

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

**RECOMMENDATION**  
**EMERITUS FACULTY STATUS**

**ACTION REQUESTED**

It is recommended that the Board of Regents grant Emeritus Status to seventeen (17) former faculty.

**Faculty:**

James Barott, Professor, Department of Leadership and Counseling from 1998 to 2021 who retired after 23 years; Michael M. Bretting, Professor, School of Health Promotion and Human Performance from 1993 to 2021 who retired after 28 years; Richard Robert Camp, Professor, Department of Management from 1979 to 2021 who retired after 42 years; Kathleen Mullen Conley, Professor, School of Health Promotion and Human Performance from 1999 to 2021 who retired after 22 years; Timothy Friehe, Professor, Department of Chemistry from 1999 to 2021 who retired after 22 years; Sylvia Jones, Professor, Department of Teacher Education from 1987 to 2021 who retired after 34 years; Peggy Liggitt, Professor, Department of Biology from 1998 to 2021 who retired after 23 years; Enos Massie, Professor, School of Social Work from 1988 to 2021 who retired after 33 years; Pamela Moore, Instructor, Department of Computer Science from 1985 to 2019 who retired after 34 years; Ross Nord, Professor, Department of Chemistry from 1986 to 2021 who retired after 35 years; Alexandria Oakes, Professor, Department of Physics and Astronomy from 1987 to 2021 who retired after 34 years; Phillip C. Schmitz, Professor, Department of History and Philosophy from 1993 to 2021 who retired after 28 years; James P. Sheerin, Professor, Department of Physics and Astronomy from 1991 to 2021 who retired after 30 years; Alane Starko, Professor, Department of Teacher Education from 1986 to 2021 who retired after 35 years; Gary M. Victor, Professor, Department of Marketing from 1974 to 2021 who retired after 47 years; Jose Vites, Associate Professor, Department of Chemistry from 1989 to 2021 who retired after 32 years; and Ronald Williamson, Professor, Department of Leadership and Counseling from 2001 to 2021 who retired after 20 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.

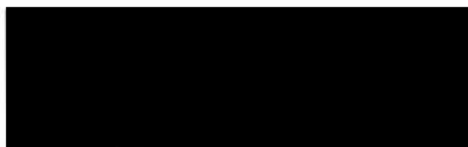
The nominations for these individuals have received the support of the Department Head or School Director, the Dean of the College, and the Provost and Executive Vice President for Academic and Student Affairs.

**FISCAL IMPLICATIONS**

None.

**ADMINISTRATIVE RECOMMENDATION**

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



September 27, 2021

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**University Executive Officer**  
**Rhonda Longworth, Ph.D.**

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**Date**



August 27, 2021

Board of Regents,

It is my sincere honor and privilege to recommend Dr. James Barott for emeritus status at Eastern Michigan University. Dr. Barott was recruited to join the professoriate at Eastern Michigan University in 1998. Throughout his tenure, he has demonstrated excellence in his teaching, service, and scholarly commitment to our students, the field of Educational Leadership, and to Eastern Michigan University.

Upon arriving, Dr. Barott found EMU's first fledgling doctoral program in need of his unique expertise. He graciously and with great tenacity promoted and institutionalized the College of Education's doctoral program in Educational Leadership. While serving as Doctoral Program Coordinator, he aided in establishing an Institutional Review Board and the Human Subjects Research Committee at the college and university level. He worked to enhance the quality of the dissertation and dissertation process. He chaired nearly 30 dissertations to successful completion while actively mentoring former and current doctoral students toward highly respected positions in K12 schools and institutions of higher education.

During his time at EMU, Dr. Barott provided significant leadership in our endeavors to expand our influence through distance education. He traveled and taught classes throughout his tenure at seven off-campus locations and actively engaged in establishing doctoral program opportunities in northern and western Michigan.

Dr. Barott's unique style of leadership informed his teaching and vice versa. Much of the energy and tenacity he exhibited in his service to the department and university could also be found in his teaching. He has long been recognized as an excellent teacher, having received EMU's Alumni Teaching Excellence Award and our College of Education Dean's award for innovative teaching. The profound impact of Dr. Barott's instruction has been and continues to be routinely cited by our graduates. They often express that Dr. Barott's classes were transformative and provided them with unique insights into the field of educational leadership. I know that his most profound sense of pride comes from the influence he has had on educational leaders through Michigan and across the country.

In closing, Dr. James Barott has been an outstanding colleague and exemplary citizen of our academic community. It is without reservation that I strongly recommend him for emeritus status. Dr. James Barott exemplifies the highest standard to which we all should strive in the academiae.

Respectfully,



KON FLOWERS  
Professor  
Department of Leadership and Counseling



EASTERN MICHIGAN UNIVERSITY  
Academic and Student Affairs

EMERITUS FACULTY STATUS RECOMMENDATION

The Department or School of Health Promotion + Human Performance recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

Name of Faculty Member: Michael M. Bretting

Current Status/Rank at EMU: Full Professor

Date of Hire at EMU: 7-1-1993 Retirement Date: 4-30-2021

Number of Years at EMU: 28+ (Minimum of 15 years of service required)

Degree(s)/Institutions      Doctoral: University of Maryland

Masters: East Carolina University

Baccalaureate East Carolina University

Please Attach a Brief Statement of Support to this 2 page application

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost's Office.

Christopher Herman      5-4-2021

Recommended by (please print)      Date

[Redacted]      5-4-2021

Department Head      Date

[Redacted]      6/9/2021

Dean      Date

[Redacted]      9/13/21

Provost      Date

9/27/21

Date Submitted to Board of Regents

Please continue to page 2 of this application.



School of Health Promotion & Human Performance

318 Porter Building  
Ypsilanti, MI 48197  
734.487.0090  
[emich.edu/chhs/hphp/](http://emich.edu/chhs/hphp/)

5-5-2021

To Whom It May Concern:

Please consider my support for Dr. Michael Bretting's attached EMU Emeritus Faculty application. Dr. Faust has served EMU's College of Education and School of Health Promotion and Human Performance (HPPH) for nearly 28 years and retired on April 30, 2021 as a full professor. Furthermore, Dr. Bretting has provided exceptional instruction, research, service, and student mentorship to many Sport Management students and others within the School of HPPH in addition to his various administrative appointments over the years including Dean of the College of Education and Head of the Department of Health, Physical Education, Recreation, and Dance (which is now known as HPPH).

Sincerely,



Christopher Herman, Ph.D.  
Director, School of Health Promotion and Human Performance  
318/319 Porter Building  
Eastern Michigan University  
Ypsilanti, MI 48917  
(734) 487-2815  
[cherman2@emich.edu](mailto:cherman2@emich.edu)

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**EASTERN MICHIGAN UNIVERSITY**  
**Academic and Student Affairs**

**EMERITUS FACULTY STATUS RECOMMENDATION**

The Department or School of Management in the COB recommends the awarding of **Emeritus Faculty Status** for the following retiring/retired faculty member.

Name of Faculty Member: Richard Robert Camp

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 1979 Retirement Date: August 31, 2021

Number of Years at EMU: 42 (Minimum of 15 years of service required)

Degree(s)/Institutions      Doctoral: Industrial/Organizational Psychology Wayne State University 1980

Masters: Industrial/Organizational Psychology-Wayne State University 1977

Baccalaureate Psychology Wayne State University 1974

Please Attach a Brief Statement of Support to this 2 page application

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost's Office.

Denise Tanguay 7/15/21  
Recommended by (please print)      Date

[Redacted] 7/19/21  
Department Head      Date

[Redacted] 9/3/21  
Dean      Date

[Redacted] 9/27/21  
Provost      Date

9/27/21  
Date Submitted to Board of Regents

Please continue to page 2 of this application.



## ATTACHMENT

### Statement of Support for Emeritus Faculty Status for Dr. Richard R. Camp

#### Management Department, College of Business

Dr. Rick Camp is a Professor of Management and has taught at EMU for 42 years. His contributions clearly qualify him for Emeritus Faculty Status, and they are described in this statement of support. He has more than 20 authored or co-authored published articles and he is senior author of two (co-authored) books on management topics, as well as a book chapter. His second book has been translated into five languages. He has also authored or co-authored more than 30 conference papers. His published books and articles have been cited by other scholars 392 times, including 122 times since 2016 (Google Scholar). Three of his co-authors were EMU students. One of Dr. Camp's very recent co-authored articles was just accepted (July 2021) for publication in the prestigious ("A" rated) journal *Human Resource Management Review*. Dr. Camp has served as a reviewer for the Academy of Management Conference, The Society of Industrial/Organizational Psychology Conference, The Southern Academy of Management, Decision Sciences, the Midwest Academy of Management and *The Journal of Management Inquiry*. For three years, Dr. Camp was a member of the editorial board for *The Journal of Business and Psychology*.

During his time at EMU, Dr. Camp has contributed significantly through his active collaboration with many faculty members and students on research projects. His willingness to work with a broad set of co-authors is noteworthy. Additionally, he has served as a mentor to several junior faculty over the years as they joined the Department. Dr. Camp has won several department awards in the areas of teaching, research, and service. He has twice won the College of Business Research award as well as the College of Business Teaching award. He has also won a University Effective Teaching award. These recognitions help to demonstrate the consistent effort and quality Dr. Camp has maintained throughout his faculty career.

EMU Management Department committees Dr. Camp has served on with distinction include Advisory, Personnel, Instructional Effectiveness and Scheduling. He has served as chair of each of these committees multiple times. He has also served on the College of Business as well as the Management Department Grade Grievance Committees. Dr. Camp has research, teaching and consulting experience in talent assessment. He has worked extensively with several international clients and participated for years in programs through the University of Michigan Executive Education programs. Additionally, he has applied this expertise to his service at EMU by serving on numerous search committees. He has served as chair of 10 Management Department faculty search committees as well as chair of three Management Department Head search committees. He has also served on three College of Business dean search committees, and one College of Business associate dean search committee. In 2003, Dr. Camp trained all EMU search committees in effective interviewing and has consulted with various search committees over the years to enhance their processes.

In recent years, Dr. Camp has been the only EMU faculty member with a doctorate in Industrial/Organizational Psychology. During his career, the EMU Psychology Department has sent several psychology students to him for advice on graduate education in this area. In 2020, he developed and delivered a workshop to several EMU psychology students on strategies for applying and finding the right fit for graduate education opportunities in this discipline, which is the fastest growing field in psychology. Since Dr. Camp is the only trained Industrial/Organizational Psychologist working at EMU, he volunteered and has



taught several sections of a course in Industrial/Organizational Psychology in the Psychology Department to enhance EMU students' awareness of this fast-growing field. Additionally, in 2020 he co-developed and co-facilitated a one-day session on the EMU Master of Science in Human Resources and Organizational Development (MSHROD) for the EMU Graduate Open House. Dr. Camp has co-mentored two students who were accepted and are currently working on their doctorates in industrial psychology.

Dr. Camp was the first chair of the College of Business Research Committee. He has also served on University Graduate Council. Additionally, he co-chaired a university-wide committee that revised the student evaluation process of courses and faculty — the format is still in use today. During his tenure, Dr. Camp has authored proposals that gained approval for four new EMU courses.

Dr. Camp has taught a wide range of classes at EMU including: Introduction to Management, Organizational Behavior (undergraduate and graduate), Strategic Human Resources Management (graduate and undergraduate), Current Issues in Human Resource Management (graduate and undergraduate), Staffing (graduate and undergraduate) Human Resource Development (graduate and undergraduate), Organizational Development (undergraduate), Survey and Diagnostics (graduate), Practicum in Human Resource Management and Organizational Development (graduate), and Industrial/Organizational Psychology (undergraduate). Dr. Camp is known as a challenging and caring teacher. The quality of his teaching is reflected in the "Thank-an-Eagle" letter (reproduced below) that an anonymous student submitted to the Faculty Development Center in April 2021.

*Thank you for challenging students and expecting a high level of performance. In doing so, it has pushed me to truly learn the material in your course. Your willingness to help and communicate with students has stood out to me as something special that is missed in most asynchronous courses. I have learned a lot in your course and hope to get the opportunity to learn more from you in future classes.*

*Sincerely, Anonymous*

Additionally, reproduced below is a letter from a graduate student sent to Dr. Camp after the semester had ended and grades were posted. The "strategic approach" mentioned in the letter was the focus of Dr. Camp's second (co-authored) book and was taught in the graduate course the student took with Dr. Camp.

*I thoroughly enjoyed this course and am appreciative of the skills you taught throughout the semester. It was my first-time experiencing HR in general and the strategic approach was very practical and enjoyable to learn. I was able to practice the skills I learned in my current job. I am not in a HR role, but I was able to utilize the strategic approach in other areas. I've taken a strategic approach to problem solving and utilized the goal's, barriers, and competency requirements approach in a process improvement theater and was able to successfully redesign a pre-existing work process to become more efficient. I also utilized a strategic approach when interacting and mentoring newer employees to better explain best practices and bolster their confidence and efficiency. It seems to me that a strategic approach can be utilized when confronting many organizational issues to better identify the source and deliver an appropriate remedy.*

*I am also currently searching for a new job and I have been able to use the skills you taught in class to do a more realistic assessment of my skills so I can identify my strengths and areas in which I need improvement. Overall, of all the courses/training that I've taken through my life, this course has had the greatest impact and utility and I am grateful.*

**Dr. Camp has elected to accept the University buyout/severance from EMU as of August 31, 2021.**



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**EASTERN**

**MICHIGAN UNIVERSITY**

*Education First*

**SCHOOL of HEALTH PROMOTION AND HUMAN PERFORMANCE**

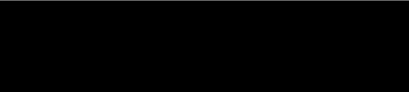
*emich.edu/hphp*

9-1-2021

To Whom It May Concern:

Please consider my full support for Dr. Kathleen (Kathy) Conley's attached EMU Emeritus Faculty application. Dr. Conley has served EMU's School of Health Promotion and Human Performance (HPHP) and Public Health Education Program for 22 years and retired on August 31, 2021 as a full professor. Furthermore, Dr. Conley has provided exceptional instruction, research, service, advising, and student mentorship to many School Health, Community Health, and Public Health Education students over the years. Dr. Conley's years of service as the undergraduate program coordinator for the Health Education Program is also commendable.

Sincerely,



Christopher Herman, Ph.D.  
Director, School of Health Promotion and Human Performance  
318/319 Porter Building  
Eastern Michigan University  
Ypsilanti, MI 48917  
(734) 487-2815  
cherman2@emich.edu



**EASTERN MICHIGAN UNIVERSITY**  
Academic and Student Affairs

**EMERITUS FACULTY STATUS RECOMMENDATION**

The Department or School of Chemistry recommends the awarding of **Emeritus Faculty Status** for the following retiring/retired faculty member:

Name of Faculty Member: Timothy Friebe

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 06/28/99 Retirement Date: 08/31/2021

Number of Years at EMU: 22 (Minimum of 15 years of service required)

Degree(s)/Institutions      Doctoral: Northwestern University

Masters: Northwestern University

Baccalaureate Saginaw Valley State College (now Saginaw Valley State University)

Please Attach a Brief Statement of Support to this 2 page application

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost's Office.

Deborah Heyl-Clegg, Ph.D.      08.09.21  
Recommended by (please print)      Date

[Redacted Signature]

[Redacted Signature]

08.09.21  
Department Head      Date

8/24/21  
Dean      Date

[Redacted Signature]      9/15/21  
Provost      Date

9/27/21  
Date Submitted to Board of Regents

Please continue to page 2 of this application.

*July 20, 2021*

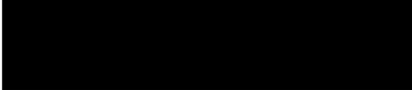
Dear Administrators and Board of Regents:

I would like to nominate/support the application of Dr. Timothy Friebe for emeritus faculty status. Tim is separating/retiring from EMU after 22 years of service. Tim earned his Ph.D. in Organic Chemistry from Northwestern University and taught for a few years at another university before arriving at EMU. He specialized in Organic Chemistry and taught courses at both the undergraduate and graduate levels. In addition, Dr. Friebe served for many years as our department's Undergraduate Advising Coordinator, where responsibilities included coordinating advising for undergraduate students, consulting with the department head and faculty advisers on complicated advising cases and transfer equivalencies, being the primary contact person for undergraduate students who did not know to whom to address their advising questions, meeting with students who were having issues in their classes if the department head was not available, helping students apply to graduate and assure degree requirements were on track, assisting with course substitutions, and helping the department head coordinate and staff both recruitment and outreach events and graduation activities. This made him the "right hand man" to the department head for many years, and indeed, he made my transition into the position more comfortable.

Of course, Tim also served faithfully on a number of departmental, college, and university committees throughout the years, also chairing the Instruction Committee and serving as a multi-section course coordinator and the pre-pharmacy adviser, and he has admirably performed numerous other unsung service roles. One of the most important of these was serving on the scheduling committee, where he provided valuable input on course offerings and staffing, as well as the hiring of part-time lecturers. In addition, Dr. Friebe maintained his research program and mentored research students, many of whom presented at the Undergraduate Symposium.

Tim is one of those friendly colleagues who would stop by almost daily just to connect and see how things were going and lift your spirits, and he offered help whenever possible. His chemistry jokes and sharp wit always bring a smile. All of his colleagues will miss him and feel privileged to have worked with him, and we thank him for his service to our students and to Eastern Michigan University. He is very deserving of emeritus status, and we hope this will bring him to visit often.

Sincerely,



Deborah Heyl-Clegg, Ph.D.  
Professor and Department Head  
Department of Chemistry





Dr. Rhonda Longworth,  
Provost & Executive Vice President  
106 Welch Hall  
Eastern Michigan University  
Ypsilanti, MI 48197

May 5, 2021


Dear Provost Longworth,

It is with the utmost respect and admiration that I submit this nomination letter to seek Emeritus Faculty status for Dr. Sylvia Jones. Dr. Jones has been an exemplary professor of Educational Psychology in the Department of Teacher Education since 1987. She is retiring August 31, 2021.

Dr. Jones is a highly regarded professor of Educational Psychology. She has significantly contributed to the growth and development of literally thousands of educators throughout her tenure in the Department. She has thoughtfully and conscientiously shared her expertise in adolescent psychology, human development, mental health, and educational psychology with undergraduates, master's, and doctoral students in ways that has led to their acquiring the knowledge and skills to understand the affective, cognitive, and sociocultural intersecting dimensions of teaching children, youth, and adults. Through the many years, Sylvia has gone above and beyond in giving of herself to her students to support their growth and development as teachers and leaders. She has served on numerous dissertation committees providing extensive feedback and support from start to submission. Dr. Jones' deep and expansive knowledge of her area of expertise has been a source of pride for the department, a remarkable asset for all of our EMU students, and an impressive resource for many of us on the EMU campus.

Dr. Jones is a vibrant, caring, and generous educator for her students, the university, the department, and her colleagues. Dr. Jones has also been a champion of high quality teaching and learning. Throughout the years, she has brought so much joy, love, and compassion to students and to all of us who were fortunate enough to have learned and worked with her. Dr. Jones is the consummate professional faculty educator who is well-deserving of the recognition of Emeritus Faculty status. I'm honored to have known her as a colleague.

Sincerely,



Wendy M. Burke  
Department Head of Teacher Education  
Eastern Michigan University  
Ypsilanti, MI 48197  
[Wendy.burke@emich.edu](mailto:Wendy.burke@emich.edu)



**EASTERN MICHIGAN UNIVERSITY**  
Academic and Student Affairs

**EMERITUS FACULTY STATUS RECOMMENDATION**

The Department or School of Biology recommends the awarding of **Emeritus Faculty Status** for the following retiring/retired faculty member:

Name of Faculty Member: Peggy Liggitt

Current Status/Rank at EMU: Professor

Date of Hire at EMU: August 28, 1998 Retirement Date: August 31, 2021

Number of Years at EMU: 23 (Minimum of 15 years of service required)

Degree(s)/Institutions      Doctoral: PhD Cellular and Molecular Biology/ University of Nevada-Reno

Masters: \_\_\_\_\_

Baccalaureate BS Zoology/ Northern Arizona University

Please Attach a Brief Statement of Support to this 2 page application

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost's Office.

Marianne Laporte 7/8/21  
Recommended by (please print) \_\_\_\_\_ Date

\_\_\_\_\_  
7/14/2021  
Department Head \_\_\_\_\_ Date

\_\_\_\_\_  
09/03/21  
Dean \_\_\_\_\_ Date

\_\_\_\_\_  
9/27/21  
Provost \_\_\_\_\_ Date

9/27/21  
Date Submitted to Board of Regents

Please continue to page 2 of this application.

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STATEMENT OF SUPPORT FOR DR. PEGGY LIGGIT'S APPLICATION FOR EMERITUS FACULTY STATUS

I recommend Dr. Liggitt's application for Emeritus Faculty Status, and summarize below her contribution to EMU over her 23-year career.

Dr. Peggy Liggitt is passionate about understanding how children and adults learn, and she applies exemplary assessment practices to make the learning process visible. She has expertise in developing science education curriculum, as well as leading teams for accreditation of EMU's science teacher preparation programs and the university as a whole. As Director of Academic Assessment (2009-2011) and Director of the Faculty Development Center (2012-2020) for Eastern Michigan University, she specialized her scholarship in the areas of assessment of student learning and evaluation of faculty professional development. Peggy captures this in her own words, "It is personally and professionally important to me that we share with the global community the high quality work and commitment we have to providing a learner-centered education to our EMU students."

Her recent scholarship includes six articles published in peer-reviewed journals including graduate and undergraduate student authors including the *Journal of Research Administration*, *Journal of Cybersecurity Education, Research and Practice*, *Journal of Chemical Education*, *Water, Air, & Soil Pollution*, and *Journal of College Teaching*. She is also the editor and chapter author of the book *Spiraling Upwards: EMU Faculty Transform Through the Scholarship of Teaching and Learning*. Peggy has also disseminated her research at the following conferences: Assessment Institute, International Society for Scholarship of Teaching & Learning, SoTL Academy, and Conference on Quality in Higher Education. Dr. Liggitt has also mentored students who have presented their work at EMU's Graduate Conference and Undergraduate Symposium.

For the Biology Department, Peggy taught seven different courses including Field Biology, Life Science for Elementary Teachers, Methods for Secondary Biology, Nature of Science for Elementary Teachers, Environmental Education, and Graduate Seminar. She has served on numerous search committees, she chaired the Assessment Committee and Personnel Committee, represented the department at Explore EMU, Washtenaw Science Olympiad, has been a member of the Chelsea School District Curriculum Committee, and science consultant for Ann Arbor and Ypsilanti Public School Districts. Peggy has also applied her expertise as the Co-Team Leader of AQIP Category 1 and Co-Team Leader for Criteria 3 for EMU's accreditation with the Higher Learning Commission.

Dr. Liggitt has been an outstanding instructor, innovative researcher, exemplary colleague, and exceptional administrator. Therefore, the Biology Department requests Emeritus Faculty status for Dr. Peggy Liggitt in recognition of her many contributions.

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**EASTERN MICHIGAN UNIVERSITY**  
Academic and Student Affairs

**EMERITUS FACULTY STATUS RECOMMENDATION**

The Department or School of Social work recommends the awarding of **Emeritus Faculty Status** for the following retiring/retired faculty member:

Name of Faculty Member: Enos Massie

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 8/30/88 Retirement Date: 8/30/21

Number of Years at EMU: 33 (Minimum of 15 years of service required)

Degree(s)/Institutions  
 Doctoral: University of Michigan  
 Masters: University of Michigan  
 Baccalaureate: Western Michigan University

Please Attach a Brief Statement of Support to this 2 page application

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost's Office.

Celeste Hawkins 9/13/21  
 Recommended by (please print) Date

[Redacted] 9/13/21  
 Department Head Date

[Redacted] 9/13/21  
 Dean Date

[Redacted] 9/27/21  
 Provost Date

9/27/21  
 Date Submitted to Board of Regents

Please continue to page 2 of this application.



September 3, 2021

Proposal for the nomination of Dr. Enos Massie for Emeritus Faculty

Dear Social Work Faculty,

I am writing this letter of recommendation on behalf of Dr. Enos Massie, Professor in the College of Health and Human Services, School of Social Work. It is my honor to share these heartfelt felicitations about Dr. Massie who has established a commitment to high quality teaching, collaborative learning, and outstanding mentorship to students and colleagues. She has been a source of support, guidance and inspiration to me and other members of the faculty and staff in the School of Social Work during her 33 years as a faculty member.

Dr. Massie earned her undergraduate degree from Western Michigan University, two Master's Degrees in Psychology and Social Work from the University of Michigan, and two PhD's from the University of Michigan in Psychology and Social Work.

Dr. Enos Massie has taught an extensive list of courses at both the undergraduate and graduate level. Some of these courses include: Separation, Loss, and Grief, Practice with Women and Girls, Practice with People of Color, Crisis Intervention, Kinship Care, Field Seminar, and our School-Based Social Work Assessment courses. By far, the Field Experience courses have been her favorite as she has taught field multiple times each year for 33 years. Dr. Massie has also taught across the university in the department of Psychology as a visiting professor. She has taken considerable personal time to mentor colleagues on courses she has taught and helped them understand not only the course design but the methodology underlying the course objectives and class activities. Dr. Massie was an innovator and pioneer with technology in the classroom, IPE study abroad programs, and online learning.

Dr. Massie also served as the Director for the Academic Service-Learning Program and expanded and remarketed that office. Impressively, Dr. Massie in collaboration with another faculty colleague lead and were integral in the development and implementation of the CHHS IPE program with one signature effort focusing on supporting study abroad and service-learning opportunities for students in Jamaica.

Dr. Massie has actively served on numerous committees throughout her tenure including: Personnel, Field, Finance, Instructional, Technology, Human Subjects, and Halle Social Justice, IPE, Department, College, and University Search committees. She served as chair of Personnel, Field, Finance, and the Faculty Advisory Committees.

Dr. Massie has served as a tireless advocate in the community as demonstrated through her involvement and engagement in various organizations and holding professional memberships with organizations such as the Michigan Association of Evaluators, American Evaluation Association, National Black Child Development Institute, Inc., Michigan Association For Gifted Children, National Association of Social

Workers, Association Of Black Social Workers, Michigan Association Of School Social Workers, National Association Of School Social Workers, American Psychological Association, Delta Sigma Theta Sorority, Inc, and Michigan's ACE program, which rewardingly gave her an opportunity to mentor faculty of color.

Dr. Massie is an expert in qualitative and quantitative research methods and has served as a program evaluator and consultant for various organizations. She has a robust scholarly research agenda which has focused on program evaluation research projects in the areas of health, education, and human services, which have been presented to stakeholders and funders. Dr. Massie has secured funding from public and private foundations, such as Skillman, Kellogg, the National Science Foundation, the Department of Education, United Way, Detroit Health Department, Detroit Urban League, Fifth Third Bank, Spaulding for Children, and National Charter Schools Institute, just to name a few. Dr. Massie has also served as an evaluation consultant for DAPCEP, Detroit Public Schools, Children Aid Society, Formative Evaluation Research Associates, and Mercy College.


Dr. Massie is a generous, thoughtful, and courageous individual who has a passion and unwavering commitment to social justice and fairness. She has always shared valuable institutional knowledge with faculty and staff in understanding past challenges in our programs and our need to work collaboratively to establish goals and an action plan to achieve them. She has high ethical standards for herself and others and believes in solution focused efforts to address problems and issues, large and small. Her insight, advice, and leadership over the years have proven to be invaluable.

Dr. Massie embodies grace, strength, determination, perseverance, and she possesses a rare mixture of resolve, compassion, commitment to accountability, and grace under pressure that grants her immediate respect among colleagues. I have always been impressed with her ability to speak truth to power, address issues, raise awareness, and courageously engage in difficult conversations about race, while consistently demonstrating a passion for what is equitable. Dr. Massie is gifted with the ability to, on the one hand, develop and debate theoretical and intellectual ideas and on the other hand navigate even the most practical and even difficult discussions with exactly the right tone and approach.

Dr. Massie is highly respected by faculty, staff and students. Her collaborative spirit, dedication, exceptional leadership, and years of service have left an indelible mark on our university, local, and global communities.

Dr. Massie's contributions are impressive and noteworthy. She is truly deserving of Emeritus Status.

Sincerely,



Dr. Celeste Hawkins, PhD, LMSW  
BSW Program Director  
Associate Professor  
Eastern Michigan University | School of Social Work  
206F Marshall  
Ypsilanti, MI 48197  
O: (734) 487-5383  
E: [chawkins@emich.edu](mailto:chawkins@emich.edu)



**EASTERN MICHIGAN UNIVERSITY**  
Academic and Student Affairs

**EMERITUS FACULTY STATUS RECOMMENDATION**

The Department or School of Computer Science recommends the awarding of **Emeritus Faculty Status** for the following retiring/retired faculty member:

Name of Faculty Member: Pamela Moore

Current Status/Rank at EMU: Instructor

Date of Hire at EMU: 9-1-1985 Retirement Date: 12-31-2019

Number of Years at EMU: 34.33 (Minimum of 15 years of service required)

Degree(s)/Institutions      Doctoral: \_\_\_\_\_

Masters: Michigan State University

Baccalaureate Central Michigan University

Please Attach a Brief Statement of Support to this 2 page application

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost's Office.

**Zenia Bahorski      3-17-21**

Recommended by	(please print)	Date		
		03-19-2021		3/19/2021
Department Head		Date	Dean	Date
		9/27/21		9/27/21
Provost		Date	Date Submitted to Board of Regents	

Please continue to page 2 of this application.

March 17, 2021

To Whom It May Concern:

This letter is in support of Pamela Moore for Emeritus Professor of Computer Science Status.

Pamela Moore joined the faculty of the Department of Computer Science at Eastern Michigan University in 1985 until her retirement at the end of Fall 2019.

Pamela Moore has been a part of Eastern Michigan University for over 34 years. She was active in creating new courses and programs and advised both undergraduate and graduate students pursuing a degree in computer science.

The Department of Computer Science Executive Committee and the Department of Computer Science Faculty unanimously recommends Pamela Moore for Emeritus Professor of Computer Science Status.

Sincerely,



Zenia C. Bahorski Ph.D.  
Chair, Executive Committee  
Department of Computer Science  
Eastern Michigan University  
Ypsilanti, MI 48197



**EASTERN MICHIGAN UNIVERSITY**  
Academic and Student Affairs

**EMERITUS FACULTY STATUS RECOMMENDATION**

The Department or School of Chemistry recommends the awarding of **Emeritus Faculty Status** for the following retiring/retired faculty member:

Name of Faculty Member: Ross Nord

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 08/27/1986 Retirement Date: 08/31/2021

Number of Years at EMU: 35 (Minimum of 15 years of service required)

Degree(s)/Institutions      Doctoral: Iowa State University

Masters: \_\_\_\_\_

Baccalaureate University of Minnesota

Please Attach a Brief Statement of Support to this 2 page application

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost's Office.

Deborah Heyl-Clegg, Ph.D.      08.09.21  
Recommended by (please print)      Date

\_\_\_\_\_  
Department Head      08.09.21      Date

\_\_\_\_\_  
Dean      8/24/21      Date

\_\_\_\_\_  
Provost      9/27/21      Date

9/27/21  
Date Submitted to Board of Regents

Please continue to page 2 of this application.



*July 20, 2021*


Dear Administrators and Board of Regents:

I am pleased to write this letter of nomination for Dr. Ross Nord, professor in the Department of Chemistry and recipient of the Ronald W. Collins Distinguished Faculty Award for Teaching II, for Emeritus Faculty status. Ross earned his Ph.D. in Theoretical Chemistry from Iowa State University. Dr. Nord has 35 years of teaching experience at EMU and has made considerable contributions to the Chemistry department. His sections of classes in general and physical chemistry are the first to fill. A dedicated faculty member, he has been very involved in the university's recent Gateways to Completion initiative (meant to improve student success and retention in traditionally difficult gateway courses such as general chemistry). Ross wrote many of the general chemistry laboratory experiments followed by students in Chem 122 and 124, and has remained actively involved in multi-section laboratory decisions as well as in those for lecture even after stepping down as course coordinator. He also wrote and instituted our Prelab computer program, giving students practice calculations before each general chemistry lab so that they can be prepared about what to expect. I know of no one who works harder preparing for class, preparing for lab and all of the possible pitfalls, or helping his students. In addition, Ross mentored undergraduate research students in theoretical physical chemistry, with several going on to write Honors theses and present at the Undergraduate Symposium.

As another example of his dedication, Ross was instrumental in redesigning our general chemistry I and II labs so that we could run them in a COVID-safe format. This entailed an entire revamp of the curriculum over the summer of 2020. Ross set up physically distanced stations and went through all of the experiments and consolidated them so that those using similar concepts or techniques could be combined and some parts deleted, as was necessitated by the fact that we had to split lab sections into two cohorts that alternate on campus and off campus/online. He carefully reworked experiments so that the training of essential hands-on techniques would be retained and that students' education would not suffer as they moved on to more advanced labs that build on those skills. Ross did all of this work without pay or release time, solely for the benefit of our students' educational experience.

I write this letter of support not only as department head, but as a colleague, for I have known Ross since 1992. Whenever I had a question about teaching or advising early in my career, I turned to Ross, and I still do, as do many others. Having served on every department committee, and as both AAUP steward and department head for several years, he has contributed immeasurably to the department and to EMU. He has authored many of our governing documents, such as our DED and DID. Indeed, he goes above and beyond in every aspect of his career: he watches enrollments and monitors trends from year to year so we know what courses to offer and helps with scheduling to put the instructors where they fit best and make the most positive impact. For years, he kept up the department's website, a great resource for students. He is the author of all of our advising literature, including the very popular flow charts that show the order courses must be taken for all of the degrees we offer. These are all things that have helped us as a department to offer the best possible learning environment to our students, aiding them on their path to a degree. His departure/retirement from EMU will certainly leave a huge hole in our department that will be difficult to plug, but we wish him the best and hope he will keep in touch as emeritus faculty. I can think of no one more deserving of this honor.

Sincerely,

  
Deborah Heyl-Clegg, Ph.D.  
Professor and Department Head  
Department of Chemistry



**EASTERN MICHIGAN UNIVERSITY**  
Academic and Student Affairs

**EMERITUS FACULTY STATUS RECOMMENDATION**

The Department or School of Physics & Astronomy recommends the awarding of **Emeritus Faculty Status** for the following retiring/retired faculty member:

Name of Faculty Member: Alexandria Oakes, DH

Current Status/Rank at EMU: AP and Professor of P & A

Date of Hire at EMU: September 1 1987 Retirement Date: September 1 2021

Number of Years at EMU: 34 years (Minimum of 15 years of service required)

Degree(s)/Institutions      Doctoral: Ph.D. Physics Lehigh University

Masters: MS Physics Lehigh University

Baccalaureate BS Mathematics & Physics St. John's University

Please Attach a Brief Statement of Support to this 2 page application

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost's Office.

Marshall Thomsen                      9/1/21

Recommended by (please print)                      Date

[Redacted]                      8/24/21  
Department Head                      Date

[Redacted]                      8/24/21  
Dean                      Date

[Redacted]                      9/27/21  
Provost                      Date

[Redacted]                      9/27/21  
Date Submitted to Board of Regents

Please continue to page 2 of this application.

Date: September 1, 2021

To: Personnel and Finance Committee, Department of Physics and Astronomy

From: Marshall Thomsen, Professor, Department of Physics and Astronomy

Re: Emeritus Status for Professor Alex Oakes

It is with great pleasure that I recommend Professor Alex Oakes for emeritus faculty status. Professor Oakes retired this past month, after having been part of this department since 1987. I have been fortunate to have worked alongside Professor Oakes during her entire thirty-four-year career at EMU.

One of the first initiatives by Dr. Oakes was to revitalize our Engineering Physics program. She developed many new lab experiences for students and included project-oriented assignments in most of her courses. She also provided Learning Beyond the Classroom experiences, such as trips to the Detroit Auto Show, well before such experiences became part of the General Education program at EMU. Throughout this time, she maintained close ties with the students in our department.

Dr. Oakes reached out to other departments as she developed and launched PHY 101 Physical Science in the Arts. She combined her research background in acoustics with her interest in dance to create a rich learning experience for students in the humanities. The material on the physics behind musical instruments continues to make this course especially valuable to music majors.

Dr. Oakes has served as our Department Head for two extended periods. During this time, she made it a point to cultivate relationships across the entire university, from Buildings & Grounds to the Registrar's Office and the Graduate School. As a result, she almost always knew who to call to get things done or to find out what could be done. These connections were of great help to the faculty in accomplishing their missions of teaching, scholarly activity, and service.

Dr. Oakes was Department Head during some particularly challenging times. We navigated a move out of Strong Hall so that it could be renovated. During this time, she worked to maintain a cohesive unit even as we were scattered across campus in our temporary quarters in parts of four different buildings. A year and a half later, as we moved back into Strong, she oversaw the process of making final adjustments in our new space. Dr. Oakes has also

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led the Department through the pandemic, providing department faculty with as much flexibility as possible to deal with this continually evolving situation.

Throughout her career at EMU, Dr. Oakes has shown dedication to the mission of EMU and has cultivated friendships and connections throughout the entire EMU community. Her presence on our campus will be missed.



Marshall Thomsen, Professor  
Department of Physics and Astronomy



**EASTERN MICHIGAN UNIVERSITY**  
Academic and Student Affairs

**EMERITUS FACULTY STATUS RECOMMENDATION**

The Department or School of History & Philosophy recommends the awarding of **Emeritus Faculty Status** for the following retiring/retired faculty member:

Name of Faculty Member: Philip C. Schmitz

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 08/25/1993 Retirement Date: 08/31/2021

Number of Years at EMU: 28 (Minimum of 15 years of service required)

Degree(s)/Institutions      Doctoral: University of Michigan, 1990

Masters: University of Michigan, 1981

Baccalaureate Cornell University, 1974

Please Attach a Brief Statement of Support to this 2 page application

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost's Office.

Peter Higgins      08/16/2021  
Recommended by (please print)      Date

[Redacted]      08/16/2021  
Department Head      Date

[Redacted]      8/18/21  
Dean      Date

[Redacted]      9/27/21  
Provost      Date

9/27/21  
Date Submitted to Board of Regents

Please continue to page 2 of this application.



Department of History and Philosophy

August 18, 2021

Dear Dean Heller, Provost Longworth, and Regents of Eastern Michigan University,

It is my pleasure to nominate Dr. Philip Schmitz for emeritus status. Dr. Schmitz joined EMU as a faculty member in the Department of History & Philosophy in 1993. Since then, he has served with distinction as an instructor, scholar, colleague, and member of the university community.

Dr. Schmitz's teaching and research is focused on the Ancient history, religions, and cultures of the Near East and Mediterranean world. In addition to teaching a wide variety of courses in Ancient history and religions from the introductory to the graduate levels (including travel courses in Europe and Asia), Dr. Schmitz has served on many doctoral dissertation committees for students in the College of Education and in Technology Studies at EMU, and for students at the University of Michigan.

Dr. Schmitz's research is truly impressive as well. He has published over 40 peer-reviewed articles, and is the author of one monograph: *The Phoenician Diaspora: Epigraphic and Historical Studies* (Eisenbrauns, 2012). He is also the co-editor of *"His Word Soars Above Him": Biblical and Northwest Semitic Studies Presented to Charles R. Krahmahov* (2018). In recognition of his outstanding scholarly accomplishments, Dr. Schmitz was awarded the Ronald W. Collins Distinguished Professor Award (Research II) in 2014.

Beyond teaching and research, Dr. Schmitz has also served Eastern Michigan University as Faculty Associate for Course and Program Development (1998-2002) and Interim Department Head of History & Philosophy (2004-2006). This service is in addition to multiple terms on major department committees (instruction, personnel and finance, graduate, student affairs) and service to the College of Arts & Sciences as chair of the College Advisory Council Arts Committee (1994-1995).

I recommend Dr. Schmitz for emeritus faculty status without hesitation.

Sincerely,



Peter Higgins  
Department Head, History & Philosophy  
Eastern Michigan University  
phiggin1@emich.edu



**EASTERN MICHIGAN UNIVERSITY**  
Academic and Student Affairs

**EMERITUS FACULTY STATUS RECOMMENDATION**

The Department or School of Physics and Astronomy recommends the awarding of **Emeritus Faculty Status** for the following retiring/retired faculty member:

Name of Faculty Member: James P. Sheerin

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 08-30-1991 Retirement Date: 08-31-2021

Number of Years at EMU: 30 (Minimum of 15 years of service required)

Degree(s)/Institutions      Doctoral: University of Michigan

Masters: University of Michigan

Baccalaureate Purdue University

Please Attach a Brief Statement of Support to this 2 page application

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost's Office.

<b>Dave Pawlowski</b>	<b>9/19/21</b>		
Recommended by (please print)	Date		
	9/19/21		09/20/21
Department Head	Date	Dean	Date
	9/27/21	<u>9/27/21</u>	
Provost	Date	Date Submitted to Board of Regents	

Please continue to page 2 of this application.



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Date: September 20, 2021

From: E. Behringer (Professor), E. Paradis (Associate Professor), D. Pawlowski (Professor),  
Department of Physics and Astronomy

Re: Emeritus Status for Professor Sheerin

It is with pleasure that we wholeheartedly recommend Professor James P. Sheerin for emeritus faculty status. Professor Sheerin retired during the past month after being part of the Department since 1991. We have had the good fortune to work alongside Dr. Sheerin during the entirety of our careers at EMU.

Professor Sheerin served EMU students for thirty years as a member of the faculty of the Physics and Astronomy Department. His first leadership position in the Department was Project Director for the Plasma Processing Lab in Strong Hall from 1993 – 1996 funded by the Michigan Research Excellence Fund. Under his leadership, the lab's central instrument, a high power 100 Gigawatt frequency-doubled (green light) laser was completed and brought to focus in the target chamber for laser-plasma processing applications. From 1996 to 2019, he served as the Affiliate Director for EMU membership in the NASA Michigan Space Grant Consortium (MSGC). During this period, he won twenty-five individual external research grants and sponsored another twenty-five MSGC Undergraduate and Graduate Fellow student research projects at EMU. Since 2019, he continues to serve the MSGC as its state-wide Director for Education.

Since its inception in the 1980's, Professor Sheerin has participated in the concept, design, construction, and operation of the world's largest high frequency (HF) radar for space research, the HF Active Auroral Research Project (HAARP). This 36 acre 4 Gigawatt radar facility in Gakona, Alaska achieved "first light" in 1999 and Professor Sheerin began bringing EMU undergraduate and graduate students to the facility to conduct their own student-run experimental campaigns. To date, eighteen undergraduate and graduate EMU students have been awarded facility time including travel expenses, for a total of twenty-six hands-on experimental campaigns as NSF Polar Aeronomy and Radio Science Fellows. He has also sponsored student travel for research campaigns at a related facility at Arecibo Observatory, Puerto Rico where he is a Visiting Scientist. He and his team of EMU students were chosen to complete the beta-testing of the advanced modular UHF space radar (AMISR) in operation today at Poker Flat, Alaska. Additionally, Professor Sheerin has mentored nine graduate students (the majority women) in their Masters thesis projects. In 2013 he received the EMU Alumni Teaching Excellence Award, the first from his Department so honored.

In addition to his many nationwide collaborations, Professor Sheerin has maintained international collaborations with EISCAT Norway, IZMIRAN, Moscow, Russia, Arctic and Antarctic Research Institute, St. Petersburg, Russia, the Inst. for Radio Astronomy, Kharkiv, Ukraine and the Solar-Terrestrial Environment Lab, Nagoya Univ., Japan. He has presented sixty-four contributed talks at national and international meetings and co-authored and sponsored trips by EMU students to present a total of thirty-nine student papers. He has delivered forty-four invited talks, including to the White House Office of Science and Technology Policy (OSTP). Upon its defunding by the Department of Defense, Professor Sheerin led a group of facility users in a successful campaign to transfer the ownership of the \$330 Million HAARP facility from the DoD to the University of Alaska-Fairbanks to continue to operate now as a national Observatory open to general research users. He was also a member of the team of co-investigators which successfully secured long-

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term operational funding from NSF for the Observatory for years to come paving the way for the return of student experiments. Professor Sheerin is currently a permanent member and past chair (2004 – 2008) of the steering committee for the U.S. National Ionospheric Interactions Program. He served as Convener for Space Aeronomy sessions on Active Experiments in Space of the American Geophysical Union annual meeting (2011 – 2016) and Main Science Officer for the Committee on Space Research (COSPAR) Commissions C (Upper Atmosphere) and D (Space Plasma Physics) from 2015 to 2019. He continues to serve on the HAARP Advisory Council.

In his thirty-year tenure, Professor Sheerin has taught most of the Physics and Astronomy catalog from PSCI 110 to Phy 671 Graduate Electromagnetic Theory. In 2009, Professor Sheerin received training and certification in online teaching and course development and subsequently developed the Department's first online course, ASTR 105: Exploration of the Universe, offered in Winter 2010. Soon after, he went on to develop online versions of PHY 221: Mechanics and Sound, PHY 222: Electricity and Light, PSCI 110: Science of Everyday Life. Professor Sheerin has served on each of the Department's major committees, and chaired five successful new Faculty Search committees including most recently, the first faculty search conducted entirely online via video conferencing. Beyond representing the Department on the College and University governing bodies, he has also served on the College Advisory Council (CAC) Budget Committee and CAC Personnel Committee, and on the Faculty Senate Budget and Resource Committee.

In retirement, Professor Sheerin hopes to continue to bring opportunities to EMU students in his continuing roles on the HAARP Advisory Council and as Director for Education of the Michigan Space Grant Consortium.

We will miss Professor Sheerin's thoroughness and daily presence, and we look forward to hearing about his future endeavors.



**EASTERN MICHIGAN UNIVERSITY**  
Academic and Student Affairs

**EMERITUS FACULTY STATUS RECOMMENDATION**

The Department or School of Teacher Education recommends the awarding of **Emeritus Faculty Status** for the following retiring/retired faculty member:

Name of Faculty Member: Dr. Alane Starko

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 8/31/1986 Retirement Date: 8/31/2021

Number of Years at EMU: 35 (Minimum of 15 years of service required)

Degree(s)/Institutions      **Doctoral:** The University of Connecticut, Storrs, CT. Ph.D. in Special Education, Gifted Ed.  
**Masters:** State University College at Oneonta, NY. M.S. in Elementary Education, Reading  
**Baccalaureate** State University College at Oneonta, NY. B.S. in Elementary Education, EDPS

Please Attach a Brief Statement of Support to this 2 page application

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost's Office.

<u>Wendy Burke, Ph.D.</u>	<u>05-11-2021</u>		
Recommended by (please print)	Date		
<u>[Redacted]</u>	<u>05-11-2021</u>	<u>[Redacted]</u>	<u>May 14, 2021</u>
Department Head	Date	Dean	Date
<u>[Redacted]</u>	<u>9/27/21</u>	<u>[Redacted]</u>	<u>9/27/21</u>
Provost	Date		Date Submitted to Board of Regents

Please continue to page 2 of this application.

Dr. Rhonda Longworth,  
Provost & Executive Vice President  
106 Welch Hall  
Eastern Michigan University  
Ypsilanti, MI 48197

May 14, 2021

Dear Provost Longworth,

It is my privilege and honor to nominate Dr. Alane Starko for Emeritus Faculty status. Dr. Starko has been an outstanding full professor in Department of Teacher Education since 1986. She is retiring August 31, 2021.

Dr. Starko is a gifted teacher educator and scholar who has been an award winning and recognized leader in her field of creativity, gifted and talented education, and educational psychology throughout her tenure at EMU. She has taught courses for undergraduate, master's, and doctoral students in Curriculum and Instruction, Educational Psychology, and Educational Studies. From 1992-1998, she served on the Board of Directors of the National Association for Gifted Children and the organization's editor from 1995-1999. Over the past four decades, Dr. Starko has published multiple seminal texts on creativity, curriculum compacting, research methods, curricular and instructional decision making. Her text, *Creativity in the classroom: Schools of curious delight* is currently in its 7<sup>th</sup> edition and was translated into Chinese in a special edition of the text in 2003. In addition to these texts, Dr. Starko has published over 50 articles, blogs, and conference proceedings and made over 30 presentations at international, national, and regional conferences. In addition, Dr. Starko has served as the invited or keynote speaker at such conferences for the Curriculum Compacting and Research for Elementary Students annual meeting, the American Education Research Association, and multiple statewide conferences for gifted education and creative thinking, and creativity.

Dr. Starko has also been a stellar leader and contributor to the EMU campus community, the College of Education, and the Department of Teacher Education. Dr. Starko was an exceptionally skilled and highly regarded Department Head of Teacher Education from 1997-2004 and a stellar Interim Dean of the College of Education in 2004-2005. She served as a graduate coordinator, program coordinator, chair of the COE Basic Programs Committee, student teaching supervisor, the COE representative on the University Sabbatical and Leave Committee and the University Human Subjects Review Committee, along with many other university and departmental committees.

Dr. Starko is an outstanding professional faculty member, educator, and leader who is well-deserving of the recognition of Emeritus Faculty status. She has upheld very high expectations while going the extra mile to support students, colleagues, and many in the broader community. I am truly honored to have known her as a colleague and to count her as a friend.

Sincerely,



Wendy M. Burke  
Department Head of Teacher Education  
Eastern Michigan University  
Ypsilanti, MI 48197  
Wendy.burke@emich.edu



**EASTERN MICHIGAN UNIVERSITY**  
Academic and Student Affairs

**EMERITUS FACULTY STATUS RECOMMENDATION**

The Department or School of Department of Marketing recommends the awarding of **Emeritus Faculty Status** for the following retiring/retired faculty member:

Name of Faculty Member: Gary Victor

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 09/03/1974 Retirement Date: 08/31/21

Number of Years at EMU: 47 (Minimum of 15 years of service required)

Degree(s)/Institutions L.L.M., Candidate and Graduate Fellow, University of Michigan  
 Doctoral: J.D. - Univ. of Toledo, COL, Case & Comment Editor – UOT Law Review  
 Masters: MBA - Bowling Green State University  
 Baccalaureate B.S. (B.A.) - Bowling Green State University

Please Attach a Brief Statement of Support to this 2 page application

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost's Office.

Sufian Qrunfleh 07/15/21  
 Recommended by (please print) Date

[Redacted] 07/16/21  
 Department Head Date

[Redacted] 9/27/21  
 Provost Date

[Redacted]  
 Dean Date

9/27/21  
 Date Submitted to Board of Regents

Please continue to page 2 of this application.

To Whom It May Concern

I would like to formally give my whole-hearted recommendation to Professor Gary Victor to support his application for Emeritus Status. Professor Victor has been part of the EMU family for 47 years! I came to know Professor Victor in 2013 when I first join EMU. Even though I was part of the CIS department, Professor Victor always came to my office to offer his support. I have become quite familiar with his professionalism and dedication's to the department when I joined the Marketing Department in 2017. Many of our faculty members can attest to the fact that he often goes above and beyond his call of duty to fulfill faculty and departmental needs.

Professor Victor is one of the few distinguished researchers in the Department of Marketing. Having been involved in research for decades, Professor Victor has had insider experiences and ideas of the path publishing has taken in the area of law. He still an active researcher and just published few papers this year.

I will therefore enthusiastically support Professor Victor's application for emeritus status. I would be happy to answer any questions you might have about Professor Victor's application, to the best of my ability. I wish him all the best.

Best wishes,



Sufian Qrunfleh, Ph.D.

Associate Professor of Operations and Supply Chain Management

Interim Head, Department of Marketing

College of Business, Eastern Michigan University

[sqrunfle@emich.edu](mailto:sqrunfle@emich.edu)

734.487.6653

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**EASTERN MICHIGAN UNIVERSITY**  
Academic and Student Affairs

**EMERITUS FACULTY STATUS RECOMMENDATION**

The Department or School of Chemistry recommends the awarding of **Emeritus Faculty Status** for the following retiring/retired faculty member:

Name of Faculty Member: Jose Vites

Current Status/Rank at EMU: Associate Professor

Date of Hire at EMU: August 1989 Retirement Date: August 31 2021

Number of Years at EMU: 32 (Minimum of 15 years of service required)

Degree(s)/Institutions      Doctoral: University of Notre Dame

Masters: \_\_\_\_\_

Baccalaureate Universidad Catolica del Peru

Please Attach a Brief Statement of Support to this 2 page application

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost's Office.

Deborah Heyl-Clegg, Ph.D.      08.09.21  
Recommended by (please print)      Date

\_\_\_\_\_  
Department Head      08.09.21      Date

\_\_\_\_\_  
Dean      8/24/21      Date

\_\_\_\_\_  
Provost      9/27/21      Date

9/27/21  
Date Submitted to Board of Regents

Please continue to page 2 of this application.



*August 2, 2021*


Dear Administrators and Board of Regents:

I would like to nominate/support the application of Dr. Jose Vites for emeritus faculty status. Jose is separating/retiring from EMU after 32 years of service. Jose earned his Ph.D. in Chemistry from the University of Notre Dame and was hired by EMU as a Visiting Assistant Professor for two years before being hired into a tenure track position. He specialized in Inorganic Chemistry and taught courses at both the undergraduate and graduate levels. As a Faculty Associate, Dr. Vites was quite involved with the university's Creative Scientific Inquiry Experience (CSIE) program, which integrated hands-on community/service learning into chemistry courses. He often taught a general chemistry lab where the students analyzed samples from the Huron River for cyanobacteria. He also has taught other CSIE courses including one that focused on the science of learning. He was always trying to come up with innovative techniques for student engagement, such as incorporating games like Kahoot! into lecture and instituting the ALEKS system for homework. He also co-developed a general education course that is now quite popular, entitled "The Chemistry of Us" which starts at the Big Bang Theory and ends in topics in health and biochemistry, and he developed an elective course in bio-inorganic chemistry.

Jose also served on a number of departmental and college committees throughout the years, recently chairing the Instruction Committee. He is a past advisor to the Chemistry Club. One of the most meaningful contributions to the department while I was department head was his creation and coordination of Monday (or Tuesday) Night Group Tutoring in the Chemistry. The focus expanded from general to organic chemistry, and he instituted a system of peer tutoring that attracted students across several courses who were actively engaged in helping one another. In terms of Scholarly Activity, he disseminated work at American Chemical Society regional and national conferences, and his students have presented at the Undergraduate Symposium.

Jose is a genuinely friendly colleague who cares deeply about the department and its traditions. His contributions and insight will be missed, and we thank him for his service to our students and to Eastern Michigan University. He is certainly deserving of emeritus status.

Sincerely,



Deborah Heyl-Clegg, Ph.D.  
Professor and Department Head  
Department of Chemistry





# EASTERN MICHIGAN UNIVERSITY

September 2, 2021

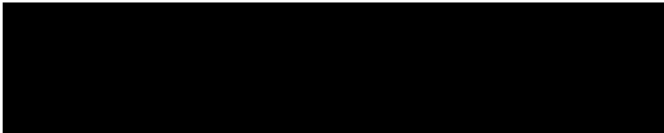
To Whom It May Concern,

It is with great pleasure that I nominate Dr. Ronald Williamson for Professor-Emeritus at Eastern Michigan University. Dr. Williamson has had a distinguished career at EMU as he has not only served as a faculty member in educational leadership, but also graduated from EMU as one of the first graduates of the doctoral program in educational leadership (1996). Along with two Master's degrees (History, 1970; Educational Leadership 1978) and an Educational Specialist in 1994 Dr. Williamson walked the hallowed halls of EMU seeking the kind of education that prepared him for a distinguished career as a professor at EMU.

Dr. Williamson's commitment to EMU, the field of education, and to the greater community are evident in his exceptional teaching, extensive scholarship, and service to the community. Teaching, research and service were not only addressed as part of his professional responsibility as a professor, but as goals to make a difference in the lives of children. He touched the future through the many students he taught and served as advisor, mentor, and dissertation chair. Dr. Williamson is leaving a legacy—through his students—that will shape the future of Michigan.

It is with great joy that I nominate Dr. Ronald Williamson for Professor-Emeritus at Eastern Michigan University.

Sincerely,

  
James E. Berry, Professor  
Leadership & Counseling