

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE

FACULTY MEMBERSHIP ON SEARCH COMMITTEE FOR THE PROVOST & VP OF AA

RES 192009

FAC

RESOLVED: the Academic Senate recommend to the President the following *University Handbook* changes to 309.5 (additions are underlined and deletions are in strike-through):

**309.5 Composition of the Search and Screening Committees
Administrators**

~~Normally, Search and screening committees for positions concerning faculty and academic matters shall consist of seven to eleven members~~ the membership outlined below. A majority on the following committees shall be faculty members for positions such as: The Provost, all Academic Deans, Associate Vice President for Academic Programs, and Associate Vice President for Faculty Affairs. Faculty shall make up a majority of the total membership of the search committees for the following positions: Provost and Vice President for Academic Affairs, Vice Provost, Associate/Assistant Vice President for Faculty Affairs, Associate Vice President for Academic Programs/Dean of Undergraduate and Graduate Studies, all Academic Deans, and Associate/Assistant Academic Vice Presidents.

The appointing officer shall assure the selection of the Search and Screening Committees as follows:

- a. ~~Four~~ For university-wide positions: five full-time tenured faculty members, representative of one from each school and one at-large (drawn from the General Faculty including librarians, counselors, and coaches). For individual school, Library or Antelope Valley Dean positions: four full-time tenured faculty members drawn from and elected by the affected constituency.
- b. One administrator appointed by the appointing officer in consultation with the Cabinet.
- c. One student selected by the Executive Committee of Associated Students, Inc.
- d. One staff member jointly selected by the appointing officer and the Executive Committee of the Academic Senate.
- e. Additional members may be added, when appropriate by the Appointing Officer and the Executive Committee of the Academic Senate maintaining the majority faculty membership. The appointments shall be made to assure representation of the entire university.

- f. The search committee shall elect its chair. In the case of cabinet level positions, the President in consultation with the Search Committee will appoint the chair.

The search and screening committees for other administrative positions (excluding assistant or associate deans) shall be as follows:

- g. One full-time tenured faculty member, representative of and elected by the affected constituency.
- h. One administrator appointed by the appointing officer in consultation with the Cabinet.
- i. One student selected by the Executive Committee of Associated Students, Inc.
- j. One staff member jointly selected by the appointing officer and the Executive Committee of the Academic Senate.
- k. Additional members may be added, when appropriate by the Appointing Officer and the Executive Committee of the Academic Senate. The appointments shall be made to assure representation of the entire university.

RATIONALE:

Currently the *University Handbook* is inconsistent with the qualifications regarding faculty membership on search committees for various administrators, specifically regarding whether faculty members are to be tenured. The proposed handbook changes would fix this particular inconsistency, ensure faculty representatives have institutional knowledge and familiarity with the requirements of the positions, and be compatible with service expectations for tenured faculty.

For university-wide administrator positions, an additional committee member is suggested so other members of the General Faculty may have the opportunity to serve, in particular librarians, counselors and coaches who currently cannot put their names forth for consideration.

The list of administrative positions in the opening paragraph under 309.5 has been updated to match the list specified in 311.2.

Distribution List:

President
Provost and VP AA
Vice-Provost
Department Chairs
General Faculty

Approved by the Senate February 20, 2020

Sent to the President February 28, 2020

Approved by the President March 4, 2020