

## **University of Arizona Faculty Senate Motion 6 April 2026**

### **Affirming Compliance with Recruitment and Hiring Provisions of the Shared Governance MOU (May 13, 2022)**

The Faculty Senate affirms and requests President Suresh Garimella to affirm that recruitment, selection, and review of academic administrators and academic personnel are subject to the provisions of the Shared Governance Memorandum of Understanding dated May 13, 2022, and applicable law, including Arizona Revised Statute §15-1601(B).

Accordingly, the Faculty Senate:

- Affirms that faculty, through their elected representatives, shall share responsibility for matters related to faculty personnel and actively participate in university governance and policy development (MOU, p. 1).
- Affirms that shared governance requires meaningful faculty participation in selecting, hiring, and reviewing faculty and academic administrators (MOU, p. 3).
- Affirms that academic personnel and related policies fall within the scope of shared governance (MOU, p. 8).
- Affirms that faculty and administration must play a collaborative role in recruitment, selection, and review of academic administrators (MOU, p. 8).
- Requires that all search and review committees be comprised of half or more faculty, with at least half of those faculty recommended by elected faculty peers (MOU, p. 8).
- Requires that elected faculty have a direct role in search processes, either as committee members or nominators (MOU, p. 8).
- Requires that academic administrative appointments be made through open, competitive searches, preferably national or international in scope and based on merit (MOU, p. 9).
- Requires that shared governance participation be sought and considered in all hiring decisions, regardless of whether a search is competitive (MOU, p. 9).

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Further, the Faculty Senate requests that:

The Office of the President and relevant administrative units provide semi-annual report to the General Faculty documenting compliance with these provisions;

Any deviations from these requirements be explicitly identified, justified, and reviewed through shared governance processes.

These provisions be treated as binding governance standards, not advisory guidance.

## **ANNEX 1 – NOT PART OF THE MOTION**

### **Verbatim References to Recruitment and Hiring in the Shared Governance MOU of May 13, 2022**

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#### **1. Statutory Mandate for Faculty Participation**

“The faculty members of the universities, through their elected faculty representatives, shall share responsibility for academic and educational activities and matters related to faculty personnel. The faculty members of each university, through their elected faculty representatives, shall participate in the governance of their respective universities and shall actively participate in the development of university policy.” p. 1

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#### **2. Definition of Shared Governance**

“We define shared governance as meaningful participation in institutional governance, emphasizing the importance of faculty involvement in selecting, hiring, and reviewing faculty and academic administrators, informing budgetary policy and strategy, and establishing academic and curricular policies.” (Source: MOU page 3, definition section). p.3

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#### **3. Academic Personnel Within Scope of Shared Governance**

“Subject to the authority and responsibilities of the Arizona Board of Regents and the President, academic and curricular policies rest primarily with the faculty, as represented by the Faculty Senate or other shared governance bodies. The creation, reorganization, merger, or elimination of programs and academic units; academic personnel, research, or student affairs policy; and guidelines on faculty reviews and compensation are all within the scope of shared governance.” p.8

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#### **4. Collaborative Role in Recruitment, Selection, and Review**

“The faculty and administration will play a collaborative role in the recruitment, selection, and review of academic administrators.” p.8

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#### **5. Faculty-Majority Search Committees**

“Search and review committees must be comprised of half or more faculty, of which at least half are recommended by their elected faculty peers.” p.8

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## 6. Direct Role of Elected Faculty Representatives

“Elected faculty (e.g., Faculty Senators and/or College Advisory Council members) should have a direct role in this process, either serving as members of the committee, or as nominators of their colleagues to the committee (either through direct election or via otherwise generating a short-list to be shared to the hiring administrator).” p.8

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## 7. Open, Competitive Search Requirement

“Eligible academic professionals, and academic administrative appointments (such as unit heads and those with dean, provost, or president in their title) will be made following open, competitive searches, preferably drawing from a national or international pool of candidates, and with selection based on merit and due consideration of diversity and inclusion.” p. 9

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## 8. Mandatory Shared Governance Participation in Hiring Decisions

“Nevertheless, regardless of whether a search is competitive, shared governance participation must be sought and considered as part of the hiring decision.” p.9

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## Summary

These provisions collectively establish that:

- Faculty participation in hiring is mandatory, not optional
  - Search processes must be open, competitive, and faculty-driven
  - Elected faculty representatives have a direct and formal role
  - Shared governance applies regardless of search format
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