

In the
Faculty Senate
Southeastern Oklahoma State University
Wednesday, November 9, 2016

Motion to endorse and support a *Faculty Revitalization Proposal* submitted to the Academic Council by Southeastern Oklahoma State University's Chapter of the American Association of University Professors (AAUP)

Motion Made by Senator William Fridley, Chair of the Personnel Policies Committee
Seconded by Senator Kay Daigle
Motion Approved: Simple Majority Vote (12 – For; 3 – Against; 3 – Abstain)

RESOLVED:

The Faculty Senate of Southeastern Oklahoma State University endorses and supports the following *Faculty Revitalization Proposal* created by Southeastern Oklahoma State University's Chapter of the American Association of University Professors (AAUP), and submitted to Southeastern Oklahoma State University's Academic Council:

The American Association of University Professors and Southeastern Oklahoma State University are in agreement that the faculty has primary responsibility in curricular matters: subject matter, methods of instruction, and faculty status.¹ The Academic Council, composed of chairs elected by their departments' faculty, represents the entire faculty. As a result, we suggest that the Academic Council take the lead in collating faculty input into future academic and faculty priorities. To begin this process, we therefore ask that department chairs consult with their departmental faculty on the following questions, and submit their departments' answers to the Academic Council:

1. What would it mean to reorganize your program(s) to function long-term at current staffing levels?

For example: Are there multiple small sections that could be consolidated? Are some faculty teaching overloads, when another faculty member could be teaching one of those sections? Could a faculty member teach a course "housed" in another department to either relieve the overload of a colleague or to prevent hiring adjuncts? Might a major be reconfigured with fewer course offerings while maintaining its core functions? Could core courses within a major be reorganized to cover the essential material in fewer courses?

2. What would it look like to reorganize your program/department in order to function at a high quality in the long term and what staffing levels are needed?

For example: Are there examples of inter-departmental curricular arrangements that are worthy of pursuit (a joint hire that accommodates two different disciplines)? Are there instances where adjuncts who have demonstrated high quality teaching can be hired as full-time instructors? Are there critical needs where immediate tenure-stream hires are necessary to the long-term viability of a program? Are there projected needs for future hires given expected retirements, enrollment growth, or changes in the field?

Some departments may agree that all is going reasonably well with their programs and operations. However, departments who are not functioning optimally should consider doing things differently. These questions are meant to encourage both short- and long-term thinking about future program sustainability and development.

Once departments have worked together to answer these questions, we ask that the department chairs bring the answers to Academic Council, and establish a process for prioritizing requests for hiring tenure-stream faculty. The prioritized list could be forwarded to the administration and presented as the faculty's professional judgment, in the exercise of primary responsibility, through the mutually agreed upon and duly constituted university committee structure.

¹ "Faculty status and related matters are primarily a faculty responsibility; this area includes appointments, reappointments, decisions not to reappoint, promotions, and granting of tenure and dismissal. The primary responsibility of the faculty for such matters is based on the fact that its judgment is central to general educational policy. Furthermore, scholars in a particular field have the chief competence for judging the work of their colleagues; in such competence it is implicit that responsibility exists for both adverse and favorable judgments." AAUP "[Statement on Government of Colleges and Universities](#)." (Also stated in the [APPM 3.7.4](#).)

Steven W. Emge, Chair, Faculty Senate