



BOARD OF REGENTS

SUMMARY OF ITEM FOR ACTION, INFORMATION OR DISCUSSION

TOPIC: USM's Councils request for change in presidential search guidelines

COMMITTEE: Committee on Organization & Compensation

DATE OF COMMITTEE MEETING: January 19, 2016

SUMMARY: USM Presidential search guidelines provides guidance to the Chancellor for the composition of representatives from all the campus constituencies to serve on a presidential search committee. The guidelines re intended to provide a transparent framework for the search process.

The guidelines state that the Chancellor will select 12-15 persons from the institutional constituent groups and/or individuals including faculty, students, staff, alumni advisory boards and, often the community. There are no "ex officio" seats designated for the committee. In many cases, representatives from the institution's shared governance bodies are selected to serve on the committee in their representative capacity.

The Councils of University System Faculty (CUSF), University System Staff (CUSS) and Students (USMSC) recently passed a resolution recommending that three standing positions be established within each search committee to specify that those three positions be set aside for representatives from the institution's elected leadership of faculty, staff and student bodies.

The Chancellor would like to have a discussion of this resolution with the Committee on Organization & Compensation, and the pros and cons of such a changes.

ALTERNATIVE(S): This is a discussion item

FISCAL IMPACT: There is no fiscal impact.

CHANCELLOR'S RECOMMENDATION: This is a discussion item.

COMMITTEE ACTION:

DATE: January 19, 2016

BOARD ACTION:

DATE:

SUBMITTED BY: Katie Ryan, Chancellor's Office, 301-445-1903

MOTION 1512

Background

Presidential searches are arguably the most critical that occur on a university campus. It is important that presidential search committees be comprised of groups representative of the institution's key stakeholders. *University System of Maryland Guidelines for the Presidents*, in its current form, validates this principle by identifying the institutional constituent groups, including "...faculty, students, administrators, staff, alumni, foundation boards, boards of visitors and often the institution's general community." While the policy clearly addresses the need for representation from internal and external constituents, it does not indicate who should represent the groups. This approach is problematic because a presidential search committee can be comprised merely of members of shared governance groups who do not, in fact, represent their groups. The most representative members of the shared governance groups on a campus are elected leaders of such groups.

This motion proposes, therefore, revising the *University System of Maryland Guidelines for the Presidents* to ensure that at least three positions on any presidential search committee be reserved for faculty, staff and student elected leaders from the governance structure(s) at the institution.

Motion 1512: In the spirit of shared governance CUSEF, CUSS and USMSC recommend revising *University System of Maryland Guidelines for the Presidents* to delineate a configuration of standing positions on institutional presidential search committees, with one standing position reserved for the elected leader of faculty, staff and students or his/her designee. In the case of a University Senate or Assembly, the governing body will send recommendations to the Chancellor for each standing position.

**A Resolution Recommending a Change to the University System of Maryland's
Presidential Search Policy**

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1. WHEREAS, the Council of University System Faculty (CUSF), the Council of University System Staff (CUSS), and the University System of Maryland Student Council (USMSC) represent the faculty, staff, and students within the University System of Maryland (USM); and,
2. WHEREAS, the process in which the USM's Presidential Search Committee does not delineate one standing position each for faculty, staff, and students (3 positions); and,
3. WHEREAS, the "Search and Screening Committee" section of the Presidential Search USM Guidelines states "The Search and Screening Committee will normally consist of 12-15 persons selected by the Chancellor from institutional constituent groups and/or individuals, including faculty, students, administrators, staff, alumni, foundation boards, boards of visitors, and, often, the institution's general community" and "The Committee will be composed of a balanced selection of individuals drawn from some of these groups"; and,
4. WHEREAS, CUSF, CUSS, and USMSC believe that three (3) standing positions reserved for the campus leadership in faculty, staff, and students will offer a more representative search committee
5. THEREFORE BE IT RESOLVED, that CUSF, CUSS, and USMSC recommend that three (3) standing positions be established within the "Search and Screening Committee" section of the Presidential Search USM Guidelines; and,
6. THEREFORE BE IT FURTHER RESOLVED, that the recommended phrasing read as follows: "The Search and Screening Committee will normally consists of 12-15 persons selected by the Chancellor from institutional constituent groups and/or individuals, including faculty, students, administrators, staff, alumni, foundation boards, boards of visitors, and, often, the institution's general community. Three (3) of these persons shall be representatives from the institution's elected leadership of faculty, staff, and student body (one from each) or their designee(s). The remaining Committee will be composed of a balanced selection of individuals drawn from some of the previously enumerated groups."

Sponsor: Virletta Bryant, Chair of Council of University System Faculty

Cosponsors: Dana Wimbish, Chair of Council of University System Staff

Kennard Wallace, Chair of University System of Maryland Student Council