

**ILLINOIS STATE  
UNIVERSITY**

**BOARD OF  
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**Report No. 2019.10/4000.03**  
**Promotions, Tenure, and**  
**Sabbatical Leave Report**

**Executive Summary**

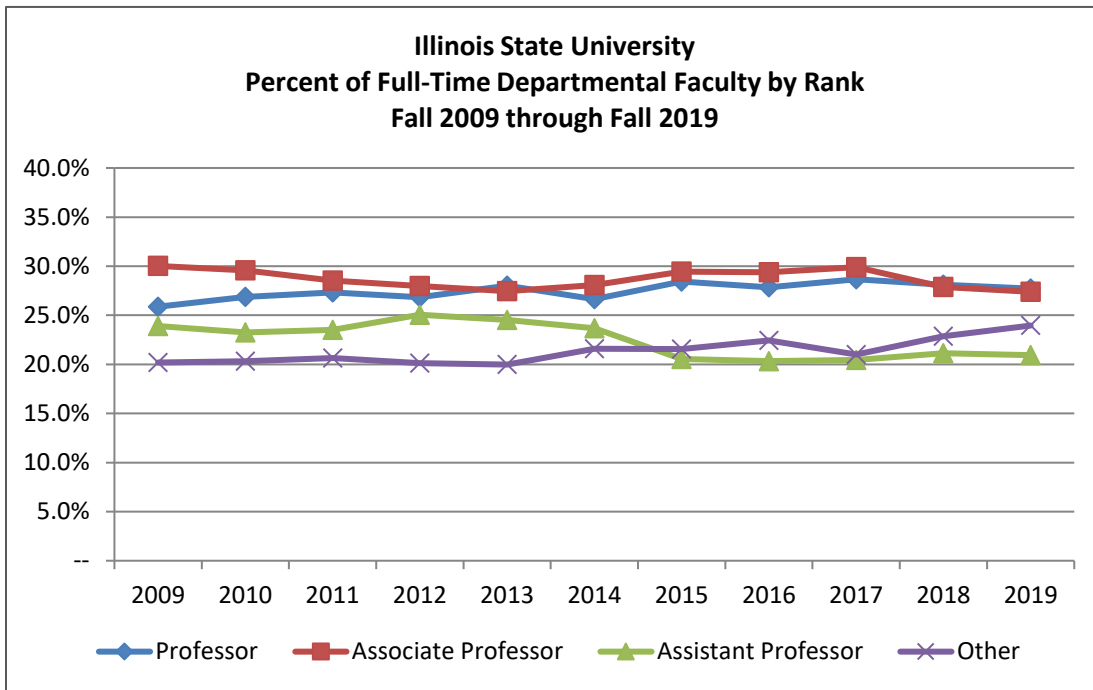
Promotion, tenure and sabbatical personnel decisions that take effect in Fiscal Year 2020 are completed in the fall and spring of Fiscal Year 2019. The Appointment, Salary, Promotion and Tenure Policies (ASPT) document describes promotion as two changes in rank: Assistant Professor to Associate Professor and Associate Professor to Professor. Tenure is awarded to faculty that have demonstrated to peers and the administration that their teaching, research and public service meets or exceeds the University standards. Sabbaticals are professional development opportunities available to faculty to complete a proposed project; during the sabbatical, faculty are reassigned from other professional responsibilities. The accompanying pages outline the application and review process for promotion, tenure, and sabbaticals. Also provided are summary data on this year's applications, rank distributions over the past decade for tenured faculty, and lists of the Fiscal Year 2020 changes in status.

**Board of Trustees  
Illinois State University  
Promotions, Tenure, and Sabbatical Leave Report**

Promotions

Faculty seeking promotions submit the documentation required by their Department or School Faculty Status Committee (DFSC/SFSC) and their College Faculty Status Committee (CFSC) guidelines. The department/school committee, the college committee, the Dean, and the Provost evaluate faculty promotion materials from November to April. A recommendation letter is written by each of the committees. Recommendations to deny a promotion application can be appealed to the Faculty Review Committee. All recommendations (DFSC/SFSC, CFSC, Provost and FRC) are forwarded to the President for consideration. For FY2020, 21 faculty submitted materials that were considered for promotion to the rank of Professor. Promotion was awarded to 19. For promotion to the rank of Associate Professor, 27 individuals were considered. Promotion was awarded to 26.

An illustration of a rank distribution for full-time faculty follows.



The list on the following pages provides the name and department of faculty receiving promotions effective in FY2020.

## From Associate Professor to Professor

|             |               |  |
|-------------|---------------|--|
| Skip        | Williams      | School of Kinesiology & Recreation                     |
| Jihui       | Chen          | Department of Economics                                |
| Craig       | Cullen        | Department of Mathematics                              |
| Ryan        | Davis         | Department of Languages, Literatures & Cultures        |
| Angela      | Haas          | Department of English                                  |
| Sarah       | Hochstetler   | Department of English                                  |
| Montserrat  | Mir           | Department of Languages, Literatures & Cultures        |
| Christopher | Mulligan      | Department of Chemistry                                |
| Wolfgang    | Stein         | School of Biological Sciences                          |
| Jennifer    | Tobias        | Department of Mathematics                              |
| Matthew     | Nelson        | Department of Accounting                               |
| Christina   | Borders       | Department of Special Education                        |
| Venus       | Evans-Winters | Department of Educational Administration & Foundations |
| Erin        | Mikulec       | School of Teaching and Learning                        |
| Robyn       | Seglem        | School of Teaching and Learning                        |
| Judith      | Briggs        | School of Art  |
| Melissa     | Oresky        | School of Art  |
| Cindy       | Ropp          | School of Music  |
| Dallas      | Long          | Milner Library   |

### From Assistant Professor to Associate Professor

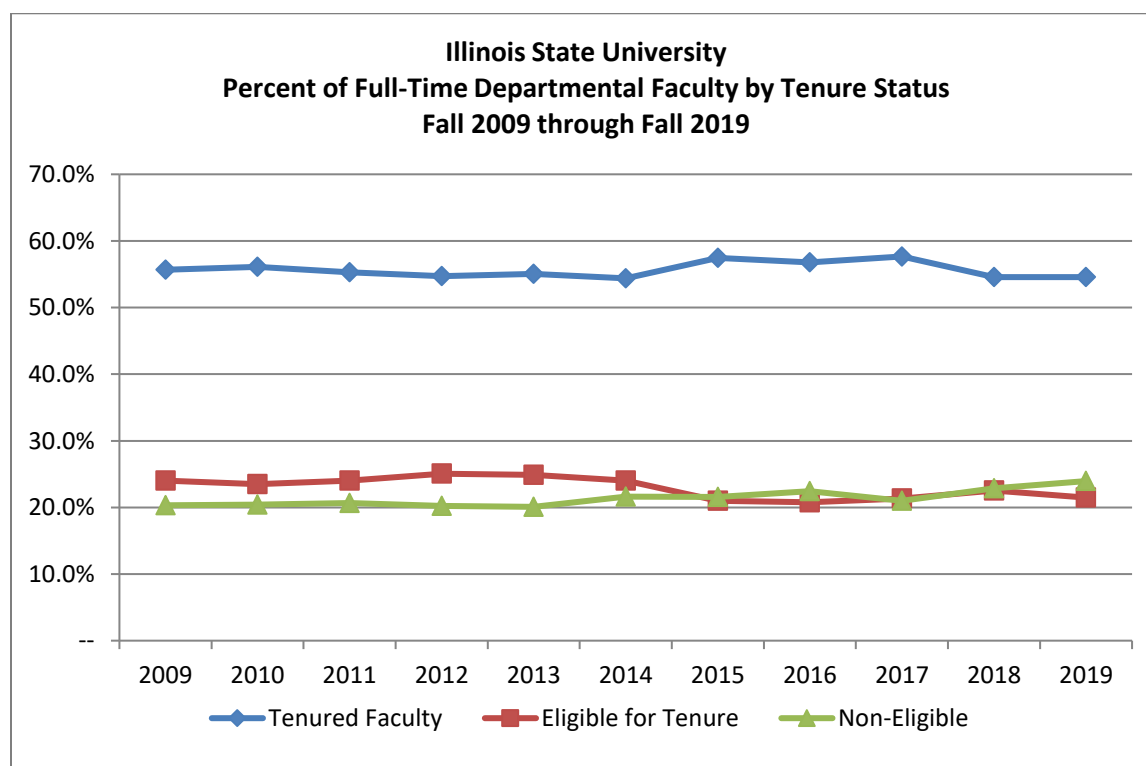
|            |                 |  |
|------------|-----------------|--|
| Elahe      | Javadi          | School of Information Technology                     |
| Jacqueline | Lanier          | Department of Health Sciences                        |
| Tracy      | Mainieri        | School of Kinesiology & Recreation                   |
| Philip     | Mulvey          | Department of Criminal Justice Sciences              |
| Amin       | Bahmanian       | Department of Mathematics                            |
| German     | Blanco          | Department of Economics                              |
| Victoria   | Borowicz        | School of Biological Sciences                        |
| Suejung    | Han             | Department of Psychology                             |
| Jennine    | Harvey          | Department of Communication Sciences & Disorders     |
| Elise      | Hurley          | Department of English                                |
| Dimitrios  | Nikolaou        | Department of Economics                              |
| Reecia     | Orzeck          | Department of Geography, Geology and the Environment |
| Leandra    | Parris          | Department of Psychology                             |
| Erin       | Ponnou-Delaffon | Department of Languages, Literatures & Cultures      |
| Benjamin   | Sadd            | School of Biological Sciences                        |
| Jamie      | Smith           | Department of Communication Sciences & Disorders     |
| Lisa       | Vinney          | Department of Communication Sciences & Disorders     |
| Lawrence   | Zigerell, Jr.   | Department of Politics & Government                  |
| Susan      | Dustin          | Department of Management & Quantitative Methods      |
| Tera       | Galloway        | Department of Management & Quantitative Methods      |
| Joseph     | Johnston        | Department of Accounting                             |
| Min-Yu     | Liao            | Department of Finance, Insurance & Law               |
| Katina     | Thompson        | Department of Management & Quantitative Methods      |
| Sandra     | Osorio          | School of Teaching and Learning                      |
| Geoffrey   | Duce            | School of Music                                      |
| Morgan     | Price           | School of Art  |
| Sarah      | French          | Milner Library                                       |

## Tenure

In the academic community, tenure is a property right extended to an individual by a university or college. Once awarded no person with tenure can be deprived of this property right without due process. Tenure normally is not granted before the completion of six years of full-time service at the rank of assistant professor or above at one or more accredited institutions of higher education, including at least three years experience at Illinois State University. The award of tenure requires the University to consider not only the quality of an individual's professional achievements in teaching, research and service, but also that the candidate's competencies must be in keeping with the long-range goals of the Department and the University.

For FY2019, materials submitted by eligible faculty members were evaluated by the DFSC/SFSC, CFSC, Dean, and the Provost. Tenure evaluation recommendations can be appealed to the Faculty Review Committee. All recommendations (DFSC/SFSC, CFSC, Provost and FRC) are forwarded to the President for consideration. Twenty-sevenThirty-one individuals were considered for tenure. Tenure was awarded to all. Also, it is important to note that some tenure-track faculty resign, or are not re-appointed, during their first five years at Illinois State.

A graph of percent of full-time tenured faculty from Fall 2009 to Fall 2019 follows.



Faculty granted tenure for FY2020 are listed by name and department.

|            |           |   |
|------------|-----------|---|
| Elahe      | Javadi    | School of Information Technology        |
| Jacqueline | Lanier    | Department of Health Sciences           |
| Tracy      | Mainieri  | School of Kinesiology & Recreation      |
| Philip     | Mulvey    | Department of Criminal Justice Sciences |
| Michael    | Mulvaney  | School of Kinesiology & Recreation      |
| Joanne     | Savage    | Department of Criminal Justice Sciences |
| Amin       | Bahmanian | Department of Mathematics               |
| German     | Blanco    | Department of Economics                 |
| Victoria   | Borowicz  | School of Biological Sciences           |
| Suejung    | Han       | Department of Psychology                |

|           |                 |  |
|-----------|-----------------|--|
| Jennine   | Harvey          | Department of Communication Sciences & Disorders     |
| Elise     | Hurley          | Department of English                                |
| Dimitrios | Nikolaou        | Department of Economics                              |
| Reecia    | Orzeck          | Department of Geography, Geology and the Environment |
| Leandra   | Parris          | Department of Psychology                             |
| Erin      | Ponnou-Delaffon | Department of Languages, Literatures & Cultures      |
| Benjamin  | Sadd            | School of Biological Sciences                        |
| Jamie     | Smith           | Department of Communication Sciences & Disorders     |
| Lisa      | Vinney          | Department of Communication Sciences & Disorders     |
| Lawrence  | Zigerell, Jr.   | Department of Politics & Government                  |
| Susan     | Dustin          | Department of Management & Quantitative Methods      |
| Tera      | Galloway        | Department of Management & Quantitative Methods      |
| Joseph    | Johnston        | Department of Accounting                             |
| Min-Yu    | Liao            | Department of Finance, Insurance & Law               |
| Katina    | Thompson        | Department of Management & Quantitative Methods      |
| John      | Nowland         | Department of Accounting                             |
| Barbara   | Ribbens         | Department of Management & Quantitative Methods      |
| Sandra    | Osorio          | School of Teaching and Learning                      |
| Geoffrey  | Duce            | School of Music                                      |
| Morgan    | Price           | School of Art  |
| Sarah     | French          | Milner Library                                       |

### Sabbaticals

University requirements for sabbaticals limit the number of awards to one out of every twenty-five (25) full-time tenure, tenure-track and continuing administrative professional employees. Eligible staff must have five or more years of full-time service and are limited to no more than one sabbatical leave in seven years. The leave may not total more than nine months. Leave compensation may not exceed the equivalent of four and one-half months' pay at the salary rate in effect during the leave period. An individual granted a sabbatical leave assumes professional obligations to complete the approved project, to submit a report to the Dean, and to return to the University for a period of at least one academic year after the leave. For faculty on sabbatical leave, classes are typically covered by non-tenure track faculty. For administrative/professionals on sabbatical, a plan to cover responsibilities must be submitted by the applicant and approved by the manager at no added cost to the University.

Faculty requests for sabbatical are submitted to the department chairperson or school director in September. The chair/director evaluates all requests and forwards approved requests to the Dean in priority order. Each Dean submits to the Provost in priority order the approved college applications. The President grants final approval following review and recommendation by the Provost.

The sabbatical recipients for FY2020 are listed below by name, department, purpose, and time of the sabbatical.

|          |       |                     |                                  |       |   |
|----------|-------|---------------------|----------------------------------|-------|---|
| Ronnie   | Jia   | Associate Professor | School of Information Technology | II    | Begin a new line of research investigating the basis of intrinsic interests in IT majors and careers, with possible links to tendencies toward autism spectrum disorders.   |
| Wolfgang | Stein | Associate Professor | School of Biological Sciences    | I, II | To facilitate the development and use of an animal model of the nervous system, integrating genetic and molecular approaches; to deepen collaboration with German Cancer Research Center; and to develop bioinformatics tools to produce, analyze, and disseminate genome data. |

|            |            |                         |  |       |   |
|------------|------------|-------------------------|--|-------|---|
| Katherine  | Patterson  | Professor               | Department of English                    | I     | To complete an edited book on literature and the history of cryptology; to work on critical annotated editions of five early modern English cryptography manuals; and to continue work on several article and chapter-length essays on Daniel Defoe.  |
| Thomas     | McClure    | Associate Professor     | Department of Politics and Government    | I, II | To produce the second edition of the textbook, Fundamentals of Criminal Law; and to develop an arrest record expungement clinic as part of the Legal Studies curriculum.  |
| Saad       | El-Zanati  | Distinguished Professor | Department of Mathematics                | I     | To explore and develop analytic approaches to hypergraphs.  |
| Susan      | Sprecher   | Distinguished Professor | Department of Sociology and Anthropology | II    | To write and submit for peer review papers based on four experiments; to conduct meta-analytic studies of previously published literature; to write synthesizing papers suitable for publication as chapters in major edited collections or presentation as a keynote address or both; to develop and design new studies for future work. |
| Peter      | Smudde     | Professor               | School of Communication                  | I     | To develop a new line of research on the role and importance of religiousness and spirituality in the workplace.  |
| Daniel     | Breyer     | Associate Professor     | Department of Philosophy                 | II    | To work on three stand-alone articles and a new book advancing and defending a new theory of moral responsibility inspired by the great Buddhist philosopher Santideva.   |
| Eric       | Wesselmann | Associate Professor     | Department of Psychology                 | I     | To develop and conduct psychological experiments applying psychological theory to film studies  |
| Laura      | Vogel      | Professor               | School of Biological Sciences            | II    | To develop skills and train faculty and students on new NSF-funded flow cytometer cell sorter; to conduct NIH-funded research on immune system functioning in turtles; to investigate new mouse models of mucosal immunity for future grant applications.   |
| K. Megan   | Hopper     | Associate Professor     | School of Communication                  | II    | To work with an American Psychological Association Presidential Task Force on the Sexualization of Popular Music to assess and combat negative effects of popular music.  |
| Michaelene | Cox        | Associate Professor     | Department of Politics and Government    | I     | To work on a book project, conference paper, peer-reviewed article, and external grant proposal studying political corruption.  |

|             |         |                         |   |    |  |
|-------------|---------|-------------------------|---|----|--|
| Mark        | Olson   | Associate Professor     | School of Social Work                                 | II | To complete statistical analysis of data from the National Vietnam Veterans Longitudinal Study examining risk and protective factors for post-traumatic stress reactions among older adult veterans.   |
| Olcay       | Akman   | Professor               | Department of Mathematics                             | I  | To develop, test, and refine bio mathematical models of the impact of climatic patterns on the eco-system, specifically studying the impact of El Niño and La Niña patterns on parasite transmission between sea crabs and sea otters.                                       |
| Christopher | Wellin  | Associate Professor     | Department of Sociology and Anthropology              | I  | To explore and document the perspectives and practices of social workers with extensive direct experience working with older and/or disabled adults in light of changing regulatory/policy demands and national demographics.  |
| Scott       | Sakaluk | Distinguished Professor | School of Biological Sciences                         | I  | To study plasticity in infanticide and oviposition among burying beetles to gain insights into the evolution of reproductive tactics, particularly biparental care and offspring dependency.   |
| Christopher | Hamaker | Associate Professor     | Department of Chemistry                               | II | To focus on a project involving the synthesis, characterization, and anti-Leishmanial activity of sulfonamides, sulfonate esters, and related compounds.   |
| Kathryn     | Jasper  | Associate Professor     | Department of History                                 | II | To complete archival research and writing of a manuscript entitled, The economics of place: Religiosity and land tenure in the congregation of Fonte Avellana, 1035-1393.  |
| Lisa        | Tranel  | Associate Professor     | Department of Geography, Geology, and the Environment | I  | To quantify modern bedrock erosion rates and estimate bedrock exposure ages around streams and rivers throughout Illinois; to integrate research methods and findings into geoscience electives; to serve the field as president of the Association for Women Geoscientists. |
| Paul        | Ugor    | Associate Professor     | Department of English                                 | I  | To complete three chapters for an ongoing book project entitled, "Digital Media and Popular Culture in a Democratic State; The Cinema of Femi Odugbemi."   |
| David       | Sanson  | Assistant Professor     | Department of Philosophy                              | I  | To continue research into philosophy of language in the post-Avicenna Islamic tradition.   |



|                |                     |                     |   |       |  |
|----------------|---------------------|---------------------|---|-------|--|
| Carl           | Palmer              | Associate Professor | Department of Politics and Government             | II    | To conduct research examining and extending the application of unconscious biases and halo effects (such as assuming taller or more attractive people are more competent) to mass-level political attitudes and behaviors.   |
| Alexandra      | Ilie                | Assistant Professor | Department of Psychology                          | I     | To continue work on four research projects on topics related to workplace stress and employee turnover, in collaboration with Romanian scholars  |
| Patxi          | Lascurain-Ibarlucea | Associate Professor | Department of Languages, Literatures and Cultures | I     | To study linguistic landscapes (use of language in public spaces) in different urban settings in the Spanish and French Basque country.  |
| David          | Loomis              | Professor           | Department of Economics                           | I, II | To begin a line of research on effects of energy efficiency and renewable energy on household electricity demand, based on data available from smart meters.   |
| George         | Waters              | Professor           | Department of Economics                           | I, II | To complete draft of a master's level textbook on Advanced Macroeconomics.   |
| Qiliang        | He                  | Associate Professor | Department of History                             | II    | To write a chapter (and related article) of an ongoing book project reassessing the Chinese Communist Party's effectiveness at central economic and cultural planning.   |
| Kulathavaranee | Thiagarajah         | Professor           | Department of Mathematics                         | II    | To conduct research examining new mathematical models for property and casualty insurance loss claim at the University of Waterloo (Canada).   |
| Christopher    | De Santis           | Professor and Chair | Department of English                             | I, II | Scholarly publications, including eventual publication of a scholarly edition of James Weldon Johnson's correspondence; research leading to reinvigoration of courses  |
| Avimanyu       | Datta               | Associate Professor | Department of Management and Quantitative Methods | II    | To work on two large-scale research projects extending the boundaries of innovation research: (1) to propose a framework clarifying distinctions between radical and incremental innovation, and their implications for understanding breakthroughs; and (2) to understand the dynamics of new product creation versus old product continuance for short-lived products, using movie franchises as a unit of research. |
| Deborah        | Lindberg            | Professor           | Department of Accounting                          | I     | To attend "Auditing Update" professional development seminars in order to enhance performance in teaching.   |

|           |            |                     |   |    |   |
|-----------|------------|---------------------|---|----|---|
| Peter     | Kaufman    | Professor           | Department of Marketing                           | II | Develop a proposal (including feasibility study) for the creation of an Innovation Consulting Institute at ISU.   |
| Peter     | Foreman    | Associate Professor | Department of Management and Quantitative Methods | I  | To continue externally-funded research on collective identity and action in wine trails and cheese associations, with implications for organizational theory and management practice.   |
| Jamie     | Wieland    | Associate Professor | Department of Management and Quantitative Methods | II | To continue externally-funded work examining the implementation and implications of portable technology to analyze forensic evidence in the field, and specifically to conduct probabilistic modeling and cost-benefit analyses of the value of supplemental testing and its impact (both legally and economically) on plea-bargaining rates. |
| Kyle      | Miller     | Associate Professor | School of Teaching and Learning                   | I  | To analyze data on pre-service teachers' knowledge of trauma and self-care practices, and to use the findings to collaboratively prepare a self-care professional development module for social workers and teachers; to begin a new research project on home-school relationships among diverse family types.                                |
| Yun-Ching | Chung      | Associate Professor | Department of Special Education                   | II | To examine the support needs of special education teachers in Taipei, Taiwan, and to use the results to provide workshops and consultation services to teachers and thereby enhance the educational outcomes for elementary students with disabilities.   |
| Allison   | Meyer      | Associate Professor | School of Teaching and Learning                   | II | To conduct research on teachers' understanding of the nature of engineering and its relationship to their trust in science.   |
| Lara      | Handsfield | Professor           | School of Teaching and Learning                   | I  | To conduct research on two related topics: (1) discursive positioning, identity, and meaning-making in bilingual classrooms and (2) influences of critical autobiographical writing and critical care in preparation of preservice literacy teachers  |
| Gary      | Weilbacher | Associate Professor | School of Teaching and Learning                   | I  | To collaborate with a small, multi-aged private school to develop inquiry-based curriculum and integrate these experiences into a book manuscript on curriculum integration.  |

|         |           |                     |  |       |   |
|---------|-----------|---------------------|--|-------|---|
| Stacy   | Otto      | Professor           | Department of Educational Administration and Foundations | I, II | To continue two ongoing lines of research on (1) educating children for and during loss and mourning and (2) understanding unrequitedness and its relationship to social justice; and to explore new areas of literature to inform next steps in research and enhance teaching and research mentoring.  |
| Janet   | Wilson    | Associate Professor | School of Theatre and Dance                              | I     | To work on three projects: (1) to write an article using a theatrical framework to coach job applicants (in general) to perform their best during the interview process; (2) to visit other universities to learn about the casting, dramaturgy, and presentation of plays by international authors; and (3) to read interview material from individuals who had rebelled against their parents as children for possible adaptation into a theatrical production. |
| Claire  | Lieberman | Professor           | School of Art  | I     | To devote to creation of a new series of sculptures for an exhibition in New York City scheduled for 2020; to produce a series of related prints; to visit a variety of curators and galleries, nationally and internationally, work on a scholarly article; to complete an artist residency and seek external grant funding; to study digital stone-cutting methods.   |
| Allison | Alcorn    | Professor           | School of Music  | II    | To complete research on the Hinners Organ Company and its place in the Illinois cultural and business scene; to write articles examining the pedagogical and learning impact of students' synthesis journals in Music History courses; continue research on Carleen Maley Hutchins, physicist and luthier.  |
| Tuyen   | Tonnu     | Associate Professor | School of Music  | I     | To study and professionally record a CD of Roque Cordero's complete works for solo piano.   |
| Melissa | Johnson   | Associate Professor | School of Art  | II    | To conduct research, including studio visits, examining contemporary artists' responses to the writings of Virginia Woolf.  |
| John    | Miller    | School of Art       | School of Art  | I, II | To be in residency at Tacoma Museum of Glass while working on a monumental sculpture of a motorcycle; to work on a sculpture inspired by Route 66; to exhibit and host a gallery walk-through at SOFA Chicago   |
| Sheryl  | Jenkins   | Professor           | Mennonite College of Nursing                             | I     | To conduct research examining generational differences in between nursing faculty and undergraduate students in their perceptions of civility and their relations to coping with stressful events.  |