

Faculty Senate Resolution on UCA Administrator Hiring Practices

November 2014

Whereas external searches for academic administrator positions (i.e. Department Chairs, Program Directors, Assistant/Associate Deans, Deans, Assistant/Associate Provosts, and the Provost) are a desirable way of bringing in fresh ideas and perspectives to the University of Central Arkansas (UCA),

Whereas policies related to whether or not these searches are internal or external have not been standardized to this point in UCA's history, resulting in uncertainty and undue strain on our chain of command when openings occur,

Whereas overly long periods of interim appointments are less conducive to the positive and forward progress of our various academic divisions and responsibilities,

The Faculty Senate of UCA recommends that searches for faculty to fill vacancies in these academic administration positions commence as external searches from this point forward. This recommendation does *not* preclude internal candidates from applying for an open position, but encourages the academic administration conducting and approving these searches to look at the regional/national pool of candidates. Further it is recommended that internal faculty serving in such positions in an interim capacity be limited to an interim period of service no longer than 24 months, in an effort to encourage efficient and proactive searches for suitable candidates.