



FACULTY SENATE RESOLUTION FSR-2022/2023-012

I. Resolution Name: PRESERVATION OF TENURE

II. **Stated Resolution:** *Be it resolved* that the University of Central Oklahoma Faculty Senate requests that the institution of tenure be recognized and affirmed by the Oklahoma State Regents for Higher Education, the Regional University System of Oklahoma, as well as current and future UCO administrations.

III. **Justification:** The system of tenure is under attack at multiple institutions. This system is crucial for the University's stability. Tenure ensures a committed, dedicated faculty who do not need to be distracted by the process of constantly searching for another position. Tenure benefits our students by allowing their professors to offer an education that is free from outside or inside interference.

Tenure does *not* mean that a faculty member cannot be dismissed. It simply provides for a grievance process to protect faculty from capricious dismissal. Even after earning tenure, faculty continue to be evaluated by their peers, who are best equipped to make judgements regarding all aspects of a faculty member's performance, including whether they should continue in their position or not.

The handbook of the Regional University System of Oklahoma describes tenure as:

...a privilege and a distinctive honor. 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.¹

Further, the American Association of University Professors notes that:

Education and research benefit society, but society does not benefit when teachers and researchers are controlled by corporations, religious groups, special interest groups, or the government. Free inquiry, free expression, and open dissent are critical for student learning and the advancement of knowledge. Therefore, it is important to systems in place to protect academic freedom. Tenure serves that purpose.²

Tenure is earned, and tenure is an important part of a program's - and indeed the University's - continuity and stability. Tenure is conferred by the faculty who have the experience and expertise to assess their colleagues' performance. For the benefit of the University and our students, tenure must be preserved, and decisions regarding the status of faculty must be determined by faculty.

IV. Divisions/Colleges/Office(s) that may be affected:

Oklahoma State Regents for Higher Education (OSHRE)
Regional University System of Oklahoma (RUSO) Regents
University of Central Oklahoma Academic Affairs

¹ <https://www.ruso.edu/policy-manual> (accessed 11/03/2022)

² <https://www.aaup.org/issues/tenure> (accessed 10/25/2022)

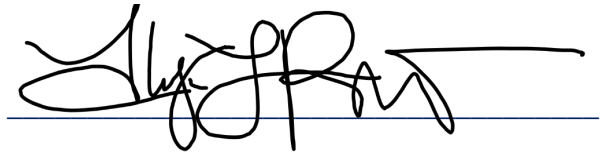
University of Central Oklahoma Office of the President
University of Central Oklahoma President's Cabinet
University of Central Oklahoma Faculty, Staff, and Students

V. Directed to:

Oklahoma State Regents for Higher Education (OSHRE)
Regional University System of Oklahoma (RUSO) Regents
University of Central Oklahoma Academic Affairs
University of Central Oklahoma Office of the President
University of Central Oklahoma President's Cabinet
University of Central Oklahoma Faculty, Staff, and Students

This resolution was submitted for consideration to the UCO Faculty Senate on 10 November 2022 by Correspondent Goulding.

SO APPROVED BY THE UCO FACULTY SENATE ON 10 NOVEMBER 2022.

A handwritten signature in black ink, appearing to read 'Alyssa L. Provencio', is written over a horizontal line. The signature is stylized and cursive.

Alyssa L. Provencio, Ph.D.
UCO Faculty Senate President