

FACULTY SENATE EXECUTIVE COUNCIL

***Resolution to Change the "Interim" Title of
Current "Interim" Administrators at SIUC***

WHEREAS stability in academic and administrative leadership ranks is important to faculty, staff and students and also to candidates of high quality for administrative and academic positions; and

WHEREAS Southern Illinois University Carbondale has in the past repeatedly had upper-level administrators serving on an interim basis for overlong periods of time; and

WHEREAS such positions remaining interim for great lengths of time negatively affects both the effectiveness of the interim office-holder and the university (as noted in the HLC-NCA's 1999 response to SIUC's reaccreditation documents); and

WHEREAS reasons that such positions remain interim for such lengths of time include a delay in the initiation of a search for filling the position on regular basis and the unavailability of qualified candidates during previous searches; and

WHEREAS both the principles of shared governance and the SIUC Guidelines for Administrative Searches (approved by the Faculty Senate on 14 September 1976 and revised 10 November 1998, 10 October 2000, and 18 November 2008) require faculty consultation and input on searches for administrative positions;

THEREFORE BE IT RESOLVED that the SIUC Faculty Senate strongly recommends that searches for positions currently held as "interim" be conducted as soon as possible;

BE IT FURTHER RESOLVED that the SIUC Faculty Senate recommends that the "interim" title of current "interim" administrators be removed only provided (1) the current occupant of the position has the confidence of the faculty who are under his/her authority, demonstrated by a formal evaluation process, considering his/her performance and any challenges related to the initial appointment and (2) the change in title is approved by each of the primary faculty constituency groups, i.e., Faculty Senate, Graduate Council, and Faculty Association.

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Proposal to Resolve *Current* Interim Positions at the dean level and above

It is strongly recommended that searches for the current interim positions be conducted as soon as possible. The “interim” title of the current “interim” administrators may be removed provided the following two conditions are satisfied:

- The current occupant of the position has the confidence of the faculty who are under his/her authority, demonstrated by a formal evaluation process, considering his/her performance and any challenges related to events transpiring during the initial appointment;
- The change in title is recommended by each of the primary faculty constituency groups, i.e., Faculty Senate, Graduate Council, and Faculty Association.

References

The above proposal was developed after numerous meetings, individual consultation with colleagues at other institutions, as well as the attached document.

Proposal

*Internal and Interim Search Recommendations (for advancing women in administration):
By Peggy Stockdale and Michelle Miller; July, 2008*

Objective 1.2: Improve our ability to identify and appoint internal female candidates to administrative positions.

Strategy 1.2.1 Hold internal search committees to the same administrative diversity goals as external search committees (see Objective 1.1).

Strategy 1.2.2 Disavow search waivers for internal administrative positions, including interim positions, unless under situations of extreme necessity due to the immediate removal or loss of a vital administrator. If interim searches are conducted informally or bypassed through search waivers, such opportunities for women's professional advancement are substantially reduced.

Strategy 1.2.3 Require every internal administrative search to be of sufficient length to allow for the internal recruitment of women candidates by the appointing administrator, search committee, and UWPA.

1. The appointing administrator should hold informal information sessions about the open position for any potential candidate and will participate in an information session for potential women candidates coordinated by UWPA.
2. The appointing officer and/or search committee chairperson should send personal solicitations for application to qualified women on campus. Research suggests that personal contact is a powerful recruitment tool and should be used as possible to encourage women candidates to apply for administrative positions.
3. Search committee members should also recommend potential female candidates to appointing officer or search committee chairperson for solicitation.

Strategy 1.2.4 Hold internal search committees accountable for the diversity of their final applicant pool, per the strategies outlined in Strategy 1.1.3.

Strategy 1.2.5 Identify and incorporate diversity recruitment allies into selected upper administration search committees.

Strategy 1.2.6 Apply the goals, objectives and strategies for internal searches to all interim administrative positions at the Associate Dean level and above. Interim positions provide the opportunity for women to gain necessary administrative experience. In addition, recent history suggests that interim administrators may be better positioned to move into permanent positions than their non-interim counterparts.

1. Consistently apply a policy of allowing interim administrators to apply for open permanent positions.