

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE

Composition of Search and Screening Committees - Handbook Change

RES 222301

FAC

RESOLVED: That the Academic Senate recommend revisions to the *University Handbook* language regarding the composition of search committees for administrative positions (deletions in strikethrough, additions in **bold underline**) as specified below:

309.5 Composition of the Search and Screening Committees

Administrators

Search and screening committees for positions concerning faculty and academic matters shall consist of the membership outlined below. Faculty shall make up a majority of the total membership of the search committee for the following positions: Provost and Vice President for Academic Affairs, Associate/Assistant Vice President for Faculty Affairs, ~~Associate Vice President for Academic Programs/Dean of Undergraduate and Graduate Studies~~ **Associate Vice President for Academic Affairs and Dean of Academic Programs, all Academic Deans,** and Associate/Assistant Academic Vice Presidents.

The appointing officer shall assure the selection of the Search and Screening Committees as follows:

- A. For university-wide positions: five full-time tenured faculty members one from each school and one at-large (drawn from the General Faculty including librarians, counselors, and coaches). For individual school ~~deans: Library or Antelope Valley Dean positions:~~ four full-time tenured faculty members drawn from and elected by the ~~affected constituency~~ **relevant school. For library and Antelope Valley dean positions: five full-time tenured faculty members, including one drawn from and elected by each school, and one faculty member drawn from and elected by the affected constituency (i.e., a librarian for the library dean position and a current Antelope Valley faculty member for the Antelope Valley dean position.)**
- B. One administrator appointed by the appointing officer in consultation with the Cabinet.
- C. One student selected by the Executive Committee of Associated Students, Inc.
- D. One staff member jointly selected by the appointing officer and the Executive Committee of the Academic Senate.
- E. Additional members may be added, when appropriate by the Appointing Officer and the Executive Committee of the Academic Senate maintaining the majority faculty membership. The appointments shall be made to assure representation of the entire university.

309.6 Roles and Procedures of the Search and Screening Committees

n. If none of the candidates recommended by the committee accepts the position offer, the appointing officer and President shall meet with the committee to determine whether any acceptable candidates remain in the applicant pool. If, **after consultation between** the committee, ~~in consultation with~~ the appointing officer and President, **it is determined that the search is unsuccessful or needs to be extended** ~~there are no further acceptable candidates, the search process shall begin anew~~ **a new search committee is to be formed.**

RATIONALE: The composition of the search committees for school, library and Antelope Valley deans needed to be clarified. For instance, the "affected constituency" for the library is the entire campus, and following the current policy no diversity of disciplines would be guaranteed. Antelope Valley draws faculty from across the four schools as well. This is corrected by calling for faculty from each school. By specifying that a librarian and current Antelope Valley faculty member serve on their respective dean searches guarantees representation from those constituencies.

When an administrative search yields no hire, the handbook specifies that the search process shall "begin anew," which means starting from the beginning and forming a new search committee. Revised language is suggested to broaden the reasons why a search is not completed. The text "no further acceptable candidates" implies that an acceptable candidate was found and it may be that no candidates were found, or there was disagreement about which candidates were acceptable. By replacing this with "it is determined that the search is unsuccessful," multiple circumstances for the lack of a hire are now included.

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