An Introduction to the Instructional Staff – MiAPPA Winter Conference 2012, Kalamazoo

Sarah Ely is the training manager of the University of Michigan Plant Academy. Sarah assumed this role in Plant Operations in Fall, 2005- following eight years as a program manager for faculty and staff career development on the U-M campus. Prior to joining U-M, Sarah spent 7 years in the manufacturing sector with UAW-Ford education and employee involvement initiatives, and 6 years developing and delivering teacher training programs for school districts across the Midwest. In addition to Plant Academy, Sarah’s current U-M projects include serving on the U-M President’s Advisory Council on Women’s Issues, teaching courses for U-M HRD on both the Ann Arbor and Flint campuses and service as a founding member of the U-M/AFSCME Joint Education Program. Sarah does not bleed just maize and blue, as her children are recent graduates of Michigan State and Albion College. Sarah holds an undergraduate degree from Vanderbilt University Peabody College and a master’s degree from the University of Michigan.

Roland Loup is a consultant and training leader in organization change. Roland has worked as an organization manager and executive. He has taught and practiced organization change consulting in the United States, Canada, Europe, India and Australia in a variety of profit, non-profit and government organizations for over 30 years. His work with the University of Michigan in training and consulting began in the 1970's. For the past seven years he has concentrated on change leadership development for leaders, managers and supervisors and has consulted with several academic departments and staff functions within UM. He holds a Ph.D. in Statistics from Iowa State University and currently is principal of his own consulting firm: Roland J. Loup, PhD, Organization Consultant.

Paul Parzuchowski is the Managing Partner of ISS—Information Science & Service, an IT & Engineering Michigan-based staffing and consulting firm. Paul has been a U-M Plant Academy instructor since 2005. His experience as a business owner & consultant, program manager, technical writer and college instructor gives him a unique perspective of today’s management challenges. The son of a builder, Paul first trained as a carpenter to work in the family business. He develops and routinely delivers customer service, business writing, and other pertinent classes for U-M Plant Operations and other institutions. He holds a B.S. and M.A. from Eastern Michigan University.

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Rich Robben is the executive director of Plant Operations at the University of Michigan-Ann Arbor. He is responsible for planning and directing the administrative and operational activities of Plant Operations, overseeing Facilities Maintenance, Construction Services, Utilities, Plant Engineering, Work Control, Grounds, Waste Management, Building Custodial Services, Plant Academy and Plant Administration and Plant Purchasing. Before joining the University of Michigan in 1996, he was director of Physical Plant at the Morningside and Midtown campuses of Columbia University and adjunct professor for facilities engineering at the State University of New York-Maritime College before moving to Michigan. Rich holds a B.S. in nuclear engineering from SUNY-Maritime and an M.B.A. from Columbia University. He served in the U.S. Naval Reserve from 1974-94, attaining the rank of commander. He is a licensed professional engineer and a member of the National Society of Professional Engineers, the Association of Higher Education Facilities Officers, and the National Association of College and University Business Officers.

Dr. Stewart L. Tubbs is the Darrell H. Cooper Professor of Leadership and Former Dean of the College of Business at Eastern Michigan University. He is also a visiting Professor of Leadership in the Executive MBA Program at Koc University in Istanbul, Turkey. Dr. Tubbs has won ten awards for his outstanding teaching at five different universities and has consulted for over one hundred organizations. He received his Ph.D. from the University of Kansas. His M.A. and B.S. degrees are from Bowling Green State University. He has completed postdoctoral study at Harvard Business School and Stanford Graduate School of Business. Dr. Tubbs is the best-selling author of several books including: Human Communication: Principles and Contexts (12th ed.), New York: McGraw-Hill. 2010. (Also published in Mandarin Chinese). Keys to Leadership: 101 Tips for Success (9th ed). New York: Learning Solutions Division of McGraw-Hill, 2011. (Available through EMU bookstores only); A Systems Approach to Small Group Interaction (11th ed.), New York: McGraw-Hill, 2012

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