

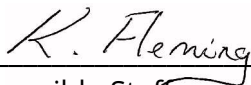

Faculty Promotion & Tenure Recommendations

RECOMMENDATION

It is recommended that the Board of Trustees approve the promotion and/or tenure of the faculty members listed in the attached document.

BACKGROUND

The faculty members listed below have satisfied the requirements for promotion and/or tenure.

	5/20/25		5/28/25
Responsible Staff	Date	President	Date
Board Action	Date		



UNIVERSITY OF  
NORTHERN  
COLORADO

Office of the Provost

**Faculty Promotion & Tenure Recommendations  
2025-26**

**Promotion of Tenured Faculty Members from Associate to Full Professor**

**College of Education & Behavioral Sciences**

Michael Cohen, Professor, Leadership, Policy, & Development

Lu Tian, Professor, Applied Psychology & Counselor Education

**College of Humanities & Social Sciences**

Enrique Bernales Albites, Professor, World Languages & Cultures

Molly Desjardins, Professor, English

Tara Wood, Professor, English

Ather Zia, Professor, Anthropology and Gender Studies

**College of Natural & Health Sciences**

Nicholas Pullen, Professor, Biological Sciences

**Tenure with Promotion to Associate Professor**

**College of Education & Behavioral Sciences**

Joanna Lewis, Associate Professor, Psychological Sciences

**College of Humanities & Social Sciences**

Dennis Aguirre, Associate Professor, Chicana/o & Latinx Studies

**Monfort College of Business**

Muhanad Manshad, Associate Professor, Computer Information Systems

**College of Natural & Health Sciences**

Caitlin Raaz, Associate Professor, Communication Sciences & Disorders

**Tenure without Promotion**

**Monfort College of Business**

Constantin Gurdgiev, Associate Professor, Finance

**Contract-Renewable Promotion to Assistant Professor**

**College of Natural & Health Sciences**

Katherine O'Hara, Assistant Professor, Rehabilitation & Human Services

**Contract-Renewable Promotion to Associate Professor**

**College of Education & Behavioral Sciences**

Ryan Darling, Associate Professor, Psychological Sciences

**College of Natural & Health Sciences**

James Haughian, Associate Professor, Biological Sciences

**College of Performing & Visual Arts**

Reiner Kramer, Associate Professor, Music

Tenure Recommendations, Steven Elias and Stephani Etheridge Woodson

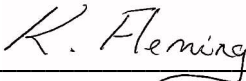

RECOMMENDATION

It is recommended that the Board of Trustees approve the tenure recommendations for incoming Dean of the Monfort College of Business Steven Elias and incoming Vice Provost for Enrollment Services & Dean of Undergraduate Studies Stephani Etheridge Woodson.

BACKGROUND

Dr. Steven Elias has been recommended for tenure by the faculty of the Department of Management.

Dr. Stephani Etheridge Woodson has been recommended for tenure by the faculty of the School of Theatre Arts & Dance.

	5/28/25		5/28/25
Responsible Staff	Date	President	Date
Board Action		Date	



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Office of the Provost

**Tenure Recommendation**

Steven Elias, Ph.D.  
Dean, Monfort College of Business  
Professor, Department of Management

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*Department memo:*

*Kenneth W. Monfort College of Business  
Department of Management*

May 9, 2025

**Retreat Rights: Dr. Steve Elias**

The Management Department supports the retreat rights of Dr. Steve Elias to hold a tenured position in the department at full Professor level in case he is appointed as the new dean for MCB.

*I Wanasika*

Isaac Wanasika  
Chair and Professor of Management

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UNIVERSITY OF  
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Office of the Provost

**Tenure Recommendation**

Stephani Etheridge Woodson, Ph.D.  
Vice Provost for Enrollment Services & Dean of Undergraduate Studies  
Professor, School of Theatre Arts & Dance

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*Department memo:*

May 23, 2025

**Retreat Rights: Dr. Stephani E. Woodson**

The School of Theatre Arts & Dance supports the retreat rights of Dr. Stephani E. Woodson to hold a tenured full professor position in the School of Theatre Arts & Dance in case she is appointed as the new Vice Provost for Enrollment Services & Dean of Undergraduate Studies.

Anne M Toewe  
Director, School of Theatre Arts & Dance

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