
University Senate – Administrative Review Committee

February 7, 2011

The following resolutions are offered by the University Senate Administrative Review Committee for consideration by the University Senate.

Resolution Affirming Policies Concerning Searches for Senior Academic Positions

- Whereas SUNY Policy (The State University of New York Policies of the Board of Trustees, Article IX, Title B, Section 2, November 2009) requires that “appointment of academic officers such as vice-president for academic affairs, academic deans and others with similar responsibilities shall be made after consultation with faculty”;
- Whereas the Constitution of the Stony Brook University Senate states that the Senate’s Administrative Review Committee “shall be consulted about and represented on all search committees at the level of Dean and above”;
- Whereas long held practice and accepted protocol at Stony Brook University has been to utilize the University Senate, the campus governance body for faculty, students, and professional staff, for such consultation; and
- Whereas the University Senate has generally participated in this collaborative process through its Administrative Review Committee by appointing its members to relevant search committees.

Therefore, the Stony Brook University Senate reaffirms its understanding and expectation that, the University President and his designees will seek the consultation required by SUNY guidelines and the SBU Senate Constitution. This consultation shall come with the formation of a search committee for all positions of senior academic administrators and with University Senate Administrative Review Committee representation on any such search committee.

Resolution in Support of EEO Search Committee Processes

- Whereas the Stony Brook University Policy manual (P105R) states “Affirmative action and equal opportunity affect all employment practices including, but not limited to, recruitment, hiring, transfers, promotions, benefits, compensation, training, educational opportunities, and terminations.”
- Whereas the Stony Brook University Faculty and Staff Digest (501.00) states “Stony Brook University complies with all requirements under Executive Order No. 11246 (as amended) that prohibits employers with federal contracts from discriminating in employment.” and that “the University President, the Deputy to the President and the Affirmative Action Officer are responsible for maintenance of and compliance with all relevant state and federal employment regulations.”
- Whereas the mission of the Office of Diversity and Affirmative Action is to “uphold and reaffirm the University’s position and commitment to equal employment opportunity, affirmative action, and the creation of an inclusive campus climate.”
- Whereas the SUNY-Wide Policies, Procedures, Regulations and Guidelines (Section IV: State University of New York Affirmative Action Digest 1995 - Section IV pgs. 11 & 12) states “Policy on Affirmative Action Searches and Waivers (Komisar Memo, December 2, 1977) - University wide policy stating that all positions to be filled should be subject to a full and open search. When a search is impossible and impractical, a ‘Waiver of Search’ may be permitted through a described procedure.”

Therefore, in keeping with the principles of fairness, inclusion, and transparency, the University Senate reaffirms its support for all EEO-related recruitment and selection guidelines issued by the Office of Diversity and Affirmative Action in the hiring (both internal and external) of all members of the faculty, professional staff and administrative leadership. These guidelines include, but are not limited to, expectations for search committee chairs, search committee membership, recruitment strategies, criteria for ranking of candidates, and appropriate consultation/approval prior to final selection.