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Education

- 2004 PhD in Linguistics, University of Massachusetts.
Dissertation title: *What it Means to be a Loser: Non-Optimal Candidates in Optimality Theory.*
- 2002 MA in Linguistics, University of Massachusetts.
- 1996 MA in Semitic Languages, Potchefstroom University, South Africa
Thesis title: *The Phonology of Tiberian Hebrew Words Ending on Underlying Consonant Clusters.*
- 1994 BA Honors in Theology, Potchefstroom University, South Africa
- 1993 BA Honors in Semitic Languages, Potchefstroom University, South Africa
- 1992 BA in Classics and Semitics (specialization in Biblical Hebrew and Classical Greek), Potchefstroom University, South Africa

Employment

- 2006 to present Assistant Professor, Department of Linguistics, University of Michigan
- 2004 to 2006 Language Learning Visiting Assistant Research Professor, Department of Linguistics, University of Michigan
- 2003 to 2004 Researcher in the *Center for Language and Literature in the South African Context*, Potchefstroom University, South Africa
- 1994 to 2002 Lecturer in Semitic Languages, Potchefstroom University, South Africa

Teaching

At the University of Michigan

- Linguistics 111: Undergraduate introduction to linguistics.
Linguistics 200: Undergraduate introduction to language and mind.
Linguistics 313: Undergraduate phonetics/phonology.
Linguistics 492: Theme-based undergraduate research seminar.
Winter 2009: Grammatical and non-grammatical influences on production and perception
Linguistics 513: Graduate introduction to phonology.
Linguistics 613: Advanced graduate phonology.
Linguistics 792: Theme-based graduate research seminar.
Fall 2004: Non-categorical phenomena in phonology.
Winter 2007: Alternative data sources in phonology.

At the 19th Linguistics Institute of the Brazilian Linguistics Association, João Pessoa, Brazil, to be held in March 2009. Short course on “Variation and Gradience in Phonology”.

At the University of Massachusetts:

- Linguistics 201: Undergraduate introduction to linguistics.

At the Potchefstroom University, South Africa

- Undergraduate: Hebrew, Aramaic and Greek language and translation
Graduate: Hebrew and Arabic language and translation, general Semitic philology.

Advising

Dissertations completed:

- Lillian Chen. 2008. *Top-Down Effects on Multiple Meaning Access Within and Between Languages*. Role: committee member.
Michael Marlo. 2007. *The verbal tonology of Lumarachi and Lunyala-West: two dialects of Luluyia (Bantu, J.30, Kenya)* Role: chair. [Currently employed at CASL, University of Maryland.] Role: co-chair with David Odden.
Robert Felty. 2007. *Context Effects in Spoken Word Recognition of English and German by Native and Non-native Listeners*. Role: member. [Currently on post-doctoral research position at Indiana University.] Role: committee member.

Dissertations Ongoing:

- Anthony Brasher, Linguistics. Role: committee member.
Susan Lin, Linguistics. Role: committee member.
Miyeon Ahn, Linguistics. Role: committee chair.

Qualifying research papers:

- Michael Marlo. 2005. Role: member.
Susan Lin. 2006. Role: member.
Xinting Zhang. 2008. Role: member.
Miyeon Ahn. 2009. Role: chair.

Undergraduate honors theses:

- Ania Musial. 2009. *Overcoming the subset problem*.
Katherine Barcy. Ongoing.

Publications

Books

- 1999 *Tiberian Hebrew Phonology: Focusing on Consonant Clusters*.
Van Gorcum: Assen, the Netherlands. (Studia Semitica Neerlandica 38.)

Volumes edited

- 2009 *Relations Between Phonological Models and Experimental Data*, Special issue
of *Phonology*. Cambridge: Cambridge University Press.
- 2002 *UMOP 26: University of Massachusetts Occasional Papers in Linguistics 26*.
Papers in Optimality Theory II. Amherst: GLSA. (Edited with Angela
Carpenter and Paul de Lacy.)
- 2000 *NELS 30: Proceedings of the 30th Annual Meeting of the North East Linguistic
Society*. Amherst: GLSA. (Edited with Masako Hirotani, Nancy Hall, and Ji-
Yung Kim.)

Peer reviewed journal articles

- submitted An integrated grammatical/non-grammatical model of phonological variation.
Language Variation and Change.
- submitted Phonetically grounded phonology and sound change: the case of Tswana labial
plosives. *Journal of Phonetics*. (With Rigardt Pretorius.)
- 2009 Learning lexical indexation. *Phonology*, 26:109-145.
- 2008 Grammaticality and ungrammaticality in phonology. *Language*, 84(2):218-257.
- 2008 Weighted constraints and gradient restrictions on place co-occurrence in Muna
and Arabic. *Natural Language and Linguistic Theory*, 26:289-337. (With Joe
Pater.)
- 2007 Global and local durational properties in three varieties of South African
English. *Linguistic Review*, 24:263-289. (With Daan Wissing.)

- 2006 Variation as accessing “non-optimal” candidates. *Phonology*, 23:337-385.
- 1999 Hebrew and Aramaic segholation and the generality and ordering of phonological rules. *Journal of Semitic Studies*, 44:215-226.
- 1999 Metathesis in Tiberian Hebrew - a perspective from Optimality Theory. *Theoretical Linguistics*, 25:99-131.
- 1998 The phonology of the two hamza’s of Qur’anic Arabic. *Theoretical Linguistics*, 24:219-244.
- 1997 Syllabification and epenthesis in Tiberian Hebrew – perspectives from Optimality Theory. *Journal for Semitics*, 9:87-128.
- 1996 Die ingeborenhed-hipotese van die TGG en Dooyeweerd se filosofie. *Koers*, 61(1): 83-102. [Title in English: The innateness hypothesis of transformational generative grammar and the philosophy of Dooyeweerd.]
- 1996 Predicting epenthesis sites for Tiberian Hebrew. *South African Journal of Linguistics*, Supplement 33:3-22.
- 1996 The neutral reduced vowel, vowel epenthesis and segholate formation in Tiberian Hebrew. *South African Journal of Linguistics*, Supplement 31:5-21.
- 1996 Die akoestiese eienskappe van stemlose eksplosiewe van Afrikaans. *South African Journal of Linguistics*, Supplement 34:63-82. (With Daan Wissing.) [Title in English: The acoustic properties of the voiceless plosives of Afrikaans.]
- 1995 Berou en bekering in die prediking van die profete: geïnterpreteer binne die raamwerk van die verbond. *In die Skriflig*, 29(4): 603-622. [Title in English: Repentance and conversion in the message of the prophets: interpreted within the framework of the covenant.]

Other peer reviewed publications

- submitted Allophonic cues to syllable structure. Submitted to a volume on the syllable, edited by Chuck Cairns and Eric Raimy. To be published by Brill.
- to appear The place of variation in phonological theory. In John Goldsmith, Jason Riggle and Alan Yu, eds. *The Handbook of Phonological Theory*, 2nd edition. Oxford: Blackwell. (With Joe Pater.)
- to appear Grammar is both categorical and gradient. In Steve Parker, ed. *Phonological Argumentation*. London: Equinox Publishers. (Expected late 2009.)
- 2009 Introduction: phonological models and experimental data. *Phonology*, 26:1-8. (With René Kager and Joe Pater.)
- 2007 Post-nasal devoicing in Tswana. In Jürgen Trouvain and William J. Barry, eds. *ICPhS XVI*. p. 861-864. (With Susan Lin and Rigardt Pretorius.)
- 2005 The Obligatory Contour Principle in the perception of English. In Sónia Frota, Marina Vigário and Maria João Freitas, eds. *Prosodies*. Berlin: Mouton de Gruyter. p. 223-245.

Conference proceedings, encyclopedias, etc.

- 2009 Phonological variation and lexical frequency. In Anisa Schardl, Martin Walkow, & Muhammad Abdurrahman, eds. *NELS 38: Proceedings of the 38th Meeting of the North East Linguistics Society. Volume 1*. Amherst: GLSA. p. 189-202.
- 2009 An integrated grammatical/non-grammatical model of phonological variation. In Young-Se Kang, Jong-Yurl Yoon, Hyunkyung Yoo, Sze-Wing Tang, Yong-Soon Kang, Youngjun Jang, Chul Kim, Kyoung-Ae Kim, & Hye-Kyung Kang, eds. *Current Issues in Linguistic Interfaces. Volume 2*. Seoul: Hankookmunhwasa. p. 267-294.
- 2007 Hamza. In Kees Versteegh, Mushira Eid, Alaa Elgibali, Manfred Woidich, and Andrzej Zaborski, eds. *Encyclopedia of Arabic Language and Linguistics. Volume II*. Leiden: E.J. Brill. p. 228-232.
- 2005 Lexically Specific Constraints: Gradience, Learnability, and Perception. In *Proceedings of the 3rd Seoul International Conference on Phonology*. Seoul: The Phonology-Morphology Circle of Korea. p. 85-119. (With Joe Pater.)
- 2003 Just how many languages are there? In Makoto Kadowaki & Shigeto Kawahara, eds. *NELS 36: Proceedings of 36th Meeting of the North East Linguistic Society*. Amherst: GLSA. p. 103-114.
- 2002 Between-language frequency effects in phonological theory. Unpublished manuscript, University of Massachusetts, Amherst.
- 2002 OO-Correspondence as cumulativity. In Angela Carpenter, Andries W. Coetzee & Paul de Lacy, eds. *University of Massachusetts Occasional Papers in Linguistics 26: Papers in Optimality Theory II*. Amherst: GLSA. p. 27-57.

Presentations and talks

At conferences and workshops

Invited presentations marked with asterisk, keynote addresses with a double asterisk

- *2009 Gradient well-formedness in Harmonic Grammar – on the interaction of grammar and frequency. Invited presentation at the Kobe International Phonology Forum, August 2009, Kobe, Japan.
- **2009 An integrated grammatical/non-grammatical model of phonological variation. Keynote address at the 19th Seoul International Conference on Linguistics, sponsored by the Linguistic Society of Korea, June 2009, Seoul, Korea.
- **2009 Grammar and non-grammar: an integrated model of phonological variation. Keynote address at the Sixth International Conference of the Brazilian Linguistics Association, March 2009, João Pessoa, Brazil.
- 2009 Phonetically grounded phonology and sound change: The case of Tswana labial Plosives. Presented at *Linguistic Society of America Annual Meeting*, January 2009, San Francisco.

- 2008 Allophonic cues to syllabification. Presented at the *CUNY Phonology Forum Conference on the Syllable*, January 2008, New York. (With Kevin McGowan.)
- **2008 Integrating grammatical and extra-grammatical factors in phonological variation. Keynote address presented at the *5th North American Phonology Conference*, May 2008, Montreal.
- 2007 Lexical frequency and variation. Presented at *NELS 38*, October 2007. Ottawa, Canada.
- 2007 Post-nasal devoicing in Tswana. Presented at *ICPhS XVI*, August 2007, Saarbrücken, Germany.
- *2007 A lexical theory of variation. Invited talk presented at *Workshop on Variation, Gradience and Frequency in Phonology*, Stanford University, July 2007, Stanford University.
- 2007 Learning lexical exceptions. Presented at *ExpOT: Experimental Approaches to Optimality Theory*, May 2007, Ann Arbor, MI.
- *2006 Lexically determined grammar. Presented at *Current Perspectives on Phonology Workshop*, June 2006, Indiana University. (With Joe Pater.)
- 2006 The influence of prosodic phrasing on speech rhythm. Presented at *Generative Linguistics in the Old World*, April 2006, Barcelona. (With Daan Wissing.)
- 2005 Gradient phonotactics in Muna and Optimality Theory. Presented at the *13th Manchester Phonology Meeting*, May 2005, Manchester, England. (With Joe Pater.)
- 2005 Grammar is both gradient and categorical. Presented at *NELS 36*, October 28, Amherst, MA.
- 2005 Lexically specific constraints: Learnability and perception. Presented at the *International Conference on Phonology, Phonology-Morphology Circle of Korea*, June 2005, Seoul, Korea. (With Joe Pater.)
- 2005 Utterance internal prosodic structure and durational control. Presented at *MCWOP 11*, November 2005, Ann Arbor. (With Daan Wissing.)
- 2004 A new take on variation in Optimality Theory – revisiting [t, d]-deletion in English. Presented at *MCWOP 10*, October 2004, Northwestern University.
- 2004 On the origins of markedness. Presented at *LabPhon 9*, June 2004, Urbana-Champaign.
- 2004 Markedness from the grammar, not the lexicon. Presented at *Generative Linguistics in the Old World*, April 2004, Thessaloniki, Greece.
- 2004 Variation as accessing sub-optimal candidates. Presented at *Linguistic Society of America Annual Meeting*, January 2004, Boston.
- 2003 The OCP in the perception of English. Presented at *Phonetics and Phonology in Iberia*, Lisbon, Portugal, June 2003.
- 2000 Emergence of the marked: nasal peaks in Tswana. Presented at *HUMDRUM*, Rutgers University.
- 2000 Temporal organization in some varieties of South African English: Syllable compression effects in different types of foot structure. Presented at *First*

- International Conference on Linguistics in Southern Africa*, January 2000, Cape Town, South Africa. (With Kjell Gustafson and Daan Wissing.)
- 1999 Rhythmic organization in three varieties of South African English. Presented at the *Annual Meeting of the Linguistics Society of Southern Africa*, June 1999, Pretoria, South Africa. (With Daan Wissing.)
- 1999 Syllabification in Tiberian Hebrew - perspectives from Optimality Theory. Presented at the *Annual Meeting of the Society of Biblical Literature and the American Academy of Religion*, November 1999, Boston.
- 1998 Metathesis in Tiberian Hebrew - perspectives from Optimality Theory. Presented at the *Annual Meeting of the Linguistics Society of Southern Africa*, June 1998, Potchefstroom, South Africa.
- 1997 Hebrew and Aramaic segholation and the generality and ordering of phonological rules. Presented at the *Annual Meeting of the Society of Biblical Literature and the American Academy of Religion*, November 1997, San Francisco.
- 1997 The phonology of the two hamza's of Qur'anic Arabic. *Annual Meeting of the Southern African Society for Semitics*, Pretoria, South Africa.
- 1996 Predicting epenthesis sites for Tiberian Hebrew. *Annual Meeting of the Southern African Society for Semitics*, Durban, South Africa.

Colloquia and other presentations

- 2009 An integrated model of phonological variation. Colloquium at University of Massachusetts, September 2009.
- 2009 Phonetically grounded phonology and sound change: the case of Tswana labial plosives. Invited presentation at the Phonology Group, University of Massachusetts, September 2009.
- 2009 An integrated model of phonological variation. Colloquium at Georgetown University, April 2009.
- 2007 Lexical frequency and variation. Colloquium at the Michigan State University, November 2007.
- 2006 Gradience, the lexicon and the grammar. Colloquium at the University of Chicago, May 2006.
- 2006 Gradience, the lexicon and the grammar. Colloquium at the University of Michigan, February 2006.
- 2005 Using phonological processing data to test some of Optimality Theory's underlying assumptions. Guest lecture at Indiana University, March 2005.
- 2005 Variation in a rank-ordering model of EVAL. Colloquium at Indiana University, March 2005.
- 2005 Phonological grammar and phonological processing. Colloquium at New York University, February 2005.
- 2005 Phonological grammar and phonological processing. Colloquium at University of Maryland, February 2005.

- 2005 Phonological grammar and phonological processing. Colloquium at Cornell University, February 2005.
- 2005 Accounting for variation in a rank-ordering model of EVAL. Talk presented at the *MIT Phonology Circle*, April 2004.
- 2005 A rank-ordering model of EVAL – accounting for gradient performance data. Colloquium at Stanford University, February 2004.
- 2005 Consonantal co-occurrence restrictions in Muna – markedness, consonantal correspondence or similarity avoidance? Talk presented at the *Phonology Reading Group*, Stanford University, February 2004.
- 2004 Where competence and performance meets – reflexes of phonological grammar in linguistic performance. Colloquium at Harvard University, February 2004.

Professional Service

- Reviewer for *Language Acquisition*, *Phonology*, *NLLT*, *Linguistic Review*, *Journal of Slavic Linguistics*, *Linguistic Inquiry*, *South African Journal of Linguistics*, *Journal of Semitic Studies*, *Language Research*, NELS, Chicago Linguistics Society, Cambridge University Press, Equinox Publisher, National Science Foundation (NSF), National Research Foundation (South African equivalent of the NSF).
- 2008/9 Guest editor for special volume of *Phonology* on *Relations between phonological models and experimental data*. (With René Kager and Joe Pater.)
- 2007 Organizer of ExpOT (Experimental Approaches to Optimality Theory) workshop, University of Michigan, May 2007. (<http://ling.lsa.umich.edu/expot/>)
- Member of the NSF Graduate Research Fellowship review panel.
- 2005 Co-organizer of MCWOP 11 conference.
- 2002 Co-editor. (With Angela Carpenter and Paul de Lacy) *University of Massachusetts Occasional Papers in Linguistics* 26.
- 2000 Co-editor. (With Masako Hirotani and Nancy Hall) *Proceedings of the 30th Annual Meeting of the North East Linguistic Society*. Amherst: GLSA.
- 1997 Editorial Assistant for the *South African Journal of Linguistics*.

Departmental and University Service

- 2009 African Scholars Exchange Program Committee, African Studies Center. Member.
- 2008-2009 Elected member of the Executive Committee, Linguistics, University of Michigan.
- 2007-2008 Graduate Admissions Committee, University of Michigan. Chair.

- 2006-2007 Elected member of the Executive Committee, Linguistics, University of Michigan.
- 2005-2006 Graduate Committee, Linguistics, University of Michigan. Member.
- 2004-2005 Coordinator of the Linguistics Colloquium Series at the University of Michigan.

Honors and Awards

- 2009 Horace Rackham Faculty Research Grant. Project title: Integrating grammatical and non-grammatical factors in phonological variation. \$4,000.
- 2007 Horace Rackham Faculty Research Grant. Project title: The processing of consonant clusters in English. \$15,000.
- 2005 National Science Foundation. The Verbal Tonology of Four Luyia (Bantu) Languages. Dissertation Research Grant. Co-PI: Michael Marlo. Amount: \$15,505.
- 2003-2004 Graduate School Fellowship, University of Massachusetts, Amherst. Tuition plus stipend.
- 2003 Graduate School Travel Grant, for attendance of PaPI conference in Portugal.
- 2002 Potchefstroom University Faculty Research Grant. Amount: \$1000.00
- 2000-2003 Teaching Assistantship, University of Massachusetts, Amherst.
- 1999-2000 University Fellowship, University of Massachusetts, Amherst. Tuition plus stipend.
- 1999 Potchefstroom University Faculty Research Grant. Amount: \$2000.00
- 1997 Potchefstroom University Faculty Research Grant. Amount: \$4000.00
- 1996 ABSA Medal for best MA dissertation in the Humanities, Social Sciences and Law at the Potchefstroom University
 SASSEM Prize for best MA dissertation in Semitics and Old Testament Studies in Southern Africa
- 1994-1996 Human Sciences Research Council of South Africa MA Fellowship. Tuition plus stipend.