

**ILLINOIS STATE  
UNIVERSITY**

**BOARD OF  
TRUSTEES**

**Report No. 2020.10/4000.03**  
**Promotions, Tenure, and**  
**Sabbatical Leave Report**

**Executive Summary**

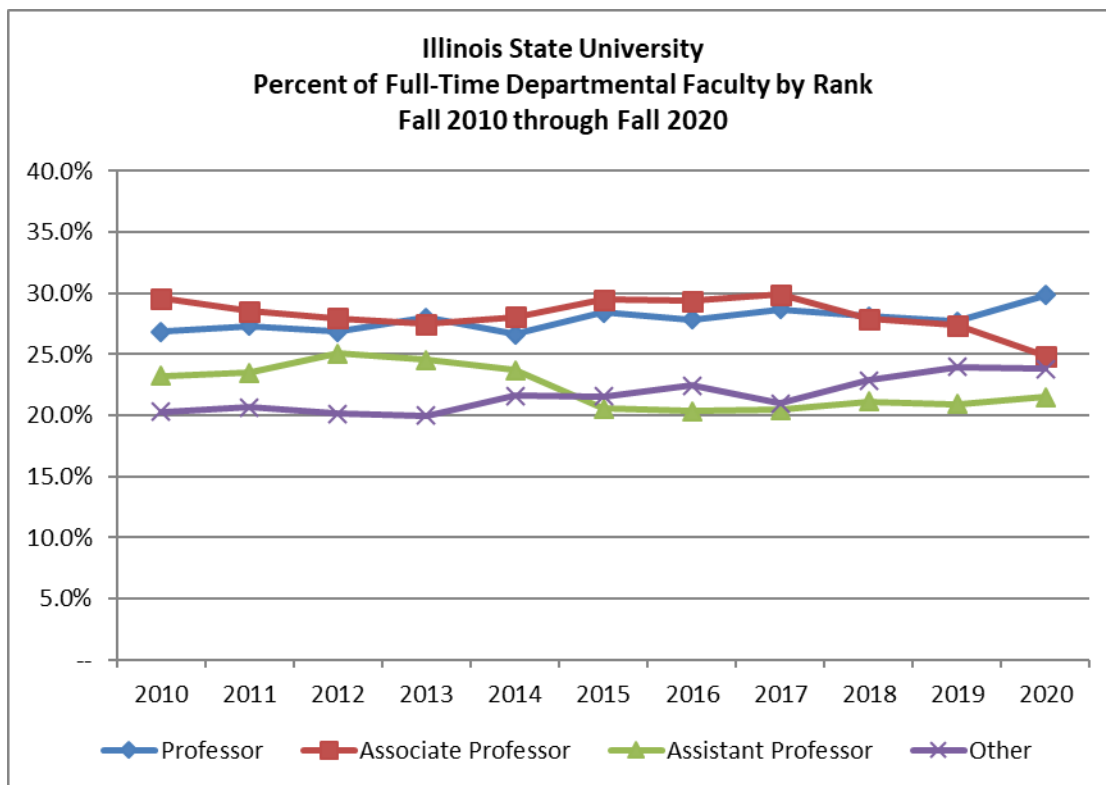
Promotion, tenure and sabbatical personnel decisions that take effect in Fiscal Year 2021 are completed in the fall and spring of Fiscal Year 2020. The Appointment, Salary, Promotion and Tenure Policies (ASPT) document describes promotion as two changes in rank: Assistant Professor to Associate Professor 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 2021 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 FY2021, 34 faculty submitted materials that were considered for promotion to the rank of Professor. Promotion was awarded to 32. For promotion to the rank of Associate Professor, 20 individuals were considered. Promotion was awarded to 19.

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 FY2021.

## From Associate Professor to Professor

Dr.	Joanne	Savage	Department of Criminal Justice Sciences
Dr.	Yoon Jin	Ma	Department of Family & Consumer Sciences
Dr.	Julie	Schumacher	Department of Family & Consumer Sciences
Dr.	Ui-Jeen	Yu	Department of Family & Consumer Sciences
Dr.	Thomas	Fuller	Department of Health Sciences
Dr.	Jin	Jo	Department of Technology
Dr.	Ronnie	Jia	School of Information Technology
Dr.	Michael	Mulvaney	School of Kinesiology & Recreation
Dr.	Jun-Hyun	Kim	Department of Chemistry
Dr.	Jean	Sawyer	Department of Communication Sciences & Disorders
Dr.	Oguzhan	Dincer	Department of Economics
Dr.	Duriel	Harris	Department of English
Dr.	Lisya	Seloni	Department of English
Dr.	Catherine	O'Reilly	Department of Geography, Geology & the Environment
Dr.	Maochao	Xu	Department of Mathematics
Dr.	Dan	Ispas	Department of Psychology
Dr.	Michael	Dougherty	Department of Sociology & Anthropology
Dr.	John	Nowland	Department of Accounting
Dr.	Beth	Hatt	Department of Educational Administration and Foundations
Dr.	Pamela	Tywman-Hoff	Department of Educational Administration and Foundations
Dr.	Carrie	Courtad	Department of Special Education
Dr.	Yojanna	Cuenca-Carlino	Department of Special Education
Dr.	Terry	Husband	School of Teaching and Learning
Dr.	May	Jadallah	School of Teaching and Learning
Dr.	Lydia	Kyei-Blankson	Department of Educational Administration and Foundations
Dr.	Do-Yong	Park	School of Teaching and Learning
Dr.	Amanda	Quesenberry	School of Teaching and Learning
Ms.	Rosanne	Marshack	School of Music
Dr.	Paul	Nolen	School of Music
Dr.	Phillip	Hash	School of Music
Dr.	Katherine	Lewis	School of Music
Dr.	Andrew	Rummel	School of Music

**From Assistant Professor to Associate Professor**

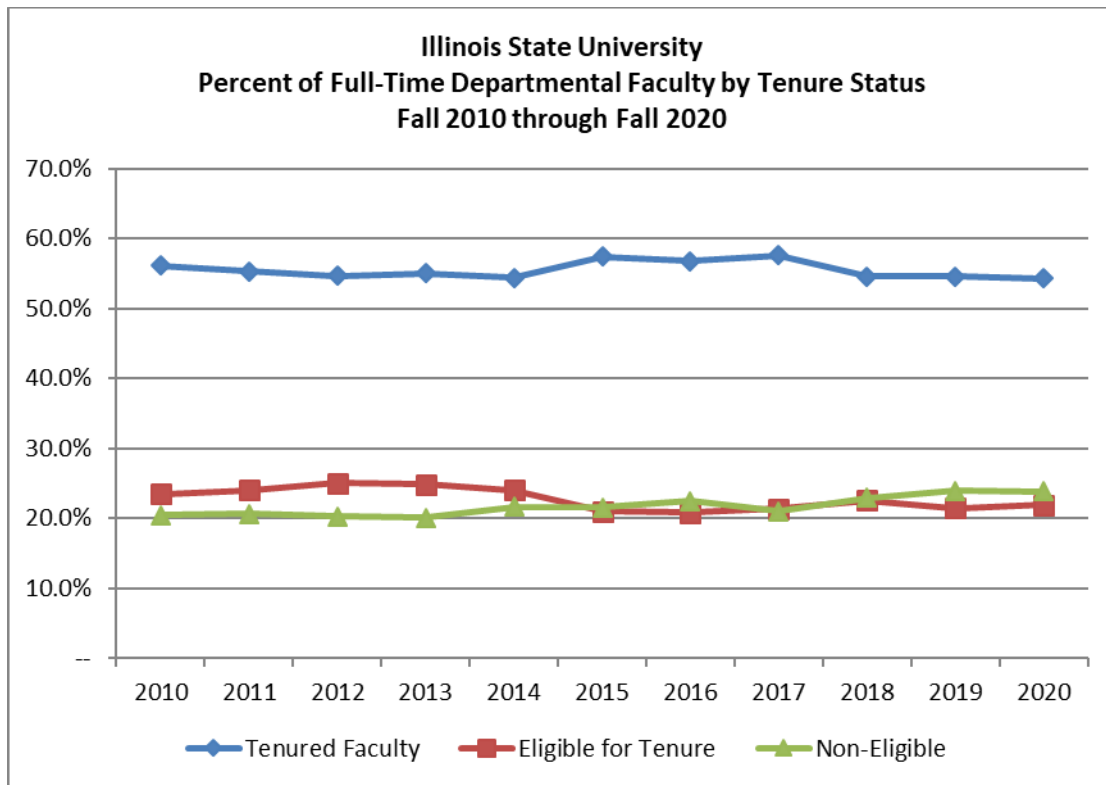
Dr.	Justin	Rickard	Department of Agriculture
Dr.	Jennifer	Peterson	Department of Health Sciences
Dr.	Liangcheng	Yang	Department of Health Sciences
Dr.	Eirin	Sullivan	Department of Chemistry
Dr.	Amanda	Cullen	Department of Mathematics
Dr.	Lana	Kühle	Department of Philosophy
Dr.	Neil	Christensen	Department of Physics
Dr.	Kerri	Milita	Department of Politics & Government
Dr.	G. Logan	Miller	Department of Sociology & Anthropology
Dr.	Livia	Stone	Department of Sociology & Anthropology
Dr.	Andrés	Vidal-Gadea	School of Biological Sciences
Dr.	Alysia	Vrailas-Mortimer	School of Biological Sciences
Dr.	Lauren	Bratslavsky	School of Communication
Dr.	Kristine	Young	Department of Accounting
Dr.	Bahae	Samhan	Department of Accounting
Dr.	Daniel	Sherrill	Department of Finance, Insurance & Law
Dr.	Carolyn	Hunt	School of Teaching and Learning
Dr.	Roy	Magnuson	School of Music
Mr.	Eric	Willey	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 FY2020, 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-two 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 2010 to Fall 2020 follows.



Faculty granted tenure for FY2021 are listed by name and department.

Dr.	Justin	Rickard	Department of Agriculture
Dr.	Jennifer	Peterson	Department of Health Sciences
Dr.	Liangcheng	Yang	Department of Health Sciences
Dr.	Yi-Hsiang	Chang	Department of Technology
Dr.	Emily	Jones	School of Kinesiology & Recreation
Dr.	Eirin	Sullivan	Department of Chemistry

Dr.	Amanda	Cullen	Department of Mathematics
Dr.	Lana	Kühle	Department of Philosophy
Dr.	Neil	Christensen	Department of Physics
Dr.	Kerri	Milita	Department of Politics & Government
Dr.	G. Logan	Miller	Department of Sociology & Anthropology
Dr.	Livia	Stone	Department of Sociology & Anthropology
Dr.	Andrés	Vidal-Gadea	School of Biological Sciences
Dr.	Alysia	Vrailas-Mortimer	School of Biological Sciences
Dr.	Lauren	Bratslavsky	School of Communication
Dr.	Kristine	Young	Department of Accounting
Dr.	Bahae	Samhan	Department of Accounting
Dr.	Daniel	Sherrill	Department of Finance, Insurance & Law
Dr.	Carolyn	Hunt	School of Teaching and Learning
Dr.	Phillip	Hash	School of Music
Dr.	Roy	Magnuson	School of Music
Mr.	Eric	Willey	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 FY2021 are listed below by name, department, purpose, and time of the sabbatical.

Dr.	Aslihan	Spaulding	Professor	Department of Agriculture	II	To collaborate on a multi-institution USDA grant proposal on sustainable agricultural systems; to attend professional development workshops at Purdue University and the University of Kentucky to enhance teaching
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Dr.	Borinara	Park	Professor	Department of Technology	I	To review AI decision-making applications for integration into teaching and to write chapters for an eventual book on the topic
Dr.	Tracy	Mainieri	Associate Professor	School of Kinesiology & Recreation	II	To conduct research, a curriculum and policy review and develop plans to enhance on diversity, equity, social justice and mental health in the Recreation and Parks Administration program
Dr.	Julie	Schumacher	Associate Professor	Department of Family & Consumer Sciences	I	To complete analysis of two qualitative data sets and to take complete training and shadowing in order to become a certified Nutrition Support Clinician.
Dr.	Philip	Mulvey	Associate Professor	Department of Criminal Justice Sciences	II	To conduct qualitative research on the life course experiences of criminally involved opioid users from their own perspectives.
Dr.	Allison	Harris	Associate Professor	Department of Physics	I, II	To develop and apply new theoretical models describing the physics of collisions of twisted particles with atoms and molecules, while visiting York University (Canada) and University of Nebraska-Lincoln.
Dr.	Andrew	Hartman	Professor	Department of History	I	Complete a book manuscript entitled, <i>Karl Marx in America</i> , under contract with University of Chicago Press
Dr.	Kimberly	Schneider	Associate Professor	Department of Psychology	II	Conduct a series of studies on workplace sexual harassment, racial/ethnic harassment, and the influence of social media platforms
Dr.	Reecia	Orzeck	Associate Professor	Department of Geography, Geology & the Environment	I, II	To conduct research on legal geography, geopedagogy, and historical geography of the Israeli-Palestinian conflict
Dr.	Tara	Lyons	Associate Professor	Department of English	I	Complete research and writing of a scholarly monograph on how and why printed dramatic works were collected and assembled in England from approximately 1560 to 1642.

Dr.	Paul	Garris	Professor	School of Biological Sciences	I	Develop analytic approaches for a novel neurochemical electrode array to characterize the multitude of dopamine responses to amphetamine.
Dr.	Amin	Bahmanian	Associate Professor	Department of Mathematics	II	To conduct research on mathematical problems in hypergraph theory and cybersecurity.
Dr.	German	Blanco	Associate Professor	Department of Economics	I	To collaborate with researchers at the Luxembourg Institute of Socio-Economic Research on methods of evaluating causal inferences and the evaluation of active labor market policies.
Dr.	Elise	Hurley	Associate Professor	Department of English	II	completing an edited book collecting essays reflecting on research and writing methods in studies of rhetoric and composition.
Dr.	Dagmar	Budikova	Professor	Department of Geography, Geology & the Environment	I, II	To conduct research on blizzard climatology and trends for Alaska; to develop new pedagogical and teaching materials.
Dr.	Caleb	Carr	Associate Professor	School of Communication	II	Conduct collaborative research on conceptualizing social media and its implications; to work on a textbook on computer-mediated communication
Dr.	Noha	Shawki	Professor	Department of Politics & Government	II	To conduct research on solidarity in two social advocacy movements: (1) on behalf of migrants and refugees in the Christian tradition, and (2) on behalf of refugee women.
Dr.	Gregory	Ferrence	Professor	Department of Chemistry	I	Continue collaborative research at the Cambridge (England) Crystallographic Data Centre and facilitate accessibility of the CCDC's database to primarily undergraduate institutions for teaching and research purposes.
Dr.	Rati	Ram	Distinguished Professor	Department of Economics	II	To conduct research on correlates of multidimensional poverty in nearly 100 developing countries.



Dr.	Joe	Amato	Associate Professor	Department of English	I	To write the third novel of a trilogy.
Dr.	Erin	Ponnou-Delaffon	Associate Professor	Department of Languages, Literatures & Cultures	II	To write a monograph on post-secular French literature and the problem of evil.
Dr.	Rebecca	Hayes	Associate Professor	School of Communication	II	Conduct collaborative research on conceptualizing social media and its implications; to conduct industry research to enrich and update course content.
Dr.	Alejandro	Enriquez	Associate Professor	Department of Languages, Literatures & Cultures	I	To conduct research on 18th century Spanish Franciscan missions to California, inaugurating comparative study with the Franciscan missions in today's Mexico and in the Iberian peninsula during the <i>Reconquista</i> .
Dr.	Fusun	Akman	Professor	Department of Mathematics	II	Continue collaborative research programs on two topics: (1) subspace partitions of finite vector spaces and (2) theoretical aspects of Gene Regulatory Networks; to continue research on polynomials; and to update related courses.
Dr.	Jamie	Mahurin-Smith	Associate Professor	Department of Communication Sciences & Disorders	I	To complete analysis of two qualitative data sets on family responses to infant feeding challenges.
Dr.	Lucian	Ionescu	Professor	Department of Mathematics	I	To cumulate and integrate research on periods and applications in mathematical physics in order to develop new mathematical foundations for quantum physics while developing collaborative relationships.
Dr.	Hassan	Mohammadi	Professor	Department of Economics	II	To conduct a study of the contributions of public and private investment to economic growth in about 140 developed and developing countries over the period 1980-2017.
Dr.	Domingo	Joaquin	Professor	Department of Finance, Insurance and Law	I, II	To develop teaching materials in a spreadsheet platform to facilitate student learning of how to represent and solve modeling problems in finance.

Dr.	Yi	Ren	Associate Professor	Department of Accounting	I	To conduct 2 research projects assessing the value of using GAAP financial measures and the impact of the Tax Cut and Jobs Act of 2017; to update teaching materials in light of new tax laws.
Dr.	Tera	Galloway	Associate Professor	Department of Management & Quantitative Methods	I, II	Collaborate with colleagues at 5 different universities on five different projects related to management, entrepreneurship, and business ethics.
Dr.	Susan	Dustin	Associate Professor	Department of Management & Quantitative Methods	I	Learn qualitative research methods and develop/propose a course for a new study abroad program in Vietnam.
Dr.	Dalia	Marciukaityte	Associate Professor	Department of Finance, Insurance and Law	I	Conduct research on impact of unionization and labor law changes on corporate finance.
Dr.	Heather	Jia	Associate Professor	Department of Management & Quantitative Methods	II	Conduct research on workplace success of employees with autism spectrum disorders.
Dr.	Barbara	Meyer	Associate Professor	School of Teaching and Learning	II	To conduct research on university lab schools across the USA and to write a book on the recent history of the ISU Lab Schools.
Dr.	Sherry	Sanden	Associate Professor	School of Teaching and Learning	I	To conduct an exploratory study on literacy learning in Heartland Head Start and Early Head Start; to conduct research on how preschoolers and teachers construct knowledge around classroom conversations about literature; to continue to work on a book project on literacy pedagogy for early childhood practitioners.
Dr.	Elizabeth	White	Associate Professor	School of Teaching and Learning	I	To conduct research examining elementary school children's civic engagement and parents' and teachers' civic socialization practices.
Dr.	Sandra	Osorio	Associate Professor	School of Teaching and Learning	II	To conduct two research projects related to bilingual education: (1) characteristics on culturally sustaining pedagogy in a 1st grade dual language classroom and (2) Spanish language proficiency

						among preservice bilingual education majors.
Dr.	Pauline	Williams	Associate Professor	School of Teaching and Learning	I	To observe and record teaching practices of exemplary bilingual teachers and interview them about their work.
Dr.	Katherine	Lewis	Associate Professor	School of Music	II	To research and plan two interconnected projects: (1) develop engaging and educational children's classical music programming and (2) learning a new body of repertoire suitable for the traditional concert hall and for children's concerts.
Mr.	James	Mai	Professor	School of Art	I, II	To conduct studio research on form and color systems; (2) to write scholarly papers formalizing the systems and the theory behind them; (3) international study of cosmic architectures (e.g., temples, tombs); learn programming language to support formal mathematical theorizing.
Dr.	Cindy	Ropp	Professor	School of Music	I	To enhance instrumental competencies (guitar and piano) as a Music Therapy instructor and to seek further specialized training in Music Therapy.
Mr.	Brian	Franklin	Associate Professor	School of Art	II	To deepen scholarly and creative productivity around physical interfaces for virtual spaces/games and the physical artifacts of virtual narratives.
Dr.	Mark	Babbitt	Professor	School of Music	I	To explore the electroacoustic repertoire for the trombone, specifically five works of new music; study of the hardware and software used in these works.
Mr.	Gary	Justis	Associate Professor	School of Art	I	Develop a 2-d, video, and kinetic sculpture installation, including multiple archival pigment prints and kinetic light sculptures.

Mr.	James	Crowley	Professor	School of Art	II	Produce a series of drawings in various media in conceptual conversation with poetry and musical compositions on topics related to artistic growth, aging, memory, and mortality.
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