



14 Feb 2019

## Faculty Senate Minutes February 14, 2019 (Special Meeting)

Missouri University of Science and Technology Faculty Senate

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**Volume XII, Number 5**  
**Minutes of the Special Faculty Senate Meeting**  
**February 14, 2019**

**I. Call to Order and Roll Call**

The meeting was called to order by President Michael Bruening. Roll was called by Secretary Stephen Raper. Those whose names are **grayed** out below were absent.

**Brent Unger**, Patrick Gamez, Terry Robertson, Mark Mullin, David Westenberg, Craig Claybaugh, Fui-Hoon Nah, Parthasakha Neogi, **Jee Ching Wang**, Richard Dawes, **Klaus Woelk**, Stuart Baur, Mark Fitch, Jianmin Wang; Michael Gosnell, Chaman Sabharwal, Michael Davis, Levent Acar, Ali Hurson, Kurt Kosbar, Maciej Zawodniok, **Steven Corns**, Stephen Raper, (Ed Malone for) Sarah Hercula, K. C. Dolan, Norbert Maerz, David Wronkiewicz, Kathleen Sheppard, William Fahrenholtz, Jeff Smith, Akim Adekpedjou, Matt Insall, (Keith Nisbett for) S.N. Balakrishnan, **Jie Gao**, Kelly Homan, Ashok Midha, **Otis Register**, Shoab Usman, Paul Worsley, Dan Waddill, (Julia Medvedeva for) Ulrich Jentschura, Amber Henslee, **Michelle Schwartze**

Dr. Bruening mentioned the email sent by President Choi earlier in the day about the status of the Chancellor search, saying he would do his best to answer questions but could not say much about it. A question was asked regarding the reason that this search was allowed to continue to accept applications after the finalists had been interviewed. Provost Marley explained that it depends on how the job was posted, adding that when jobs are posted as “open until filled” it is not necessary to start the process over if no one is selected from the first round of finalists.

**II. CRR Revisions on Department Chairs**

Professor Bruening opened the topic of the special meeting by briefly summarizing President Choi’s presentation to the Intercampus Faculty Council (IFC) in November 2018. He said that President Choi’s rationale is that he wants to have good, qualified chairs in place, chairs who will “hold faculty accountable.” He also believes President Choi sees problems that too many departments rotate chairs on a periodic basis, when they may not be the most qualified individuals. With regard to search committees, Dr. Bruening said President Choi mentioned several times that he wants diverse perspectives represented and that he wants the deans to have the clear line of authority in these searches. He added that President Choi did not mention the EEOC guidelines and compliance issues in his discussion with IFC. He said the President seems to have backed off some of his earlier requests, such as wanting all chair searches to be external searches, and including students on all search committees. Dr. Bruening said the IFC voiced objections about the costs of conducting outside searches, concerns that the draft gives too much power to the deans, who may not understand the culture of a given department, and that the proposed draft reflects a top-down governance versus faculty governance. He added that President Choi has been somewhat responsive to feedback. Dr. Bruening stated that the special meeting was called in order to gather feedback and draft a resolution for approval at the February 21, 2019 Faculty Senate Meeting.

Sarah Kent, Campus Special Counsel to the Provost and Chancellor, was recognized to discuss some reasons our current department chair selection process places the university at risk of violating discrimination laws. Provost Marley clarified that Ms. Kent was not there to represent the administration's view of chair selection, but to answer questions raised at the previous Faculty Senate meeting.

In response to a question about the how our peer institutions select their department chairs, Ms. Kent responded that we use the term chair in an uncommon way. She said "chairs" typically only represent the faculty to the administration. Provost Marley added that those institutions who have department heads instead of chairs do something similar to our current process.

Several faculty offered comments concerning the need for changing the process citing that our search committees and lists of candidates for interview are currently vetted through Human Resources (HR). Some questioned the de-emphasis of faculty governance in the proposed process, and others expressed concern that giving authority to choose the search committee to the dean places too much power in the hands of one person.

Professor Bruening asked the Senators to email any comments to him, stating again that he will prepare a draft resolution for the February 21, 2019 Faculty Senate meeting.

The draft CRR revisions are available at the following link:  
[CRR 20.110 – Department Chair \(Draft Revisions\)](#)

Sarah Kent's presentation is available at the following link:  
[Response to Questions About Discrimination Laws](#)

### **III. Adjourn**

The meeting adjourned at 2:15 PM.

Respectfully submitted,  
Stephen A. Raper, Secretary