

# comm·unity

## SPRING 2022

## Communication Department Faculty Receive Tenure and Promotions



by Christina Rella

### *About The Promotions*

Three faculty members of the Communication Department have received recognition for their consistent and dedicated work in education. The Chair of the department, Dr. Michael Grabowski, has been promoted to Professor, while Dr. Arshia Anwer and Dr. Michael Plugh have both received tenure and were promoted to Associate Professors. This recognition is not only great for them, but for the Communication Department as a whole. The promotions will take effect on August 29, 2022.

### *Why These Promotions are Important*

Grabowski, Plugh, and Anwer all felt very similarly about the importance of their promotions. Grabowski shared, “Honestly, it is not important, other than serving as a recognition of the leadership, scholarship, service, and teaching that I have engaged at Manhattan College, and for someone who has been teaching at the college level for 24 years.” Anwer and Plugh had similar thoughts that as great as the promotion is, they find more importance in the recognition that they have received, instead of the actual ‘reward’ of the promotion itself.

“The ceremonial aspect of it doesn’t affect me as much and I don’t feel that’s the important part. It’s the journey, the things I have done, that are important to me. This decision is just a recognition of all that’s passed. The tangible and ceremonial things do not matter, but it is important because it is a recognition of my work,” Anwer stated. It was a common theme amongst the three that it was more about the work they’ve accomplished rather than the actual reward itself. They were thankful for the recognition, but they also wanted to acknowledge that this does not change their current passion. They do what they do regardless of their title in the department.

“I feel like I will earn them and deserve them if I’m true to myself and what I want out of my life,” Plugh said.



***Dr. Michael Grabowski***

Promoted to Professor



***Dr. Arshia Anwer***

Tenured & Promoted to Associate Professor



***Dr. Michael Plugh***

Tenured & Promoted to Associate Professor

## *Steps to Recieve Promotion*

The process of receiving these promotions started in September 2020 for all three faculty members. The application, consisting of approximately fifty pages, takes a long time to put together. It includes leadership, scholarship, service, and teaching done by each. There are numerous recommendations that also need to be written for each, and supplementary material supporting their work is attached as well. Each application then goes through a number of administrative levels before final approval of the Provost and President.

## *How will this Promotion Further Progress their Careers*

“It’s sort of a movement that’s not finished. We’re going to continue doing the things we’ve been doing,” Anwer said. The promotion is more a title and recognition, but not necessarily something that will change their careers significantly. Plugh added that at the most, “it affords a level of comfort in participating in the community.” By holding these titles, these faculty are not only more recognized amongst the community, but also feel more comfortable in sharing their opinions regarding the status of the department and school. It provides them with more job security.

## *What this Means for the Communication Department*

The Manhattan College Communication Department now has even more faculty at the Associate Professor and Professor level than ever before. This puts the department at a higher standing than before, and brings more stability in the teaching and mentoring of students in the department.

Since Manhattan College is a Lasallian institution, faculty who receive promotions also demonstrate their past, current, and ongoing work towards the Lasallian mission. This places the faculty members at a higher regard than those in comparing institutions. Their work has to exceed the classroom and areas of curriculum they are involved in.

By receiving these promotions, Grabowski, Anwer, and Plugh are now able to share their ideas for areas of improvement within the department, as well as within the School of Liberal Arts and the college as a whole when necessary. This gives the Communication Department, as well as the School of Liberal Arts, a more meaningful voice amongst the other five schools of the college. ★