

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

EDUCATIONAL POLICIES COMMITTEE

ACTION REQUESTED

It is requested that the Educational Policies Committee agenda for October 19, 2023 and minutes of the June 22, 2023 meeting be received and placed on file.

STAFF SUMMARY

The primary items for the October 19, 2023 Educational Policies Committee meeting include:


Approval of the Agenda and Minutes; Academic Affairs Faculty Reappointments; Faculty Tenure Appointments; Lecturer Appointments; Appointments/Reappointments of Charter School Board Members; Commencement Speaker and Honorary Degree Recipient; New Academic Program; a presentation from the University Library; Emeritus Faculty Recommendations; and an Honorary Emeritus Faculty Recommendations

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.

9/27/23

Date

EASTERN MICHIGAN UNIVERSITY

Board of Regents
Educational Policies Committee

October, 19 2023

10:00 - 10:45 AM 205 Welch Hall

AGENDA

- (10:00 AM) Section 9: Agenda and Minutes (*Regent Kimbrough Marshall, Chair*)
- (10:05 AM) Section 10: Faculty Tenure Appointments (*Kathy Stacey*)
- (10:08 AM) Section 8: Lecturer Appointments (*Kathy Stacey*)
- (10:12 AM) Section 11: Reappointments of Charter School Board Members (*Jolia Hill*)
- (10:15 AM) Section 12: Commencement Speaker and Honorary Degree
- (10:18 AM) Section 13: New Academic Program (1) (*Doris Fields*)
- (10:21AM) Section 9: Presentation: EMU Library (Rhonda Fowler, Matt Jones, Graduate Student Kat Hacanyan)
- (10:33 AM) Section 6: Emeritus Faculty Recommendation (*Rhonda Longworth*)
- (10:39 AM) Section 7: Honorary Emeritus Faculty Recommendation (*Rhonda Longworth*)

EASTERN MICHIGAN UNIVERSITY
BOARD OF REGENTS
EDUCATIONAL POLICIES COMMITTEE MINUTES

June 22, 2023

9:45 a.m.

205 Welch Hall

Attendees: Regent J. Kimbrough-Marshall (Chair), Regent N. Ford, Provost R. Longworth, J. Carroll, W. Baker, K. Peacock, L. Walsh, S. Bumpus, D. Fields, J. Bernstein, K. Condon, C. McFarland, K. Kucera, W. Kraft, R. Woody, J. Heck, L. London, M. Thrasher, J. Hunsberger, K. Lord, and C. Kernander

Guests: S. Pernecky, J. Hill

Regent Kimbrough-Marshall convened the meeting at 10:35 a.m.

Report and Minutes (Section 13)

Regent Kimbrough-Marshall requested that the Educational Policies Committee Agenda for June 22, 2023 and Minutes of the April 20, 2023 meeting be received and placed on file.

Academic Affairs Administrative/Profession Appointments/Transfers (Section 5)

Dr. James Carroll, Associate Provost and Vice President of Budget Operations, recommended that the Board of Regents approve (4) Administrative/Professional Appointments and (4) Administrative/Professional Transfers at the rank and effective date shown on the attached listing.

Academic Retirements/Separations (Section 6)

Dr. James Carroll, Associate Provost and Vice President for Budget Operations, recommended that the Board of Regents approve two (2) separations for the period of January 1, 2023 through May 15, 2023.

STAFF SUMMARY

Of the two (2) separations, both are [REDACTED].

Faculty Appointments (Section 7)

Dr. James Carroll, Associate Provost and Vice President of Budget Operations, recommended that the Board of Regents approve nineteen (19) new faculty appointments for the 2023-2024 academic year at the rank, salary, and effective date shown on the attached listing.

STAFF SUMMARY

Of the nineteen (19) appointments, fourteen (14) are female and five (5) are male. Eight (42%) have online teaching experience.

Faculty Reappointments (Section 8)

Dr. James Carroll, Associate Provost and Vice President of Budget Operations, recommended that the Board of Regents accept and place on file a report from the Division of Academic and Student Affairs listing the reappointment of fourteen (14) probationary faculty members for the 2023-2024 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 9)

Dr. James Carroll, Associate Provost and Vice President Budget Operations, recommended that the Board of Regents accept and place on file a report from the Division of Academic and Student Affairs listing Faculty Members promoted effective Fall 2023.

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 forty-one (41) faculty members listed on the attached page meets 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 10)

Dr. James Carroll, Associate Provost and Vice President of Budget Operations, recommended that the Board of Regents approve the granting of tenure, effective beginning with the 2023 fall semester, for fourteen (14) faculty members.

STAFF SUMMARY

The fourteen (14) probationary faculty members listed on the attachment are 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 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.

Lecturer Appointments (Section 11)

Dr. James Carroll, Associate Provost and Vice President of Budget Operations, recommended that the Board of Regents approve three (3) new lecturer appointments for the 2023-2024 academic year at the rank, salary, and effective date shown on the attached listing.

STAFF SUMMARY

Of the three appointments, two (2) are male and one (1) is female. Demographics show that all have online teaching experience.

Lecturer Promotions (Section 12)

Dr. James Carroll, Associate Provost and Vice President of Budget Operations, recommended that the Board of Regents accept and place on file the report entitled Promotion of Lecturers for 2023-2024.

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 two (2) lecturers listed on the attached page 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.

Reissuance of Charter (1) (Section 14)

Dr. Jolia Hill, Director of Charter Schools, recommended that the Board of Regents reissue a charter to Global Tech Academy and authorize the president of the University to execute a new five-year charter school contract which will expire June 30, 2028.

SCHOOL SUMMARY

Global Tech Academy

Global Tech Academy (GTA) opened its doors as a kindergarten to fifth-grade elementary school in 2014 and eventually extended learning through eighth grade. The school is located in Ypsilanti and serves that community by providing high quality education that embeds technology throughout the curriculum and extends learning beyond the classroom through partnerships that encourage global citizenship. The school also serves to support the whole child and their families by offering universal lunch, breakfast and 21st century learning after school programs in a nurturing and student-centered environment.

Appointment/Reappointment of Charter School Board Members (Section 15)

Dr. Jolia Hill, Director, Director of Charter Schools, recommended that the Board of Regents reappoint the seven (7) 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(s) | Action |
|--|--------------------|---------------|
| Academy for Business and Technology | David Vincent | Reappointment |
| Commonwealth Community Development Academy | Cynthia Smith | Reappointment |
| Commonwealth Community Development Academy | Grace Vereen | Reappointment |
| Detroit Public Safety Academy | Kenneth Dettloff | Reappointment |
| Detroit Public Safety Academy | Rolanda Williams | Reappointment |
| Great Lakes Academy | Elaine Miller | Reappointment |
| Hope Academy | Chedrin Chambers | Reappointment |

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 for Business and Technology

David Vincent is currently a Laboratory Manager at KAMAX L. P. in Troy, Michigan. He graduated from Southgate Community Schools in Southgate, Michigan. Mr. Vincent is a parent of children attending the Academy for Business and Technology. This is a re-appointment.

Commonwealth Community Development Academy

Cynthia Smith is a Branch Manager Vice President of PNC Bank in Oak Park. Ms. Smith earned her degree from Michigan State University. This is a re-appointment.

Grace Vereen retired from Detroit Public Schools where she served as an Administrator. She also previously served as an Elementary Education Field Instructor for Michigan State University. Ms. Vereen earned an Administrative Certificate in Elementary Administration and a Master Degree of Education in Elementary Education, both from Wayne State University in Detroit, Michigan. This is a re-appointment.

Detroit Public Safety Academy

Kenneth Dettloff retired from the Michigan Department of Correction-G. Robert Cotton Correctional Facility where he served as a Corrections Officer in Jackson, Michigan. He earned a Bachelor of Science Degree in Education from Eastern Michigan University in Ypsilanti, Michigan and an Associate Degree in Criminal Justice from Washtenaw Community College in Ypsilanti, Michigan. This is a re-appointment.

Rolanda Williams served as a Sales Representative at Value Plus in Detroit, Michigan. She earned a Pharmacy Technician Certification at Kaplan University in Detroit, Michigan. She is a parent of a student at Detroit Public Safety Academy. This is a re-appointment.

Great Lakes Academy

Elaine Miller retired from General Motors Corporation in Pontiac, Michigan where she held the position of Program Manager for Engineering Operations. She earned a Bachelors degree in Business Administration from Alcorn State University in Lorman, Mississippi and also attended Michigan State University. This is a re-appointment.

Hope Academy

Chedrin Chambers is a Restoration Service Specialist for Lowes of Southfield, MI. He studied Flight Science at Western Michigan University in Kalamazoo, Michigan and graduated from Benjamin Oliver Davis Aerospace and Technical High School in Detroit, Michigan. He is a certified Private Pilot. This is a re-appointment.

Summer 2023-24 Sabbatical Leave Awards (Section 16)

Dr. Steven Pernecky, Associate Provost and Vice President of Graduate Studies and Research, recommended that the Board of Regents accept and place on file the Report on 2023-2024 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. A list of the approved projects is included with Board materials.

In 2023-2024, sixteen (16) one-semester and four (4) two-semester leaves will be awarded.

2023-24 Faculty Research and Creative Activity Fellowships (Section 17)

Dr. Steven Pernecky, Associate Provost and Vice President of Graduate Studies and Research, recommended that the Board of Regents accept and place on file the Report on the 2023-2024 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 percent 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. A listing of the approved projects is included with Board materials. Forty-two (42) faculty will be supported.

Winter 2023 and Summer 2023 Undergraduate Research Stimulus Awards (Section 18)

Dr. Steven Pernecky, Associate Provost and Vice President of Graduate Studies and Research, recommended that the Board of Regents accept and place on file the Report on the Winter 2023 and Summer 2023 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 2023: The Provost and Executive Vice President of Academic and Student Affairs has awarded a total of \$15,400 to nine (9) undergraduate students (6 individual awards and one awarded to a team of three) and \$3,600 to seven (7) Eastern Michigan University faculty for Winter 2023 and research and creative projects under the Undergraduate Research Stimulus Program.

SUMMER 2023: The Provost and Executive Vice President of Academic and Student Affairs has awarded a total of \$28,600 to thirteen (13) undergraduate students and \$7,200 to thirteen (13) Eastern Michigan University faculty for Summer 2023 and research and creative projects under the Undergraduate Research Stimulus Program.

Academic Program Phase Outs (Section 19)

Dr. Rhonda Longworth, Provost and Executive Vice President for Academic and Student Affairs, recommended that the Board of Regents approve **six (6)** Academic Program Phase Outs.

Academic Program Phase Outs (6)

- Creative Writing, BA
- Professional Writing, BA
- English Language, BA
- English Linguistics, BA
- Literature, BA
- Learning Disabilities, MA

STAFF SUMMARY

English Language and Literature BA Programs

Three years ago, the English Language and Literature Department shelved its majors, replacing them with a single English (BA) Major to streamline its course offerings in response to enrollment declines. This has been a success for the department, and the deadline to re-activate these previously shelved programs was allowed to expire.

Learning Disabilities, MA

In the Fall of 2019, the Special Education & Communication Sciences and Disorders department introduced the Master of Arts in Teaching program with the intention that it would replace all of their teaching Master of Arts programs. The department has experienced steady enrollment in its Master of Arts in Teaching program and is now comfortable phasing out this MA program.

Academic Minor Phase Out-to be placed on file (Section 20)

Dr. Rhonda Longworth, Provost and Executive Vice President of Academic and Student Affairs, recommended that the Board of Regents receive and place on file this notification of **one (1)** Academic Minor Phase Out:

- Secondary Education Mathematics Minor

STAFF SUMMARY

Secondary Education Mathematics Minor

The Mathematics and Statistics department recently revised the secondary mathematics education major due to mandates from the Michigan Department of Education related to their new teacher preparation program requirements and new teacher certification grade bands. As a result, students will no longer complete a teaching minor; the Secondary Educational Mathematics Minor is no longer needed.

Regent Kimbrough-Marshall thanked those in attendance, and adjourned the meeting at 10:35 a.m.

Recorded by: Karen Peacock, Executive Assistant to the Provost and Executive Vice President of Academic and Student Affairs



EASTERN MICHIGAN UNIVERSITY

Bruce T. Halle University Library

An update on the state of the University Library



The Library of the Future

How the heart
of the campus
is transforming

**Ways the University Library is
creating opportunities to:**

- #1. Promote Student Success & Engagement
- #2. Deliver High Performing Academic Programs & Quality Research
- #3. Engage & Serve EMU and Regional Communities

Space

“A university is just a group of buildings gathered around a library.”

– Shelby Foote

Library Renovations

#1. Promote Student Success & Engagement

Bringing Services and Students together in a more obvious and central location

#2. Deliver High Performing Academic Programs & Quality Research

Centralized research and writing services in proximity to the Faculty Development Center

#3. Engage & Serve EMU and Regional Communities

Utilizing the new gallery space and collaborative partnerships with the Center for Jewish Studies and Civil Rights and Social Justice Center to connect with the regional communities

Collections

“The appeal of special collections is not limited to lovers of history, literature, and the humanities.”

-Susan Potter and Robert Holley, Wayne State University

University Archives & Oral History Program

Mission:

The Eastern Michigan University Archives collects, preserves, and illuminates the history of the institution, supports student-centered experiential learning by promoting fair and balanced historical inquiry, and engages members of diverse communities in the stewardship of their own unique stories.

Vision:

The Eastern Michigan University Archives will encompass traditional archival methods in tandem with oral history, public programming and engagement to document and preserve the history of the University and its surrounding communities.



#1. Promote Student Success & Engagement



Matt Jones with emerita faculty Irene Allen



Oral History Program Graduate Students
Cassandra Mitchell, Kat Hacanyan and Akaiia
Ridley with emeritus faculty John Pappas

#2. Deliver High Performing Academic Programs & Quality Research

Oral History Across Campus



Aaron Hughes, Oral History Interview, 2022

Sara Jurca

In October and November of 2022, You Li's Journalism 313 students conducted oral history interviews with one another to document the student experience of the COVID-19 pandemic. In this interview, EMU undergraduate Aaron Hughes talks about switching careers in the pandemic.



Anonymous, Oral History Interview, 2022

Kasey Deschler

In October and November of 2022, You Li's Journalism 313 students conducted oral history interviews with one another to document the student experience of the COVID-19 pandemic. In this interview, an EMU undergraduate student describes taking online classes in the midst of the COVID pandemic.

CIVIL RIGHTS & SOCIAL JUSTICE CENTER



The Fight for Equality: A Conversation with the Elders

November 17, 2022, from 5-7 p.m.

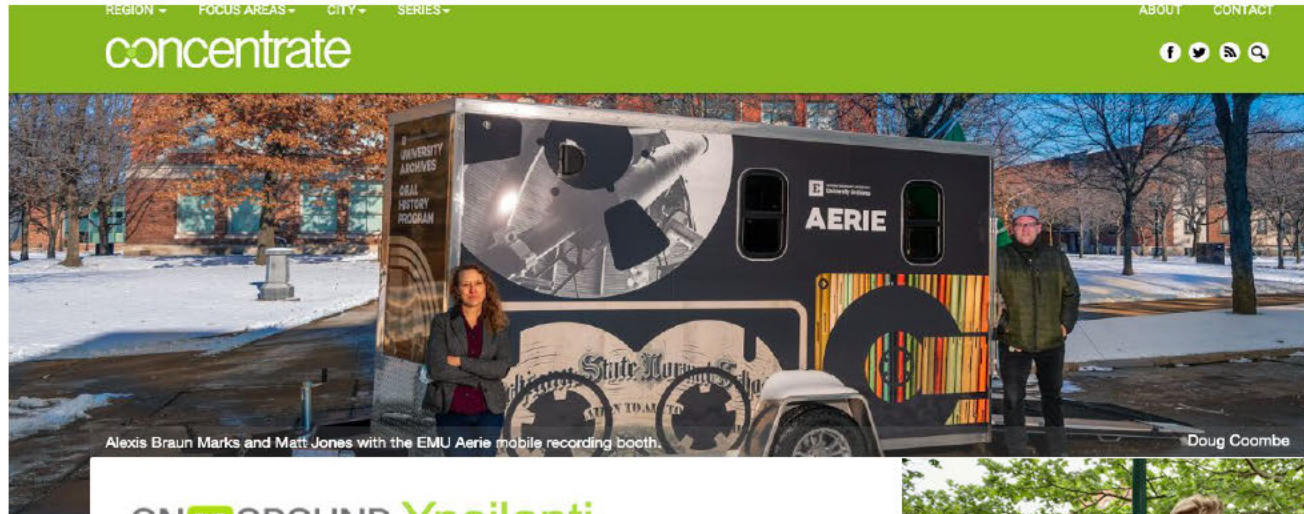
Sill Hall, Room 124

"The Fight for Equality: A Conversation with the Elders" features Dr. Leslie McLemore as a keynote speaker with a follow-up panel discussion including Dorothy Dewberry Aldridge and Marian Kramer-Baker.

Dr. McLemore, who was featured in the Mississippi Civil Rights Museum, is a well-respected civil rights activist. He was a part of the Mississippi Freedom Democratic Party, which gained national attention by attending the 1964 Democratic National Convention to present a challenge to African Americans in MS being excluded from the voting process. He was also a part of Freedom Summer in the 1960s which targeted voting and education access, discrimination, and social



#3. Engage & Serve EMU and Regional Communities



ON THE GROUND Ypsilanti

EMU creates mobile oral history recording booth to collect stories of

Clockwise from left to right: Article from Concentrate about the Aerie mobile oral history booth; Kat Hacanyan and Frank Michels after their oral history interview; Black Student Association Alumni in the University Archives Reading Room; Beth Bashert, Matt Jones and Lisa Marshall-Bashert at a University Archives Memory Swap



People

“The most important asset of any library goes home at night – the library staff.”

– Timothy Healy

Highlights of Library Activity

#1. Promote Student Success & Engagement

Academic Project Center continues to provide services to students at all levels; the E-textbook initiative continues to grow with support from Student Government & GameAbove

#2. Deliver High Performing Academic Programs & Quality Research

New interactive technologies for students in the APC (funded by eFellows); partnership with the Faculty Development Center, offering workshops and learning communities as well as supporting faculty research and grant initiatives

#3. Engage & Serve EMU and Regional Communities

Collaboration with Senator Gary Peters' office brought 40 veterans to the library to participate in the Veterans History Project; presence of the Aerie mobile oral history booth at Ypsilanti Bi-Centennial Celebration, Ypsi Pride and Eastern's Homecoming events

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