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 residing outside of academic affairs with responsibilities directly connected to faculty, and

Whereas: Organizational changes have resulted in the establishment of director positions previously titled Associate 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 provost, deans and all other associate vice presidents, directors, or equivalent positions; and equivalent positions outside Academic Affairs whose primary responsibilities concern faculty teaching, research, service, or RTP/evaluations. Where not otherwise specified, the words ‘academic administrators’ as used in this policy means all those 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, a majority on all search committees for administrators outside academic
affairs whose primary responsibilities concern faculty teaching, research, service, or
RTP/evaluations, 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 for in their division.

Rationale: With position titles and location of positions within the university changing 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 is primarily related to the
work of faculty.

Approved: 5/6/19
Vote: 11-0-0
Present: Capizzi, Curry, French, Gallo, Higgins, Grosvenor, McClory, Ormsbee, Rodan, Saldamli, Shifflett
Absent: Millora
Financial Impact: None
Workload Impact: None