

23 March 2020

**A RESOLUTION EXPRESSING THE FACULTY SENATE'S EXPECTATION FOR JOINT
FACULTY PARTICIPATION IN DECISIONS TO APPOINT ACADEMIC LEADERS**

WHEREAS, at least three permanent senior academic leadership appointments were made during Spring 2021, including the appointment of Kevin Kregel as Executive Vice President and Provost; Sara Sanders as Dean of the College of Liberal Arts and Sciences; and Liz Tovar as Executive Officer for Diversity, Equity, and Inclusion (collectively “the Spring 2021 Appointments”).

WHEREAS, none of the Spring 2021 Appointments were made pursuant to an internal or a national search process.

WHEREAS, none of the Spring 2021 Appointments were made pursuant to a process involving joint planning with any formal university or collegiate faculty shared governance body.

WHEREAS, the University’s central administration formed a search committee in Spring 2021 for the purpose of identifying candidates for the next faculty ombudsperson without consulting any formal university faculty shared governance body.

WHEREAS, pursuant to UI Ops Manual II, Div. I, Ch. 8.1, “The University of Iowa is committed to the principle of equality of opportunity for all persons. The purpose of the University's affirmative action program is to reaffirm and ensure that this principle is applied to the recruitment, appointment, and promotion of persons in all employment classifications.”

WHEREAS, pursuant to UI Ops Manual III, Div. I., Ch 9.6.i (on “Temporary appointments”), “If during the term of [a full time] temporary appointment the department anticipates the position extending beyond one year, then an affirmative action search must be completed as soon as possible and no later than within one year of the start of the initial temporary appointment.”

WHEREAS, the Manual of Policy and Procedures in the College of Liberal Arts and Sciences, Art. XIII, provides: “when a vacancy occurs in the deanship of the College, the Provost conducts a search for a new dean.”

WHEREAS, the American Association of University Professors (AAUP)’s Statement on Government of Colleges and Universities provides that the “selection of academic deans and other chief academic officers should be the responsibility of the president with the advice of, and in consultation with, the appropriate faculty.”

WHEREAS, the AAUP Statement on Faculty Participation in the Selection, Evaluation, and Retention of Administrators provides that “[t]he role of the faculty in the selection of an administrator other than a president should reflect the extent of legitimate faculty interest in the

position...academic administrators, such as the dean of a college or a person of equivalent responsibility, are by the nature of their duties more directly dependent upon faculty support.”

WHEREAS, the AAUP’s founding 1915 Declaration of Principles on Academic Freedom and Academic Tenure states: “A university is a great and indispensable organ of the higher life of a civilized community, in the work of which the trustees hold an essential and highly honorable place, but in which the faculties hold an independent place, with quite equal responsibilities—and in relation to purely scientific and educational questions, the primary responsibility.”

WHEREAS, the Iowa Board of Regents expects to announce the identity of the next University President prior to the conclusion of the Spring 2021 semester.

WHEREAS, the Faculty Senate is the representative and deliberative organization of the faculty of the University of Iowa.

NOW, THEREFORE, BE IT RESOLVED,

The Faculty Senate affirms that the University President and Provost must enable meaningful faculty participation in decisions to appoint academic deans and other senior academic administrators.

The Faculty Senate respectfully requests that the University President and Provost publicly commit to consulting formal university and collegiate faculty shared governance bodies prior to the interim or permanent appointment of future academic deans and other senior academic administrators.

The Faculty Senate affirms that the Spring 2021 Appointments were made inconsistently with basic principles of shared governance, in disregard of the University’s supposed commitment to “equal opportunity for all persons,” and in contravention of the University’s rules and regulations contained in its Operations Manual and the College of Liberal Arts and Science’s Manual of Policy and Procedures.

The Faculty Senate affirms that a process of appointing academic deans and other senior academic administrators without prior collaboration and consultation with faculty risks tainting the appointments and legacies of otherwise strong leaders.

The Faculty Senate affirms that a process of appointing academic deans and other senior academic administrators without prior collaboration and consultation with faculty risks depriving otherwise strong leaders of needed faculty support.

The Faculty Senate affirms that a process of appointing permanent academic deans and other senior academic administrators without an internal, national, or international search process undermines the University's purported values of advancing and protecting diversity, equity, and inclusion by foreclosing the consideration of a broad and diverse potential pool of candidates.

The Faculty Senate affirms that the Spring 2021 appointments risk diminishing the ability of the next University President to partner with shared governance groups to set a new direction for the university and its constituents.

The Faculty Senate affirms that, in keeping with guiding principles and norms of shared governance, the University of Iowa's central and collegiate academic administrators must ensure meaningful faculty participation in all decisions that may materially impact instructional, scholarship, outreach, and research programs.

The Faculty Senate respectfully requests that University administrators at all levels publicly commit to ensuring that faculty will play a meaningful role in decisions that are of vital concern to the faculty and to the academic success of the University for which faculty have primary responsibility.

The Faculty Senate affirms that it remains prepared, as it has always been, to cooperate with central administration in shared decision making that advances the interests of the University and its students, faculty, and staff.