

ACADEMIC SENATE  
of  
THE CALIFORNIA STATE UNIVERSITY

Item 12

AS-2699-05/FA  
May 5-6, 2005

Searches for Campus Administrators in the California State University

- RESOLVED: That the Academic Senate of the California State University (CSU) re-affirm its commitment to the principle of shared governance, in particular, the obligation to provide full and meaningful consultation through the normal processes of faculty governance as defined by the campus academic senate in the creation of management personnel positions (MPPs), and the selection and appointment of management personnel; and be it further
- RESOLVED: That the Academic Senate CSU affirm that shared governance requires that faculty be consulted in the formation of MPP search committees and that such search committees have significant faculty representation; and be it further
- RESOLVED: That the Academic Senate CSU affirm that shared governance requires a) extensive faculty involvement in MPP selection criteria and decisions at all levels, b) timely interaction with faculty representatives as management personnel positions are created, reassigned, retitled, and reclassified c) candid and effective communication during MPP hiring decisions, including explanations when decisions are contrary to faculty recommendations; and be it further
- RESOLVED: That the Academic Senate CSU urge that where the MPP has significant involvement with curriculum, faculty affairs, and/or instructionally-related matters, faculty elected from or selected by tenured, tenure-track and lecturer faculty comprise the majority of the selection committee; and be it further
- RESOLVED: That the Academic Senate CSU urge each campus, in partnership with faculty governance, to review, revise, and publish, or to formulate and publish, policies and procedures for the creation of new administrative positions and for searches for local administrators.

RATIONALE: “Shared governance is necessary for the assurance of educational quality and the proper functioning of an institution of higher education. As the Board of Trustees' report on Governance, Collegiality, and Responsibility clearly states "collegial governance allows the academic community to work together to find the best answers to issues facing the university." CSU faculty point to the need for improved and more explicit procedures that enhance and ensure effective shared governance at all levels.”  
(Shared Governance in the CSU, AS-2489-00/FGA - March 9-10, 2000)

Procedures governing the creation of new, permanent or reassigned administrative positions, public announcements about the existence of and/or formation of search committees for such positions, and final hiring decisions are not clearly established and publicized on all CSU campuses. Particularly in an era when academic administration has become a profession unto itself, the absence of appropriate procedures for announcing the existence of administrative positions and/or searches for persons to fill them, could appear as a lack of respect for the shared governance process and, for that reason, create tension within and negative publicity for the California State University. Vigorous faculty participation in any search for an academic administrator—with recognition that the extent of that participation will vary according to the role of the administrator—is one way to promote productive relationships between faculty and campus administrators in the CSU.

**APPROVED – May 5-6, 2005**