

**Resolution to Urge the President and Provost to Adhere to the Spirit of
University Shared Governance Policies and Procedures**

WHEREAS, The Academic Senate of CSU San Marcos has been informed of the appointments of an Associate VP Planning & Accreditation and an Associate VP Academic Resources in Fall 2010; and

WHEREAS, The Academic Senate of CSU San Marcos is unaware of any attempt to involve the faculty in the search and selection processes for these positions; and

WHEREAS, In the past the Academic Senate of CSU San Marcos has urged the Provost and President to not make appointments promoting interim appointees to permanent positions without the appropriate search and selection process involving faculty participation; and

WHEREAS, Senate Resolution EC 251-03, dated October 15, 2003 (attached), is an example thereof; and

WHEREAS, The most recent appointment of two Associate Vice Presidents in Academic Affairs did not follow the procedure delineated in sections III.A.vi.a. and III.A.vi.b of the Procedure for Senior Administrative Appointments policy approved by the President on 09/10/2008, which establish that Search Committees for the position Associate and Assistant Vice Presidents, MPP Directors, Assistants, and Officers Reporting Directly to the Provost shall include "Up to three persons selected by the Provost/Vice President, which may include a student and/or community member, as appropriate," and "Up to two faculty members selected from a pool of nominees submitted by the Academic Senate;" now, therefore, be it

RESOLVED, That the Academic Senate of CSU San Marcos express its disappointment that searches were not conducted and this has become the norm for administrative appointments; and be it further

RESOLVED, That the Academic Senate of CSU San Marcos urge the Provost and President to conduct searches; and be it further

RESOLVED, That the Academic Senate of CSU San Marcos urge the Provost and President to adhere to the spirit of the policies and procedures for shared governance established by the campus community and approved by this administration, and involve the faculty in the search and selection processes for academic appointments.

Attachment: Senate Resolution EC 251-03**Executive Committee Resolution to Endorse the Provost's Recommendation for the Dean of Graduate Studies & Associate VP for Research and International Programs**

The Academic Senate of California State University San Marcos by this resolution endorses the Provost's Recommendation to fill the position of the Dean of Graduate Studies & Associate Vice President for Research and International Programs by appointing the interim incumbent to the position. The CSUSM Academic Senate recognizes the unusual circumstances relating to this appointment. The Provost agrees that this is an exception, and that future administrative appointments would typically involve a competitive search. Furthermore, the Senate requests that the Provost urge the President to commit to the same agreement for administrative appointments.

Rationale

The incumbent has been serving as the Dean of Graduate Studies & Associate Vice President for Research and International Programs for two years and has been instrumental in developing the job description for the position. Performance feedback indicates that the incumbent is performing above expectations in the position. Members of the Executive Committee of the Senate acknowledged the past performance of the incumbent but expressed grave reservations about establishing a practice of MPP administrative appointments without a competitive search. The EC unanimously opposed the past practice of MPP appointments without a search.

The Provost requested that, as a matter of record, this rationale reflect that his unusual request to appoint without a search was based on a combination of factors. The factors that entered into the Provost's decision included the exceptional performance of the incumbent, the numerous other searches currently active on campus which stretch existing scarce resources, and the impact of the current fiscal crisis on the campus.

The Provost voluntarily agreed to treat this as an exception that would not set precedent. Furthermore, he stated that he would encourage the President to adhere to the same agreement. It is the understanding of the EC that this agreement extends to MPP positions across the campus for which it is accepted practice in the CSU to conduct searches.

Adopted by the Executive Committee 10/15/03