

OFFICE OF THE SENIOR VICE PRESIDENT AND PROVOST

*The University of Oklahoma
Norman Campus*

MEMORANDUM

TO: Norman Campus Deans, Chairs, and Directors
FROM: Nancy L. Mergler, Senior Vice President and Provost
DATE: December 15, 2008
SUBJECT: Progress-Towards-Tenure Letters

As provided in Sections 2.8.2(c) and 3.7.3 (i) of the Faculty Handbook, every tenure-track faculty member is to be provided by the chair/director of the academic unit with an annual, written evaluation of performance prior to the applicable notification deadline for reappointment (March 1 in the first year, December 15 in the second year, and May 31 in the third and subsequent years.) Per policy, a copy of this letter is to be sent to the college dean. These letters have come to be called progress-toward-tenure letters and are distinctly different than the annual faculty evaluation completed for each faculty member for each calendar year. The progress-towards-tenure letter should reflect on the tenure track faculty member's cumulative accomplishments while employed at the University of Oklahoma in teaching, research/creative activity, and service.

The progress-towards-tenure letter should use as a reference point the academic unit's criteria for tenure and promotion; as was true last year, I am requiring that the academic unit include a copy of the criteria by which the faculty member will be evaluated during the tenure decision in the progress-towards-tenure letter sent to the faculty member.

1) If the recommendation coming forward to the Senior Vice President and Provost will be for a non-reappointment during the probationary period, a letter from the Senior Vice President and Provost must be sent to the tenure-track faculty member by the following deadlines:

Date of Initial Appointment	Required Date for Notification of Non-reappointment	Last Day of Appointment	Amount of Notice Required by Policy
August 16, 2008	March 1, 2009	May 15, 2009	(6 weeks prior notice)
August 16, 2007	December 15, 2008	May 15, 2009	(1 semester prior notice)
August 16, 2006	May 31, 2008	May 15, 2009	(1 year prior notice)
August 16, 2005	May 31, 2008	May 15, 2009	(1 year prior notice)

Therefore, the recommendation from the Chair/Director and the Dean should be received in the Provost's Office at least ten days prior to these non-reappointment deadlines.

2) For all other tenure-track faculty, the progress-towards-tenure letters should be received by the Provost's office by July 1, 2009.

It is important that you, in your role as Dean, carefully review these progress-toward-tenure letters. Attached is a list of all probationary faculty members by college to assist Deans in insuring that all probationary faculty have received a progress-towards-tenure letter. Please contact Cindy Cash for any questions or corrections.

Thank you.

NLM/

Enclosures

cc: Ms. Cindy Cash, Director, Academic Personnel Records and Financial Operations

List of Tenure Track Faculty Members

ID	Last	First Name	M	Dept 1	Dept 2	Mand. Review Dt
401655	Warnken	Charles	G	Regional & City Planning		6/30/2009
424640	Wachter	Hans-Peter		Interior Design		6/30/2010
416136	Coffman	Reid	R.	Landscape Architecture		6/30/2010
435709	Chang	I-Kwang		Division of Architecture		6/30/2011
422644	Fithian	Lee	A	Division of Architecture		6/30/2011
435037	Loon	Leehu		Landscape Architecture		6/30/2011
406658	McCuen	Tamera	L	Construction Science		6/30/2012
418268	Boeck	David	L	Division of Architecture		6/30/2012
424219	Pober	Elizabeth	F	Interior Design		6/30/2012
421148	Cricchio	Anthony	J	Architecture Dean's Office		6/30/2014
409844	Cline	Thomas	J	Division of Architecture		6/30/2014
431132	Beck	Robin	A	Anthropology		5/31/2010
427956	Warren	Diane	M	Anthropology		6/30/2010
435603	Klein	Misha		Anthropology		6/30/2012
424405	Livingood	Patrick	C	Anthropology		6/30/2012
427988	Lewis	Cecil	M	Anthropology		6/30/2013
427940	Dowell	Kristin	L	Anthropology		6/30/2014
416458	Gibson	John	P	Botany/Microbiology	Zoology	6/30/2009
431403	Lawson	Paul	A	Botany/Microbiology		6/30/2009
427941	Stevenson	Bradley	S	Botany/Microbiology		6/30/2011
427777	Holt	Ben	F.	Botany/Microbiology		6/30/2012
433255	Dunn	Anne	K	Botany/Microbiology		6/30/2013
424696	Karr	Elizabeth	A	Botany/Microbiology		6/30/2013
431715	Wawrik	Boris		Botany/Microbiology		6/30/2013
424239	Morvant	Mark	C	Chemistry/Biochemistry		6/30/2009
427611	Soloshonok	Vadym	A	Chemistry/Biochemistry		6/30/2009
411461	Cichewicz	Robert	H.	Chemistry/Biochemistry		6/30/2011
424595	Mao	Chuanbin		Chemistry/Biochemistry		6/30/2011
431347	Schroeder	Susan	J	Chemistry/Biochemistry		6/30/2012
424329	Khandogin	Yang		Chemistry/Biochemistry		6/30/2013
426143	Sims	Paul	A	Chemistry/Biochemistry		6/30/2013
431709	Harper	Jon	K	Classics		6/30/2013
417189	Huskey	Rebecca		Classics		6/30/2013
415798	Hansen	Glenn	J	Communication		6/30/2010
420956	Hsieh	I-Ling		Communication		6/30/2010
420899	Banas	John	A	Communication		6/30/2012
428088	Foster	Lisa	R	Communication		6/30/2012
424422	Bisel	Ryan	S	Communication		6/30/2013
431232	Wong	Norman		Communication		6/30/2013
435165	Keen	Benjamin	D.	Economics		6/30/2010
424297	Liu	Qihong		Economics		6/30/2010
427944	Burge	Gregory	S	Economics		6/30/2012
431235	Demir	Firat		Economics		6/30/2012
427728	Lamarche	Carlos	E	Economics		6/30/2012
427939	Huang	Xin		Economics		6/30/2013
424551	Tyler Mooney	Catherine	A	Economics		6/30/2013
431238	Carter	Christopher	S	English		6/30/2010
431130	Garofalo	Daniela		English		6/30/2010
420754	Liatsos	Yianna	G	English		6/30/2011
420777	Stalling	Jonathan	C	English		6/30/2012

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420881	Bain	Alexander	M	English		6/30/2013
427320	Zeigler	James	J.	English		6/30/2013
424179	Stout	Jeffrey	R.	Health and Exercise Science		6/30/2009
427529	Cramer	Joel	T	Health and Exercise Science		6/30/2011
428005	Brittain	Danielle	R.	Health and Exercise Science		5/31/2012
427785	Kerksick	Chad	M	Health and Exercise Science		6/30/2012
424742	Beck	Travis	W	Health and Exercise Science		6/30/2013
431452	Yarbrough	Fay	A	History		6/30/2009
424786	Wickersham	Jane	K.	History		6/30/2010
431236	Davis Cline	Jennifer	J.	History		6/30/2012
420832	Schapkow	Carsten		History		6/30/2012
428009	Olberding	Garret	P.	History		6/30/2013
431242	Folsom	Raphael	B	History		6/30/2014
431655	Moon	Suzanne	M	History of Science		6/30/2010
414148	Crowther	Kathleen	M	History of Science		6/30/2011
432278	Hale	Piers	J	History of Science		6/30/2013
431716	Vermij	Rienk		History of Science		6/30/2013
431039	Long	Wesley	C	Human Relations		6/30/2010
427806	Habashi	Janette	E.	Human Relations		6/30/2011
424323	Johnson	Chad	V.	Human Relations		6/30/2012
427507	Worley	Jody	A	Human Relations		6/30/2012
431134	Bert	Shannon	S.C.	Human Relations		6/30/2013
413914	Deacon	Zermarie		Human Relations		6/30/2013
431234	Burke	Susan	K	Library & Information Studies		6/30/2010
426182	Kim	Yong-Mi		Library & Information Studies		6/30/2011
421103	Martens	Betsy	V	Library & Information Studies		8/16/2011
411479	Petrov	Nikola	P	Mathematics		6/30/2009
424374	Remling	Christian		Mathematics		6/30/2009
431707	Kornelson	Keri	A	Mathematics		6/30/2011
436152	Kujawa	Jonathan		Mathematics		6/30/2012
435602	Martin	Kimball	L	Mathematics		6/30/2012
431797	Rafi	Kasra		Mathematics		6/30/2013
424404	Houston	Jason	M	Modern Languages & Literature		6/30/2010
427783	LaGreca	Nancy	A.	Modern Languages & Literature		6/30/2010
431636	Herrick	Dylan	T.	Modern Languages & Literature		6/30/2011
417653	Lemon	Robert	J	Modern Languages & Literature		6/30/2011
409640	Colin	Jose	J	Modern Languages & Literature		6/30/2013
420699	Guerenstein	Gisela		Modern Languages & Literature		6/30/2013
424421	Cary	Stephanie	H	Modern Languages & Literature		6/30/2014
435851	Patten	Michael	A	OK Biological Survey		6/30/2011
420831	Irvin	Sherri	L	Philosophy		6/30/2009
427754	Ellis	Stephen	E	Philosophy		6/30/2010
424545	Olberding	Amy	L	Philosophy		6/30/2010
410420	Judisch	Neal	D.	Philosophy		6/30/2013
427727	Goode	Paul		Political Science		6/30/2012
435883	Hicklin	Alisa	K.	Political Science		6/30/2012
431230	Lamothe	Meeyoung	S.	Political Science		6/30/2012
427946	Miller	Gregory	D	Political Science		6/30/2012
432325	Wert	Justin	J.	Political Science		6/30/2012
424300	Havercroft	Jonathan	J	Political Science		6/30/2013
427784	Lamothe	Scott	J.	Political Science		6/30/2013
421030	Ahram	Ariel		Political Science	School of Intl & Area Studies	6/30/2014
427734	Elliott-Teague	Ginger	L	Political Science		6/30/2014
434880	Kisamore	Jennifer	L	Psychology		6/30/2009

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417088	Mayeux	Lara		Psychology		6/30/2010
421117	Snyder	Lori	A	Psychology		6/30/2010
420775	Kimball	Daniel	R	Psychology		6/30/2011
431334	Thomas	Rickey	P	Psychology		6/30/2011
424662	Carvallo	Mauricio	R	Psychology		6/30/2013
427318	Vishanoff	David	R	Religious Studies		6/30/2012
433360	Braun	Erik	C	Religious Studies		6/30/2013
424667	Alzate	Monica	M	Social Work		6/30/2009
435372	Byers	Lisa	G	Social Work		6/30/2011
417461	Natale	Anthony	P	Social Work		6/30/2011
414177	Villegas De Chaverri	Susy		Social Work		6/30/2013
421024	Gray	Karen	A	Social Work		6/30/2014
423198	Latimore	Traronda	L.	Sociology		6/30/2011
431268	Peck	Bob	M	Sociology		6/30/2011
427949	Clark	Robert	V	Sociology		6/30/2013
424299	Burge	Stephanie	W	Sociology		6/30/2014
427941	Gibson	John	P	Zoology	Botany/Microbiology	6/30/2009
431958	Zhang	Bing		Zoology		6/30/2011
425957	McCauley	David	W	Zoology		6/30/2012
427635	Golubeva	Evgenia	V	Division of Finance		6/30/2009
435015	Min	Soonhong		Division of Marketing		6/30/2009
414186	Wallman	Jeffrey	P	Division of Marketing		6/30/2011
424089	Uysal	Vahap	B	Division of Finance		6/30/2012
435346	Mitchell	John	R	Division of Management		6/30/2012
434851	Nan	Ning		Management Information Systems		6/30/2012
427396	Yi	Han Sang		School of Accounting		6/30/2012
434852	Zhou	Yi		Division of Finance		6/30/2014
435344	Bradley	Bret	H	Division of Management		6/30/2014
427522	Miller	Toyah	L	Division of Management		6/30/2014
424823	Jensen	Matthew		Management Information Systems		6/30/2014
417008	Hennes	Karen	M	School of Accounting		6/30/2014
435370	Reeder	Stacy	L	Instruc Lead & Acad Curriculum		6/30/2009
431315	Lim	Doo	H	Educational Leadership & Pol		6/30/2010
431111	Ethridge	Libby		Instruc Lead & Acad Curriculum		6/30/2010
435694	Letcher	Mark	E	Instruc Lead & Acad Curriculum		6/30/2010
427613	Covaleskie	John	F	Educational Leadership & Pol		6/30/2011
434948	Williams	Vicki	A	Educational Leadership & Pol		6/30/2011
431190	Brandes	Joyce	A	Educational Psychology		6/30/2011
434920	Frick	William	C	Educational Leadership & Pol		6/30/2012
424613	Gutierrez	Kathrine	J	Educational Leadership & Pol		6/30/2012
427637	Cullen	Theresa	A	Educational Psychology		6/30/2012
431076	McWhirter	Paula	T	Educational Psychology		6/30/2012
431911	Adams	Curt		Educational Leadership & Pol		6/30/2013
404667	Pasque	Penny	A	Educational Leadership & Pol		6/30/2013
435136	Eseryel	Deniz		Educational Psychology		6/30/2013
430954	Hennessey	Maeghan	N	Educational Psychology		6/30/2013
427641	Hong	Ji	Y	Educational Psychology		6/30/2013
427737	Branscomb	Kathryn		Instruc Lead & Acad Curriculum		6/30/2013
431446	Bass	Lisa	R	Educational Leadership & Pol		6/30/2014
427861	Dancy	Theodis	E	Educational Leadership & Pol		6/30/2014
420829	Vargas	Juanita	G	Educational Leadership & Pol		6/30/2014
402768	Williams-Diehm	Kendra	L	Educational Psychology		6/30/2014

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431213	Rennaker	Robert	L	Aerospace & Mechanical Engin.	6/30/2009
431216	Dong	Yifei		Computer Science	6/30/2009
435873	Fagg	Andrew	H	Computer Science	6/30/2009
431065	Karabuk	Suleyman		Industrial Engineering	6/30/2009
435504	Olson	Brandon	W	Aerospace & Mechanical Engin.	6/30/2010
420844	Hatami	Kianoosh		Civil Eng. & Environmental Sci	6/30/2010
427827	Mc Fetridge	Peter	S	Chemical, Bio & Materials Eng	6/30/2011
427697	Striolo	Alberto		Chemical, Bio & Materials Eng	6/30/2011
427915	Cerato	Amy	B	Civil Eng. & Environmental Sci	6/30/2011
414106	Ramseyer	Christopher	C	Civil Eng. & Environmental Sci	6/30/2011
435507	Yang	Rui	Q	Electrical & Computer Engineer	6/30/2011
427651	Guan	Yongpei		Industrial Engineering	6/30/2011
436621	Starly	Binil		Industrial Engineering	6/30/2011
424134	Akkutlu	Ibrahim	Y	Petroleum & Geological Engin.	6/30/2011
413002	Attar	Peter	J	Aerospace & Mechanical Engin.	6/30/2012
431983	Merchan-Merchan	Wilson	E	Aerospace & Mechanical Engin.	6/30/2012
422511	Saha	Mrinal	C	Aerospace & Mechanical Engin.	6/30/2012
410923	Vedula	Prakash		Aerospace & Mechanical Engin.	6/30/2012
421707	Jentoft	Friederike	C	Chemical, Bio & Materials Eng	6/30/2012
431074	Cheng	Szeming		Electrical & Computer Engineer	6/30/2012
422086	Jiang	Ning		Electrical & Computer Engineer	6/30/2012
435018	Tang	Choon Yik		Electrical & Computer Engineer	6/30/2012
417597	Zhang	Yan		Electrical & Computer Engineer	6/30/2012
430495	Hong	Yang		Civil Eng. & Environmental Sci	6/30/2013
427982	Kang	Thomas	H	Civil Eng. & Environmental Sci	6/30/2013
431713	Barnes	Ronald	D	Electrical & Computer Engineer	6/30/2013
431187	Ding	Lei		Electrical & Computer Engineer	6/30/2013
429616	Kane	Matthew	H	Electrical & Computer Engineer	6/30/2013
431957	Elwood Madden	Megan	E	Geology & Geophysics	6/30/2013
428779	Madden	Andrew	S	Geology & Geophysics	6/30/2013
429565	Hawa	Takumi		Aerospace & Mechanical Engin.	6/30/2014
427912	Weaver	Christopher	E.	Computer Science	6/30/2014
415735	Ahmed	Ramadan	M	Petroleum & Geological Engin.	6/30/2014
424519	Devegowda	Deepak		Petroleum & Geological Engin.	6/30/2014
435376	Dell	Charlene	E	Music	6/30/2009
435377	Schwandt	John	D	Music	6/30/2009
424538	Cook	Mariann		Musical Theatre	6/30/2009
431687	Brule	William	S.	School Of Dance	6/30/2009
431068	Stewart	Todd	A	Art	6/30/2010
421166	Cox	Johanna	Helen	Music	6/30/2010
427854	Goza	Rossitza	S	Music	6/30/2010
427976	Lee	Gregory		Music	6/30/2010
417505	Reichardt	Sarah	J.	Music	6/30/2010
424610	Leseney	Vincent	J	Musical Theatre	6/30/2010
424303	Jones	Curtis	R	Art	6/30/2011
427607	Ellis	Matthew	E	Drama	6/30/2011
427140	Sadler	Christopher	B	Drama	6/30/2011
424373	Josephson	Kim	A	Music	6/30/2011
427636	Hardy	Camille		School Of Dance	6/30/2011
417390	Baker	Steven	S	Music	6/30/2012
413684	Dobbins	Brian	K.	Music	6/30/2012
431440	Karathanasis	Konstantinos		Music	6/30/2012

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431474	Richstone	Lorne	S	Music		6/30/2012
421393	Stoops	Anthony	D	Music		6/30/2012
428242	Williams	Bradley	D	Music		6/30/2012
428236	Rodda	Elizabeth	C	Art		6/30/2013
428970	White	Thomas	R	Art		6/30/2013
417490	Lucas	Mark		Music		6/30/2013
431725	Ruck	Jonathan	C	Music		6/30/2013
417186	Saltzstein	Jennifer	A	Music		6/30/2013
427748	Minter	Derrick	W	School Of Dance		6/30/2013
435030	Marie	Cedar		Art		6/30/2014
404723	Roddy	Bernard	P	Art		6/30/2014
409852	Bandy	Thomas	A	Music		6/30/2014
431422	Rashed	Tarek	M	Geography		6/30/2009
417678	Zhang	Guifu		Meteorology		6/30/2010
424131	Smith	Laurel	C	Geography		6/30/2013
427553	Minks	Amanda	G	Honors College		6/30/2012
431618	Chatelain	Marcia		Honors College		6/30/2014
435375	Lifset	Robert	D	Honors College		6/30/2014
435883	Heinze	Eric	A	School of Intl & Area Studies	Political Science	6/30/2011
424376	Songster	Edith	E	School of Intl & Area Studies	History	6/30/2011
421050	Ahram	Ariel		School of Intl & Area Studies	Political Science	6/30/2014
435317	Yoon	Doyle		College of Journalism		6/30/2009
435585	Beliveau	Ralph	J	College of Journalism		6/30/2010
417322	Jenson White	Kathryn		College of Journalism		6/30/2010
431910	Tsetsura	Yekaterina	Y	College of Journalism		6/30/2010
427719	Balas	Jason	C	College of Journalism		6/30/2012
411267	Ng	Daniel	W	College of Journalism		6/30/2012
427557	Tindall	Natalie	T	College of Journalism		6/30/2012
421082	Veil	Shari	R	College of Journalism		6/30/2012
427559	Steyn	Elizabeth	F	College of Journalism		6/30/2013
421084	Jones	Julie	M	College of Journalism		6/30/2014
	Spector	Robert	G	College Of Law		6/30/2009
427253	Backus	Mary Sue		College Of Law		6/30/2010
427380	Fox	Darin	K.	College Of Law		6/30/2011
430760	McCall	Brian	M	College Of Law		6/30/2012
420643	Wattley	Cheryl	B	College Of Law		6/30/2012
423358	Meazell	Emily	H	College Of Law		6/30/2013
411167	Antell	Karen	E	University Library		6/30/2009
414131	Magruder	Kerry	V	University Library		6/30/2010
418944	Stock	Matthew	C	University Library		6/30/2011
433309	Strothmann	Amalia	E	University Library		6/30/2011
428039	Gilstrap	Donald	L	University Library		6/30/2012
422549	Bierman	James	E	University Library		6/30/2013
410110	Foote	Donna	J	University Library		6/30/2013
407150	Kulp	Christina	M	University Library		6/30/2013
421775	Steele	Thomas	D	University Library		6/30/2013
400590	Turner	Jaymie	C	University Library		6/30/2014