



UNIVERSITY OF  
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Office of the Provost

**Board of Trustees – Information Item  
Sabbatical Leave Approvals for 2024-25**

TO: President Andy Feinstein  
UNC Board of Trustees

FROM: Kirsten Fleming, Provost & Executive Vice President for Academic Affairs

RE: Sabbatical Leave Approvals for 2024-25

DATE: February 7, 2024

In accordance with the University of Northern Colorado Board of Trustees Policy Manual 2-3-1001, thirty-seven members of the faculty have been approved for a sabbatical leave during the 2024-25 academic year. Summaries of sabbaticals approved for 2024-25 are attached. Here are the numbers by term of leave (semester or full academic year):

Fall 2024: 11  
Spring 2025: 17  
Academic Year 24/25: 9

**Details on process:**

We began this year's sabbatical cycle with four previously approved proposals from faculty members whose sabbatical leave was delayed due to resource constraints or for personal reasons. Of those four, three were approved but delayed until AY 2024-2025 due to resource constraints (Berg, Harris, and Tomlin) and one was included on the list of funded proposals for AY 2023-2024 and was subsequently delayed by the faculty member (Dunn).

In Fall 2023, we received thirty-five new applications from eligible faculty members for leaves to be taken in AY 2024-2025. All proposals were approved by the faculty on their merits. Of those, two were delayed until AY 2025-26. These two faculty members will be eligible to apply for a future sabbatical as if this delay had not occurred; that is, they will be eligible to apply in 2030 for leaves to be taken in AY 2031-2032.

- One was delayed at the recommendation of the HSS Dean until AY 2025-2026 due to the unique timing of the work related to the sabbatical project.
- One was delayed by the EBS Dean due to resource constraints, particularly the challenges of having multiple key faculty members from the same program on leave at the same time and during a CDE reauthorization visit in Fall 2024.



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Here is a summary of active proposals and results from the numbers by college:

College	Prior Active Proposals	New (Fall 23) Proposals	Total New Proposals Approved	Total New Proposals Delayed	Total Funded (AY 24/25)
Education & Behavioral Sciences	2	9	9	1	10
Humanities & Social Sciences	1	13	13	1	13
Monfort College of Business	0	4	4	0	4
Natural & Health Sciences	1	5	5	0	6
Performing & Visual Arts	0	4	4	0	4
University Libraries	0	0	n/a	n/a	0
<b>Totals</b>	<b>4</b>	<b>35</b>	<b>35</b>	<b>2</b>	<b>37</b>

The following sabbatical titles and summaries of approved proposals were provided by faculty during the application process.



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**Funded Sabbatical Leaves  
Academic Year 2024-25**

*New Applications Approved for AY 2024-25*

**College of Education & Behavioral Sciences**

**Cassandra Bergstrom** (Spring)

*School of Psychological Sciences*

Title: Learning communities enhancing teacher development, deep engagement, and DEI topics

Summary: My sabbatical leave will focus on three publications and a grant resubmission on learning communities enhancing teacher development, deep engagement, and DEI topics. My professional growth, knowledge in the field of educational psychology, and student experiences will be enhanced, and ultimately UNC will benefit from the outcomes of my work.

**Paula Conroy** (Fall)

*School of Special Education*

Title: An Exploration of Sports Inclusion and Vision Loss

Summary: This project investigates the lives of blind Paralympians, examining their achievements and challenges to understand the impact of sports inclusion on their mental health. Insights into elite athleticism will be used to demonstrate how youth sports participation can positively influence the mental well-being of individuals losing their vision.

**Jim Erikson** (Academic Year)

*School of Teacher Education*

Title: Flow of Literacy

Summary: Work in community literacy projects across the nation with Unite for Literacy, extending existing research and consulting efforts with this social enterprise, including research and evaluation in community-sponsored projects with literacy-stressed low-income communities (such as Bureau of Indian Education; Louisville, KY; Omaha, NE; Yakima, WA; Longmont & Fort Morgan, CO).

**Brian Johnson** (Fall)

*Department of Applied Psychology & Counselor Education*

Title: Developing Multicultural Competence and Applications

Summary: This plan includes: 1) collaboration with colleagues in China to develop/disseminate parenting modules, 2) development of a list of international mental health resources, and 3) independent study into culturally adapted psychotherapies. Work products will be disseminated internationally, enhancing UNC's reputation, and benefiting our students.

**Jody Lawrence** (Spring)

*School of Teacher Education*

Title: Preparing teacher candidates to become culturally responsive literacy teachers

Summary: The purpose of this research project is to examine how one international college of teacher preparation effectively prepares teacher candidates to become culturally responsive literacy teachers in an increasingly pluralistic, global society. I have applied to become a Fulbright Distinguished Senior Scholar.

**Corey Pierce** (Spring)

*School of Special Education*

Title: Understanding and Reducing Barriers to Become a Teacher

Summary: Numerous individuals face incredible barriers become a licensed teacher. Critical teacher shortages exist in Colorado and across the country while enrollment in preK-12 teacher preparation programs declines. My sabbatical work seeks to address these issues through targeted research activities related to teacher preparation in Colorado.

**Kevin Pugh** (Fall)

*School of Psychological Sciences*

Title: Implementing Transformative Experience Theory

Summary: Sabbatical work will focus on two collaborations. Project 1 involves designing professional development on transformative and cultural response science education for Akron Public Schools science teachers and developing an app. Project 2 involves developing a Place-Based Transformative Experience module framework to be implemented by 11 universities.

**Lu Tian** (Academic Year)

*Department of Applied Psychology & Counselor Education*

Title: Learning Qualitative Research Methods and Developing Grant Writing Skills

Summary: This proposal outlines scholarship projects, including a) completing three qualitative studies for publications; and b) submitting an external grant application. These projects will enhance my professional growth, knowledge in the discipline, students' educational experience, and the University's reputation.

## **College of Humanities & Social Sciences**

### **Kristin Bovaird-Abbo (Spring)**

*Department of English*

Title: A Gawain for the Gentry in Late Middle English Romance

Summary: I request one semester of sabbatical leave to complete two chapters for my book-length project, A Gawain for the Gentry in Late Middle English Romance.

### **Jeffrey Brown (Fall)**

*Department of Philosophy*

Title: Nothing About Us Without Us: An Egalitarian Theory of Disability Law and Policy

Summary: I'm requesting sabbatical support in drafting and securing a book contract entitled "Nothing About Us Without Us: An Egalitarian Theory of Disability Law and Policy." This book project is the subsequent development of my professional growth as an academic. This book project would allow me to combine the various themes from my published work into a coherent monograph.

### **Karla Del Carpio Ovando (Spring)**

*Department of World Languages & Cultures*

Title: Preservation and promotion of indigenous languages in education: The case of the indigenous Mayan language Tsosil and Spanish in Mexico

Summary: Through my research and accomplishments from this sabbatical my knowledge will be enhanced in the field of bilingual education, add to my professional growth as a scholar, enhance students' educational experience, and promote UNC's reputation nationally/internationally through the educational strategies gained along with informational reports, peer-reviewed articles, and presentations.

### **Mark Eiswerth (Spring)**

*Department of Economics*

Title: Applied research in environmental economics

Summary: This sabbatical comprises three projects: (1) Innovative Institutions for Watershed Conservation, (2) Dark Night Skies and Colorado Tourism, and (3) Night Light Pollution Impacts on Human Fetal Health. The research is seminal and involves UNC students and enhances UNC's reputation through publications, regional service, and enhanced opportunities for UNC graduates.

### **Marian Hamilton (Academic Year)**

*Department of Anthropology*

Title: Roots: How Our Evolutionary Past Shapes Modern Parenthood

Summary: This project will connect my academic research on diets, life history, and human evolution and my commitment to public-facing science communication through writing and publishing a book explaining how our unique evolutionary history shapes modern human life history, with a focus on gestation, birth, and early infancy.

**Junpyo Park (Fall)**

*Department of Economics*

Title: Enhancing Diversity, Equity, and Inclusion: Two Research Projects in Public Finance and University Pedagogy at National and Collegiate Levels

Summary: For my sabbatical leave, I would like to develop two research projects in public finance and university pedagogy whose research findings would improve diversity, equity, and inclusion at the national and college level.

**Bailie Peterson (Spring)**

*Department of Philosophy*

Title: First Generation Philosophers

Summary: My goal is a book project, "First Generation Philosophers." I completed 3 peer-reviewed articles, a chapter draft and have met with a publishing editor interested in the book. I'll meet promotion requirements and complete a long-term research project focused on underrepresented scholars, primarily first-generation students. This project will inform pedagogy & outreach, benefiting students and UNC.

**John Ryan (Fall)**

*Department of World Languages & Cultures*

Title: The collapse of Latin's synthetic mediopassive voice and the rise of split intransitivity and modern Romance analytical verb structure

Summary: Fourth and final phase of a project whose goal is to provide new evidence for transitional linguistic phenomena and structures during the periods of late Latin and early Ibero Romance and for which there currently exists little written evidence.

**Victoria Terranova (Fall)**

*Department of Criminology & Criminal Justice*

Title: Bias in the Criminal Justice System

Summary: The sabbatical project Bias in the Criminal Justice System will deliver a published textbook about the definition and application of bias in the criminal justice system. It will advance the UNCO's reputed commitment to respect for diversity and excellence in representing this high-quality and desirable publication about the important topic of social and systemic biases, equality, and justice.

**Michael Welsh (Fall)**

*Department of History*

Title: Digital Humanities for a New Generation of Tribal History

Summary: This sabbatical leave offers me the necessary time in the fall of 2024 to research and write federal grants that enhance my efforts to engage the field of digital humanities. My work with Indigenous communities and issues will benefit from learning best practices for design of databases of tribal historical sources.

**Tara Wood** (Spring)

*Department of English*

Title: Mixed-methods study focused on course delivery modalities and course caps for an intermediate general education writing course

Summary: As writing program administrator, I am continually evaluating our curricular approaches, drawing on best practices in the discipline of Writing Studies. For my sabbatical, I am planning an IRB-approved mixed-methods study focused on course delivery modalities and course caps for an intermediate general education writing course. I will publish findings in the *Journal of Writing Assessment*.

**Lisa Zimmerman** (Spring)

*Department of English*

Title: To complete a short book of poems

Summary: I would use the time to complete a suite of poems that will extend into a chapbook-length manuscript of historical and persona poems (a collection of 25-30 pages) relating to the history of astrology, ancient astrologers and astronomers, planets, and their astrological implications and signatures.

### **Monfort College of Business**

**Christine McClatchey** (Spring)

*Department of Finance*

Title: Analysis of the HECM mortgage market and pedagogical enhancements

Summary: I will pursue self-directed research and pedagogical pursuits which will add to my instructional currency, enhance our curriculum, and add value to my profession.

- 1: Evaluate new BAFN474 simulation: Revise lectures and publish article.
- 2: Home Equity Conversion Mortgage: Literature review and gather data.
- 3: Publish two pedagogical articles.

**Jim Reardon** (Academic Year)

*Department of Marketing*

Title: Research on Vaccine Hesitancy and Improving International Relations

Summary: I will work on research related to both my teaching subjects (Retail and International business) as well as additional research on public health issues related to vaccine acceptance. In addition, I will work on strengthening and developing international partnerships that can be leveraged by UNC in the future.

**Philipp Schaberl** (Spring)

*Department of Accounting*

Title: Intangible Liabilities, Inflation Impacts, and Coding

Summary: Complete a paper on intangible liabilities, a paper on how inflation impacts the relative relevance of accounting information, and complete a Python coding boot camp to enhance my research capabilities and potentially enhance my ability to teach analytics to our undergraduate and graduate students.

**William Wilcox** (Fall)

*Department of Accounting*

Title: How Online Adaptive Learning Technologies and Online Simulations: Can They Help with Performance, Retention, and the Problem with Debits and Credits

Summary: Different teaching tools are available to aid in student learning; this study will examine two different tools for effectiveness in student success and retention in accounting majors. These are important to the university and MCB.

**College of Natural & Health Sciences**

**Michael Aldridge** (Academic Year)

*School of Nursing*

Title: A Delphi Study to Identify Core Psychomotor Skills for Undergraduate Nursing Education

Summary: This project seeks to identify a core list of skills for nursing students to master by graduation. Researchers agree that nursing programs teach too many skills, leading to overall poor skill performance. Teaching fewer skills allows for skill mastery, which students and employers desire for safe patient care.

**Sharon Bywater-Reyes** (Spring)

*Department of Earth & Atmospheric Sciences*

Title: Geologic Perspective of Bofadales

Summary: Studying the bofedales wetlands of the Chilean Andes and consider the hypothesis that the regional extent of the bofedales is controlled by its geologic and geomorphic context, implying Ways of Knowing by indigenous people extend beyond currently recognized knowledge. Teaching components will include technical workshops for University of Tarapacá students.

**Timothy Grover** (Spring)

*Department of Earth & Atmospheric Sciences*

Title: Deciphering the tectonic evolution of two Proterozoic accretionary terranes using field studies, metamorphic petrology and petrochronology

Summary: I propose to continue my research on the tectonic evolution of two Proterozoic accretionary terranes. I have two field areas for this research, one is located in the northern Colorado Front Range and the other is in the eastern Adirondacks in upstate New York.



**Oscar Levin** (Academic Year)

*Department of Mathematical Sciences*

Title: Improving OER authoring software and computable graph theory research

Summary: The main project of my sabbatical leave is to expand the capabilities of the OER authoring software PreTeXt for use in research manuscripts and course materials in mathematics and other STEM fields, making mathematics communication accessible to everyone, including researchers and students with visual impairments.

**Stephen Mackessy** (Spring)

*Department of Biological Sciences*

Title: Study of Snake Venoms

Summary: I am proposing to visit the labs of colleagues in several European countries (England, Denmark, Netherlands, and Germany) to facilitate greater collaborations and to receive training in several different methods. These include high-throughput mass spectrometry, phage display selection of antibodies (antitoxins), and use of small molecule drugs in first aid treatment of envenomations. I will also spend several weeks in Arlington, TX working with colleagues on a current NSF-funded project on regulation of protein production in venom glands, in order to receive training in genomic/bioinformatics techniques.

**College of Performing & Visual Arts**

**Andrew Dahlke** (Spring)

*School of Music*

Title: Creating an Information Hub for the Saxophone: A Comprehensive Online Resource for Teaching and Learning the Saxophone

Summary: The purpose is to conduct research for the website. Study of relevant materials enhances the applicant's pedagogy and professional growth. Students will have quick access to broad resources enhancing their educational experience. The associated hub will enhance UNC's reputation

**Jubal Fulks** (Academic Year)

*School of Music*

Title: Solo Bach in Mountain Towns

Summary: Street performances of the entire sonata cycle of solo violin sonatas by JS Bach in select Colorado mountain towns, recording conversations along the way for use in a publication detailing the project. These more informal performances will lead to more formal performances and interviews with regional media outlets.

**Anna Ursyn** (Fall)

*School of Art & Design*

Title: Research on Sustainable Future through Art, Science, and Artificial Intelligence

Summary: To advance knowledge about climate change through art using AI options with research to foster my growth and instruction. I will explore multidisciplinary instruction to strengthen the quality of our program's academic standing with the outcomes shared globally.

**Drew Zaremba** (Academic Year)

*School of Music*

Title: A Zaremba Omnibus Sabbatical

Summary: 1. Compile my handouts into a textbook for MUS 346/546 (the Arranging Fundamental class); 2. Compose my first major Symphony; 3. Travel to and strengthen ties with Colombia, as a follow-up to the PVA trip in October 23.

*Previously Approved Applications Delayed until AY 2024-25*

**College of Education & Behavioral Sciences**

**Margaret Berg** (Fall)

*School of Teacher Education*

Title: Writing for Completion

Summary: On sabbatical, two large writing tasks will be completed: (1) an Open Education Resource Textbook started in 2021 with a grant from the UNC Libraries' OER committee, and (2) a book-length manuscript that needs revision for a publishing house editor at Routledge who has expressed interest in the comparative education topic.

**Thom Dunn** (Spring)

*School of Psychological Sciences*

Title: Reducing inequity of those experiencing a behavioral emergency by using psychological principles to develop best practices for paramedics and other first responders.

Summary: By using psychological principles, best practices for managing behavioral emergencies by paramedics can be developed, markedly reducing law enforcement interactions with BIPOC and those living with mental illness. Both groups have tremendous inequity during law enforcement interactions. Thereby identifying UNC as a leader in reducing inequity in these vulnerable groups.

**College of Humanities & Social Sciences**

**TJ Tomlin** (Spring)

*Department of History*

Title: Lotteries in American History

Summary: I am requesting a one-semester sabbatical to make tangible progress on this book manuscript, which explores the history of lotteries in America from the English colonization of Jamestown through the present.

**College of Natural & Health Sciences**

**Chris Harris** (Academic Year)

*Department of Mathematical Sciences*

Title: Applying Artificial Intelligence Techniques to Emergent “Real World” Challenges

Summary: I propose to spend the year collecting agricultural research data using Artificial Intelligence (AI). I will also gather data to investigate AI biases in algorithms, speak at conferences, and work with other collaborators. I anticipate this will lead to several high-quality peer-reviewed publications and applications for external grants.

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