

**University Faculty Senate
Governance Committee
176th Plenary
SUNY Canton
April 22, 2017**

Resolution on Administrative Searches at the Level of Dean and Above (Excluding Presidents)

Whereas the Policies of the Board of Trustees specifies that the appointment, including an interim appointment of academic officers such as vice-president for academic affairs, academic deans and others with similar academic responsibilities (excluding the President) shall be made after consultation with the faculty governance body of the campus; and

Whereas evidence shows that when campuses specify procedures in their bylaws for faculty consultation in administrative searches, there is adherence to the procedures; therefore

Be It Resolved that the University Faculty Senate strongly recommends that all recognized campus governance bodies specify within their bylaws consultative search procedures for all appointments of vice-president for academic affairs, academic deans, and others with similar responsibilities; and

Be It Further Resolved that the University Faculty Senate urges the SUNY Chancellor, the SUNY Provost, and the Campus College Councils (or Boards of Trustees) to encourage Campus Presidents to work with local campus governance bodies to write and approve the campus governance bylaws pertaining to consultation during vice-president for academic affairs, academic deans, and other appointments above deans that have significant academic oversight; and

Be It Further Resolved that the University Faculty Senate strongly recommends each campus governance body determine the method by which representatives of recognized campus governance bodies will be selected to search committees for all appointments of vice president for academic affairs, academic deans and others with similar responsibilities (excluding the President).

176-03-1

**Resolution on Administrative Searches at the Level of Dean and Above (Excluding Presidents)
Passed**

Background:

The Governance Committee of the University Faculty Senate has been made aware of searches for academic leadership positions at the Dean's level and above (excluding Presidents) that have been conducted without faculty representation in the search process, and in some instances, without a formal search.

According to the *State University of New York Policies of the Board of Trustees*:

Title B.

§ 2. College Administrative Officers. Appointments of all college administrative officers and professional staff not in a negotiating unit established pursuant to Article 14 of the Civil Service Law shall be made by the chief administrative officer of the college; such appointments shall be reported to the Chancellor. Appointment of academic officers such as vice-president for academic affairs, academic deans and others with similar responsibilities shall be made after consultation with the faculty.

§ 3. Acting Appointments. Interim appointments on an acting basis of college administrative officers and professional staff not in a negotiating unit established pursuant to Article 14 of the Civil Service Law, other than chief administrative officer, shall be made in accordance with Section 2 above.

The inclusion of faculty representation from the faculty/shared governance structure enhances searches for these key positions. To better understand current practices, the UFS Governance Committee asked campus governance leaders to complete a brief confidential survey. Twenty-one campuses responded to the survey. Key findings include:

- 52% of campuses report that their bylaws have a statement about the role of faculty governance in administrative searches at the level of Dean and above. Of these campuses, 82% report that the procedure described in their bylaws is followed.
- 48% of campuses report that their bylaws lack a procedure for involving faculty governance in administrative searches. Of these campuses:
 - 21% report no consultation.
 - 36% report that the administration informs the campus governance leader of faculty appointed to search committees or requests that the campus governance leader represent the faculty on the search committee.
 - 43% report that the campus governance leader is asked to nominate faculty to the search committee.
- When the campus governance leader is asked to nominate faculty for a search committee, a variety of procedures are employed to identify faculty that demonstrate varying degrees of commitment to consultation.
 - 37% of campuses have a policy that dictates the selection process.
 - 18% of campuses solicit and confirm nominations for faculty representation through the governance group.
 - 30% of campuses report that faculty representation is chosen by the campus governance leader in consultation with an executive committee.
 - 11% of campuses report that the campus governance leader serves as the faculty representative to administrative search committees.
 - On one campus, the campus governance leader appoints faculty to search committees without consultation.

The survey also queried campuses regarding faculty consultation for administrative searches in which internal candidates were part of the selection process. The following scenarios were reported, again reflecting variation in consultative processes. Many campuses accept internal candidates into the pool from the initiation of a search (34%) or after an external search fails (8%). Thirty-six percent of campus report the appointment of an interim – 14% had an interim administrative appointment until the external search was successful, but 22% reported that the interim appointment was made permanent. Seventeen percent of campuses report the appointment of an internal candidate to an administrative position without a search. Two campuses reported multiple administrative searches that followed different scenarios.