

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

College / Department	Name	Present Rank	Recommended Rank
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

College / Department	Name	Present Rank	Recommended Rank
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

College / Department	Name	Present Rank	Recommended Rank
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

College / Department		Name	Present Rank	Recommended Rank
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	Tenure Only
	Modern & Classical Languages	Melody Li	Assistant Professor	Associate Professor*

* Tenure

FACULTY PROMOTION LIST
University of Houston
Effective September 1, 2025

College / Department		Name	Present Rank	Recommended Rank
	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