



**FACULTY SENATE RESOLUTION  
FSR 2015/2016**

**I RESOLUTION NAME**

Termination for Cause or Suspension on Non-Tenured Faculty, revision of FHB 2.7.3

**II SPONSORING COMMITTEE**

Faculty Handbook Committee

**III BACKGROUND**

Policies developed by the Regional University System of Oklahoma (Section 3.4.7 RUSO) that appear in the UCO Faculty Handbook (Section 2.7.3 UCO FHB) state that "a failure to reappoint **may** be without specific or stated cause." The word "may" means that UCO "may" or "may not" disclose the cause for nonrenewal of a contract.

Failure to disclose reasons for any contract nonrenewal raises questions about personnel fairness and courtesy. If an academic community does not consider personal fairness and courtesy, what kind of community it is? If the UCO administration believes that "the less said the better" because a disappointed faculty will be unable to state the grounds as a predicate for challenging the adequacy of those grounds, what guarantees are in place to dampen speculation that the real reasons did not violate academic freedom or are discriminatory or were the result of inadequate consideration. Additional procedural decencies must be available to a faculty member under these circumstances as a matter of sound policy and elementary fairness.

**III STATED RESOLUTION**

Any failure to reappoint must be with a specific and stated cause, expressed first verbally, and, if requested by the faculty member, in writing. The faculty member can ask for the reason in writing up to one year following the termination and the university must provide the written document within twenty-four hours. Willingness to explain why someone is not renewed carries no implication of a "right" to reappointment.

Passed by consent of the UCO Faculty Senate on the \_\_\_th day of \_\_\_\_\_, 2016.