

March 10, 2021

Dr. Teresa Golden, Vice-President for Academic Affairs:

Over the past six years, the Southeastern Oklahoma State University Faculty Senate and its Administration have made significant strides in codifying necessary procedures and policies for the betterment of the University and its constituents. One of those achievements is the development and implementation of a Post-Tenure Review (PTR) Process. Due to the fact that this process has been in effect since 2016, it is in the estimation of the Faculty Senate that a periodic review is now necessary to examine “the workings of the PTR process.” As a result, in the February 12, 2020 meeting of the Faculty Senate, the Senate voted to contact Administration and begin the process of coordinating a cooperative review of the current Post Tenure Review process. However, due to the complications of the COVID-19 pandemic and the subsequent shift to online and remote learning for the Spring 2020 semester by the University our initial request was postponed. This is our attempt to revisit our initial request.

In the Academic Procedures and Policy Manual (APPM) 4.4.7.8. Review of Post Tenure Review and Process, it states “The post-tenure process will be subject to periodic and ongoing review. The administration and the Faculty Senate will work cooperatively in this review. The administration will provide the Faculty Senate – when requested – with data on the results and working of the post-tenure review process.” Thus, this letter is a formal request to initiate a cooperative review of the workings of the PTR process. The following is a proposed Review Procedure and Timeline:

1. No later than March 12, 2021, a request from Chair Clark will be sent to Vice-President for Academic Affairs Golden for empirical data with a deadline of April 1, 2021.
  - a. Quantitative and Qualitative data requested from Administration:
    - i. Number of tenured faculty in each department by year who have received a “less than proficient” overall rating on an Annual Faculty Evaluation from 2014 to 2020.
    - ii. Number of faculty that have completed the PTR process broken down by department and year (2016-2020).
    - iii. Break down of Panel Ratings (i.e. Proficient or Deficient in teaching, scholarship, or service) by year (2016-2020).
    - iv. Number of *Unsatisfactory* findings as defined in the APPM 4.4.7.2. broken down by year (2016-2020).

v. Number of current (2021) PTRs in process broken down by department.

- vi. Identify the Academic Departments whose Chairs have completed the PTR process (as described in the APPM 4.4.7.3.) each year (2016-2020).
  - vii. Number of Department Chairs that have received a *Deficient* rating (2016-2020).
  - viii. Qualitative discussion of “observations and concerns” on the PTR policy and process.
2. No later than April 1, 2021, the compiled data will be forwarded to Faculty Senate and Department Chairs from VPAA Golden. In addition, Chair Clark will make a request of Department Chairs for a qualitative discussion on the “observations and concerns” of the PTR policy and process with a deadline of April 16, 2021.
  3. No later than April 19, Faculty Senate Executive Committee (EC) will meet to discuss its analysis of the quantitative and qualitative data received from the VPAA and Department Chairs. The EC will develop survey questions to include on the annual faculty survey which will be distributed April 26 through May 14, 2020.
  4. A comprehensive report will be made available for Administration and Faculty. The report will be the topic of first Shared Governance Forum 2021-2022.

Again, Dr. Golden, Faculty Senate looks forward to working cooperatively with Administration in conducting this review. Any questions, please feel free to contact Chair Randy Clark.

In Best Regards,

Fendrich R. Clark, Ph.D.  
Associate Professor of Communication & Advisor, Speech and Debate  
Chair, Faculty Senate