

The Personnel Committee submits the following motion for the 12 Nov 2015 meeting of the Faculty Senate.

“Faculty Senate urges the Administration to review the 29-step hiring process and:

- 1) Establish timelines, with action required by a certain deadline else that step has a default outcome, either proceed or fail;
- 2) Have an office track the status of each and every faculty search and oversee adherence to the timeline;
- 3) Create a simplified committee-level summary of the process for faculty;
- 4) Examine the process with intent to simplify, notably the layers of decision;
- 5) Create ‘else’ branches in the process, which as currently available has no flow path for when the result of a step is ‘no’; at each step, a no result should result in feedback within some period of time;
- 6) Move from an unranked list to a categorized list; and
- 7) Delete the word ‘Advisory’ in describing the Search Committee.”