

**ILLINOIS STATE
UNIVERSITY**

**BOARD OF
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Report No. 2024.10/4000.03
Promotions, Tenure and
Sabbatical Leave Report

Executive Summary

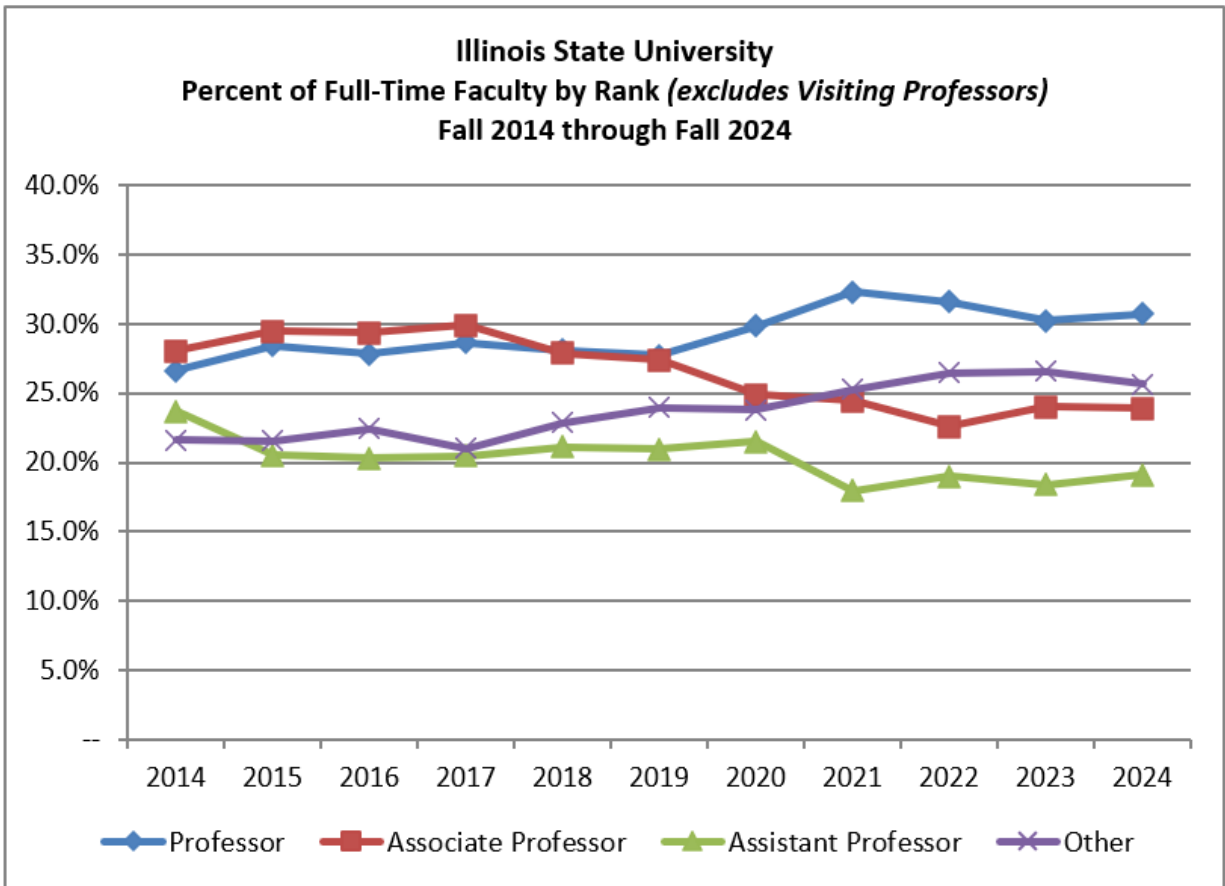
Promotion, tenure, and sabbatical personnel decisions that take effect in Fiscal Year 2025 are completed in the fall and spring of Fiscal Year 2024. The Appointment, Salary, Promotion and Tenure Policies (ASPT) document describes promotion as two changes in rank: Assistant Professor to Associate Professor 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 2024 changes in status.

**Board of Trustees
Illinois State University
Promotions, Tenure and Sabbaticals**

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 FY2025, 23 faculty submitted materials that were considered for promotion to the rank of Professor. Promotion was awarded to 22. For promotion to the rank of Associate Professor, 30 individuals were considered. Promotion was awarded to 27.

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 FY2025.

From Associate Professor to Professor

Dr.	Alex	Barelka	Department of Management
Professor	Chad	Buckley	Milner Library
Dr.	Geoffrey	Duce	School of Music
Dr.	Cynthia	Edmonds-Cady	School of Social Work
Professor	Brian	Franklin	Wonsook Kim School of Art

Dr.	Nathan	Hartman	Department of Management
Dr.	Rebecca	Hayes	School of Communication
Dr.	John	Hooker	School of Communication
Dr.	Kathleen	Hopper	School of Communication
Dr.	Jennifer	Howell	Department of Languages, Literatures, and Cultures
Dr.	Melissa	Johnson	Wonsook Kim School of Art
Dr.	Joseph	Johnston	Department of Accounting
Dr.	Antony	Joseph	Department of Communication Sciences & Disorders
Dr.	Tara	Lyons	Department of English
Dr.	Jamie	Mahurin Smith	Department of Communication Sciences & Disorders
Dr.	Jennifer	Peterson	Department of Health Sciences
Dr.	Jihad	Qaddour	School of Information Technology
Dr.	Justin	Rickard	Department of Agriculture
Dr.	Rachel	Scott	Milner Library
Dr.	Beth	White	School of Teaching and Learning
Dr.	Liangcheng	Yang	Department of Health Sciences
Dr.	Li	Zeng	School of Theatre, Dance, and Film

From Assistant Professor to Associate Professor

Dr.	Neet	Bajwa	Department of Mathematics
Dr.	Sarah	Ballard	Department of Special Education
Dr.	Charles	Bell	Department of Criminal Justice Sciences
Dr.	Saskia	Beranek	Wonsook Kim School of Art
Dr.	John	Blakeman	Mennonite College of Nursing
Dr.	Matthew	Caplan	Department of Physics
Dr.	Jan-Ulrik	Dahl	Department of Biological Sciences
Dr.	Laura	Finan	Department of Psychology
Dr.	Alec	Foster	Department of Geography, Geology and the Environment
Dr.	Denise	Hammer	Mennonite College of Nursing
Dr.	Nicholas	Heller	Department of Agriculture
Dr.	Rachel	Hockenberry	School of Music
Dr.	Sundeep	Inti	Department of Technology
Dr.	Yousra	Javed	School of Information Technology
Dr.	Jeongae	Kang	Department of Special Education
Dr.	Sabine	Khalil	Department of Accounting
Dr.	Brent	Lao	Department of Accounting
Dr.	Ciera	Lorio	Department of Communication Sciences and Disorders
Dr.	Drew	Lugar	Department of Agriculture
Dr.	Ann	McNamara	School of Music
Dr.	Keith	Pluymers	Department of History
Dr.	Eleanor Tice	Sirmans	Department of Finance, Insurance, and Law

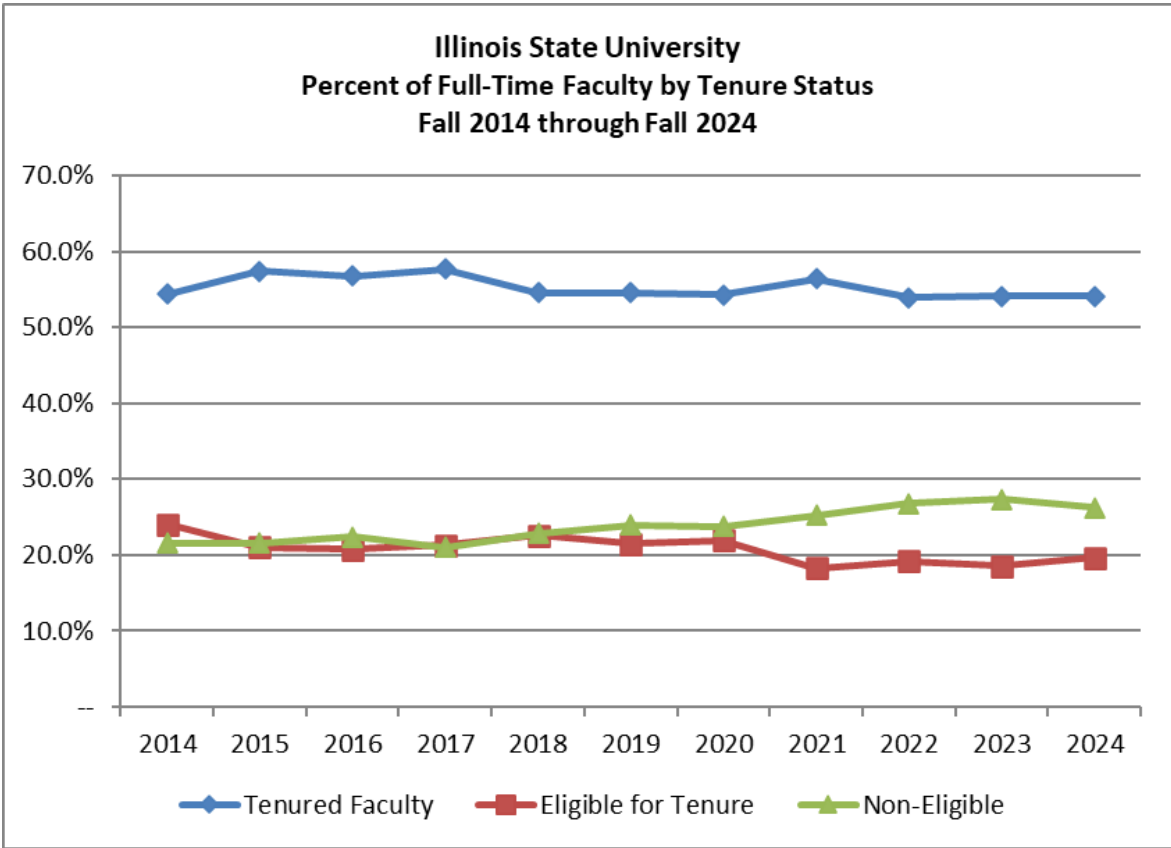
Dr.	Cherrill	Stockmann	Mennonite College of Nursing
Dr.	Pui Ying	Tong	Department of Marketing
Professor	John	Tovar	School of Theatre, Dance and Film
Dr.	Xing	Wang	Department of Mathematics
Dr.	Susan	Watkins	Mennonite College of Nursing

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 FY2025, 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-nine individuals were considered for tenure. Tenure was awarded to 26. 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 2014 to Fall 2024 follows:



Faculty granted tenure for FY2025 are listed by name and department.

Dr.	Neet	Bajwa	Department of Mathematics
Dr.	Sarah	Ballard	Department of Special Education
Dr.	Charles	Bell	Department of Criminal Justice Sciences
Dr.	Saskia	Beranek	Wonsook Kim School of Art
Dr.	Matthew	Caplan	Department of Physics
Dr.	Jan-Ulrik	Dahl	Department of Biological Sciences
Dr.	Laura	Finan	Department of Psychology
Dr.	Alec	Foster	Department of Geography, Geology, and the Environment
Dr.	Denise	Hammer	Mennonite College of Nursing
Dr.	Nicholas	Heller	Department of Agriculture
Dr.	Rachel	Hockenberry	School of Music
Dr.	Sundeeep	Inti	Department of Technology
Dr.	Yousra	Javed	School of Information Technology
Dr.	Jeongae	Kang	Department of Special Education
Dr.	Sabine	Khalil	Department of Accounting
Dr.	Brent	Lao	Department of Accounting
Dr.	Ciera	Lorio	Department of Communication Sciences and Disorders
Dr.	Drew	Lugar	Department of Agriculture
Dr.	Ann	McNamara	School of Music
Dr.	Keith	Pluymers	Department of History
Dr.	Eleanor Tice	Sirmans	Department of Finance, Insurance, and Law
Dr.	Cherrill	Stockmann	Mennonite College of Nursing
Dr.	Pui Ying	Tong	Department of Marketing
Professor	John	Tovar	School of Theatre, Dance and Film
Dr.	Xing	Wang	Department of Mathematics
Dr.	Susan	Watkins	Mennonite College of Nursing

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 six 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 FY2025 are listed below by name, department, purpose, and time of the sabbatical.

Title	First	Last	Rank	Department	Term Request I = Fall, II = Spring	Synopsis
Professor	April	Anderson-Zorn	Associate Professor	Milner Library	I	Will collect and create content for an interactive, digital humanities project featuring 26 ISNU women who served in military and civilian roles during World War I. The site will leverage primary sources from the University archives and use geographic information systems (GIS) to map their travels during and after the War and provide historical and social context for their experiences.
Professor	Ladan	Bahmani	Associate Professor	Wonsook Kim School of Art	II	This sabbatical is to extend current research, develop new research inquires, and learn skillsets to execute research ideas. Anticipated outcomes: 1) Extend current research inquiry, 2) Collaborate with colleagues in/or outside ISU, 3) Learn skillsets to execute my projects, 4) Develop a strong trajectory for my work that extends beyond the sabbatical leave, 5) Disseminate work in conference presentations, exhibitions, & publication.
Dr.	Alex	Barelka	Associate Professor	Department of Management & Quantitative Methods	I	Better understand the implications of integrating Artificial Intelligence (AI) into Human Resource Management (HRM) software applications. AI is expected to be the largest growth industry in the world over the next 5 years and drive the AI HRM Software market value to over \$10B by 2030. Therefore it's vital that industry understand how this software can produce reliable output. Anticipate 1 journal article.
Dr.	Frank	Beck	Associate Professor	Department of Sociology and Anthropology	I	Write and submit two manuscripts based on data collected over the past several years. These will be the first to flow from an important, timely, and rich research agenda on racial disparities in the criminal justice system.
Dr.	Charles	Bell	Assistant Professor	Department of Criminal Justice Sciences	I	The purpose of the sabbatical is to make significant progress on a book centered on experiences of Black & white families whose children were restrained and secluded in public schools. An editor at New York University Press conveyed strong interest in my proposal and sample chapters and distributed them for peer review.

Dr.	Mahua	Biswas	Associate Professor	Department of Physics	I	The objective is to unravel dipolar regime, excitation of nonradiating anapole states, and demonstration of zero back scattering (ZBS) in mid-index dielectric microspheres with a novel optical setup, and to nanopattern nitride nanostructures using sequential infiltration synthesis as proposed. This is an NSF funded project and anticipate 2 manuscripts submitted & conference presentation.
Dr.	Glenn	Block	Professor	School of Music	I	Travel to South America and conduct Orchestras and teach conducting at Universities in Argentina, Brazil, Paraguay, and Columbia.
Dr.	James	Chrismon	Associate Professor	School of Theatre and Dance	II	This sabbatical will focus on 2 projects. 1) Lakes Community High School Residency and case study and 2) Trauma-informed practices in K-12 theatre education book proposal. Anticipated outcomes are the case study to be submitted for publication and a book proposal.
Dr.	Ryan	Davis	Professor	Department of Languages, Literatures & Cultures	I	Project: Spanish Mormon Westerns. I'll explore representations of Mormonism in 30 Spanish popular novels from the 20th century as a case study for exploring the place of minority religious in Catholic-dominated Spain. Anticipated outcome: a book or several articles.
Professor	Connie	DeVeer	Professor	School of Theatre and Dance	I	Develop a voiceover resume, with particular focus given to book narration. Sabbatical would afford time to audition for, record, and edit completed projects for publication.
Dr.	Cynthia	Edmonds-Cady	Associate Professor	School of Social Work	I	Complete a literature review and a case study on starting a successful nature-based healing group. Anticipate a manuscript submission to Ecopsychology.
Dr.	Rachel	Gramer	Associate Professor	Department of English	II	Dedicated to completing a book entitled, "Stories at Work: Restorying New Writing Teachers as Learners and Writers".
Dr.	Ron	Guidry	Professor	Department of Accounting	I	Develop academic publications on these topics. 1) budgeting & cash flow management, 2) consolidation accounting, 3) governmental accounting, and 4) economical and social impacts of state income tax.

Dr.	Tim	Harris	Associate Professor	Department of Economics	I	The first project will analyze the influence of the imposition of a large excise tax (100%) on tobacco in five Gulf countries. The second project will study the long-run effects of childhood lead-based paint exposure on adult earnings in collaborative work with Aaron Yelowitz (University of Kentucky). Two manuscripts anticipated.
Dr.	Matthew	Himley	Professor	Department of Geography, Geology, and the Environment	I,II	I will advance 2 original projects on the socio-environmental dimensions of mineral resource extraction in Peru. 1) Long-term implications of contemporary forms of large-scale mining on the livelihoods and spatial mobility practices of Andean populations. 2) Role of scientific and other forms of environmental knowledge in the historical geography of Peruvian mining. Anticipate 3 manuscripts, 2 grant proposals, 2 conference presentations.
Dr.	Chiharu	Ishida	Professor	Department of Marketing	II	Two projects for sabbatical 1) invest uninterrupted time learning the latest technology in analytics, machine learning, and AI and 2) continue working on my research stream in consumer privacy in the Big Data era.
Dr.	Dan	Ispas	Professor	Department of Psychology	I	1) Explore links between cognitive reflection and outcomes. 2) Incremental validity of cognitive reflection test for predicting job performance, 3) Ideal Personality and Life Outcomes, 4) Improving Applicant Reactions to Personality Assessments. Anticipate 2-3 manuscripts and 2 conference presentations.
Dr.	Emily	Jones	Professor	School of Kinesiology & Recreation	II	This sabbatical focuses on 2 objectives: 1) Expand my scholarship in school-university-community research practice partnerships (RPP) focused on wellness and well-being. 2) Develop projects related to system- and organizational change through interprofessional, inter- and cross-disciplinary collective action formations.
Dr.	Myoung Jin	Kim	Professor		I	Revise textbook for the 4th edition and to restructure all statistics courses to incorporate recent developments in Data Analytics and Six Sigma methodologies.

Dr.	Dave	Malone	Distinguished Professor	Department of Geography, Geology, and the Environment	I	Work with colleagues from Kent State and Ohio State in Utah on their funded NSF grant, "Moving Mountains". These data and data already gathered will be written up for publication and set the foundation for the NSF grant renewal.
Dr.	Uttam	Manna	Associate Professor	Department of Physics	I	Studying excitation of Nonradiating Anapole States in Mid-Index Dielectric Microspheres. 1) Development of dual detection optical spectroscopy, 2) Peer-reviewed publications, 3) Presentation at international conferences, 4) Strengthening STEM education by research, 5) Strengthening existing collaboration, 6) Initiate international collaboration
Dr.	Adena	Meyers	Professor	Department of Psychology	I,II	Revise and resubmit a couple manuscripts currently in the system and continue work to get additional manuscripts written with data that has been collected. Initiate a pilot program with District 87 staff focused on staff workforce well-being
Dr.	Andy	Mitchell	Professor	Department of Chemistry	II	Focus on research agenda: 1) Complete manuscript for mechanistic studies, 2) Visits to UC-Davis and University of Michigan to foster collaboration, 3) Train next group of students and collect data for future manuscripts, 4) Submit protodeboronation manuscript (from NIH proposal), 5) Complete manuscripts from 2025; Prepare grant submissions to NSF and NIH.
Dr.	Ama	Oforiwaa Aduonum	Professor	School of Music	I	This sabbatical is to complete one project 1) "Who will Sing For their Feet", is a musical; the third in their "Walking With Ancestors" trilogy based on original, first-hand immersive ethnographic research. "Who will Sing For their Feet", the 3rd in the trilogy, requires firsthand research in a specific locality in Ghana investigating songs and sounds along the routes for enslaved Africans. OR 2) Document indigenous folktales and their songs and the knowledge and philosophies behind the songs among the Akan, then draft a manuscript about the importance of using these songs as teaching tools to show how such this knowledge can reshape a restructuring of education of young learners. Anticipated outcomes: A musical, peer-reviewed manuscript, and workshops and presentations.

Dr.	Ryan	Paitz	Associate Professor	School of Biological Sciences	II	1) Submit an NSF grant on how steroid metabolism in the extraembryonic membranes is regulated. 2) Submit an NIH grant that focuses on the lethal consequences of increased embryonic exposure to maternal corticosterone. 3) Submit an additional NIH grant in collaboration with Dr. Mark Haussmann at Bucknell University on the long-term effects of embryonic corticosterone exposure in Japanese quail (<i>Coturnix japonica</i>).
Dr.	Do-Yong	Park	Professor	School of Teaching and Learning	II	This sabbatical has 2 projects. 1) write a book based on data collected over the past decade, 2) completing a research paper based on data obtained during their Fulbright grant.
Dr.	Jay	Percell	Associate Professor	School of Teaching and Learning	II	Finalize the scholarly endeavor Assessing Curriculum and Instruction Designed to the Edges. This work is derived from current research surrounding grading practices, many of which occur in collaboration with district partners in the ISU Secondary Professional Development Schools (PDS) program. Anticipate 1 publication, a professional development workshop series & modules, & establish Threshold Concept Framework for secondary teacher preparation courses.
Dr.	Erin	Quast	Associate Professor	School of Teaching and Learning	II	The purpose of the sabbatical leave project is to explore culturally-relevant disciplinary literacy within elementary contexts through design-based research. Anticipate 3 research articles, 2 conference presentations, and a grant submission.
Dr.	Touré	Reed	Professor	Department of History	II	The sabbatical will afford me the necessary time to complete one article, which I intend to submit to the journal, Catalyst, following its completion. I will also use the time to make substantial headway on my book project, intended to reach a wide audience comprised of both academics and sophisticated laypeople.
Dr.	Abdelmounaam	Rezgui	Associate Professor	School of Information Technology	I	This sabbatical will lead to 3 outcomes: 1) Initiate research collaboration with colleagues at either UK or UIC (or both). 2) Publish 1 high quality journal article and/or a paper at a conference. 3) Develop & teach one or more course(s) at the host institution(s) that can then be also taught here at ISU.

Dr.	Andy	Rummel	Professor	School of Music	II	This sabbatical has 3 goals: 1) Plan and prepare a solo recital of new works for solo tuba with electroacoustic/electronic accompaniment, 2) Travel to University of Michigan for a week of intense private study with one of the leading brass pedagogues in my discipline, and 3) Perform the resultant recital at schools and universities in the Midwest.
Dr.	Liz	Sattler	Associate Professor	School of Kinesiology & Recreation	I	I will develop 2 publications & 2 conference presentations: 1) study examining experiences for women and men working in high pressure environment of professional sport ticket sales, 2) study to explore experiences of women who left sport ticket sales and what ultimately led them to exit the industry.
Dr.	Ben	Schmeiser	Associate Professor	Department of Languages, Literatures & Cultures	I	Develop and upload Spanish exercises to accompany my textbook that gets published in December. Also, complete a manuscript for publication. Also, focus on 3 avenues of research: 1) vowel reduction in Spanish, 2) consonant clusters in Sardinian, and 3) lateral palatal production.) Conference abstracts are will be submitted and produce full manuscripts for publication.
Dr.	Klaus	Schmidt	Professor	Department of Technology	I	1) Applied to U.S. Dept of State Senior Fulbright Specialist Program (Bureau of Educational & Cultural Affairs). Engage in project-based exchanges at foreign institutions to share expertise, enhance professional & academic skills, gain experiences with other cultures to build links between ISU and overseas institutions. 2) Once matched with projects, I'll continue for 5 years to participate in projects with host institutions. In the event suitable opportunities within this time frame are not secured, will develop a series of project management courses in French for a business school in France.
Dr.	Derek	Sparby	Associate Professor	Department of English	I	The sabbatical will be dedicated to completing an edited collection titled Memes and Rhetorical Identity. This book extends budding conversations in the fields of rhetoric and writing studies about how memes impact the ways we communicate with others in digital spaces.
Dr.	Aslihan	Spaulding	Professor	Department of Agriculture	II	Focus on professional development and research activities surrounding diversifying farming and farmers.

Dr.	Justin	Stanek	Associate Professor	School of Kinesiology & Recreation	II	1) Explore joining the American Society of Orthopedic Professionals (ASOP) Orthopedic Physician Extender (OPE) program and become certified as a casting specialist. 2) Complete a dry needling certification course. 3) Study examining the effects of shoe collar height on muscle activation during perturbed gait. 4) Study the correlation between ankle joint proprioception and lower extremity muscle reaction times during perturbed gait. 2 peer-reviewed publications anticipated.
Dr.	Kyoungwon	Suh	Professor	School of Information Technology	I	Study how to protect users' privacy & security from website fingerprinting (WF) attacks using emerging machine- and deep-learning technologies. 1) 1 research article submitted to a peer-reviewed journal. 2) 1 paper submitted to national/international peer-reviewed conference. 3) A new module on security topics using ML or DL created for MSCS classes.
Dr.	Yongning	Tang	Professor	School of Information Technology	II	(1) Bring new teaching materials to CN and MSCS programs in the school of IT; (2) Generate at least two high-quality publications and submit at least one research proposal for external funding; and (3) Strengthen connections with external collaborators and the related research communities.
Dr.	Timothy	Trombley	Associate Professor	Department of Finance, Insurance, and Law	II	Work on Six Projects: 1) Finish Working Papers, 2) Case Studies, 3) New Venture Capital Paper, 5) Publish Dissertation, and 6) Book
Dr.	Julie	Webber	Professor	Department of Politics & Government	II	Finish a book. Tentative title, "Youth Politics: An Emergent Counterculture?". Two conference presentations.
Dr.	Jason	Whitesel	Associate Professor	Department of Sociology and Anthropology	I	Examine archival data gathered toward writing a comprehensive cultural history of the Girth & Mirth association comprised of local big-gay men's clubs. Anticipated conf. presentation & publication.
Dr.	Ui-Jeen	Yu	Professor	Department of Family and Consumer Sciences	I	Learn text data mining techniques and conduct a collaborative research. Text analytics identify textual patterns and trends through the use of machine learning and statistics. Learning these skills will advance my research skills. The sabbatical will give me time to learn text data mining for professional development. 2 peer-reviewed publications anticipated.

Dr.	LJ	Zigerell	Associate Professor	Department of Politics & Government	I	My research focuses on U.S. residents' group-related attitudes (e.g., attitudes about race and gender) and estimating the effect these have on outcomes such as partisanship and vote. choice. I will plan for and analyze public opinion data that will be collected around and after the 2024 U.S. presidential election. Anticipate 2 manuscripts and a grant submission.
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