

BEST PRACTICES REPORT FOR SEARCH COMMITTEE FOR SEARCHES AT THE ASSISTANT DEAN LEVEL AND ABOVE

RATIONALE:

Whereas a comprehensive search of the 32 SUNY UFS member websites found only one publicly available document for guidelines and processes for administrative searches at the assistant dean level or higher (ESC web page, include link);

<https://www.esc.edu/policies/?search=cid%3D48795>

Whereas administrative turnover has long been an issue in higher education and has recently been amplified by the COVID-19 pandemic;

Whereas publicly available, documented search practices can benefit all SUNY institutions working to fill administrative vacancies now and in the future.

Whereas providing consistent documented search practices promotes transparency and shared governance at each campus.

RESOLUTION:

Therefore, be it resolved that the SUNY University Faculty Senate calls on the Chancellor to encourage campus administrators to make publicly available on their institutions' websites the guidelines and/or historical approaches their campuses use for administrative searches for assistant dean-level positions and higher (excluding presidential searches).

Be it further resolved that SUNY UFS calls on the Chancellor to encourage campus administrators to ensure the inclusion of department, school/college, and campus governance representatives in administrative searches and document this in guidelines posted on each institution's website

Be it further resolved that the Chancellor call on campus administrators to include faculty, staff, and students in the interview process for finalists and allow those faculty, staff, and students to provide feedback to the search committee

Be it further resolved that SUNY UFS calls on the Chancellor to provide space on SUNY's website to archive high-quality practices for administrative searches as a resource for campuses.