

SECTION: 10
DATE: October 20, 2022

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

**RECOMMENDATION**

**EDUCATIONAL POLICIES COMMITTEE**

**ACTION REQUESTED**

It is requested that the Educational Policies Committee agenda for October 20, 2022 and minutes of the June 16, 2022 meeting be received and placed on file.

**STAFF SUMMARY**

The primary items for the October 20, 2022 Educational Policies Committee meeting include:

Approval of the Agenda and Minutes; Emeritus Faculty Recommendations; Lecturer Appointments; Academic Retirements/Separations; Appointment/Reappointment of Charter School Board Members; Board Policy Updates; an update on recently approved academic programs; and an update on retention/graduation 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.



University Executive Officer  
Rhonda Longworth, Ph.D.

9/28/22  
Date

**EASTERN MICHIGAN UNIVERSITY**

**Board of Regents**  
**Educational Policies Committee**

October 20, 2022  
8:00 a.m. 205 Welch Hall

AGENDA

Section 10: Agenda and Minutes (*Regent Beagen, Chair*)

Section 7: Emeritus Faculty Recommendations (*Rhonda Longworth*)

Section 8: Lecturer Appointment (*Kathy Stacey*)

Section 9: Academic Retirements/Separations (*Kathy Stacey*)

Section 11: Appointment/Reappointment of Charter School Board Members (*Jolia Hill*)

Tab D: Update to Board Policy 03.07.02 - Alcohol and Other Drug Policy (*Rhonda Longworth*)

Presentations:

- Updates on Recently Approved Academic Programs (*Evan Finley*)
- Retention/Graduation Planning Updates (*Doris Fields and Calvin McFarland*)

EASTERN MICHIGAN UNIVERSITY  
BOARD OF REGENTS  
**EDUCATIONAL POLICIES COMMITTEE MINUTES**

June 16, 2022

9:45 a.m.

201 Welch Hall

**Attendees:** Regent D. Beagen (Chair), Regent J. Kimbrough-Marshall (Vice Chair), Regent E. Jeffries, Provost R. Longworth, J. Carroll, A. Ducher, J. Hill, K. Stacey, M. Tew, and W. Tornquist.

**Guests:** C. Emal, W. Kraft, K. Kucera,

*Regent Beagen* convened the meeting at 9:45 a.m.

**Report and Minutes (Section 14)**

*Regent Beagen* requested that the Educational Policies Committee Agenda for June 16, 2022 and Minutes of the April 21, 2022 meeting be received and placed on file.

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

*Dr. Kathy Stacey, Assistant VP for Academic Affairs* recommended that the Board of Regents approve four (4) Administrative/Professional Appointments at the rank and effective date shown on the listing.

**Academic Retirements/Separations (Section 5)**

*Dr. Kathy Stacey* recommended that the Board of Regents approve three (3) retirements and forty-four (44) separations for the period of February 1, 2022 through May 31, 2022.

**STAFF SUMMARY**

Of the forty-seven (47) retirements and separations, twenty-seven (27) are female and twenty (20) are male. Demographics show that 37 (79%) are Caucasian, 7 (15%) are African-American and 3 (6%) are undisclosed.

**Faculty Appointments (Section 6)**

*Dr. Kathy Stacey* recommended that the Board of Regents approve sixteen (16) new faculty appointments for the 2022-2023 academic year at the rank, salary, and effective date shown on the attached listing.

**STAFF SUMMARY**

Of the sixteen (16) appointments, nine (9) are female and seven (7) are male. Demographics show that nine (56%) have online teaching experience.

**Faculty Reappointments (Section 7)**

*Dr. Kathy Stacey* recommended that the Board of Regents accept the report from the Division of Academic Affairs pertaining to the reappointment of fifteen (15) probationary faculty members for the 2022-2023 academic year.

**STAFF SUMMARY**

Newly-hired tenure-track faculty are “on probation” for a period of time that varies according to rank. Instructors are eligible for reappointment for five (5) or six (6) years; Assistant Professors for four (4) or five (5) years; Associate Professors for three (3) or four (4) years; and Professors for two (2) or three (3)

years. During this time, probationary faculty must be evaluated annually, undergoing either interim (partial) evaluations or full evaluations in accordance with the Eastern Michigan University/Eastern Michigan University –American Association of University Professors’ contract. An interim evaluation reviews the applicant’s instructional effectiveness and service. A full evaluation also reviews those two performance areas and the applicant’s scholarly and/or creative activity. A favorable pre-tenure evaluation leads to a recommendation for reappointment.

### **Faculty Promotions (Section 8)**

*Dr. Kathy Stacey* recommended that the Board of Regents accept and place on file the report entitled Promotion of Faculty Members effective Fall 2022.

#### **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 twenty-nine (29) faculty members listed meet the general contractual requirements for promotion as well as the specific performance standards, which have been defined in his/her respective department evaluation document.

### **Faculty Tenure Appointments (Section 9)**

*Dr. Kathy Stacey* recommended that the Board of Regents approve the granting of tenure, effective beginning with the 2022 fall semester, for thirteen (13) faculty members.

#### **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.

## **Lecturer Appointments (Section 10)**

*Dr. Kathy Stacey* recommended that the Board of approve five (5) new lecturer appointments for the 2022-2023 academic year at the rank, salary, and effective date shown on the attached listing.

### **STAFF SUMMARY**

Of the five (5) appointments, two (2) are female and three (3) are male. Demographics show that four (80%) have online teaching experience.

## **Lecturer Promotions (Section 11)**

*Dr. Kathy Stacey* recommended that the Board of Regents Board of Regents accept and place on file the report entitled Promotion of Lecturers for 2022-2023.

### **STAFF SUMMARY**

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

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

## **Emeritus Faculty (Section 12)**

*Dr. Rhonda Longworth, Provost and Executive Vice President, Academic and Student Affairs,* recommended that the Board of Regents grant Emeritus Status to six (6) former faculty.

### **Faculty:**

James Berry, Professor, Department of Leadership and Counseling from 1991 to 2021 who retired after 31 years; Michael Bradley, Department of Geography and Geology from 1995 to 2021 who retired after 26 years; Caroline Gould (Posthumous), Assistant Professor, Department of Teacher Education from 1997 to 2016 who retired after 19 years; Paul Howard, Professor, Department of Mathematics and Statistics from 1970 to 2022 who retired after 52 years; Jayakumar Ramanathan, Professor, Department of Mathematics and Statistics from 1990 to 2022 who retired after 32 years; and Ken Shiskowski, Professor, Department of Mathematics and Statistics from 1983 to 2021 who retired after 38 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.

**Reissuance of Charters (Section 15)**

*Dr. Jolia Hill, Director, Charter Schools*, recommended that the Eastern Michigan University Board of Regents issue a charter for the Detroit Public Safety Academy (DPSA) and authorize the President of the University to execute a new three-year charter school contract which will expire on June 30, 2025.

**STAFF SUMMARY**

The Detroit Public Safety Academy opened its doors in 2013 as a ninth and tenth grade campus in the City of Detroit. DPSA currently serves 156 students in grades nine through twelve. The school’s mission is to work in partnership with the community to provide a safe, innovative and nurturing environment where students are valued and treated with dignity and respect as staff prepare and engage them in meaningful, differentiated learning experiences that will promote distinguishable character and workforce success in the public safety arena. Careers of interest for DPSA students include law enforcement, firefighting, emergency medical service, and the military. School administration and staff also partner with local, state and federal agencies to implement tutoring and mentoring programs that reinforce life skill development and prepare students for college and/or career post-secondary opportunities.

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

*Ms. Jolia Hill, Director, Charter Schools*, recommended that the Board of Regents re-appoint the candidates listed below to serve three-year terms on the Board of Directors for the following public school academies (charter schools) authorized by Eastern Michigan University:

Charter School	Board Candidate
Academy of Business & Technology	Renee Newman
Detroit Public Safety Academy	Kamal Cheeks
Detroit Public Safety Academy	Hazel White
Global Tech Academy	Samy Ali-Khodja
Global Tech Academy	Paula Kauffman
New School High	Samuel Barresi
New School High	Briana Sprague
The James & Grace Lee Boggs School	Soh Suzuki

**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.

**Academy of Business & Technology**

*Renee Newman* earned a Master of Education degree in Instructional Design from Western Governors University in Salt Lake City, Utah; a Master of Science degree in Special Education from LaSalle University in Los Angeles, California; and a Bachelor of Arts degree in Advertising and Marketing from Michigan State University in Lansing, Michigan. Ms. Newman has been employed by Dyscalculia.org as the president and educational diagnostician since 1992. This is a reappointment.

### Detroit Public Safety Academy

*Kamal Cheeks* earned a Bachelor of Business Administration degree in Computer Information Systems from Ferris State University in Big Rapids, Michigan. He also earned a Master of Business Administration degree in Finance from Grand Canyon University in Phoenix, Arizona. Mr. Cheeks is a Real Estate Associate Broker for the MBC Real Estate Company. He also serves as the Chair of the Brownfield Redevelopment Authority Community Advisory Committee. This is a reappointment.

*Hazel White* earned a degree in Health and Physical Education from the University of Arkansas in Bluff Arkansas, as well as a degree in Health, Physical Education and Recreation from Indiana University in Bloomington, Indiana. Ms. White has served as an Instructor for the City of Detroit, Department of Elections since 2008. Prior to working for the City of Detroit, she was an athletic director for the Charles Drew Middle School in Detroit, Michigan since 1970. Ms. White has also led many fund-raising initiatives to support the attendance of “at risk” youth in summer camps on the campus of the University of Michigan, Michigan State University, Ferris State University, Central Michigan University and Michigan Tech University. This is a reappointment.

### Global Tech Academy

*Samy Ali-Khodja* earned a degree in Civil Engineering HVAC from the University of Ain Bey Constantine in Constantine, Algeria, a C4 Certificate in Computer Science from University of Orsay in Essonne, France and a Master of Science degree in Information Systems from Eastern Michigan University in Ypsilanti, Michigan. Mr. Ali-Khodja is a IACRB’s Certified Data Recovery Professional (Infosec 2011) and a Microsoft Certified Professional. He currently serves as an IT Application Specialist and Network Administrator for the University of Michigan in Ann Arbor, Michigan. This is a reappointment.

*Paula Kauffman* earned a Bachelor of Art degree in Marketing from Eastern Michigan University in Ypsilanti, Michigan. She served as a Marketing Executive and District Sales Manager for OfficeMax from 1998- 2009. Ms. Kauffman currently serves on the board for The Shelter Association of Washtenaw County in Ann Arbor, Michigan as the Chair of the Development Committee. This is a reappointment.

### New School High

*Samuel Barresi* earned a Doctoral degree in Education from Western Michigan University in Kalamazoo, Michigan; Education Specialist and Master of Arts degrees from Eastern Michigan University in Ypsilanti, Michigan; and a Bachelor of Arts degree in from the University of Detroit, in Detroit, Michigan. Dr. Baressi is a retired Educator that served in numerous leadership roles during his time in education, including Superintendent, Assistance Superintendent, Principal, Assistant Principal and Classroom Teacher. He is currently the President and Educational Consultant for S.L. Baressi Consulting, LLC. This is a reappointment.

*Briana Sprague* earned a Master of Science Degree in Industrial Hygiene from Wayne State University in Detroit, Michigan and a Bachelor of Science degree in Mechanical Engineering from Penn State University in State College, Pennsylvania. Ms. Sprague is the Owner and Management Consultant for Sprague Systems, LLC in Plymouth, Michigan. She serves as a lead mentor for the New School High Robotics Team. This is a reappointment.

The James & Grace Lee Boggs School

*Soh Suzuki* earned a Bachelor of Arts degree in Interdisciplinary Humanities and a Bachelor of Fine Arts in Studio Art with a specialization in Museum Studies from Michigan State University in Lansing, Michigan. Mr. Suzuki co-founded the Detroit Asian Youth Project and serves as an adult ally in Detroit Future Youth. He currently serves as an Operations Manager for Allied Media Projects in Detroit, Michigan. This is a reappointment.

**2022-2023 Sabbatical Leave Awards (Section 17)**

*Dr. Wade Tornquist* recommended that the Board of Regents accept and place on file the Report on the 2022-2023 Sabbatical Leave Awards.

**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 of Academic and Student Affairs.

In 2022-2023, fifteen (15) one-semester and three (3) two-semester leaves will be awarded.

**2022-2023 Faculty Research and Creative Activity Fellowships (Section 18)**

*Dr. Wade Tornquist* recommended that the Board of Regents Regents accept and place on file the Report on the 2022-2023 Faculty Research and Creative Activity Fellowship 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% release time from teaching for one semester 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.

In 2022-2023, forty (40) faculty will be supported.

**Winter 2022 and Summer 2022 Undergraduate Research Stimulus Program Awards (Section 19)**

*Dr. Wade Tornquist* recommended that the Board of Regents Regents accept and place on file the Report on the Winter 2022 and Summer 2022 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 \$2,200 fellowship in support of their research efforts, which will be paid in bi-weekly installments throughout the award period. This award will be in the form of a credit to the student's university account. The

collaborating faculty member may receive \$600 to be used for lab/studio supplies or equipment, professional travel, or other professional expenses.

WINTER 2022: The Provost and Executive Vice President of Academic and Student Affairs has awarded a total of \$22,000 to eleven (11) undergraduate students (10 awards) and \$4,800 to eight (8) Eastern Michigan University faculty for Winter 2022 and research and creative projects under the Undergraduate Research Stimulus Program.

SUMMER 2022: The Provost and Executive Vice President of Academic and Student Affairs has awarded a total of \$30,800 to fourteen (14) undergraduate students and \$7,075 to twelve (12) Eastern Michigan University faculty for Summer 2022 and research and creative projects under the Undergraduate Research Stimulus Program.

### **Program Revision: Special Education K-12 Endorsement (Section 20)**

*Dr. Michael Tew, Associate Provost and Associate Vice President for Academic Programming and Services, recommended that the Board of Regents receive and place on file a program revision: Special Education K-12 Endorsement, BS.*

#### **STAFF SUMMARY**

The Department of Special Education & Communication Sciences and Disorders combined the 10 current special education majors into a single Special Education major with four concentrations: Autism Spectrum Disorder, Cognitive Impairment, Emotional Impairment, and Learning Disabilities).

This program revision includes the following enhancements:

- Aligns program requirements with the Secondary Teaching and Learning Major and the Early Childhood-Elementary Teaching and Learning Major. Students in the Special Education K-12 Endorsement major will double major with one of these two majors, earning teacher certification with a special education endorsement. The Early Childhood-Elementary Teaching and Learning Major was introduced last year in response to changes to the State of Michigan's requirements.
- Reduces the number of credit hours required for the major from 51-59 to 30-36 credit hours, allowing students to complete their degree in a shorter amount of time.
- The previous structure of the majors gave students the impression that they were earning an "elementary" or "secondary" special education endorsement, which is not the case. All students will complete the same Special Education K-12 Endorsement coursework; the difference is what students select as a double major, Teaching and Learning (with Elementary Certification) or Teaching and Learning (with Secondary Certification).

### **Commencement Speaker and Honorary Degree Recipient (Section 21)**

*Dr. Rhonda Longworth recommended that the Board of Regents approve Dr. Tyrone Weeks as Commencement Speaker at the August 13, 2022 commencement ceremonies. In addition, it is recommended that the Board award an honorary Doctor of Public Service degree to Dr. Weeks.*

## **Academic Program Phase-Outs (Section 22)**

*Dr. Michael Tew* recommended that the Board of Regents receive and place on file this notification of nine (9) Academic Program Phase-Outs:

- Visual Art Education, Master of Arts (MAVAE);
- Autism Spectrum Disorders Endorsement – Elementary, Bachelor of Science;
- Autism Spectrum Disorders Endorsement – Secondary, Bachelor of Science;
- Cognitive Impairment Endorsement – Elementary, Bachelor of Science;
- Cognitive Impairment Endorsement - Secondary, Bachelor of Science;
- Emotional Impairment Endorsement - Elementary, Bachelor of Science;
- Emotional Impairment Endorsement - Secondary, Bachelor of Science;
- Learning Disabilities Endorsement - Elementary, Bachelor of Science; and,
- Learning Disabilities Endorsement - Secondary, Bachelor of Science

### **STAFF SUMMARY**

#### **Visual Art Education, Master of Arts (MAVAE)**

The Michigan Department of Education no longer requires teachers to earn a Master's degree to obtain recertification. Instead, teachers must present evidence of 150 hours of "related professional learning." With program enrollment steadily declining it is clear that there is decreased demand for this program, especially when teachers have numerous free and low-cost alternatives to meet the recertification requirement, such as staff training, free workshops, and conference attendance.

Phasing out the MAVAE will afford art education faculty time to continue developing robust professional development opportunities for Michigan art teachers. Faculty are working to align related professional development with preservice teacher training as they continue developing academic service-learning modules within EMU's teacher preparation program. The merger of these two constituent interests will allow faculty to create a more robust certification process that adds meaning and relevance to early career professionals working alongside career teachers and career educators who will work to impart their knowledge to the next generation.

#### **Special Education, Bachelor of Science (8 majors)**

The Department of Special Education & Communication Sciences and Disorders combined the current special education majors into a single major (Special Education K-12 Endorsement, BS) with four concentrations (Autism Spectrum Disorder, Cognitive Impairment, Emotional Impairment, and Learning Disabilities). The result of this consolidation is the phase-out of eight current special education majors.

### **Discussion**

None.

*Regent Beagen* thanked those in attendance, and adjourned the meeting at 10:30 a.m.

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



EASTERN MICHIGAN UNIVERSITY

# **Updates on Recently Approved Academic Programs**

October 20, 2022

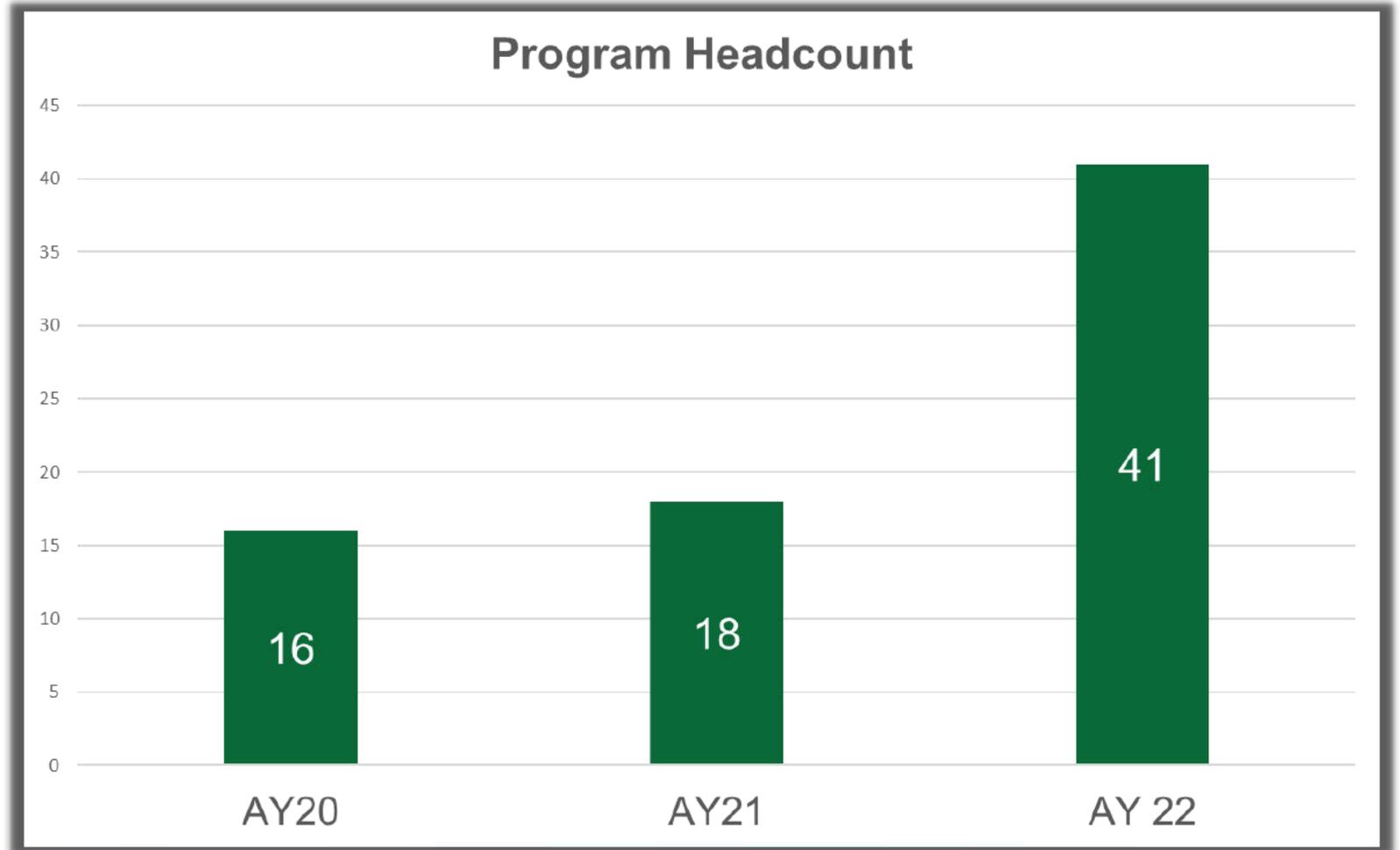
Educational Policies Committee

Board of Regents

# Cybersecurity, Master of Science

Approved by the Board of Regents in December 2018

- The program was created using existing courses.
- Delivered in a fully online format
- Has experienced a steady growth in enrollment since its introduction.

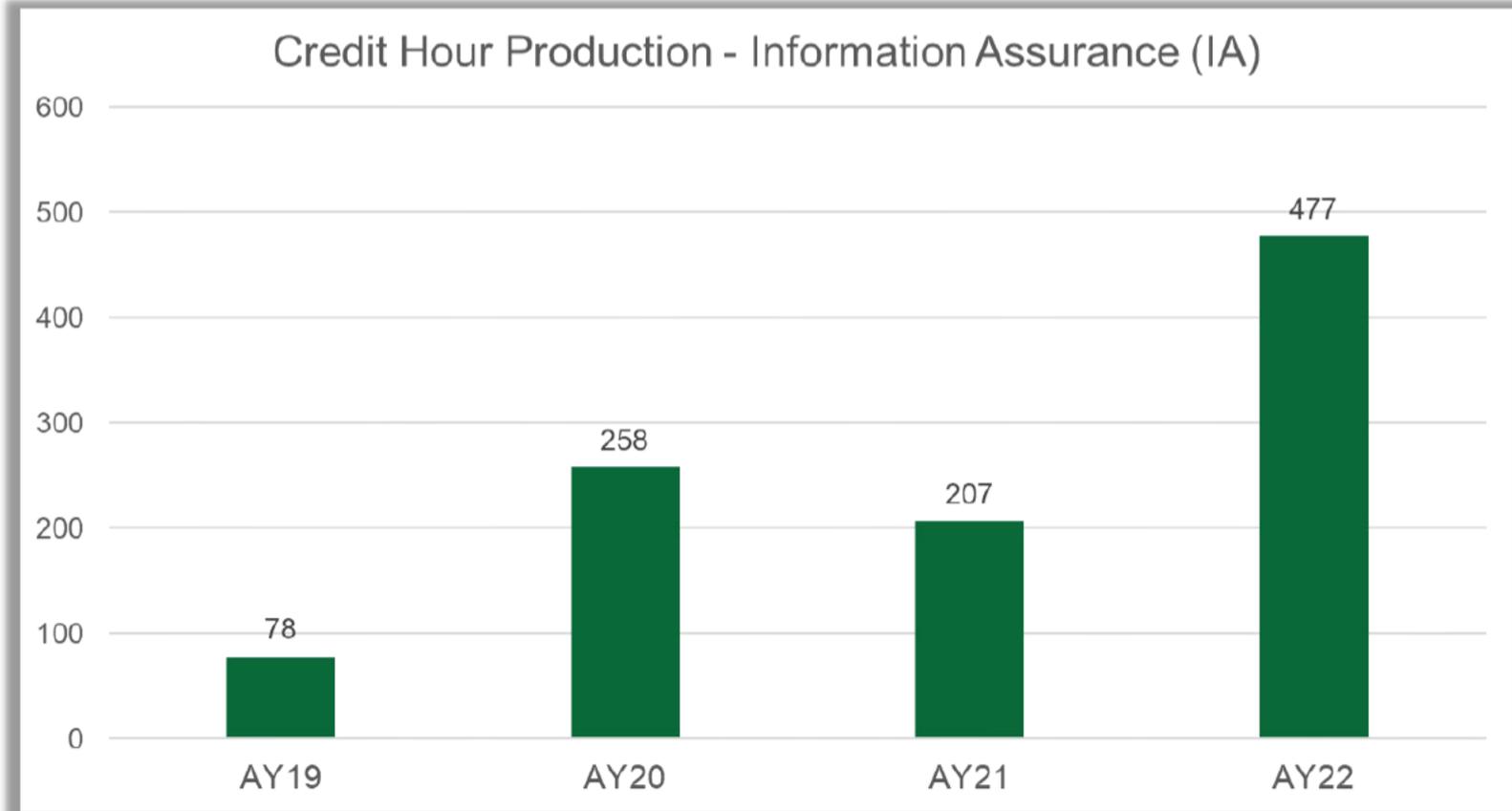


# Cybersecurity, Master of Science

The increase in credit hour production in IA courses is attributed to the introduction of the Cybersecurity, MS program.

Degrees Awarded:

- AY 2021 (5)
- AY 2022 (6)



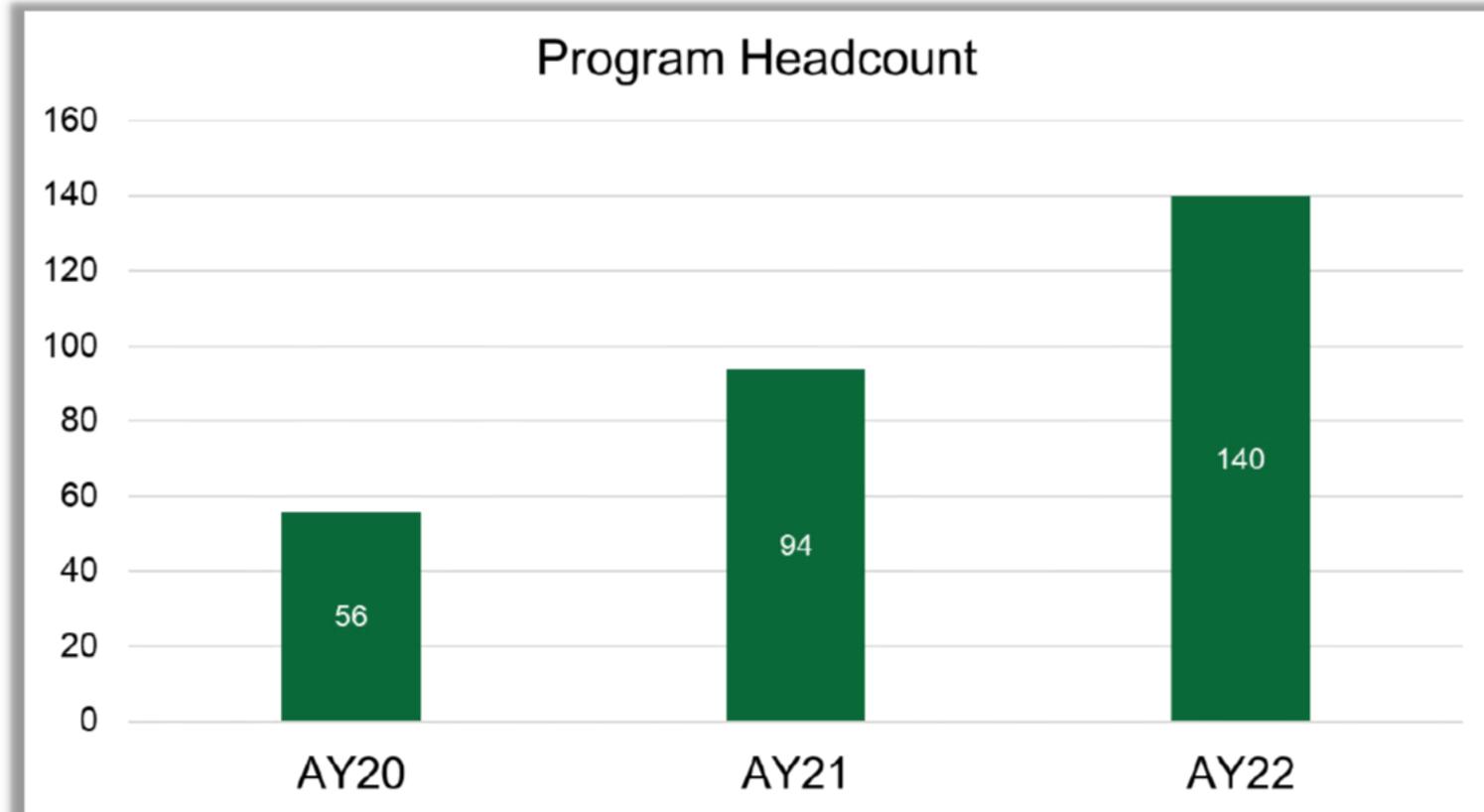
# Special Education, Master of Arts in Teaching

Approved by the Board of Regents in April, 2019

The program is available to:

- Certified teachers who are seeking their first, second, or third special education endorsement.
- Non-certified teachers who are seeking certification and a special education endorsement.

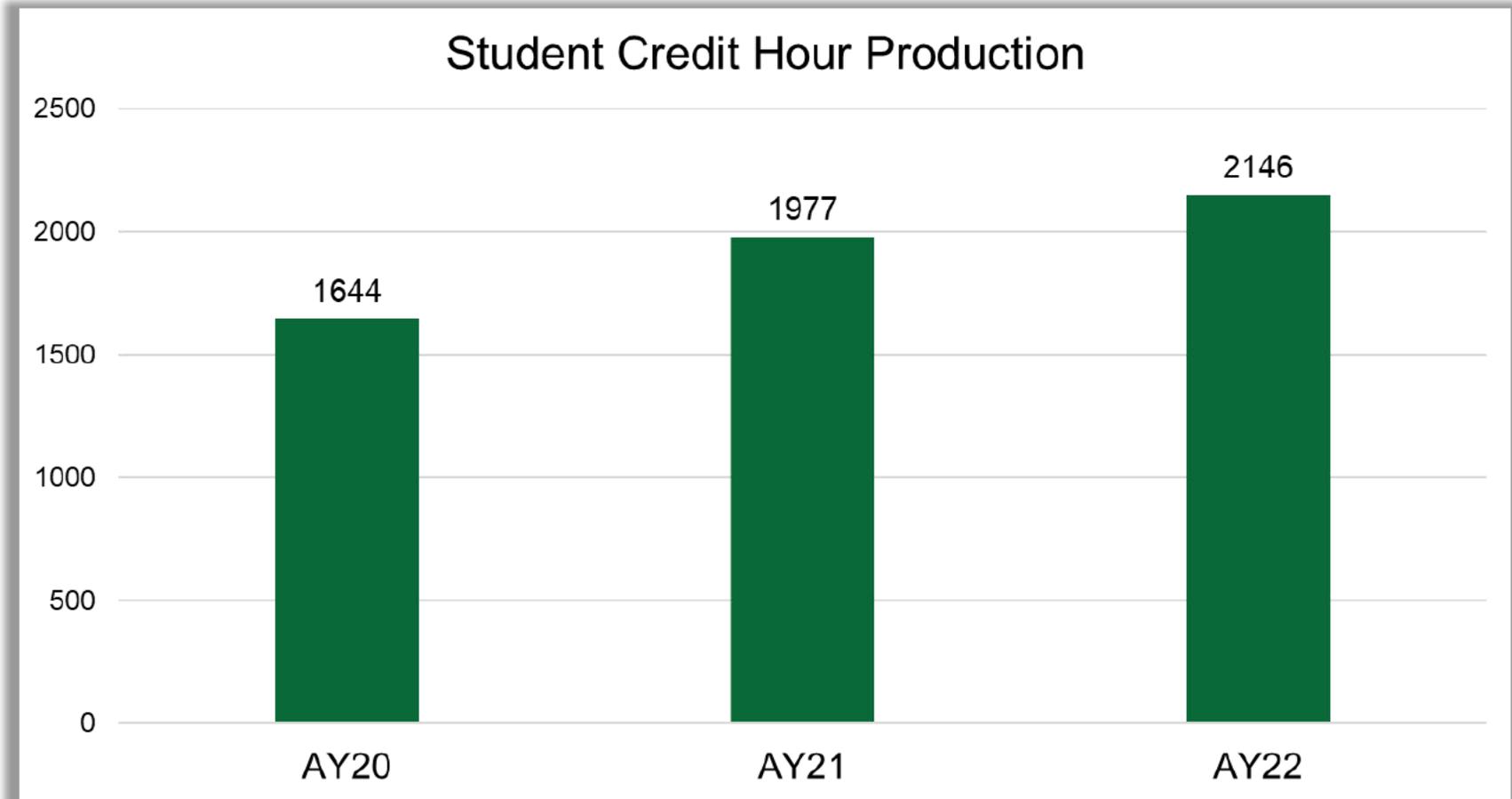
The program is delivered fully online. Courses are offered in 7 ½ week formats, allowing students to begin the program at multiple points during a semester.



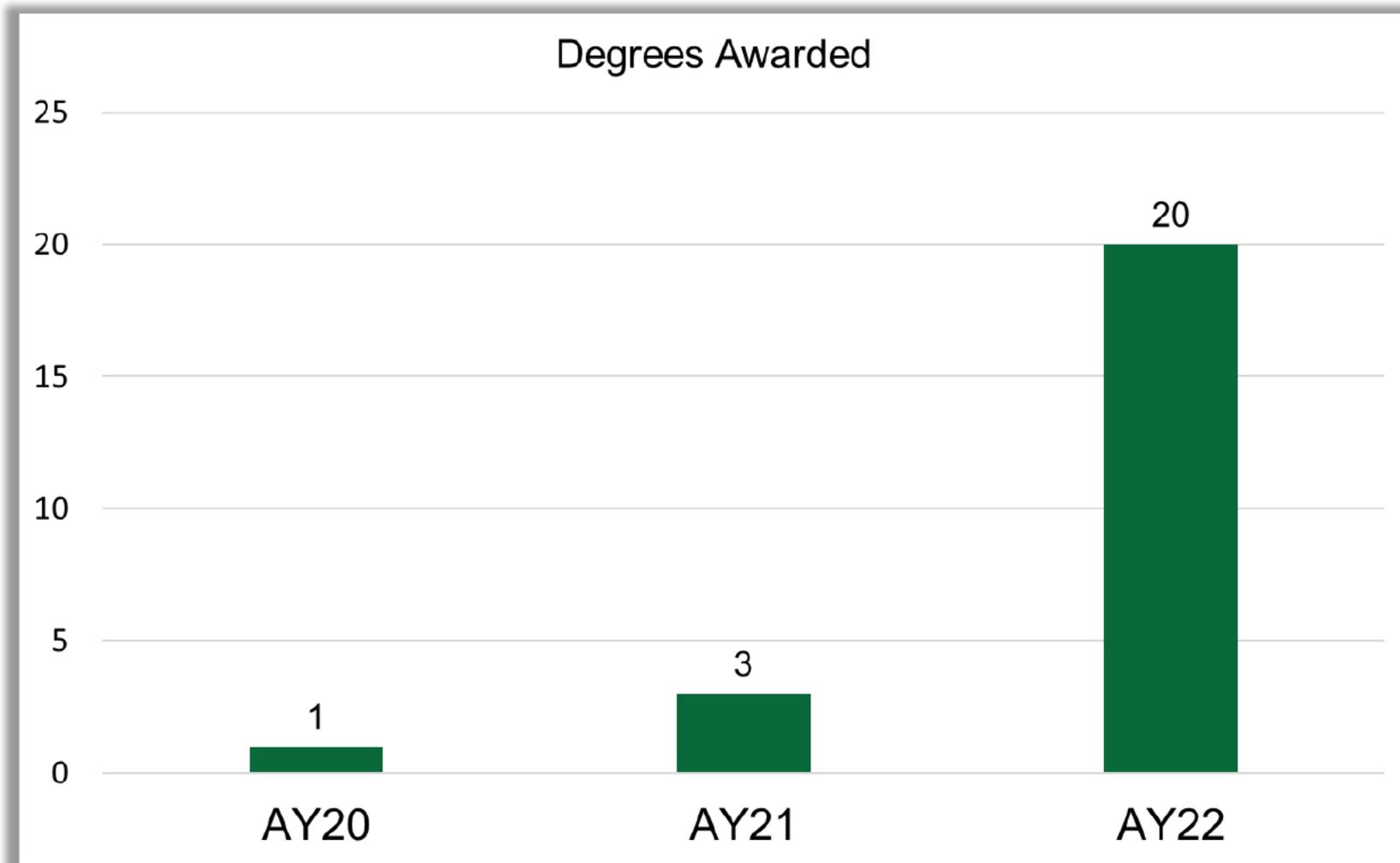
# Special Education, Master of Arts in Teaching

This chart shows the credit hour production in SPGN, SPAI, SPCI, SPEI, and SPLI courses from Fall 2018 to Summer 2022.

These courses are required and elective courses in other graduate programs.



# Special Education, Master of Arts in Teaching

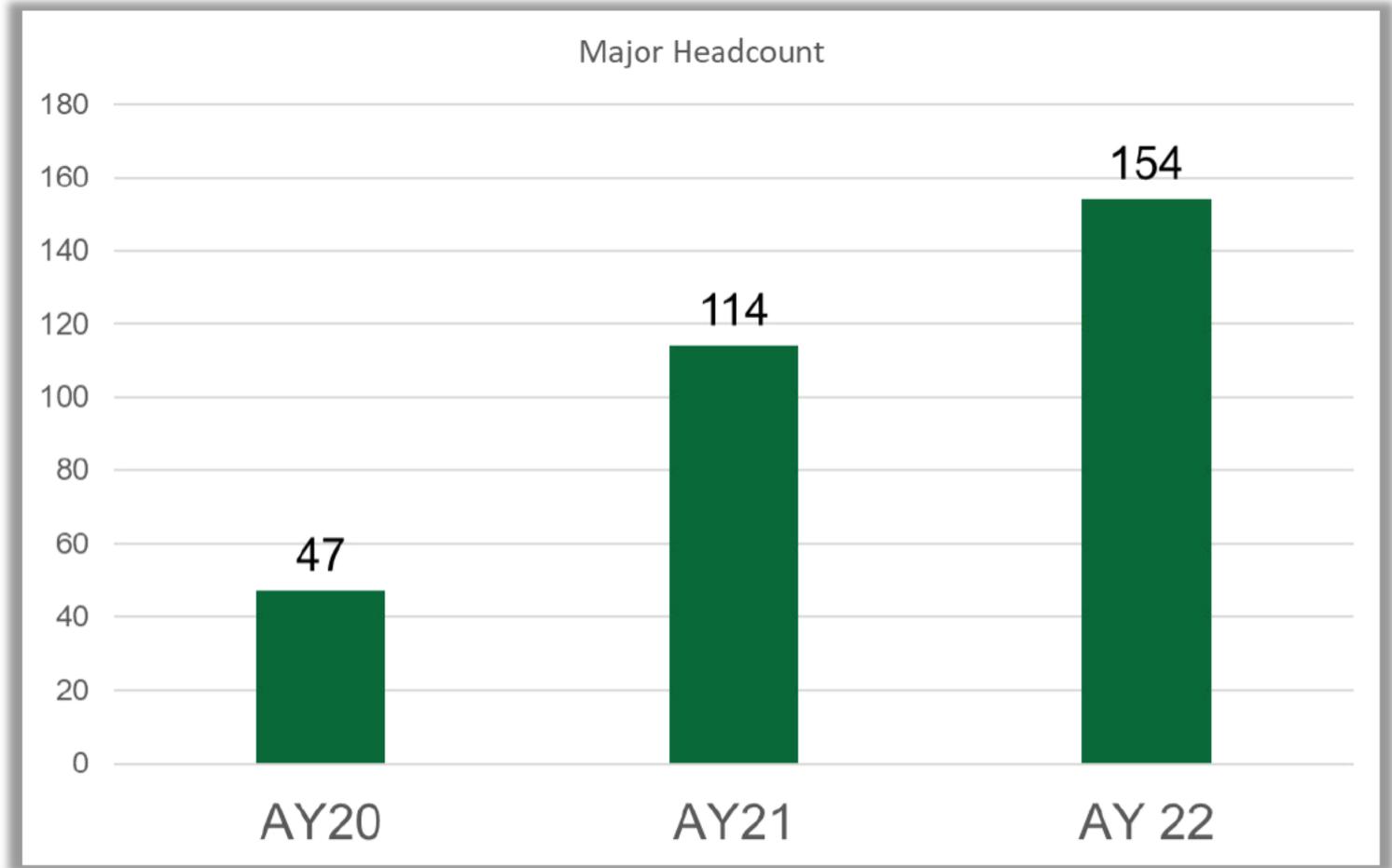


# Computer Science, Bachelor of Arts

Approved by the Board of Regents in December, 2018

The program is designed for students who seek a liberal arts education with a solid foundation in Computer Science.

The program has experienced a steady growth since its introduction in Fall 2019.



# Computer Science, Bachelor of Arts

The student credit hour production in the Computer Science Dept. has remained the same over the last four years.

A decrease in credit hour production at the 100/200 level was balanced by an increase in credit hour production at the 300/400 level.

