's Minority Summer Institute for five years; he has served four terms on the School's Executive Committee since 1981; he chaired the School's Affirmative Action Committee for seven years; he was chair of the Dean Search Committee in 1990-91; and more recently he has served on the Board of Directors of the William Davidson Institute and as chair of that Institute's Director Search Committee. He has served as an ex-officio member of the School's Executive Committee and as a highly regarded and valued member of the Dean's administrative leadership team. He exemplifies the spirit of the Williamson Professorship through his strong emphasis on and support of research and instruction.

George Siedel is a dedicated scholar who possesses the necessary academic rigor and principles, as well as the senior faculty leadership reputation, to honor the Williamson Family. We enthusiastically recommend his reappointment as the Williamson Family Professor of Business Administration for a five-year term, from September 1, 2006 through August 31, 2011.

RECOMMENDED BY:

  
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Robert J. Dolan, Dean  
Stephen M. Ross School of Business

RECOMMENDATION ENDORSED BY:

  
\_\_\_\_\_  
Edward M. Gramlic, Interim Provost and  
Executive Vice President for Academic  
Affairs

April 21, 2006

THE UNIVERSITY OF MICHIGAN  
REGENTS COMMUNICATION

ACTION REQUEST: Approval of Administrative Appointment

NAME: Theodore L. Spencer

CURRENT TITLE: Executive Director of Undergraduate Admissions

RECOMMENDED TITLES: Associate Vice Provost and Executive Director of Undergraduate Admissions

EFFECTIVE DATE: April 1, 2006

I am pleased to recommend for Regental approval the appointment of Theodore L. Spencer as Associate Vice Provost and Executive Director of Undergraduate Admissions, effective April 1, 2006. In this capacity, he will report to the Provost on matters related to enrollment management policy and implementation, and to the Senior Vice Provost on operational matters related to the office of undergraduate admissions.

Mr. Spencer received his B.S. degree in political science from Tennessee State University in 1963 and his M.A. degree in sociology from Pepperdine University in 1979. After receiving his undergraduate degree, Mr. Spencer served as a commissioned officer in the United States Air Force. In 1976 he became Associate Director of Admissions for the United States Air Force Academy in Colorado Springs, Colorado. Mr. Spencer joined the University of Michigan in 1989 as Associate Director of Undergraduate Admissions. After serving as Interim Director of Undergraduate Admissions from 1992-1993, Mr. Spencer was appointed Director of Undergraduate Admissions in 1993. In 2005 he was appointed Executive Director of Undergraduate Admissions.

He is a valuable member of the University of Michigan family and he has made outstanding contributions to the University's standard of excellence through his direction of undergraduate admissions. Mr. Spencer's national leadership on admissions issues has been exemplary. His efforts to maintain an academically excellent and diverse student body at the University of Michigan, particularly during the admissions lawsuits and in the aftermath as the University adapted its processes to be consistent with the U.S. Supreme Court's decisions, have been notable.

Currently, Mr. Spencer serves on the College Board's Board of Trustees, Guidance and Admission Assembly Council, and NMSC / PSAT Subcommittee. He is also a member of the ACT Executive Council, Midwest Region. Since 1989, Mr. Spencer has served as Legislative Representative and Executive Committee member of the Michigan Association of College Admission Counselors, and held membership in numerous national and state associations of college admissions counselors. For the past twelve years he has been a primary reader for the Presidential Scholarships and for the past ten years he has participated as faculty of the Harvard Summer Institute. Mr. Spencer's current service on University committees includes the Campus-Wide Task Force on Recruiting and Admissions, the Enrollment Working Group,

the Academic Services Board, and the Financial Aid Advisory Committee. In his position as Associate Vice Provost, he will assume the role of co-chair of the Enrollment Working Group.

Mr. Spencer enjoys extremely broad support and respect on the University campus. He is an untiring advocate of the ideals of this institution. I recommend his appointment with enthusiasm, effective April 1, 2006.

Respectfully submitted,



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Edward M. Gramlich  
Interim Provost and Executive Vice President  
for Academic Affairs

April 2006