

PROMOTION RECOMMENDATION
University of Michigan-Flint
College of Arts and Sciences
Department of Psychology

Susan K. Gano-Phillips, associate professor of psychology, with tenure, Department of Psychology, College of Arts and Sciences, is recommended for promotion to professor of psychology, with tenure, Department of Psychology, College of Arts and Sciences.

Academic Degrees:

Ph.D.	1995	University of Illinois at Urbana-Champaign
M.A.	1991	University of Illinois at Urbana-Champaign
B.S.	1988	University of Michigan, Ann Arbor

Professional Record:

2010	Acting Assistant Dean, College of Arts and Sciences, University of Michigan-Flint
2008 – 2009	Fulbright Scholar in General Education, City University of Hong Kong
2007 – 2008	Faculty Liaison, University Outreach, Center for Civic Engagement, University of Michigan-Flint
2003 – 2007	Director, Thompson Center for Learning and Teaching, University of Michigan-Flint
2002 – 2003	Research and Training Coordinator, Early Childhood Development Center, University of Michigan-Flint
2000 – Present	Associate Professor of Psychology, with tenure, Department of Psychology, University of Michigan-Flint
1995 – 2000	Assistant Professor of Psychology, Department of Psychology, University of Michigan-Flint
1994 – 1995	Lecturer cum Assistant Professor of Psychology, Department of Psychology, University of Michigan-Flint
1989 – 1993	Instructor, Department of Psychology, University of Illinois
1989 – 1993	Research Assistant, Department of Psychology, University of Illinois
1989	Teaching Assistant, Department of Psychology, University of Illinois
1987 – 1988	Research Assistant, University of Michigan Hospitals

Summary of Evaluation:

Teaching – Professor Gano-Phillips has an exemplary record as a teacher in spite of numerous administrative appointments that have taken her out of the classroom or reduced her teaching appointment. Professor Gano-Phillips continues to develop new courses, has developed online courses, is highly regarded by students, has spear-headed campus efforts in general education reform and in improving assessment of student learning. As director of the Thompson Center for Learning and Teaching from 2003-07, she had a daily positive impact on teaching and learning at the University of Michigan-Flint.

Research – With her Ph.D. in psychology emphasizing applied developmental psychology, Professor Gano-Phillips has, since 2000, substantially shifted research interests to focus on institutional change, student outcomes assessment, and general education reform. From 2008 to present, Professor Gano-Phillips has published four refereed articles and the book, co-edited with Professor Robert Barnett, *A Process Approach*

to *General Education Reform: Transforming Institutional Culture in Higher Education*. Nine presentations since 2007 and a year-long Fulbright in the area of general education held at the City University of Hong Kong, point to a rich, current and future scholarly agenda.

Recent and Significant Publications:

Book

Gano-Phillips, Susan and Barnett, R. (Eds.). *A Process Approach to General Education Reform: Transforming Institutional Culture in Higher Education*. Madison, WI: Atwood Publishing. (2010).

Research Publications

Gano-Phillips, Susan. "Optimizing Center Staffing and Advisory Boards to Promote Involvement in Institutional Change" (pp 218-234). In C. Schroeder (Ed.) *Coming In From the Margins: Faculty Development's Emerging Organizational Development Role in Institutional Change*, Sterling, VA: Stylus. (Invited chapter). (In press – due October 2010).

Gano-Phillips, Susan. "Affective Learning in General Education." *University General Education Bulletin*, 6, 1-43. Hong Kong: Chinese University of Hong Kong. (Invited chapter). (2010).

Gano-Phillips, Susan and Barnett, Robert. "Against All Odds: Transforming Institutional Culture." *Liberal Education*, 94(2), 36-41. (Spring, 2008).

Gano-Phillips, S. and Marshall, K. "Social Support, Self-Esteem, and Parenting Stress in Battered and Non-Battered Women." *Meeting of the Minds: Journal of Undergraduate Research*, 3, 79-85. (Student collaboration). (2000).

Gano-Phillips, S., Fincham, F. D., and Harold, G. T. "The Longitudinal Association Between Attributions and Marital Satisfaction: Direction of Effects and Role of Efficacy Expectations." *Journal of Family Psychology*, 14, 267-285. (2000).

Gano-Phillips, S. and Bartkiw, O. "The Effects of Verbal and Auditory Distractors in Attention Deficit Hyperactivity Disorder (ADHD)." *Meeting of the Minds: Journal of Undergraduate Research*, 2, 1-5. (Student collaboration). (1999).

Gano-Phillips, S. and Vack, D. "Teachers' Identification and Referral of Attention Deficit Hyperactivity Disorder." *Meeting of the Minds: Journal of Undergraduate Research*, 1, 151-156. (Student collaboration). (1998).

Gano-Phillips, Susan (1998). "Classroom Exercise for Observing Developmental Differences in Children." *Resources in Education*, Document number ED 417809. (Published abstract).

Gano-Phillips, S. and Fincham, F. D. "Family Conflict, Divorce, and Children's Adjustment" (pp. 206-231). In M. A. Fitzpatrick and A. L. Vangelisti (Eds.), *Explaining Family Interactions*. Newbury Park, CA: Sage. (1995).

Gano-Phillips, S., Fincham, F. D., Garnier, P. C., and Osborne, L. N. "Pre-Interaction Expectations, Marital Satisfaction, and Accessibility: A New Look at Sentiment Override." *Journal of Family Psychology*, 9, 3-14. (1995).

Gano-Phillips, S., Humphreys, K., Fernandes, L. O. L., Bhana, A. and Fincham, F. D. "A Community Oriented Approach to Divorce Intervention." *The Family Journal: Counseling and Therapy for Couples and Families*, 1, 4-11. (1993).

Gano-Phillips, S. and Fincham, F. D. "Assessing Marriage Via Telephone Interviews and Written Questionnaires: A Methodological Note." *Journal of Marriage and the Family*, 54, 630-635. (1992).

Pedagogical Publications

Gano-Phillips, Susan (Editor), Pflugrad-Jackisch, A., Paroske, M., Heinze, H., Lawand, H. J., Rodda, B., Tippen, M., Worth-Nelson, J., "Eight Inquiries: Collective Works of the 2007-2008 Civic Engagement Teaching Circle at the University of Michigan-Flint." Available online at: http://www.umflint.edu/cce/documents/8_inquiries.pdf (2009).

Book Reviews

Gano-Phillips, Susan. "Close Relationships: What Couples Therapists Can Learn," by Susan S. Hendrick. In the *International Society for the Study of Personal Relationships Bulletin*, 11, 15-16. (1995).

Applied Research/Community Consultation

Gano-Phillips, S. and Wall, H. "1996-1997 Summary Report of Assessment of the FIPSE Project: Math and Science Inquiry Learning for Precertification Teachers." Report prepared for annual Advisory Board Meeting of the FIPSE Project. (1997).

Gano-Phillips, S. and Stogner, B. "Strategies for Identifying Grandparents Raising Grandchildren." Consulting report through the University of Michigan-Flint's Community Stabilization and Revitalization Project for Strong Families/Safe Children of Genesee County. (1995).

Work Under Review

Gano-Phillips, S., Barnett, R., Kelsch, A., Hawthorne, J., Mitchell, N., and Jonson, J. "Rethinking the Role of Leadership in General Education Reform." *The Journal of General Education*. (Under review July 28, 2010).

Service – Professor Gano-Phillips has an impressive record of leadership in her service. Her work ranges from service on major standing committees like the CAS Executive Committee and the Chancellor's Advisory Committee for Budget and Strategic Planning to directing campus-wide general education reform efforts and serving in key positions related to NCATE and Higher Learning Commission accreditation. Professor Gano-Phillips brings wisdom, balance, and hard work to all service endeavors. In addition to campus contributions, she has begun to develop a world-wide reputation in general education reform discussions, and is increasingly in demand as a consultant and speaker regarding such endeavors.

External Reviewers:

Reviewer (A):

"Much has been written about what has been or needs to be changed in higher education, but it rarely offers insight into how such changes might occur. Dr. Gano-Phillips' recent book, *A Process Approach to General Education*, is a compelling new resource that begins to address the question of 'how' through a collection of stories that focus on articulating the process of change at several institutions."

Reviewer (B):

"The publications you shared are evidence of outstanding accomplishment not only in addressing issues of critical importance in the enhancement of undergraduate education but also in Dr. Gano-Phillips applying her expertise in psychology to the conceptualization and articulation of key theoretical constructs in both institutional improvement and student learning. ... She is a national and international leader in applying psychology to strengthening student learning. I look forward to learning about her future work and will seek it out. She exemplifies the scholarly practitioner."

Reviewer (C):

"Dr. Gano-Phillips is one of a new generation of scholars in the field of general education scholarship, bringing both new insights that emerge from the research in cognitive and organizational psychology, and the ability to link theory and practice within conceptual frameworks that are useful for a broad array of faculty and institutions both here and abroad. She is a wonderful example of the scholarship of teaching and learning within a global context."

Reviewer (D):

"In sum, though the materials sent are modest in number and have appeared in roughly the past three years, I believe that their impact will be important."

Reviewer (E):

"She has truly achieved traction with her work and appears to have real direction and focus with her research and scholarly agenda. She is now working in three related areas of critical importance across higher education: institution transformation, general education reform, and assessment. Her international experience and exposure are an added advantage that will augment her insights and the value of her writing."

Summary of Recommendation:

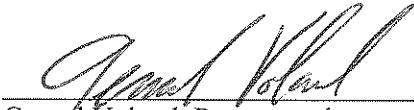
Through outstanding teaching, scholarship and service Susan Gano-Phillips encapsulates what we expect to see in faculty candidates for promotion to the rank of professor, with tenure. It is with the support of the Department of Psychology and the Executive Committee of the College of Arts and Sciences that we recommend Susan K. Gano-Phillips for promotion to professor of psychology, with tenure, Department of Psychology, College of Arts and Sciences.

Recommended by:

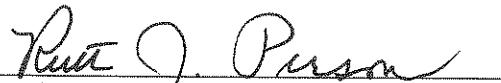


D. J. Trela, Dean
College of Arts and Sciences

Recommendation endorsed by:



Gerard Voland, Provost and
Vice Chancellor for Academic Affairs



Ruth J. Person, Chancellor
University of Michigan-Flint

May 2011