The Psychology Department proposes that the Senate, through its Nomination and Elections Committee, re-establish its responsibility to conduct elections for faculty representatives to serve on future search committees for management positions.

By way of background:

In the (distant but not ancient) past, the selection of faculty representatives to serve on administrative/management search committees had usually been handled by the Senate Nominations and Elections Committee, who insured that representatives of constituent “groups” (i.e., schools, subgroups within schools, etc) were actually elected by and from their respective constituents. It’s a long standing principle in leadership studies that being elected by and from a constituent group lends greater legitimacy to the elected person than appointment to the same position. Additionally, this sense of having constituents sets the stage for faculty representatives to feel a sense of obligation to actively solicit and listen to what their constituents have to say and to voice these issues/concerns at the “table.” Somewhere along the way the efficiency of making appointments has increased in frequency to the point of becoming the norm. The Psychology Department urges the Senate to re-establish the past practice of electing faculty representatives for future administrative/management positions.

Draft of the specific motion:

“The Senate Nominations and Elections Committee shall change its bylaws to include the responsibility of holding elections for faculty representatives to serve on future search committees for management (i.e., Assistant Deans and above) positions.”