

***Resolution for Open and Transparent Hiring and Appointment Processes  
for OSU President  
Presented by Marisa Chappell et al. at the  
April 8, 2021 Faculty Senate Meeting***

*Whereas*, The previous hiring and appointment processes for President failed and did not reflect Oregon State University's values of shared governance and transparency;

*Whereas*, On March 18, 2021, with ninety-nine votes in favor, six votes in opposition, and seven abstentions, the Faculty Senate of Oregon State University approved the motion:

The Faculty Senate of Oregon State University demands that hiring and appointment processes for OSU President, executive level positions, and the Board of Trustees be truly open and transparent, and that they reflect our values of shared governance, such that all members of the OSU community, including faculty, staff, and students, are able to meaningfully engage, including with the candidates;

*Whereas*, The American Association of University Professors has for decades provided guidance on open and transparent hiring and appointment processes for presidents, e.g. <https://www.aaup.org/issues/governance-colleges-universities/presidential-search>;

*Whereas*, No Faculty Senate standing committees have responsibility for reviewing the hiring and appointment processes for President; and

*Whereas*, Article IX, Section 1 of the Bylaws of the Faculty Senate authorizes the Faculty Senate to establish ad hoc committees in stating

It [The Senate] shall establish Ad Hoc Committees or Task Forces as the need arises and as directed by the provisions of the motions that it adopts;

*Whereas*, Article VII, Section 2 of the Bylaws of the Faculty Senate authorizes Faculty Senate to enact orders specifying how a committee's members and chairperson be chosen in stating

The Executive Committee is subject to the orders of the Faculty Senate and none of its acts shall conflict with any action taken by the Faculty Senate;

*Resolved*, That the Faculty Senate shall form an ad hoc committee to produce guidelines for conducting open and transparent hiring and appointment processes for the President;

*Resolved*, That the committee shall consist of nine members, all of whom must be persons eligible to vote in the Faculty Senate elections;

*Resolved*, That the Faculty Senate Executive Committee shall solicit and collect nominations for members of the committee;

*Resolved*, That the Faculty Senate in its May 2021 regular meeting shall vote to select the members of the committee by asking each Senator to vote for up to nine nominees who are eligible to serve on the committee and the nine nominees receiving the most votes shall be named the members of the committee;

*Resolved*, That ties in the vote to determine members of the committee shall be broken, if possible, by further vote of the Faculty Senate during the same meeting using the same method as the initial vote but voting for only enough nominees as members yet to

determine and only the nominees tied for the remaining memberships or, if further votes of the Faculty Senate during the same meeting are not possible, the ties shall be broken randomly with each tied nominee who is eligible to serve equally likely to be chosen;

*Resolved*, That the committee members shall choose the committee chairperson at the committee's first meeting;

*Resolved*, That the committee should consult at its discretion with the OSU community, including Trustees, faculty, staff, and students;

*Resolved*, That the committee shall meet at its discretion to produce guidelines for the June 2021 regular meeting of the Faculty Senate; and

*Resolved*, That the Faculty Senate vote at its June 2021 regular meeting on a resolution that recommends a process the Board adopt when designing the new Presidential search.

*Motion passed with 86 votes in favor, 6 votes in opposition and 10 abstentions.*