

NILUFER KAHRAMAN

Professor of Measurement and Evaluation

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EDUCATION

Doctor of Philosophy (Ph.D.), Measurement & Statistics | 1997 – 2001

Florida State University | Tallahassee, FL, USA

Dissertation: *Analyzing multidimensional response data structure represented by unidimensional IRT models*

Post Doctorate, Psychology | 2005-2006

KU Leuven | Leuven, Belgium

Higher Cognition and Individual Differences Research Group

Master of Education (M.Ed.), Research Methodology | 1995 - 1997

University of Pittsburgh | Pittsburgh, PA, USA

Bachelor of Arts (B.A.), Testing & Evaluation | 1989 – 1993

Hacettepe University | Ankara, Turkiye

EXPERTISE AND RESEARCH INTERESTS

- **Quantitative Methods and Psychometrics:** Advanced statistical modeling, including multilevel modeling, multidimensional item response theory, hierarchical linear modeling, latent class analysis, latent growth curve modeling, and dynamic factor analysis.
- **Standardized Testing and Licensure Examinations:** Evaluation of the reliability and validity of scoring practices for the USMLE STEP exams, including standardized patients and computer case simulations.
- **Measuring and Modeling Change and Development:** Developing and validating new task formats, such as dynamic VR case simulations, and methods for analyzing intense process data obtained through eye-tracking and EEG-enhanced test experiments.
- **Technical Software:** R, SAS, SPSS, MPLUS, LISREL, WINSTEPS, BILOG-MG, HLM, GENOVA.
- **Experimental Tools:** Eye-Tracking, EEG, Virtual Reality.
- **Project Management:** Grant Writing, Project Leadership, Team Supervision, Client Consultation.

PROFESSIONAL AND RELATED EXPERIENCE

Feb. 2026 - Present	Professor , Part-time, Antalya Bilim University
Dec. 2019 - Sep. 2025	Professor , Gazi University, Ankara, Turkiye Department of Educational Sciences, College of Education
Dec. 2024 - May 2025	Visiting Researcher , Southern Methodist University, Dallas, TX, USA Simmons School of Education and Development
Feb. 2014 - Dec. 2019	Associate Professor , Gazi University, Ankara, Turkiye Department of Educational Sciences, College of Education
Aug. 2013 - Jan. 2014	Assistant Professor , Baskent University, Ankara, Turkiye Department of Educational Sciences, College of Education <i>Served as Associate Professor during the last four months.</i>

May 2013 - Dec. 2013	Consultant in Measurement Science , National Board of Medical Examiners (NBME), Philadelphia, PA, USA
Jan. 2010 - Apr. 2013	Senior Measurement Scientist , National Board of Medical Examiners (NBME), Philadelphia, PA, USA
Oct. 2006 - Dec. 2010	Measurement Scientist , National Board of Medical Examiners (NBME), Philadelphia, PA, USA
Nov. 2001 - June 2006	Assistant Professor , Pamukkale University, Denizli, Turkiye Department of Educational Sciences, College of Education
March 2005 - May 2006	Postdoctoral Researcher , University of Leuven, Leuven, Belgium Department of Psychology
Sep. 2003 - Nov. 2003	Visiting Professor of Quantitative Methods , American University of Sharjah, UAE Department of Information Management Sciences, College of Business
Jan. 2000 - Dec. 2000	Teaching Assistant , Florida State University, Tallahassee, FL, USA Department of Information Management Sciences, College of Business
Aug. 1999 - Dec. 1999	Teaching Assistant , Florida State University, Tallahassee, FL, USA Department of Educational Research, College of Education
June 1999 - July 1999	Summer Intern , American College Testing Inc., Iowa City, IA, USA Research on Computer Adaptive Testing and Item Response Theory.
March 1998 - July 1998	Data Analyst , Board of Regents Office, State University Systems of Florida, Tallahassee, FL, USA

PUBLICATIONS IN PEER-REVIEWED JOURNALS INDEXED BY WOS, SCI, SSCI, SSCIE AND SCOPUS

Akbaş, D., Cihat Corbacı, E., & **Kahraman, N.** (2026). Item Processing Patterns of Test-Takers in a Multiple-Choice Reading Comprehension Test: Insights from an Eye-Tracking Study. *Sage Open*, 16(1).
<https://doi.org/10.1177/21582440261420311> (Original work published 2026)

Boz, E. S., Akbas, D., & **Kahraman, N.** (2023). Modeling unobserved heterogeneity using person-centered approaches: Latent profiles of preservice teachers' emotional awareness. *International Journal of Assessment Tools in Education*, 10(1), 129-144.

Corbaci, E. C., & **Kahraman, N.** (2022). Latent growth modeling of item process data derived from eye-tracking technology: An experimental study investigating reading behavior of examinees when answering a multiple-choice test item. *Journal of Measurement and Evaluation in Education and Psychology*, 13(3), 194-211.

Sözer, E., & **Kahraman, N.** (2021). Investigation of psychometric properties of Likert items with same categories using polytomous item response theory models. *Journal of Measurement and Evaluation in Education and Psychology*, 12(2), 129-146.

Sayın, A., & **Kahraman, N.** (2020). A measurement tool for repeated measurement of assessment of university students' writing skill: Development and evaluation. *Journal of Measurement and Evaluation in Education and Psychology*, 11(2), 113-130.

Sözer, E., & **Kahraman, N.** (2019). Boylamsal ölçme modelleri için geçerlik argümanı: Çoklu-özellik Çoklu-yöntem ve Örtük Büyüme Modellerinin kullanımı. (Collecting validity evidence for longitudinal measurement designs using multi-trait multi-method and latent growth curve models). *Ilkogretim Online*, 18(3), 1378-1388.

Kahraman, N., & Brown, C. B. (2015). Using multigroup confirmatory factor analysis to test measurement invariance in raters: a clinical skills examination application. *Applied Measurement in Education*, 28(4), 350-366.

Kahraman, N. (2014). An Explanatory Item Response Theory Approach for a Computer-Based Case Simulation Test. *Eurasian Journal of Educational Research*, 54, 117-134.

Kahraman, N. (2013). Unidimensional interpretations for multidimensional test items. *Journal of Educational Measurement*, 50(2), 227-246.

Brown, C. B., & **Kahraman, N.** (2013). Exploring psychometric models to enhance standardized patient quality assurance: evaluating standardized patient performance over time. *Academic Medicine*, 88(6), 866-871.

Kahraman, N., Cuddy, M. M., & Clauser, B. E. (2013). Modeling pacing behavior and test speededness using latent growth curve models. *Applied Psychological Measurement*, 37(5), 343-360.

Raymond, M. R., Swygert, K. A., & **Kahraman, N.** (2012). Psychometric equivalence of ratings for repeat examinees on a performance assessment for physician licensure. *Journal of Educational Measurement*, 49(4), 339-361.

Raymond, M. R., Swygert, K. A., & **Kahraman, N.** (2012). Measurement precision for repeat examinees on a standardized patient examination. *Advances in Health Sciences Education*, 17(3), 325-337.

Kahraman, N., De Champlain, A., & Raymond, M. (2012). Modeling the psychometric properties of complex performance assessment tasks using confirmatory factor analysis: A multistage model for calibrating tasks. *Applied Measurement in Education*, 25(1), 79-95.

Raymond, M. R., **Kahraman, N.**, Swygert, K. A., & Balog, K. P. (2011). Evaluating construct equivalence and criterion-related validity for repeat examinees on a standardized patient examination. *Academic Medicine*, 86(10), 1253-1259.

Kahraman, N., & Thompson, T. (2011). Relating unidimensional IRT parameters to a multidimensional response space: A review of two alternative projection IRT models for scoring subscales. *Journal of Educational Measurement*, 48(2), 146-164.

Clauser, B. E., Balog, K., Harik, P., Mee, J., & **Kahraman, N.** (2009). A multivariate generalizability analysis of history-taking and physical examination scores from the USMLE step 2 clinical skills examination. *Academic Medicine*, 84(10), S86-S89.

Kahraman, N., De Boeck, P., & Janssen, R. (2009). Modeling DIF in complex response data using test design strategies. *International Journal of Testing*, 9(2), 151-166.

Kahraman, N., Clauser, B. E., & Margolis, M. J. (2008). A comparison of alternative item weighting strategies on the data gathering component of a clinical skills performance assessment. *Academic Medicine*, 83(10), S72-S75.

Kahraman, N., & Kamata, A. (2004). Increasing the precision of subscale scores by using out-of-scale information. *Applied Psychological Measurement*, 28(6), 407-426.

PUBLICATIONS IN OTHER PEER-REVIEWED JOURNALS INDEXED BY EBSCO, ERIC and TRDIZIN

Su Ozenir, O., & **Kahraman, N.** (2024). Bireysel iyi-olusun otoregresif model ve dinamik faktör analizi ile incelenmesi. (Investigation of individual well-being with autoregressive model and dynamic factor analysis). *The Journal of Academic Social Science*, 155(155), 362-375.

Kahraman, N., Boz, E. S., Akbaş, D., Çorbacı, E. C., Işık, Ş., Atalay, N. Ü., ... & Sağiroğlu, Ş. (2023). Alternative Confirmatory Factor Analytic Models for Examining Preservice Teachers' Non-Cognitive Skills. *Bartın University Journal of Faculty of Education*, 12(3), 460-470.

Sözer Boz, E., & **Kahraman, N.** (2023). Latent Trajectories of Subjective Well-Being: An Application of Latent Growth Curve and Latent Class Growth Modeling. *International Journal of Contemporary Educational Research*, 10(2), 411-423.

Akbaş, D., & **Kahraman, N.** (2023). Latent Transition Modeling for Categorical Latent Variables: An Application Using Longitudinal Resilience Data. *International Journal of Progressive Education*, 19(6), 20-33.

Sözer, E., Eren, B., & **Kahraman, N.** (2021). Investigating measurement invariance for longitudinal assessments: An application using repeated data over four weeks. *Gazi Üniversitesi Gazi Eğitim Fakültesi Dergisi*, 41(2), 729-763.

Akbaş, D., & **Kahraman, N.** (2020). Psikolojik Dayanıklılık için Boylamsal Bir Ölçme Modeli: Üniversite

Ogrencileri Uzerine Bir Uygulama. (A Longitudinal Measurement Model for Psychological Resilience: An Application on University Students). *Marmara Universitesi Ataturk Egitim Fakultesi Egitim Bilimleri Dergisi*, 51(51), 220-242.

Kahraman, N., Akbaş, D., & Sözer, E. (2019). Bilişsel olmayan öğrenme durum ve süreçlerini ölçme ve değerlendirmede boylamsal yaklaşımlar: Duygu cetveli uygulaması örneği. (Longitudinal assessment designs for non-cognitive constructs: applications using time series data from an emotion ruler field study). *Abant İzzet Baysal Üniversitesi Eğitim Fakültesi Dergisi*, 19(1), 257-269.

JOURNAL ARTICLE CURRENTLY UNDER REVIEW

Karabakla, P., Bakan Kalaycioglu, D., & Kahraman, N., EEG-based evaluation of student attention in multimedia learning environments.

BOOK CHAPTER

Kahraman, N., Cavdar, D., & Sozer, E., (2018). A longitudinal perspective for evaluating individual differences. In Tug, N. (Ed.), *Evaluation-Based Differentiation: Let's differentiate but why?* Private Schools Association of Turkiye. ISBN 978-605-85128-8-7

PRESENTATIONS AT INTERNATIONAL CONFERENCES (SELECTED)

Kahraman, N., & Corbaci, E. C., Latent growth analysis of serial eye-fixation indicators for multiple-choice test items, Paper presented at the annual meeting of the International Test Commission (ITC), Granada, Spain, July 2024

Sozer Boz, E., Akbas, D., & **Kahraman, N.**, Dynamic structural equation modeling of daily happiness and stress data, Paper presented at the annual meeting of the International Test Commission, Granada, Spain, July 2024

Corbaci, E. C., & **Kahraman, N.**, Distractor analysis of eye movements for multiple-choice questions, Paper presented at the annual meeting of the International Test Commission, Granada, Spain, July 2024

Akbas, D., **Kahraman, N.**, & Corbaci, E. C., Latent profile analysis of examinees' multiple-choice item processing behavior using segment-specific eye-fixation metrics. Paper presented at the annual meeting of the International Test Commission, Granada, Spain, July 2024

Haphap, A., & **Kahraman, N.**, Measuring communication and interpersonal skills of pre-service teachers: An experimental study using Frontal Alpha Asymmetry indicators, Paper presented at the annual meeting of the International Test Commission, Granada, Spain, July 2024

Haphap, A., & **Kahraman N.**, An EEG test experiment for scenario-based assessment of communication and interpersonal skills of college students, Paper presented at the annual meeting of the 14th Asian Conference on Psychology & the Behavioral Sciences, Tokyo, Japan, March 2024

Haphap, A., & **Kahraman N.**, Evaluating the validity of a scenario-based scale developed to assess college of education students' communication and interpersonal skills. Paper presented at the annual meeting of the X International Eurasian Educational Research Congress, Ankara, June 2023

Akbas, D., Sozer Boz, E., Corbaci, E. C., & **Kahraman, N.**, Latent profile analysis of pre-service teachers' personality types using the Big Five Personality data. Paper presented at the annual meeting of the IXth International Eurasian Educational Research Congress, Izmir, Turkiye, June 2022

Sozer Boz, E., Eren, B., & **Kahraman, N.**, A study on measurement invariance in longitudinal data: Repeated observation invariance for the positive mood scale, Paper presented at the annual meeting of the 6th International Eurasian Educational Research Congress, Ankara, Turkiye, June 2019.

Turker, E., Goren, S., & **Kahraman, N.**, Graded response models for evaluating rater performance, Paper presented at the annual meeting of the 6th International Congress on Measurement and Evaluation in Education and Psychology, Prizren, Kosovo, September 2018

Savul, G., & **Kahraman, N.**, Multidimensional scaling of emotional perception scale ratings. Paper presented at the annual meeting of the Vth International Eurasian Educational Research Congress, Ankara, Turkiye, May 2018

Kahraman N., Cavdar, D., & Sozer, E. Distributional characteristics of individual differences in affective

domain measures. Paper presented at the annual meeting of the 26th International Educational Sciences Conference, Antalya, Turkiye, April 2017

Yildirim, H., Uysal, M., & **Kahraman, N.** A multilevel modeling approach to determine the factors influencing the usefulness of portfolio assessment. Paper presented at the annual meeting of the International Congress on Education for the Future: Issues and Challenges, Ankara, May 2015

Kahraman, N., & Brown, C. Latent trait models for Clinical Skills Performance Examinations: Evaluating Component Skill Specific Difficulty Discrimination and Error Variances of Integrated Cases. Paper presented at the annual meeting of the 9th International Test Commission Conference, San Sebastian, Spain, July 2014

Kahraman, N., Harik, P., Cuddy, M., & Clauser, B. E. Information available in item review patterns when evaluating test speededness: A USMLE Step 2 Clinical Knowledge Examination Example. Paper presented at the annual meeting of the National Council on Measurement in Education, San Francisco, California, April 2013

Kahraman, N., Brown, C., & Sanger, J. A closer look at the psychometric characteristics of tasks in a standardized patient examination: Examining patient-rater and clinical content related effects on task parameters. Paper presented at the annual meeting of the National Council on Measurement in Education, Vancouver, BC, Canada, April 2012.

Brown, C., **Kahraman, N.**, & Sanger, J. An evaluation of standardized patient performance over time. Paper presented at the annual meeting of the American Educational Research Association, Vancouver, BC, Canada, April 2012.

Raymond, M. R., Swygert, K. A., & **Kahraman, N.** Conditional SEMs for examinees who repeat performance assessments. Paper presented at the annual meeting of the National Council on Measurement in Education, Vancouver, BC, Canada, April 2012.

Kahraman, N., Harik, P., Cuddy, M., & Clauser, B. E. Modeling response times and examinees' pacing behavior using latent growth curve models. Paper presented at the annual meeting of the National Council on Measurement in Education, New Orleans, Louisiana, April 2011

Raymond, M. R., **Kahraman, N.**, Swygert, K. A., & Balog, K. P. Score gains on performance tests for repeat examinees; an evaluation of construct and criterion-related evidence. Paper presented at the annual meeting of the American Educational Research Association, New Orleans, Louisiana, April 2011.

Kahraman, N., Cuddy, M., Harik, P., & Clauser, B. E. Growth curve modeling for response times. Paper presented at the annual meeting of the Psychometric Society, Athens, Georgia, July 2010.

Kahraman, N. Within-item multidimensionality in unidimensional tests. Paper presented at the annual meeting of the National Council on Measurement in Education, Denver, Colorado, May 2010

Kahraman, N., De Champlain, A., & Gessaroli, M. Modeling complex task features: modeling method and trait effects using confirmatory factor analysis. Paper presented at the annual meeting of the American Educational Research Association, San Diego, California, April 2009

Kahraman, N., & Thompson, T. Relating unidimensional IRT parameters to a multidimensional response space: a comparison of two alternative dimensionality reduction approaches. Paper presented at the annual meeting of the National Council on Measurement in Education, San Diego, California, April 2009

Kahraman, N., Clauser, B.E., & Margolis, M. An examination of the impact of subtask weighting on components of a high-stakes performance assessment. Paper presented at the annual meeting of the National Council on Measurement in Education, New York, April 2008

Kahraman, N., DeBoeck, P., & Janssen, R. (2006). Modeling DIF in complex response data using test design strategies. Paper presented at the annual meeting of the Psychometric Society, Montreal, Canada, June 2006

INVITED TALKS AND WORKSHOPS (SELECTED)

Kahraman, N. (November 2022). Assessment of change and development: Longitudinal measurement and research design: Theory, practice and analysis. Workshop, International Education Congress. Antalya, Turkiye.

Kahraman, N., Corbaci, E.C., Akbas, D., & Sozer Boz, E., (September 2022). Latest developments on time series analysis in psychometrics: Modeling change with latent growth and transition models. Workshop, Measurement and Evaluation in Education and Psychology Congress. Izmir, Turkiye.

Kahraman, N., (September 2022) Test development and IRT. Invited Speaker, CAT from Theory to Application Symposium, Bogazici University, Istanbul

Kahraman, N. (May 2021). Monitoring change and development with longitudinal research designs. Invited Speaker, National Congress on Measurement and Evaluation Practices in Education. Istanbul, Turkiye.

Kahraman, N. (September 2020). Longitudinal measurement designs and time series measurements. Workshop, EJER Congress, online.

Kahraman, N., Cavdar, D., & Sozer, E., (December 2, 2017). A longitudinal perspective for evaluating individual differences. Invited keynote address, 8th K-12 Education Symposium, Private Schools Association of Turkiye, Istanbul, Turkiye.

FUNDED RESEARCH PROJECTS DURING ACADEMIC POSITIONS (2014-2025)

- **Longitudinal Modeling of Eye Tracking and EEG-enhanced Performance Data to Detect Distinct Cognitive Processes and Facilitate Learning**
 - **Role:** International Research Fellow
 - **Funding source:** Gazi University & TUBITAK 2219, Dec. 2024 – May 2025
 - **Collaborative work with:** Prof. Dr. Akihito Kamata, Dallas, TX
- **An Alternative VR Module for the Assessment of Communication Skill Development of Pre-service Teachers**
 - **Role:** Coordinator, Principal Investigator
 - **Funding source:** TUBITAK 1001 National Grant, March 2020 - Sep. 2024
- **A Meta-Cognitive Skills Inventory with Biometric Measurement Tools**
 - **Role:** Coordinator, Principal Investigator
 - **Funding source:** Gazi University, Internal Grant, Jan. 2019 - 2020
- **Inclusive Early Childhood Education Project for Children with Disabilities**
 - **Role:** Researcher
 - **Funding source:** European Union and UNICEF, Oct. 2017 - March 2020
- **Validity of Integrated Clinical Cases**
 - **Role:** Coordinator, Principal Investigator
 - **Funding source:** TUBITAK 2232 National Grant, Jan. 2014 - Dec. 2015

RESEARCH PROJECTS DURING NON-ACADEMIC POSITIONS (National Board of Medical Examiners, USMLE | 2006-2013) (SELECTED)

- **Advanced modeling for testing speed effects** for the Step 2 Clinical Knowledge Exams.
 - **Role:** Consulting Senior Measurement Scientist, NBME
- **Structural modeling of the change** in rater effects over time for the Step 2 Clinical Skills Examinations.
 - **Role:** Consulting Senior Measurement Scientist, NBME
- **Multi-level longitudinal models** for investigating speed effects for the Step 2 Clinical Knowledge Exams.
 - **Role:** Lead Researcher, Senior Measurement Scientist, NBME
- **Structural modeling of rater effects** for the Step 2 Clinical Skills Examination over time.
 - **Role:** Lead Researcher, Senior Measurement Scientist, NBME
- **Alternative Projection Item Response Theory Models** for estimating and purifying unidimensional score interpretations: Applications on simulated data and real data from the Clinical Skills Examinations.

- **Role:** Lead Researcher, Senior Measurement Scientist, NBME
- **Explanatory Item Response Theory Models** to calibrate Computer-Based Case Simulations used in STEP 3 Exams.
 - **Role:** Lead Researcher, Senior Measurement Scientist, NBME

TEACHING AND CURRICULUM DEVELOPMENT (RECENT)

Academic Year	Course
2024-2025	Measurement and Evaluation (Undergraduate)
2023-2024	Introduction to Statistics (Undergraduate)*
2023-2024	Test Theory 2 (IRT) (Graduate)
2022-2023	Statistical Programming with R (Graduate)*
2022-2023	Longitudinal Latent Trait Modeling (Graduate)*
2021-2022	Research Methods and Ethics (Graduate)

* Curriculum Development

PhD DISSERTATION ADVISOR

1. Ozgul Su Ozenir, Dynamic factor analysis on intensive response well-being data. Defended Summer 2024.
2. E. Cihat Corbaci, Longitudinal analysis of eye tracking data collected for five multiple-choice test items measuring reading comprehension in English. Defended Spring 2022.
3. Halime Yildirim Hos, Investigation of response styles in rating scales according to mixture and multi-process IRT methods. Defended Fall 2022.
4. Esra Sozer, Latent growth curve modeling and latent class growth analysis: An application of prospective subjective well-being. Defended Spring 2021.
5. Derya Akbas, Latent class and transition models for modeling qualitative individual differences: An application on longitudinal resilience data. Defended Spring 2021.

MA THESIS ADVISOR

1. Omer Topraktepe, Two and three dimensional innovative item formats in monitoring the development of reading comprehension and emotional literacy skills of primary school 4th grade students in Turkish lessons. Defended Fall 2022.
2. Fatma Nur Aydin, A longitudinal assessment design that can be used to track collaborative problem solving skills of 7th grade students in mathematics. Defended Spring 2020.
3. Sebahat Goren Kaya, Development and evaluation of visually enhanced innovative item types. Defended Spring 2018.

MENTORSHIP

1. Ahmet Haphap, September 2022–2024, Full time Research Assistant, #Grant 120K142
2. Irem Doruk, August 2022 - January 2023, TUBITAK 2247-C Internship Award for #Grant 120K142
3. Feyzanur Kaymaz February 20242 – April 2022, TUBITAK 2247-C Internship Award for #Grant 120K142

AWARDS AND HONORS

TUBITAK 2219 International Research Fellow Award | 2024-2025
 TUBITAK 1001 Research Grant | 2022-2024
 TUBITAK 2232 Scholarship & Research Grant Award | 2013-2015
 KU Leuven, Belgium Post-Doctorate International Fellowship | 2005-2006
 American College Testing Inc., Iowa City, IA, USA Summer Internship | 1999
 Turkish Ministry of Education Full Scholarship for Graduate Studies Abroad | 1995-2001

REVIEW FOR PEER-REVIEWED JOURNALS (SELECTED)

Journal of Educational Measurement
Applied Psychological Measurement
Journal of Educational and Behavioral Statistics
Advances in Health Sciences Education Theory and Practice
International Journal of Assessment Tools in Education
Educational Assessment, Evaluation and Accountability

PROFESSIONAL ACTIVITIES (SELECTED)

Referee, Peer reviewer | TUBITAK 2020 - present.
Member, Advisory Council | TUBITAK. June 2023 - February 2024.
Observer, Panel Evaluation | TUBITAK. 2018.
Editorial Board Membership | Baskent University Journal of Education
Advisory Board | CAT Symposium, Bogazici University, Istanbul, 2023
Advisory Board | International Educational Congress, 2023
Advisory Board | EDUCONGRESS, 2022.
Advisory Board | CMEEP, 2022.

COLLABORATORS

Kamata A., DeBoeck, P., Janssen, R., Clauser, B. E., De Champlain, N., Gessaroli, M., Margolis, M., Thompson, T., Davey, T., Raymond, M., Brown, C., Sanger, J., Akbas, D., Sozer Boz, E., Corbaci, E. C., Haphap, A.

DOCTORATE AND POST-DOCTORATE ADVISORS

Kamata, Akihito, PhD and DeBoeck, Paul, PhD