

SECTION: 11
DATE: December 9, 2021

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

EDUCATIONAL POLICIES COMMITTEE

ACTION REQUESTED

It is requested that the Educational Policies Committee Agenda for December 9, 2021 and Minutes of the October 14, 2021 meeting be received and placed on file.

STAFF SUMMARY

The primary items for the December 9, 2021 Educational Policies Committee meeting include:

Approval of the Agenda and Minutes; Emeritus Faculty Recommendations; Academic Affairs Administrative/Professional Appointments/Transfers; Academic Retirements/Separations; Faculty Tenure Appointments; Fall 2021 Brickley Endowment for Faculty Professional Development and Innovation Awards; Appointment/Reappointment of Charter School Board Members; Commencement Speaker and Honorary Degree Recipient; and a presentation: Higher Learning Commission Report and Next Steps in Planning.

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.



Rhonda Longworth, Ph.D.

November 16, 2021

Date

EASTERN MICHIGAN UNIVERSITY

Board of Regents **Educational Policies Committee**

December 9, 2021
9:00 a.m. 201 Welch Hall

AGENDA

- Section 11: Agenda and Minutes (*Regent Beagen, Chair*)
- Section 5: Academic Affairs Administrative/Professional Appointments/Transfers (*James Carroll*)
- Section 6: Academic Retirements/Separations (*James Carroll*)
- Section 7: Faculty Tenure Appointments (*James Carroll*)
- Section 8: Emeritus Faculty Recommendations (*Rhonda Longworth*)
- Section 12: Appointment/Reappointment of Charter School Board Members (*Rhonda Longworth*)
- Section 13: Fall 2021 Brickley Endowment for Faculty Professional Development and Innovation Awards (*Wade Tornquist*)
- Section 14: Commencement Speaker and Honorary Degree Recipient (*Rhonda Longworth*)

Presentations:

- Higher Learning Commission Report and Next Steps in Planning (*Michael Tew*)

EASTERN MICHIGAN UNIVERSITY
BOARD OF REGENTS
EDUCATIONAL POLICIES COMMITTEE MINUTES

October 14, 2021

9:00 a.m.

201 Welch Hall

Attendees: Regent D. Beagen (Chair), Regent J. Kimbrough-Marshall (Vice Chair), Regent C. Newton, Regent, Regent N. Ford, Regent E. Jeffries, Provost R. Longworth, J. Carroll, A. Ducher, D. Fields, C. McFarland, V. Reaume, M. Tew, W. Tornquist, and M. Winborne.

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

Report and Minutes (Section 11)

Regent Beagen requested that the Educational Policies Committee Agenda for October 14, 2021 and Minutes of the June 10, 2021 meeting be received and placed on file.

Emeritus Faculty (Section 6)

Dr. Rhonda Longworth, Provost and Executive Vice President, Academic and Student Affairs, recommended that the Board of Regents grant Emeritus Faculty Status to seventeen (17) former 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 Friebe, 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 by their colleagues. Board of Regents policy provides that other instructional employees may be nominated for Emeritus Status upon retirement for meritorious service.

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.

Honorary Emeritus Faculty (Section 7)

Dr. Rhonda Longworth, Provost and Executive Vice President, Academic and Student Affairs, recommended that the Board of Regents grant Honorary Emeritus Faculty Status to Dr. Mary Elizabeth (Beth) Kubitskey, who provided exceptional leadership in her role as an administrator and faculty member for 14 years.

STAFF SUMMARY

According to University policy, retiring employees who have served the University for fewer than 15 years may be granted Honorary Emeritus Status for Meritorious Service. Candidates for honorary emeritus status must have a significant number of years of service and a record of meritorious performance in one or more of the following: (a) a substantive record of scholarly achievement commensurate with national or international standards within the specific discipline, (b) a record of outstanding teaching and or educational contributions, (c) clear evidence of service to the University beyond the normal expectations, (d) clear evidence of exceptional institutional leadership, advancement of the University or extraordinary service to students.

Faculty Appointments (Section 8)

Dr. James Carroll recommended that the Board of Regents approve two (2) new faculty appointments for the 2021-2022 academic year at the rank, salary, and effective date shown on the listing.

STAFF SUMMARY

Of the two (2) appointments, one (1) are female and one (1) are male. Demographics show that neither have online teaching experience.

Faculty Tenure Appointments (Section 9)

Dr. James Carroll recommended that the Board of Regents approve the granting of tenure, effective beginning with the 2021 fall semester, for one (1) faculty member.

STAFF SUMMARY

Newly hired tenure-track faculty are “on probation” for a period of time that varies according to rank. Instructors are eligible to apply for tenure for five (5) or six (6) years; Assistant Professors for four (4) or five (5) years; Associate Professors for three (3) or four (4) years; and Professors for two (2) or three (3) years. During this time, probationary faculty must be evaluated annually, undergoing either interim (partial) evaluations or full evaluations in accordance with the Eastern Michigan University/Eastern Michigan University –American Association of University Professors’ contract. An interim evaluation reviews the applicant’s instructional effectiveness and service. A full evaluation also reviews those two performance areas and the applicant’s scholarly and/or creative activity. A series of favorable probationary evaluations and a favorable final full evaluation leads to a recommendation for tenure. The faculty members listed on the attached page 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.

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.

Academic Retirements/Separations (Section 10)

Dr. James Carroll recommended that the Board of Regents approve five (5) retirements and forty-three (43) separations for the period of May 1, 2021 through September 15, 2021.

STAFF SUMMARY

Of the forty-eight (48) retirements and separations, twenty-nine (29) are female and nineteen (19) are male. Demographics show that forty-one (86%) are Caucasian, four (8%) are Asian, two (4%) are African-American and one (2%) is Hispanic.

Appointment/Reappointment of Charter Schools Board Members (Section 12)

Dr. Malverne Winborne, Director, Charter Schools recommended that the Board of Regents appoint Kenneth Rose to a three-year term on the Board of Directors of The James and Grace Lee Boggs School; JoAnne McCann to a three-year term on the Board of Directors of the Grand Blanc Academy; Ned Cooper and Carolyn King to three year terms on the Board of Directors of New School High; and appoint Duriel Mask Sr. and Dr. Mildred Mason to three-year terms on 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.

The James and Grace Lee Boggs School

Kenneth Rose is a Therapist for Radical Well-Being Center in Southfield, Michigan. He earned both a Bachelor of Arts degree in Secondary Education Major in Social Studies and a Master of Arts degree in Social Work from Wayne State University in Detroit, Michigan. He obtained a State of Michigan, Social Worker Clinical License. This is a new appointment.

Grand Blanc Academy

JoAnne McCann is a retired Realtor from Prudential Real Estate Company in Genesee County, Michigan. She attended four years at Mott Community College in Flint, Michigan and graduated with a High School Diploma from Denby High School in Detroit, Michigan. She was the Vice President of the Women's Council of Realtors. This is a re-appointment.

New School High

Ned Cooper is a retired Leadership Coach from the Institute for Excellence in Education in Mt. Pleasant, Michigan. He earned a Bachelor of Arts degree in Psychology at Wittenberg University in Springfield, Ohio, a Master of Arts degree in Counseling and Student Personnel at Western Michigan University in Kalamazoo, Michigan and a Doctorate in Educational Leadership at Eastern Michigan University in Ypsilanti, Michigan. He has a Michigan Secondary Teaching Certificate in Psychology with a Counseling Endorsement (K-12). This is a re-appointment.

Carolyn King is a Literacy Interventionist at Plymouth Canton Community Schools in Canton, Michigan. She earned a Bachelor of Arts in Education at Albion College in Albion, Michigan and a Master of Science in Elementary Education at Bank Street College of Education in New York City, New York. She is a parent of a child at New School High. This is a re-appointment.

The LaMarr Woodley Leadership Academy

Duriel Mask Sr. is a Sales Professional for Labadie Auto Company in Bay City, Michigan. He earned a Bachelor of Social Work from Saginaw Valley State University in Bay City, Michigan and a Master of

Social Work from Michigan State University in East Lansing, Michigan. He is a member of Phi Beta Sigma Fraternity, Inc. This is a new appointment.

Dr. Mildred Mason is the President and Educational Consultant for Competitive Education Solutions, LLC. in Bloomfield Hills, Michigan. She earned a Bachelor of Science in English from Tennessee State University in Nashville, Tennessee and both a Master of Arts in Secondary Education and a Doctorate of Philosophy in Higher Education Administration from Michigan State University in East Lansing, Michigan. She is a member of Pi Lambda Theta-International Honor Society. This is a new appointment.

Academic Calendars for 2023-2024 and 2024-2025 (Section 13)

Dr. Michael Tew, Associate Provost and Associate Vice President for Academic Programming and Services recommended that the Board of Regents approve the Academic Calendars for 2023-2024 and 2024-2025.

STAFF SUMMARY

An Academic Calendar Committee--comprising representatives from Faculty Senate, the Colleges and Department/Schools, Academic Advising, Financial Aid, Student Business Services, the Physical Plant and Housing--works with the Provost's Office and the Registrar to develop the University Calendar.

Program Deletion (Phase-Out): Learning Technology and Design (M.A.) (Section 14)

Dr. Wade Tornquist, recommended that the Board of Regents receive and place on file this notification of an Academic Program Phase-Out: Learning Technology and Design (Master of Arts)..

STAFF SUMMARY

The Teacher Education Department requested to phase-out this program given insufficient student interest.

Discussions

The committee received an update an update about the institutional accreditation mid-cycle review. Regent Beagen thanked the committee that coordinated the writing and submission of our 4th year Assurance Argument to the Higher Learning Commission. Regent Beagen also recognized Dr. Michael Tew for his leadership in this process. The committee also heard a report focused on the Outcomes of the 5 Year Degree Completion and Retention Plan that was filed with the Board in 2014-15. Drs. Calvin McFarland and Doris Fields presented the five year outcomes and efforts around a new planning effort they have undertaken this year.

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

Recorded by: Amy Ducher, Administrative Associate to the Provost and Executive Vice President of Academic and Student Affairs



EASTERN MICHIGAN UNIVERSITY

Higher Learning Commission Update

Michael Tew, Ph.D.
Associate Provost

1

Overview

- Comprehensive 4th year assurance review October 25-26, 2021
- Favorable evaluation on all five criteria for accreditation
- Interim monitoring report on Criterion 5B due September 1, 2022
- Next review for re-accreditation in 2027.

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Criterion 1: Mission (met)

“Eastern Michigan University's mission is clear and articulated publicly. Senior leaders represent the mission in public presentations. EMU's programs, projects and initiatives are directed to filling the components of the institution's mission, especially as they relate to serving students as an institution of opportunity, attention to diversity, and strong community and civic engagement. EMU gives every evidence of being an anchor institution in their community, and community commitment is a clear institutional strength.”

Criterion 2: Integrity: Ethical and Responsible Conduct (met)

“Eastern Michigan University operates with integrity in its financial, academic, personnel, and auxiliary functions; it establishes and follows policies and processes for fair and ethical behavior on the part of its governing board, administration, faculty, staff, and students.”

Criterion 3: Teaching and Learning: Quality, Resources, and Support (met)

- “The degree programs at Eastern Michigan University (EMU) are appropriate to the institution, according to course and program catalogs, and based on program reviews. Support and resources are provided for all modes of instruction. The general education program supports learning outcomes that provide students “with a comprehensive educational experience and prepares them for participation in a global world. Faculty and staff are provided opportunities for professional development, and faculty and student contributions to scholarship, creative work, and the discovery of knowledge were recognized with EMU's reclassification as a Doctoral University with High Research Activity (R2) in 2019.”

Criterion 4: Teaching and Learning: Evaluation and Improvement (met)

“Eastern Michigan University has made improvements in evaluating its effectiveness with regard to student learning. EMU provides many quality support programs for students and has recently made vast improvements to its advising services to address retention efforts.”

Criterion 5: Institutional Effectiveness, Resources, and Planning (met with concerns)

- “Eastern Michigan University strives to generate resources and to streamline processes and planning in order to meet its mission. EMU operates in an environment with stagnant state support, declining enrollment, and state-mandated tuition caps, in addition to contractual constraints from unionized faculty. EMU demonstrates (sic) effective leadership through administrative structures, collaborative processes, and showing it meets the mission. EMU has made progress on strategic planning and meets the embedded monitoring requirement set in 2017.”

Interim Reporting: Criterion 5 (Component B: Resource Base)

“EMU has demonstrated some progress in reducing costs by privatizing campus parking and planning for real estate transactions. However, the conclusion of the team is that given the uncertainty of EMUs financial situation ... a report on financial planning is required by September 1, 2022.”

Report Requirements

- No later than September 1, 2022, Eastern Michigan University (EMU) is required to provide to the Higher Learning Commission a summary plan for building financial stability for EMU into the future. This plan should be forward-looking and provided in a format that is transparent and readily understood by the EMU academic community.

Report Requirements Cont.

- Elements of the plan should include:
 - 1. A summary of the financial position as of July 1, 2022, and projections for the position at the end of F22
 - 2. CFI for the past 10 years including FY21
 - 3. Trends for the key metrics used by EMU in this picture, including the SCH trend and other primary indicators
 - 4. As relevant, enrollment planning and projection information for total enrollment and SCH into the next three years
 - 5. Plans for cost-cutting strategies or controls on cost growth and how quality operations are maintained under these plans
 - 6. An outline of the major revenue streams and plans for the future of each revenue stream
 - 7. The role of major public-private partnerships or major cash infusions in this plan

Improvement

“As noted in the 2017 review, issues of communication among leadership and the faculty and staff need ongoing work. The lack of trust and structural challenges in communication and participation undermines EMU's ability to advance the mission and serve students.”

Report Posting

The full report from the Higher Learning Commission (along with the 2017 report, the 2021 Assurance Argument, and the 2021 Student Opinion survey) are available at <https://www.emich.edu/hlc/index.php>