

**BOARD OF REGENTS**  
**EASTERN MICHIGAN UNIVERSITY**

**RECOMMENDATION**

**FACULTY TENURE APPOINTMENTS**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve the granting of tenure, effective beginning with the 2006 fall semester, for two (2) faculty members.

**STAFF SUMMARY**

Two (2) probationary faculty members listed on the attachment are recommended for tenure, effective at the beginning of the 2006 fall semester.

Newly-hired tenure-track faculty are "on probation" for a period of time that varies according to rank. Instructors are eligible to apply for tenure for five (5) or six (6) years, Assistant Professors for four (4) or five (5) years, Associate Professors for three (3) or four (4) years, and Professors for two (2) or three (3) years, depending upon whether they were hired prior to January 1, 1997. During this time, probationary faculty must be evaluated annually, undergoing either interim (partial) evaluations or full evaluations in accordance with the Eastern Michigan University / Eastern Michigan University – American Association of University Professors' contract. An interim evaluation reviews the applicant's instructional effectiveness and service. A full evaluation also reviews those two performance areas and the applicant's scholarly and/or creative activity. A series of favorable probationary evaluations and a favorable final full evaluation leads to a recommendation for tenure.

Each faculty member listed on the attached page meets the general contractual requirements for tenure, as well as the specific performance standards, which have been defined in his/her respective department evaluation document.

**FISCAL IMPLICATIONS**

None.

**ADMINISTRATIVE RECOMMENDATION**

The proposed action has been reviewed and is recommended for Board approval.

University Executive ~~Officer~~

Date

**FACULTY TENURE APPOINTMENTS**

<b>Name</b>	<b>Rank</b>	<b>Department</b>
Choudhuri, Devika	Assistant Professor	Leadership & Counseling
Ross, Barbara	Associate Professor	Accounting & Finance



# EASTERN MICHIGAN UNIVERSITY

March 14, 2006

Devika Choudhuri  
Leadership & Counseling  
304 Porter

Dear Professor Choudhuri:

It is my pleasure to inform you that, based on the evidence presented, I have recommended to President Fallon that you be granted indeterminate tenure.

However, as you likely are aware, to issue tenure before you have received permanent residency would be in direct violation of the collective bargaining agreement with the AAUP.

Although you cannot be recommended for tenure at this time, please understand that once you have provided official documentation of permanent residency to Rhonda Longworth, Assistant Vice President for Academic Affairs, 202 Boone, the recommendation for tenure status can be presented to the Board of Regents for approval.

Please accept my congratulations for your having reached this important milestone and my best wishes for continued professional success.

Sincerely,

Donald M. Loppnow, Interim Provost and  
Vice President for Academic Affairs

cc: Vernon Polite  
Jaclynn Tracy  
David Anderson  
EMU-AAUP  
Personnel File



# EASTERN MICHIGAN UNIVERSITY

June 21, 2006

Barbara Ross  
Accounting & Finance  
406 Owen

Dear Professor Ross:

Congratulations! The Board of Regents has approved my recommendation that you be promoted to the rank of Professor, effective September 1, 2006.

Best wishes for continued professional success throughout the 2006-07 academic year.

Sincerely,

Donald M. Loppnow ~~Provost~~ and  
Vice President for Academic Affairs

cc: David Mielke  
Susan Kattelus  
Linda Burilovich  
EMU-AAUP  
Rhonda Longworth  
✓ Personnel File