

SALISBURY UNIVERISTY 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.

Amendments made at the meeting:

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: Number of Senators Present:

Votes in Favor:

Motion Passes or Fails:

Is this a recommendation to the Provost? Yes X No _____

Is this a recommendation to someone else? No _____ Yes, to _____

FWC Recommended Policy on Faculty Participation in Administrative Searches

A. Faculty representation on searches.

1. In any search for an academic unit head position, 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. 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.