

# University Tenure and Promotion Committee 2023- 2024 Yearly Report

Date: 4/19/2024.

By: Dr. Susy Villegas and Dr. Justin Writer

## **Report Committee Name and Purpose**

The University Tenure and Promotion Committee is charged with the evaluation of faculty seeking tenure and promotion to Associate Professor and promotion to Full Professor. The committee is customarily divided into two subcommittees, one to evaluate applicants seeking tenure and promotion to Associate Professor and one seeking promotion to Full Professor. Each subcommittee works independently and has its own chair and vice chair.

## **Tenure/Associate Subcommittee Chair and Vice Chair (with departments/colleges)**

- Dr. Susy Villegas, Associate Professor (Chair)  
School of Social Work
- Dr. Chun Xu, Associate Professor (Vice Chair)  
College of Health Professions Department of Health & Biomedical Sciences

## **Full Prof Subcommittee Chair and Vice Chair (with colleges/schools/departments)**

- Dr. Justin Writer, Professor (Chair)  
College of Fine Arts, School of Music
- Dr. Louis K. Falk, Professor (Vice Chair)  
College of Liberal Arts, Department of Communication

## **Tenure/Associate Subcommittee Members (with departments/colleges)**

- Dr. Joo Jung, Professor  
RCV College of Business & Entrepreneurship, Department of Management
- Dr. Elena Venegas, Associate Professor  
College of Education & P16 Integration, Department of Bilingual & Literacy Studies
- Dr. Mohamed Abdel-Raheem, Associate Professor  
College of Engineering & Computer Sciences, Department of Civil Engineering
- Dr. Wendell Davis, Professor  
College of Fine Arts, School of Music
- Dr. Rachel Rayburn, Associate Professor  
College of Liberal Arts Department of Criminal Justice
- Dr. Erica Buchberger, Associate Professor  
College of Liberal Arts Department of History
- Dr. Kathryn Perez, Associate Professor  
College of Science, School of Integrative Biological and Chemical Sciences
- Dr. Michael Mahaney, Professor of Medicine  
School of Medicine, PCCISU Human Genetics & STDOI
- Dr. Linda Eanes, Associate Professor  
School of Nursing

## **Full Prof Subcommittee Members (with colleges/schools/departments)**

- Dr. John Vandenberg, Professor  
School of Medicine, South Texas Diabetes and Obesity Institute
- Dr. Anahit Galstyan, Professor  
College of Sciences, School of Mathematical and Statistical Sciences
- Dr. Sharon Radzyninski, Professor  
School of Nursing
- Dr. Zhidong Zhang, Professor  
College of Education and P16 Integration, Department of Teaching and Learning
- Dr. Yingchen Yang, Professor  
College of Engineering and Computer Science, Department of Mechanical Engineering
- Dr. Francis Andoh Baidoo, Professor  
College of Business and Entrepreneurship, Department of Information Systems
- Dr. Noreen Graf, Professor  
College of Health Professions, School of Rehabilitation Services and Counseling

## **List of meeting dates for the Tenure/Associate Subcommittee**

- January 29, 2:00 PM
- February 2, 3:30 PM
- February 9, 9:00 AM
- February 16, 11: AM
- March 1, 12:00 PM
- April 16, 3:00 PM

## **List of meeting dates for the Full Prof Subcommittee**

- January 29, 2:00 PM
- February 1, 2:30 PM
- February 9, 11:00 AM
- February 16, 11:00 AM
- February 23, 11:00 AM
- March 1, 11:00 AM
- March 8, 11:00 AM
- March 20, 12:00 PM
- March 27, 12:00 PM

## **List of issues Tenure/Associate Subcommittee addressed related to its purpose.**

- Subcommittee representation  
Representation of the different schools and departments in the subcommittee is key for the committee work.
- Prior levels of review  
Prior levels of review need to adhere to the department or school guidelines or tenure criteria during the tenure trajectory of candidates.

## **List of issues Full Prof Subcommittee addressed related to its purpose.**

- Independent review of applicants and a thorough reading of all previous levels of review.
- Checking all provided documentation from each applicant.
- Early Promotion and the requirement to substantially exceed expectations.

**Tenure/Associate Subcommittee summary of motions or recommendations**

- Twenty folders were reviewed for tenure and promotion to Associate Professor:

**Full Prof Subcommittee summary of motions or recommendations**

- Twenty-eight folders were reviewed for promotion to Full Professor: