

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 2013 fall semester, for sixteen (16) faculty members.

STAFF SUMMARY

The sixteen (16) probationary faculty members listed on the attachment are recommended for tenure, effective at the beginning of the 2013 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. 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/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
Provost and Executive Vice President

Date

Last Name	First Name	Department	Rank
Ahmed	Muhammad	School of Engineering Technology	Associate Professor
Bonenberger	Danny	Geography & Geology	Associate Professor
DeMarte	Jason	Art	Associate Professor
Desiderio	Jennifer	Special Education	Associate Professor
Dove	Natalie	Psychology	Associate Professor
Flowers	Ronald	L & C	Associate Professor
Harten	Ana Claudia	Special Education	Associate Professor
Hines	Sandra	School of Nursing	Associate Professor
Jones	Melissa	English Lang. & Literature	Associate Professor
Lukomski	Angela	School of Nursing	Assistant Professor
Memmott	Sara	Library	Assistant Professor
Perren	James	World Languages	Associate Professor
Ramsey	Paul	Teacher Education	Associate Professor
Sweet	James	HPHP	Assistant Professor
Vivek	Shiri	Marketing	Associate Professor
Zakrajsek	Andrea	School of Health Sciences	Associate Professor