

**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 November 1, 2016 and the Minutes of the June 21, 2016 meeting be received and placed on file.

**SUMMARY**

The primary items for the November 1, 2016 Educational Policies Committee meeting include:

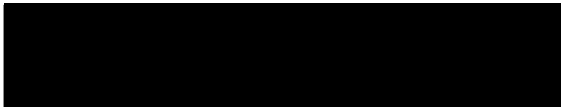
Agenda and Minutes; Faculty Appointments; Academic Retirements and Separations; Emeritus Faculty Recommendations; Charter Schools Board Member Appointments; Commencement Speaker and Honorary Degree Recipients; Recommendation of Granting of Tenure to President James Smith; Updated Board Policy 6.2.1.3: Undergraduate Grades and Academic Progress; Update to the Student Code of Conduct.

**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

10/18/16  
Date

# EASTERN MICHIGAN UNIVERSITY

## Board of Regents

### Educational Policies Committee

November 1, 2016

9:00 – 9:45 a.m.

205 Welch Hall

### AGENDA

- 9:00**      **Section 11:**      Agenda and Minutes (*Regent Crumm, Chair*)
- 9:03**      **Section 5:**      Faculty Appointments (*David Woike*)  
**Section 6:**      Academic Retirements and Separations (*David Woike*)  
**Section 7:**      Emeritus Faculty Recommendations (*Rhonda Longworth*)  
**Section 12:**      Charter Schools Board Member Appointments (*Malverne Winborne*)  
**Section 13:**      Commencement Speaker and Honorary Degree Recipients (*Rhonda Longworth*)  
**Section 14:**      Recommendation for Granting of Tenure to President James Smith (*Rhonda Longworth*)  
**Section 20:**      Updated Board Policy: 6.2.1.3: Undergraduate Grades and Academic Progress (*Rhonda Longworth*)  
**Section 21:**      Update to the Student Code of Conduct (*Chiara Hensley*)

#### **Discussion Items:**

- 9:25**      Update on Degree Completion and Retention Plan (*Michael Tew*)  
**9:35**      College Profile: College of Business (*Michael Tidwell*)

EASTERN MICHIGAN UNIVERSITY  
BOARD OF REGENTS

**EDUCATIONAL POLICIES COMMITTEE MINUTES**

June 21, 2016  
9:00 a.m. to 9:45 a.m.  
205 Welch Hall

**Attendees:** (seated at tables) Regent Crumm (Chair), D. Clearwater, A. Dow, Regent Fitzsimmons, R. Longworth, W. Tornquist, M. Sayler, M. Winborne and D. Woike

**Guests:** (as signed in) V. Cavatio, L. Comben, R. Goffeney, J. Hunsberger, C. Karshin, K. Kucera, C. Powell, J. Starr, M. Tidwell, T. Venner, R. Woody and C. Wooster

*Regent Crumm* convened the meeting at 9:00 a.m.

**Report and Minutes (Section 15)**

*Regent Crumm* requested that the Educational Policies Committee Agenda for June 21, 2016 and Minutes of the April 22, 2016 meeting be received and placed on file.

**Academic Affairs Administrative/Professional Appointments and Transfers (Section 5)**

*Dr. David Woike, Assistant Vice President for Academic Affairs* recommended that the Board of Regents approve one (1) Administrative/Professional appointments and four (4) Administrative/Professional transfers at the rank and effective date shown on the listing provided in Board materials.

**FISCAL IMPLICATIONS**

The salary would be absorbed in the 2016-2017 personnel budget.

**Faculty Appointments (Section 6)**

*Dr. David Woike* recommended that the Board of Regents approve thirty-eight (38) new faculty appointments for the 2016-2017 academic year at the rank, salary, and effective date shown on the listing provided in the Board materials.

**STAFF SUMMARY**

Of the thirty-eight (38) appointments, twenty (20) are male and eighteen (18) are female.

**Faculty Reappointments (Section 7)**

*Dr. David Woike* recommended that the Board of Regents accept the report from the Division of Academic Affairs pertaining to the reappointment of 141 probationary faculty members for the 2016-2017 academic year.

**STAFF SUMMARY**

The 141 probationary faculty members have been reappointed for the 2016-2017 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 8)**

*Dr. David Woike* recommended that the Board of Regents accept and place on file the report entitled Promotion of forty-six (46) Faculty Members effective Fall 2016.

#### **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-six (46) faculty members meet 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 9)**

*Dr. David Woike* recommended that the Board of Regents approve the granting of tenure, effective beginning with the 2016 fall semester, for twenty-three (23) faculty members.

#### **STAFF SUMMARY**

The twenty-three (23) probationary faculty members on the list are recommended for tenure, effective at the beginning of the 2016 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 meet the general contractual requirements for tenure, as well as the specific performance standards, which have been defined in his/her respective department evaluation document. A listing of the faculty members is included with Board materials.

### **Lecturer Promotions (Section 10)**

*Dr. David Woike* recommended that the Board of Regents accept and place on file the report entitled Promotion of Lecturers for 2016-2017.

**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 four (4) lecturers meet the general contractual requirements for promotion as well as the specific performance standards, which have been defined in his/her respective department evaluation document.

**Appointment of Charter Schools Board Members (Section 16)**

*Dr. Malverne Winborne, Director of Charter Schools*, recommended that the Board of Regents appoint Susan Uvick to a three year term to the Board of Directors of Ann Arbor Learning Community; re-appoint Richard Hamme to a three year term to the Board of Directors of Commonwealth Community Development Academy; re-appoint Elizabeth Taylor to a three year term to the Board of Directors of Dr. Joseph F. Pollack Academic Center of Excellence; appoint Felicia Carter and Angelo Powell to three year terms to the Board of Directors of Grand Blanc Academy; appoint Mario Beasley and Kenneth Davis to two year terms to the Board of Directors of Hope Academy; re-appoint Dr. Lumas Helaire, Klotylda Phillippi and Soh Suzuki 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.

**Charter School Reauthorization (Section 17)**

*Dr. Malverne Winborne* recommended that the Eastern Michigan University Board of Regents reissue the charter for *Hope Academy* and authorize the president of the University to execute a new four-year contract which will expire June 30, 2020.

Furthermore, it was recommended that the Eastern Michigan University Board of Regents reissue the charter for *Commonwealth Community Development Academy* and authorize the president of the University to execute a new three-year contract which will expire June 30, 2019.

Accompanying this recommendation were profiles of Hope Academy and the Commonwealth Community Development Academy which are included in Board materials.

**New Academic Program: Master of Athletic Training (Section 18)**

*Dr. Rhonda Longworth, Interim Provost and Executive Vice President* recommended that the Board of Regents approve a New Academic Program and Degree Type: *Master of Athletic Training*.

**SUMMARY**

The proposed Master of Athletic Training degree will allow students who already have a bachelor's degree to complete their Master of Athletic Training in two years. Numerous national conversations are underway regarding the move to a minimum of a master's degree in AT to become a Certified Athletic Trainer (ATC). Currently, ATCs are one of the few unsupervised, allied health care professions that require a bachelor's degree. Physical Therapy, Occupational Therapy, Nurse Practitioners, and Physician Assistants all require an advanced degree to practice. The Field of Athletic Training will soon be requiring this as well. The Commission on Accreditation of Athletic Training Education (CAATE) has not yet made it mandatory, but may do so in the near future.

In making this proposal, EMU Athletic Training Faculty are taking a leadership role in the state of Michigan by being the first school to offer an entry-level master's degree in Athletic Training.

### **New Academic Programs: Special Education Major K-12 Autism Spectrum Disorders Endorsement – Elementary and Secondary (Section 19)**

*Dr. Rhonda Longworth* recommended that the Board of Regents approve a New Academic Program: *Special Education Major K-12 Autism Spectrum Disorders Endorsement*.

#### **SUMMARY**

Students with ASD are at greater risk for failure in K-12 educational systems, including failure to master basic skills and failure to meet content area standards toward graduation.

Special education services for students with ASD may involve teaching communication and socialization skills, behavioral supports, and remediation of basic academic skills and compensation for academic skills and processing deficits affecting learning. This involves direct instruction in communication, social, behavioral, and academic areas and the development of accommodations and modifications for the family, community, and general education teachers to implement, enabling students to spend as much time as possible in the general education program.

The proposed Special Education Major (K-12) ASD endorsement program incorporates a firm grounding in the theory of autism and fosters the ability to use that theory to develop individual programs for students, meeting their specific needs. Upon graduation, students will be competent to assess, analyze assessment data, and develop/implement individual education programs, based on a strong theoretical understanding of the nature of autism spectrum disorders. In recent years, there has been an increasing need for K-12 educators with this background and preparation. We expect strong demand for graduates with this endorsement.

### **Academic Program Phase Out: Distribution Operations and Technical Sales Major (Section 20)**

*Dr. Rhonda Longworth* recommended that the Board of Regents receive and place on file this notification of an Academic Program Phase-Out: *Distribution Operation and Technical Sales Major*.

#### **SUMMARY**

The School of Technology and Professional Services Management requested to phase-out this program given insufficient student interest and the program's entire faculty is no longer with the University.

### **Honorary Degree Recipient (Section 21)**

*Dr. Rhonda Longworth* recommended that the Board of Regents award Laura M. Stanton, head of the Stanton Foundation, an honorary Doctor of Public Service degree.

#### **SUMMARY**

Two-time EMU alumna Laura M. Stanton has devoted her life to helping children and youth. She and her husband David created the Stanton Foundation to channel their philanthropic efforts dedicated to causes related to education and adoption. A biography for Ms. Stanton is included in Board materials.

### **Discussion Items:**

*Dr. Rhonda Longworth* provided an update on the Degree Completion and Retention Plan Report.

*Dr. Micheal Sayler, Dean, College of Education* presented a COE College profile.

Regent Crumm thanked those in attendance, and adjourned the meeting at 9:45 a.m.

Respectfully submitted,



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



# Retention Update

Educational Policies Committee  
Board of Regents  
November 2016

## Semi-Annual Update to the Board of Regents

	<i>Annual Report – Fall</i>	
	<i>FA 2015</i>	<i>FA 2016</i>
<b>Student Characteristics</b>		
Percent Pell Grant Eligible	FTIACs – 48.5% UG – 44.2%	FTIACs – 46.8% UG – 41.9%
Average High School GPA	3.28	3.28
Average ACT Score	22.05	21.94
<b>Progress to Degree</b>		
Average Credit Hours Per Semester	UG – 12.0 GR – 6.3	UG – 12.1 GR – 6.5
Average Credit Hours Per Academic Year	UG – 21.7 GR – 11.6	UG – 21.9 GR – 11.8
Percent of Students with GPA Less than 2.0	<i>To be reported in WI 2017</i>	<i>To be reported in WI 2017</i>
Percent of Students with Course Completion Rate Below 67%	<i>To be reported in WI 2017</i>	<i>To be reported in WI 2017</i>
<b>Success Metrics</b>		
Retention Rate – Semester-to-Semester	<i>To be reported in WI 2017</i>	<i>To be reported in WI 2017</i>
Retention Rate – Year-to-Year	Fall 2014 Cohort – 74.65%	Fall 2015 Cohort – 74.63%
Graduation Rate – 6-year	Fall 2009 Cohort – 40.07%	Fall 2010 Cohort – 40.72%