

Personnel Section
For approval during the Business Meeting

A. Items for Action Recommended by the President

APPOINTMENTS

1. Faculty

It is recommended to the Trustees of the University of Wyoming that the following faculty appointments be approved as indicated.

College of Business			
<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Appointment Period</u>
<i>Department of Management and Marketing</i>			
Leach, Mark	Professor	\$180,000/AY	01/23/2017

Mark Leach received a B.S. (1991) in Business Administration from the University of Arizona and a Ph.D. (1998) in Marketing from Georgia State University. Dr. Leach has been a Professor at Loyola Marymount University since 2000. He will serve as the Mendicino Chair in the Department of Management and Marketing. Dr. Leach was hired with tenure at the rank of Professor.

GLOSSARY OF PERSONNEL TERMS

Academic Professional

Person other than faculty, engaged primarily in activities that extend and support the teaching, research, extension, and service missions of the University. There are four categories of academic professional: Extension Educators, Lecturers, Research Scientists, Post-Doctoral Associates. Individuals belonging to any of the first three categories can hold extended-term-track appointments under certain conditions.

Academic-Year (AY) Appointments

Appointments in which the regular period of employment includes the fall and spring semesters (nine months) of each year, with no accrual of vacation leave. Most faculty members and academic professionals hold AY appointments. AY employees typically receive their nine-month salaries and benefits spread out over the 12 months of each calendar year.

Adjunct Faculty

An adjunct appointment is the appointment of an individual to an academic unit that recognizes special discipline-related expertise but carries no financial obligation per se. Adjunct appointments can include qualified non-academic personnel or faculty with other academic affiliations. Adjunct appointments carry no rights to remuneration, tenure, or employment-related privileges and are normally for three years, with renewal possible.

Archives Faculty

This special faculty designation is reserved for archivists of the American Heritage Center. Archivists are responsible for acquiring original resource material to support academic research and teaching, organizing the material physically and intellectually, and teaching faculty, students and others to use these materials. There are three archivist ranks: Assistant Archivist, Associate Archivist, Archivist.

Assistant Professor

Indicates tenure-track appointments of individuals who hold the terminal degree in their discipline. This is the usual entry-level faculty rank.

Associate Professor

In addition to the qualifications of an Assistant Professor, Associate Professors have established a strong reputation in scholarship and teaching. Generally, faculty hired as Assistant Professors are promoted to the rank of Associate Professor at the time tenure is granted.

Clinical Faculty

Clinical faculty appointments allow experts in health-related fields to contribute to the training of UW students in allied disciplines. Clinical appointments are for at most one year at a time and carry no rights to tenure or extended terms. Clinical faculty members may be salaried members of the UW faculty, in which case their reappointment is subject to annual performance reviews. There are also adjunct clinical faculty appointments, which typically involve health-care professionals whose normal employment is outside the university. Adjunct clinical appointments carry no financial commitment from the University.

Emeritus Faculty

Tenured faculty who retire after long and distinguished service are eligible for emeritus status upon their retirement. The designation is honorary and carries no necessary commitment of space or remunerative employment. By analogy, extended-term academic professionals may be eligible for emeritus status upon retirement. (Emeritus=masculine, emerita=feminine, emeriti=plural)

Extended-Term Appointment

Academic professionals who have successfully completed probationary terms (usually six years) may receive six-year appointments called extended-term appointments. The term also applies to certain librarians and archivists who hold faculty status. These employees are eligible for extended-term appointments after five-year probationary periods. Extended terms for these employees are five years in length. Academic professionals, librarians, and archivists who are in the probationary period are on the extended-term-track.

Extension Educator

These academic professionals provide non-credit education to off-campus clientele through UW's Cooperative Extension Service. There are three ranks of Extension Educators: Assistant Extension Educator, Associate Extension Educator, Senior Extension Educator. All Extension Educators are in the College of Agriculture.

Faculty

Members of the permanent faculty include tenured or tenure-track Assistant Professors, Associate Professors, and Professors. Also included are tenure-track individuals who hold the rank of Instructor while completing their terminal degrees. Librarians and archivists also hold faculty status. They are eligible for extended terms instead of tenure.

Fiscal-Year (FY) Appointments

Appointments in which the regular period of employment is the entire calendar year, with accrual of annual vacation leave. Faculty members who hold administrative positions with summer responsibilities often have FY appointments for the duration of their administrative terms.

Full-Time Equivalent (FTE)

A measure of the time commitment expected of an employee or a set of employees. For example, two full-time employees or four half-time employees constitute 2.0 FTE.

Instructor

Tenure-track faculty member who does not yet hold the terminal degree in the appropriate field. UW requires verification of degrees in the form of official transcripts. UW does not grant tenure to faculty members who hold Instructor status at the time of the decision.

Leave of Absence Without Pay

Academic and administrative personnel may request leaves without pay for periods normally not in excess of one year, for purposes consistent with the professional enhancement of the employee and the advancement of the University's stature.

Lecturer

A category of academic professional involved largely in classroom instruction. Lecturers may be appointed to three ranks: Assistant Lecturer, Associate Lecturer, Senior Lecturer.

Library Faculty

This faculty designation applies to employees of the University Libraries. There are three ranks of library faculty: Assistant Librarian, Associate Librarian, Librarian.

Part-Time Employee

Any employee holding less than a full-time equivalent position (FTE less than 1.0).

Post-Doctoral Associate

Post-Docs are doctorally qualified academic professionals seeking greater professional development and research investigation, before obtaining permanent employment. Post-Doctoral appointments are temporary.

Probationary Faculty

This term refers to tenure-track faculty members who are working toward tenure and to academic professionals, library faculty, and archive faculty who are working toward extended-term contracts. The probationary term for academic professionals is generally six years, with yearly reviews and re-appointments. For librarians and archivists, it is five years. Faculty members who are on tenure-track appointments typically undergo the review for tenure in the sixth year of employment.

Professional Development Leave

Extended-term academic professionals who have completed six years of service at the University are eligible for professional development leave. The purpose of development leave is to enhance performance, to conduct special studies, or in some other way to enhance an individual's ability to contribute to the University. Development leaves can be granted with or without pay, are the prerogative of the academic unit in which the academic professional is located, and are generally similar to sabbatical leaves for faculty.

Professor

In addition to the qualification of an Associate Professor, "full" Professors have attained wide recognition in their professional fields for scholarship or other creative activity and have gained recognition for superior teaching and service.

Research Professor

Person with demonstrated superior capacity for research contributions, who is employed solely on external funds, and who holds a terminal degree. These appointments are made only at the Professor level and for not more than one year at a time. They are renewable.

Research Scientist

An academic professional whose primary responsibility is to conduct research. There are three ranks for Research Scientists: Assistant Research Scientist, Associate Research Scientist, Research Scientist.

Review Year

Year in which a reappointment review occurs for probationary employees. Normally, tenure-track faculty members undergo mandatory reappointment reviews in their first, second, and fourth years, with optional reviews in the third and fifth years. A review for the tenure decision occurs no later than the sixth year. An explanatory flow chart appears at the end of this glossary. In some cases employees start with credit toward a tenure or extended-term decision, based on their previous experience. In these cases the review year is the number of years of service at UW plus the number of years of credit.

Sabbatical Leave

Sabbatical leave may be granted to any tenured member of the faculty for the purposes of increasing professional competence and usefulness to the University. A minimum of six years service at the University must precede each period of sabbatical leave, although no right accrues automatically through lapse of time. Sabbatical leaves are normally granted for either a half year (full pay) or a full year (60% of salary). A faculty member who fails to return to the University after a sabbatical leave must repay the amount of compensation received from the University during the sabbatical. Faculty members may not use sabbatical leaves to pursue degrees.

Temporary Appointment

A short-term appointment without rights to tenure or extended term. Most temporary appointments are for one semester or one academic year.

Tenure-Track Appointment

Indicates a probationary faculty appointment prior to the award of tenure. Tenure-track positions generally require six years to tenure, but fewer years may be required based upon level of previous experience and accomplishments.

Terminal Degree

Typically the highest earned degree in a field of study. Examples include the Ph.D. (a variety of fields), the M.D. (medicine), the Ed.D. (education), M.F.A. (fine arts), M.Arch. (architecture), and J.D. (law).

Visiting Appointment

Indicates a non-permanent, non-tenure-track faculty appointment. Most visiting appointments are for one year.

B. Items for Information

LEAVES OF ABSENCE WITHOUT PAY

1. Faculty

<u>Name</u>	College of Engineering and Applied Science <u>Rank</u>	<u>Leave Dates</u>
<i>Computer Science</i> Clune, Jeffrey	Assistant Professor	01/01/2017-12/31/2017

SABBATICALS AND PROFESSIONAL LEAVES

1. Faculty

Any tenured member of the University faculty may apply for a sabbatical leave for the purpose of increasing the recipient's professional competence and usefulness to the University. Sabbatical leave time may be used for research, writing or study at a place of the recipient's choosing. University personnel holding tenured faculty rank whose duties are primarily administrative are also eligible for sabbatical leaves. A minimum of six years of academic service at the University must precede each period of sabbatical leave, although no right accrues automatically through lapse of time.

Sabbatical leaves are not ordinarily available for the purpose of obtaining an advanced degree. A faculty member who fails to return to the University for at least one academic year immediately following a sabbatical leave is obligated to repay the amount of compensation received from the University during the leave. Leaves for a full contract year are compensated at a rate equal to 60 percent of the employee's annual salary; leaves for a half-contract year are compensated at the employee's existing rate for the period.

<u>Name</u>	College of Agriculture and Natural Resources <u>Rank</u>	<u>Period</u>	<u>Year(s)</u>
<i>Department of Molecular Biology</i> Levy, Daniel	Associate Professor	Fall	2017

Associate Professor Levy will use his sabbatical leave for the Fall 2017 semester to visit the lab of Dr. Nicolas Minc at the Institut Jacques Monod (Paris, France). He will use this time to learn a new experimental model system in Dr. Minc's lab (sea urchin embryos), as he is a world expert who has pioneered this system. The new information he learns and will bring back to the University will greatly expand the scope and potential of research in his own lab, leading to new learning opportunities for students, peer-reviewed publications, grant proposals, and international collaborations.

College of Arts & Sciences

<u>Name</u>	<u>Rank</u>	<u>Period</u>	<u>Year(s)</u>
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Department of Art

Sailor, Rachel	Associate Professor	Academic Year	2017-2018
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Associate Professor Sailor has been invited to spend fall 2017 as a research fellow at the University of Luxembourg in order to complete a book project on photography of the American West and pursue her new research project related to European collections of American art and photography. She has been invited to spend spring 2018 as a professor in the American Studies department at the University of Lyon, France, where she will engage in cross-disciplinary and international curricular development. Teaching and research will be strong components of both residencies.

Department of Communication and Journalism

Landreville, Kristen	Associate Professor	Fall	2017
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Associate Professor Landreville will use her sabbatical to expand her research on science communication by examining the factors involved in effective communication of science to key stakeholders, including the public, journalists, and policy-makers. Her research will identify and study successful science communication campaigns and centers, with the goal of providing foundational research that will benefit future science communicators, including Wyoming researchers, students, citizens, and journalists. Also, she will use her research to lay the groundwork for eventually proposing a STEM communication center on campus that advises science communicators, whether they are UW faculty, students, journalists in the broader Wyoming community, or citizens.

Department of Criminal Justice

Freng, Adrienne	Professor	Fall	2017
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Professor Freng will focus on four central goals: to broaden current research interests in juvenile delinquency and youth violence by partnering with faculty at the University of Alaska-Anchorage as a visiting scholar; to explore grant opportunities; to enhance data analysis skills; and to examine the administrative practices of a research center at another public university to assist with the Department of Criminal Justice's strategic planning process. Tangible outcome from these activities will include a number of publications, a cost-benefit analysis model that could be applied to Wyoming's juvenile justice system, a grant application examining the challenges faced by offenders returning to various communities, and a course that can contribute to both the undergraduate and graduate offerings of the department.

Department of English

Obert, Julia	Associate Professor	Spring	2018
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Associate Professor Obert will use her sabbatical to conduct field research in Bridgetown, Barbados, and to continue working on her second book project in light of the research. The book, which is entitled *Postcolonial Psychogeographies: Walking the Imperial City*, is a comparative study of the urban planning and building histories of four postcolonial cities (Belfast, Bridgetown, Windhoek, and Hanoi). During her sabbatical, Associate Professor Obert will work in the Barbados National Archives and in Special Collections at the University of the West Indies at Cave Hill, and upon returning to Laramie, will write the third chapter of her book and will prepare and submit a book proposal to major academic presses.

Department of Geology and Geophysics

Mallick, Subhashis Professor Fall 2017

Professor Mallick will use his sabbatical to initiate collaborative at the University of Houston and to write joint proposals for future funding. He will expand his understanding on the current research needs in the oil and gas industry, and gain practical knowledge about running and managing of an active industry-funded research consortium at the University of Houston so that he can better focus his effort to start an independent research consortium along with other UW faculty members. By demonstrating the value of the technology developed at the University of Wyoming to solve real problems, Professor Mallick expects to attract additional research funds from industry and from other joint partnership proposals from this sabbatical appointment. Professor Mallick will also finalize the first draft of his textbook "Geophysical Optimization Theory" to be published by Cambridge University Press.

Department of Political Science

Garner, Andrew Associate Professor Calendar Year 2018

Associate Professor Garner will participate in a Fulbright Scholarship teaching visit during the Spring 2018 semester, to take one or more intensive language courses in Bahasa Indonesia, and to conduct new research on vote-buying practices in Indonesia during the Summer and Fall 2018 semesters. This project requires extensive travel to Indonesia during the academic year, including extensive interviews of Indonesian candidates, party leaders, and others involved with vote-buying practices. Associate Professor Garner will apply for external funding to support this research and teaching exchange from the Core Fulbright U.S. Scholar Program, the Charles Koch Foundation, AIFIS Fellowship Program, the USINDO travel grant, and other similar grants and scholarships.

Department of Religious Studies

DeNapoli, Antoinette Associate Professor Academic Year 2017-2018

Associate Professor DeNapoli will study in India to research and write the book *Religion at the Crossroads: Experimental Hinduism and the Theologizing of Modern in Contemporary India*. This book will advance scholarly discussions of the interrelation of religion and modernity as a focus and problem for today's global culture, build understanding of international relations with South Asia and the roles of religion and gender on South Asian cultural constructions of human development, contribute to courses on Asian religions, and add nuance to Religious Studies' curriculum on Asian Religions in Local and Global contexts. While in India, she will strengthen exchange relationships with the American Institute of Indian Studies, The Rupayan Sansthan, the Foundation for Sustainable Development, and Delhi University. She will also deliver a research talk on experimental Hinduism in 21st century India at Delhi University.

Department of Zoology and Physiology

Martinez del Rio, Carlos Professor Academic Year 2017-2018

Professor Martinez del Rio has served as Director of UW's Biodiversity Institute for the last 4 years. Although he maintained robust research and teaching programs while performing these administrative duty he considers that he has lagged in science and teaching. In order to rejuvenate his research program, enhance his ability as a teacher, and incorporate what he has learned about outreach into his academic life he proposes the following activities: 1) Develop expertise in functional genomics by designing a research program that incorporates genomic methods to answer physiological questions. To do this he will attend workshops and conduct laboratory visits

(he has received financial support for these visits). 2) Develop a field ecology summer course that satisfies curricular requirements and that involves all aspects of book that uses hummingbirds (a form of charismatic micro-fauna) to introduce important ideas in biology to the general public experiential learning. 3) Develop outreach activities involving a radio program/set of podcasts in Spanish that focuses on science and nature in Wyoming and that targets the Latino population. He will also finish a book that uses hummingbirds (a form of charismatic micro-fauna) to introduce important ideas in biology to the general public.

McDonald, David Professor Academic Year 2017-2018

Professor McDonald will spend his sabbatical year in Ecuador, conducting research on birds (small brightly colored manakins, and large, rare Black-and-chestnut Eagles) in collaboration with colleagues at Ecuador's newest university (Yachay Tech). During the sabbatical, he will continue to lead international field courses for UW undergraduates (54 students thus far), as well as non-academic outreach trips for WY citizens (45 citizens thus far) who seek a unique international experience.

Creative Writing Program

Northrop, Kate Associate Professor Academic Year 2017-2018

Associate Professor Northrop will complete her 4th collection of poems. Her creative work, drawn distinctly from local environment and the landscape the high plains, offers a grittier, edgier vision of "nature." Less gloss, that is, more authentic grime. Northrop plans to compile, at the start of the sabbatical, a number of working first drafts of poems and then in the winter/spring, immersed in the environment most conducive to art-making, the artist colony, to revise and fully realize the 12-14 poems necessary for the new collection. The manuscript will be submitted to Persea Books/W.W. Norton in the summer of 2018 with an expected publication date of spring 2020. Upon return from sabbatical, she will also have developed a new advanced creative writing and readings course: Not in the Nature of Nature Poetry? Finishing and publishing her 4th collection will build on her national and international reputation, drawing critical attention to work made in and of Wyoming.

Gender and Women's Studies Program

Dewey, Susan Associate Professor Spring 2018

Associate Professor Dewey will spend her sabbatical as an unpaid employee of the Wyoming Department of Corrections in order to build a sustainable trans-disciplinary and trans-professional statewide collaboration between DOC, UW, and statewide partners to provide quality higher education to incarcerated women and men. She will also lead an invited seminar at the University of Essex (UK) and co-edit a book in her area of expertise commissioned by a Routledge editor. Finally, she will conduct research that will lead to the creation of a nationwide network of transitional housing facilities for women struggling with addiction, homelessness, and criminal justice system involvement.

College of Business

<u>Name</u>	<u>Rank</u>	<u>Period</u>	<u>Year(s)</u>
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Department of Economics and Finance

Phillips, Owen	Professor	Academic Year	2017-2018
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Professor Phillips plans to develop a research program on the economics of money laundering by taking course work on its practice, and law enforcement efforts to stem it and related illegal activities. He will develop his hypothesis that effective enforcement of laws against money laundering can have more impact than laws against the actual sale of illicit goods and services.

Skiba, Alexandre	Associate Professor	Academic Year	2017-2018
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Associate Professor Skiba will spend the sabbatical at the University of Colorado with two two-week visits to other universities to work with his co-authors on the economics of international trade. He will use this sabbatical to develop his empirical skills that will improve his effectiveness as a researcher and teacher. He will also visit Indiana University twice to present his work, communicate with graduate students and work with co-author Volodymyr Lugovskyy.

College of Engineering and Applied Science

<u>Name</u>	<u>Rank</u>	<u>Period</u>	<u>Year(s)</u>
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Department of Civil and Architectural Engineering

Tan, Gang	Professor	Academic Year	2017-2018
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Professor Tan will develop modeling techniques to understand the structural and mechanical properties of silica aerogel at the State Key Laboratory of Nonlinear Mechanics of the Institute of Mechanics of Chinese Academy of Sciences. Working with experts of multiscale complex flows, Dr. Tan will also enhance his knowledge of Lattice Boltzmann Method for micro-scale flow simulation and large eddy simulation for building external air flows. The proposed activities will update his curricula to incorporate more current research into his courses offered at UW.

Department of Mechanical Engineering

Mavriplis, Dimitri	Professor	Academic Year	2017-2018
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Professor Mavriplis will use this sabbatical to work with NASA program managers to devise a long term strategy for advancing computational engineering design methods for aerospace applications. Professor Mavriplis will work with personnel at various NASA research centers and at NASA headquarters in Washington DC on advocacy and technical planning in order to develop a long term vision for computational methods within the agency and the aerospace industry. The outcomes will be a well-developed plan that is used to guide short and medium term technical programs, including funding strategies and goals for academic grants. The experience gained will help Professor Mavriplis in his own research program upon returning to UW as well as in his service work for research computing on campus.

Department of Petroleum Engineering

Goual, Lamia Associate Professor Spring 2018

Associate Professor Goual will use her sabbatical leave to develop a new area of scholarly emphasis focused on coal conversion to premium carbon materials for clean energy technologies. Her main goals will be to: (1) develop new research expertise, (2) initiate collaboration with leading research programs, and (3) translate this expertise into curriculum enhancement. The outcome of her project will benefit the Carbon Engineering Initiative at UW, ultimately aiding in future efforts to secure external funding.

College of Law

<u>Name</u>	<u>Rank</u>	<u>Period</u>	<u>Year(s)</u>
Person, Debora	Law Librarian	Spring	2018

Ms. Person will use her sabbatical to organize and process two gifted collections of papers from former deans and faculty members that are significant to the history of the law school and the law school's service to the state. These collections must be processed before they can be of any use to researchers. Her intention is to digitize the print collection, add metadata to make them searchable, and upload them into the law library's electronic archive for broader access by the law school community and beyond.

University Libraries

<u>Name</u>	<u>Rank</u>	<u>Period</u>	<u>Year(s)</u>
Phillips, Lori	Associate Librarian	Academic Year	2017-2018

Ms. Phillips will use this sabbatical to investigate a wider integration of the UW Libraries into the teaching, learning, and research missions of the institution. She will spend time in research, direct observation, networking, and professional development activities that will surface cutting edge partnerships and services offered by academic libraries, in conjunction with campus partners, that impact student learning and support institutional goals. Outcomes will be a written report of findings, a set of recommendations to library and university administration, a manuscript about the process to a professional higher education or library science publication, and most importantly, the implementation of new services within Coe Library that directly impact and benefit student learning.

Schmidt, Larry Associate Librarian Calendar Year 2018

Mr. Schmidt will begin a collaborative effort between Wyoming libraries, archives and museums (LAM's) to build the Wyoming Natural History Digital Library (WNHDL). This sabbatical will allow him to conduct research, travel to institutions creating or using similar types of digital library technologies, reach out and work with stakeholders in Wyoming, plan and develop ideas for the WNHDL platform, and apply for external funding to support the project development. Creating the WNHDL will foster partnerships, best practices, innovation, promotion and use of collections data for Wyoming citizens, students, teachers, and researchers by providing access to unique information that will facilitate research and interest in Wyoming natural history collections.

2. Academic Professionals

The purpose of professional development leave is to allow academic professionals to enhance their performance, to conduct special studies, or in some other way to undertake planned activities related in a substantial manner to the individual's role at the University.

To be eligible to apply for professional development leave, academic professionals must have been granted an extended-term contract. Initial requests may be submitted no earlier than the seventh year of academic service. If granted, the leave may be taken no earlier than the eighth year. Subsequent leaves must be preceded by a minimum of six additional years of academic service, although no right accrues automatically through lapse of time. Other conditions for professional development leave are generally those that apply to sabbatical leave for faculty.

An academic professional who fails to return to the University for at least one academic year immediately following a sabbatical leave is obligated to repay the amount of compensation received from the University during the period of his or her leave.

College of Agriculture and Natural Resources

<u>Name</u>	<u>Rank</u>	<u>Period</u>	<u>Year(s)</u>
<i>Cooperative Extension Service</i>			
Mount, Dallas	Senior Extension Educator	Spring	2018

Mr. Mount will be immersed in Australian business management schools for ranchers that have a proven track record for success. Objectives of the sabbatical are: To identify key andragogical methodologies that make these programs successful; Learn production and business management practices of Australian ranches that would be applicable for Wyoming producers; Develop educational products to disseminate the key learnings with Wyoming Extension and the National Extension system. Outcomes will include a series of outreach products that will increase the effectiveness of Wyoming Extension with agriculture producers, and raise awareness of Wyoming ranchers on Australian business management practices for agriculture.

College of Arts & Sciences

<u>Name</u>	<u>Rank</u>	<u>Period</u>	<u>Year(s)</u>
<i>Department of History</i>			
Logan, Barbara	Associate Lecturer	Spring	2018

Dr. Logan will use her professional development leave in spring semester 2018 to complete research on the English mystics Julian of Norwich (1343-1413) and Margery Kempe (1379-1429) in the United Kingdom for her book project, "Piety, Pilgrimage, and Place: Gendering Devotion in Medieval Religious Practice." The research will also be used to assemble a small digital archive of medieval maps for use by her students to train them in digital humanities techniques. A full draft of the book and "lesson units" on digital mapping and medieval sources will be completed by the end of summer 2018.

College of Arts & Sciences (cont.)

<u>Name</u>	<u>Rank</u>	<u>Period</u>	<u>Year(s)</u>
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Department of Psychology

Freng, Scott	Senior Lecturer	Academic Year	2017-2018
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Dr. Freng will use this sabbatical to revise, update, and reinvigorate his courses in Introduction to Psychology, Research Methods, and Teaching of Psychology by incorporating new teaching technologies and attending a teaching conference. Additionally, he will receive advanced statistical training to improve his value to the department and conduct a transcript analysis to better inform advising and promote student success.