**SALISBURY UNIVERSITY FACULTY SENATE PRESIDENT CHARGE**

Submit this form to the committee chair

DATE: February 1, 2019

TO: Faculty Welfare Committee

Committee Chair: Mark deSocio

Designated Senator: Kathleen Shannon

FROM: Faculty Senate President Chrys Egan

SUBJECT: Administrative Search Committees: Process and Representation

CHARGE: The Faculty Senate charges the Faculty Welfare Committee to:

1. Investigate faculty involvement in employment searches for university administrators by reviewing policies and procedures from other institutions and best practices recommended by the American Association of University Professors.
2. Based on this investigation, recommend policies and procedures for Salisbury University administrative employment searches. Recommendations may relate to:
   1. When faculty are notified about searches
   2. Search timelines
   3. How faculty are selected for committee service
   4. Whether/how faculty ought to choose their own representatives on the search committee
   5. Faculty and administrative search co-chairs
   6. How non-committee faculty can participate in the process
   7. Communication throughout the process between administration and faculty
   8. Other elements of policies and procedures as the Faculty Welfare Committee deems appropriate
3. The Faculty Welfare Committee will bring its report and recommendation to the Faculty Senate on or before the April 23, 2019 meeting for a vote by the Faculty Senate. If approved by the Faculty Senate, a recommendation would be sent to the Provost.

JUSTIFICATION: The Faculty Senate was pleased with the shared governance model utilized in the Fall 2018 search for the Provost position and would like the Faculty Welfare Committee to explore how that search process or other models might facilitate greater equity and participation at SU. We encourage increased shared governance in administrative searches and other major decisions.