FACULTY SENATE STATEMENT ON THE PRESIDENTIAL SEARCH PROCESS

With regard to the process of a search for a University president, the Faculty Handbook (Section 1.2.5) states, “The search and selection process must include opportunities for the General Faculty to meet with candidates who are finalists for the presidency.”

On November 6, 2019, the Faculty Senate passed a motion that calls for “…a public forum for each finalist where s/he is invited to give a presentation to include the General Faculty, as well as students and staff, followed by a question and answer period;” for “faculty, students and staff [to] be invited to submit feedback regarding each finalist to the search committee”; and for “this phase of the search … [to] be of adequate duration to allow for the search committee’s consideration of such feedback.”

In line with the Faculty Handbook and with this motion, the Faculty Senate views the following as viable methods for meaningfully engaging faculty input in the search process:

1. Multiple finalists should engage in the process of meeting with faculty.
2. Each finalist should have a live (synchronous) meeting with the faculty – this meeting can be held in person and/or remotely.
3. All faculty who participate in a meeting with a finalist should be given an opportunity to provide feedback to the search committee, which the search committee would then incorporate into their final report and recommendations to the BOV.
4. The meeting would be held in one of the following formats, listed in order of preference:
   a. Finalists meet with faculty in a completely open meeting
   b. Faculty who participate in the meeting sign a ‘code of ethics’ similar to that used by the search committee, which includes a statement about respecting confidentiality of finalists.
   c. Live meeting is held in some way that hides the identity of the finalist (e.g., in the style of a “chat room”)
5. The meeting would be open to one of the following groups of faculty, listed in order of preference:
   a. Meeting is open to all general faculty (with option to participate remotely)
   b. Meeting is open to Faculty Senators only (in line with Section 1.3.1 of the Faculty Handbook that states, “The General Faculty delegates by Charter to the Faculty Senate the responsibility for shared academic governance at the university level.”)
   c. Meeting is open to a set number of general faculty on a “first-come, first-serve” basis, with no option to participate remotely
6. The meeting will include a presentation to the faculty, followed by a Q&A session that is run in one of the following ways, listed in order of preference:
   a. Open Q&A session after the presentation, where any faculty can ask questions on a “first-come, first-serve” basis
   b. Engage in a “question development” process, whereby a set of questions is selected and then asked by faculty representative(s) on the Search Committee (or another appropriate faculty representative)

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1 The motion to endorse this statement was passed by Faculty Senate ballot vote on 12/4/19, 22 – 18.
2 See Appendix A for the full motion.
3 Order of preference determined by Faculty Senate ballot vote on 12/4/19. See Appendix B for specific vote tally.
4 Order of preference determined by Faculty Senate ballot vote on 12/4/19. See Appendix B for specific vote tally.
5 Order of preference determined by Faculty Senate ballot vote on 12/4/19. See Appendix B for specific vote tally.
APPENDIX A
RESOLUTION ON PRESIDENTIAL SEARCH PROCESS⁶

Whereas, the George Mason University Faculty Handbook (provision 1.2.5), states, “The Board of Visitors provides for participation on presidential search committees by faculty who are elected by the General Faculty;”

And, whereas the George Mason University Faculty Handbook states, “The search and selection process must include opportunities for the General Faculty to meet with candidates who are finalists for the presidency;”

And, whereas “The George Mason University Faculty Handbook defines and describes the conditions of full-time instructional, research, and clinical faculty employment; the structures and processes through which the faculty participates in institutional decision-making and governance;”

Now, therefore be it resolved that the George Mason University Faculty Senate calls for a search process consistent with the requirements of the Faculty Handbook to include a public forum for each finalist where s/he is invited to give a presentation to include the General Faculty as well as students and staff followed by a question and answer period;

And, be it further resolved that faculty, students and staff be invited to submit feedback regarding each finalist to the search committee;

And, be it further resolved that this phase of the search should be of adequate duration to allow for the search committee’s consideration of such feedback.

⁶ This motion was passed by Faculty Senate ballot vote on 11/6/19, 29-12.
APPENDIX B
PRESIDENTIAL SEARCH COMMITTEE – FACULTY MEETING OPTIONS BALLOT
VOTE TALLY

Total Number of Ballots = 39
Majority (50%) = 20

**Open/Confidential Meeting:**

<table>
<thead>
<tr>
<th></th>
<th>Top</th>
<th>2nd</th>
<th>3rd</th>
<th>Unacc</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meeting is completely open</td>
<td>20</td>
<td>6</td>
<td>6</td>
<td>5</td>
</tr>
<tr>
<td>Faculty participants sign code of ethics including maintaining confidentiality of finalists</td>
<td>14</td>
<td>8</td>
<td>3</td>
<td>11</td>
</tr>
<tr>
<td>Finalist identity is hidden (e.g., chat room)</td>
<td>4</td>
<td>9</td>
<td>5</td>
<td>19</td>
</tr>
</tbody>
</table>

**Meeting Participants:**

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<thead>
<tr>
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<th>3rd</th>
<th>Unacc</th>
</tr>
</thead>
<tbody>
<tr>
<td>All general faculty, with remote option to accommodate all who want to attend</td>
<td>23</td>
<td>2</td>
<td>4</td>
<td>7</td>
</tr>
<tr>
<td>All general faculty, on “first-come, first-serve” basis, with no remote option</td>
<td>0</td>
<td>14</td>
<td>4</td>
<td>16</td>
</tr>
<tr>
<td>Faculty Senators, as representative of general faculty (per FH Section 1.3.1)</td>
<td>13</td>
<td>6</td>
<td>7</td>
<td>11</td>
</tr>
</tbody>
</table>

**Style of Q&A:**

<table>
<thead>
<tr>
<th></th>
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<th>Unacc</th>
</tr>
</thead>
<tbody>
<tr>
<td>Open to faculty participants on “first-come, first-serve” basis</td>
<td>20</td>
<td>10</td>
<td>6</td>
</tr>
<tr>
<td>“Question development” process to arrive at set of questions, which are then asked by a faculty representative (e.g., one of the faculty representatives to the Search Committee)</td>
<td>17</td>
<td>10</td>
<td>11</td>
</tr>
</tbody>
</table>