

## William Charles DeGraffenreid, Ph.D.

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### Highlights of Qualifications

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- An award-winning faculty member committed to helping all students navigate to a successful future
- An advocate for supporting and developing all components of faculty members' careers
- A supporter and advocate for continued and meaningful efforts to improve representation and access
- A detail-oriented administrator who uses data and collaboration to inform decisions and solve problems
- A manager who strives for operational efficiency via clear and transparent policies and practices
- Willing to take on any assignment that is necessary to ensure the smooth operation of the University

### Education

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University of Maryland Ph.D. in Chemical Physics Dissertation: <i>Cold Collisions in an Optically Brightened Sodium Beam</i>	College Park, MD	Sept. 2000
California State Polytechnic University B.S. in Physics with a minor in Chemistry, <i>Magna Cum Laude</i> Senior Project: <i>The Lidenfrost Effect of a Binary Mixture</i>	Pomona, CA	June 1995

### Experience

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<b>Department Chair</b> <i>Physics and Astronomy</i>	California State University, Sacramento Sacramento, CA	Aug. 2024 – Present (interim) Aug. 2011 – Sept. 2018 (on assignment 11/2017 – 7/2018)
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- Developed strategies and programs that led to a more than doubling of physics majors. Currently, Sacramento State is in the twenty-five largest bachelors-only physics programs (of nearly 500) in the country
- Supervised growth in Departmental FTES by over 50%
- Maintained high programmatic efficiency with a FTES/WTU ratio exceeding 2.1 during my term as Chair
- Facilitated improved academic advising by developing advising binders for faculty members
- Created new Applied Physics Concentration for our BS degree
- Led department effort to create new upper-division general elective classes in response to Executive Order 1100; we created five new offerings and expanded on the offerings of existing two classes that met Area B5
- Helped to develop the proposed graduate degree program in physics
- Oversaw hiring of six new tenure-track faculty lines which expanded research into exciting areas such as biophysics, low-temperature physics, computational physics and astronomy, and high energy physics
- Encouraged the development of highly effective teaching skills of junior faculty by sending several junior faculty members to American Association of Physics Teachers "New Faculty Workshop". This workshop teaches best practices in STEM education and provides networking with other new faculty from around the country
- Supported development of faculty research, including numerous research grant proposals (totaling >\$2 million) since 2014. Four of six junior faculty members were supported by the National Science Foundation (three grants totaling >\$600K and significant scientific computing allocations on NSF-supported computing cluster)
- Developed a successful plan to strategically hire a faculty member to join the ATLAS experiment at CERN. The Sac State High Energy Physics Program was the first ATLAS group without a graduate program (our sister Cal State East Bay has recently joined the experiment following our model). In 2018, a student in this program won the systemwide undergraduate research competition for his work. This program has twice been supported by NSF
- Managed a wide variety of endowments and specialized expenditure accounts (>\$5M)

- Led department efforts in planetarium and observatory programmatic and operational planning for the Tschannen Science Complex
- Worked with University Advancement to create several new annual scholarship and research programs (>\$12,000 annually) and implemented programs, specifications, and procedures for previously secured planned gift of over \$2 million
- Worked closely with University Advancement to cultivate new donor relationships
- Worked with University Advancement to develop and publish an annual departmental newsletter
- Worked with University Advancement on *Torchlight* from Summer 2017 which showcased Science Complex
- Oversaw full overhaul of departmental website in 2017
- Managed social media for the department, including Facebook and Twitter
- Initiated full revision of Department's RTP guidelines
- Developed a Department Governance Document
- Revised our Department's Assessment Plan
- Updated the Departmental Safety program
- Joined American Physical Society's Bridge Program which is committed to increased diversity of graduate programs in physics
- Oversaw cleanup and restructuring of Advanced Physics Laboratory to better support faculty research
- Served as a co-investigator and campus liaison for the NSF-funded CSU CAMPARE program, which brings research opportunities to students from underrepresented groups in astronomy
- Served as a Chairs' Representative to the Academic Affairs Budget Advisory Committee (2013 – 2017)

**Tenure Track Faculty Member**  
*Physics and Astronomy*

California State University, Sacramento  
Sacramento, CA

Aug. 2002 – Present  
(On leave: AY 2022-24)

- Assistant Professor (2002 – 2006), Associate Professor (2006 – 2011), Professor (2011 – Present)
- Earned early tenure and promotion to Associate Professor
- Winner of Outstanding Teaching, Outstanding University Service, and Outstanding Community Service Awards
- Taught a wide range of classes in physics curriculum: introductory physics (calculus and non-calculus based: PHYS 11A, 11C, 5A, 5B), foundational physics (preparation course: PHYS 1), electronics and instrumentation (PHYS 115, 116), advanced laboratory (PHYS 175), quantum mechanics (PHYS 150), advanced modern physics (PHYS 151), physics colloquium (PHYS 191), and senior project coordination (PHYS 195)
- Served as Senior Project Advisor for approximately a dozen graduates
- Participated in Annual Advising Summits (2016, 2017, 2019). Served as a faculty advisor panelist in 2017
- Conceived, developed, and coordinated Department's Scientific Instrumentation Development Certificate
- Developed three new upper-division general education courses within General Education Area B5 in response to Executive Order 1100: PHYS 181 – Modern Physics for Everyone, PHYS 182 – Physics of Sports, PHYS 184 – Physics of Energy and the Environment
- Part of the team that developed our Senior Project requirement and our Physics Teacher Concentration
- Served on committee that investigated the development of proposed Professional Science Masters degree program in Applied Physics
- Oversaw several upper-division laboratories and worked with Department Chair to identify resources to keep these laboratories equipped with modern equipment and tools
- Oversaw full revision (as RTP Chair) of Temporary Faculty ARTP Policy in response to MOU changes
- Served as the advisor (2002 – 2018) to our award-winning campus chapter of the Society of Physics Students. The chapter won national recognition as Outstanding or Distinguished Chapter thirteen times during sixteen years as the advisor
- Served on most departmental committees including Budget (chair), Hiring (chair), RTP (chair), Curriculum, Assessment, Scholarship, Safety, Hu Endowment, and Iloff Endowment Committees
- Served as Alternate Senator to the Faculty Senate
- My experience with developing scientific instrumentation led to research partnerships with faculty in other departments, Dr. Roy Dixon in Chemistry and Dr. Jeff Calton in Psychology

**Associate Vice President for Faculty Affairs,  
Success, and Equity (Interim)**  
*Academic Affairs*

California State University, Channel Islands  
Camarillo, CA

Aug 2022 – July 2024

- Serve as a member of the Provost's senior leadership team
- Provide vision and strategic leadership for planning and implementing high-quality services to faculty, working closely with Deans, Department Chairs, and other members of the campus community
- Provide administrative leadership and oversight to the Office of Faculty Affairs, Success, and Equity (FASE), and manages the day-to-day operations of the Office, including staff and budget
- Provide administrative leadership and oversight to the Faculty Development office
- Served on Joint Labor Management Committee with President, Provost, and representatives from California Faculty Association (CFA)
- Hired several new employees in FASE, including confidential analyst, personnel analyst, and administrative support coordinator
- Oversaw the hiring of about a dozen tenure-track faculty lines
- Serve as a resource for programs and deans on creating equity-minded recruiting practices
- Oversee the Equity Advocate program. Equity Advocates are faculty members on tenure-track hiring committees with specific training to address and confront bias. Priorities in my time in this role is to institutionalize training, expand pool of EAs, and seek opportunities to grow into search practices campus wide
- Oversee the implementation and administration of policies and procedures related to faculty appointment, retention, tenure and promotion (RTP) and student ratings of teaching (SRT) processes
- Serve as the labor relations manager for Unit 3 and Unit 11 employees; respond to grievances, union inquiries, and meet-and-confers
- As subject matter expert in the Unit 3 and Unit 11 CBAs, ensure appropriate application of the CBAs, provide interpretation as necessary, and train various constituent groups to ensure compliance
- Oversaw the development of new Tenure Track Hiring Handbook, a guide developed to help programs leverage best DEIBJ practices to plan for, recruit, hire, onboard, and retain new faculty
- Oversaw the development of new Orientation Program for new tenure-track faculty at Channel Islands
- Updated and expanded the Orientation Program for new lecturer faculty at Channel Islands
- Developed and presented a wide range of training materials for program chairs and deans to ensure compliance with the CBA and campus policies
- Provided guidance to campus leaders, including Provost, Deans, and Chairs, on operational changes necessary to move to stateside summer operations
- Identified areas where campus practices were not in alignment with CBA and worked collaboratively with appropriate stakeholder to update policies and practices
- Worked in close partnership with the Faculty Affairs Committee to update of the CSUCI RTP Policy
- Worked in close partnership with the Faculty Affairs Committee to develop campus policy on adoption of academic materials
- Worked in close partnership with the Faculty Affairs Committee to develop an Office Hour Policy for CSUCI
- Helped to develop the 2022-23 and 2023-24 Campus Climate Surveys as well as contributed to the long-term strategy for assessing climate through future mini-surveys informed by the results of the larger survey
- Executive Committee Member for the Non-Tenure Track Faculty Task Force, a group formed by Provost Avila to review and analyze institutional structures, processes, policies, standards, and cultural norms that impact NTTF job satisfaction and make actionable recommendations to stakeholders on campus
- Reinforcing Sponsor for Channel Islands' implementation of the CSU Common Human Resources System (CHRS). After months of campus testing, system was successfully launched in November 2023
- Co-sponsor for institutionalizing the Equity Advocate Program on campus. The EA program supports equity-minded practices in recruitment and hiring
- Member of Provost's Senior Leadership Council
- Member of the Channel Islands Title IX Institutional Response Team
- Member of Academic Affairs Council

- Member of the Graduation Initiative 2025 Task Force
- Member of the Preparedness Working Group
- Member (*ex officio*) Faculty Affairs Committee
- Member (*ex officio*) Committee on Equity and Antiracism
- Member (*ex officio*) Faculty Development Committee
- Member of the Behavioral Intervention Team (BIT), the group charged with responding to students and employees in crisis
- Member of TRP Steering Committee, the committee tasked with seeking WSCUC reaccreditation
- Serve on Hiring Committee for Senior Associate Vice President of Human Resources
- Serve on Hiring Committee for Executive Director of Equity & Inclusion

**Vice Provost for Faculty Success (Interim)**  
*Academic Affairs*

California State University, Sacramento  
Sacramento, CA

July 2019 – July 2022

- Served as a member of senior leadership in the Division of Academic Affairs, the largest division at Sacramento State
- Provided oversight to the Office of Faculty Advancement (OFA) and the Center for Teaching and Learning (CTL)
- Worked closely with Manager of Academic Personnel to oversee hiring, orientation, and development of new faculty, librarians, coaches, and counselors
- Worked closely with Academic Labor Relations Manager (subordinate 7/2019 – 1/2020; partner thereafter) to process grievances and disciplinary action for faculty, librarians, coaches, and counselors
- Served on Joint Labor Management Committee with Academic Labor Relations Manager, Academic Personnel Manager, and representatives from California Faculty Association (CFA)
- Oversaw the sabbatical application and process including making recommendations to Provost
- Oversaw the New Faculty Orientation program. Developed a new Canvas platform which was tested for the 2019-20 Cohort and fully rolled out for the 2020-21 and 2021-22 cohorts. The presence of the Canvas page streamlined our migration to virtual NFO in the face of COVID-19
- Developed and implemented a New Lecturer Orientation program in OFA, including the development of a Canvas page for self-paced orientation. Worked with CTL to provide evening sessions to help launch new lecturers to campus resources
- Revamped professional development program of Department Chairs, by integrating training and coaching at monthly Department Chairs Meetings
- Worked with OFA and Learning and Development to create Chairs 101 orientation program for new chairs
- Developed and maintain a Canvas page with resources for Department Chairs
- Developed template department calendar to help chairs plan their annual activities
- Convened a gathering of Associate Professors to facilitate discussions of the challenges they face and to create a positive sense of community among them
- Ensured process and timelines for RTP evaluation of faculty
- Worked closely with Benefits, Payroll, and Office of Equal Opportunity to ensure a streamlined “HR” world for Unit 3 employees
- Oversaw hiring of ~120 new tenure-track faculty during my tenure (including 55 during COVID)
- Oversaw expansion of OFA office with securing 1.5 FTE more staff and near doubling of office space
- Working with Division of Inclusive Excellence (IE), hosted Employee Affinity Group Breakfast for new faculty (2019). In subsequent years, have had a session with EAGs at New Faculty Orientation
- Worked with IE to administer mini-grants for supporting the increased diversification of faculty applicant pools (2019-20, 2020-21, 2021-22)
- Worked with IE to develop a program to add faculty fellow check-ins to improve the diversity of pools as well as create a more inclusive application and interview process for 2021-22 searches.
- Based on feedback from campus constituents, work with IE and OFA to further enhance the effectiveness for the Faculty Fellows Program as we prepare for the 2022-23 hiring cycle

- Worked with Director for Faculty Inclusion and Diversity to update campus AA/EOR training program for faculty hiring
- Worked with Academic Affairs and Inclusive Excellence Leadership on plan to distribute \$600k of one-time funds for faculty development in 2021-22 Academic Year to support inclusive teaching practices with the goal of closing opportunity gaps
- Submitted and received a 2020-21 Faculty Retention Grant (\$28,000) jointly with the Vice President for Inclusive Excellence which supports several recruitment efforts, including the “Demystifying Tenure” learning community
- Developed a new “Coaches Pool” approach to processing applications for coaches that has increased Sac State’s ability to be competitive and nimble in the fast-paced NCAA Division 1 environment
- Created the position description for CTL Director
- Appointed Interim CTL Director and Interim Associate Director who managed programs during Director’s sabbatical (2020)
- Performed day-to-day operations management of staff and budget during CTL Director’s sabbatical (2020)
- Secured additional \$35,000 of baseline funding for CTL operations (2021)
- Hired a second instructional designer in CTL to support our faculty and students
- Secured \$75,000 of one-time funding to support and enhance two equity-focused Faculty Learning Communities (FLC) offered by CTL in 2021-22
- Oversaw creation, development, and implementation of the 2020 Summer Camp developed by the Center for Teaching and Learning, in partnership with Information Technology, Division of Inclusive Excellence, and the College of Continuing Education, to help prepare faculty for virtual class modality in Fall 2020. This program served approximately 750 faculty on campus as either “Campers” or “Counselors”. This program was supported by a \$1M allocation from federal HEERF funds. With remaining funds, offered a Winter Camp for an additional 60 faculty members
- Worked with CTL Director and other campus partners to bring additional FLCs in the summer of 2021 with over \$1M allocated from HEERF funds.
- Partnered with CFA leadership to implement a series of MOUs to guide campus operations during the COVID-19 crisis, included agreements on student evaluations, tenure clock, and faculty evaluations and appointments. These efforts yielded an effective and responsible response to operational challenges during the crisis. Some of this work inspired systemwide agreements developed between the CSU and CFA
- Developed and implemented an interim online RTP process for faculty members to allow smooth continuation of evaluations in the face of virtual operations and limited access to campus as a result of COVID. This interim online process allowed us to perform evaluations remotely and received significant positive feedback from the campus community
- Served on the ad-hoc Presidential COVID-19 Task Force which was assembled to provide guidance to President Nelsen and his Cabinet during the COVID pandemic crisis
- Worked with Student Affairs to develop roll-out of the vaccination program for Academic Affairs employees with a prioritization program factoring in occupational risk
- Served as the backup responder for Vice President of Student Affairs on the COVID Questions email account
- Worked with Academic Affairs leadership team and Student Health and Counseling Services to develop a COVID testing protocol for students in face-to-face classes, on-campus research, and internships
- Assisted Student Health with data collection for risk assessment for reported positive COVID cases on campus
- Served on Return to Research Review Committee. Developed rubric for evaluating applications using criteria developed by Return to Research Plan
- Secured funding to provide release time for most probationary faculty members to “reinvigorate” their research coming out of COVID. Over \$800,000 secured; funded over 115 probationary faculty members with 3 WTU of release time in 2021-22
- Developed and implemented the Provosts Progress to Promotion program to support assistant and associate professors take on projects to support their path to promotion while also supporting the University Imperatives
- Developed and implemented the Novel Projects for Professors program to reinvigorate full professors by supporting new and novel projects that support the University Imperatives

- Worked with Vice Provost of Student Academic Success and other campus partners to develop Academic Continuity Plan and website, providing long-term and short-term support for faculty in planning for campus disruptions
- Working with Academic Affairs and CFA leadership, oversaw the development of a \$500K salary faculty equity program for 2019-20
- Worked with CTL, Student Health and Counseling Service, and the Chancellor's Office to bring Mental Health First Aid training to campus. Sacramento State was the largest participant in this systemwide program in 2020-21
- Co-Executive Sponsor for implementation and rollout of CHRS Recruiting for Sacramento State, the new systemwide recruiting tool which improves communication, accessibility, and on-boarding of new employees
- Co-Executive Sponsor for initial planning of CHRS implementation at Sacramento State
- Convened and chaired the E-WPAF Advisory Committee. This committee developed a report recommending that Sacramento State move to an online RTP process. The Provost and Faculty Senate have endorsed the idea and project development is currently underway
- Drafted policy for Appointment and Oversight of Faculty Directors for Faculty Senate and Presidential consideration
- Member of Sacramento State's Data Owners Team which oversees campus records retention program. Designated as "Data Owner" for campus academic personal records, oversee several "Data Managers" responsible for specific areas of records
- Served as the primary presenter for Academic Affairs Sac State 101 sessions for new employees. Recorded the video presentation for Academic Affairs when this program migrated to virtual programming in the Summer of 2021
- Member of Sacramento State's Critical Response Team
- Member of Sacramento State's Administrative Council
- Member of the Sac State Scholars Advisory Committee
- Member (*ex officio*) of Sacramento State's Executive Safety Committee
- Member (*ex officio*) of the University Appointment, Retention, Promotion, and Tenure Committee
- Member (*ex officio*) of the Faculty Policies Committee
- Member (*ex officio*) of the CTL Advisory Board

**Associate Vice President for Faculty Affairs  
(Interim)**

California State University, Stanislaus  
Turlock, CA

April 2021 – June 2021

*Academic Affairs*

- At the request of Stanislaus State President Junn and the concurrence of the CSU Chancellor's Office, stepped into the interim role of AVP for Faculty Affairs (25% workload) during a campus-level search for a long-term solution
- Consulted with Provost, Deans, and Department Chairs to ensure proper implementation of CBA and campus policies
- Managed Labor Relations for Unit 3 (CFA) and Unit 11 (UAW) employees at Stanislaus State
- Provided oversight of Office of Faculty Affairs

**Special Assistant to the Office of the  
President**

California State University, Sacramento  
Sacramento, CA

Sept. 2018 – July 2019

*Office of the President*

- Performed research for and provide advice to Robert S. Nelsen, President of California State University, Sacramento
- Served on the President's Cabinet along with campus Vice Presidents and Executive Directors
- Member of Sacramento State's Administrative Council
- Member of Sacramento State's Critical Response Team
- Represented the President at activities on- and off-campus
- Served as President's Liaison to the Faculty Senate

- Primary point of contact for student issues that came to the Office of the President
- Assisted with the generation of a wide range of Presidential communications
- Served as President's Office representative to several groups and committees including: Campus Policy Group, Records Retention Working Group, Executive Safety Committee, and Anchor University Task Force
- Served as liaison for policies which includes tracking policies moving through Faculty Senate, performing the final review for President Nelsen and his Cabinet, and ensuring timely posting and notification of new and updated policies
- Worked closely with Academic Affairs, University Advancement, and Faculty Senate to update campus policy on endowed faculty positions
- Worked closely with Student Affairs to develop guidelines on posthumous degrees. Policy initially adopted as interim; worked with Faculty Senate to fully adopt in 2021
- Worked closely with Human Resources, Business Affairs, and Faculty Senate to update the policy on policies
- Worked with faculty from film program toward developing a policy on student sound and video production
- Worked on updating the campus policy on advisory boards
- Provided consultative input to Student Affairs on updating the campus alcohol policy to create exceptions to ban on production and tasting of alcoholic beverages if for approved academic purposes
- Provided consultative input to Student Affairs on updating the campus registration priority policy
- Provided consultative input to Human Resources on updating the campus policy on MPP reconsideration
- Worked toward the development of a campus-wide program to ensure accurate delegation of authority for executive orders, ICSUAM (Integrated CSU Administrative Manual) policies, and coded memoranda
- Worked with Vice President for the Division of Inclusive Excellence to produce guidelines for Preferred Names
- Worked with faculty, staff, and administrators from Academic Affairs, Student Affairs, and Associated Students Inc. to cultivate a partnership with Fresher Sacramento to bring EBT/SNAP benefit opportunities to campus for eligible students as well as internship and business development opportunities for our students
- Oversaw the 2019-2020 President's Ambassadors program including selection review process and orientation of new Ambassadors
- Helped to collect data, make closure related decisions, assist with communications, distributed paychecks, and assisted in other areas during the 2018 Camp Fire Campus Closure
- As a member of 2019 Commencement Team, developed student profiles for President's remarks, proofread program, helped develop and proofread script, and served as Student Conduct Lead at all eight ceremonies
- Performed Office of the President Orientation during Sac State 101 onboarding program for new staff and MPPs
- Responsible for identifying and inviting appropriate and diverse representatives of faculty, administrators, staff, and students to join President Nelsen at events on- and off-campus which he sponsored

**Associate Vice President for Research,  
Innovation, and Economic Development  
(Interim)**

California State University, Sacramento  
Sacramento, CA

Nov. 2017 – July 2018

*Division of Academic Affairs*

- The Chief Research Officer for Sacramento State
- Developed and provided oversight for research activities across campus
- Oversaw over 125 grant and contract submissions totaling over \$50M
- Managed a team of a dozen professionals dedicated to supporting a broad range of scholarly activities on and off the Sacramento State campus
- Ensured institutional compliance oversight and research integrity
- Developed a new budget model for operations of ORIED which identified operational costs versus costs that support, incentivize, and recognize research and scholarly activities on campus
- Enhanced communications with Deans and Chairs to ensure that all faculty understand the role that ORIED plays in identifying and generating grants and contracts
- Developed and implemented a new F&A sharing plan that provided resources to colleges, departments, and PIs so they had more independence in developing strategic goals for research and creative activities

- Developed a transitional IDC sharing program, Sponsored Work Activity Grant (SWAG), to provide some support to faculty members who have existing grants before the implementation of the new F&A sharing plan
- Created the Faculty Research Incentive Grant (FRIG) program to incentivize the writing of faculty research grants. This program has evolved into the current Incentive for Developing External Awards (IDEA) program
- Instituted annual review of self-supported centers and institutes and developed a five-year comprehensive review schedule
- Oversaw annual reviews of academic centers and provided feedback to Deans and Provost
- Worked with Auditing and Consulting Services to draft management response to a CSU audit of Campus Centers and Institutes Oversight. Played a major role in closing all audit findings within six months of the report; well ahead of the mandated schedule
- Worked with Auditing and Consulting Services to draft management response to a CSU audit of Sponsored Programs Administration. Cleared findings within ORIED's control within one month of audit release
- Developed new policy and procedures for the creation, oversight, and review of Campus Centers and Institutes
- Implemented a new billing rate methodology for self-supporting centers to ensure that the true operational costs of the centers are properly collected
- Developed new guidelines for fixed-price contracts
- Oversaw updates of Financial Conflict of Interest and IRB policies and procedures
- Managed Sacramento State's hosting of the 32<sup>nd</sup> Annual California State University Student Research Competition
- Provided administrative oversight for the Public Health Survey Research Program which employs a staff of ~120 and nearly \$4M in annual expenditures for contract work
- Provided administrative oversight for the Student Research Center with 1 permanent staff member, 1 faculty director, several faculty and student fellows, and a \$150K annual budget
- Oversight of initial planning for relocation of ORIED to new space within University Library
- Non-Academic Administration Representative to Academic Affairs Budget Advisory Committee (2017 – 2018)
- Member of Sacramento State's Administrative Council
- Member (*ex officio*) of the RCA Subcommittee

**Chair** American Institute of Physics October 2017 – October 2018  
*Education Research Group Committee* College Park, MD

- Perform annual analysis, review, and feedback for programs within the Education Division of the American Institute of Physics
- As founding chair of the Education Research Group, I worked with AIP leadership on the makeup of committee membership, charge, and bylaws

**Co-Chair** California State University, Sacramento November 2016 – June 2017  
*Laboratory Safety Task Force* Sacramento, CA

- Asked by President Nelsen to lead campus task force developed to respond to safety concerns in experiential learning activities in response to an incident in a teaching laboratory
- Worked with the team representing several colleges, Risk Management, Administration and Business Affairs, Student Health, and Public Safety to identify areas of concern within current policies and practices
- Developed a 200+ page report with numerous recommendations on how to improve safety and safety culture. This included an interim version of the chemical response plan, "starting point draft" of a chemical hygiene plan, and recommendations for new campus committee structures
- The work of this committee put the campus in a strong place to respond to Legislature-initiated state audit of safety practices within the California State University system



**Chair** American Institute of Physics June 2012 – December 2016  
*2016 Congress Planning Committee* College Park, MD

- The 2016 Sigma Pi Sigma Quadrennial Physics Congress (Nov. 2016) was the largest-ever meeting of undergraduate physics majors (>1200 from around the nation)
- Led the team tasked with site selection, including numerous meetings with representatives from potential meeting sites and visitors' bureau agents
- Led the development of the meeting program, including the selection of keynote speakers and workshop topics
- Worked with staff from Sigma Pi Sigma office to develop meeting logistics
- Worked with Public Affairs offices at SLAC and NASA Ames Research Center to offer tours of the sites to meeting participants
- Served as a co-leader for the Congress's closing workshop and as liaison for two additional workshops on diversity and career opportunities
- Worked with AIP's National Office staff on fundraising activities for general meeting sponsorship and the creation of several programs to underwrite the cost of student participation, particularly for students from Minority Serving Institutions
- Oriented the incoming planning committee to ensure continuity and success of the 2020 Congress

**President** American Institute of Physics June 2012 – June 2014  
*Sigma Pi Sigma* College Park, MD

- Served as the volunteer leader of Sigma Pi Sigma, the Physics Honor Society
- Served as co-head of the National Council of the Society of Physics Students and Sigma Pi Sigma
- Served as *ex officio* member of American Institute of Physics Education Advisory Committee
- Prepared manuscripts for Sigma Pi Sigma publications and social media
- Reviewed and ranked applications for national-level scholarships and community outreach awards
- Participated in several fundraising campaigns
- Served as Presiding Officer for the 2012 Quadrennial Physics Congress

**Visiting Scholar** University of California, Davis Jan. 2011 – Aug. 2011  
*Civil and Environmental Engineering* Davis, CA

- Upgraded a high sensitivity laser spectroscopy system to characterize the optical properties of aerosols
- Experience with LabVIEW brought significant performance improvements to the apparatus
- Provided an external research opportunity to Sacramento State physics major Sage Bauers which turned into his Senior Project. Student Bauers ultimately won NSM Dean's Award

**Zone Councilor** American Institute of Physics Sept. 2003 – Aug. 2009  
*Society of Physics Students / Sigma Pi Sigma* College Park, MD  
*National Council*

- Represented the 50+ campus chapters from Zone 18 (California, Nevada, Hawaii) on the National Council of the Society of Physics Students (SPS) and Sigma Pi Sigma
- Assisted with the development of numerous programs under the SPS/Sigma Pi Sigma umbrella to advance the educational goals of undergraduate physics students
- Developed materials for Ethics Training for undergraduate physics students
- Served as volunteer staff and session leader at Sigma Pi Sigma Quadrennial Congresses in Albuquerque, NM (2004) and Batavia, IL (2008)
- Represented the National Council at several regional meetings
- Served on panels reviewing submissions for scholarships, advisor awards, chapter research awards, and chapter outreach awards

- Served on National Nominating Committee

**Assistant Director**  
*Center for STEM Excellence*

California State University, Sacramento  
Sacramento, CA

Aug. 2006 – Aug. 2007

- The Center for STEM Excellence was a faculty-initiated initiative to improve the state of STEM Education on the Sacramento State campus by sharing resources, best practices, and advocacy
- Tasked with leading outreach and marketing program within the Center
- Conceived and founded the STEM Public Lecture Series
- Participated in several workshops, panel discussions, and meetings with Sacramento area business leaders to showcase Sacramento State's STEM programs
- Served on the hiring committee for Office of Public Affairs (now University Communications) to bring a STEM-centric beat writer to their office

## **Grants, Awards, and Recognition**

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- California State University Faculty Retention Grant (\$28,000). "Focus on Faculty Retention Grant." Co-PI with VP Vermeire from Division of Inclusive Excellence. Grant supports the launch of several new initiatives to support the retention of faculty members. Supports new faculty members directly and also supports department chairs developing supportive cultures within departments, 2020-2021
- Sigma Pi Sigma Outstanding Service Award, 2016
- Natural Sciences and Mathematics Outstanding Community Service Award, 2015
- Natural Sciences and Mathematics Outstanding Teaching Award, 2013
- NSF STEP Program (\$2 Million). "The Sacramento State PASS Program: Peer-Assisted Student Success." Co-Investigator/Collaborator/Advisory Council. In addition to this funded proposal, I was part of the team that put together unfunded proposals that preceded this highly successful grant. Originally slated to include physics in the PAL program, we decided that the funds planned for physics were better used in expanding mathematics. 2011 – 2016
- Natural Sciences and Mathematics Outstanding University Service Award, 2010
- NSF Major Research Instrument Grant (\$205,729). "Development and Applications of Aerosol Charge and Aerosol Photoionization Detectors for High-Performance Liquid Chromatography." Co-PI with Dr. Roy Dixon, Sacramento State Department of Chemistry, 2004 – 2008
- Granted Early Tenure and Early Promotion to Associate Professor of Physics, 2006
- Sacramento State Instructionally Related Activities (IRA) Grant (\$10,000). "Summer Research Experiences for Chemistry and Physics/Astronomy Students." Co-PI with several colleagues from Chemistry and Environmental Studies, 2004 – 2005
- Sacramento State Pedagogy Enhancement Award (PEA) (\$11,350). "Development of an Interdisciplinary Spectroscopy Course." Co-PI with Dr. Susan Crawford, Sacramento State Department of Chemistry. Award declined due to scheduling issues as Dr. Crawford was elected department chair
- Sacramento State Instructionally Related Activities (IRA) Grant (\$10,000). "Summer Research Experiences for Chemistry and Physics/Astronomy Students." Co-PI with several colleagues from Chemistry, 2003 – 2004
- National Institute of Standards and Technology (NIST) Summer Internship Grant (\$7000). Received a grant which supported sending student Eliza Morris to NIST to perform research during the summer of 2003
- First author paper "Foreign gas broadening and shift of the  $2^2S_{1/2} - 4^2S_{1/2}$  two-photon transition of atomic lithium" was selected by Editor as a Select Paper of "particular noteworthiness", 2003
- National Research Council Postdoctoral Fellowship, 2000 – 2002
- University of Maryland Graduate Fellowship, 1995 – 1997
- Inducted into Sigma Pi Sigma, the Physics Honor Society, 1993

## Specialized Training

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- Principles of Supervision – A seven (7) module workshop series focusing on developing supervisory skills for higher education
- MPP101 – An eleven-module course designed to help MPPs at Sac State navigate their diverse obligations as a leader
- Searches and Recruiting in the CSU
- Sacramento State AA/EOR Training
- CSU's Discrimination Harassment Prevention Program for Supervisors
- Confronting Bias: Thriving Across Our Differences (LinkedIn Learning)
- New Manager Foundations (LinkedIn Learning)
- Coaching Employees through Difficult Situations (LinkedIn Learning)
- Laboratory Safety
- Hazard Communication
- Global Harmonized System (chemical classification)
- Laser Safety
- Radiation Safety
- Defensive Driving
- Suicide Intervention / Mental Health First Aid
- First Aid / CPR / AED (American Red Cross Cert 0152C01, former OSHA-level certification)
- Introduction to Safe and Healthy Playing Environments (US Soccer)
- Recognizing and Reporting Misconduct (US Center for SafeSport)

## Selected Publications

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W. DeGraffenreid, S. C. Campbell, and C. J. Sansonetti. "Reference lines in the optogalvanic spectra of uranium and thorium in the wavelength range 422 to 462 nm." *J. Opt. Soc. Am. B* **29**, 1580 (2012)

W. DeGraffenreid, "Teaching Ethics: The Seminar Model." *The CUR Quarterly* **30**, 35 (2010)

W. DeGraffenreid and C. J. Sansonetti. "Coincidence in the two-photon spectra of Li and Li<sub>2</sub> at 735 nm." *J. Phys. B: At. Mol. Opt. Phys.* **38**, 457 (2005)

W. DeGraffenreid, S. C. Campbell, and C. J. Sansonetti. "Foreign gas broadening and shift of the  $2^2S_{1/2} - 4^2S_{1/2}$  two-photon transition of atomic lithium." *J. Phys. B: At. Mol. Opt. Phys.* **36**, 2099 (2003) - Selected by Editor as a Select Paper of "particular noteworthiness"

W. DeGraffenreid and C. J. Sansonetti. " $2^2S_{1/2} - 4^2S_{1/2}$  transition of atomic lithium by Doppler-free two-photon spectroscopy." *Phys. Rev. A* **67**, 012509 (2003)

J. Weiner, W. DeGraffenreid, and J Ramirez-Serrano. "Polarization-Dependent Spectra in the Photoassociative Ionisation of Cold Atoms in a Bright Sodium Beam" in Mohan, M. (eds) *Current Developments in Atomic, Molecular, and Chemical Physics with Applications*. Springer (2002)

W. DeGraffenreid and C. J. Sansonetti. "Reference lines in the optogalvanic spectra of uranium and thorium over the wavelength range 694 - 755 nm." *J. Opt. Soc. Am. B* **19**, 1711 (2002)

W. DeGraffenreid, J. Ramirez-Serrano, Y.-M. Liu, and J. Weiner. "A Continuous, Dense, Highly Collimated Sodium Beam." *Rev. Sci. Instrum.* **71**, 3668-3676 (2000)

## **Selected Invited Presentations**

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“Faculty and Faculty Affairs Perspectives on Accommodations.” Western Regional Accessible Proctoring Conference, August 2024

“Schedule Building: How to try to make everyone happy and fail while doing it.” CSU Department Chairs Workshop, September 2023

“2022 Physics and Astronomy Congress Workshop.” Sigma Pi Sigma Physics Congress. Washington, DC October 2022

“Leading Through Consensus When Difficult Issues Arise.” CSU Department Chairs Workshop, September 2021

“Opening Workshop: 2019 Physics Congress.” Sigma Pi Sigma Physics Congress. Providence, RI November 2019

“Cavity Ring-Down Spectroscopy: Kilometer Pathlengths on a Tabletop.” Physics Colloquium, University of Washington – Bothell. Bothell, WA April 2017

“Put Congress in Action at Home.” Closing Workshop, Sigma Pi Sigma Quadrennial Physics Congress. San Francisco, CA November 2016

“Careers Toolbox: Information and Tips from AIP Regarding Careers with a Physics Degree.” Physics Colloquium Series, California State University, Sacramento. Sacramento, CA November 2015

“The LASER at 50: History, Principles, and Chemistry Applications.” Chemistry and Biochemistry Seminar Series, California State University, Sacramento. Sacramento, CA October 2010

“Lasers: 50 Years of Solutions Waiting for Problems.” Science in the River City. Sacramento, CA February 2010

“Scientific Professionalism / Ethics.” Society of Physics Students Zone 18 Regional Meeting. San Bernardino, CA April 2009

“Professionalism Workshop.” SPS Zone 16 / Four Corners APS Joint Meeting, Northern Arizona University. Flagstaff, AZ October 2007

“Teaching Professionalism to Undergraduates.” Southern California AAPT / SPS Zone 18 Joint Meeting, University of Southern California. Los Angeles, CA April 2007

“Structure of lithium: what we looked for, what we found, what we discovered en route, and what we discovered looking back.” Physics Colloquium Series, California State Polytechnic University. Pomona, CA April 2006

## **Selected Contributed Presentations**

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“Centering Tenure-Track Faculty Voices in Transforming Tenure and Promotion Policies.” AAC&U 2021 Virtual Conference on Diversity, Equity, and Student Success, March 2021 (with several colleagues from Sac State College of Education)

“Head direction cell activity recorded during alteration of geomagnetic field polarity.” Society for Neuroscience Annual Meeting. San Diego, CA November 2010 (given by colleague Jeff Calton)

“Advanced Laboratories at Sacramento State.” American Physical Society April Meeting, Saint Louis, MO April 2008

“Effects and Use of Spray Electrification in Aerosol Charge Detection for HPLC.” International Symposium and Exhibit on High-Performance Liquid Phase Separations and Related Techniques. San Francisco, CA June 2006 (given by colleague Roy Dixon)

“Development of an Economical Detector for HPLC Utilizing Spray Electrification.” CSU Biotechnology Symposium. San Jose, CA January 2006 (given by colleague Roy Dixon)

“Coincidence in the Two-photon Spectra of Li and Li<sub>2</sub>.” APS California Section Meeting, Sacramento, CA October 2005

“Teaching Professionalism/Ethics to Undergraduates.” AAPT National Meeting, Salt Lake City, UT August 2005

“Trials and Tribulations: Laser Spectroscopy of Lithium.” AAPT National Meeting, Sacramento, CA August 2004

“Laser Spectroscopy of the Lithium Atom: Oops and Redemption.” Joint Meeting of the Northern California AAPT and APS - California Section. Berkeley, CA November 2003

## **Other Notable University Service**

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- Served on the CSU Professors of Practice Focus Group
- Served on Agenda Planning Committees for December 2022, March 2023, and March 2024 Joint Meetings for Systemwide AVP Faculty Affairs/Human Resources
- Moderated Faculty Affairs AVP Brainstorming Session at December 2022 Joint AVP Meeting
- Office of Equal Opportunity Associate Director Hiring Committee, 2022
- Sacramento State “On The Rise” Comprehensive Campaign (\$234M) Campaign Ambassador, 2021-22
- Moderated “Building Sustainable Paths Forward” at the 2021 CSU Faculty Recruitment Summit
- Member Physics Faculty Discipline Review Group (FDRG), an inter-system committee charged with developing course descriptors and curricula necessary for SB-1440 mandated Transfer Model Degrees, 2012 – Present
- Campus Radiation and Laser Safety Committee, 2003 – Present
- Director of Faculty Diversity and Inclusion Hiring Committee, 2021
- NSM Laboratory Safety Manager Hiring Committee, 2017 (Chair, 2017)
- College of Natural Sciences and Mathematics (NSM) Academic Council, 2011 – 2017 (Vice Chair, 2017; Chair, 2012 – 2017)
- Council on Preparation of School Personnel, NSM Dean’s Representative, 2012 – 2017
- NSM Commencement Committee, 2003 – 2017 (Chair, 2004 – 2017)
- Department Chairs Representative to CourseLeaf Curriculum Workflow Team, 2016 – 2017
- Ad Hoc Campus Chemical Hygiene Committee, 2017
- Science Complex Groundbreaking Committee, 2017
- NSM Ad Hoc Committee to create Safety Committee, 2017
- Vice Provost Hiring Committee, Provost’s Representative, 2016
- Campus Physical Planning Committee, 2015 – 2016
- Interim Associate Library Dean Hiring Committee, 2014
- CSU Lead for development of Transfer Model Curriculum degree for AS-T in Physics, 2012 – 2014
- Campus Learning Spaces Working Group, 2009 – 2011
- NSM ITC Hiring Committee, 2015
- NSM Strategic Planning Committee, 2009 – 2011
- NSM Curriculum Resources Committee, Several Times
- NSM Dean’s Award Committee, Several Times
- RTP Committees for Chemistry, 2012, and Mechanical Engineering, 2015 – 2017 (Chair, Fall 2015)
- Contributor and tester of pilot online course substitution and course equivalency forms, 2016 – 2017
- Worked with Dean of Undergraduate Studies and Student Affairs to help create a more effective process for “turning on” prerequisites, clarifying forms for substitution versus equivalency, and improvements in course equivalency evaluations, 2012

## Community Service Highlights

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- Serve on Albert Einstein Middle School Site Council, 2021 – 2022
- Serve on the Workshops Committee for the 2022 Sigma Pi Sigma Congress, 2020 – 2022
- Served on an “Alumni Panel” for the University of Maryland Chemical Physics Program, 2021
- Represented Sacramento State at the 2017 Sacramento Asian Pacific Chamber of Commerce’s Annual Sacramento Region Internal Study Mission
- Co-organized 2017 North American Eclipse viewing on campus
- Served as Master of Ceremonies for the 2017 North American Eclipse viewing at the California State Capitol
- Hosted the 2016 Summer Meeting of the American Association of Physics Teachers (AAPT)
- Hosted the 2015 Fall Meeting of the Northern California Nevada Section of AAPT
- American Institute of Physics Education Research Group Committee, 2017 – Present
- Ally on [lgbt+physicists.org](http://lgbt+physicists.org) site, 2014 – Present
- Participated in fundraising for the Leukemia and Lymphoma Society (LLS) through their Team In Training program by participating on three triathlon teams. Personally raised >\$10,000 and served as Triathlon Team Captain (2015). Regularly asked to serve as “mission moment” speaker to inspire other participants
- Served on the National Council of the Society of Physics Students, 2003 – 2009
- Served on the Local Organizing Committee for the 2004 AAPT Summer Meeting
- Served on the Local Organizing Committee for the 2005 American Physical Society California Section Meeting
- Volunteered for events such as Regional Science Olympiad, Expanding Your Horizons, Science in the River City, and Science Day at Great America
- Served as an external member of tenure and promotion review committee at Louisiana Tech (2009, 2015)
- Reviewed several textbooks, journal articles, and grant applications

## Professional References

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Available upon request