

Whereas there has been a long tradition of meaningful and effective faculty engagement in the shared governance structure of the University of Kentucky;

Whereas such meaningful and effective faculty engagement, historically, has involved the following best practices for administrative appointments, including appointments in newly created administrative positions, practices that are valued because they effectively utilize the expertise of the faculty to attain academic objectives and ensure stable university, college, and education unit leadership in furtherance of our education mission:

The search committees for administrators overseeing academic activities in instruction, research and/or service are composed of majorities or pluralities of faculty members and such faculty members are full-time faculty (not faculty with substantial percentage of their DOE in Administration (for example, Associate Dean, Chair) and such faculty members are chosen by, or from lists provided by, the University Senate and/or relevant faculty units;

The aforementioned search committees shall also include representation of other constituencies, such as students and staff.

Search committee members, meeting as a collegial body, participate in the review of candidates, identify qualified candidates, rank or provide values (strengths or challenges) for each candidate, leading to recommendations that identify at least 2 or 3 finalist candidates;

On-Campus interviews, fora and/or presentations are made by the finalist candidates to all affected constituencies (students, staff, faculty, administrators);

Feedback mechanisms involve the review of all input from all affected constituencies;

Transparency as to the decision-maker's deliberative process, specifically, communication of factors considered, input received, and over-all rationale for the choice to all affected constituencies;

Be it resolved that

Until such time that the GRs/ARs are changed to ensure meaningful and effective faculty involvement in shared governance, it is the expectation of the University Senate that the President and the Administration adhere to the best practices referenced above as the President/Administration carries out their duties and responsibilities under GR VIII and as the President and the Administration solicits and utilizes the expertise of the faculty to attain academic objectives.