

PROMOTION RECOMMENDATION
The University of Michigan-Flint
School of Education and Human Services
Department of Education

Toko Oshio, assistant professor of education, Department of Education, School of Education and Human Services, is recommended for promotion to associate professor of education, with tenure, Department of Education, School of Education and Human Services.

Academic Degrees:

Ph.D.	2008	Michigan State University, Child Development, East Lansing
M.A.	2002	Michigan State University, Child Development, East Lansing
B.S.	1999	Michigan State University, Child Development, East Lansing

Professional Record:

2015 - present	Assistant Professor of Education, University of Michigan-Flint
2010 – 2015	Assistant Professor of Education, University of Hartford
2008 – 2010	Post-doctoral Research Associate, University of Notre Dame

Summary of Evaluation:

Teaching: Professor Oshio’s teaching materials (syllabi, course evaluations, and peer observations) provide evidence of her growth and intentionality as well as her commitment to students. She has taught three undergraduate courses and three graduate level courses. Professor Oshio embraces a human-centered design in developing her students’ learning environment. Professor Oshio is a deeply dedicated teacher who approaches her courses with a design thinking approach, continually striving to improve her teaching by examining her courses empathetically through the lens of how her students would experience them. Over time, her teaching practice has made meaningful connections to real life and community engaged problem solving as well as engagement in research. Student evaluations evidence that she brings “enthusiasm,” “knowledge,” and “preparedness” to her teaching repertoire. Through her course evaluations and peer observations, it is apparent that she demonstrates empathy for her students and treats them with respect.

Research: Professor Oshio has made numerous contributions to the community as well as the profession through her research contributions. Since coming to UM-Flint, she has been a first author on one peer-reviewed journal article (in press) and second author on four peer-reviewed journal articles. Professor Oshio is now serving in a new role as a co-lead for the Racial, Economic, and Environmental Justice Research Cluster at UM-Flint. In addition, she has also been heavily engaged in multiple community-based research initiatives related to undocumented immigrants and children affected by the Flint Water Crisis. Professor Oshio’s work focuses on “children and youth who are exposed to developmental risks in a number of ways, and their families and childcare providers who support their development.” Her findings have confirmed her belief that “development is a function of characteristics of children interacting with aspects of their environment over time.” In the future she plans to continue her work with the Provider Empowerment Program (PEP) and secure external funding for her community-based research efforts.

Recent and Significant Scholarly Activity:

Oshio, T., & Kupperman, J. (2021). The problem behind the problem: Applying human-centered design to childcare in Flint. Submitted to Early Childhood Education Journal. (In Press
Accepted on August 28, 2021)

- Nienhusser, H. K., & Oshio, T. (2020). Postsecondary education access (im)possibilities for undocumented/DACAmented youth living with the potential elimination of DACA. *Educational Studies*, 56(4), 366–388. <http://doi.org/10.1080/00131946.2020.1757448>
- Feuerherm, E., & Oshio, T. (2020). Conducting a community-based ESOL programme needs analysis. *ELT Journal*, 74(3), 327–337. <http://doi.org/10.1093/elt/ccaa011>
- Nienhusser, H. K., & Oshio, T. (2019). Awakened hatred and heightened fears: “The Trump Effect” on the everyday lives of mixed-status families. *Cultural Studies ↔ Critical Methodologies: Special Issue*, 19(3), 173–183. <http://doi.org/10.1177/1532708618817872>
- Nienhusser, H. K., & Oshio, T. (2017). High school students’ accuracy in estimating cost of college: A proposed methodological approach and differences among racial/ethnic groups and college. *Research in Higher Education*, 58, 723–745. <http://doi.org/10.1007/s11162-017-9447-1>

Service: Professor Oshio has co-lead the work on the Birth to Kindergarten Grade Band program development in the 2020-2021 academic year. As a junior faculty member, she has also served on the University’s Enrollment Management Committee, MI-ACE Women of Color Collaborative Luncheon Committee, and the University’s General Education Curriculum Committee. She has also provided service to the profession through her role as a manuscript reviewer for the following journals: *Educational Studies*, *Journal of Family Studies*, *Merrill-Palmer Quarterly: Journal of Developmental Psychology*, and *The Journal for Educational Research Online*.

External Reviewers:

Reviewer A: “In my opinion, Dr. Oshio’s work is important and significant in both depth and impact. . . . It is noteworthy that Dr. Oshio’s research agenda is heavily focused on intersectional issues of social justice and social-emotional development of youth and where crucial interventions need to occur. Such issues are of critical importance in our current political moment and it is heartening to know that scholars such as Dr. Oshio continue to produce knowledge with social justice as the focus.”

Reviewer B: “In sum, Dr. Oshio addresses theoretically important issues, has a significant publication record in multidisciplinary journals, and connects her research to practitioners and policy makers across multiple fields. Dr. Oshio displays a strong record of scholarship and productivity, is making significant contributions to multiple disciplines, and has a promising research agenda for future research.”

Reviewer C: “I have no reason to doubt that the context of the Flint community did influence Dr. Oshio to abandon some of her skill sets from training and try to take on new skill sets to be more responsive to the individuals and families with whom she was interacting. In particular, I applaud her choice to shift her scholarship into a more community engaged vein upon her arrival in Flint, which seems like an ethical and just response to a social crisis.”

Reviewer D: “Overall, having reviewed Professor Toko Oshio's published research articles, I judge her to be a highly knowledgeable and skillful scholar in ecological, developmental and educational research. She has clearly had some advantages from serving as both collaborator and analyst on a variety of areas of focus. These experiences have provided her with a diversity of perspectives and now she is taking leadership strides in her scholarship.”

Reviewer E: “In summary, I believe Dr. Oshio appears to be productive and committed to her causes, which are diverse and overall, paint a picture of a passionate advocate and scholar who uses her research to elevate the voices of those who are traditionally underserved.”

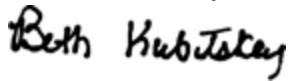
Reviewer F: “Dr. Oshio makes important contributions by focusing on critical issues, especially because she connects with and gives much needed voice to underrepresented groups. Her work contributes to the knowledge base, and equally important, it connects theory to practice by providing knowledge that is useful to teachers in the field.”

Reviewer G: “The care that Dr. Oshio has taken to learn about the individuals in Flint and surrounding areas has led to a research agenda that is both applied in nature, and has the ability to generate new knowledge that could lead to real change for children and families. ... In sum, the evidence provided by Dr. Oshio as a whole leads me to enthusiastically recommend this candidate for promotion and tenure. In my view, they meet and, in many instances, exceed the criteria set forth by your institution for promotion and tenure.”

Summary of Recommendation:

Professor Oshio has established herself as a capable teacher, scholar, and contributor to the university and community. She has met expectations in the areas of teaching, scholarship, and service. It is with the support of the School of Education and Human Services Executive Committee that I recommend Toko Oshio for promotion to associate professor of education, with tenure, Department of Education, School of Education and Human Services.

Recommended by:



Beth Kubitskey, Ph.D.
Dean, School of Education and Human Services

Recommendation endorsed by:



Sonja Feist-Price, Provost and
Vice Chancellor for Academic Affairs



Debasish Dutta, Chancellor
University of Michigan-Flint

May 2022