



OFFICE OF THE ACADEMIC SENATE
ONE SHIELDS AVENUE
DAVIS, CALIFORNIA 95616-8502
TELEPHONE: (530) 752-2231

April 21, 2008

ROBERT C. DYNES, PRESIDENT

University of California
President's Office
1111 Franklin Street, 12th Floor
Oakland, CA 94607

Re: Davis Division of the Academic Senate Resolution: Recruitment of Campus Administrative Leaders

The Davis Division of the Academic Senate's Representative Assembly met on Monday, April 14, 2008. One of the agenda items was a resolution submitted by some of the Academic Senate faculty selected to serve on the Provost and Executive Vice Chancellor Recruitment Advisory Committee. The Representative Assembly discussed the proposed resolution and perspectives following the recent cancellation of the Provost and Executive Vice Chancellor recruitment. The cancellation of the recruitment occurred after months of work by members of the Recruitment Advisory Committee and inviting four candidates to campus for public interviews. Some of the candidates were viewed to be outstanding in their own right. One of the top candidates did withdraw after accepting a position with another university. However, the three remaining candidates were invited to nearly two full working days of interviews with the campus community. Following the public interviews, Chancellor Vanderhoef decided to appoint, on an interim basis (period of three years), the current UC Davis Dean of Engineering Enrique Lavernia. We understand Dean Lavernia was not among the candidate pool for the position of Provost and Executive Vice Chancellor.

The members of the Representative Assembly unanimously passed the following resolution regarding the Chancellor's decision and a process which did not demonstrate due respect of the Recruitment Advisory Committee's consultation:

We the faculty of the University of California at Davis demand that all searches and subsequent hires for positions of leadership in the administration require formal applications by all candidates who must be fully evaluated by search committees comprising representative Senate faculty appointed by the Academic Senate. Shared governance demands nothing less.

There are three issues that led to the introduction and support of this resolution. The first concerns the manner in which faculty members of the Recruitment Advisory Committee were selected. The second concerns how the committee was notified of the decision to cancel the search, the lack of consultation concerning cancellation, and interim appointment of an internal candidate not in the candidate pool. The third issue concerns the level of embarrassment for the campus due to how this process was handled with respect to the candidates themselves.

Members of the Representative Assembly believe that due respect for shared governance requires that appointment of Academic Senate faculty to advisory committees should be made by the Davis Division Committee on Committees. In this case careful thought went into the faculty nominated by the Committee on Committees for service on this important advisory committee. Only one individual suggested was selected, from the list of recommendations, with all other Academic Senate faculty chosen by the administration without consultation. The Committee on Committees and Davis Division Chair have raised this concern with the Chancellor and as a result are working on revising the process by which Davis Division members of the Academic Senate are selected to serve on all administrative committees. The strong tone of the Representative Assembly resolution was in large part due to a desire to insist that this process go forward in good faith.

Academic Senate members of the Recruitment Advisory Committee took their task seriously; including, personally contacting high-caliber individuals and encouraging their application. Two of the candidates interviewed were not openly looking for such a position, but came at the request of an Academic Senate representative serving on the Recruitment Advisory Committee. Following public interviews, Academic Senate faculty, participating on the Recruitment Advisory Committee, were contacted by one of the candidates stating the recruitment was closed due to budgetary constraints. The candidate's contact occurred before Recruitment Advisory Committee members heard this news from the Chancellor or his designee. There was no discussion of this option with the Recruitment Advisory Committee. Additionally, there was no discussion with the Recruitment Advisory Committee of the Chancellor's offer of a long-term interim (3-year) appointment as Provost and Executive Vice Chancellor to the current UC Davis Dean of Engineering.

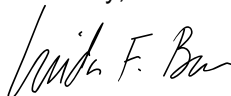
The candidates invited to apply for the position all indicated an unwillingness to do so unless their applications were kept confidential from their home institutions and that their candidacy was taken seriously, meaning that they were viable candidates for the position. The budgetary issues were known before any candidates were invited to campus. All candidates were asked how they would handle the impending budget crisis and what budgetary experience they had had during the interview process. To use the budget crisis as the reason for not selecting from the candidates interviewed has outraged members of the UC Davis faculty.

Faculty members that served on the Recruitment Advisory Committee are members of the National Academy of Sciences or have attained similar distinction in their field. Some have indicated that if asked to serve again they would refuse to do so unless specifically asked to serve by the Davis Division of the Academic Senate. They feel their investment of time was not appreciated. Further, the faculty is deeply concerned about UC Davis' ability to recruit the best candidates for top senior management positions in the future. Some of our members believe UC Davis is gaining a reputation of failing to conduct searches in an open manner and that the search is merely a guise to validate the selection of an internal candidate.

The Representative Assembly is also concerned about a three-year appointment being entitled "interim." Some believe a prolonged interim term will impact Dean Lavernia's ability to be effective. The unduly flexible interpretation of the interim appointment process serves to further erode UC Davis' reputation if it becomes widely understood that UC Davis uses prolonged interim appointments as a means to prepare internal candidates for successful competition during national/international searches for high-level administrative positions.

The Davis Division believes that all recruitment processes should be transparent and followed by the campus administration. Further, all participants in the process, candidates as well as members of advisory and search committees, must be treated with respect for their time and willingness to contribute. Your time and attention to this communication and resolution is appreciated.

Sincerely,



Linda F. Bisson
Professor of Viticulture & Enology
Chair of the Davis Division of the Academic Senate

c: Members of the Davis Division Representative Assembly
Universitywide Academic Council Chair Michael T. Brown
Chancellor Larry N. Vanderhoef