




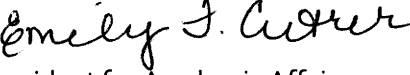
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MEMORANDUM

DATE: October 26, 2010

TO: Rika Yoshii
Chair, Academic Senate

FROM: Karen S. Haynes 
President

Emily F. Cutrer 
Provost and Vice President for Academic Affairs

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

We acknowledge the receipt of the "Resolution to Urge the President and Provost to Adhere to the Spirit of University Shared Governance Policies and Procedures," adopted on October 20.

Section I of CSUSM's Senior Administrative Appointments policy, adopted on September 10, 2008, states that "consistent with the provisions of Title 5, the President may appoint or assign Management Personnel Plan (MPP) employees to any administrative grade level: Administrator I, II, III or IV without using a search process." Thus, the recent appointment of two Associate Vice Presidents of Academic Affairs was in keeping with the provisions of our campus's policy.

Although granted this authority, we nevertheless recognize the importance of competitive search processes and choose not to use them only in unusual circumstances. We believe that, in the case of the two recent appointments, we faced unusual circumstances with multiple upcoming searches for deans on the agenda for this year. Deans' searches will require a great deal of commitment on the part of faculty, staff, and administration, and, thus, we have chosen to focus our resources—both human and financial—on filling those important vacancies. In addition, the two associate vice president positions require a high level of technical knowledge. The individuals holding the interim positions not only possess that technical knowledge, acquired over many months of experience, but have exercised it with great proficiency. Having two such experienced and high-performing individuals in place when new deans take office will enhance the deans' abilities to perform their own roles effectively.

KSH/EFC/mab

cc: Academic Affairs Faculty and Staff
Linda Hawk, CFO and Vice President for Finance and Administrative Services
Neal Hoss, Vice President for University Advancement
Eloise Stiglitz, Vice President for Student Affairs
Matthew J. Ceppi, Chief of Staff, Office of the President, and Director, Institutional Planning & Analysis