

## **Proposed Faculty Senate Resolution on Presidential Search Processes Voted and Approved 10-4-23**

The Faculty Senate recognizes and shares significant faculty unhappiness about the presidential search process to date. This includes concerns about both the representation of different parts of the university and about the fact that the faculty were not able to choose their representatives on the search committee for themselves.

The Faculty Senate also recognizes and appreciates the fact that the Board of Trustees has made changes to the search process to address faculty concerns, including adding a member of the Faculty Senate to the search committee and creating an advisory committee to meet with finalists.

In light of the fact that similar controversies have arisen in presidential searches in the past and are likely to arise in the future, the Faculty Senate recommends that the Board of Trustees, in consultation with representatives of key stakeholders of the community—faculty, students, and staff—develop clear and agreed upon policies to help avoid such controversies in the future. The Senate endorses the 2016 presidential search ([described here](#)) as a better model of engaging faculty voices than the current process. Two of the four faculty members on the main search committee in 2016 were elected by faculty; and there was an advisory committee made up of elected faculty members.

In light of this history, the Faculty Senate affirms two principles that will make the presidential search process more successful and increase buy-in throughout the whole community. First, the faculty should have a major role in selecting faculty representatives on the search committee, rather than having those representatives selected for them. Second, there should be an advisory committee of faculty, selected by faculty and representing the different academic units of the university, which will meet with finalists and offer recommendations to the main search committee.

Finally, the Faculty Senate recognizes the importance of a successful search and acknowledges its own responsibility in supporting that effort. However, building trust in the inclusivity of the process is an indispensable element in the overall success of the search and will be a vital element in AU's next president making a successful transition into office.