

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

EDUCATIONAL POLICIES COMMITTEE: APPROVAL OF AGENDA AND MINUTES

ACTION REQUESTED

It is requested that the Educational Policies Committee Agenda for October 13, 2015 and the Minutes of the June 16, 2015 meeting be received and placed on file.

SUMMARY

The primary items for the October 13, 2015 Educational Policies Committee meeting include:

Agenda and Minutes; Emeritus Faculty; Academic Affairs Administrative/Professional Appointments/Transfers; Faculty Appointments; Academic Retirements/Separations; Charter Schools Board Member Appointments and Update; Commencement Speaker and Honorary Degree Recipient; New Academic Program: Neuroscience Interdisciplinary Major.

FISCAL IMPLICATIONS

The fiscal impact of the actions taken is listed in the appropriate sections and in the Board minutes.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date

EASTERN MICHIGAN UNIVERSITY
Board of Regents
Educational Policies Committee

October 13, 2015
9:45 a.m. to 10:30 a.m.
205 Welch Hall

AGENDA

- 9:45** **Section 13:**Agenda and Minutes (*Regent Crumm, Chair*)
- 9:46** **Section 6:** Emeritus Faculty (*Rhonda Longworth*)
Section 7: Academic Administrative/Professional Appointments/Transfers (*David Woike*)
Section 8: Faculty Appointments (*David Woike*)
Section 9: Academic Retirements/Separations (*David Woike*)
Section 14: Charter Schools Board Member Appointments and Updates (*Malverne Winborne*)
Section 15: Commencement Speaker and Honorary Degree Recipient (*Kim Schatzel*)
Section 16: New Academic Program: Neuroscience Interdisciplinary Major (*Rhonda Longworth*)

Discussion Items:

- 10:06** Update on Degree Completion and Retention Plan-Annual Report (*Rhonda Longworth*)
- 10:14** McNair Scholars Program (*Heather Neff*)
- 10:22** Title IX at EMU and Introduction of Title IX Coordinator (*Melody Werner*)

EASTERN MICHIGAN UNIVERSITY
BOARD OF REGENTS

EDUCATIONAL POLICIES COMMITTEE MINUTES

June 16, 2015
10:45 a.m. – 11:30 a.m.
205 Welch Hall

Attendees: (seated at tables) J. Carroll, Regent Crumm (Chair), D. Clearwater, Regent Fitzsimmons (Vice Chair), J. Kentor, R. Longworth, Regent Morris, Provost Schatzel, M. Winborne and D. Woike

Guests: (as signed in): A. Dow, C. Karshin, K. Kucera, L. London, D. Palmer, R. Quinoz, W. Tornquist, T. Venner, and P. Wood

Regent Crumm convened the meeting at 10:45 a.m.

Report and Minutes (Section 15)

Regent Crumm requested that the Educational Policies Committee Agenda for June 16, 2015 and Minutes of the March 17, 2015 meeting be received and placed on file.

Academic Affairs Administrative Appointments/Professional Appointments and Transfers (Section 4)

Dr. David Woike, Assistant Vice President for Academic Affairs recommended that the Board of Regents approve (2) Administrative/Professional appointments and (5) Administrative/Professional transfers at the rank and effective date shown on the attached listing.

FISCAL IMPLICATIONS

The salary would be absorbed in the 2015-2016 personnel budget.

Faculty Appointments (Section 5)

Dr. David Woike recommended that the Board of Regents approve thirty-two (32) new faculty appointments for the 2015-2016 academic year at the rank, salary, and effective date shown on the attached listing.

STAFF SUMMARY

Of the thirty-two (32) appointments, twenty (20) are female and twelve (12) are male.

Faculty Reappointments (Section 6)

Dr. David Woike recommended that the Board of Regents approve the report from the Division of Academic Affairs pertaining to the reappointment of 107 probationary faculty members for the 2015-2016 academic year.

STAFF SUMMARY

The 107 probationary faculty members listed on the attachment have been reappointed for the 2015-2016 academic year.

Newly-hired tenure-track faculty are “on probation” for a period of time that varies according to rank. Instructors are eligible for reappointment 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 favorable pre-tenure evaluation leads to a recommendation for reappointment.

Faculty Promotions (Section 7)

Dr. David Woike recommended that the Board of Regents approve and place on file the report entitled Promotion of Faculty Members effective Fall 2015.

STAFF SUMMARY

The Collective Bargaining Agreement between Eastern Michigan University and the Eastern Michigan University Chapter of the American Association of University Professors (AAUP) provides that faculty are eligible to apply for promotion in accordance with the following schedule of years of service in rank: Instructor – two (2) years, Assistant Professor - four (4) or five (5) years, and Associate Professor - five (5) years. Faculty having served at least the requisite years in rank, who apply for promotion, are evaluated by standards provided in the EMU/EMU-AAUP Master Agreement and individual evaluation documents that have been established for each academic department. Evaluations and standards address three areas of review: (1) Instructional Effectiveness, (2) Scholarly and/or Creative Activity, and (3) Service. A favorable promotion review results in a recommendation for promotion.

The forty-nine (49) faculty members listed on the attached page meets the general contractual requirements for promotion as well as the specific performance standards, which have been defined in his/her respective department evaluation document.

Faculty Tenure Appointments (Section 8)

Dr. David Woike recommended that the Board of Regents approve the granting of tenure, effective beginning with the 2015 fall semester, for twenty-nine (29) faculty members.

STAFF SUMMARY

The twenty-nine (29) probationary faculty members listed on the attachment are recommended for tenure, effective at the beginning of the 2015 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.

Lecturer Promotions (Section 9)

Dr. David Woike recommended that the Board of Regents approve and place on file the report entitled Promotion of Lecturers for 2015-2016.

STAFF SUMMARY

The Collective Bargaining Agreement between Eastern Michigan University and the Eastern Michigan University Federation of Teachers (EMU-FT) provides that lecturers are eligible to apply for promotion in accordance with the following schedule of years of service in rank: Lecturer II – three (3) years, and Lecturer III - four (4) years.

The nine (9) lecturers listed on the attached page meets the general contractual requirements for promotion as well as the specific performance standards, which have been defined in his/her respective department evaluation document.

2015-2016 Faculty Research and Creative Activity Fellowships (Section 16)

Dr. Jeffrey Kentor, Associate Provost and Associate Vice President for Graduate Studies and Research recommended that the Board of Regents accept and place on file the Report on the 2015-16 Faculty Research and Creative Activity Fellowships awards.

STAFF SUMMARY

Faculty Research and Creative Activity Fellowships are competitive awards given to faculty who submit meritorious research or special study proposals. The fellowships award up to 50 percent release time from teaching to help provide a foundation for a faculty member to develop a research base for future additional funding from other sources. Unlike a sabbatical leave, the fellowship recipients are still expected to fulfill other contractual responsibilities, such as service to the University during this released time. The University Research and Sabbatical Leave Committee reviews the Faculty Research and Creative Activity Fellowship proposals and makes recommendations to the Provost and Executive Vice President. A listing of the approved projects is contained on the attached page. Thirty-four faculty will be supported.

2015-2016 Sabbatical Awards (Section 17)

Dr. Jeffrey Kentor recommended that the Board of Regents accept and place on file the Report on 2015-2016 Sabbatical Leaves.

STAFF SUMMARY

Sabbatical leaves (one semester at full pay or two semesters at half pay) are granted for special study, research, and/or writing or other projects which enrich the teaching of individual faculty members; bring prestige to the individual and the University; or provide service of significant nature for local, state, national, or international organizations. Two semester sabbatical leaves also include up to \$12,000 in research support, if requested. The University Research and Sabbatical Leave Committee reviews the sabbatical leave proposals and makes recommendations to the Provost and Executive Vice President. A list of the approved projects is provided.

In 2015-2016, ten (10) two-semester and fifteen (15) one-semester leaves will be awarded.

Undergraduate Research Stimulus Program Awards, Summer 2015 (Section 18)

Dr. Jeff Kentor recommended that the Board of Regents accept and place on file a Report on the summer 2015 Undergraduate Research Stimulus Program Awards.

STAFF SUMMARY

The Undergraduate Research Stimulus Program is intended to facilitate research partnerships between undergraduate students and Eastern Michigan University faculty. Student awardees will receive a \$2,000 fellowship in support of their research efforts. This award will be in the form of a credit to the student's university account. The collaborating faculty member may receive \$500 to be used for lab/studio supplies or equipment, professional travel, or other professional expenses.

The Provost and Executive Vice President has awarded a total of \$32,000 to sixteen (16) undergraduate students and \$7,500 to fifteen (15) Eastern Michigan University faculty for research and creative projects under the Undergraduate Research Stimulus Program for summer 2015.

New Academic Program: Spanish Minor (Section 19)

Dr. Rhonda Longworth, Associate Provost and Associate Vice President for Academic Programming and Services recommended that the Board of Regents receive and place on file notification of a new Academic Program Offering: Spanish Minor.

SUMMARY

The new Spanish Minor was created to offer students interested in learning about different aspects of the Hispanic world a wider variety of course options. This new minor allows students to study Spanish as it applies to language, culture, literature, and business.

Charter Schools Board Member Appointments (Section 20)

Dr. Malverne Winborne, Director of Charter Schools, recommended that the Board of Regents re-appoint Dieasree Curry to a three year term to the Board of Directors of Detroit Public Safety Academy; re-appoint Adrian Iraola and Theron Kersey to three year terms to the Board of Directors of Global Tech Academy; re-appoint Alyssa Stewart to a three year term to the Board of Directors of the Grand Blanc Academy; re-appoint Sandra Rolle and Ethan Vinson to three year terms to the Board of Directors of Great Lakes Academy; re-appoint Vera Hurt and Angela Polk to three year terms to the Board of Directors of Hope Academy; appoint Rodney Dent to a three year term to the Board of Directors of the Dr. Joseph F. Pollack Academic Center of Excellence (PACE); appoint Leseliey Welch to a two year term and re-appoint Michael Crouch and Alice Jennings-Edwards to three year terms to the Board of Directors of The James and Grace Lee Boggs School.

STAFF SUMMARY

According to the resolutions which establish these public school academies (charter schools), vacancies on the Boards of Directors shall be filled by the Eastern Michigan University Board of Regents.

Approval of Academic Calendar (Section 21)

Dr. Rhonda Longworth recommended that the Board of Regents approve the Academic Calendar for 2018-2019.

STAFF SUMMARY

An Academic Calendar Committee works with the Provost's Office and the Registrar to develop the University Calendar. Faculty Senate appoints members to the Calendar Committee and the full body provided input on the structure of the calendar in April 2015.

Discussion Items:

Dr. Kim Schatzel, Provost and Executive Vice President and Dr. Rhonda Longworth provided an update on the Degree Completion and Retention Plan.

Regent Crumm thanked those in attendance, and adjourned the meeting at 11:30 a.m.

Respectfully submitted,

Debbie Clearwater
Executive Assistant, Office of the Provost
Academic and Student Affairs



Title IX

at Eastern Michigan University

Strategy and Progress

Melody A. Werner, Ed.D.

October 13, 2015

Agenda

- What Title IX requires
- Title IX trends and news
- Title IX strategy
- Recent activities
- Next steps



UNITED STATES DEPARTMENT OF EDUCATION

OFFICE FOR CIVIL RIGHTS

THE ASSISTANT SECRETARY

April 4, 2011

Dear Colleague:

“The sexual harassment of students, including sexual violence, interferes with students’ right to receive an education free from discrimination...”

Title IX requires that

- If a school **knows – or should have known –** about sexual misconduct, the school must eliminate it, prevent its recurrence, and address its effects

Some key numbers

5,048

reports of forcible sexual offenses in 2013 at schools with residential campuses

up from

2,984

in 2010

124+

schools the Dept of Education is now investigating for allegedly mishandling sexual-assault cases

up from

14

at the end of 2011

85

lawsuits against schools since Jan 2014 alleging due-process violations in sexual-assault cases

up from

9

in 2013

Feds: MSU mishandled sexual assault cases



Michigan State University violated federal law in the handling of sexual assaults on its campus, a federal oversight agency has found.

The U.S. Department of Education's Office of Civil Rights (OCR) said the university did not act promptly to handle two reports of sexual assault. They also found the university did not have proper procedures

and policies in place to handle sexual assault reports.

The OCR also found, in interview with students, that many didn't know who to report sexual assaults to. The OCR also knocked the university's documentation of internal grievance files and found confusion among the athletic department staff about who should report sexual assault claims to the university's investigation office.

That all led to the OCR to say the university contributed to there being a sexually hostile environment on campus.

Study: 20% of U-M female undergrads sexually assaulted

About 12% of female undergraduates say they experienced non-consensual sexual penetration in past year.



(Photo: David Jesse, Detroit Free Press)

More than 20% of undergraduate female students at the University of Michigan say they experienced some sort of nonconsensual sexual behavior in the past year, a new survey shows. About 12% of female undergraduates say they experienced nonconsensual sexual penetration.

Less than 5% reported the incident to the university, saying they did so because they didn't want to get the person responsible in trouble, felt embarrassed or shamed, or did not think U-M would do anything.

Hot-button legal issue

EDUCATION

In Campus Rape Tribunals, Some Men See Injustice

Colleges land in legal minefields as they balance rights of accuser and accused



The Wall Street Journal, April 10, 2015
front page story

U-M drops nonconsensual sex finding to settle suit



The University of Michigan will throw out its finding that a student engaged in nonconsensual sex with a female friend in his dorm room as part of a lawsuit settlement — a move that drew sharp criticism from the female student who filed the complaint.

“I caution all University of Michigan students and their parents to avoid reporting sexual violence or using the university’s Title IX process at all costs,” the woman said

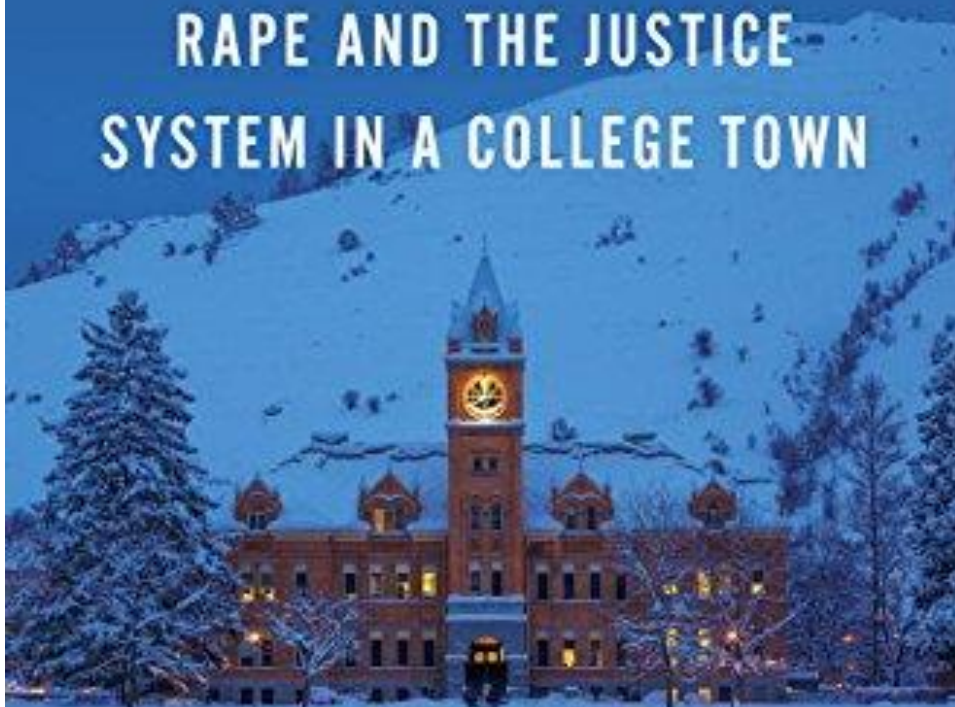
“I urge you to be aware: the university process will take far longer than they represent it to take, the university does not follow through on commitments of support they purport to offer, and it does not follow its own mandated procedures when investigating sexual violence on its campus.

“Worst of all, I have come to believe they do not care about individual students seeking help and are more concerned with producing the paperwork which demonstrates compliance with U.S. Department of Education mandates.

Jon Krakauer

MISSOULA

**RAPE AND THE JUSTICE
SYSTEM IN A COLLEGE TOWN**



By the author of **INTO THE WILD** and **UNDER THE BANNER OF HEAVEN**

**New York Times
Hardcover
Nonfiction
Bestseller List
in May**



WELCOME
FRESHMEN

THE
HUNTING GROUND

In Theaters Now

PLAY TRAILER

Strategy for the Title IX Program

- Policy, process, and structure
- Assistance and aid to complainants and respondents
- Communication and training
- Investigations



Reviewed and rethinking Sexual Misconduct Policy

- Single, stand-alone, easily accessible, and user-friendly
- Includes Title IX-specific (and OCR-required) language and concepts
- Has oversight by the Title IX Coordinator

Reviewing process

- Reviewing operating procedures to ensure a centralized Title IX response
 - Workflow steps
 - Forms and checklists
 - Documentation and record keeping
 - Methods to ensure timeliness
- Reviewing prior cases
 - What worked, what didn't, learnings

Sequencing the institutional response

- Each employee's roles and responsibilities in responding to an incident
- The responsibilities of each department
- How information and resources are coordinated and shared
- Protocols when roles overlap

Reorganized Title IX Committee

- Three subcommittees:
 1. Compliance
 2. Education and Prevention
 - Previously the Comprehensive Sexual Assault Prevention Committee
 3. Research and Assessment

Assistance and aid to complainants and respondents

- One-stop assistance
 - Student is not sent from office to office
 - Academic Team
 - Counseling
 - Housing
 - No contact

Conducting training

- New faculty and staff
- Student leaders
- Faculty meetings
- Students

Investigations

- **Obligation to investigate**
 - Whether or not a complaint is filed
 - Whether or not the police are investigating
- **Goal**
 - Fair and impartial gathering of the facts
- **Complainant and respondent**
 - Both should have an equal opportunity to present evidence and participate in the process

Number of cases thus far

- Since September 8
 - **XXX** reports of sexual assaults
 - **XXX** reports of sexual harassment

Next steps

- Finish policy for review by Regents
- Develop comprehensive training plan
- Plan for climate surveys
- Create plan for systematic audit of compliance
- Prepare investigation team
- Develop case management system

Thank you!



**EASTERN MICHIGAN
UNIVERSITY**
1849

