



Statement on Faculty Representation on Campus Searches for Administrators at the Level of Dean or Above (Excluding Presidents)

In the selection of permanent and interim administrators at community colleges, the Faculty Council of Community Colleges (FCCC) asserts the importance and the necessity of transparent and open search processes involving faculty and other appropriate constituent groups.

The FCCC's 2008 statement on "The Role of Faculty in Shared Governance" states that "faculty should have significant input, through their governance structure, into [...] areas that affect the academic functions of the institution," including "searches for key leaders." By the nature of community colleges and their missions, faculty engage in teaching as their primary professional responsibility, thus making their participation in the search process for an administrator integral to the college's ability to succeed in its educational mission. Because a community college's elected campus governance leader understands the workings of shared governance on a campus, that person's unique perspective is invaluable on a search committee for a new administrator.

In asserting the above principles, the FCCC builds on the 1981 statement by the American Association of University Professors (AAUP), "Faculty Participation in the Selection, Evaluation, and Retention of Administrators," which states that:

The 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. In the case of an academic administrator whose function is mainly advisory to a president or whose responsibilities do not include academic policy, the faculty's role in the search should be appropriate to its involvement with the office. Other 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. In such instances, the composition of the search committee should reflect the primacy of faculty interest, and the faculty component of the committee should be chosen by the faculty of the unit or by a representative body of the faculty. The person chosen for an administrative position should be selected from among the names submitted by the search committee. The president, after fully weighing the views of the committee, will make the final choice. Nonetheless, sound academic practice dictates that the president not choose a person over the reasoned opposition of the faculty.

Therefore, the FCCC takes the position that:

- on a community college search committee for an academic administrator such as the dean of a college or a person of equivalent responsibility, who is by the nature of their duties more directly dependent upon faculty support, the number of full-time teaching faculty should reflect the primacy of faculty interest, and those faculty should serve in addition to any faculty serving on the committee by virtue of their holding other positions.
- on a community college search committee for an administrator whose function is mainly advisory to a president or whose responsibilities do not include academic policy, faculty should be represented, and the number of full-time teaching faculty should be in proportion to the faculty's involvement with that administrator's responsibilities.

- faculty representatives on a community college search committee for an administrator should be elected by the faculty through an established faculty governance process.
- in addition to any other faculty representatives, the campus governance leader (or designee) should be included on a community college search committee for an administrator.
- meetings of a community college search committee for an administrator should be scheduled thoughtfully to allow full participation by the elected faculty representatives.