



TO: Alyssa Provencio, Faculty Senate President
DATE: May 19, 2022
RE: FSP 2021/2022-010

I have received your proposal FSP 2021/2022-010 on the matter of Reaffirmation of Commitment to UCO Faculty Handbook Concerning Reappointment Policies and Schedules. Having consulted with Provost Charlotte Simmons, I offer you the following response.

As described in Section 1.24.2 of the Policy Manual of the Regional University System of Oklahoma (RUSO Policy Manual), the president will be governed by the regulations of the Board of Regents, the Oklahoma State Regents for Higher Education and the Oklahoma Constitution and Statutes. The Board's regulations, many of which are contained in the RUSO Policy Manual, include, among other duties and responsibilities of the president and other functions within the university, the procedures and processes that support reappointment, promotion and tenure; the responsibility over which is shared by the Board of Regents, the president and the faculty. In addition, within those regulations the Board has adopted specific procedures applicable to termination of tenured faculty, termination of non-tenured faculty and non-reappointment of non-tenured faculty. Those regulations are described in the RUSO Policy Manual. As president, in collaboration with the provost, I intend to continue to follow the policies and procedures as described in the RUSO Policy Manual as well as other applicable Board resolutions. The final sentence of your proposal, however, is not contained within the RUSO Policy Manual and actually asks the president to go beyond responsibilities delegated by the Board of Regents, without any discussion by the Board of Regents or the president's office. I will not, at this juncture, agree with a proposal that has not been fully vetted and discussed by the Board of Regents and academic administration.

To the extent the Faculty Handbook mirrors the Board's regulations in the RUSO Policy Manual, it is my belief that fulfillment of responsibilities, processes and/or procedures described in the RUSO Policy manual will also satisfy those policies restated in the Faculty Handbook. In addition, at this time, I am not compelled to revisit those revisions to the Faculty Handbook which expand upon a RUSO Policy and which may have been approved by previous administrations.

Sincerely,

Patti Neuhold-Ravikumar
President

Charlotte Simmons, Provost and
Vice President for Academic Affairs