

**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 2023 fall semester, for one (1) faculty member.

**STAFF SUMMARY**

The one (1) probationary faculty member listed on the attachment is recommended for tenure, effective at the beginning of the 2023 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 member listed on the attached page meets the general contractual requirements for tenure, as well as the specific performance standards, which have been defined in his/her respective department evaluation document.

**FISCAL IMPLICATIONS**

None.

**ADMINISTRATIVE RECOMMENDATION**

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

  
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University Executive Officer  
Rhonda Longworth, Ph.D.

9/27/23  
\_\_\_\_\_  
Date

October 19, 2023 Faculty Tenure Appointment

| <b>Last Name</b> | <b>First Name</b> | <b>Department</b>                                  | <b>Rank</b>         |
|------------------|-------------------|--|---------------------|
| Cao              | Jie               | School of Information Security & Applied Computing | Associate Professor |