



CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS ACADEMIC SENATE RESOLUTION

Resolution on Faculty Hiring

Resolution #: SR 11-05

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Applicability: This resolution supersedes SR 06-01

Purpose: To enhance the opportunity to recruit the best candidates through a flexible recruitment process that is responsive to disciplinary needs and hiring cycles.

Whereas...

- Faculty desire to attract and recruit the best candidates in respective disciplines
- Respective disciplines nationally recruit at different times throughout the academic year
- Our current process of one recruitment cycle a year does not support or permit for the best candidates to be identified across all disciplines towards the goal of recruiting the best candidates
- Faculty value the interdisciplinary nature of CI and its presence in recruiting activities and recognize this can take many forms
- In our current process faculty could not interact with multiple candidates –within or even outside their discipline--due to the prescribed scheduling and number of candidates present on a given day
- Faculty on more than one DSC could not fully participate as active members due to the number of candidates present on a given day
- CI is also international, multicultural, and emphasizes civic engagement and these aspects are not reflected in our current process
- Faculty desire a choice of multiple kinds of activities to represent our values and mission pillars to candidates
- Faculty desire a process that is scalable, responsive to disciplinary hiring timeline needs, and fluid and flexible that allows a given search to be open until filled
- Faculty desire to engage in multiple searches throughout the academic year



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Resolved:

The Search Coordinating Committee will work with administration and Faculty Affairs to identify a process and timeline for faculty recruitment that is responsive to academic program needs while respecting the uniqueness and interdisciplinary spirit of CI's interview process and our core recruiting values.

Core Recruiting Values include the following beliefs:

We are a campus community and not disciplines in isolation

We value interdisciplinary search committees

We value all campus pillars as important in the interview process