Faculty Senate Resolution Number S-16-12

To: Mary Papazian, PhD., President, Southern Connecticut State University
From: William Farclas, DrPH, President, SCSU Faculty Senate

The attached Resolution of the Faculty Senate is entitled:
STATEMENT ON ACCURACY IN
ADMINISTRATIVE POSITION TITLES FOR TEMPORARY APPOINTMENTS

This Resolution was approved by Faculty Senate on: April 6, 2016

[X] This Resolution is presented for INFORMATION

In accordance with the CSU-AAUP Contract (Article 5.10), "When the Senate makes a written recommendation to the President, the President shall acknowledge and respond to the recommendation in writing within fifteen (15) school days of receiving the Senate's recommendation."

After considering this resolution, please indicate your action on this form and return it to the President of the Faculty Senate.

William Farclas, DrPH, President, Faculty Senate
April 6, 2016

cc: Ellen Durmin, PhD, Interim Provost and Vice President for Academic Affairs

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ACTION OF THE UNIVERSITY PRESIDENT

To: Mary Papazian, PhD., President, SCSU Faculty Senate
From: William Farclas, DrPH, President, SCSU

Resolution for approval:
[X] Resolution APPROVED
[ ] Resolution DISAPPROVED (Provide comments below or attach statement)

Comments

Resolution for information:
[✓] Resolution NOTED (applies to Informational Resolutions only)

Comments

Mary Papazian, PhD.
President, SCSU

Date: 4/7/16
STATEMENT ON ACCURACY IN ADMINISTRATIVE POSITION TITLES FOR TEMPORARY APPOINTMENTS

Southern Connecticut State University promotes academic excellence through a system of shared governance, based on principles of respect, transparency, and collaboration. Members of the University administration and faculty play pivotal roles in achieving academic excellence. For this reason, appointments to administration and faculty positions follow rigorous national searches, conducted in accordance with a State-approved affirmative action plan that includes a process of shared governance. This approach is designed to ensure that the most qualified individuals are selected to fill positions at the University.

Because vacancies in positions are not always predictable, because searches cannot always be completed as quickly as desired, and because in certain circumstances it is preferable not to begin a search until other appointments or decisions have been made, at times it becomes necessary or judicious to fill a position on a temporary basis. In such instances, high-level administration positions are filled by an interim appointee, selected by the President, without a national search nor with full application of shared governance. In recent years, the University has placed numerous individuals into senior administrative positions on an interim basis.

Very recently it has become common practice at SCSU for high-level administrative appointees in temporary positions to represent their titles without the prefatory term, interim. The omission of a descriptor that identifies the appointment as temporary occludes full clarity and transparency; may imply that an external search, with adherence to affirmative action practices and input through shared governance, has taken place, when in fact it has not; and may be confusing or misleading to parties within and external to the University. In any of these circumstances, an incomplete title does not accurately represent the terms of the appointment.

The Faculty Senate believes that an institution that “values the pursuit of knowledge” must be exemplary in exactness and accuracy, including the use of titles of Administration officers. Therefore, it is the position of the Faculty Senate that without exception all high-level administrative positions on campus must be identified with complete and correct titles that accurately represent the status of the positions (e.g., “interim,” when applicable). To do otherwise is to invite questions about the commitment of the University to accuracy and exactness.

Approved unanimously by the Faculty Senate, April 6, 2016