WHEREAS, “Shared governance” is necessary for the assurance of educational quality and the proper functioning of an institution of higher education; and

WHEREAS, Procedures governing the creation of new, permanent or reassigned administrative positions and public announcements about the existence of and/or formation of consultative committees for such positions are not clearly established and publicized on our campus; and

WHEREAS, Clarity in procedures for announcing the existence of administrative positions and/or searches for persons to fill them contributes toward transparency and faculty confidence in the process of appointing University administrators; and

WHEREAS, Participation of faculty from different disciplines and ranks in searches of academic administrators is one way to promote productive relationships between faculty and campus administrators at Cal Poly; and

WHEREAS, The Academic Senate CSU resolution on “Searches for Campus Administrators in The California State University” (AS-2699-05/FA, May 5-6, 2005) urged “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”; therefore be it

RESOLVED: That the Academic Senate of Cal Poly reaffirm its commitment to the principle of shared governance, in particular, the practice of providing full and meaningful consultation through the normal processes of faculty governance in the creation of academic management personnel positions (MPP), and faculty consultation in the recruitment of academic MPPs; and be it further

RESOLVED: That the Academic Senate of Cal Poly affirm that shared governance requires (a) meaningful faculty involvement in establishing selection criteria for vacancy announcements of academic MPPs, (b) timely reporting to the Academic Senate as academic management personnel positions are created, reassigned, and retitled,
and (c) candid and effective communication between the administration and the
members of the consultative committee about academic MPP hiring decisions,
including decisions contrary to the committee’s recommendations of acceptable
candidates; and be it further

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

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