



FACULTY SENATE PROPOSAL

FSP 2021-2022-010

Faculty Senate Executive Committee

I. Proposal Name:

REAFFIRMATION OF COMMITMENT TO FACULTY HANDBOOK CONCERNING REAPPOINTMENT POLICIES AND SCHEDULES

II. Stated Proposal

The University of Central Oklahoma Faculty Senate calls upon Provost Charlotte Simmons and President Neuhold-Ravikumar to reaffirm their individual commitment to follow the UCO Faculty Handbook and RUSO Policy Manual regarding the non-renewal of faculty contracts, specifically that (i) any tenured faculty member whose position has been terminated be given five months written notice and that the university make all reasonable efforts to place said faculty member in other suitable positions; (ii) any tenure-track faculty member whose appointment is not renewed be given written notice from the university no later than December 15; (iii) any non-tenured faculty member whose appointment is not renewed be given written notice from the university no later than March 1, prior to termination of the current appointment.

We request further that any full-time faculty member whose position is terminated or contract not renewed be given one additional year of academic appointment after their non-renewal notification in order to have reasonable time to apply for positions at other institutions.

III. Background and Justification

The RUSO Policy Manual and the UCO Faculty Handbook lay out clear policies and deadlines for the termination of tenured positions or the non-renewal of full-time lecturer positions. These policies include the following:

“The selection, development, and retention of a competent faculty are directly related to the mission performance of the University of Central Oklahoma. In meeting this obligation, the university follows guidelines set forth by the Higher Learning Commission, Oklahoma State Regents for Higher Education, requirements established by the Regents for Regional University System of Oklahoma, and policies and practices of the university.” (§2.1)

“Tenure is defined as continuous reappointment which may be granted to a faculty member in a tenure-track position, subject to the terms and conditions of appointment... Academic tenure is a condition of employment

under which termination may occur only for adequate cause as determined by due process...Tenure, by its requirement of due process hearings, is an essential and substantive protection for academic freedom. Together with academic freedom, tenure is essential to the success of the university in fulfilling its mission.” (Appendix E.1.1)


“A faculty member with tenure whose position is terminated based on bona fide lack of need for one’s services in the university, or necessity for financial retrenchment, discontinuance of a program or department will be given five (5) months written notice unless an emergency arises. Before terminating an appointment because of the discontinuance of a program or department, or because of other lack of need of services, the university will make reasonable efforts to place affected members in other suitable positions. If an appointment is terminated because of financial retrenchment, or because of discontinuance of a program, the released faculty member’s position will not be filled by a replacement within a period of two years, unless the released faculty member has been offered reappointment at the previous status” (§2.6.5)

“The Board intends that tenured personnel are reappointed to the faculties of the institutions under its control within existing positions that are continued the next academic year.” (Appendix E.2.6)

“A non-tenured faculty member whose appointment is not renewed will be given written notice from the university on or before March 1, prior to termination of the current appointment..... Notice of non-reappointment, or of intention not to recommend reappointment to the governing board, will be given in writing not later than December 15 for a faculty member who has served two or more years in the institution in a tenure-track appointment.” (§2.7.2)

Submitted by the Faculty Senate Executive Committee

PASSED/NOT PASSED ON 28 Apr 2022.



JENNIFER BARGER JOHNSON
UCO Faculty Senate President