Policy and Procedures Manual
Application: Full Time Faculty
Foreword

Foreword

The term "Board" is used in reference to The Board of Regents of the Regional University System of Oklahoma, governing body of the universities under its control (referred to as RUSO or Board in subsequent usage in this document). The Board recognizes that the state universities under the control of RUSO are an integral part of the unified system which is known as the Oklahoma State System of Higher Education (OSRHE) as provided under Article XIII-A of the Oklahoma Constitution and that the powers and duties of the Board of Regents of the Regional University System of Oklahoma is limited by and subject to the authority expressly delegated by law to the Oklahoma State Regents for Higher Education.

The East Central University (ECU) Faculty Handbook reflects the policies of the Board of Regents of the Regional University System of Oklahoma. The RUSO policies and state and federal laws supersede ECU policies. Any policy which is ambiguous may be interpreted by RUSO and/or the President of ECU. RUSO policies are subject to change at any time and are in effect immediately. RUSO policy may be found at https://www.ruso.edu/policy-manual. The policies in the faculty handbook may be modified, altered, initiated, revoked or amended in writing by authorization of the president. Apart from changes mandated by state or federal law, or RUSO policy, changes other than clerical ones made to the handbook should be put into effect during the change in the academic year (July 1) with sufficient advance notice to affected parties so they can be seen as meeting expectations for due process and consent to contracts. If one or more provisions of this handbook or the applicability of any such provisions to any set of circumstances shall be determined by a court of competent jurisdiction to be invalid, such determination shall not affect the validity of the remaining provisions. No verbal communication by any university official is sufficient to effectuate a change in policy.

The revisions to the Faculty Handbook are effective July 1, 2020.