

Motion 1: A Resolution for the faculty hiring process RESOLUTION Regarding Faculty Hiring Process (Personnel Policies Committee)

RESOLVED BY THE FACULTY SENATE (October 14, 2020)

On December 6th, 2017, the Faculty Senate approved a resolution urging the Administration to adopt a clearly defined, standardized, and transparent process in its decisions to hire faculty members. An effort towards establishing such a process was begun by administration at that time, but not completed. The Faculty Senate believes that instituting a more visible hiring process will encourage and support shared governance as an ongoing partnership between the faculty and the Administration and will further serve to strengthen faculty morale and faculty confidence in the Administration's vision for the future of the faculty and the University at large.

To that end, the Faculty Senate now requests that a transparent process for faculty hiring decisions be formally adopted, including the following parameters:

- A standardized faculty hiring request form to be used campus-wide. The standardized request form would describe the faculty position to be filled and would include sufficient space to include the rationale and documentation for the hiring request.
- A standard fall deadline for faculty hiring requests from all departments. We recommend that, beginning in 2021, this deadline be October 15th. Exceptions to this deadline may be made in cases of unexpected faculty departures or unanticipated enrollment growth.
- A standardized response form to the hiring request. The response form would clearly answer either Yes or No. If the response to the hiring request is "No," a brief explanation would be provided by the Administration. The explanation might include the likelihood or timeline for a future successful request. This response would also be made by a defined date. We recommend that, beginning in 2021, this deadline be November 15th.
- An internal database with a history of all faculty hiring requests and the disposition of each request (Yes or No). The internal database would be available to faculty and departments via an easily accessible, permanent electronic means.

Upon approval, the motion will be emailed to VPAA Teresa Golden and VPBA Dennis Westman