

**ACADEMIC SENATE**  
**of**  
**THE CALIFORNIA STATE UNIVERSITY**

AS-2558-02/FA

March 7-8, 2002

**Search for, and Selection and Review of,**  
**Systemwide Academic Administrators**

RESOLVED: That the Academic Senate of the California State University (CSU) urge the Chancellor, and the Academic Senate CSU Executive Committee to establish a joint committee composed of Chancellor's staff, trustees, and Academic Senate CSU members to examine existing policy and practices in the CSU with respect to the search for, and selection and review of, systemwide academic administrators (e.g., Chancellor, vice chancellors); and be it further

RESOLVED: That the Academic Senate CSU urge the joint committee to recommend changes to existing policy and practices that strengthen search, selection, and review procedures and bring greater credibility to the process, and report its findings to the Academic Senate CSU; and be it further

RESOLVED: That the Academic Senate CSU urge the joint committee to consider the following principles in examining search, selection and review processes:

- That the processes should involve the substantive participation of relevant administrators, faculty, staff, and students.
- That the aim of the process should be to appoint and retain qualified individuals able to cultivate and retain the confidence of their constituents.
- That search, selection, and review decisions should be informed by the input of all pertinent constituents.

*RATIONALE: The intent of this resolution is to encourage a collaborative review of existing policies. The integrity of the search, selection, and review process for systemwide academic administrators is of critical importance given the level of responsibility inherent in systemwide positions. At stake is the functional capacity of the system to flourish since confidence in the administration is inextricably tied to the credibility of the search, selection, and review process. Central to attaining a high level of confidence is a collegial environment respectful and supportive of shared governance. As a CSU president has said "A university is a fragile environment in many ways, and as I see it, my job as your president is to guard that environment, to protect it from any disturbance so that you all are free to do the work you have been called to do." Our system, equally fragile, incredibly complex, diverse, and rich in human resources simply must be served by talented and compassionate individuals driven to protect and nourish our academic endeavors. A strong search, selection, and review process is the key to the recruitment and retention of academic administrators with the skills and character to work with all constituents to safeguard the quality and future of the CSU.*

**APPROVED UNANIMOUSLY – May 2-3, 2002**