

**ILLINOIS STATE
UNIVERSITY**

**BOARD OF
TRUSTEES**

Report No. 2022.10/4000.03
Promotions, Tenure, and
Sabbatical Leave Report

Executive Summary

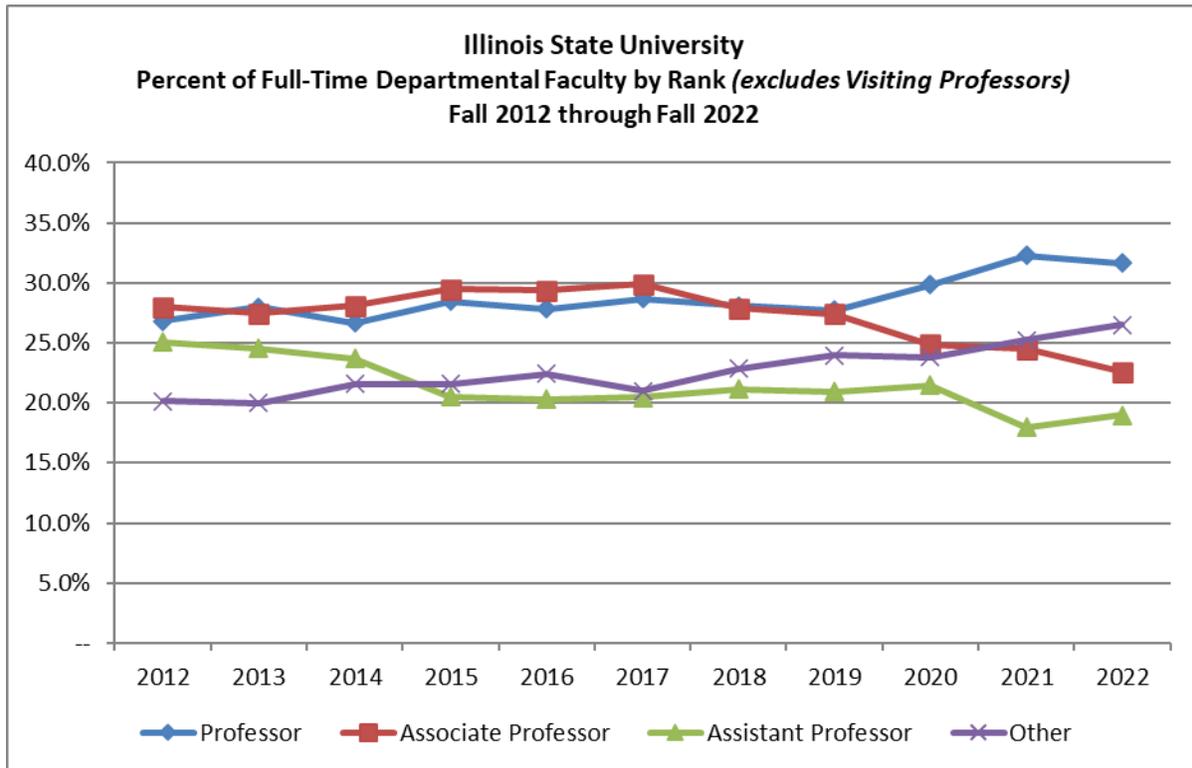
Promotion, tenure, and sabbatical personnel decisions that take effect in Fiscal Year 2023 are completed in the fall and spring of Fiscal Year 2022. The Appointment, Salary, Promotion and Tenure Policies (ASPT) document describes promotion as two changes in rank: Assistant Professor to Associate Professor 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 2023 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 FY2023, 20 faculty submitted materials that were considered for promotion to the rank of Professor. Promotion was awarded to 19. For promotion to the rank of Associate Professor, 25 individuals were considered. Promotion was awarded 24.

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 FY2023.

From Associate Professor to Professor

Dr.	Mary	Henninger	School of Kinesiology & Recreation
Dr.	Michael	Torry	School of Kinesiology & Recreation
Dr.	Deneca	Winfrey Avant	School of Social Work
Dr.	Matthew	Himley	Department of Geography, Geology & the Environment
Dr.	Richard	Hughes	Department of History
Dr.	Aaron	Pitluck	Department of Sociology & Anthropology
Dr.	Paul	Ugor	Department of English
Dr.	Marion	Willetts	Department of Sociology & Anthropology
Dr.	Duleep	Delpechitre	Department of Marketing
Dr.	Jomo	Sankara	Department of Accounting
Dr.	Tamra	Connor	Department of Marketing
Dr.	Allison	Meyer	School of Teaching & Learning
Dr.	Kyle	Miller	School of Teaching & Learning
Dr.	Lea	Cline	Wonsook Kim School of Art
Dr.	Carl	Schimmel	School of Music
Ms.	Archana	Shekara	Wonsook Kim School of Art
Dr.	Tuyen	Tonnu	School of Music
Mr.	Richard	Valentin	School of Music
Dr.	Michael	Vetere III	School of Theatre & Dance

From Assistant Professor to Associate Professor

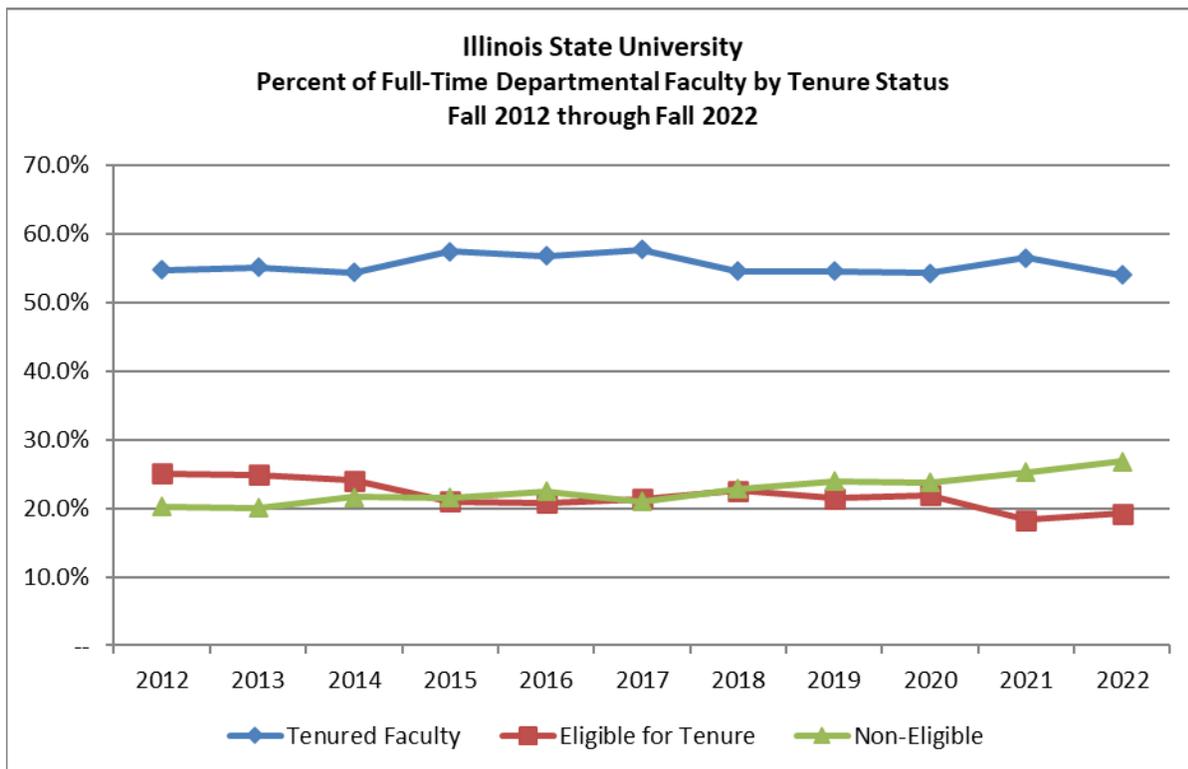
Dr.	Michael	Barrowclough	Department of Agriculture
Dr.	Andrew	Eberline	School of Kinesiology & Recreation
Dr.	Xing	Fang	School of Information Technology
Dr.	Ashley	Farmer	Department of Criminal Justice Sciences
Dr.	Adam	Jagodinsky	School of Kinesiology & Recreation
Dr.	Jianwei	Lai	School of Information Technology
Dr.	Lucas	Maxwell	Department of Agriculture
Dr.	Jaby	Mohammed	Department of Technology
Dr.	Liz	Sattler	School of Kinesiology & Recreation
Dr.	Iuliia	Tetteh	Department of Agriculture
Dr.	Bibek	Adhikari	Department of Economics
Dr.	Julie	Campbell	Department of Psychology
Dr.	Uttam	Manna	Department of Physics
Dr.	Nathan	Mortimer	School of Biological Sciences
Dr.	Wondwosen	Seyoum	Department of Geography, Geology & the Environment
Dr.	Erika	Sparby	Department of English
Dr.	Lindsey	Thomas	School of Communication
Dr.	Damien	Cannavan	Department of Accounting
Dr.	Joon Ho	Lim	Department of Marketing
Dr.	Madeline	Trimble	Department of Accounting
Dr.	Rebecca	Beucher	School of Teaching & Learning
Dr.	Stephanie	Gardiner-Walsh	Department of Special Education
Ms.	April	Anderson-Zorn	Milner Library
Dr.	Anthony	Marinello	School of Music

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 FY2023, 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-six individuals were considered for tenure. Tenure was awarded to 25. 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 2012 to Fall 2022 follows.



Faculty granted tenure for FY2023 are listed by name and department.

Dr.	Michael	Barrowclough	Department of Agriculture
Dr.	Andrew	Eberline	School of Kinesiology & Recreation
Dr.	Xing	Fang	School of Information Technology
Dr.	Ashley	Farmer	Department of Criminal Justice Sciences
Dr.	Hyoil	Han	School of Information Technology
Dr.	Adam	Jagodinsky	School of Kinesiology & Recreation
Dr.	Jianwei	Lai	School of Information Technology
Dr.	Lucas	Maxwell	Department of Agriculture
Dr.	Jaby	Mohammed	Department of Technology
Dr.	Liz	Sattler	School of Kinesiology & Recreation
Dr.	Iuliia	Tetteh	Department of Agriculture
Dr.	Bibek	Adhikari	Department of Economics
Dr.	Julie	Campbell	Department of Psychology
Dr.	Uttam	Manna	Department of Physics
Dr.	Nathan	Mortimer	School of Biological Sciences
Dr.	Wondwosen	Seyoum	Department of Geography, Geology & the Environment
Dr.	Erika	Sparby	Department of English
Dr.	Lindsey	Thomas	School of Communication
Dr.	Damien	Cannavan	Department of Accounting
Dr.	Joon Ho	Lim	Department of Marketing
Dr.	Madeline	Trimble	Department of Accounting
Dr.	Rebecca	Beucher	School of Teaching & Learning
Dr.	Stephanie	Gardiner-Walsh	Department of Special Education
Ms.	April	Anderson-Zorn	Milner Library
Dr.	Anthony	Marinello	School of Music

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 FY2023 are listed below by name, department, purpose, and time of the sabbatical.

First	Last	Rank	Department	Original Term Request Note: I = Fall, II = Spring	Synopsis
Yoon Jin	Ma	Professor	Department of Family and Consumer Sciences	I, II	to learn new technologies in smart factories and human-machine collab in fashion; to intern with an entrepreneurship consulting company; to serve as a visiting scholar in Seoul.
Scott	Pierce	Associate Professor	School of Kinesiology and Recreation	II	to pursue program accreditation for the KNR coaching minor and the Sports Psychology sequence; to study cross-cultural research study on youth athletes' personal development through sports, and to craft a literature review for psycho-social developmental outcomes.
Matthew	Aldeman	Associate Professor	Department of Technology	I	to study energy storage optimization in terms of the deep de-carbonization of the US electric grid, energy storage, and micro-grids, such as those for electric vehicles.
Joanne	Savage	Professor	Department of Criminal Justice Sciences	II	to work on a book about the "Get Tough Era" book/draft completed; to study the Japanese justice system; and to conduct research on the sex offender registry.
Pruthikrai	Mahatanankoon	Professor	School of Information Technology	I	to extend my research areas of mobile commerce and IT adoption into Internet-of-Things (IoT) and cyber-physical systems (CPS).
Kelly	Laurson	Professor	School of Kinesiology and Recreation	I	to the extant scholarship of pediatric bone research in order to develop osteoporosis prevention during adolescence.

David	Kopsell	Professor	Department of Agriculture	I	to create the second edition of an e-Horticulture textbook.
Chris	Merrill	Professor	Department of Technology	I	to study and develop methods for recruiting non-traditional students for technology and engineering education.
Ross	Kennedy	Professor	Department of History	II	to craft a book prospectus and chapters on the topic of the U.S. and the Origins of the Second World War in Europe.
T.Y.	Wang	University Professor	Department of Politics & Government	I, II	to research the effects of Chinese threats on Taiwan citizens, threat perceptions, and US policy towards the issue of Taiwan.
Joseph	Blaney	Professor	School of Communication	I	to study image restoration of the Humanities as a field.
Todd	Stewart	Associate Professor	Department of Philosophy	I, II	to study the epistemology of disagreement and the epistemology of playing the lottery, among other topics.
Aimee	Miller-Ott	Professor	School of Communication	I	to study communication between families and care providers when a member of the family has Alzheimer's Disease.
Kyle	Ciani	Professor	Department of History	II	to research public education systems on American Indian reservations in 20th century Arizona.
Susan	Kalter	Professor	Department of English	I	to translate "Jacques et Marie" (1865) by Napoleon Bourassa.
Ali	Riaz	Distinguished Professor	Department of Politics & Government	II	to craft a book manuscript on privately operated Islamic seminaries.
Chris	Mulligan	Professor	Department of Chemistry	I, II	to continue research on portable mass spectrometry.
Andres	Vidal-Gadea	Associate Professor	School of Biological Sciences	I	to research Duchenne Muscular Dystrophy.
Tenley	Banik	Associate Professor	Department of Geography, Geology, & the Environment	I, II	to study Sr isotope ratios in Iceland, examining the interactions between rock chemistry, water chemistry, and fish provenance.
Amanda	Cullen	Associate Professor	Department of Mathematics	II	to analyze data and summarize findings from two pilot studies designed to catalyze change in school mathematics.
Dan	Lannin	Associate Professor	Department of Psychology	I	to study the mitigating barriers to help-seeking; to study understanding reactions to Covid-19, and to write a book proposal on helping skills.
Gregory Logan	Miller	Associate Professor	Department of Sociology & Anthropology	I	to study path dependence in Middle Woodland ceremonial landscapes.

Lauren	Bratslavsky	Associate Professor	School of Communication	I	to finish a book on "The Archivability of TV and Related Media" and to update curricula for COM 312, Broadcast History.
Taeok	Park	Associate Professor	Department of Communication Sciences & Disorders	I	to study normal swallowing physiology, especially among stroke survivors.
Katrin	Paehler	Professor	Department of History	I, II	to write a biography of Hildegard Beetz, entitled "Spying While Female."
Angela	Haas	Professor	Department of English	I	to develop curricula for teaching technical writing for engineers.
Aaron	Pitluck	Associate Professor	Department of Sociology & Anthropology	I, II	completing the book, "Making Meaningful Finance: Co-producing Islamic banking and finance in Malaysia."
Jeffrey	Barrett	Professor	Department of Mathematics	I	to promote children's theoretical knowledge of geometric measurement and geometric measurement as a modeling tool for exploring solar energy collection.
Duriel	Harris	Professor	Department of English	I, II	to develop "Dancing in the Light of Death"--an interdisciplinary poetry/hybrid genre book and web installation and exhibition project.
Kathryn	Sampeck	Professor	Department of Sociology & Anthropology	I, II	to work on a book project about race and food and another on the Eastern Band of Cherokee Indians in North Carolina, among other academic projects.
Susan	Kim	Professor	Department of English	I	to continue an interdisciplinary collaboration with an art historian and an engineer on the illustrated 11th century manuscript "Marvels of the East."
Epaminondas	Rosa	Professor	Department of Physics	I	to study computational neuroscience in c. elegans.
Dawn	McBride	Professor	Department of Psychology	I	to write a grant proposal on "precrastination."
Lane	Crothers	Professor	Department of Politics & Government	I	to conduct research into issues of the Trump era.
Christine	Varga-Harris	Associate Professor	Department of History	I, II	to make progress on a book about the influence of a Soviet-era Communist women's organization and its global impact.
Jomo	Sankara	Associate Professor	Department of Accounting	II	to carry out research on DEI Disclosures and to visit a university in Ghana to enhance teaching performance and scholarly productivity.
Min-Yu	Liao	Associate Professor	Department of Finance, Insurance, & Law	II	to focus, within the area of ethics and corporate responsibility, on Environmental, Social and Governance information specific to diversity, equity, and inclusion.

Barb	Meyer	Associate Professor	School of Teaching and Learning	II	to continue research that compares university laboratory schools across the U.S.
Miranda	Lin	Professor	School of Teaching and Learning	I	to study how teacher educators and teacher candidates perceive civic engagement and citizenship in Thailand.
Anna	Smith Roof	Associate Professor	School of Teaching and Learning	II	to conduct work that will expand the Education Now Lab.
Terry	Husband	Professor	School of Teaching and Learning	II	to work on a book project entitled "Developing Culturally Responsive Partnerships Between Families and Diverse Students."
Pamela	Hoff	Professor	Department of Educational Administration & Foundations	I	to complete a book project entitled "Learning to Resist: Returning African American Students to the Hush Harbor in Search of Education's Promises," and a project on "African American sayins'."
Archana	Shekara	Associate Professor	Wonsook Kim School of Art	II	to develop and advance research and creative practice in transnational identity and cross-cultural awareness through auto-ethnographic narratives.
Roy	Magnuson	Associate Professor	School of Music	II	to learn the basic principles of each component in Unreal Engine 5, to complete a new Virtual Reality and/or 3D project in Unreal Engine 5, and to design an introduction course for the Creative Technologies Program to familiarize students with Unreal Engine 5.
Kristin	Carlson	Associate Professor	School of Theatre and Dance	I	to develop an interactive, inverse version of "Ghostcatching" (1999) using virtual reality.
Marie	Labonville	Associate Professor	School of Music	I, II	to work on a book project about composer Roque Cordero.
Robert	Quinlan	Associate Professor	School of Theatre and Dance	II	to complete an adaptation of Shakespeare's THE VERONA PLAY trilogy.
Melissa	Oresky	Professor	Wonsook Kim School of Art	II	to complete three interrelated paintings: Ciphers, Fern Fabric, and Night Loves.
Matthew	Smith	Associate Professor	School of Music	II	to continue working on composing Avant-pop music that hybridizes Electronic Music Production, Contemporary Songwriting, and Experimental Sound Techniques.