

**ILLINOIS STATE  
UNIVERSITY**

**BOARD OF  
TRUSTEES**

**Report No. 2018.10/4000.02**  
**Promotions, Tenure, and**  
**Sabbatical Leave Report**

**Executive Summary**

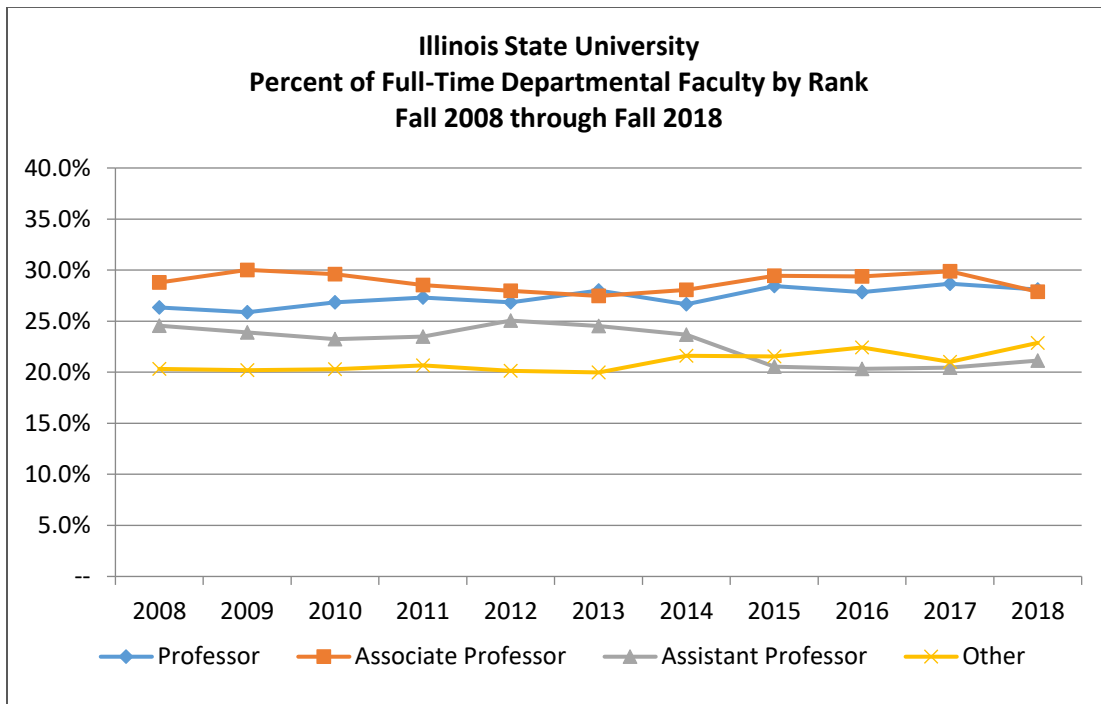
Promotion, tenure and sabbatical personnel decisions that take effect in Fiscal Year 2019 are completed in the fall and spring of Fiscal Year 2018. The Appointment, Salary, Promotion and Tenure Policies (ASPT) document describes promotion as two changes in rank: Assistant Professor to Associate Professor 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 2019 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. For 9 promotions 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. Adverse recommendations can be appealed at the DFSC/SFSC level, CFSC level, and at the Faculty Review Committee that reports its recommendations to the Provost. All recommendations (DFSC/SFSC, CFSC, Provost and FRC) are forwarded to the President for consideration. For FY2019, 23 faculty submitted materials that were considered for promotion to the rank of Professor. Promotion was awarded to all. For promotion to the rank of Associate Professor, 26 individuals were considered. Promotion was awarded to 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 FY2019.

## From Associate Professor to Professor

Joshua	Brown	Department of Technology
Haiyan "Sally"	Xie	Department of Technology
Kyoungwon	Suh	School of Information Technology
Kelly	Laurson	School of Kinesiology & Recreation
Jennifer	Friberg	Department of Communication Sciences & Disorders
John	Kostelnick	Department of Geography, Geology and the Environment
Susan	Hildebrandt	Department of Languages, Literatures and Cultures
Elke	Segelcke	Department of Languages, Literatures and Cultures
Noha	Shawki	Department of Politics & Government
Karla	Doepke	Department of Psychology
Nobuko	Adachi	Department of Sociology & Anthropology
Lance	Lippert	School of Communication
Ronald	Guidry	Department of Accounting
Vishal	Midha	Department of Accounting
Somnath	Lahiri	Department of Management and Quantitative Methods
Ryan	Brown	School of Teaching and Learning
Ellis	Hurd	School of Teaching and Learning
Miranda	Lin	School of Teaching and Learning
Steven	Mertens	School of Teaching and Learning
Adriana	Ransom	School of Music
Thomas	Marko	School of Music
MyoungJin	Kim	Mennonite College of Nursing
Kim	Astroth	Mennonite College of Nursing

### **From Assistant Professor to Associate Professor**

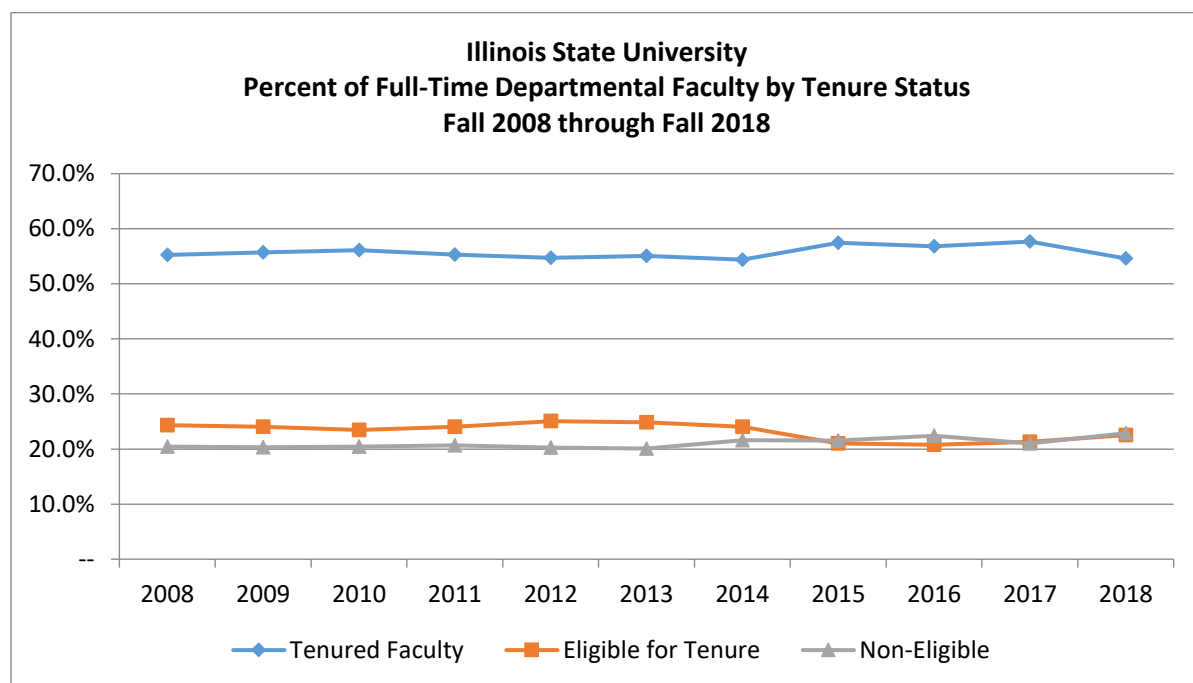
Shelly	Clevenger	Department of Criminal Justice Sciences
Kathryn	Webster	Department of Health Sciences
Joe	Amato	Department of English
Paul	Ugor	Department of English
Lisa	Tranel	Department of Geography, Geology and the Environment
Kathryn	Jasper	Department of History
Sudipa	Topdar	Department of History
David	Sanson	Department of Philosophy
Carl	Palmer	Department of Politics & Government
Alexandra	Ilie	Department of Psychology
Rebekka	Gougis	School of Biological Sciences
Thomas	Hammond	School of Biological Sciences
Kathryn	Sheridan	School of Social Work
Rachel	Birkey	Department of Accounting
Jomo	Sankara	Department of Accounting
Jamie	Wieland	Department of Management and Quantitative Methods
Duleep	Delpechitre	Department of Marketing
Leigh Anne	Donovan	Department of Marketing
Allison	Meyer	School of Teaching and Learning
Kyle	Miller	School of Teaching and Learning
Elizabeth	White	School of Teaching and Learning
Lea	Cline	School of Art
Nancy	Novotny	Mennonite College of Nursing
Carla	Pohl	Mennonite College of Nursing

## Tenure

In the academic community, tenure is a property right extended to an individual by a university or college. Once awarded no person with tenure can be deprived of this property right without due process. Tenure normally is not granted before the completion of six years of full-time service at the rank of assistant professor or above at one or more accredited institutions of higher education, including at least three years experience at Illinois State University. The award of tenure requires the University to consider not only the quality of an individual's professional achievements in teaching, research and service, but also that the candidate's competencies must be in keeping with the long-range goals of the Department and the University.

For FY2019, 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 for twenty-five of them. 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 2008 to Fall 2018 follows.



Faculty granted tenure for FY2019 are listed by name and department.

Shelly	Clevenger	Department of Criminal Justice Sciences
Tammy	Harpel	Department of Family and Consumer Sciences
Kathryn	Webster	Department of Health Sciences
Joe	Amato	Department of English
Paul	Ugor	Department of English
Lisa	Tranel	Department of Geography, Geology and the Environment
Kathryn	Jasper	Department of History
Sudipa	Topdar	Department of History
David	Sanson	Department of Philosophy
Carl	Palmer	Department of Politics & Government
Alexandra	Ilie	Department of Psychology
Rebekka	Gougis	School of Biological Sciences
Thomas	Hammond	School of Biological Sciences
Kathryn	Sheridan	School of Social Work
Rachel	Birkey	Department of Accounting
Jomo	Sankara	Department of Accounting
Jamie	Wieland	Department of Management and Quantitative Methods
Duleep	Delpechitre	Department of Marketing
Leigh Anne	Donovan	Department of Marketing
Allison	Meyer	School of Teaching and Learning
Kyle	Miller	School of Teaching and Learning
Elizabeth	White	School of Teaching and Learning
Lea	Cline	School of Art
Nancy	Novotny	Mennonite College of Nursing
Carla	Pohl	Mennonite College of Nursing

## Sabbaticals

University requirements for sabbaticals limit the number of awards to one out of every twenty-five (25) full-time tenure, tenure-track and continuing administrative professional employees. Eligible staff must have 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 FY2019 are listed below by name, department, purpose, and time of the sabbatical.

James	Wolf	Professor	School of Information Technology	II	Conduct experiments examining factors influencing students' use of scientific argumentation in online and face-to-face contexts
Noelle	Selkow	Associate Professor	School of Kinesiology and Recreation	I	Conduct research examining utility and efficacy of different treatment techniques in sports medicine and rehabilitation/injury care
Pranshoo	Solanki	Associate Professor	Department of Technology	I	Review government policies and conduct research on materials and methods used in road re-surfacing
Rex	Rowley	Associate Professor	Department of Geography, Geology and the Environment	I	Continue field research and writing of scholarly book on places affected by the US atomic weapons testing and development program, focusing on people-place interactions
Alison	Bailey	Professor	Department of Philosophy	I	Write two scholarly essays and revisit earlier work to complete a book project on epistemic injustice, focused on race, privilege, and knowledge
Nobuko	Adachi	Associate Professor	Department of Sociology and Anthropology	II	Conduct fieldwork on the Nomaioi Shinto Horse Festival in Fukushima Prefecture, Japan, to study the cultural rebuilding process after the tsunami and radiation disaster of 3/11/11
Bruce	Burningham	Chair and Professor	Department of Languages, Literatures & Cultures	II	Work on book-length study of Cervantes's dramatic work
Jennifer	Howell	Associate Professor	Department of Languages, Literatures and Cultures	I	Translation of and writing a critical introduction for Minh Tran Huy's <i>Voyageur malgie lui (The accidental tourist)</i>
Kevin	Zhang	Professor	Department of Economics	II	Work on a book investigating the impact of globalization on industrial competitiveness of developing countries, specifically examining China
Lori	Riverstone-Newell	Associate Professor	Department of Politics and Government	I	Examine scope, incidence, and impact on local policy innovation of US states' activity in blanket and super-preemptive legislation since 2010

Diane	Byers	Associate Professor	School of Biological Sciences	I, II	Learn new data mining and modeling techniques; develop research examining plant interactions with soil microbial communities; complete several research papers on native prairie plant species; travel to St. Andrew's University (Scotland) and University of Kansas to collaborate
John	Hooker	Associate Professor	School of Communication	I	Develop and propagate a standardized online speech grading tool and use it to conduct inter-institutional assessment for Communication Basic Course directors and instructors
Mary	Moran	Associate Professor	Department of English	I	Work on a book examining connections between feminist ethical theory and speculative fiction (science fiction, fantasy, and dystopias) for children and young adults
Fuxia	Cheng	Professor	Department of Mathematics	I	Two projects examining assumptions of statistical estimation procedures with specific applications to financial risk management
Brian	Rejack	Associate Professor	Department of English	I	Complete three chapters of a scholarly monograph examining an incipient theory of mediation in the poetry of John Keats and in Romantic-era aesthetics more broadly
Alycia	Hund	Professor	Department of Psychology	I	Conduct research examining links of teacher and student spatial language in elementary school classrooms with student engagement and performance in STEM classes; complete training in Trust-Based Relational Intervention at the Karin Purvis Center for Child Development at TCU
Gaywalee	Yamskulna	Professor	Department of Mathematics	II	Research using super vertex operator algebras to solve mathematical problems related to string theory
Jennifer	Tobias	Associate Professor	Department of Mathematics	I	Research on factors that influence preservice teachers' understanding of mathematical concepts and reasoning
Jeremy	Driskell	Associate Professor	Department of Chemistry	II	Conduct research on the interfacial chemistry between gold nanoparticles and proteins; explore theme-based modular approach and project-based approach for teaching the Instrumental Analysis Laboratory; update the Instrumental Analysis Laboratory manual; visit UIUC to learn high resolution ESI-MS techniques for protein analysis
Maria	Pao	Professor	Department of Languages, Literatures and Cultures	I	Complete a literature review of Spanish-language graphic novels
Gregory	Braswell	Associate Professor	Department of Psychology	II	Create a video-coding computer program for use in research



Maria	Schmeeckle	Associate Professor	Department of Sociology and Anthropology	I, II	Qualitative ethnographic research on children's rebellion against parents
David	Cleeton	Professor & Chair	Department of Economics	I	Work on three research projects examining Eurozone savings and investments, European sovereign debt, and public expenditures in France
Sudipa	Topdar	Assistant Professor	Department of History	I, II	Research examining how the internalization of the racialized stereotype of Bengali effeminacy among western-educated Bengalis contributes to a pejorative self-image, nationalist anxieties, and pursuit of an ever-elusive ideal masculinity
Elango	Balasubramanian	Professor	Department of Management and Quantitative Methods	I	Conduct a comprehensive literature review, citation analysis, and visual mapping of the knowledge network in the subfield of franchising
Gary	Hunter	Professor	Department of Marketing	I	Expand research on reverse country-of-origin effects (impact of consumer evaluations of products on perceptions of producing countries)
Jay	Rich	Professor	Department of Accounting	I	Travel to University of New South Wales (Australia) to co-teach doctoral seminars and collaborate on research in behavioral auditing
Nathan	Hartman	Associate Professor	Department of Management and Quantitative Methods	II	Conduct research on relationship between employee engagement and leaders' motivations
Hulda	Black	Associate Professor	Department of Marketing	II	Conduct research on customer-to-customer interactions in different setting, comparing online vs. face-to-face modalities, learn new techniques in digital marketing communications; develop and propose a new course integrating digital marketing tools
Aysen	Bakir	Associate Professor	Department of Marketing	II	Learning new tools and skills to integrate digital learning solutions into teaching
Yun-Ching	Chung	Associate Professor	Department of Special Education	II	Travel to Special Education Resource Center in Taipei, Taiwan to study support needs of special education teachers and to provide workshops/consultation
Douglas	Hatch	Associate Professor	School of Teaching and Learning	I	Conduct interviews and archival research on the history of the Middle-Level education program at ISU, which was a pioneering program when founded
Mark	Zablocki	Associate Professor	Department of Special Education	II	Develop research and teaching skills while developing a research methods course and enhancing curricular program
Debra	Shelden	Associate Professor	Department of Special Education	II	Conduct qualitative research with general education teachers involved in transition of special education students in urban settings

Sherry	Sanden	Associate Professor	School of Teaching and Learning	I	Write and submit grant for research examining professional growth of Head Start teachers and teacher candidates collaborating on literacy education for their pre-school students; conduct interview-based research with literacy educators
Thomas	Crumpler	Professor	School of Teaching and Learning	II	Collaborative research on the process of co-designing and implementing clinical experiences in a literacy course; collaborate with co-author in Australia on a book examining a children's rights perspective on formative literacy assessment
Lori	Adams	Professor	School of Theatre and Dance	II	Directing or acting in a professional show with Mustard Seed Theatre in St. Louis; travel to New York and Ireland to study/attend productions of shows by, for, and about women; attend professional workshops, interview actors, and network with alumni while traveling
Lea	Cline	Assistant Professor	School of Art	II	Conduct research for and co-edit <i>The Oxford Handbook of Roman Imagery and Iconography</i>
Justin	Vickers	Associate Professor	School of Music	I, II	Research and writing on Benjamin Britten
Michael	Vetere	Associate Professor	School of Theatre and Dance	II	Case study of art education practices and their efficacy in two different schools
Tyler	Lotz	Professor	School of Art	I	Develop sculpture practice, in terms of production methods and content, to create a new body of work for exhibition; explore use of digital design and production in ceramic art and in ceramics program curriculum; 2- to 3-week art residency abroad or in US
Richard	Valentin	Associate Professor	School of Music	I	Develop and program a custom digital platform to combine, edit, and arrange musical and visual elements in creation of compositions that are hybrids of sight and sound
Cindy	Kerber	Professor	Mennonite College of Nursing	I	Conduct scholarly research on psychiatric/mental health care of individuals in forensic behavioral health units