

PROMOTION RECOMMENDATION  
The University of Michigan – Flint  
College of Innovation and Technology

Kevin Tang, associate professor of biology, with tenure, Department of Biology, College of Innovation and Technology, is recommended for promotion to professor of biology, with tenure, Department of Biology, College of Innovation and Technology.

Academic Degrees:

Ph.D.	2002	University of Kansas, Ecology and Evolutionary Biology
B.S.	1995	Cornell University, Biological Sciences

Professional Record:

2017-Present	Associate Professor, with tenure, University of Michigan-Flint, Flint, MI
2011-2017	Assistant Professor, University of Michigan-Flint, Flint, MI
2005-2011	Post-doctoral Researcher, Saint Louis University, St. Louis, MO
2004-2005	Post-doctoral Researcher, Loyola University, Chicago, IL
2002-2004	Post-doctoral Researcher, American Museum of Natural History, New York, NY

Summary of Evaluation:

Teaching: Professor Tang has successfully taught courses across the curriculum, using many different modalities, to diverse groups of students. The courses that he has taught cover the entire spectrum of students, from Biology for Non-Scientists for non-majors, to Cell Biology and Genetics for majors, to Biology, Ecology, and Management of Fishes for master's students. Student numerical evaluations and comments are positive across all courses, and are especially appreciative in experiential, hands-on environments found within labs where Professor Tang incorporates his experiences. Professor Tang has been equally effective outside the classroom, if not more so. He has advised eleven honors students, mentoring them on their off-campus research selections and providing detailed feedback on their thesis. It is noteworthy that nearly half of them subsequently received the Maize and Blue Distinguished Scholar award, the highest academic recognition given to undergraduate students. Additionally, he has been actively involved in curriculum development, assessment, and revisions in the wildlife biology program. Similarly, he has been actively involved in the master's program.

Research: Professor Tang is a zoologist and evolutionary biologist by training and his research is focused on fish systematics, fish evolution and their classification. His work is recognized in the community for its thoroughness and its importance as a detailed investigation of the evolution and classification of damselfishes. Professor Tang's engagement with students in his research is also noteworthy. The consistent quality of his research is a strong indicator of expectations for future work. To that end, Professor Tang is already planning a project that will build upon his work, with the aim to describe a new genus of damselfishes.

#### Recent and Significant Publications:

- Tang, K. L., Stiassny, M. L. J., Mayden, R. L., & DeSalle, R. (2021). Systematics of Damselfishes. *Ichthyology & Herpetology*, 109(1), 258-318.  
<https://doi.org/10.1643/i2020105>
- M. Vincent Hirt, Gloria Arratia, Wei-Jen Chen, Richard L. Mayden, Kevin L. Tang, Robert M. Wood, Andrew M. Simons. (2017). Effects of gene choice, base composition and rate heterogeneity on inference and estimates of divergence times in cypriniform fishes,” *Biological Journal of the Linnean Society*, 121(2), 319–339.  
<https://doi.org/10.1093/biolinnean/blw045>
- Tang, K. L., Agnew, M. K., Hirt, M. V., Lumbantobing, D. N., Sado, T., Teoh, V. H., Yang, L., Bart, H. L., Harris, P. M., He, S., Miya, M., Saitoh, K., Simons, A. M., Wood, R. M., & Mayden, R. L. (2013). Limits and phylogenetic relationships of East Asian fishes in the subfamily Oxygastrinae (Teleostei: Cypriniformes: Cyprinidae). *Zootaxa*, 3681, 101–135. <https://doi.org/10.11646/zootaxa.3681.2.1>.

Service: Since his last promotion, Professor Tang has contributed a high level of service to his program, department, college, university, and professional community. He has served on numerous search advisory committees for faculty and staff. He also led the Faculty Development Committee for the biology department and was instrumental in creating a peer mentoring program to help faculty in career progression.

#### External Reviewers:

Reviewer (A): “He is well recognized in the community as the foremost expert on these fishes and this publication will certainly stand as the most comprehensive, complete and important study on the evolution of damselfishes.”

Reviewer (B): “In our field, Dr. Tang is known for his accurate and detailed work, which inspires confidence in the results that are published.”

Reviewer (C): “Kevin is known and respected in the ichthyological community, as demonstrated by repeated requests for him to serve in important roles overseeing publication and providing guidance regarding grant proposals. He is visible in the academic community at professional meetings and is sought out for his systematic opinions by colleagues.”

Reviewer (D): “Dr. Tang’s work is very much in the center of this revolution in our understanding of fish relationships and fish evolution. His most publication on the systematics of a large fish family was, in my view, both ambitious and important.”

Reviewer (E): “This is a significant paper that applies new techniques and has resulted in important changes to the phylogeny of this group of fishes.”

Reviewer (F): “His intellectual currency is top notch and I am always interested to hear his views on the systematics of fishes when we meet. His recent monograph on damselfishes is a good example of the kind of deep and thorough work that Dr. Tang is known for.”

Reviewer (G): "...the scope (taxon sampling) and analytical thoroughness of this publication is compelling."

Summary of Recommendation:

Professor Tang is a highly effective teacher and is committed to curriculum development, revision, and program assessment. His research is lauded by external reviewers for its thoroughness, accuracy, and detailed nature and it makes an important contribution to the understanding of fish relationships and fish evolution. His service contributions are extensive and varied and noted by several external reviewers. In concurrence with his promotion committee, I recommend Kevin Tang for promotion to professor of biology, with tenure, Department of Biology, College of Innovation and Technology.

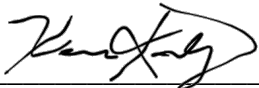
Recommended by:



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Christopher Pearson, Dean  
College of Innovation and Technology

Recommendation endorsed by:



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Yener Kandogan, Interim Provost and  
Vice Chancellor for Academic Affairs



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Donna Kay Fry, Interim Chancellor  
University of Michigan – Flint

May 2024