

UNCG Faculty Senate
Resolution 09082020

UNC System President Hans and the BOG Committee on Personnel and Tenure have recommended a revision to the Policy on Chancellor Searches and Elections Policy of the UNC System Policy Manual (200.8) to achieve three primary objectives:

- 1) “Affirm the need for the constituent institutions to work with the president to identify candidates with diverse backgrounds and skills in business, industry, government, the military, and the not-for-profit sector;

- 2) Require the president, in consultation with the officers of the Board of Governors, to develop potential chancellor candidates within the University of North Carolina System and promote chancellor vacancies to well-qualified potential candidates who are current residents of the State of North Carolina; and

- 3) Provide that, in any chancellor search, the president shall have the discretion to designate up to two individuals from the president’s succession planning efforts to become candidates upon their submission of complete applications. Candidates designated by the president would participate in search committee interviews and would then become part of the slate of candidates referred by the board of trustees for the president’s consideration.” ([Personnel and Tenure Agenda](#), 7/22/20)

While we understand the intent of these revisions, we would like to articulate the ideals of the current search policy to ensure the search policy is appropriately aligned:

1. To recruit the best candidate for the position.
2. To attract a diverse national candidate pool.
3. To support local control of the candidate selection process.
4. To trust and empower each search committee, which is overseen by the Board of Trustees, to make informed decisions about their next academic leader. The Board of Trustees selects representatives it deems helpful from administrators, alumni, Students, faculty, community members, and staff. This representative group has the appropriate wisdom to assist the Board of Trustees to identify, recruit, and put forward an appropriate slate of candidates.
5. To be vetted by a search committee of one’s peers is an essential academic tradition that is followed by all faculty at any rank; the proposed revisions would create an unnecessary and, at times, critical misalignment between the chancellor and the faculty they are supposed to lead.

For these reasons, We, the Faculty Senate of the University of North Carolina Greensboro, respectfully request these revisions not be supported and reconsidered:

Whereas the current Policy on Chancellor Searches and Election (Policy 200.8) of the UNC System Policy Manual is currently aligned with the goals aspired to by the faculty of UNCG ;

Whereas the proposed revisions to Policy on Chancellor Searches and Election (Policy 200.8) of the UNC System Policy Manual could create a situation where candidates are not selected by the search committee but would "... then become part of the slate of candidates referred by the board of trustees for the president's consideration" which is not aligned to our current aspirational goals of our faculty and selecting our academic leadership;

Whereas the proposed revisions are widely opposed by our faculty and therefore additional discussions need to take place to identify a potential compromise; therefore,

Be it resolved that the UNCG Faculty Senate unanimously asks that these proposed revisions, as currently stated, not be approved by the Board of Governors.