The Advisory Committee on Tenure, Promotion and Third Year Review

Committee Report 2020-2021

Chair: Marvin E Gonzalez

Date: May 12, 2021

Regular Members:
Iana Anguelova, Professor, Department of Mathematics
Margaret Hagood, Professor, Department of Teacher Education (returning member)
Douglas Ferguson, Professor, Department of Communication
Anton Vander Zee, Associate Professor, Department of English
Marvin Gonzalez, Associate Professor, Supply Chain and Information Management Department

According to the 2020-2021 Calendar, the Advisory Committee began the analysis of cases on January 6, completing the assigned cases on February 18. Advisory committee meetings were conducted through Zoom, due to current sanitary restrictions. The meetings had a fixed schedule from 2 to 3:45 PM, on Tuesdays and Thursdays. Each meeting was scheduled 3 cases (see details in agendas provided). In special cases, the committee lengthened its sessions in order to cover the objectives of the day. The total number of cases assigned this year was 35 cases, which are detailed below.

Promotion to Full Professor: 13 cases
Tenure and Promotion to Associate Professor: 19 cases
Promotion to Senior Instructor: 1 case
Renewal as Senior Instructor: 1 case
Tenure for Librarian II: 1 case

This year, no cases of Two third-year review were presented to the committee.

Six of these cases necessitated the inclusion of three of the five alternate members of the Advisory Committee:

Chris Fragile, Professor, Department of Physics and Astronomy
Brian Lanahan, Associate Professor, Department of Teacher Education
Berry Stiefel, Associate Professor, Department of Art, and Architectural History

As in the previous four years, no representative of Academic Affairs was present during the Advisory Committee’s deliberations. Provost Suzane Austin conducted her own independent review of the candidates. The Advisory Committee is grateful for the technical assistance provided by the Office of Academic Affairs, including support from Deanna Caveny-Noecker (Associate Provost for Faculty Affairs), Beth Murphy (Assistant to the Provost for Budget and Personnel), and Cathy Peebles (Office Manager).
During the deliberations of the advisory committee some aspects came to the fore, aspects that could be analyzed by the community, in general they are mentioned below:

As is common year after year, candidates presented their cases in the best possible way, following the FAM guidelines as a guide. In the cases where the candidates did not follow the procedures indicated by the FAM, their analysis was a little more complicated for the advisory committee. It is important to emphasize that it is the responsibility of each candidate to present their cases in the best and clear possible way.

A summary sheet preceding each publication included in the packet, describing the candidate’s contribution (in multi-authored publications) to each publication as well as clear evidence of peer-review (from journal masthead or from editors) was helpful.

An increasing number of candidates’ packets include external reviews of research in T&P and Promotion cases. These are optional, but most of the candidates coming up for tenure and promotion to associate and promotion to full included them. Since all candidates are including these, it may be time to consider updating the FAM to make external reviews required.

Some programs and departments used Qualtrics (campus-provided) very effectively for collecting graduate surveys. They provided summary statistics and analytical data that were very useful in evaluation of the candidates. However, other programs and departments provided PDFs of Qualtrics raw data that were difficult to review. We recommend a more standardized approach.

DEP letters that specifically evaluated, polled, and rated candidates in each evaluative category were especially helpful.

Colleague letters that evaluated the candidates in each evaluative category were more helpful than a broad letter of support.

A better process for summarizing the Course-Instructor Evaluations for the committee should be explored. Documents of 300+ pages are unwieldy and are difficult to evaluate. There should be a shorter standardized version that is uniform across all departments. In addition, the committee would like to see all student comments on individual student evaluations. Some provide them, some do.

The Advisory Committee concluded its formal duties by participating in the spring informational session for faculty, department chairs and deans regarding next year’s tenure and promotion process. Again, like last year, the process this year was individual sessions for each school that were run over Zoom due to the COVID-19 campus closure. These sessions were designed by Deanna Caveny-Noecker (Associate Provost for Faculty Affairs) and attended by a member of the Advisory Committee and the Dean of the School.

The current Chair, Marvin Gonzalez, facilitated the election of next year’s committee chair, Anton Vander Zee, who is an Associate Professor in the Department of English.
Agenda 01/13/2021

Time: 2 PM - 3:45 PM

Today’s Cases

Jessica Streit, Tenure and Promotion to Associate Professor
Paul Sanchez, Tenure and Promotion to Associate Professor
Vivian Appler, Tenure and Promotion to Associate Professor

Members present:
Marvin Gonzalez, Chair
Iana Anguelova
Douglas Ferguson
Margaret Hagood
Anton Vander Zee

Not additional discussion was conducted.
Agenda 01/14/2021

Time: 2 PM - 3:45 PM

Today’s Cases

Weishen Wang, promotion to Professor

David Hansen, Promotion to Professor

Angela Passarelli, Tenure and Promotion to Associate Professor

Not additional discussion was conducted.

Members present:

Marvin Gonzalez, Chair

Iana Anguelova

Douglas Ferguson

Margaret Hagood

Anton Vander Zee
Time: 2 PM- 3:45 PM

Today’s Cases

Chen H Chou, Promotion to Professor (Douglas Ferguson served as Chair, Chris Fragile served as alternate).

Brian Bossak, Promotion to Professor

Thomas Carroll, Renewal as senior instructor)

Members present:

Marvin Gonzalez, Chair (cases of Bossak and Carroll)

Iana Anguelova

Douglas Ferguson (chair for the Chou case)

Margaret Hagood

Anton Vander Zee

Chris Fragile (Case of Chou)

Additional Discussion:

No additional discussion
Agenda 01/21/2021

Time: 2 PM- 3:45 PM

Today’s Cases

Leslie Hart, Tenure and Promotion to Associate Professor

William O’Byrne, Tenure and Promotion to Associate Professor (Berry Stiefel play as alternate)

Nenad Radakovid, Tenure and Promotion to Associate Professor (Berry Stiefel play as alternate)

Members present:

Marvin Gonzalez, Chair

Iana Anguelova

Douglas Ferguson (chair for the Chou case)

Margaret Hagood (Only in the case of Leslie Hart)

Anton Vander Zee

Berry Stiefel (Cases of Radakovid and O’Bryrne)

Additional Discussion:

A member committee request more additional information in the case of David Hansen, in the case of a couple of paper published by him. The chair will contact Deanna Caveny to explore alternatives.
Agenda 01/27/2021

Time: 2 PM - 3:45 PM

Today’s Cases

Xi Cui, Tenure and Promotion to Associate Professor, Berry Stiefel served as alternate).

Michael Lee, Promotion to Professor (Chris Fragile served as alternate)

Adam Domby, Tenure and Promotion to Associate Professor

Members present:

Marvin Gonzalez, Chair

Iana Anguelova

Douglas Ferguson

Margaret Hagood

Anton Vander Zee

Chris Fragile (Case of Michel Lee)

Barry Stiefel (case of Xi Cui)

Additional Discussion: No additional discussion was conducted.
Agenda 01/28/2021

Time: 2 PM - 3:45 PM

Today’s Cases

Rachel Donalson, Tenure and Promotion to Associate Professor
Rana Mikati, Tenure and Promotion to Associate Professor
Karen Amira, Tenure and Promotion to Associate Professor

Members present:
Marvin Gonzalez, Chair
Iana Anguelova
Douglas Ferguson
Margaret Hagood
Anton Vander Zee

Additional Discussion: The Chair inform to the committee that a letter will be submitted to the Management and Marketing department’s Chair (School of business) with the intention of clarification of the research component of David Hansen’s case.
Time: 2 PM - 3:45 PM

Today’s Cases

Chad Galuska, promotion to Professor
Grace Hubel, Tenure and Promotion to Associate Professor
Chelsea Reid, Tenure and Promotion to Associate Professor

Members present:
Marvin Gonzalez, Chair
Iana Anguelova
Douglas Ferguson
Margaret Hagood
Anton Vander Zee

Additional Discussion: The Chair informed to the committee that a memorandum was send to Dr Messal, as chair on the Management and Marketing department concerning Dr Hansen Research.
Time: 2 PM- 3:45 PM

Today’s Cases

Mattew Cressler, Tenure and Promotion to Associate Professor
Hector Qirko, Promotion to Professor
Jennifer Gerrish, Tenure and Promotion to Associate Professor

Members present:
Marvin Gonzalez, Chair
Iana Anguelova
Douglas Ferguson
Margaret Hagood
Anton Vander Zee

**Additional Discussion:** No additional discussion
Agenda 02/10/2021

Time: 2 PM- 3:45 PM

Today’s Cases

Geovanna DeLuca, Promotion to Professor

Lauren Ravalico, Tenure and Promotion to Associate Professor

Devon Hanahan, Renewal as Senior Instructor

Members present:

Marvin Gonzalez, Chair

Iana Anguelova

Douglas Ferguson

Margaret Hagood

Anton Vander Zee

Additional Discussion: The Chair informed about the response from Dr Messal and after a brief discussion the committee accepted to revisit the case of David Hansen and set up the last day of meetings for the discussion (02/18/2021)
Agenda 02/11/2021

Time: 2 PM- 3:45 PM

Today’s Cases

Antonio Perez, Tenure and Promotion to Associate Professor

Geoffrey Timms, Tenure (not promotion)

Eric McElroy, Promotion to professor

Members present:

Marvin Gonzalez, Chair

Iana Anguelova

Douglas Ferguson

Margaret Hagood

Anton Vander Zee

Additional Discussion: No additional discussion
Time: 2 PM - 3:45 PM

Today’s Cases

Mattew Rutter, Promotion to Professor
Wendy Cory, Promotion to Professor
Katherine Mullaugh, Tenure and Promotion to Associate Professor

Members present:
Marvin Gonzalez, Chair
Iana Anguelova
Douglas Ferguson
Margaret Hagood
Anton Vander Zee

Additional Discussion: The chair reminds all the members of the committee that in the morning session, at the end of the two pending cases, the case of David Hansen will be revisited.
Time: 2 PM - 3:45 PM

Today’s Cases

Jim Park, Promotion to Professor
Bernhard Lindner, Promotion to Professor
David Hansen, Promotion to Professor (revisited case)

Members present:

Marvin Gonzalez, Chair
Iana Anguelova (excuse in the case of Jim Park)
Douglas Ferguson
Margaret Hagood
Anton Vander Zee
Barry Stiefel (In the case of Jim Park)

Additional Discussion:

The chair thanks all the members of the committee for their hard work over the past weeks, for their dedication and objectivity. The College appreciates the service provided.