



contact info removed

Monday, July 15, 2024

Re: Dr. Philip Truscott

To whom it may concern,

Dr. Philip Truscott has been employed by Southwest Baptist University (SBU) for a decade. He joined our faculty as an Assistant Professor of Sociology in August 2014. Dr. Truscott was promoted to Associate Professor and granted tenure in the Spring Semester of 2018. A grant of tenure involves a lengthy review by the administration, a vote by the faculty on the promotion and tenure committee, and review and approval by the university's trustees.

In the Spring semester of 2024, after another lengthy review process, Dr. Truscott was promoted to the rank of full Professor of Sociology. Both promotions involved a salary increase.

SBU has undertaken a reorganization of its degree programs and, as a result, it no longer offers a major in Sociology. Dr. Truscott has elected to voluntarily separate from the university effective at the end of the 2023-24 academic year.

Sincerely,

Richard J. Melson, PhD
President, Professor of Leadership
Southwest Baptist University

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