Policy Recommendation
Amendment B to University Policy S16-8
Selection and Review of Administrators

Legislative History: S16-8, followed by amendments in Spring 2017, constitute current policy on the selection and review of administrators.

Whereas: Organizational changes have resulted in positions with responsibilities directly connected to faculty residing outside of academic affairs, and

Whereas: Organizational changes have resulted in the establishment of director positions previously titled Associate/Assistant Vice President, and

Whereas: Re-titled positions are at a level and with responsibilities such that they need to be included in S16-8, therefore, be it

Resolved That section 1.1 of S16-8 be amended as follows:

1.1 Applicability. This policy applies to searches for and reviews of Management Personnel Plan (MPP) administrators who serve university-wide as vice presidents; those within the Academic Affairs Division including the provost, deputy Vice provosts, deans and all other associate vice presidents or equivalent positions; and these positions: Senior Director, Faculty Affairs, and Director, Center for Faculty Development, and the Associate Vice President of the Office of Research. Where not otherwise specified, the words ‘academic administrators’ as used in this policy means all those only the above positions in the Academic Affairs Division.

and be it further,

Resolved That section 1.3 of S16-8 be amended as follows:

1.3 Composition of Search Committees. Committees shall be large enough to allow for sufficiently broad representation, yet small enough so as not to be unwieldy. When feasible, an odd number of voting members will be appointed to eliminate the possibility of tied votes. Faculty, students, administrators and staff shall be represented. Consideration should be given to representation of the diversity of the campus. Faculty shall comprise a majority on all search committees for administrators in the Academic
Affairs Division, inclusive of the Director, Center for Faculty Development, a majority on
search committees for the Senior Director, Faculty Affairs and the Associate Vice
President of the Office of Research; and at least one third of other committees. If
appropriate, alumni and community representatives may serve on search committees.

and be it further,

Resolved: That section 2.2 of S16-8 be amended as follows

For all offices covered by this policy, a review committee shall be appointed and
constituted in accordance with the procedures specified in Part 1, Sections 1.3 and 1.4
of this policy. The Provost-Vice Presidents shall not be eligible to serve on committees
to review academic administrators in their division.

Rationale: With position titles and location of positions within the university recently
changed it was necessary to review the policy on selection and review of administrators.
The changes proposed here allow for search and review committees to have a majority
of faculty in cases where, regardless of division, the position has responsibilities that
impact faculty teaching, research, service, RTP/evaluations, or professional
development.

Approved: 8/26/19
Vote: 10-0-0
Present: Altura, French, Gallo, Grosvenor, Higgins, Jackson, Millora, McClory,
Okamoto, Shifflett
Absent: —
Financial Impact: None
Workload Impact: None