



Joint Shared Governance Resolution for UW-W Policy for Search Committee Composition & Appointments

For ASA consideration 2022-11-09

For consideration by Faculty Senate on 2022-11-08

Approved by University Staff Council 2022-11-03

Approved by Whitewater Student Government 2022-10-31

Rationale

Because fair and predictable practices regarding the composition of search committees for leadership positions within our institution are important for building a culture of transparency and trust, the following policy was developed so that shared governance groups understand their role in various types of search committees that may be needed.

Policy

For Chancellor & Provost searches:

- These searches follow system policy.

For all other Cabinet searches:

- While interim appointments can be made for these roles, there must be a formal search for the permanent position unless all governance groups agree to forgo such a search.
- Each governance group will be asked to name one or more members of the search committee, and those members shall be selected according to each governance group’s own procedures.
- Shared governance groups should be formally notified of the names of the committee members before candidate reviews begin.
- Governance leaders will also be invited to participate in a lunch/panel interview with finalists.

For Associate & Assistant Vice Chancellor, Dean, and Director searches:

- While interim appointments can be made for these roles, there must be a formal search for the permanent position unless all governance groups agree to forgo such a search.
- Each governance group will be asked to appoint, delegate their appointment authority, or waive their appointment of one or more search committee members. If the group chooses to appoint their member(s) of the search committee, said member(s) shall be selected according to each governance group’s own procedures.
- Shared governance groups should be formally notified of the names of the committee members before candidate reviews begin.

For Associate & Assistant Dean searches:

- While interim appointments can be made for these roles, there must be a formal search for the permanent position unless all governance groups agree to forgo such a search.
- The Dean’s Office will name the search committee, but the committee needs to be inclusive of someone from each governance group, even if those individuals are not representing the governance groups exclusively.
- Shared governance groups should be formally notified of the names of the committee members before candidate reviews begin.
- Candidates for these roles should be tenured faculty, with the exception that Assistant Deans may be academic staff in some circumstances.

Action Date	11/9/2022			
Action	Approved	Rejected	Tabled	Other
Vote Detail	Ayes	Nays	Abstentions	Other