

**ACADEMIC SENATE
of
CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, CA**

AS-659-07

**RESOLUTION ON
SEARCHES FOR ACADEMIC CAMPUS ADMINISTRATORS**

- 1 WHEREAS, “Shared governance” is necessary for the assurance of educational quality and the
2 proper functioning of an institution of higher education; and
3
- 4 WHEREAS, Procedures governing the creation of new, permanent or reassigned administrative
5 positions and public announcements about the existence of and/or formation of
6 consultative committees for such positions are not clearly established and
7 publicized on our campus; and
8
- 9 WHEREAS, Clarity in procedures for announcing the existence of administrative positions
10 and/or searches for persons to fill them contributes toward transparency and
11 faculty confidence in the process of appointing University administrators; and
12
- 13 WHEREAS, Participation of faculty from different disciplines and ranks in searches of
14 academic administrators is one way to promote productive relationships between
15 faculty and campus administrators at Cal Poly; and
16
- 17 WHEREAS, The Academic Senate CSU resolution on “Searches for Campus Administrators in
18 The California State University” (AS-2699-05/FA, May 5-6, 2005) urged “each
19 campus, in partnership with faculty governance, to review, revise, and publish, or
20 to formulate and publish, policies and procedures for the creation of new
21 administrative positions and for searches for local administrators”; therefore be it
22
- 23 **RESOLVED:** That the Academic Senate of Cal Poly reaffirm its commitment to the principle of
24 shared governance, in particular, the practice of providing full and meaningful
25 consultation through the normal processes of faculty governance in the creation of
26 academic management personnel positions (MPP), and faculty consultation in the
27 recruitment of academic MPPs; and be it further
28
- 29 **RESOLVED:** That the Academic Senate of Cal Poly affirm that shared governance requires (a)
30 meaningful faculty involvement in establishing selection criteria for vacancy
31 announcements of academic MPPs, (b) timely reporting to the Academic Senate
32 as academic management personnel positions are created, reassigned, and retitled,

33 and (c) candid and effective communication between the administration and the
34 members of the consultative committee about academic MPP hiring decisions,
35 including decisions contrary to the committee's recommendations of acceptable
36 candidates; and be it further
37

38 RESOLVED: That the Academic Senate of Cal Poly urge that where the academic management
39 personnel position has substantial involvement with curriculum, faculty affairs,
40 and/or instructionally related matters, faculty representatives on the consultative
41 committee will be elected from a pool consisting of tenured and tenure-track
42 faculty as well as full-time lecturers (holding 12.12. entitlement). The majority of
43 members appointed to a consultative committee to select a college dean will
44 continue to consist of tenured faculty members; and be it further
45

46 RESOLVED: That the Chair of the Academic Senate of Cal Poly work with the Provost to assist
47 in seeing that the recommendations of this resolution are pursued in revising Cal
48 Poly policies on the creation of new academic management personnel positions
49 and the selection and appointment of MPPs.

Proposed by: Academic Senate Faculty Affairs Committee
Date: October 9, 2007
Revised: November 26, 2007
Revised: November 27, 2007

State of California
Memorandum

CALPOLY

SAN LUIS OBISPO
CA 93407

To: Bruno Giberti
Chair, Academic Senate

Date: January 7, 2008



From: Warren J. Baker
President

Copies: W. Durgin
M. Suess

Subject Response to Academic Senate Resolution AS-659-07
Resolution on Searches for Campus Administrators

This will acknowledge receipt of the above-referenced resolution. The recommendations will be considered when new policies for the recruitment of MPP personnel are drafted.