

SECTION: 10
DATE: June 10, 2014

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 2014 fall semester, for twenty-five (25) faculty members.

STAFF SUMMARY

The twenty-five (25) probationary faculty members listed on the attachment are recommended for tenure, effective at the beginning of the 2014 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

Date

Last Name	First Name	Department	Rank
Banfield	James	School of Technology Studies	Assistant Professor
Barnes	Michael	Library	Assistant Professor
Bo	Jin	Psychology	Associate Professor
Carbone	John	School of Health Sciences	Associate Professor
Casper	Anne	Biology	Associate Professor
Cavar	Damir	English Lang & Literature	Associate Professor
Dagnan	Heather	CMTA	Associate Professor
Elton	Jessica	CMTA	Associate Professor
Ferguson	Jason	Art	Associate Professor
Fisher	Janet	Special Education	Associate Professor
Graves	Chiron	Biology	Associate Professor
Halpern	Robert	English Lang & Literature	Associate Professor
Higgins	Peter	History & Philosophy	Associate Professor
Janisse	Heather	Psychology	Associate Professor
Joseph	Edwin	Geography & Geology	Professor
Koolage	William	History & Philosophy	Associate Professor
Martin	Irwin	School of Health Sciences	Associate Professor
Merrill	Theresa	Music & Dance	Associate Professor
Millan	Monica	World Languages	Associate Professor
Moore	Zachary	Geography & Geology	Associate Professor
Mueller	Derek	English Lang & Literature	Associate Professor
Plagens	Gregory	Political Science	Associate Professor
Spolans	Brian	Art	Associate Professor
Yatczak	Jayne	School of Health Sciences	Associate Professor
Yaya	Mehmet	Economics	Associate Professor