

Graduate Faculty Membership Criteria Department of Sociology

Graduate Faculty Committee: The Graduate Faculty Committee for the Department of Sociology shall consist of Committee A members and the graduate liaison. Appointments to Committee A are 2-year appointments. If a member of Committee A is not a member of the Graduate Faculty, the faculty will elect an alternate member to the Graduate Faculty Committee.

Terminal Degree: The terminal degree in the discipline of sociology is the PhD. To be appointed as a member of the Graduate Faculty in the Department of Sociology, the candidate must possess a PhD in sociology, or a comparable field as evaluated by the Graduate Faculty Committee. Comparable fields include, but are not limited to criminology, criminal justice, human development, economics, political science. In addition, Graduate Faculty must hold a primary appointment (tenured, tenure track, renewable term) in the Department of Sociology. If the candidate does not hold a primary appointment in the Department of Sociology, h/she may be appointed as a Special Member (SM) of the Graduate Faculty in the department.

Tested Experience Criteria: The Department of Sociology requires members of the graduate faculty to hold the terminal degree (PhD). The Department does not appoint graduate faculty members who do not possess a PhD.

Appointment Process: The appointment process will originate with the Graduate Faculty Committee. This committee will ensure that consistent criteria are applied to maintain the highest standards of quality in the graduate faculty. The qualifications of Graduate Faculty status will be reviewed every 7 years and when a member is promoted.

Term: The normal term for Regular Members of the Graduate Faculty is 7 years. The normal term for Special Members of the Graduate Faculty is 2 years.

Appointment Criteria: The primary criterion for appointment to the Graduate Faculty in Sociology is an active research agenda. Demonstration of an active research agenda includes:

1. Publication of articles in peer-reviewed journals
2. Publication of scholarly books, monographs, reports, or review articles
3. Presentations at regional, national, or international conferences, workshops, or academic research institutions
4. Research-related service such as being a member on editorial boards, or serving on committees at the national and/or international level, or leading community research activities
5. Receipt of extramural funds (grants or contracts) for research support

Graduate Faculty Appointment	Research, Scholarship or Creative Activity Required	Other Criteria
<p>RM0 (RM0 may teach graduate-level classes)</p> <p>SM authority to teach classes</p>	<p>Recognized scholarship in the subject matter to be taught by the Graduate Faculty member at the graduate level. The candidate is expected to meet at least one of the Scholarship Appointment Criteria over the preceding 7 years.</p> <p>SM Faculty must meet the same criteria as Graduate Faculty.</p>	<p>PhD Degree</p>
<p>RM1 (RM0 + serve on master's degree committees)</p> <p>SM authority to serve on master's committees</p>	<p>Recognized scholarship in the subject matter to be taught by the Graduate Faculty member at the graduate level and in the subject matter that will form the basis of the master's level research to be supervised by the Graduate Faculty member. The candidate is expected to meet at least 2 of the Scholarship Appointment Criteria over the preceding 7 years.</p> <p>Newly hired tenure-track faculty candidates are expected to meet at least one of the Scholarship Appointment Criteria during their probationary period.</p> <p>SM Faculty must meet the same criteria as Graduate Faculty.</p>	<p>PhD Degree</p>

Graduate Faculty Appointment	Research, Scholarship or Creative Activity Required	Other Criteria
<p>RM2 (RM1 + chair non-thesis master's committees)</p> <p>SM authority to chair non-thesis master's committees*</p>	<p>The Department of Sociology does not currently offer a non-thesis option for the master's degree.</p>	<p>The Department of Sociology does not currently offer a non-thesis option for the master's degree.</p>
<p>RM3 (RM2 + chair master's thesis committees and serve on doctoral committees)</p> <p>SM authority to serve on doctoral committees*</p>	<p>Recognized scholarship in the subject matter to be taught by the Graduate Faculty member at the graduate level and in the subject matter that will form the basis of the master's or doctoral level research to be supervised by the Graduate Faculty member. The candidate is expected to meet at least 3 of the Scholarship Appointment Criteria over the preceding 7 years.</p> <p>Newly hired tenure-track faculty candidates are expected to meet at least 2 of the Scholarship Appointment Criteria during their probationary period.</p> <p>SM Faculty must meet the same criteria as Graduate Faculty.</p>	<p>PhD Degree, and to chair a master's thesis, must have served as a signing member of at least 1 thesis in the previous 7 years</p>

Graduate Faculty Appointment	Research, Scholarship or Creative Activity Required	Other Criteria
RM4 (RM3 + chair doctoral committees) SM authority to serve on doctoral committees*	Recognized scholarship in the subject matter to be taught by the Graduate Faculty member at the graduate level and in the subject matter that will form the basis of the master's or doctoral level research to be supervised by the Graduate Faculty member. The candidate is expected to meet at least 3 of the Scholarship Appointment Criteria over the preceding 7 years. Newly hired tenure-track faculty candidates are expected to meet at least 2 of the Scholarship Appointment Criteria during their probationary period. SM Faculty must meet the same criteria as Graduate Faculty.	PhD degree, and served as a signing member of at least one dissertation committee or chaired a master's thesis in the previous 7 years
<p>*Appointments of SM faculty to chair committees and/or count toward the departmental majority require review by the Graduate Council Graduate Faculty Membership Subcommittee and approval of the Graduate Dean, based on 3 criteria: close association with the unit hosting the graduate program, permanence, and credentials comparable to regular Graduate Faculty members with the same graduate privileges.</p>		

Continuing Research and Scholarly Activity: The Graduate Faculty Committee will review all members of the Graduate Faculty at the time of reappointment, every 7 years for Regular Members and every 2 years for Special Members.

Teaching and Mentorship Expectations: The Department of Sociology endorses and aspires to excellence in teaching and mentoring graduate students as outlined in the OU Faculty Handbook, section 3.2.2: "As teachers, faculty members encourage the free pursuit of learning in their students. They hold before them the best scholarly and ethical standards of their discipline. Faculty members demonstrate respect for students as individuals and adhere to their proper roles as intellectual guides and counselors. Faculty members make every reasonable effort to foster honest academic conduct and to ensure that their evaluations of students reflect each student's true merit. They respect the confidential nature of the relationship between faculty member and student. They avoid any exploitation, harassment, or discriminatory treatment of students. They acknowledge significant academic or scholarly assistance from them. They protect their academic freedom." The Department aims to teach and mentor graduate students to become independent scholars of the highest caliber.

Regular Performance Review: As mandated in the OU Faculty Handbook, section 3.3, the Department of Sociology conducts annual evaluations of all faculty members, including members of the Graduate Faculty. The annual evaluation includes a review of each faculty member's teaching/mentoring, scholarship, and service activities. The teaching and mentoring assessment includes a review of course evaluations and peer (faculty) observations of classroom instruction and management. The annual evaluation includes an assessment of the number of graduate committees on which a faculty member serves as well as the progress of the students.

Retention/Renewal Criteria and Process: The retention/renewal criteria and processes are the same for regular Graduate Faculty members and Special Members of the Graduate Faculty except for the interval of review. The performance of Graduate Faculty members is monitored and reviewed by the Graduate Faculty Committee. Graduate Faculty status will be reviewed at the time of renewal or reappointment, every 7 years for regular Graduate Faculty and every 2 years for Special Members of the Graduate Faculty. The Graduate Faculty Committee will ensure that the candidate up for renewal meets the appointment criteria as described above. Should problems arise or appear to be developing before the standard reappointment review date, the Graduate Faculty Committee will review the faculty member in question. These problems may include, but are not limited to, quality of the mentoring, insufficient knowledge of policies, slow progress of students, marginal quality of the master's theses or doctoral dissertations, scholarly misconduct, failure to fulfill academic or graduate mentoring responsibilities as defined in the OU Faculty Handbook section 3.2.2. These responsibilities include avoiding any exploitation, harassment, or discriminatory treatment of students.

Standards and Process for Rescission of Graduate Faculty Appointments or Selected Privileges: The Graduate Faculty Committee shall review all members of the Graduate Faculty at the time of reappointment or should problems arise. Per Article IV, Section 3 of the Charter of the Graduate Faculty, "in certain cases, such as those of professional incompetence, dishonesty, or failure to fulfill professional duties related to Graduate Faculty membership, a member may have some or all privileges of the Graduate Faculty rescinded prior to the end of the term of appointment." These problems may include, but are not limited to, quality of the mentoring, insufficient knowledge of policies, slow progress of students, marginal quality of the master's theses or doctoral dissertations, scholarly misconduct, failure to fulfill academic or graduate mentoring responsibilities as defined in the OU Faculty Handbook section 3.2.2. These responsibilities include avoiding any exploitation, harassment, or discriminatory treatment of students. When reasons arise to question a member's Graduate Faculty status, the Graduate Faculty Committee will investigate the matter to include, among other things, meeting with the Graduate Faculty member in person to discuss the matter. If after investigation, the Graduate Faculty Committee determines the conduct warrants rescission of Graduate Faculty status, the Department Chair will report the matter and a recommendation to the Dean of the Graduate College. Should the Graduate Faculty Committee determine the matter does not warrant a change in Graduate Faculty status, then the matter may be resolved by mutual consent. The Graduate College Dean's decision may be appealed by any of the parties involved through the University of Oklahoma-Norman Campus Procedure for Appeal of Graduate Faculty Status.

Adopted by the Department of Sociology Graduate Faculty Committee, October 2022:

Loretta Bass, PhD, Chair

Mitchell Peck, PhD, Graduate Liaison

Trina Hope, PhD, Member

Stephanie Burge, PhD, Member

Approved by graduate dean, April 11, 2023

Department of Sociology
Graduate Faculty Appointment Criteria – Tested Experience Policy
October 15, 2024

This policy articulates criteria for faculty in the Criminal Justice MS program who do not hold the terminal degree as defined by the Department of Sociology Graduate Faculty Criteria to be considered for graduate faculty privileges based on “tested experience.”

This tested experience policy follows a 2019 OU Graduate Council mandate for each academic unit to define “tested experience” that may substitute for the terminal degree, permitting special member (SM) appointments to graduate faculty with privileges commensurate with level of the tested experience.

1. *The Graduate Council directive states a tested experience policy must contain two elements:*
 - definition of the terminal degree appropriate for the discipline
2. Definition of appropriate tested experience that may substitute for the terminal degree.

Definition of the Terminal Degree

The Sociology department is an academic graduate program, with an MA (thesis option) and PhD degree. For these academic programs, the terminal degree is a doctorate in Sociology or a related academic discipline.

The online Criminal Justice MS program, housed in Sociology, is a professional degree (non-thesis, all coursework). For this program, the terminal degree can be a PhD, Ed.D., JD, or master’s degree.

Definition of Appropriate Tested Experience for the MS in Criminal Justice

OU faculty not eligible for an RM-level appointment to the graduate faculty can become eligible for special member status with privileges defined based on meeting the following levels of academic attainment and tested experience:

1. Academic degree required: a master’s degree in criminal justice or a related field
2. Tested experience:
 - a. (i) Two years of higher education teaching and (ii) three years of professional experience in a criminal justice or related field or record of continuous and current academic and/or creative work; or
 - b. Five years of professional experience in a criminal justice or related field or a record of continuous and current academic and/or creative work.

Special Member Privileges: Faculty who meet the SM tested experience criteria may teach graduate classes (SM equal to RM0) in the online Criminal Justice MS program.

Adopted by the Department of Sociology Graduate Faculty Committee, October 2024:

B. Mitchell Peck, PhD, Chair
Cyrus Schleifer, PhD, Graduate Liaison
Ann Beutel, PhD, Member
Samuel Perry, PhD, Member

Approved by graduate dean, October 15, 2024