



Southwestern Oklahoma State University
SWOSU Digital Commons

Faculty Senate Minutes

Faculty Senate

9-27-2013

September 27, 2013 Minutes

SWOSU Faculty Senate

Follow this and additional works at: <https://dc.swosu.edu/fsminutes>



Part of the [Adult and Continuing Education Commons](#), [Higher Education Commons](#), and the [Higher Education Administration Commons](#)

Recommended Citation

SWOSU Faculty Senate, "September 27, 2013 Minutes" (2013). *Faculty Senate Minutes*. 174.
<https://dc.swosu.edu/fsminutes/174>

This Minutes is brought to you for free and open access by the Faculty Senate at SWOSU Digital Commons. It has been accepted for inclusion in Faculty Senate Minutes by an authorized administrator of SWOSU Digital Commons. An ADA compliant document is available upon request. For more information, please contact phillip.fitzsimmons@swosu.edu.

Approved Minutes
Southwestern Oklahoma State University
FACULTY SENATE September 27, 2013—2:00 PM EDU 201

I. CALL TO ORDER: Faculty Senate President Fred Gates called the September meeting of the Faculty Senate to order at 2:03 PM in Education 201.

II. ESTABLISHMENT OF A QUORUM: The following members were present: Arden Aspedon, David Bessinger, Marcy Tanner (for Tammy Blatnik), John Bradshaw, Kathy Brooks, Brad Fitzgerald (for Brad Bryant), Tommye Davis, Jerry Dunn, Jason Dupree, Jared Edwards, David Esjornson, Fred Gates, Marci Grant, Eric Paul (for Andrea Holgado), E.K. Jeong, Tiffany Kessler, Ed Klein, Jim Long, Scott Long, Tom McNamara, Evette Meliza, Kristin Montarella, Cynthia Pena, Les Ramos, Ann Russell, Lisa Schroeder, Amber Sturgeon, Trisha Wald, Dennis Widen, Curt Woolever, and Jessica Young.

III. CERTIFICATION OF SUBSTITUTES: Marcy Tanner for Tammy Blatnick, Brad Fitzgerald for Brad Bryant, and Eric Paul for Andrea Holgado.

IV. PRESENTATION OF VISITORS: None

V. APPROVAL OF MINUTES: The August minutes were approved by a voice vote.

VI. ANNOUNCEMENTS

A. President Fred Gates

1. From the Executive Council meeting of September 9, 2013.
 - a. V.P. Tom Fagan reported that the preliminary budget for fiscal year 2013 is looking good. The operational budget is better by about \$500,000 over FY 2012 which bodes well for FY 2014. SWOSU is in good shape with regards to reserves and Mr. Fagan believes we will have some additional funds in FY 2014 which leads to the question of what to do with those funds. He should know more in the next few months.
 - b. President Beutler reiterated the fact that Redlands' current financial troubles could prompt the legislature to start looking into every school's finances and programs as well as the activities of the various governing boards. SWOSU is in good shape but we need to make sure we are watching the rigor of our programs and maintaining our high standards.

- c. President Beutler also reported that the legislature has undertaken two interim studies involving higher education. One deals with administrative issues and the other with tuition and fees with regards to student debt. Luke Martin will be watching these issues and reporting back to President Beutler. President Beutler has visited with Rep. Harold Wright and Rep. Wright seems to understand our problems and concerns regarding student debt. Student debt is a national issue but SWOSU is well below the national average in terms of graduates debt load. 46% of RUSO graduates have zero debt upon graduation and the average debt is around \$22,000.
- d. In terms of capital budget planning, V.P. Fagan reported that for FY 2015 we would like to bring Parker South back online for student housing in order to accommodate 120 students. This will allow us to begin renovations on Oklahoma Hall one floor at a time. We are also looking at the construction of a new scene shop in Arts and Sciences and may look at some organizational structures to consolidate and/or free up office space. Academic service fees are really helping with these and other projects.
- e. A discussion has begun on who does and who does not receive a background check upon hiring. All faculty members are checked at this time as are most of the staff but some volunteer workers and student workers do not get checked. In particular, Resident Advisors are rarely checked due to the high turnover and juvenile record issues. However, as more and more camps are held on campus with children staying in the dorms, these background checks will become increasingly common due to greater liability to the university.
- f. Homecoming will be held October 26, 2013. At this time, the Distinguished Alumni Committee is in the process of choosing this year's inductees who will speak at graduation. President Beutler is also reviewing potential nominees for the Presidential Merit Award to be awarded at this year's homecoming. Dean Ken Rose also suggested that SWOSU strive to make Homecoming a much more inclusive event by inviting back as many Distinguished Alumni and Presidential Merit Awardees as possible.
- g. President Beutler addressed recent criticism regarding the naming of the Events Center. He stated that naming at the Events Center is fundraising and some people want confidentiality concerning the amount they donated. This was the case with recent announcements. President Beutler reiterated that our governing board and the Foundation board are providing oversight and that although there is confidentiality, there is due diligence in the process.

- h. SWOSU is amending its Tobacco Policy. Students are starting to use e-cigarettes and vapor inhalers—in some cases in class. The spirit of the policy is to ban all such items. Since technology has evolved SWOSU will ban these items as well. Dr. Foust is looking into what other schools are doing and develop the language of the new policy accordingly.

2. From the Administrative Council meeting of September 9, 2013.

- a. Due to recent changes in student loan policies, financial aid for first time applicants may be subject to a 30 day delay in disbursement of funds to students. If this occurs, SWOSU will make plans for book vouchers, etc.
- b. Weatherford's FTE (full time enrollment) is lower than the last three years but higher than the three years previous to that. FTE at Sayre is down considerably.
- c. ITS is working on the transition to Canvas. Distance Education is working to roll out Canvas by October 1st to begin training and D2L migration. Also, generators for the servers are in place in both Weatherford and Sayre and should be up and running before ice hits again which will allow the university to continue to communicate to students, faculty, and staff regarding operations on campus.
- d. If a student is enrolled in a remedial course they cannot take a CPT after the last day to add a class.
- e. The Dean of Students reported that she has had no discipline issues so far this year and there are fewer ADA students this year. Student allocations will occur October 7-9 and the Deans need to forward recommendations for student members of the allocations committee to her as soon as possible.
- f. The newly organized Staff Council has fifteen members and will meet the second Wednesday of every month. They will also have a representative on the Administrative Council. This year's representative is Kathy Megli.
- g. The librarians will begin surveying faculty attitudes and challenges in the digital age. Also, there are new web cams and microphones available for faculty teaching online.
- h. International student enrollment is up this year to 117 from 86 last year. The largest number of international students are from Saudi Arabia (42).
- i. The new web design is still under construction and should hopefully be up soon.

- j. Dean Ken Rose announced that Nursing and Allied Health have been combined into the School of Nursing and Allied Health.
3. From the Provost: Due to the lockdown on September 24, 2013 the regular meeting of the Executive Committee with the Provost was cancelled. However, he and I were on lockdown together and discussed the following:
- a. Currently, when a faculty member initiates a student withdrawal to remove a student from a course, the drop request goes through the Dean of Students first before being processed by the Registrar. The Provost will look into why SWOSU has that policy rather than faculty submitting the drop form directly to the Registrar.
 - b. The Provost has started working on the 2014 Faculty Handbook so any changes made by the Senate this year should be added prior to the start of the next school year. Thus far the only changes concern the Sayre campus and the changing of some of the language from “departments” to “academic units.”

B. Secretary/Treasurer Curt Woolever

1. Roll Sheet – please sign.

2. Treasurer’s Report:

a. BancFirst Checking Account:	August Meeting Balance:	\$2813.40
Dues Collected		10.00
Service Plaques		(395.16)
New Faculty Reception		<u>(117.05)</u>
	CURRENT BALANCE:	\$2311.19
b. University Account:	August Meeting balance:	\$105.01
	CURRENT BALANCE:	\$105.01

C. President-Elect Evette Meliza: Nothing to Report.

D. Past President David Esjornson: The Occupational Safety and Health Administration (OSHA) is requiring a change to the Globally Harmonized System (GHS) of hazard classification. All SWOSU employees, including student employees, will have mandatory training in the new system. A committee will be formed to revise the SWOSU Chemical Hygiene Plan. Faculty from departments that are heavily impacted by the plan may be asked to supply members for the committee.

E. Student Government Representative Blaine Boyd: Not in Attendance.

VII. REPORTS FROM STANDING AND AD HOC COMMITTEES:

Report of the Personnel Policies Committee regarding Senate Motion 2013-07-02:
(See also Appendix A)

The Personnel Policies Committee recommends the following revisions to the original motion (FS 2013-07-02):

- 1. The original motion be divided into three parts, one for each standing committee listed to allow faculty senate to vote on each one separately.*
- 2. Updating the Faculty Handbook references to reflect the current version, released by the Provost in early September.*
- 3. Clarifying the number of library faculty to be represented on each standing committee and the revised total number of representatives to serve on each committee.*

FS Motion 2013-09-01: Addition to Committee Representation of the FUPTRC

It is proposed that the SWOSU Faculty Handbook be amended to reflect the inclusion of 1 additional position to be held by a tenured library faculty member on the Faculty University Promotion and Tenure Review Committee (FUPTRC). This committee would become a 9 member committee.

Rationale: With the presence of tenured library faculty at SWOSU, this standing committee should reflect representation of SWOSU Libraries faculty. These changes reflect consistency with the approved changes made to the Faculty Handbook in April 2012 regarding library faculty.

Section I.C.4, page 112 currently states:

The committee shall be composed of three (3) faculty members each from the College of Arts and Sciences and the College of Professional and Graduate Studies and one (1) faculty member each from the College of Pharmacy and the College of Associate & Applied Programs.

Proposed Change:

The committee shall be composed of three (3) faculty members each from the College of Arts and Sciences and the College of Professional and Graduate Studies and one (1) faculty member each from the College of Pharmacy, **and** the College of Associate & Applied Programs, **and from the SWOSU Libraries.**

Section on Committees with Faculty Representation, page 27 currently states:

University Promotion/Tenure Review Committee – Evaluates faculty applications for tenure and promotion, and makes recommendations related to granting tenure and promotions.

The Faculty Senators of each college will meet following the September Senate meeting and select from among the list of eligible and willing faculty. The Faculty Senators of the College of Arts & Sciences and the College of Professional & Graduate Studies will each select three (3) faculty and the College of Pharmacy and the College of Associate and Applied Programs will each select one (1) faculty for this committee. The Faculty Senate President will forward the names

to the Provost by the end of the first full week of October. Members of the committee serve one year terms and may not serve consecutive terms. Chairs, associate deans, deans, and applicants are ineligible for committee membership.

Proposed Changes:

University Promotion/Tenure Review Committee – Evaluates faculty applications for tenure and promotion, and makes recommendations related to granting tenure and promotions.

The Faculty Senators of each **college and the SWOSU Libraries** will meet following the September Senate meeting and select from among the list of eligible and willing faculty. The Faculty Senators of the College of Arts & Sciences and the College of Professional & Graduate Studies will each select three (3) faculty and the College of Pharmacy, **and** the College of Associate and Applied Programs, **and the SWOSU Libraries** will each select one (1) faculty for this committee. The Faculty Senate President will forward the names to the Provost by the end of the first full week of October. Members of the committee serve one year terms and may not serve consecutive terms. Chairs, **the Director of Libraries**, associate deans, deans, and applicants are ineligible for committee membership.

Motion to send the FS Motion 2013-07-02-1 back to the Personnel Policies Committee for further discussion and changes was passed by a voice vote.

FS Motion 2013-09-02: Addition to Committee Representation of the University Promotion and Tenure Appeals Committee

It is proposed that the SWOSU Faculty Handbook be amended to reflect the inclusion of 1 additional position to be held by a tenured library faculty member on the University Promotion and Tenure Appeals Committee. This committee would become an 8 member committee.

Rationale: With the presence of tenured library faculty at SWOSU, this standing committee should reflect representation of SWOSU Libraries faculty. These changes reflect consistency with the approved changes made to the Faculty Handbook in April 2012 regarding library faculty.

Section D, page 117, second paragraph currently states:

The Promotion/Tenure Appeals Committee will be composed of one faculty member from each college selected by the Faculty Senators of that college and forwarded to the Chief Academic Officer in the selection process for SWOSU Promotion/Tenure Review Committee. A fifth member of this committee will be a member of the Appellate Committee on Dismissal of Tenured Faculty Members and may not have been a candidate or on the slate of three during the current academic year.

Proposed Change:

The Promotion/Tenure Appeals Committee will be composed of one faculty member from each **college and the SWOSU Libraries** selected by the Faculty Senators of that college and forwarded to the Chief Academic Officer in the selection process for SWOSU Promotion/Tenure Review Committee. A **sixth** member of this committee will be a member of the Appellate Committee on Dismissal of Tenured Faculty Members and may not have been a candidate or on the slate of three during the current academic year.

Section on Committees with Faculty Representation, page 31 currently states:

University Promotion/Tenure Appeals Committee – Hears appeals related to promotion and tenure decisions.

The Faculty Senators of each college will meet following the September Senate meeting and select from among the list of eligible and willing faculty. The Faculty Senators of the College of Arts & Sciences, College of Professional & Graduate Studies, and the College of Pharmacy and College of Associate and Applied Sciences Programs will select one (1) faculty for the Appeals Committee. The Faculty Senate President will forward the names to the Provost by the end of the first full week of October. A fifth member of this committee is selected by the Faculty Senate from among the members of the Appellate Committee on Dismissal of Tenured Faculty Members. One (1) chair and one (1) dean are appointed by the Provost.

Proposed Changes:

University Promotion/Tenure Appeals Committee – Hears appeals related to promotion and tenure decisions.

The Faculty Senators of each **college and the SWOSU Libraries** will meet following the September Senate meeting and select from among the list of eligible and willing faculty. The Faculty Senators of the College of Arts & Sciences, College of Professional & Graduate Studies, and the College of Pharmacy and College of Associate and Applied Sciences Programs, **and SWOSU Libraries** will select one (1) faculty for the Appeals Committee. The Faculty Senate President will forward the names to the Provost by the end of the first full week of October. A fifth member of this committee is selected by the Faculty Senate from among the members of the Appellate Committee on Dismissal of Tenured Faculty Members. One (1) chair **or the Director of Libraries** and one (1) dean are appointed by the Provost.

Motion to send the FS Motion 2013-07-02-1 back to the Personnel Policies Committee for further discussion and changes was passed by a voice vote (15 Yes and 8 No).

FS Motion 2013-07-03: Addition to Committee Representation of the University Research and Scholarly Activity Committee

It is proposed that the SWOSU Faculty Handbook be amended to reflect the inclusion of 1 additional position to be held by a tenured library faculty member on the University Research and Scholarly Activity Committee. This committee would become a 9 member committee.

Rationale: With the presence of tenured library faculty at SWOSU, this standing committee should reflect representation of SWOSU Libraries faculty. These changes reflect consistency with the approved changes made to the Faculty Handbook in April 2012 regarding library faculty.

Section on Committees with Faculty Representation, page 31 currently states:

University Research and Scholarly Activity Committee – Serves as an advisory council to the Provost concerning matters related to research and scholarly activity.

The committee is composed of eight (8) faculty each serving three year terms. Three faculty members are selected from each of the Colleges of Arts and Sciences and Professional and Graduate Studies and one from each of the Colleges of Associate and Applied Programs and Pharmacy.

Proposed Changes:

University Research and Scholarly Activity Committee – Serves as an advisory council to the Provost concerning matters related to research and scholarly activity.

The committee is composed of nine (9) faculty each serving three year terms. Three faculty members are selected from each of the Colleges of Arts and Sciences and Professional and Graduate Studies and one from College of Pharmacy, College of Associate & Applied Programs, **and from the SWOSU Libraries.**

Motion was approved by voice vote.

VIII. UNFINISHED BUSINESS: none.

IX. NEW BUSINESS:

Senate Motion 2013-09-01:

Due to the vocal and seemingly long developing dissatisfaction with the role and functioning of the Faculty University Promotion and Tenure Review Committee (FUPTRC), it is proposed that the Faculty Senate form an Ad Hoc Committee charged with the specific tasks of gathering faculty concerns and recommendations related to the FUPTRC, identifying possible courses of action ranging from maintaining the status quo to discontinuation of the committee or any and all reasonable modifications to the FUPTRC. The committee will report any and all findings back to the Faculty Senate at each regular Senate meeting and no action will be taken without final consent of the full Faculty Senate.

The Committee shall be comprised of representatives from CAS (3), CPGS (3), COP (1), CAAS (1), and the SWOSU Libraries (1). Committee members must be full time tenured faculty and shall be appointed by the Faculty Senate President who shall also appoint the committee chair.

Selection of the FUPTRC.

Immediately after Senate adjourns, Senators will caucus by college and select members for the FUPTRC. The College of Arts and Sciences will select three (3) members, the College of Graduate and Professional Studies will select three (3) members, the College of Pharmacy will select one (1) member and the College of Associate and Applied Sciences will select one (1) member.

Senators from CAS, CPGS, and C of P should also select 1 member each for the Appeals Committee.

The members of the FUPTRC are listed below by college.

CAS: Doug Linder, Sophia Lee, and Kevin Collins

CofP: Les Ramos

CPGS: Melody Ashenfelter, Stephen Burgess, and Warren Moseley

CAAS: Tommye Davis

The members of the Tenure/Promotion Appeals Committee are listed below by college.

CAS: Hung Chi Chang

CofP: Mark Gales

CPGS: Evette Meliza

CAAS: Kathy Brooks

X. ADJOURNMENT:

**Next meeting 2:00 pm
Friday October 25, 2013**

Respectfully Submitted,

Dr. Fred B. Gates, FS President

Dr. Curt Woolever, FS Secretary

Appendix A

The following investigation provides more documentation on the committee structures with emphasis on librarian representation. Included is language from their committee's charge of how library representation is identified from their respective faculty handbooks/university web sites.

Cameron University

-Librarians do qualify for Tenure (**Number of Librarians: 7**)

-No university standing committee on T&P

-Appellate Committee on Dismissal or Suspension of Tenured Faculty Members

Committee shall not exceed 9 tenured faculty members, 8 of whom shall be nominated or elected by the faculty governing body of the university and one member appointed by the President of the University. Initially, one half of the elected members shall be elected for 12 months and one half shall be elected for 24 months; thereafter, one half shall be elected each year. No member may serve more than 2 consecutive terms. – pg. 54 Cameron Faculty Handbook

University of Oklahoma – Norman Campus

-Librarians do qualify for Tenure (**Number of Librarians: 45**)

- Campus Tenure Committee

Committee is composed of 9 faculty members selected for a 3-year term.

Committee reviews all tenure recommendations. Nothing defined how members are selected.

-Faculty Appeals Board

Committee is composed of 50 faculty members selected for a 4-year term.

Committee of faculty members who may be called upon to respond to matters of tenure abrogation, dismissal, severe sanctions, etc. 5 Librarians currently serve on this committee (these individuals are not a part of the School of Library and Info Studies). Nothing defined how members are selected.

Oklahoma State University – Stillwater Campus

-Librarians do qualify for Tenure (**Number of Librarians: 34**)

-No university standing committee on T&P

-Termination Hearing Board/Committee

Standing group consisting of no fewer than 18 members, a third of whom shall be appointed each year for a 3-year term by the Faculty Council from among full-time faculty members whose duties are primarily non-administrative. Board members shall be eligible for reappointment. (Following procedures recommended by the American Assn. of University Professors) – pg. 46 OSU Faculty Handbook

Missouri State University

-Librarians do qualify for Tenure (**Number of Librarians: 20**)

-No university standing committee on T&P

-University Hearing Committee

24 tenured faculty members shall be elected by the Faculty Senate to serve 3-year staggered terms as the University Hearing Committee. A faculty member who is elected to the UHC may be re-elected to successive terms. – 2012-13 Committee Roster for Missouri State University

- Provost's Advisory Council on Tenure and Promotion

Is an advisory group with representatives from all academic colleges. PACTP provides input on policy changes impacting the tenure and promotion process, provides input to the Provost on promotion and tenure issues such as the review of tenure and promotion guidelines, and assists with special reviews of applications pursuant to the Faculty Handbook. (Two tenured faculty members of Professor rank from each college. Members serve 2-year staggered terms. A member can be reappointed for one additional term and then must sit out one term before eligible for reappointment).

University Tenure and Promotion and Sabbatical Leave Advisory Committee

“The committee is composed of one tenured faculty member from each college (or free standing “school” composed of academic departments made up of faculty, e.g., the School of Polytechnic Studies), and Kent Library elected to the committee by a vote of the tenured and tenure track faculty in each unit. (Deans, department chairpersons, and faculty with over 50% administrative release time are ineligible to serve).” – pg. 12 Faculty Tenure and Promotion Policy

Sam Houston State University

-Librarians do qualify for Tenure (**Number of Librarians: 19**)

-Standing Faculty Tenure Committee

9 Faculty serve, 1 representing the library – selected from University Faculty Senate nominations

-Tenure Advisory Committee

Committee serves to resolve matters concerning the dismissal of tenured faculty member(s). University President appoints the chair of this committee. 5 members are selected from a panel of nominations by the University Faculty Senate. Not every college/school represented.

Southeastern Louisiana University

-Librarians do qualify for Tenure (**Number of Librarians: 16**)

-University Tenure/Promotion Committee (Committee Selected by Faculty)

Membership and role are delineated in the Faculty Handbook, Part III, Section H. Electors shall include all tenured or tenure-track faculty (including department heads) in the respective college/library. University Tenure/Promotion Committee will be composed of 15 tenured full professors of the General Faculty elected by the respective tenured and tenure-track faculty in each college to staggered 3-year terms, with representation as follows:

- College of Arts, Humanities and Social Sciences (4 members)
- College of Business (2 members)
- College of Education and Human Development (2 members)
- Division of General Studies (1 member)
- College of Nursing and Health Sciences (2 members)
- College of Science and Technology (3 members)
- Library (1 member)

-Faculty Grievance Committee

Committee serves to resolve grievances filed by faculty member(s). 7 tenured, full-time faculty are selected to represent each college/library, with representation as follows:

- College of Arts & Sciences (3 members)
- College of Business & Technology (1 member)
- College of Education & Human Development (1 member)
- College of Nursing & Health Sciences (1 member)
- Library (1 member)

Wichita State University

-Librarians do qualify for Tenure (**Number of Librarians: 17**)

-Tenure and Promotion Committee

Chairs of tenure and promotion committees in the degree-granting colleges/schools and for University Libraries are chosen according to procedures established in their respective college/school/University Libraries, or unit. They are elected to 2-year staggered terms. Faculty-at-large are selected according to standard procedures for naming members to faculty senate committees, except that they shall be from different Faculty Senate divisions, and shall be full-time, tenured faculty members with the rank of associate professor or higher. Faculty-at-large serve 3-year terms.

Texas Tech University

-Librarians do qualify for Tenure (**Number of Librarians: 52**)

-Tenure Advisory Committee

Faculty members will be elected at large by the voting faculty for staggered terms of 5 years with one membership position terminating August 31 of each year. No more than 2 faculty members elected from one college or school shall serve on the committee at the same time. No elected faculty member will be eligible for re-election to the committee until a period of one year has elapsed from the termination date of a prior term unless he or she was elected to serve less than 2 years of an unexpired term of a previous member. The dean member shall serve for 3 years but shall not be eligible to serve consecutive terms.

1. One member serves from the following:

- a. College of Arts and Sciences, 2012-2017
- b. College of Education, 2009-2014
- c. Library, 2011-2016
- d. College of Arts and Sciences, 2010-2015
- e. College of Agricultural Sciences and Natural Resources, 2013-2018

-Tenure Hearing Committee

This committee, when convened, is responsible for considering faculty terminations under provisions of the university tenure policy. At least 22 tenured faculty members are elected annually (3 of which are librarians).

Committee shall not exceed 9 tenured faculty members, 8 of whom shall be nominated or elected by the faculty governing body of the university and one member appointed by the President of the University. Initially, one half of the elected members shall be elected for 12 months and one half shall be elected for 24 months; thereafter, one half shall be elected each year. No member may serve more than 2 consecutive terms. – pg. 54 Cameron Faculty Handbook

-Faculty Handbook

-“a tenure-track assistant, associate, or full professor, librarian, or archivist”

-TTU Libraries are classified as a “school” and an “academic unit”

Auburn University

-Librarians do qualify for Tenure (**Number of Librarians: 28**)

- Promotion and Tenure Committee

13 faculty members, at least one from each college or school and at least ten of which will be tenured faculty will be selected. Provost serves as chair of this committee. A Librarian does serve on this committee even though the library is not identified in the committee’s charge.

-Faculty Dismissal Hearing Committee

13 faculty members elected by the faculty. Each academic college and school and the Library will elect one faculty member to serve on this committee. Faculty members must be tenured and should hold the rank of professor.

Texas A&M University

-Librarians do qualify for Tenure (**Number of Librarians: 50**)

- Committee on Appointment, Promotion, and Tenure (CAPT)

Each academic unit has its own review committee. CAPT is composed of 8 elected tenured faculty members ranked as Associate Professor and above, of which at least one shall be from the Medical Sciences Library faculty (all elected members are librarians).

-University Tenure Mediation Committee

Dismissal of a tenured faculty member. Composition is one representative from the following areas:

- College of Agriculture and Life Sciences
- College of Geosciences
- College of Science
- College of Education
- College of Business
- College of Veterinary Medicine
- College of Liberal Arts
- College of Engineering
- Library
- TAMU - Galveston

Southeast Missouri State University

-Librarians do qualify for Tenure (**Number of Librarians: 9**)

- University Tenure and Promotion and Sabbatical Leave Advisory Committee

Committee is composed of one tenured faculty member from each college (or free-standing “school” composed of academic departments made up of faculty), and Kent Library elected to the committee by a vote of the tenured and tenure track faculty in each unit.

In this table, a list of institutions within our region (some being the same Carnegie Classification as SWOSU) illustrates the representation of librarians on standing committees that pertain to tenure and promotion at their institutions.

Legend to the comparison table:

No. of Librarians – Total number of full-time librarians working in the primary library of this university

T&P Standing Comm. – Regardless of the official title, any existing university standing committee on tenure and promotion was reflected in this column

Dismissal Stand. Comm. – Regardless of the official title, any existing university standing committee on faculty dismissal or grievance was reflected in this column.

Comm. Composition – With committee composition, the following distinctions are made:

- “election” – refers to the nomination and election of representatives by their Faculty Senate/Council or other academic governing unit
- “appointment” – refers to the selection of representatives by the appropriate college/school/academic unit following a university formula of faculty representation
- “unknown” – no document could be located describing the committee composition and/or representatives currently serving

Librarians Serving – the number of librarians currently serving on these committees.

	No. of Librarians	Librarians Tenured	T&P Standing Comm.	Comm. Composition	Librarians Serving	Dismissal Stand. Comm.	Comm. Composition	Librarians Serving
Cameron University	7	Y	N	n/a	n/a	Y	election	0
Univ. of Oklahoma-Norman	45	Y	Y	unknown	0	Y	unknown	5
Oklahoma State Univ.-Stillwater	34	Y	N	n/a	n/a	Y	election	unknown
Missouri State University	20	Y	Y	appointment	3*	Y	appointment	1
Sam Houston State University	19	Y	Y	appointment	1	Y	election	0
Southeastern Louisiana Univ.	16	Y	Y	appointment	1	Y	appointment	1
Texas Tech University	52	Y	Y	appointment	1	Y	election	3
Wichita State University	17	Y	Y	appointment	unknown	N	n/a	n/a
Texas A&M University	50	Y	Y	election/appointmen	8	Y	appointment	1
Auburn University	28	Y	Y	appointment	1	Y	appointment	1
Southeast Missouri State Univ.	9	Y	Y	appointment	1	N	n/a	n/a

*(Missouri State U) – 1 Librarian appointed to *University Tenure and Promotion and Sabbatical Leave Advisory Committee*/2 Librarians are appointed to *Provost’s Advisory Council on Tenure and Promotion*.