

Proposition: 11-08/09 Amended

Date Submitted: 2/24/2009

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Proposed Committee Assignment: University Affairs
Assigned Committee: **Scholastic Affairs 3/17**

Title: Remove Prohibition of Interims From Competing for Academic Administrative Positions

Proposal: The language in the portion of Section 5.96 labeled “Searches for Academic Administrators” should be amended as indicated below.

Proposed Language

5.96 Searches for Academic Administrators

Guidelines and procedures for a search may be found in the *Search Committee Handbook*, copies of which are available in departmental offices or through the Office of Institutional Equity/ADA. Faculty members shall serve on search committees for academic administrative positions. They will be nominated and elected for this specific purpose. Also, the executive vice president and provost will inform the chair of the Faculty Senate about nonacademic administrative searches, and the chair may request similar faculty representation.

All academic administrative positions at the Department Head (or equivalent) or above level, including that of the University President, require a search to be filled permanently. A search at the Department Head (or equivalent) or Associate Dean levels may be done externally or internally. Searches for all positions at the Dean (or equivalent) or above level must allow external applicants. Internal candidates, including interims, are allowed to apply for any position. In all cases where external and internal candidates apply for the same position, these applicants will be treated equally. There is no assumed preference for internal applicants.

Original Language

5.96 Searches for Academic Administrators

Guidelines and procedures for a search may be found in the *Search Committee Handbook*, copies of which are available in departmental offices or through the Office of Institutional Equity/ADA. Faculty members shall serve on search committees for academic administrative positions. They will be nominated and elected for this specific purpose. Also, the executive vice president and provost will inform the chair of the Faculty Senate about nonacademic administrative searches, and the chair may request similar faculty representation.

Persons serving as interim academic administrators at or above the Department Head/Division Head level are not eligible to apply for the permanent position. A waiver allowing an interim incumbent to apply for the Department Head/Division Head searches can be requested only by a majority of the department/division's tenure-track faculty members from the Dean of the College or Campus Executive Officer.

Discussion

Given the Faculty Senate's passage of Proposition 08-08/09 as well as the widespread waiver of the prohibition of interim administrators from competing for permanent positions, this section of the Policy Manual should be removed. The new language still prohibits the transition of interims to the permanent position without a search.