

FACULTY SENATE

THE UNIVERSITY OF ALABAMA

RESOLUTION IN PROTEST OF THE UNIVERSITY'S FAILURE TO FOLLOW THE FACULTY HANDBOOK REGARDING THE SEARCH FOR A DEAN OF THE COLLEGE OF EDUCATION

Whereas, faculty governance is important at The University of Alabama, the *Faculty Handbook* stating (Chapter One, Section V): "Processes guiding all important decisions which shape the University's educational potential and which allocate its resources are the joint responsibility of faculty and administrators" (then referring directly to Appendix A); and

Whereas, Appendix A of the *Faculty Handbook* states (Section B, Item 2): "*Throughout the search process, the committee shall solicit, encourage, and provide for faculty participation and the participation of other constituent groups. Faculty members should have ample opportunity to review the credentials of qualified candidates, except that the search committee may protect the identity of candidates who request confidentiality during the initial screening process. On the basis of faculty evaluations and its own judgment, the search committee will reduce the list of candidates to those deemed to be best qualified for the position*"; and

Whereas, with respect to the search for a Dean of the College of Education, which is currently well under way, faculty members of the College of Education had no opportunity to review the credentials of all qualified candidates, further having an opportunity to review the credentials of the four finalist candidates only after they had been invited to the campus, and finally being able to give only general comments rather than ranking and evaluating them as has been traditional in the College of Education; and

Whereas, Appendix A (in Section J) provides for the appointment of a standing advisory committee whose purpose is stated to be "*monitoring the effectiveness of this policy,*" whose faculty membership is appointed by the President of the University "*from a list of persons furnished ... by the President of the Faculty Senate,*" and whose chairperson must be a faculty member; and

Whereas, vacancy in the position of chair of the Appendix A advisory committee has for two years kept this committee from fulfilling its task of monitoring the process of selection and review of deans and department heads,

Therefore, be it resolved that, by unanimous vote at its regular meeting on November 11, 2003, the Faculty Senate Steering Committee strongly protests the failure of the University to follow stated procedures with regard to the search for the Dean of the College of Education; and

Be it further resolved that the Steering Committee, acting on behalf of the Faculty Senate, encourages the President of the University to take action necessary so that the faculty of the College of Education have ample opportunity to review the credentials of all qualified candidates; and

Be it further resolved that the Faculty Senate is concerned that this breach of procedure in the Faculty Handbook could vitiate the present dean search in the College of Education; and

Be it further resolved that the Steering Committee, acting on behalf of the Faculty Senate, requests that open positions, including the position of chair, on the Appendix A Advisory Committee be filled as soon as possible.

Adopted by Faculty Senate Steering Committee

The University of Alabama

November 11, 2003