

**ILLINOIS STATE  
UNIVERSITY**

**BOARD OF  
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**Report No. 2025.10/4000.02**  
**Promotions, Tenure, and**  
**Sabbatical Leave Report**

**Executive Summary**

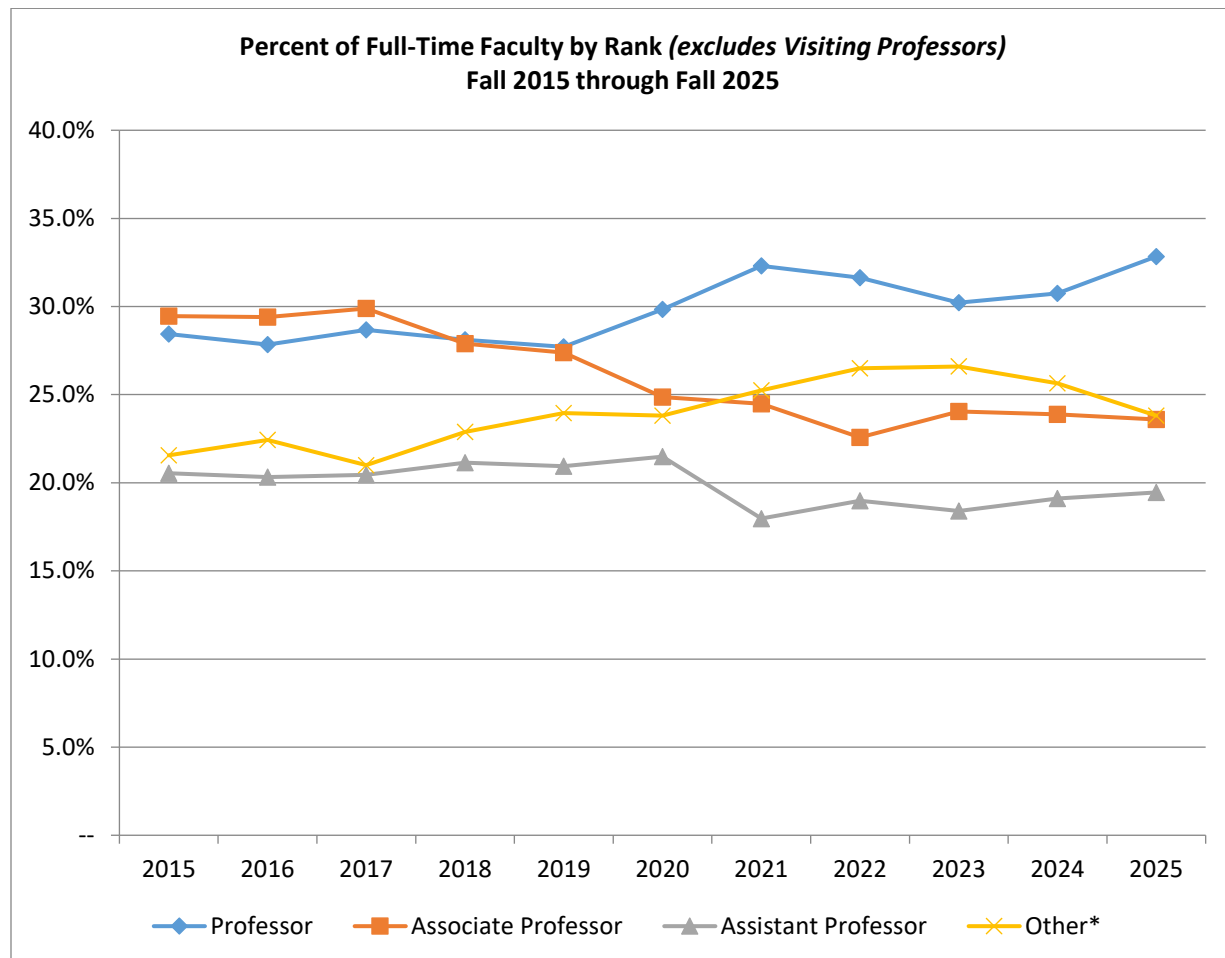
Promotion, tenure, and sabbatical personnel decisions that take effect in Fiscal Year 2026 are completed in the fall and spring of Fiscal Year 2025. The Appointment, Salary, Promotion and Tenure Policies (ASPT) document describes promotion as two changes in rank: Assistant Professor to Associate Professor 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 2026 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 FY2026, 25 faculty submitted materials that were considered for promotion to the rank of Professor. Promotion was awarded to 24. For promotion to the rank of Associate Professor, 26 individuals were considered. Promotion was awarded to 26.

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



*\*'Other' includes Faculty Associates and unranked faculty.*

The list on the following pages provides the name and department of faculty receiving promotions effective in FY2026.

### From Associate Professor to Professor

|           |              |                 |                                                    |
|-----------|--------------|-----------------|----------------------------------------------------|
| Dr.       | Jennifer     | Barnes          | Department of Family and Consumer Sciences         |
| Dr.       | Maria        | Boerngen        | Department of Agriculture                          |
| Dr.       | Neil         | Christensen     | Department of Physics                              |
| Dr.       | Andrea       | Crimmins        | School of Music                                    |
| Dr.       | Carolyn      | Hunt            | School of Teaching and Learning                    |
| Dr.       | Kathryn      | Jasper          | Department of History                              |
| Dr.       | Grace        | Kang            | School of Teaching and Learning                    |
| Dr.       | Michelle     | Kibler          | Department of Agriculture                          |
| Dr.       | Sonia        | Kline           | School of Teaching and Learning                    |
| Dr.       | Dan          | Lannin          | Department of Psychology                           |
| Dr.       | Gregory      | Logan           | Department of Sociology and Anthropology           |
| Professor | Lauren       | Lowell          | School of Theatre, Dance, and Film                 |
| Dr.       | Beth         | MacDonald       | School of Teaching and Learning                    |
| Dr.       | Roy          | Magnuson        | School of Music                                    |
| Dr.       | Scott        | Pierce          | School of Kinesiology and Recreation               |
| Dr.       | Abdelmounaam | Rezgui          | School of Information Technology                   |
| Professor | Eric         | Willey          | Milner Library                                     |
| Dr.       | Peter        | Foreman         | Department of Management                           |
| Dr.       | Vladimir     | Kotomin         | Department of Finance, Insurance, and Law          |
| Dr.       | Erin         | Ponnou-Delaffon | Department of Languages, Literatures, and Cultures |
| Dr.       | Yusuf        | Sarfati         | Department of Politics and Government              |
| Dr.       | Benjamin     | Schmeiser       | Department of Languages, Literatures, and Cultures |
| Dr.       | Andres       | Vidal Gadea     | School of Biological Sciences                      |
| Dr.       | Joyce        | Walker          | Department of English                              |

### From Assistant Professor to Associate Professor

|           |           |                  |                                            |
|-----------|-----------|------------------|--------------------------------------------|
| Dr.       | Theresa   | Adelman-Mullally | Mennonite College of Nursing               |
| Dr.       | Christina | Angleton         | School of Teaching and Learning            |
| Dr.       | Jordan    | Arellanes        | Department of Psychology                   |
| Dr.       | Evelyn    | Baca             | School of Teaching and Learning            |
| Professor | Ruth      | Burke            | Wonsook Kim School of Art                  |
| Dr.       | Susana    | Calderon         | Mennonite College of Nursing               |
| Dr.       | Abigail   | Chipps Stone     | Department of Sociology and Anthropology   |
| Dr.       | Byron     | Craig            | School of Communication                    |
| Dr.       | Gabriela  | Fonseca Pereira  | Department of Family and Consumer Sciences |
| Dr.       | Aditya    | Gupta            | Department of Marketing                    |
| Dr.       | Michael   | Hendricks        | Department of Politics and Government      |
| Dr.       | Mijin     | Kim              | Department of Criminal Justice Sciences    |
| Dr.       | Allison   | Kroesch          | Department of Special Education            |

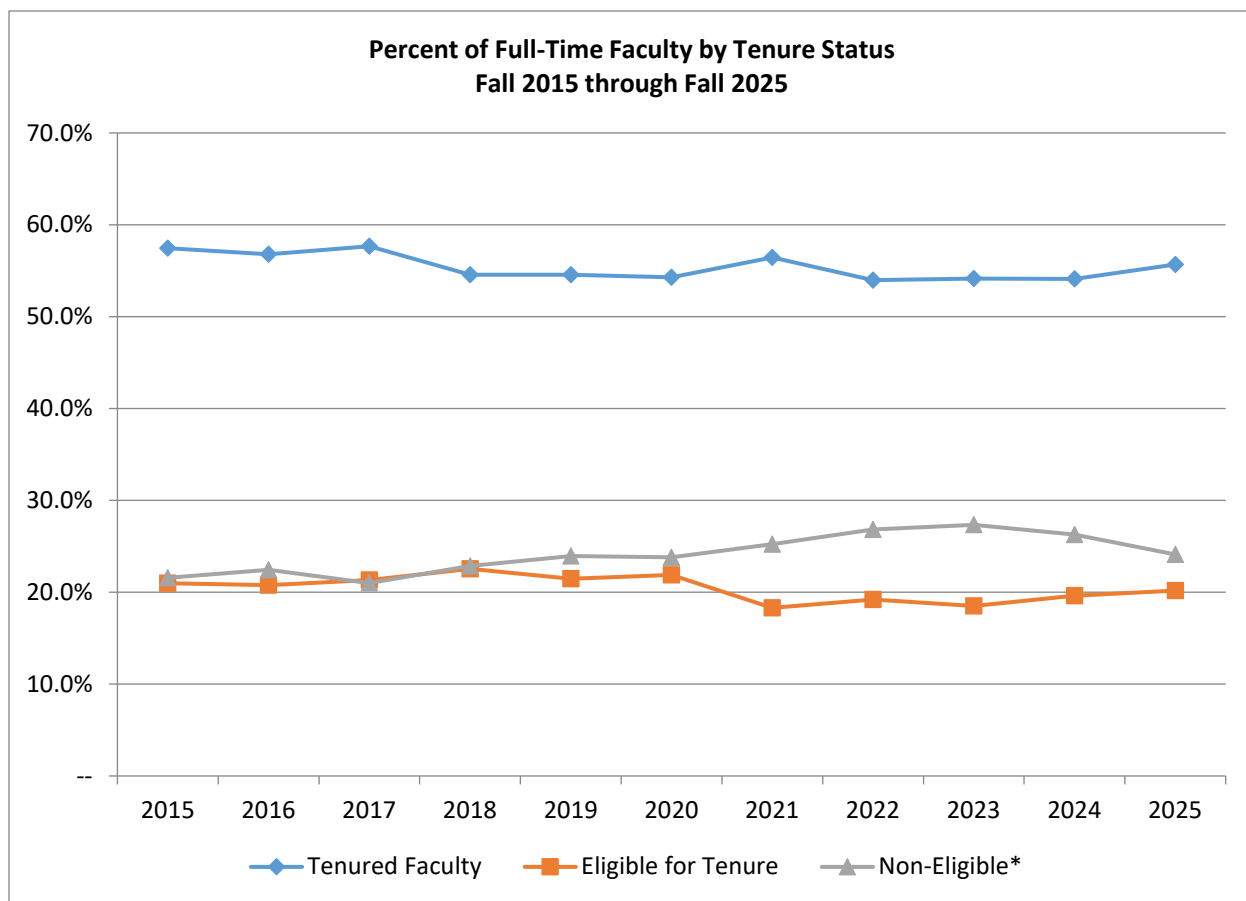
|           |           |               |                                                    |
|-----------|-----------|---------------|----------------------------------------------------|
| Dr.       | Tyler     | Kybartas      | School of Kinesiology and Recreation               |
| Professor | Maggie    | Marlin-Hess   | School of Theatre, Dance, and Film                 |
| Dr.       | Jonathan  | Martin        | Department of Languages, Literatures, and Cultures |
| Dr.       | Samantha  | McDonald      | School of Kinesiology and Recreation               |
| Dr.       | Katherine | Peeples       | Department of Special Education                    |
| Dr.       | Natalie   | Shaheen       | Department of Special Education                    |
| Dr.       | Albert    | Stabler       | Wonsook Kim School of Art                          |
|           | Jessica   | Sullivan      | Mennonite College of Nursing                       |
| Professor | Annie     | Sungkajun     | Wonsook Kim School of Art                          |
| Dr.       | Andrew    | Ventimiglia   | School of Communication                            |
| Professor | Laina     | Werner-Powell | School of Theatre, Dance, and Film                 |
|           | Angela    | Yon           | Milner Library                                     |
| Dr.       | Xiaoying  | Zhao          | School of Teaching and Learning                    |

### **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 FY2026, 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-seven individuals were considered for tenure. Tenure was awarded to 27. 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 2015 to Fall 2025 follows on the next page:



*\*'Non-Eligible' includes Visiting Professors and tenure-track faculty who were denied tenure or left tenure/tenure-track.*

Faculty granted tenure for FY2026 are listed by name and department.

|           |           |                  |                                            |
|-----------|-----------|------------------|--------------------------------------------|
| Dr.       | Theresa   | Adelman-Mullally | Mennonite College of Nursing               |
| Dr.       | Christina | Angleton         | School of Teaching and Learning            |
| Dr.       | Jordan    | Arellanes        | Department of Psychology                   |
| Dr.       | Evelyn    | Baca             | School of Teaching and Learning            |
| Dr.       | John      | Blakeman         | Mennonite College of Nursing               |
| Professor | Ruth      | Burke            | Wonsook Kim School of Art                  |
| Dr.       | Susana    | Calderon         | Mennonite College of Nursing               |
| Dr.       | Abigail   | Chipps Stone     | Department of Sociology and Anthropology   |
| Dr.       | Byron     | Craig            | School of Communication                    |
| Dr.       | Gabriela  | Fonseca Pereira  | Department of Family and Consumer Sciences |
| Dr.       | Aditya    | Gupta            | Department of Marketing                    |
| Dr.       | Michael   | Hendricks        | Department of Politics and Government      |
| Dr.       | Mijin     | Kim              | Department of Criminal Justice Sciences    |
| Dr.       | Allison   | Kroesch          | Department of Special Education            |
| Dr.       | Tyler     | Kybartas         | School of Kinesiology and Recreation       |
| Professor | Maggie    | Marlin-Hess      | School of Theatre, Dance, and Film         |

|           |           |               |                                                    |
|-----------|-----------|---------------|----------------------------------------------------|
| Dr.       | Jonathan  | Martin        | Department of Languages, Literatures, and Cultures |
| Dr.       | Samantha  | McDonald      | School of Kinesiology and Recreation               |
| Dr.       | Katherine | Peeples       | Department of Special Education                    |
| Dr.       | Natalie   | Shaheen       | Department of Special Education                    |
| Dr.       | Albert    | Stabler       | Wonsook Kim School of Art                          |
|           | Jessica   | Sullivan      | Menonite College of Nursing                        |
| Professor | Annie     | Sungkajun     | Wonsook Kim School of Art                          |
| Dr.       | Andrew    | Ventimiglia   | School of Communication                            |
| Professor | Laina     | Werner-Powell | School of Theatre, Dance, and Film                 |
| Professor | Angela    | Yon           | Milner Library                                     |
| Dr.       | Xiaoying  | Zhao          | School of Teaching and Learning                    |

### **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 FY2026 are listed below by name, department, purpose, and time of the sabbatical:

| <b>Title</b> | <b>First</b> | <b>Last</b> | <b>Rank</b> | <b>College</b>             | <b>Department</b>       | <b>Term Request<br/>I = FA<br/>II = SP</b> | <b>Synopsis</b>                                                                                                                                                                               |
|--------------|--------------|-------------|-------------|----------------------------|-------------------------|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Dr.          | John         | Baldwin     | Professor   | College of Arts & Sciences | School of Communication | II                                         | The purpose of this sabbatical is to study the current role of activism in contemporary Brazilian music and to extend work on microaggressions to consider racial microaggressions in Brazil. |

|     |          |         |                     |                                           |                                            |       |                                                                                                                                                                                                                                                                                                                                                                                                       |
|-----|----------|---------|---------------------|-------------------------------------------|--------------------------------------------|-------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Dr. | Sarah    | Ballard | Associate Professor | College of Education                      | Department of Special Education            | II    | The purpose of this sabbatical is to examine instructional strategies to increase skills in health self-management in high school learners with extensive support needs that include specialized health care skills. This line of research addresses health self-management skills in learners with extensive support needs. Research on this topic has primarily taken place in healthcare settings. |
| Dr. | Brea     | Banks   | Associate Professor | College of Arts & Sciences                | Department of Psychology                   | I     | The sabbatical will be used to finish the book entitled, <i>"Microaggressions in the Context of K-12 Schools."</i> This time will be solely focused on writing.                                                                                                                                                                                                                                       |
| Dr. | Jennifer | Barnes  | Associate Professor | College of Applied Science and Technology | Department of Family and Consumer Sciences | II    | Purpose is to gain clinical experience in 5 settings: ICU, NICU, and outpatient centers for Oncology, GI, & Diabetes. These will be valuable skills benefitting and maintaining RD status. Will also build potential collaborative opportunities with local clinical settings.                                                                                                                        |
| Dr. | Rachel   | Birkey  | Associate Professor | College of Business                       | Department of Accounting                   | II    | This sabbatical is to focus on a new area of pedagogical research. The plan is 1) development of pedagogical cases for publication. 2) case-focused conference attendance and 3) completion of continuing professional education courses.                                                                                                                                                             |
| Dr. | Matthew  | Caplan  | Associate Professor | College of Arts & Sciences                | Department of Physics                      | I, II | Purpose is to travel to collaborator universities to extend their research and generate preliminary data for several grant submissions. These institutions include Lawrence Livermore Nat'l Lab, Columbia Univ., Yale Univ, Princeton Univ, and UIUC.                                                                                                                                                 |

|     |          |           |                     |                                           |                                                       |       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-----|----------|-----------|---------------------|-------------------------------------------|-------------------------------------------------------|-------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Dr. | Yun      | Chang     | Associate Professor | College of Applied Science and Technology | School of Kinesiology and Recreation                  | I     | Initiate 3 projects centered around summer day camps offering outdoor recreation programming. <b>1)</b> Conduct a training needs analysis on outdoor instructors for summer day camp settings. <b>2)</b> Develop a competency model for outdoor instructors in summer day camp settings, using rock climbing instructors. <b>3)</b> Identify the impact of summer camp on participants' risk management and environmental awareness.                                                             |
| Dr. | Lea      | Cline     | Professor           | Wonsook Kim College of Fine Arts          | Wonsook Kim School of Art                             | I     | This sabbatical is targeted at completing several projects related to Cline's archaeological project, the Northwest Bolsena Archaeological project.                                                                                                                                                                                                                                                                                                                                              |
| Dr. | James    | Day       | Professor           | College of Arts & Sciences                | Department of Geography, Geology, and the Environment | I     | Investigation of timing and role of climate change as drivers of devonian extinctions, and pre-post extinction pelagic and benthic marine faunas. Join collaborators as part of the Canadian Geological Survey's GEM project in the Northwest of Canada. Samples will be brought back to ISU and analyzed.                                                                                                                                                                                       |
| Dr. | Michael  | Dougherty | Professor           | College of Arts & Sciences                | Department of Sociology & Anthropology                | I, II | This study will investigate the patterns of migration from Guatemala to the United States. The media exclaims that the emigration is due to climate change making many places in South and Central America inhospitable. However, an alternate hypothesis could be that it is due to a tacit international division of labor in which artificially cheapened units of labor are imported from Guatemala into the US. These investigations will include fieldwork in Guatemala and Champaign, IL. |
| Dr. | Meredith | Downes    | Professor           | College of Business                       | Department of Management                              | I     | The aim of the study is to build and test a model of the effects of board entrenchment on organizational performance, by 1) identifying the concrete foundations of board entrenchment, 2) establishing a theoretical linkage between board entrenchment and firm performance, and 3) investigating the empirical relationship between these two constructs.                                                                                                                                     |

|     |          |          |                      |                                           |                                         |       |                                                                                                                                                                                                                                                                                                                    |
|-----|----------|----------|----------------------|-------------------------------------------|-----------------------------------------|-------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Dr. | Jeremy   | Driskell | University Professor | College of Arts & Sciences                | Department of Chemistry                 | II    | The sabbatical will be to focus on the following: 1) research and student mentoring 2) updating teaching laboratories to take advantage of recently acquired instrumentation and 3) focusing on scientific productivity on current grants to be best situated for submitting competitive renewal applications.     |
| Dr. | Kevin    | Edwards  | Associate Professor  | College of Arts & Sciences                | School of Biological Sciences           | I, II | The sabbatical will be to focus on molecular & cell biology research and visit a collaborator at Duke University for several months during the academic year. Two primary goals are 1) Probe cancer related processes via live imaging of tagged proteins; and 2) Train in new modes of live fluorescence imaging. |
| Dr. | Mindy    | Ely      | Associate Professor  | College of Education                      | Department of Special Education         | II    | The purpose of this sabbatical is to compose an 8-to-10-chapter textbook for use in higher education teacher training programs.                                                                                                                                                                                    |
| Dr. | Kristina | Falbe    | Associate Professor  | College of Education                      | School of Teaching and Learning         | I     | This sabbatical is for securing grants and alternative funding sources to enhance operational efficiency of the IHSTW program. Will research opportunities on platforms such as Grants.gov, Pivot, Institute of Education Sciences (IES), National Science Foundation (NSF), and others.                           |
| Dr. | Ashley   | Farmer   | Associate Professor  | College of Applied Science and Technology | Department of Criminal Justice Sciences | I     | This study will examine how crime is understood in US National Parks, including which crimes are most relevant, and how they connect to theories on green criminology, conservation, & environmental justice.                                                                                                      |
| Dr. | Eric     | Godoy    | Associate Professor  | College of Arts & Sciences                | Department of Philosophy                | I, II | This sabbatical will focus on research targeted on Public Power: ethical energy and democracy's role in a just transition. It is a direct extension of an ISU team award for sustainability of utility-scale solar energy of which Godoy was a member.                                                             |

|           |          |             |                     |                                           |                                           |       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-----------|----------|-------------|---------------------|-------------------------------------------|-------------------------------------------|-------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Professor | Gabriel  | Gudding     | Professor           | College of Arts & Sciences                | Department of English                     | I     | The sabbatical will be used to finish two books 1) <i>The Death of Norwegian in Minnesota</i> . 2) An English translation of <i>Soster Natt (Sister Night)</i> by Ellen Einan. This time will be solely focused on writing.                                                                                                                                                                                                                                                           |
| Dr.       | Rachel   | Hockenberry | Assistant Professor | Wonsook Kim College of Fine Arts          | School of Music                           | II    | The purpose of this sabbatical is twofold: 1) To professionally record and produce five pieces of music featuring the horn in high-quality audio and video format, to be released internationally upon completion. 2) To conduct a recital and masterclass tour featuring these works at schools and universities in the Midwest and on the west coast.                                                                                                                               |
| Dr.       | Martha   | Horst       | Professor           | Wonsook Kim College of Fine Arts          | School of Music                           | I, II | The purpose of this project is to create original art music and to further understanding of orchestration and large symphonic form.                                                                                                                                                                                                                                                                                                                                                   |
| Dr.       | Sundeep  | Inti        | Associate Professor | College of Applied Science and Technology | Department of Technology                  | I     | Sabbatical will be used to generate additional data, publish a paper, and write and submit an NSF grant proposal in collaboration with Dr. Rajib Malick (UTEP).                                                                                                                                                                                                                                                                                                                       |
| Dr.       | Elahe    | Javadi      | Associate Professor | College of Applied Science and Technology | School of Information Technology          | II    | Sabbatical will be used to complete 2 Projects: 1) Develop a new research-based microelectronics educational framework for applied computing fields. 2) Create a simulation environment for applied research in deep reinforcement learning. Using research interests to develop a CURE course.                                                                                                                                                                                       |
| Dr.       | Vladimir | Kotomin     | Associate Professor | College of Business                       | Department of Finance, Insurance, and Law | I     | The purpose of the proposed sabbatical is to work on 2 projects related to financial intermediation. One project is about predictions of bank failures using a novel variable, bank reliance on uninsured time deposits (UTD). The other project is about the value of relationship lending in the Paycheck Protection Program (PPP) loan forgiveness outcomes. It has implications for both government programs and small businesses lending, which is critical for economic growth. |

|           |          |           |                     |                                           |                                                       |    |                                                                                                                                                                                                                                                                                                                                                                                      |
|-----------|----------|-----------|---------------------|-------------------------------------------|-------------------------------------------------------|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Dr.       | Kerri    | Milita    | Associate Professor | College of Arts & Sciences                | Department of Politics and Government                 | I  | The sabbatical is to work on a collaboration with the US Air Force Academy addressing how mental health in the classroom impacts student learning expectations, success, enrollment, and faculty evaluations.                                                                                                                                                                        |
| Dr.       | Justin   | Rickard   | Professor           | College of Applied Science and Technology | Department of Agriculture                             | I  | Comparison of analysis methods for determining water holding capacity in meat (pork) that can be used in the meat industry.                                                                                                                                                                                                                                                          |
| Dr.       | Amy      | Robillard | Professor           | College of Arts & Sciences                | Department of English                                 | I  | The sabbatical will be used to write a book entitled, <i>The Misogyny of Too Much</i> .                                                                                                                                                                                                                                                                                              |
| Dr.       | Rex      | Rowley    | Professor           | College of Arts & Sciences                | Department of Geography, Geology, and the Environment | I  | The sabbatical leave is to dedicate full attention to research on the historical and contemporary geographical character of places integral in development and deployment of the American atomic bomb. Will return to the field to complete initial and follow up visits to several sites and to continue preparing a manuscript for a book tentatively titled <i>Atomic Place</i> . |
| Professor | Nathania | Rubin     | Associate Professor | Wonsook Kim College of Fine Arts          | Wonsook Kim School of Art                             | II | This sabbatical is to work on hand-drawn animations and animated installations that will enable the continued circulation of Rubin's work in international cinematic and contemporary art contexts.                                                                                                                                                                                  |

|     |       |           |                     |                                           |                                       |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-----|-------|-----------|---------------------|-------------------------------------------|---------------------------------------|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Dr. | Rishi | Saripalle | Associate Professor | College of Applied Science and Technology | School of Information Technology      | I  | This project is to leverage Large Language Models (LLMs) to map data structures to a target model. LLMs can effectively extract, structure, and interpret unstructured data from diverse, nontraditional sources. Objectives are: <b>1)</b> Understand how Advanced Learning Techniques using LLMs are leveraged to assist in mapping data models. <b>2)</b> Use this comprehensive study to map non-traditional health data models to the Fast Healthcare Interoperability Resources (FHIR). This will bridge the gap between modeling non-traditional health data and existing FHIR models. <b>3)</b> Implement and publish the designed adaptations to the health and FHIR community via the FHIR open community portal. <b>4)</b> Strengthen collaboration with external researchers. |
| Dr. | Kam   | Shapiro   | Associate Professor | College of Arts & Sciences                | Department of Politics and Government | II | The sabbatical will be used to focus on a book that has been in the works on post-humanistic philosophy and ecological politics. Relationships between ecological sustainability and social justice will be a focus and stems from earlier work with the city of Chicago's urban forestry policies.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Dr. | Papa  | Sissokho  | Professor           | College of Arts & Sciences                | Department of Mathematics             | I  | This sabbatical is to conduct research in the field of discrete mathematics with a focus on the problem of decomposing certain well-structured mathematical objects (vector spaces or groups) into sub-objects that preserve key features of the original objects. This research has the potential to lead to the development of new error-correcting codes that improve the efficiency and resilience of electronic data transmission.                                                                                                                                                                                                                                                                                                                                                   |

|     |                  |           |                         |                                           |                          |       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-----|------------------|-----------|-------------------------|-------------------------------------------|--------------------------|-------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Dr. | Pranshoo         | Solanki   | Professor               | College of Applied Science and Technology | Department of Technology | II    | Given the substantial CO <sub>2</sub> produced in concrete production, this work is to determine the beneficial use of Biochar in pavement materials in hopes of replacing current concrete and reduce CO <sub>2</sub> production. Biochar is produced from the thermochemical conversion of any biomass waste in an O <sub>2</sub> -limited environment. Going to collaborate with Musharraf Zaman at U. Oklahoma and will use the sabbatical to work on elucidating the parameters for preparing Biochar.                                                                                            |
| Dr. | Lisa             | Szczepura | Distinguished Professor | College of Arts & Sciences                | Department of Chemistry  | I, II | The main purpose of this leave is to conduct the synthetic inorganic chemistry studies described in our federally funded proposals, with undergraduate and graduate students, towards the goal of generating quality scholarly outcomes.                                                                                                                                                                                                                                                                                                                                                               |
| Dr. | Yoshi (Pui Ying) | Tong      | Associate Professor     | College of Business                       | Department of Marketing  | II    | This research project aims to develop a conceptual paper to theorize information overload in intra- and inter-organizational contexts. Will dissect information overload through the theoretical lens of cognitive load theory. The research will unpack information overload in terms of “how”, “when”, and “why” it occurs in detail. With the emphasis of addressing information overload from the sender’s perspective, Tong will incorporate how sender characteristics, including self-regulation, motivation, and ability, may influence communication and hence receiver information overload. |

|           |         |            |                     |                                  |                                    |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|-----------|---------|------------|---------------------|----------------------------------|------------------------------------|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Dr.       | Jan     | Ulrik-Dahl | Associate Professor | College of Arts & Sciences       | School of Biological Sciences      | II | The purpose of the sabbatical is to learn new critical techniques to keep laboratory up-to-date and competitive for extramural funding. These critical techniques are: 1) Tissue Culture and 2) Bioinformatics. Both are necessary to continue pursuing the next phases of his currently NIH funded work and to submit competitive renewal applications. Dahl will visit colleagues in New Zealand and Jerusalem to train and acquire these skills.                                  |
| Dr.       | Jeffrey | Wagman     | Professor           | College of Arts & Sciences       | Department of Psychology           | I  | Purpose of sabbatical is to make sustained and substantial progress toward completing an updated 2nd edition to the book, <i>Introduction to Ecological Psychology: A Lawful Approach to Perceiving, Acting, and Cognizing</i> .                                                                                                                                                                                                                                                     |
| Professor | Janet   | Wilson     | Professor           | Wonsook Kim College of Fine Arts | School of Theatre, Dance, and Film | II | This sabbatical will focus on three creative projects: 1) Work on and find a workshop and/or performance opportunity for their play <i>Rebels With a Cause</i> ; 2) respond to an invitation by Professor Lori Adams to direct her in another one-woman show that will be suitable for touring; and 3) writing a play or film that tells the story of LGBT people working within and adjacent to the institutional Mennonite and Brethren churches to find acceptance and belonging. |
| Professor | Angela  | Yon        | Assistant Professor | Milner Library                   |                                    | II | This sabbatical will investigate the historical significance of community-created vocabularies that counter systemic biases and colonial legacies in library cataloging practices. An analysis will focus on the findings and their implications for reparative/critical cataloging that seeks to address harmful language in the description of library and archival collections. This research will be published and fill a gap in the literature.                                 |

|     |        |          |           |                            |                         |   |                                                                                                                                                                                                                                                                                     |
|-----|--------|----------|-----------|----------------------------|-------------------------|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Dr. | Joseph | Zompetti | Professor | College of Arts & Sciences | School of Communication | I | The sabbatical is to concentrate on scholarly research interests. The main purpose is to work on and complete several research projects and to construct a book proposal (along with two sample chapters) to submit to a publisher regarding international political communication. |
|-----|--------|----------|-----------|----------------------------|-------------------------|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|