

SECTION: 11
DATE: October 25, 2018

**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 25, 2018 and the Minutes of the June 22, 2018 meeting be received and placed on file.

**STAFF SUMMARY**

The primary items for the October 25, 2018 Educational Policies Committee meeting include:


Approval of the agenda and minutes; emeritus faculty recommendations; academic affairs administrative professional appointments/transfers; lecturer appointments; academic retirements/separations; appointments/reappointments of charter board members; a new academic program – K-12 Bilingual Education, Bachelor of Arts; recommendation for commencement speaker; and a retention and graduation planning update.

**FISCAL IMPLICATIONS**

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

**ADMINISTRATIVE RECOMMENDATION**

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

  
\_\_\_\_\_  
University Executive Officer  
Rhonda Longworth, Ph.D.

10/4/18  
\_\_\_\_\_  
Date

**EASTERN MICHIGAN UNIVERSITY**

**Board of Regents**

**Educational Policies Committee**

October 25, 2018

10:15 a.m. 205 Welch Hall

**AGENDA**

- 10:15**    **Section 11:**    Agenda and Minutes (*Regent Beagen, Chair*)
- Section 6:**    Emeritus Faculty Recommendations (*Rhonda Longworth*)
- Section 7:**    Academic Affairs Administrative Professional Transfers (*Dave Woike*)
- Section 8:**    Lecturer Appointments (*Dave Woike*)
- Section 9:**    Academic Retirements and Separations (*Dave Woike*)
- Section 12:**    Appointment/Reappointment of Charter Schools Board Members (*Malverne Winborne*)
- Section 13:**    New Academic Program: K-12 Bilingual Education, Bachelor of Arts
- Section 14:**    Commencement Speaker and Honorary Degree Recipient (*Rhonda Longworth*)
- 
- 10:40**    **Discussion Items:**  
          Retention and Graduation Planning Update  
          (*Michael Tew*)

EASTERN MICHIGAN UNIVERSITY  
BOARD OF REGENTS

**EDUCATIONAL POLICIES COMMITTEE MINUTES**

June 22, 2018  
9:00 – 9:45 a.m.  
205 Welch Hall

**Attendees:** (seated at tables) Regent Beagen (Chair), J. Carroll, D. Clearwater, A. Ducher, Regent Jeffries (Vice Chair), R. Longworth, M. Tew, W. Tornquist, M. Winborne and Dave Woike.

**Guests:** (as signed in): A. Blakeslee, S. Chawla, J. Cooper, D. Fields, E. Finley, C. Fleischer, K. Kucera, L. London, V. Okafor, C. Phillips, M. Sayler, W. Shell, K. Stacey, C. Steur, J. & T. VandenBosch and J. Zalba,

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

**Report and Minutes (Section 13)**

*Regent Beagen* requested that the Educational Policies Committee Agenda for June 22, 2018 and Minutes of the April 20, 2018 meeting be received and placed on file.

**Emeritus Faculty (Section 4)**

*Dr. Rhonda Longworth, Provost and Executive Vice President Academic and Student Affairs,* recommended that the Board of Regents grant Emeritus Faculty Status to one (1) former faculty member: James VandenBosch, Department of Biology, who retired after 30 years.

**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 a faculty member who has served the University for at least fifteen (15) years may be nominated for Emeritus Faculty Status upon retirement.

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

*Dr. David Woike, Assistant VP for Academic Affairs* recommended that the Board of Regents approve three (3) Administrative/Professional appointments and two (2) Administrative/Professional transfers at the rank and effective date shown on the listing.

**FISCAL IMPLICATIONS**

The salary would be absorbed in the 2018-2019 personnel budget.

**Academic Separation (Section 6)**

*Dr. David Woike* recommended that the Board of Regents approve one (1) separation for the period of February 1, 2018 through April 30, 2018.

**STAFF SUMMARY**

Demographics show that the person was a Caucasian female.

### **Faculty Appointments (Section 7)**

*Dr. David Woike* recommended that the Board of Regents approve sixteen (16) new faculty appointments for the 2018-2019 academic year at the rank, salary, and effective date shown on the listing.

#### **STAFF SUMMARY**

Of the sixteen (16) appointments, nine (9) are male and seven (7) are female.

### **Faculty Reappointments (Section 8)**

*Dr. Dave Woike* recommended that the Board of Regents accept the report from the Division of Academic and Student Affairs pertaining to the reappointment of sixty-eight (68) probationary faculty members for the 2018-2019 academic year.

#### **STAFF SUMMARY**

The 68 probationary faculty members listed on the attachment have been reappointed for the 2018-2019 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 9)**

*Dr. David Woike* recommended that the Board of Regents accept and place on file the report entitled Faculty Promotions effective Fall 2018, which highlights fifty-two (52) faculty members.

#### **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 fifty-two (52) 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 10)**

*Dr. David Woike* recommended that the Board of Regents approve the granting of tenure, effective beginning with the 2018 fall semester, for thirty-three (33) faculty members.

### **STAFF SUMMARY**

The thirty-three (33) probationary faculty members listed are recommended for tenure, effective at the beginning of the 2018 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.

### **Lecturer Appointment (Section 11)**

*Dr. David Woike* recommended that the Board of Regents approve one (1) new lecturer appointment for the 2018-2019 academic year at the rank, salary, and effective date shown on the listing.

### **STAFF SUMMARY**

Demographics show that the lecturer is female.

### **Lecturer Promotions (Section 12)**

*Dr. David Woike* recommended that the Board of Regents accept and place on file the report entitled Promotion of Lecturers for 2018-2019.

### **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 two (2) 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.

### **Appointment of Charter Schools Board Members (Section 14)**

*Dr. Malverne Winborne, Director, Charter Schools* recommended that the Board of Regents re-appoint Rodger Verhey to a three-year term to the Board of Directors of Ann Arbor Learning Community; re-appoint Alyssa Stewart to a three-year term to the Board of Directors of Grand Blanc Academy; re-appoint Denise Bennett and Floyd Jean Webb to three-year terms to the Board of Directors of the Dr. Joseph F. Pollack Academic Center of Excellence and appoint Alan Crawford, Christopher Parker and Leon Burns to three-year terms to the Board of Directors of The LaMarr Woodley Leadership Academy.

### **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.

### **Amendment to the Charter Schools Board of Director Method of Selection Policy (Section 15)**

*Dr. Malverne Winborne* recommended that the Board of Regents adopt the resolution outlining a revised method of selecting and retaining board of directors of public school academies, schools of excellence and strict discipline academies.

### **STAFF SUMMARY**

With the passage of Public Act 277 of 2011, which amended Michigan's charter school law, authorizers of public school academies are required to pass a resolution addressing their method of selecting and appointing individuals to serve on their public school academy boards of directors. This revision represents EMU's Charter Schools Office's commitment to continuous review and improvement of its processes.

### **New Academic Program: Africology and African American Studies, MA (Section 16)**

*Dr. Rhonda Longworth* recommended that the Board of Regents approve a New Academic Program: Africology and African American Studies, Master of Arts. *Kathy Stacey (I) Dean College of Arts and Sciences* introduced *Dr. Victor Okafor, Department Head Department of Africology and African American Studies*. *Dr. Okafor* gave a presentation of the history and development of the new program.

### **SUMMARY**

The Master of Arts in Africology and African American Studies is designed to prepare students from any cultural background for professional and academic careers in pertinent areas, by offering a combination of practical and theoretical training.

### **2018-19 Sabbatical Leave Awards (Section 17)**

*Dr. Wade Tornquist, Interim Associate VP for Graduate Studies and Research* recommended that the Board of Regents accept and place on file the Report on 2018-2019 Sabbatical Leaves.

### **STAFF SUMMARY**

Sabbatical leaves (one semester at full pay or two semesters at half pay) are granted for special study, research, writing and/or other projects which enrich the activities 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 and approved. The University Research and Sabbatical Leave Committee reviews the sabbatical leave proposals and makes recommendations to the Provost and Executive Vice President for Academic and Student Affairs. A list of the approved projects is included with Board materials.

In 2018-2019, six (6) two-semester and fifteen (15) one-semester leaves will be awarded.

## **Winter 2018 and Summer 2018 Undergraduate Stimulus Program Awards (Section 18)**

*Dr. Wade Tornquist* recommended that the Board of Regents accept and place on file the Report on the Winter 2018 and Summer 2018 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.

WINTER 2018: The Provost and Executive Vice President of Academic and Student Affairs has awarded a total of \$20,000 to ten (10) undergraduate students and \$4,425 to nine (9) Eastern Michigan University faculty for research and creative projects under the Undergraduate Research Stimulus Program.

SUMMER 2018: The Provost and Executive Vice President has awarded a total of \$32,000 to sixteen (16) undergraduate students and \$6,987 to fourteen (14) Eastern Michigan University faculty for research and creative projects under the Undergraduate Research Stimulus Program.

## **2018-19 Faculty Research and Creative Activity Fellowships (Section 19)**

*Dr. Wade Tornquist* recommended that the Board of Regents accept and place on file the Report on the 2018-19 Faculty Research and Creative Activity Fellowships awards.

### **STAFF SUMMARY**

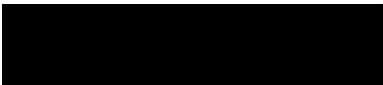
Faculty Research and Creative Activity Fellowships are competitive awards given to faculty who submit meritorious research or special study proposals. The fellowships award up to 100 percent release time from teaching to help build a foundation for a faculty member's future research or creative activities and as a 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 of Academic and Student Affairs. A listing of the approved projects is included with Board materials. Fifty-five (55) faculty will be supported.

### **Discussion**

*Dr. Ann Blakeslee, Director Campus and Community Writing Center* and *Cathy Fleischer, Faculty Associate* reported on the Campus and Community Writing Center.

Regent Beagen thanked those in attendance, and adjourned the meeting at 9:55 a.m.

Respectfully submitted,

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

# Academic Standing

Educational Policies Committee  
10/25/2018

## Undergraduate Standing Defined

- Good standing = Grade point average of 2.0 (a "C" average) or better.
- Probation = Student cumulative GPA below 2.0
- Dismissal = Persistent cumulative GPA below 2.0



## Academic Plan

- Probation results in placement on an Academic Plan
- Academic Achievement Requirement of Academic Plan(s):
  - Plan 1: Achieve GPA of 2.0
  - Plan 7: Achieve GPA of 2.0 with a Course Completion Rate of at least 67%
- Plan is removed with a return to Good Standing (cumulative GPA of 2.0)
- Plan is continued when cumulative GPA is still below 2.0 but terms of the plan were met during the term of probation

## Dismissal and Appeals

- Dismissal notice is issued only when the terms of the plan have not been met.
- Students may appeal the dismissal with evidence of exceptional or mitigating circumstances
- Successful appeal will reinstate the student on the Academic Plan (or a modification of the plan)
- Students on Appeal Plans who are dismissed may not appeal again.

## Reinstatement

- Dismissed students may be reinstated after one year with evidence of improvement or resolution of relevant issues
- Depending on the circumstance, students may be reinstated on an Academic Plan
- Students are typically not reinstated if they experience a second dismissal

## Academic Plan Admissions

- New Program: Underprepared students admitted to EMU will enter the university on an Academic Plan
  - Maintain a GPA of at least 2.0
  - Maintain a course completion rate of at least 67%
  - Successfully complete UNIV 101 (Introduction to the University)
- Students may opt into the EDGE program as an alternative to the Academic Success Plan
- Student athletes Academic Success Plan admits will be academically supervised by Student Athlete Support Services in lieu of the Academic Success Plan

## Success Plan Progress

- Students in good standing after one semester will go off the Academic Success Plan
- Students who do not meet the terms of the plan will receive a dismissal warning and a continuation of the plan
- Students who do not achieve good standing (cumulative 2.0 GPA) after their second semester will be subject to dismissal.
- Students may be able to appeal dismissal for extraordinary or mitigating circumstances

## Standing Communications

- Advice of Standing Change and Plan (probation)
  - Including plan requirements and resources for support and improvement
- Mid Term reminder of plan requirements
  - Reinforcement of resources for support and improvement
- Notice of
  - Standing Change (return to good standing)
  - Continuation of Plan
  - Dismissal (option to appeal first dismissal)

## Academic Plan Admits Communication

- Terms of Acceptance to EMU
  - Requirements of Plan
  - Option to participate in EDGE
- Beginning of the semester reminder
  - Plan requirements
  - Resources to support success
- Mid Term reminder
  - Plan requirements
  - Resources to support success

## Plan Admits Communication (cont.)

- Conclusion of First Semester:
  - Congratulations on establishing good standing or
  - Dismissal warning (1<sup>st</sup> semester) and plan continuation
  - Detail on requirements to meet good standing second semester
- Second Semester (for students on continuation)
  - Mid Term Plan requirements and resources reminder
  - Good Standing Kudos (conclusion of semester)
  - Dismissal Notice with option to appeal (conclusion of semester)

- All communications are available electronically if you wish to review
  
- First use will be end of Fall 2018
  - (comments or suggestions by December 1)