

**ILLINOIS STATE  
UNIVERSITY**

**BOARD OF  
TRUSTEES**

**Report No. 2021.10/4000.03**  
**Promotions, Tenure, and**  
**Sabbatical Leave Report**

**Executive Summary**

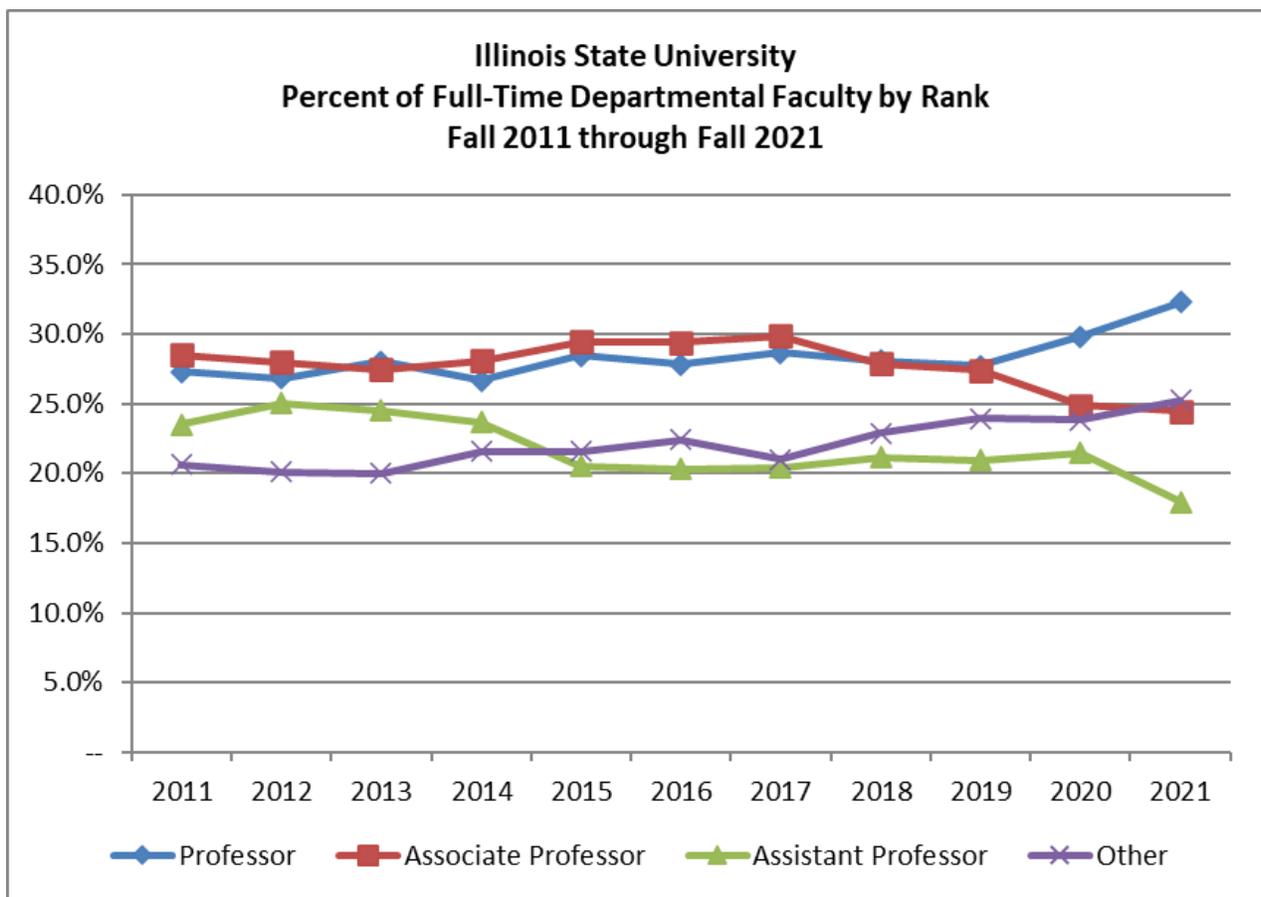
Promotion, tenure and sabbatical personnel decisions that take effect in Fiscal Year 2022 are completed in the fall and spring of Fiscal Year 2021. The Appointment, Salary, Promotion and Tenure Policies (ASPT) document describes promotion as two changes in rank: Assistant Professor to Associate Professor 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 2022 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 FY2022, 32 faculty submitted materials that were considered for promotion to the rank of Professor. Promotion was awarded to 30. For promotion to the rank of Associate Professor, 30 individuals were considered. Promotion was awarded to all.

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 FY2022.

## From Associate Professor to Professor

|     |                 |                 |  |
|-----|-----------------|-----------------|--|
| Dr. | Sally           | Arnett-Hartwick | Department of Family & Consumer Sciences           |
| Dr. | Jennifer        | Banning         | Department of Family & Consumer Sciences           |
| Dr. | Tammy           | Harpel          | Department of Family & Consumer Sciences           |
| Dr. | Kevin           | Devine          | Department of Technology                           |
| Dr. | Pranshoo        | Solanki         | Department of Technology                           |
| Dr. | Emily           | Jones           | School of Kinesiology & Recreation                 |
| Dr. | Noelle          | Selkow          | School of Kinesiology & Recreation                 |
| Dr. | Jeremy          | Driskell        | Department of Chemistry                            |
| Dr. | Timothy Anthony | Mitchell        | Department of Chemistry                            |
| Dr. | Brian           | Rejack          | Department of English                              |
| Dr. | Rex             | Rowley          | Department of Geography, Geology & the Environment |
| Dr. | Jonathan        | Thayn           | Department of Geography, Geology & the Environment |
| Dr. | Kyle            | Ciani           | Department of History                              |
| Dr. | Qiliang         | He              | Department of History                              |
| Dr. | Katrin          | Paehler         | Department of History                              |
| Dr. | Rachel          | Shively         | Department of Languages, Literatures & Cultures    |
| Dr. | Allison         | Harris          | Department of Physics                              |
| Dr. | Michaelene      | Cox             | Department of Politics & Government                |
| Dr. | Thomas          | McClure         | Department of Politics & Government                |
| Dr. | Kimberly        | Schneider       | Department of Psychology                           |
| Dr. | Eric            | Wesselmann      | Department of Psychology                           |
| Dr. | Kathryn         | Sampeck         | Department of Sociology & Anthropology             |
| Dr. | Caleb           | Carr            | School of Communication                            |
| Dr. | Aimee           | Miller-Ott      | School of Communication                            |
| Dr. | Avimanyu        | Datta           | Department of Management & Quantitative Methods    |
| Dr. | Hulda           | Black           | Department of Marketing                            |
| Dr. | Kathy           | Mountjoy        | Department of Marketing                            |
| Dr. | Yun-Ching       | Chung           | Department of Special Education                    |
| Dr. | Deborah         | MacPhee         | School of Teaching and Learning                    |
| Dr. | Justin          | Vickers         | School of Music                                    |

### From Assistant Professor to Associate Professor

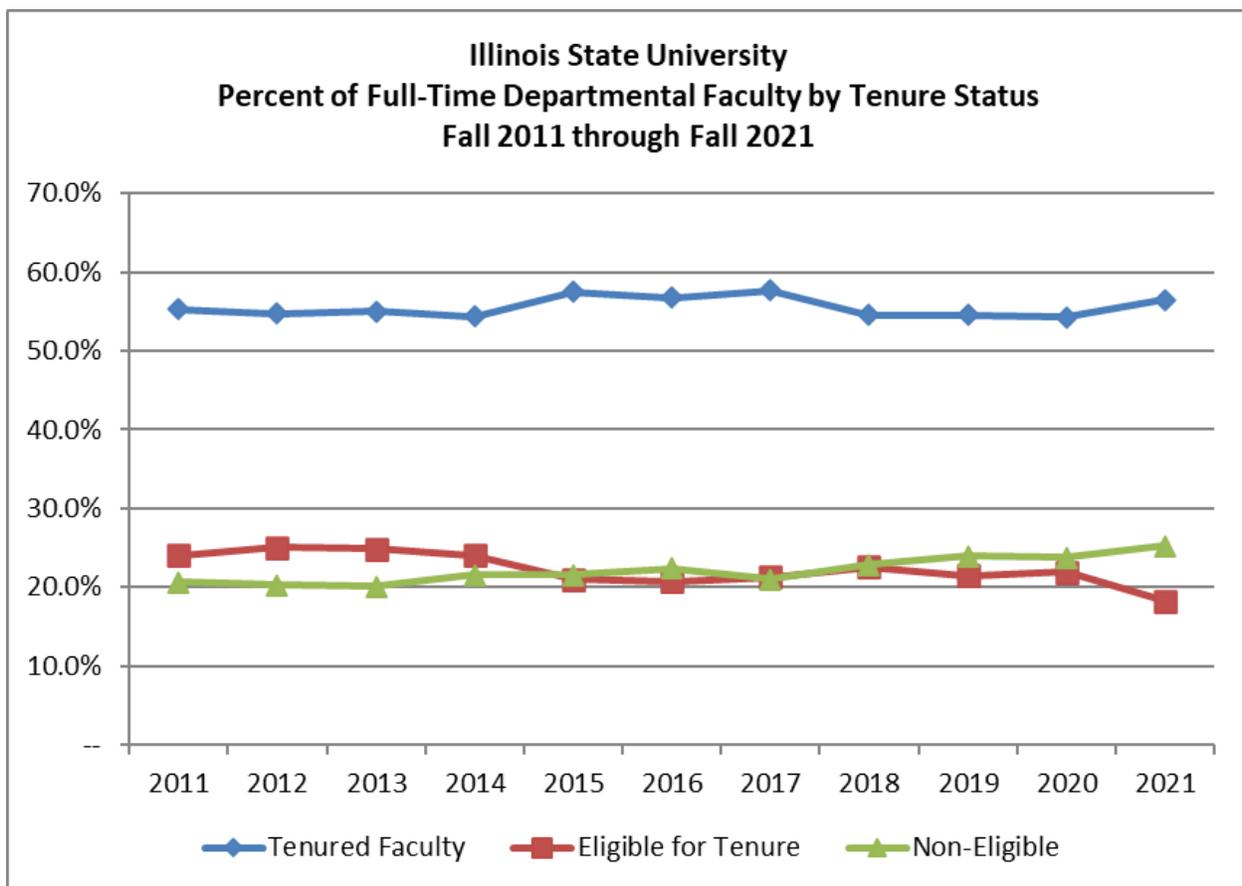
|     |              |             |  |
|-----|--------------|-------------|--|
| Dr. | Maria        | Boerngen    | Department of Agriculture                          |
| Dr. | Michelle     | Kibler      | Department of Agriculture                          |
| Dr. | Michael      | Rossler     | Department of Criminal Justice Sciences            |
| Dr. | Jennifer     | Barnes      | Department of Family & Consumer Sciences           |
| Dr. | Matthew      | Aldeman     | Department of Technology                           |
| Dr. | Abdelmounaam | Rezgui      | School of Information Technology                   |
| Dr. | Rishi        | Saripalle   | School of Information Technology                   |
| Dr. | Qi           | Zhang       | School of Information Technology                   |
| Dr. | Rebecca      | Achen       | School of Kinesiology & Recreation                 |
| Dr. | Scott        | Pierce      | School of Kinesiology & Recreation                 |
| Dr. | Justin       | Stanek      | School of Kinesiology & Recreation                 |
| Dr. | Sarah        | Boesdorfer  | Department of Chemistry                            |
| Dr. | Antony       | Joseph      | Department of Communication Sciences & Disorders   |
| Dr. | Taeok        | Park        | Department of Communication Sciences & Disorders   |
| Dr. | Danielle     | Lillge      | Department of English                              |
| Dr. | Tenley       | Banik       | Department of Geography, Geology & the Environment |
| Dr. | Justin       | Bergfield   | Department of Physics                              |
| Dr. | Daniel       | Lannin      | Department of Psychology                           |
| Dr. | Jason        | Whitesel    | Department of Sociology & Anthropology             |
| Dr. | Christophe   | Van Linden  | Department of Accounting                           |
| Dr. | Mona         | Bahl        | Department of Management & Quantitative Methods    |
| Dr. | Hakan        | Ener        | Department of Management & Quantitative Methods    |
| Dr. | Tara         | Kaczorowski | Department of Special Education                    |
| Dr. | Grace        | Kang        | School of Teaching and Learning                    |
| Dr. | Sonia        | Kline       | School of Teaching and Learning                    |
| Dr. | Jay          | Percell     | School of Teaching and Learning                    |
| Dr. | Anna         | Smith       | School of Teaching and Learning                    |
| Dr. | Kristin      | Carlson     | School of Theatre & Dance                          |
| Mr. | Robert       | Quinlan     | School of Theatre & Dance                          |
| Ms. | Susan        | Franzen     | 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 FY2022, 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. Thirty 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 2011 to Fall 2021 follows.



Faculty granted tenure for FY2022 are listed by name and department.

|     |              |             |  |
|-----|--------------|-------------|--|
| Dr. | Maria        | Boerngen    | Department of Agriculture                          |
| Dr. | Michelle     | Kibler      | Department of Agriculture                          |
| Dr. | Michael      | Rossler     | Department of Criminal Justice Sciences            |
| Dr. | Jennifer     | Barnes      | Department of Family & Consumer Sciences           |
| Dr. | Matthew      | Aldeman     | Department of Technology                           |
| Dr. | Abdelmounaam | Rezgui      | School of Information Technology                   |
| Dr. | Rishi        | Saripalle   | School of Information Technology                   |
| Dr. | Qi           | Zhang       | School of Information Technology                   |
| Dr. | Rebecca      | Achen       | School of Kinesiology & Recreation                 |
| Dr. | Scott        | Pierce      | School of Kinesiology & Recreation                 |
| Dr. | Justin       | Stanek      | School of Kinesiology & Recreation                 |
| Dr. | Sarah        | Boesdorfer  | Department of Chemistry                            |
| Dr. | Antony       | Joseph      | Department of Communication Sciences & Disorders   |
| Dr. | Taeok        | Park        | Department of Communication Sciences & Disorders   |
| Dr. | Danielle     | Lillge      | Department of English                              |
| Dr. | Tenley       | Banik       | Department of Geography, Geology & the Environment |
| Dr. | Justin       | Bergfield   | Department of Physics                              |
| Dr. | Daniel       | Lannin      | Department of Psychology                           |
| Dr. | Jason        | Whitesel    | Department of Sociology & Anthropology             |
| Dr. | Christophe   | Van Linden  | Department of Accounting                           |
| Dr. | Mona         | Bahl        | Department of Management & Quantitative Methods    |
| Dr. | Hakan        | Ener        | Department of Management & Quantitative Methods    |
| Dr. | Tara         | Kaczorowski | Department of Special Education                    |
| Dr. | Grace        | Kang        | School of Teaching and Learning                    |
| Dr. | Sonia        | Kline       | School of Teaching and Learning                    |
| Dr. | Jay          | Percell     | School of Teaching and Learning                    |
| Dr. | Anna         | Smith       | School of Teaching and Learning                    |
| Dr. | Kristin      | Carlson     | School of Theatre & Dance                          |
| Mr. | Robert       | Quinlan     | School of Theatre & Dance                          |
| Ms. | Susan        | Franzen     | 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 FY2022 are listed below by name, department, purpose, and time of the sabbatical.

|            |          |                     |  |       |  |
|------------|----------|---------------------|--|-------|--|
| Anthony    | Amorose  | Professor           | School of Kinesiology & Recreation     | II    | Update course content, conduct research on physical activity motivation, submit an external grant proposal to support "Exercise is Medicine on Campus" research and programming, and conduct program evaluation at Ohio State University.  |
| Kristen    | Lagally  | Professor           | School of Kinesiology & Recreation     | II    | Develop external funding proposals to support physical activity programs and research, develop an online course, conduct research using physical activity among "Exercise is Medicine" clients.  |
| Michael    | Mulvaney | Professor           | School of Kinesiology & Recreation     | I     | Conduct research on public attitudes toward municipal parks and on executive performance evaluation in parks and recreation; write second edition of textbook on internship experiences.   |
| Chung-Chih | Li       | Professor           | School of Information Technology       | II    | Strengthen several courses in the new M.S. in Computer Science program, finalize two books, and initiate collaborative research on artificial intelligence/machine learning with colleagues in Taiwan.   |
| Benjamin   | Sadd     | Associate Professor | School of Biological Sciences          | II    | Continue collaborative research with colleagues in Argentina and Brazil on host-parasite interactions and ecological immunity in bumble bees and decorated crickets; complete in-progress manuscripts; develop and submit a federal grant proposal based on preliminary results. |
| Livia      | Stone    | Associate Professor | Department of Sociology & Anthropology | I, II | Complete two collaborative research projects: (1) Historical and anthropological examination of Mexican <i>autogestión</i> (self-management) social movements and (2) political, economic, social, and cultural challenges facing farmers in Illinois.                           |

|                 |             |                     |   |       |  |
|-----------------|-------------|---------------------|---|-------|--|
| Amy             | Wood        | Professor           | Department of History                           | II    | Complete a book manuscript on the rise of criminology as a field and its impact on the U.S. criminal justice system, entitled <i>Sympathy for the Devil: The Criminal Life in the American Imagination</i> .   |
| Deneca          | Avant       | Associate Professor | School of Social Work                           | II    | Complete statistical analysis of a life skills/psychosocial development group implemented with participants in a college preparatory program for youth receiving foster care services.   |
| Christopher     | Breu        | Professor           | Department of English                           | I     | Research and write a chapter for a book-length project examining the materiality of sex, its relationship with gender, and implications for understanding identity as a social and political construction.   |
| Daniel          | Holland     | Professor           | Department of Physics                           | I     | Work on four ongoing projects in magnetosphere physics and develop a senior level course in space plasma physics.  |
| Jonathan        | Druker      | Professor           | Department of Languages, Literatures & Cultures | I     | Complete a book entitled, <i>The Irreversible and The Irrevocable: On Trauma, Time and History in Holocaust Writing</i> .  |
| Stewart         | Winger      | Associate Professor | Department of History                           | I, II | Complete a book entitled, <i>Lincoln and Revolutionary Republicanism: Internal Improvements and Economic Politics in the Nineteenth Century</i> .  |
| Lana            | Kühle       | Associate Professor | Department of Philosophy                        | II    | Complete proposal and first two chapters of a book on embodied mind theory, how our body shapes our conscious life by shaping perceptual and emotional experience.   |
| Qichang Charles | Su          | Professor           | Department of Physics                           | I     | Visit the Institute of Physics at the Chinese Academy of Sciences (Beijing) to collaborate on experimental and computational research in light-matter interaction.   |
| Krzysztof       | Ostaszewski | Professor           | Department of Mathematics                       | II    | Continue and expand collaborative research in several areas: (1) mathematical models for integrated risk management in insurance/financial institutions; (2) using quantitative methodologies to evaluate public projects; (3) experimental evaluation of incentives created by insurance contracts; (4) evaluating the feasibility of modeling techniques used in actuarial science to understand the risk/mortality of viral infections. |
| Thomas          | Hammond     | Associate Professor | School of Biological Sciences                   | I     | Conduct research to develop a new course in mycology.  |
| Suejung         | Han         | Associate Professor | Department of Psychology                        | II    | Expand ongoing research on disordered eating and diversity issues, including collaboration with international colleagues and investigation of the role of food insecurity in disordered eating.  |

|               |               |                     |  |    |   |
|---------------|---------------|---------------------|--|----|---|
| Jihui (Susan) | Chen          | Professor           | Department of Economics                                | II | Extend previous research on gender gaps in the job market for PhD economists; establish collaborative relationships with colleagues in China.   |
| Marion        | Willets       | Associate Professor | Department of Sociology & Anthropology                 | I  | Conduct research on the construction and maintenance of group identity among animal rescuers engaged in partnerships between open-intake animal shelters and private shelters/groups.   |
| James         | Stanlaw       | Professor           | Department of Sociology & Anthropology                 | I  | Complete a textbook and accompanying activities manual on using semiotics, symbolic anthropology, and structural anthropology to understand culture using America as a case study.  |
| Oguzhan       | Dincer        | Associate Professor | Department of Economics                                | II | Complete book manuscript on Corruption in America; visit international collaborators in Sweden, Ireland, Austria, and Germany.  |
| John          | McHale        | Professor           | School of Communication                                | II | Update and revise textbook on convergent media writing; complete a full-length feature film script about the ISU faculty and students who fought in the U.S. Civil War.   |
| Christopher   | Gjesfjeld     | Associate Professor | School of Social Work                                  | II | Conduct research on how college students share information about their personal mental health in classroom settings.  |
| David         | Marx          | Associate Professor | Department of Physics                                  | II | Conduct research on the thermal transport properties of carbon composite materials used in aircraft braking systems in collaboration with industry-based colleagues.  |
| Kirstin       | Zona          | Professor           | Department of English                                  | I  | Work on book project explicating the theses that mindfulness and other self-regulatory and self-affirming processes are fundamental to human thriving and social justice.   |
| John          | Nowland       | Professor           | Department of Accounting                               | II | Conduct collaborative research and enhance teaching skills while visiting colleagues at University of Queensland (AUS), Oxford University (UK), and Hamburg University (GER).   |
| Duleep        | Delpechitre   | Associate Professor | Department of Marketing                                | I  | Research and evaluate pedagogical tools in teaching sales skills and sales technology; conduct research examining how instructional delivery quality in role-playing education activities affect student engagement and learning. |
| Lydia         | Kyei-Blankson | Associate Professor | Department of Educational Administration & Foundations | I  | Complete two co-edited book projects on the topics of online and blended education, focusing on solutions suitable to less-privileged settings and addressing other inequities and to edit a special issue of a journal.          |
| Carolyn       | Hunt          | Associate Professor | School of Teaching & Learning                          | I  | Design and propose a book about Literary Coaching to be used in graduate education and school-based trainings.  |

|          |             |                     |                                 |       |  |
|----------|-------------|---------------------|---------------------------------|-------|--|
| Adel     | Al-Bataineh | Professor           | School of Teaching & Learning   | I     | Conduct research on effectiveness of assessment practices used in K-12 schools, including how assessments guide decisions about teaching and learning, what biases there might be in assessments, and what training is offered to teachers.                      |
| Thomas   | Lucey       | Professor           | School of Teaching and Learning | I, II | Develop lesson plans for using art to teach social justice concepts in social studies curricula; conduct research on elementary school social studies education on topics ranging from student use of Twitter to teachers' response to professional conferences. |
| Geoffrey | Duce        | Associate Professor | School of Music                 | I, II | To produce and record a CD of solo piano works by Schubert, Donanyi, and CPE Bach; travel to Taiwan and possibly other East Asian countries; engage in some teaching as a visiting professor and to perform.   |
| Judith   | Briggs      | Professor           | Wonsook Kim School of Art       | I     | Conduct two collaborative action research studies in local schools focused on understanding best practices in teaching art appreciation and the teaching of art curation in the High School curriculum.  |
| Michelle | Vought      | Professor           | School of Music                 | II    | Visit Arles, France for immersive language study, research on teaching resources, French, Catalan, and other regional music/language traditions, and perform a concert.  |
| Michael  | Wille       | Professor           | Wonsook Kim School of Art       | I     | Spend extended studio time creating new paintings; visiting universities in China and Korea to strengthen institutional and collegial connections, collaborate, and offer workshops.   |
| Morgan   | Price       | Associate Professor | Wonsook Kim School of Art       | II    | Serve as a visiting artist at several universities in the western U.S., producing art, delivering talks and exhibitions, expanding creative practice, and conducting research on growth opportunities for Normal Editions.                                       |
| Matthew  | Smith       | Associate Professor | School of Music                 | II    | Complete, publish/record, and perform a body of musical compositions.  |
| Eric     | Willey      | Associate Professor | Milner Library                  | I     | Investigate and demonstrate ways that the Cataloging Unit of Milner Library can increase discoverability of the scholarly and creative output of ISU faculty and students through WikiData.  |