

**ILLINOIS STATE
UNIVERSITY**

**BOARD OF
TRUSTEES**

Report No. 2023.10/4000.03
Promotions, Tenure, and
Sabbatical Leave Report

Executive Summary

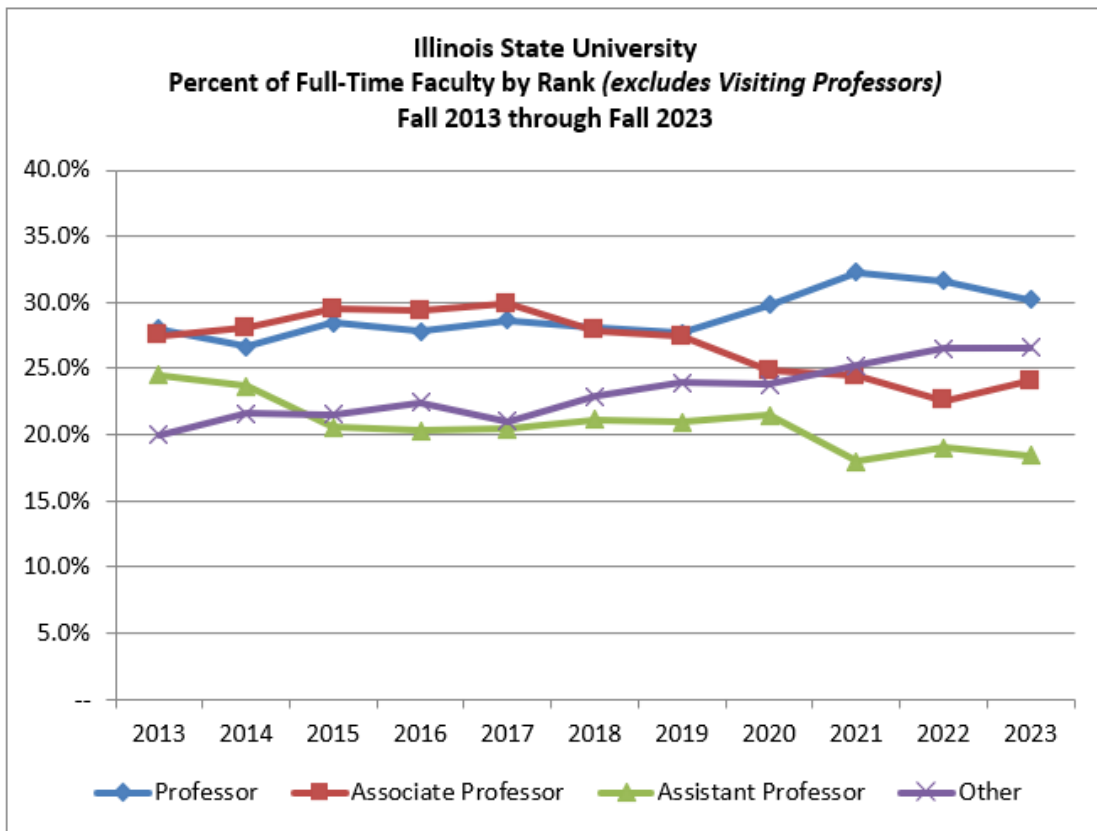
Promotion, tenure, and sabbatical personnel decisions that take effect in Fiscal Year 2024 are completed in the fall and spring of Fiscal Year 2023. The Appointment, Salary, Promotion and Tenure Policies (ASPT) document describes promotion as two changes in rank: Assistant Professor to Associate Professor 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 2024 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 FY2024, 15 faculty submitted materials that were considered for promotion to the rank of Professor. Promotion was awarded to 14. For promotion to the rank of Associate Professor, 40 individuals were considered. Promotion was awarded to 39.

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 FY2024.

From Associate Professor to Professor

Dr.	Amin	Bahmanian	Department of Mathematics
Dr.	Gregory	Braswell	Department of Psychology
Dr.	Daniel	Breyer	Department of Philosophy
Professor	Maureen	Brunsdale	Milner Library
Dr.	Thomas	Hammond	School of Biological Sciences
Dr.	Gina	Hunter	Department of Sociology & Anthropology
Dr.	Jacqueline	Lanier	Department of Health Sciences
Dr.	Yongmei	Liu	Department of Management & Quantitative Methods
Dr.	Dimitrios	Nikolaou	Department of Economics
Dr.	Yi	Ren	Department of Accounting
Dr.	John	Rugutt	Department of Educational Administration & Foundations
Dr.	Benjamin	Sadd	School of Biological Sciences
Dr.	Christine	Varga-Harris	Department of History
Dr.	Abhishek	Varma	Department of Finance, Insurance & Law

From Assistant Professor to Associate Professor

Dr.	Elke	Altenburger	Department of Family & Consumer Sciences
Ms.	Ladan	Bahmani	Wonsook Kim School of Art
Dr.	Brea	Banks	Department of Psychology
Dr.	Amy	Bardwell	Department of Family & Consumer Sciences
Dr.	Mahua	Biswas	Department of Physics
Dr.	Yi-Hsiang	Chang	Department of Technology
Dr.	Yun	Chang	School of Kinesiology & Recreation
Mr.	James	Chrismon	School of Theatre & Dance
Dr.	Niharika	Dayyala	Department of Accounting
Dr.	Mindy	Ely	Department of Special Education
Dr.	Kristina	Falbe	School of Teaching and Learning
Dr.	Pei	Geng	Department of Mathematics
Dr.	Eric	Godoy	Department of Philosophy
Dr.	Rachel	Gramer	Department of English
Dr.	Timothy	Harris	Department of Economics
Dr.	Sandeep	Jagani	Department of Management & Quantitative Methods
Mr.	Jeremy	Jenkins	School of Theatre & Dance
Ms.	Deborah	Johnson	Department of Health Sciences
Dr.	David	Lane	Department of Criminal Justice Sciences
Dr.	Kee-Yoon	Nahm	School of Theatre & Dance
Dr.	Ryan	Paitz	School of Biological Sciences
Dr.	Patricia	Pence	Menonite College of Nursing
Dr.	Tobias	Pret	Department of Management & Quantitative Methods
Dr.	Ela	Przybylo	Department of English

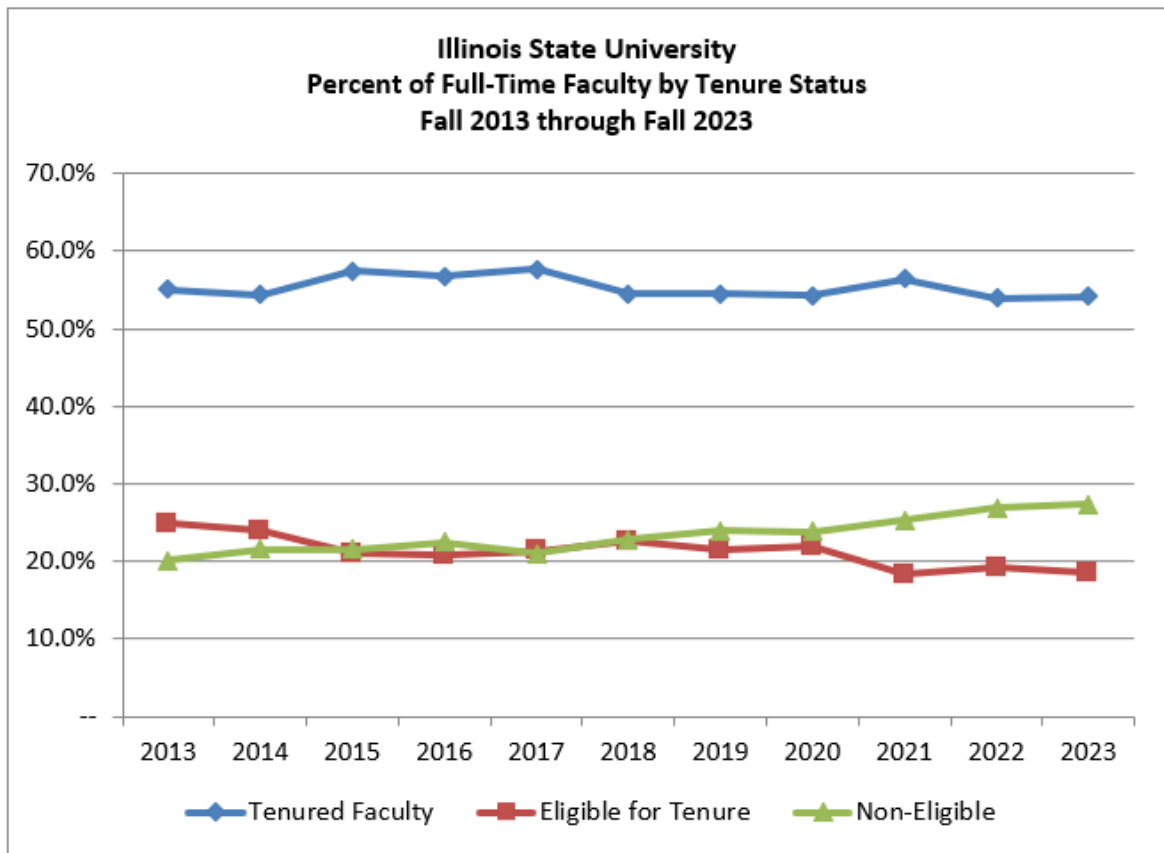
Dr.	Erin	Quast	School of Teaching and Learning
Ms.	Nathania	Rubin	Wonsook Kim School of Art
Dr.	Luke	Russell	Department of Family & Consumer Sciences
Dr.	Songling	Shan	Department of Mathematics
Professor	Anne	Shelley	Milner Library
Dr.	Michele	Shropshire	Mennonite College of Nursing
Dr.	Melinda	Snodgrass	Department of Special Education
Dr.	Chang	Su-Russell	Department of Family & Consumer Sciences
Dr.	Elizabeth	Thompson	School of Music
Dr.	Timothy	Trombley	Department of Finance, Insurance & Law
Dr.	Stephen	Weiser	Department of Educational Administration & Foundations
Dr.	Benjamin	Wellenreiter	School of Teaching and Learning
Dr.	Alicia	Wodika	Department of Health Sciences
Dr.	Kimberly	Wolowiec-Fischer	Department of Special Education
Dr.	I-Chun	Wu	School of Kinesiology & Recreation

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 FY2024, 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. Forty-one individuals were considered for tenure. Tenure was awarded to 40. 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 2013 to Fall 2023 follows on the next page:



Faculty granted tenure for FY2024 are listed by name and department.

Dr.	Elke	Altenburger	Department of Family & Consumer Sciences
Ms.	Ladan	Bahmani	Wonsook Kim School of Art
Dr.	Brea	Banks	Department of Psychology
Dr.	Amy	Bardwell	Department of Family & Consumer Sciences
Dr.	Mahua	Biswas	Department of Physics
Dr.	Yun	Chang	School of Kinesiology & Recreation
Mr.	James	Chrismon	School of Theatre & Dance
Dr.	Niharika	Dayyala	Department of Accounting
Dr.	Mindy	Ely	Department of Special Education
Dr.	Kristina	Falbe	School of Teaching and Learning
Dr.	Pei	Geng	Department of Mathematics
Dr.	Eric	Godoy	Department of Philosophy
Dr.	Rachel	Gramer	Department of English
Dr.	Timothy	Harris	Department of Economics
Dr.	Sandeep	Jagani	Department of Management & Quantitative Methods
Mr.	Jeremy	Jenkins	School of Theatre & Dance
Ms.	Deborah	Johnson	Department of Health Sciences
Dr.	David	Lane	Department of Criminal Justice Sciences
Dr.	Kee-Yoon	Nahm	School of Theatre & Dance

Dr.	Ryan	Paitz	School of Biological Sciences
Dr.	Patricia	Pence	Mennonite College of Nursing
Dr.	Tobias	Pret	Department of Management & Quantitative Methods
Dr.	Ela	Przybylo	Department of English
Dr.	Erin	Quast	School of Teaching and Learning
Ms.	Nathania	Rubin	Wonsook Kim School of Art
Dr.	Luke	Russell	Department of Family & Consumer Sciences
Dr.	Songling	Shan	Department of Mathematics
Professor	Anne	Shelley	Milner Library
Dr.	Michele	Shropshire	Mennonite College of Nursing
Dr.	Melinda	Snodgrass	Department of Special Education
Dr.	Chang	Su-Russell	Department of Family & Consumer Sciences
Dr.	Elizabeth	Thompson	School of Music
Dr.	Timothy	Trombley	Department of Finance, Insurance & Law
Dr.	Stephen	Weiser	Department of Educational Administration & Foundations
Dr.	Benjamin	Wellenreiter	School of Teaching and Learning
Dr.	Alicia	Wodika	Department of Health Sciences
Dr.	Kimberly	Wolowiec-Fischer	Department of Special Education
Dr.	I-Chun	Wu	School of Kinesiology & Recreation
Dr.	Antonio	Causarano	Department of Special Education
Dr.	Sumesh	Philip	School of Information Technology

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 FY2024 are listed below by name, department, purpose, and time of the sabbatical.

Title	First	Last	Rank	Department	Original Term Request I = Fall II = Spring	Synopsis
Dr.	Jennifer	Banning	Professor	Department of Family and Consumer Sciences	II	1) Develop a loan program for items in the Lois Jett Historic Costume Collection (LJHCC) in FCS that can benefit educators throughout Illinois State University. 2) Design a research study to examine student learning outcomes of using LJHCC items in multidisciplinary settings on ISU campus.
Dr.	Dawn	Beichner	Professor	Department of Criminal Justice Sciences	I	To serve in her elected role at the UN. She will participate in several meetings and activities coordinated by the United Nations. Because the UN Office on Drugs and Crime (UNODC) is currently examining possible strategies to reduce reoffending, I hope to be selected as an expert and invited to offer oral commentary. There are other UNODC priorities related to victimization and victim support for which I am also qualified to contribute commentary.
Dr.	Xing	Fang	Associate Professor	School of Information Technology	II	Conduct a comprehensive study in the area of RL and underwater communication applications that utilize Reinforcement Learning (RL). Develop course content in RL for under and graduate level students in IT 340, 441, and 448. Strengthen research collaborations with external researchers/professors.
Dr.	Michael	Gizzi	Professor	Department of Criminal Justice Sciences	I	The sabbatical focuses on 2 projects: Analysis of police descriptions of facts in arrest affidavits, and how judges use that language and how it shapes probable cause determinations. 2) Completing a 2nd volume of case studies using qualitative mixed methods to accompany his book <i>The Practice of Qualitative Data Analysis: Research Examples Using MAXQDA</i> .
Dr.	Tammy	Harpel	Professor	Department of Family and Consumer Sciences	II	To develop a new research agenda that will focus on the impact of women's reproductive health issues (e.g., endometriosis, etc.) on couple relationships and the family system, as well as women's experiences with health care professionals and medical protocol.
Dr.	Jin	Jo	Professor	Department of Technology	II	To develop a framework to establish a simple, transparent model that can stimulate the deployment of renewable technologies for the commercial building sector.
Dr.	Jianwei	Lai	Associate Professor	School of Information Technology	I	1) Research project 1-develop a shoulder-surfing resistant graphic PIN, 2) Design a text entry system for smartwatches, and 3) Google UX(User Experience) Design Professional Certificate Program
Dr.	Jacqueline	Schneider	Professor	Department of Criminal Justice Sciences	I	To complete the construction of a virtual study-abroad course that will be offered in AY 2023-2024. Filming will take place during spring/summer of 2023 at numerous Holocaust-related sites across Europe. Because of the nature of filming and the compacted touring schedule, editing cannot be done while on-site. Second project is to land a book contract about crime of genocide.

Dr.	Aslihan	Spaulding	Professor	Department of Agriculture	II	To focus on professional development and research activities surrounding diversifying farming and farmers. Awarded for FY23; Deferred to FY24
Dr.	Skip	Williams	Professor	School of Kinesiology and Recreation	I	1) Write the 9th edition of the Measurement & Evaluation in Physical Education and Exercise Science Textbook. 2) Prepare for future research and grant opportunities. Complete review of literature and develop several research proposals related to assessment in physical education. 3) Submit one manuscript for publication.
Dr.	Justin	Bergfield	Associate Professor	Department of Physics	II	Project 1: Quantum Information Content of Quantum Interference; Project 2: Entanglement Signatures in Optical Emission; Project 3: Entanglement Transfer and Generation using SC-Molecule-SC Junctions; Project 4: Quantum Information Course Development
Dr.	Julie	Campbell	Associate Professor	Department of Psychology	I, II	To work on manuscripts (7 proposed) and revise an e-book for publication.
Dr.	Sunil	Chebolu	Professor	Department of Mathematics	I, changed to FA 2/23	1) Build on current work in algebra and representation theory in hope of gathering data for extramural funding. 2) begin writing a book on applications of math for undergraduates.
Dr.	Kyle	Ciani	Professor	Department of History	II	To research public education systems on Native American reservations in 20th century Arizona. Awarded for FY23; Deferred to FY24
Dr.	Rainer	Grobe	Distinguished Professor	Department of Physics	II	1) Generalize artificial neural networks as new and efficient algorithmic tools to solve partial differential equations of quantum field theory numerically; 2) Exploit genetic programming based symbolic regression to find analytical solutions and, 3) Simulate the evolutionary algorithm of symbolic regression as a dynamical multi-particle system, such that powerful statistical techniques can be developed to accelerate its efficiency.
Dr.	Jennine	Harvey-Northrop	Associate Professor	Department of Communication Sciences and Disorders	II	To complete data analysis of data sets from the immersive virtual reality (VR) environment for rehabilitation and clinical training in speech-language pathology (SLP) project.
Dr.	Byron	Heidenreich	Associate Professor	Department of Psychology	I	Two goals: 1) complete manuscripts for completed projects. 2) complete research projects that can then be written as full-length articles.
Dr.	Gina	Hunter	Associate Professor	Department of Sociology and Anthropology	II	To develop a community-engaged, ethnographic research project on local food system community-building and activism.
Dr.	Ross	Kennedy	Professor & Chair	Department of History	I	To complete a draft of a book entitled " <i>The United States and the Origins of the Second World War in Europe.</i> "
Dr.	Jun-Hyun	Kim	Professor	Department of Chemistry	I, II	To visit South Korea and China to work with collaborators on nanoscience and nanoengineering to gather preliminary data for grant proposals.
Dr.	Viktor	Kirik	Associate Professor	School of Biological Sciences	II	1) Expand technical expertise of his laboratory by learning new techniques and teaching his lab personnel to apply them in research. 2) Work with a microscope (FLIM-FRET) and at the bench to collect preliminary data for grant applications and publications.

Dr.	John	Kostelnick	Professor	Department of Geography, Geology, and the Environment	I	1) Propose new "crisis mapping 3.0" visualization tools. 2) Pilot work in spatial analysis of rural broadband access in Illinois refining methodologies to "scale up" effort to expand broadband coverage. 3) Professional development in spatial data sciences, deep learning, and artificial intelligence.
Dr.	Danielle	Lillge	Associate Professor	Department of English	II	To analyze and write out data from an 18-month qualitative research study of teachers in ISU English master's program. It focuses on middle and high school English Language Arts teachers' journeys as learners & scholars.
Dr.	Kimberly	Nance	Professor	Department of Languages, Literatures & Cultures	II	Continues research on Latin American testimonial literature with a focus on the theoretical work of writer and critic Alicia Partnoy. The project shifts focus to Partnoy's contributions to literary theory, and in particular her interdisciplinary work on the intersections between literature and transitional justice.
Dr.	William	Perry	Professor	School of Biological Sciences	I, II	To expand knowledge and expertise in ecosystem services of cover crops by collaborating with researchers who have more extensive datasets and work in different systems, e.g., Dr. Dan Jacobson, Chief Data Scientist Oak Ridge National Laboratory.
Dr.	Yusuf	Sarfati	Associate Professor	Department of Politics and Government	I, II	To study use of populist strategies by governments to create support for authoritarian political projects, its effect on political radicalization and the electoral strategies opposition parties use to challenge authoritarian populists in power. Will focus on the upcoming elections in Israel and Turkey to assess these questions and contribute to the copious literature on authoritarian populism.
Dr.	Scott	Seeman	Associate Professor	Department of Communication Sciences & Disorders	II	1) Develop clinical tools for quantifying listening effort to help understand hearing loss causing difficulties hearing in noisy environments. 2) Investigating microaggressions targeted at individuals with hearing loss.
Dr.	Lisya	Seloni	Professor	Department of English	I, II	To advance current scholarship on second language writing (SLW), genre-based instruction, and teacher literacy.
Dr.	Wondwosen	Seyoum	Associate Professor	Department of Geography, Geology, and the Environment	I, II	To discern the cause(s) of surface area expansion of Lake Beseka (East Africa), which has increased >500% in 40 years.
Dr.	Rachel	Shively	Professor	Department of Languages, Literatures & Cultures	II	To complete a book project that is already underway and that is under contract with a publisher.
Dr.	Cheri	Simonds	Professor	School of Communication	I	Purpose of the proposed sabbatical is to write, produce, and implement a nation-wide video training program for Communication Course Directors and Teachers.
Dr.	Brent	Simonds	Professor	School of Communication	I	To write, produce, and implement a nation-wide video training program for Communication Course Directors and Teachers.

Dr.	Karen	Stipp	Associate Professor	School of Social Work	II	To continue and expand projects on health disparities and Social Determinants of Health, trauma, and resilience. Also, SoTL work on trauma-informed self-care. Personal and population health is the focus of both.
Dr.	Richard	Sullivan	Associate Professor	Department of Sociology and Anthropology	I, II	To work on a book entitled, "The Main Drift: A Sociological Perspective for Our Time."
Dr.	Lindsey	Thomas	Associate Professor	School of Communication	II	Execute 2 research projects: (1) Parent-child communication about extended family estrangement; (2) "So, what should we call us?": An (auto)ethnographic case study in discourse-dependent family.
Dr.	Wenhua	Zhao	Professor	Department of Mathematics	I	To investigate several important open problems toward the developing of the new theory on the notion of Mathieu Subspaces of associative algebras.
Dr.	Mona	Bahl	Associate Professor	Department of Management & Quantitative Methods	II	1) Research on Firm Outcomes in Emerging Markets and 2) Code and organize data on the Biotech industry.
Dr.	Joon Ho	Lim	Associate Professor	Department of Marketing	I	To examine how the statewide mask requirements impact the U.S. consumers' grocery shopping behavior.
Dr.	Yayuan	Ren	Associate Professor	Department of Finance, Insurance, and Law	I	Impact of Environmental, Social, and Governance Investment on Firm Value: The Role of Enterprise Risk Management
Dr.	Deborah	Seifert	Professor	Department of Accounting	I	To conduct research on fraud and whistleblowing and to pursue professional development in the area of cost and managerial accounting, among other academic projects. Deferred awarded sabbatical from FY23.
Dr.	Carrie Anna	Courtad	Professor	Department of Special Education	I, II	Living what we preach: Returning to the special education classroom to bridge research to practice.
Dr.	Stephanie	Gardiner-Walsh	Associate Professor	Department of Special Education	II	To complete the requirements of an open access textbook which has been organized to begin in Fall 2022 and will be completed by Summer 2024.
Dr.	Grace	Kang	Associate Professor	School of Teaching and Learning	II	To focus on data collection, data analysis, and writing/dissemination of several research studies around Critical Writing Pedagogy.
Dr.	Sonia	Kline	Associate Professor	School of Teaching and Learning	I	To create an online repository that supports critical writing pedagogy and research, The WRITE Gallery: Writing Repository for Innovation in Teaching for Equity.
Dr.	Jay	Percell	Associate Professor	School of Teaching and Learning	II	Finalize the scholarly endeavor <i>Assessing Curriculum and Instruction Designed to the Edges</i> .
Dr.	Amanda	Quesenberry	Professor	School of Teaching and Learning	II	1) Examine participant perceptions of the ECE Workforce Program at ISU; 2) Collaborate with School/COE/University/State partners to develop a sustainable online program for the incumbent workforce; 3) Establish a spring break study abroad program in Northern Ireland/Ireland and examine the perceptions of student participants; 4) Enhance TCH 278 (Practices & Issues in Early Childhood Education) to better align with student teaching experience

Ms.	Jin	Lee	Professor	Wonsook Kim School of Art	II	To produce a series of printed photography books as a way to organize and connect past and current bodies of work.
Ms.	Lauren	Lowell	Associate Professor	School of Theatre and Dance	II	1) Promote a book due to the publisher in June 2023. Attend conferences such as USITT, SETC, and other events to promote it. 2) Return to Thailand to work with students at Srinakharinwirot University. 3) Complete a professional costume design outside of the university.
Dr.	Thomas	Marko	Professor	School of Music	I	1) Improve contemporary audio recording skills, mixing and producing to achieve professional level results. 2) Release at least three commercially viable original singles completely recorded, produced, mixed and mastered. 3) Improve online marketing and engagement with fan base and monthly listeners.
Ms.	Melissa	Oresky	Professor	Wonsook Kim School of Art	II	To complete three interrelated paintings: Cipher, Fern Fabric, and Night Loves. Deferred sabbatical from FY23.
Ms.	Darby	Wilde	Associate Professor	School of Theatre and Dance	II	1) Create an original work on Full Circle Dance of North Texas and on dancers at the University of Nicosia in Cyprus. 2) Collaborative project with Eisenhower Dance Detroit while also observing and engaging in professional classes that invigorate my practice and teaching.
Dr.	Li	Zeng	Associate Professor	School of Theatre and Dance	II	To enhance performance in teaching and to work on a research project. Enhance my performance in teaching film studies via workshops and get more practice and training in creating video essay.