

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 2008 fall semester, for nineteen (19) faculty members.

STAFF SUMMARY

The nineteen (19) probationary faculty members listed on the attachment are recommended for tenure, effective at the beginning of the 2008 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.

The 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 respective department evaluation document.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

6-10-08

Date

First Name	Last Name	Department
Susan	Martin	Accounting & Finance
Thomas Guey-Meei	Suchan Yang	Art Art
Steve	Benninghoff	English Language & Literature
Robert Sandra	Jones Rutherford	Geography & Geology Geography & Geology
Kunal Megan	Banerji Endres	Management Management
Elif	Persinger	Marketing
Volker	Krause	Political Science
Michelle Ellen	Byrd Koch	Psychology Psychology
Jiang	Lu	School of Engineering Technology
Tana	Bridge	School of Social Work
Sema	Kalaian	School of Technology Studies
Bradley	Ensor	Sociology, Anthropology & Criminology
John Loreena	Palladino Parks	Special Education Special Education
Robert	Carpenter	Teacher Education