REPORT FOR THE UNIVERSITY SENATE

University Senate Committees: Academic Staff and Personnel Committee and Faculty Personnel Committee

Brief History of Issue - why the issue is being considered:

Current language in the Faculty and Academic Staff Rules and Procedures (FASRP) is unclear as to procedures for internal versus external search and screens for positions at or above the rank of Director/Chair at UW-Eau Claire.

Points Discussed by Committee:

- Faculty and staff involvement in search and screen processes increases acceptance and support among faculty and staff for leaders who are appointed as a result of those search and screen processes.
- Both internal and external search processes for leadership positions should follow similar process.
- The Chancellor has the final authority to appoint administrators at or above the rank of Director/Chair at UW-Eau Claire.
- Current policy necessitates a consultation with the Affirmative Action Office in the case of internal hires, which is redundant since all searches should go through Affirmative Action Office.

Pros of Recommendation:

- Internal and external search and screen processes would be consistent.
- Faculty and staff involvement in search and screen processes increases acceptance and support among faculty and staff for leaders who are appointed as a result of those search and screen processes.

Cons of Recommendation:

- None that we can see.

Technology/Human Resource Impact:

- Update to the Faculty and Academic Staff Rules and Procedures

Committee Recommendation:
To pass the revised language for implementation at the next publish date of the FASRP.
MOTION FOR THE UNIVERSITY SENATE

The University Senate Committees:

Academic Staff Personnel Committee by a vote of _6_ for to _0_ against on April 5, 2016

and Faculty Personnel Committee by a vote of _7_ for to _0_ against on April 5, 2016

recommend that the following changes be made to the Faculty and Academic Staff Rules and Procedures, Part III, Article Five: Personnel Policies and Procedures, Section D – Joint Personnel Policies and Procedures; 1. Faculty and Staff Role in Selection and Review of Administrators (page 105)

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FACULTY AND ACADEMIC STAFF RULES AND PROCEDURES–PART III –JOINT PERSONNEL POLICIES

SECTION D–JOINT PERSONNEL POLICIES AND PROCEDURES

1. Faculty and Staff Role in Selection and Review of Administrators (US 4/13)

a. Selection

Board of Regents Policy 6-4[http://www.uwsa.edu/bor/policies/rpd/rpd6-4.htm] provides that the procedure for selecting Chancellors of the UW System shall include a Search and Screen Committee composed of faculty, academic staff, students, administrators, and, at the option of the President, a community representative. Until System procedures are officially changed, it is recommended that two members from the university staff, from four nominated by the University Staff Council, also be included as part of the Search and Screen Committee.

The Chancellor appoints administrators at or above the rank of Director/Chair at UW-Eau Claire. This policy governs the formation and procedures of the committees that assist the Chancellor in searching for those administrators. For guidance on internal searches, consult the Affirmative Action Office. This policy applies to both internal and external searches. (US 4/16)

1) COMMITTEE FORMATION FOR ADMINISTRATORS AT OR ABOVE THE RANK OF DEAN

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