

## **Administrator Hiring Resolution – Draft 09/25/07**

Whereas;

Auburn University has suffered significant losses in of administrators across the past 5 years, and many vacated positions have been filled through interim or termed appointments or by limited searches where no national search was conducted or no search at all was conducted to fill administrative positions.

And Whereas;

Sitting interim administrators have frequently become permanent appointments by removal of the interim title.

And whereas;

Such failures to conduct reasonable search processes for administrators can seriously weaken the perception of the administration by University constituencies as well as lead to inappropriate administrative performance.

Be it resolved,

That the University Senate endorses the adoption of the following guidelines and procedures for hiring administrators at or above the level of Department Head/Chair:

1. All positions are filled by conducting an open, position-appropriate search utilizing a search committee with administrative, faculty, and staff composition as appropriate for the position under consideration.
2. Internal candidates from Auburn University are encouraged, but must interview on a competitive basis with all external candidates, and be top choice selections of the search committee.
3. Such a search should be completed within 12 months of its initiation, and if necessary an interim or termed appointment can be made to temporarily fill the position while the search is conducted.
4. It is preferable that no individual serve in an interim or termed position for a period of more than 12 months. It is preferable that sitting interims resign prior to seeking the permanent position, especially if they have served more than 12 months in the interim position.
5. Interim or termed appointments should also involve a local search process, and a search committee to review applicants and make a rapid recommendation as appropriate.
6. When and where deviation from the policies and preferences expressed in these guidelines may be deemed appropriate, it should be done only after due consideration by the search committee for the position in consultation with the appointing administrator.