

9/20/2013

I think as a department we need to decide whether we should pursue some action to protest how the interim chair was selected. I have spoken to several faculty members on campus and the general consensus is as a department we could file a Grievance with the Complaints and Grievance Commission. The grievance is about the dean exceeding her authority in removing the department chair without consulting department members. Article I Section 2 b. clearly states the procedure. The dean did not follow the bylaws. My removal is a mute-point. How the interim was select is the point. Section 3 a. is the relevant passage "that the position of department chair must be filled by someone who is presently a member of the department. " and the designation "shall take place with the advice and consent of the college dean."

Another point to consider is the appointment of an interim. Nothing in faculty bylaws covers this issue. I have spoken to two senior faculty members on campus and neither could recall where an interim was appointed or a person outside of a department being appointed to a chair position.

At stake is the role of faculty governance on this campus. Can the administration clearly disregard faculty bylaws and do as they please? Or, do we as a department, and I am including academic staff, challenge the dean's action and bring this before the proper faculty commission?

Or, if we decide not to bring this to the Complaints & Grievance Commission should we bring it before the Faculty Senate?

We all received a memo from the dean dated 9/17 where she not only reaffirms Dr. Dalecki's appointment but extends it to a two year term. When was it determined that a search would be for a permanent chair?

Below are the relevant faculty bylaws for this issue:

Faculty Bylaws Part III, Article 1 Sections 1,2, and 3

Article I

Section 1 Selection of a Department Chair A department chair shall be elected before the completion of the term of the present department chair. A department chair shall be elected by a majority vote of the whole department faculty. Each full-time faculty member in the department is eligible for election. The department's designation shall take place with the advice and consent of the college dean.

Section 2 Removal A chair of a department may be removed from the position in either of two ways: According to procedures established by vote of the college faculty, or in the absence of these, according to procedures established by vote of the department faculty; or By the college dean in consultation with the department members (would this include teaching academic staff?).

Section 3 Designation of Department Chairs If a department chair resigns or is relieved of his or her duties as department chair, the department may pursue one of the following courses of action depending on the circumstances.

a. If the resignation or the removal of a department chair does not lead to, or occur in conjunction with, a vacant faculty position, so that the position of department chair must be filled by someone who is presently a member of the department, the designation of a new department chair shall take place according to the procedures established by vote of the college faculty, or in the absence of these, according to procedures established by vote of the department faculty. The department's designation shall take place with the advice and consent of the college dean.

b. If the resignation or the removal of a department chair does lead to, or occur in conjunction with, a vacant faculty position, then by vote of the department members, the department may:

i. Determine that the position of department chair shall be filled by someone already a member of the department and proceed according to the provisions of "a" above (if this option is chosen, the Affirmative Action Officer shall be consulted to ensure the Affirmative Action and Equal Employment Opportunity principles are applied);

ii. Determine that the position of department chair shall be filled by the new faculty member to be appointed to fill the vacancy, and then proceed with the recruitment and initial appointment procedures outlined in Article III, Recruitment and Initial Appointment, being sure to include the duties of department chair in the position description and an explanation to all candidates that department chairs shall continue to serve at the pleasure of the department members and the dean; or

ii. Determine that the designation of the new department chair shall occur (according to the provisions of "a" of this Section) after the appointment of the new faculty member, and that the latter will be considered a candidate along with other department members willing or desiring to serve as department chair. In this case, the department will assure that the position description includes a statement that the newly appointed faculty member will be, or may choose to be, a candidate for the position of department chair.