
Senate Recommendation to the Provost

Originating Body: Faculty Senate

Originator: Chrys Egan

Date Submitted: April 23, 2019

Requested Effective Date: June 1, 2019

Recommendation: Reexamining and Strengthening SU's Policy on Academic Freedom

Attached: Passed motion attached

Date Approved by the Faculty Senate: April 16, 2019

Chrys Egan

4/23/19

President, Faculty Senate

Date

Action Taken by Provost

Date: 11/14/19

 Recommendation Accepted

 Recommendation Not Accepted

xx Recommendation returned to the Originating Body for further review (see attached)

Disposition for Approved Recommendation:

xx President

xx VP Student Affairs

xx Faculty Senate President

xx VP Finance

xx Consortium Chair

xx School Deans

 Webmaster

xx Graduate Council

 Catalogue Editor

xx Provost Council



11/14/19

Provost

Date

SALISBURY UNIVERSITY FACULTY SENATE MOTION

Submit this form to the Faculty Senate President

SUBJECT: Faculty Representation on Administrative Searches – FWC recommendation

SENATOR PROPOSING MOTION: Kathleen Shannon

SENATOR SECONDING MOTION: Adam Wood

MOTION: The Faculty Senate recommends the attached policy on faculty representation on administrative searches be adopted and included in the faculty and search handbooks.

JUSTIFICATION: For both the Provost search and the search for the Dean of the Henson School, faculty senators were surprised when faculty “representatives” were chosen for search committees with no input from the faculty they were to “represent”. The provost indicated that there was no policy on how these should be chosen, and so when she formed the Henson Search committee she followed what her experience told her were past practices but she indicated that she would welcome such a policy. The Faculty Welfare Committee was charged with developing such a policy and the result is the policy that is attached. The committee was careful to balance the need for diversity on committees with the need to have people choose those who are to represent them.

ANTICIPATED IMPACT:

Negative: The process for creating a committee would be less flexible and more time consuming.

Positive: Faculty should perceive that their representation on searches is more representative.

VOTE: Motion **Passes**

Is this a recommendation to the Provost? Yes X No Is this a recommendation to someone else? No Yes, to

FWC Recommended Policy on and Procedures for ~~on~~ Faculty Participation in Administrative Searches

A. Faculty representation on searches.

1. In any search for an academic unit head position (Director, Dean, Provost, or similar), the majority of the search committee members will be faculty, and all of the faculty units which report to the administrator in that position should have representation. For example, a search committee for an academic dean should have faculty representatives from each of the departments or schools in the school or college which the dean will lead. However, in the event that more than 8 separate units report to this dean, smaller units may be combined and representatives chosen to represent two units, with a minimum of eight representatives total. A Search for a Dean of the Library should have representatives from the library faculty and from each academic school or college reporting directly to the provost. A Provost search committee should have representation from each of the schools and colleges whose deans report to the provost.

2. ~~When~~ searches for an assistant or associate are conducted, the faculty representation should be similar to that for the root position. If a search A search committee for an associate dean is conducted, the committee should have similar representation as the committee for the associated dean, for example.

Commented [K01]: This is a challenge in that there are usually not too many candidates for an associate dean position and 'searches' are not usually run. Instead, the dean (or chair) invites applications from interested individuals and interviews them (often complementing this with faculty feedback).

3. Searches for non-academic administrators who provide or oversee services for faculty or students should also be conducted with faculty representation. The number of faculty on the search committee should be commensurate with the degree to which these services may impact academic programs.

Commented [K02]: How is the 'degree to which these services may impact academic programs' determined? Perhaps just say, should have at least one faculty representative. Would need to run this by shared governance.

4. Searches for executive level administrators should have strong faculty representation. The Vice President for Academic Affairs is mentioned above, a search committee for the University President or the Vice President for Student Affairs should have similar faculty representation and search committees for any other Executive positions should have at least two faculty representatives.

Commented [K03]: Similar to what? U President and VPAA should have as many faculty on committee as VPAA?

5. All other administrative searches should have at least one faculty representative.

Commented [K04]: All administrative searches or at the director-level and above?

6. Department Chairs and Program Chairs are faculty with administrative duties. Generally department chairs are selected from the senior faculty in the department. In the event that an acceptable and willing chair cannot be found in this manner and an external search is conducted the position should be filled using procedures similar to those used for other faculty searches.

Commented [K05]: Some units have their own process for chair selection. Chair selection process is detailed on page 2-28 of Chapter 2 of the Faculty Handbook. We'll need to modify.

B. Selection of faculty representatives for administrative searches: as a general principle, faculty representatives should be selected by the faculty whom they will represent. However, due to other considerations, it is generally not possible for the faculty to select one person to represent them. Therefore, in general, faculty will be asked to submit at least two names for every search committee position. The hiring manager can then use this group to help meet other demographic and programmatic considerations when constructing the committee. The hiring manager is free to add additional willing faculty who represent other groups in addition to the faculty representatives if this is deemed valuable.

Commented [K06]: It may be important to have to have graduate, online, satellite, clinical and other programmatic elements represented on a search committee. Not just demographic diversity.

1. Names for faculty representatives representing the entire faculty should be supplied by the Faculty Senate.

Commented [K07]: Will there be a process to determine this rep?

2. Names for faculty representatives representing colleges or schools should be provided by the Faculty Senators elected to represent the unit, in consultation with the faculty in the unit.

3. Names for faculty representing departments should be provided by the department chair and selected in accordance with departmental policies.

Commented [K08]: Do most departments have these policies or will they need to be established?