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RE: Request for resolution

I respectfully request the The MU Faculty Council on University Policy to put forth the following resolution:

RESOLVED: The University of Missouri Faculty Council on University Policy censures Chancellor Mun Choi for failure to read the written determination/recommendations produced by the Campus Promotion and Tenure Advisory Committee. In not reading the recommendations, Chancellor Choi failed to acknowledge the advisory role of the Campus Promotion and Tenure Advisory Committee, an MU standing committee, as clearly set forth in the UM Collected Rules and Regulations (CRR) §320.035.A.3.a. Those rules require, at a minimum, the reading and consideration of the written determinations resulting from the lengthy and exhaustive deliberations of that Advisory Committee before promotion and tenure decisions by the Chancellor are made. Shared governance is not shared if faculty advice on such important matters is ignored out of hand. Such advice need not be followed, but it must be heard.

RESOLVED: The University of Missouri Faculty Council on University Policy asks Chancellor Mun Choi to provide a written response to explain how the advisory role of the Campus Promotion and Tenure Advisory Committee will be honored in the future.

RESOLVED: The University of Missouri Faculty Council on University Policy asks Chancellor Mun Choi for an official apology for displaying a lack of care and diligence required for as grave decisions as the ones on tenure and promotion impacting faculty members' careers and livelihood.



Prof. Johannes Strobel

Appendix 1 - Rationale

Appendix 2 - Response by Chancellor Choi

Appendix 3 – Commentary on Appendix 2 by Johannes Strobel

Appendix 1 - Rationale

I was member and subcommittee chair of the Campus Promotion and Tenure Advisory Committee the past year dealing with the cases for the academic year 2019-2020. I bring the following issue to the attention of The MU Faculty Council on University Policy and its faculty affairs sub-committee:

During the debriefing meeting at the end of the process with then Interim Chancellor Choi, the committee found out that Interim Chancellor Choi has not read the university committee's memos of any of the cases presented at this year. We learned this information as he communicated to the committee that he was not even aware of any such memos being written. The debriefing meeting happened after Interim Chancellor Choi made his initial decision, heard the appeal and made his final decision on every case.

Context: The tenure and promotion process follows CRR (300 / 310): After a tenure and promotion case moves from department APC, department (school) head, college committee, dean (if applicable), campus committee and provost office, the case arrives at the Chancellor's desk. All levels are advisory to the Chancellor who has the final say. At every level prior to the Chancellor a memo accompanies a vote. In case of the Campus Promotion and Tenure Advisory Committee, the memo is built on all existing documents produced in the process and any new discussions or issues raised by the Campus Promotion and Tenure Advisory Committee are included. The memo serves as the basis on which the committee reached its vote.

I argue that not reading the memo is a breach of process and shows a carelessness and disrespect not only to individual faculty members going up for promotion and tenure, but also to the process and the work of all the faculty on the committee.

Appendix 2 - Response by Chancellor Choi

There were 61 tenure and/or promotion cases and of those,

- 1 was not recommended for tenure and/or promotion by a department P&T committee
- 2 were not recommended for tenure and/or promotion by the department chairs
- 1 was not recommended for tenure and/or promotion by a college P&T committee
- 2 were not recommended for tenure and/or promotion by the deans
- 1 was not recommended for tenure and/or promotion by the campus P&T committee

From April 25, 2020 through June 30, 2020, Chancellor Choi's review included the following documents:

- CVs for all 61 cases
- Student evaluation of teaching files including student comments for all 61 cases
- Research productivity files (articles, books, national awards, external grants, etc) for all 61 cases
- Votes and recommendations from the departmental P&T committees for all cases
- Recommendations from department chairs for all cases
- Votes and recommendations from the college P&T committees for all cases
- Dean's letters and recommendations for all cases
- Votes and recommendations from the campus P&T committees for all cases
- Provost recommendations for all cases
- Additional information on teaching evaluations and/or research developments since August 2019 (when dossiers were submitted) on 17 cases
- For those cases that involved negative recommendations, he also read the entire dossier including the letters of references
- For the 7 cases that were denied tenure and/or promotion, he also read the entire dossier including the letters of references

In addition, Chancellor Choi met with 7 deans individually to discuss the 17 cases for which he requested additional input and information

- The input from the deans convinced him to provide a positive decision on promotion and/or tenure to 10 of the 17 cases
- For the 7 remaining cases, he requested additional information from the faculty members
- After review of their input, he met individually with the 7 faculty members
He then made his decisions for denial for the 7 cases
- The Chancellor had access to new developments in teaching, research and service that other reviewing individuals and committees did not
 - Reviews by the departmental P&T committees were typically completed by September, 2019
 - Reviews by department chairs were typically completed by October, 2019
 - Reviews by college P&T committees were typically completed by October, 2019
 - Reviews by the deans were typically completed by December, 2019
 - Reviews by the campus P&T committees were completed by February, 2020

- Reviews by the Provost were completed by April, 2020

The campus P&T committee provided input to the Provost. Their input was valuable in providing important insights about a candidate's performance and the Chancellor supported their recommendation on 54 out of the 61 cases. In reviewing the campus P&T letters of the 7 cases that were denied, President Choi stands by his decisions. He was already aware of the campus P&T votes and the additional detail from the letters did not change his decisions, which were made after a careful review and input from the department P&T committees, department chairs, college P&T committees, deans, campus P&T committees and the Provost and multiple meetings with deans and faculty.

Chris Riley-Tillman, Brenda Cook, Ken Dean, and Jamie Szabo can provide additional insights on the unprecedented level and rigor of review that Chancellor Choi has devoted to this important effort.

Appendix 3 – Commentary to Appendix 2

The attached is not accurate in regards to timeline. I explain in the following:

The response in Appendix 2 states that "From **April 25, 2020 through June 30, 2020**, Chancellor Choi's review included the following documents:" Then it lists "• Votes and **recommendations** from the campus P&T committees for all cases" [all highlights by Johannes Strobel]

The debriefing meeting with the Chancellor happened at **July 2, 2020** in which we learned that President Choi had **no knowledge about the campus recommendations and so did not read them**. It is important to note that **all final decisions have been made before the July 2, 2020** meeting.

My original assertion in my resolution letter stands.

People in attendance at the July 2, 2020 debriefing meeting were: President Choi, Provost Ramchand, Associate Provost Riley-Tillman, the program support coordinator in the Provost Office (who supported the committee) and 10 members of the committee.