

Faculty Senate



M2020.21.27 Motion to Recommend Changes to Policy AA3013: Recruitment, Application, and Selection of Faculty

Originator: Administrative Policies Committee

Whereas,

As guided by best practices in hiring, Policy AA3013 currently lacks adequate detail regarding the roles and responsibilities of unit head responsible for hiring and the search committee.

Whereas,

As guided by best practices in hiring, Policy AA3013 currently lacks adequate detail as guided by best hiring practices regarding the relationship between the unit head responsible for hiring and the search committee.

Be it resolved that,

The Faculty Senate recommends that Office of Institution Equity (OIE) revise AA3013 to clearly define the roles and responsibilities of the unit head and the search committee. Further, the relationship between the responsible unit head and the search committee should be clearly articulated to align with best practices.

Specific Points that should be addressed and clarified in the revision of policy AA3013:

- The unit head responsible for the hire cannot serve as a member of the search committee
- The unit head responsible for the hire selects the chair of the search committee and may delegate the selection of the search committee members to the search committee chair or select the other search committee members
- The unit head responsible for the hire does not participate in the deliberations of the search committee
- The unit head has the responsibility to make the final hiring decision
- The unit head may suggest additional candidates in consultation with the committee
- The unit head should only communicate with the search committee chair regarding details of the search process.

Recipients:

Tiffany Baker Cox, Director OIE and Compliance

Motion Passed 3/23/2021

Vote: 26 For, 7 Against, 5 Abstain