





MEMORANDUM

To: Carmen Scholz
President, Faculty Senate

From: Robert A. Altenkirch 
President

Christine W. Curtis 
Provost and Executive Vice President for Academic Affairs

Subject: Response to Faculty Senate Resolution 17/18-08, UAH Faculty Career Advancement

Date: June 6, 2018

Faculty Senate Resolution 17/18-08 entitled "UAH Faculty Career Advancement" states "that at the written request of the majority of the members of the affected unit any open positions above and including the level of Department Chair and Director of Research Unit within the Office of the Provost and Vice President of Academic Affairs and the Office of the Vice President of Research and Economic Development should seek and consider internal faculty applicants before commencing an external search." The resolution continues that if a candidate is deemed "either unqualified or unacceptable," the Search Committee or its Chair writes and delivers an explanation to the candidate within 30 days after the application is received. An external search would commence if no internal candidates are acceptable. In addition, the resolution requests that estimates for costs for external candidate recruitment and hiring be submitted to the Faculty Senate President for inclusion in the Faculty Senate minutes.

The current UAH search practice, labeled an external search, includes both internal and external candidates. When "external" searches are conducted, both external and internal candidates are sought. Any applicant who applies to the position and meets the minimum qualifications is considered to be a part of the candidate pool. This process gives the highly qualified and competitive internal candidate even greater validity because their candidacy is tested against other highly qualified candidates from both within and outside the University. The current UAH system of seeking candidates for administrative positions using external searches has recently resulted in internal

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candidates being selected as deans from highly competitive pools of external and internal candidates.

The “external” search process open to both internal and external candidates is standard practice and is being used at universities throughout the country. The process works quite effectively and is fair to all candidates regardless of their home institution.

No compelling rationale for changing the current process to a multi-step process was provided in the Faculty Senate resolution nor did the resolution present any problem that the resolution is attempting to address. The hiring process described in the Faculty Senate resolution is costly in terms of faculty and administrator time and effort, thus creating a problem, and does not offer more opportunity to internal candidates than the current “external” search process.

Faculty Senate Resolution 17/18-08 is not accepted. Our current search practice for academic administrators is efficient, fair, open to all applicants, and will remain unchanged.