

SECTION: 9
DATE: June 16, 2022

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

**RECOMMENDATION**  
**FACULTY TENURE APPOINTMENTS**

**ACTION REQUESTED**

It is 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**

The thirteen (13) probationary faculty members listed on the attachment are recommended for tenure, effective at the beginning of the 2022 fall semester.

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

The faculty members listed on the attached page meet the general contractual requirements for tenure, as well as the specific performance standards, which have been defined in their respective department evaluation documents.

**FISCAL IMPLICATIONS**

None.

**ADMINISTRATIVE RECOMMENDATION**

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



University Executive Officer  
Rhonda Longworth, Ph.D.

5/24/22  
Date

Faculty Tenure Appointments  
Effective 2022-2023

EMU Board of Regents  
June 16, 2022

<b>Last Name</b>	<b>First Name</b>	<b>Department</b>	<b>Rank</b>
Albaugh	Brittany	Chemistry	Associate Professor
Bavery	Ashley	History & Philosophy	Associate Professor
Carrasquillo	Vernnaliz	School of Engineering	Associate Professor
Dobbins	Margaret	English Language & Literature	Associate Professor
Kelly	Annemarie	School of Health Sciences	Associate Professor
Kent	Wanda	Special Education	Associate Professor
Khan	Tareq	School of Engineering	Associate Professor
Lawler	Jamie	Psychology	Associate Professor
Pappas	Brian	Political Science	Associate Professor
Pauli	Valerie	School of Nursing	Associate Professor
Scruggs	Brian	School of Communication, Media & Theatre Arts	Associate Professor
Spragg	Rebecca	School of Health Promotion & Human Performance	Associate Professor
Struminger	Aaron	School of Health Promotion & Human Performance	Associate Professor