

California State University, Northridge Faculty Senate
Resolution on California State University (CSU) Presidential Searches
(Approved by Faculty Senate, November 19, 2015)

Resolved: That the California State University, Northridge Faculty Senate calls for a more open and transparent role of the CSU Faculty in their campus presidential searches, and be it further

Resolved: That as to the four CSU presidential searches currently in process for 2015-16, the Board of Trustees should instruct the Trustee Committee for the Selection of the President (TCSP) and their Advisory Search Committees, to permit the Executive Committees of those campus senates conducting searches, the opportunity to meet confidentially with the search finalists and to provide written feedback to the Advisory Search Committee; and be it further

Resolved: That as to all future CSU presidential searches, the California State University, Northridge Faculty Senate urges the Chancellor and TCSP to work with the Statewide Academic Senate to establish the criteria by which the Board of Trustees will modify presidential search procedures to allow for more faculty input, including specific representation in the posting, screening and interviewing of the candidate pool; and be it further

Resolved: That this resolution be distributed to the Chair of the Board of Trustees, the Chancellor, the Chairs of the 2015-16 Trustees Committees for the Selection of the President (TCSPs), the ASCSU, and campus senate chairs.

Rationale: CSU presidential searches are governed by the Board of Trustees Policy for the Selection of Presidents. The Trustees Committee for the Selection of the President (TCSP) recommends final candidates to the Board. The campus Advisory Committee to the Trustees Committee for the Selection of the President (ACTCSP) participates in the search process, including interviews and deliberations that lead to the selection of the final candidate(s).

Historically, these committees conducted searches transparently, typically inviting final candidates to the campus, thus allowing the faculty to openly meet and question potential appointees. In 2011, the Board of Trustees changed the procedure, opting to allow only the Chancellor and the Chair of the TCSP, as decision makers, to choose whether there should be open campus visits. Currently, except for the two members from each campus who sit on the ACTCSP, there is no other faculty input into presidential searches and hires. Moreover, because of the confidentiality governing this committee, the balance of the faculty on any given campus do not know (and in fact are precluded from knowing) who the final candidates are nor the process by which the selection was made, prior to the Board of Trustees formal Presidential appointment.

In 2015-16, the California State University is conducting searches for new presidents at four campuses: Sonoma State University, San Jose State University, CSU Channel Islands and CSU Chico. Rather than an open search process, the Chancellor and the Chair of the TCSP have

declared these searches closed. As a result, 21 of the 23 campuses of the CSU have passed resolutions calling for these and/or all presidential searches to be open and transparent. Moreover, the ASCSU has, at its last meeting, passed a resolution calling for the final candidates at each of these campuses be required to publicly visit the campus prior to the Trustee's decision.

While the CSUN Faculty Senate recognizes a potential need for confidentiality in procuring applications from sitting presidents at other universities, it is clear that the process needs and deserves significantly greater input from faculty. Therefore, the California State University, Northridge Faculty Senate strongly urges that campus faculty be brought into the selection process by the ACTCSP, conducting open and transparent dialogue with a broader representation of campus faculty in their search processes. Open and transparent consultation means continuing dialogue with campus faculty before and during the search process. Only then will there be a reasonable balance between the wants and needs of the faculty, the Chancellor and the Board of Trustees.