

SECTION:	8a
DATE:	June 23, 2009

**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 2009 fall semester, for thirty (30) faculty members.

**STAFF SUMMARY**

The thirty (30) probationary faculty members listed on the attachment are recommended for tenure, effective at the beginning of the 2009 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

6/10/09  
\_\_\_\_\_  
Date

Faculty Tenure List 2009/10

First Name	Last Name	Department	Rank
Ryan	Molloy	Art	Associate Professor
Evans	Hedeel	Chemistry	Associate Professor
Faison	Gibson	CIS	Associate Professor
Melanie	Schuessler	CMTA	Associate Professor
Li	Zhang	Computer Science	Associate Professor
Charles	Cunningham	English Language & Literature	Associate Professor
Thomas	Kovacs	Geography & Geology	Associate Professor
William	Welsh	Geography & Geology	Associate Professor
Steven	Ramold	History & Philosophy	Associate Professor
Brian	Bruya	History & Philosophy	Associate Professor
Anthony	Moreno	HPHP	Associate Professor
Joan	Cowdery	HPHP	Associate Professor
Brenda	Riemer	HPHP	Associate Professor
Pittsley	Katherine	Library	Assistant Professor
Morgan	Milner	Management	Associate Professor
Tamara	Loverich	Psychology	Associate Professor
Anahita	Mistry	School of Health Sciences	Associate Professor
Diane	Fox	School of Nursing	Associate Professor
Pamela	Becker	School of Technology Studies	Associate Professor
Nancy	Harbour	School of Technology Studies	Associate Professor
Solange	Simoes	Sociology, Anthropology & Criminology	Associate Professor
Gilbert	Stiefel	Special Education	Associate Professor
Philip	Smith	Special Education	Associate Professor
Karen	Schulte	Special Education	Associate Professor
Linda	Polter	Special Education	Associate Professor
Ann	Orr	Special Education	Associate Professor
Steven	Camron	Special Education	Associate Professor
Brigid	Beaubien	Teacher Education	Associate Professor
Alexander	Popko	World Languages	Associate Professor
Deanna	Mihaly	World Languages	Associate Professor

**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 2009 fall semester, for two (2) faculty members.

**STAFF SUMMARY**

The two (2) probationary faculty members listed on the attachment are recommended for tenure, effective at the beginning of the 2009 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 members 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.

Susan W. Martin  
\_\_\_\_\_  
University Executive Officer

June 23, 2009

\_\_\_\_\_  
Date

<b>First Name</b>	<b>Last Name</b>	<b>Department</b>	<b>Rank</b>
Edwin	Etter	Accounting & Finance	Associate Professor
Bruce	Carroll	Political Science	Associate Professor