

## **Academic, Research and Student Success Committee Meeting**

**May 14, 2025**

### Promotion and Tenure Review Process

The candidates produced portfolios demonstrating their achievements and track-record of excellence during the review period in their performance domains - typically, scholarship and creative activity, teaching, and service. They must also demonstrate their potential for sustainable excellence and impact in scholarship and creative activity, teaching, and service. Candidate portfolios underwent evaluation based on a set of rigorous criteria by the respective department committee, department chair, college committee, dean, university committee, provost, and president. These faculty members presented today were found to have met or exceeded the performance expectations in all domains and were found to merit promotion/tenure.

**FACULTY PROMOTION LIST**  
**University of Houston-Clear Lake**  
**Effective September 1, 2025**

| <b>College / Department</b>              | <b>Name</b>       | <b>Present Rank</b> | <b>Recommended Rank</b> |
|--|-------------------|---------------------|-------------------------|
| College of Business                      |                   |                     |                         |
|  | Dina Abdelzaher   | Associate Professor | Professor               |
|  | Leroy Robinson    | Associate Professor | Professor               |
| College of Education                     |                   |                     |                         |
|  | Jennifer Grace    | Assistant Professor | Associate *             |
| College of Science and Engineering       |                   |                     |                         |
|  | Ahmed Abukmail    | Associate Professor | Professor               |
|  | Manki Cho         | Assistant Professor | Associate *             |
| College of Human Sciences and Humanities |                   |                     |                         |
|  | Michael Brims     | Associate Professor | Professor               |
|  | Christina Cedillo | Associate Professor | Professor               |
|  | Alper Kayaalp     | Assistant Professor | Associate *             |
|  | Brent Kice        | Associate Professor | Professor               |
|  | Roberta Leal      | Assistant Professor | Associate *             |
|  | Sarah Lechago     | Associate Professor | Professor               |
|  | Valerie Morgan    | Assistant Professor | Associate *             |
|  | Steven Sutherland | Associate Professor | Professor               |

\* Tenure

**FACULTY PROMOTION LIST**  
**University of Houston-Downtown**  
**Effective September 1, 2025**

| <b>College / Department</b>               | <b>Name</b>         | <b>Present Rank</b> | <b>Recommended Rank</b> |
|---|---------------------|---------------------|-------------------------|
| Marilyn Davies College of Business        | Zafor Ahmed         | Assistant Professor | Associate Professor*    |
|   | Richard Conde       | Assistant Professor | Associate Professor*    |
|   | Austin Dejan        | Assistant Professor | Associate Professor*    |
|   | Paul Fulbright      | Assistant Professor | Associate Professor*    |
|   | Shuaifu Lin         | Assistant Professor | Associate Professor*    |
|   | Robert McKee        | Associate Professor | Professor               |
|   | Nathan Neale        | Associate Professor | Professor               |
| College of Humanities and Social Sciences | Laura Cesarco Eglin | Assistant Professor | Associate Professor*    |
|   | Peter Li            | Associate Professor | Professor               |
|   | Paul Mandell        | Associate Professor | Professor               |
|   | Reynaldo Romero     | Associate Professor | Professor               |
|   | John Rountree       | Assistant Professor | Associate Professor*    |
|   | Claude Robinson     | Associate Professor | Professor               |
| College of Public Service                 | Liza Barros Lane    | Assistant Professor | Associate Professor*    |
|   | Diane Miller        | Associate Professor | Professor               |
|   | Ashwini Tiwari      | Associate Professor | Professor               |
| College of Science and Technology         | Maria Benavides     | Associate Professor | Professor               |
|   | Jean Nganou         | Associate Professor | Professor               |
|   | Katherine Shoemaker | Assistant Professor | Associate Professor*    |
|   | Benjamin Soibam     | Associate Professor | Professor               |
|   | Jacob Theruvathu    | Assistant Professor | Associate Professor*    |
|   | Emre Yilmaz         | Assistant Professor | Associate Professor*    |

\* Tenure

**FACULTY PROMOTION LIST**  
**University of Houston-Victoria**  
**Effective September 1, 2025**

| <b>College / Department</b>      | <b>Name</b>          | <b>Present Rank</b> | <b>Recommended Rank</b> |
|----------------------------------|----------------------|---------------------|-------------------------|
| Business                         | Alexandre Aidov      | Associate Professor | Professor               |
|                                  | Tong Kang            | Assistant Professor | Associate Professor *   |
|                                  | Yingxu Kuang         | Associate Professor | Professor               |
|                                  | Kaveh McAdam         | Associate Professor | Professor               |
|                                  | Emmanuel Quansah     | Assistant Professor | Associate Professor *   |
|                                  | Ziyun Yang           | Associate Professor | Professor               |
|                                  |                      |                     |                         |
| Education and Health Professions | Katherine Bacon      | Associate Professor | Professor               |
|                                  | Rachel Martinez      | Associate Professor | Professor               |
|                                  | Sneha Nayar-Bhalerao | Assistant Professor | Associate Professor *   |
|                                  |                      |                     |                         |
| Liberal Arts and Social Sciences | Esther Cuenca        | Assistant Professor | Associate Professor *   |
|                                  | Rebecca Heron        | Assistant Professor | Associate Professor *   |
|                                  | Brooks Sterritt      | Assistant Professor | Associate Professor *   |
|                                  |                      |                     |                         |
| Natural and Applied Science      | Humberto Hernandez   | Assistant Professor | Associate Professor *   |
|                                  | Ricardo Teixeira     | Associate Professor | Professor               |

\* Tenure

**FACULTY PROMOTION LIST**  
**University of Houston**  
**Effective September 1, 2025**

| <b>College / Department</b>    |  | <b>Name</b>           | <b>Present Rank</b> | <b>Recommended Rank</b> |
|--------------------------------|--|-----------------------|---------------------|-------------------------|
| Architecture                   |  | William Dupont        | Associate Professor | Professor               |
|                                |  | Rafael Beneytez-Duran | Associate Professor | Professor               |
| College of Business            | Accountancy & Taxation                       | Yuping Zhao           | Associate Professor | Professor               |
|                                | Decision & Information Sciences              | Funda Sahin           | Associate Professor | Professor               |
|                                | Management                                   | Shih-chi Chiu         | Assistant Professor | Associate Professor*    |
|                                | Marketing & Entrepreneurship                 | Seshadri Tirunillai   | Associate Professor | Professor               |
| College of Education           | Educational Leadership & Policy Studies      | Detra Johnson         | Assistant Professor | Associate Professor*    |
|                                | Psychological, Health, and Learning Sciences | Allison Master        | Assistant Professor | Associate Professor*    |
| College of Engineering         | Civil & Environmental Engineering            | Devin Shaffer         | Assistant Professor | Associate Professor*    |
|                                | Civil & Environmental Engineering            | Kalyana Nakshatralla  | Associate Professor | Professor               |
|                                | Construction Management                      | Lu Gao                | Associate Professor | Professor               |
|                                | Electrical & Computer Engineering            | Aaron Becker          | Associate Professor | Professor               |
|                                | Electrical & Computer Engineering            | Miao Pan              | Associate Professor | Professor               |
|                                | Engineering Technology                       | Lei Fan               | Assistant Professor | Associate Professor*    |
|                                | Engineering Technology                       | Marino Lent           | Associate Professor | Professor               |
|                                | Engineering Technology                       | Zheng Fan             | Assistant Professor | Associate Professor*    |
|                                | Human Development & Consumer Sciences        | Olivia Johnson        | Assistant Professor | Associate Professor*    |
|                                | Human Development & Consumer Sciences        | Tomika Greer          | Assistant Professor | Associate Professor*    |
|                                | Industrial Engineering                       | Yisha Xiang           | Associate Professor | Tenure Only             |
|                                | Information Science Technology               | Elizabeth Rodwell     | Assistant Professor | Associate Professor*    |
|                                | Information Science Technology               | Peggy Lindner         | Assistant Professor | Associate Professor*    |
|                                | Mechanical Engineering                       | Jae-Hyun Ryou         | Associate Professor | Professor               |
| Liberal Arts & Social Sciences | Communication Sciences & Disorders           | Monique Mills         | Associate Professor | Professor               |
|                                | Communication                                | Jennifer Vardeman     | Associate Professor | Professor               |
|                                | Economics                                    | Vikram Maheshri       | Associate Professor | Professor               |
|                                | Health and Human Performance                 | Craig Johnston        | Associate Professor | Professor               |
|                                | Health and Human Performance                 | Michael Cottingham    | Associate Professor | Professor               |
|                                | Health and Human Performance                 | Stacey Gorniak        | Associate Professor | Professor               |
|                                | Hispanic Studies                             | Rodrigo Hasbun        | Associate Professor | Professor               |
|                                | Modern & Classical Languages                 | Melody Li             | Assistant Professor | Associate Professor*    |

\* Tenure

**FACULTY PROMOTION LIST**  
**University of Houston**  
**Effective September 1, 2025**

| <b>College / Department</b>    |   | <b>Name</b>          | <b>Present Rank</b> | <b>Recommended Rank</b> |
|--------------------------------|---|----------------------|---------------------|-------------------------|
|                                | Philosophy                                | Christy Mag Uidhir   | Associate Professor | Professor               |
|                                | Political Science                         | Eduardo Aleman       | Associate Professor | Professor               |
|                                | Political Science                         | Jason Casellas       | Associate Professor | Professor               |
|                                | Political Science                         | Jeronimo Cortina     | Associate Professor | Professor               |
|                                | Psychology                                | Jaye Derrick         | Associate Professor | Professor               |
|                                | Psychology                                | Michael Williams     | Assistant Professor | Associate Professor*    |
|                                | Sociology                                 | Scott Savage         | Associate Professor | Professor               |
|                                | Sociology                                 | Xavia Karner         | Associate Professor | Professor               |
|                                | Sociology                                 | Zelma Tuthill        | Assistant Professor | Associate Professor*    |
| Natural Sciences & Mathematics | Biology & Biochemistry                    | Rebecca Zufall       | Associate Professor | Professor               |
|                                | Chemistry                                 | Ding-Shyue Yang      | Associate Professor | Professor               |
|                                | Chemistry                                 | Jakoah Brgoch        | Associate Professor | Professor               |
|                                | Chemistry                                 | Judy Wu              | Associate Professor | Professor               |
|                                | Chemistry                                 | Robert Comito        | Assistant Professor | Associate Professor*    |
|                                | Computer Science                          | Guoning Chen         | Associate Professor | Professor               |
|                                | Mathematics                               | Loic Cappanera       | Assistant Professor | Associate Professor*    |
|                                | Physics                                   | Andre Cardoso Barato | Assistant Professor | Associate Professor*    |
|                                | Physics                                   | Byron Freelon        | Assistant Professor | Associate Professor*    |
| College of Optometry           | Vision Sciences                           | Lisa Ostrin          | Associate Professor | Professor               |
|                                | Vision Sciences                           | Nimesh Patel         | Associate Professor | Professor               |
| College of Pharmacy            | Pharmacological & Pharmaceutical Sciences | Bin Guo              | Associate Professor | Professor               |
|                                | Pharmacological & Pharmaceutical Sciences | Mingfu Wu            | Associate Professor | Professor               |
| College of the Arts            | School of Art                             | Joshua Unikel        | Assistant Professor | Associate Professor*    |
|                                | Moores School of Music                    | Andrew Staupe        | Assistant Professor | Associate Professor*    |
|                                | Moores School of Music                    | Cory Meals           | Assistant Professor | Associate Professor*    |
| Global Hospitality Leadership  |   | Jason Draper         | Associate Professor | Professor               |
| Social Work                    |   | Jodi Berger Cardoso  | Associate Professor | Professor               |
|                                |   | Sharon Borja         | Assistant Professor | Associate Professor*    |
| Hobby School of Public Affairs |   | Mirya Holman         | Associate Professor | Professor               |

\* Tenure

**FACULTY HIRES WITH TENURE**  
**University of Houston**  
**BOR MAY 2025 – Appointment Effective September 1, 2025**

| <b>College/Department</b>  | <b>Name</b>             | <b>Present Rank/Institution</b>  | <b>Recommended Rank at UH</b>   |
|--|-------------------------|--|---------------------------------|
| Architecture   | William Dupont          | Tenured Professor - The University of Texas at San Antonio   | Tenured Professor               |
| College of the Arts/Music  | Anthony Maglione        | Professor of Music - William Jewell College  | Tenured Associate Professor     |
| College of Liberal Arts and Social Sciences/African American Studies | Biko Gray               | Tenured Associate Professor - Syracuse University  | Tenured Associate Professor     |
| College of Engineering/Mechanical Engineering                        | Yannis Kevrekidis (NAE) | Bloomberg Distinguished Professor in the Departments of Chemical and Biomolecular Engineering, Applied Mathematics and Statistics, School of Medicine - Johns Hopkins University | Panos Endowed Tenured Professor |
| College of Engineering/Biomedical Engineering                        | Vivek Kumar             | Tenured Associate Professor - New Jersey Institute of Technology Biomedical Engineering  | Tenured Associate Professor     |

\* Tenure