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# AAUP Leadership Proposal Recommendation

USM Faculty Senate

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# THE UNIVERSITY OF SOUTHERN MISSISSIPPI®

## FACULTY SENATE RECOMMENDATION #1 2017–2018

Authored by Dr. Mac H. Alford, President, Faculty Senate  
Introduced and Seconded from the Floor, Amended and Passed Unanimously

A FACULTY SENATE recommendation to endorse the “Proposal to Redefine the Culture of Leadership at USM” that emerged from an open forum led by the USM chapter of the American Association of University Professors (AAUP) in the spring of 2017

WHEREAS the University’s *Plan for Academic Reorganization: Vision 2020* will result in consolidation of Colleges and units, and thereby consolidation of administrative positions, and

WHEREAS these consolidations have created concern about future leadership, particularly objectivity and fairness, as evidenced from listening sessions organized by the USM chapter of the AAUP in spring 2017, and

WHEREAS this Leadership Proposal provides a mechanism for faculty input into the nomination and selection of the University’s Deans, Associate Deans, Directors, Associate Directors, and Department Chairs, and

WHEREAS this Leadership Proposal outlines Leadership Development Initiatives to proactively articulate the University’s expectations within a culture of service leadership and to augment the strengths of current leaders and cultivate leadership strengths for others, and

WHEREAS the *Plan for Academic Reorganization: Vision 2020* already calls for Directors to be “first among equals” in leading the faculty of Schools and sets terms of service for Department Chairs, and

WHEREAS Faculty engagement in the process of leadership nomination and selection builds trust and helps to promote a culture of shared vision and responsibilities, and

WHEREAS the reorganization provides a unique opportunity to reconsider and improve how we select and interact with our peers in leadership positions,

THEREFORE WE RECOMMEND that the President and Provost consider and implement the recommendations made in the Proposal, with the caveat that

The Faculty Senate affirms that the Deans of Colleges will serve at the pleasure of the President and Provost but urges the University to implement

regular and meaningful faculty evaluation of people holding these positions. All other administrative positions, including executive directors and chairs, should be elected by their faculty for four years with the possibility of re-election for one additional term of four years.

**THEREFORE BE IT FINALLY RECOMMENDED** that copies of this recommendation shall be sent to the Faculty Senate, Gulf Coast Faculty Council, the Provost, and the President.