

PATHWAYS TO LEADERSHIP RESOLUTION

Approved by the OU-NC Faculty Senate on March 9, 2020.

WHEREAS, the Faculty Senate acknowledges and appreciates that recent vacant upper administration positions at OU have been filled via transparent and open processes; and

WHEREAS, the Faculty Senate further acknowledges and appreciates that these recent searches have set a new bar for transparency and inclusion for upper administration hiring at OU; and

WHEREAS, in contrast, positions at the intermediate administrative level are still often filled in a non-transparent way, without an open announcement of the vacancy, without a published set of criteria for the position, and without a clear hiring process; and

WHEREAS, faculty at OU who may wish to be considered for such early or intermediate administrative positions are generally unaware of how to make themselves known as candidates for said positions; and

WHEREAS, there is a deep and diverse pool of potential administrative leaders at OU with leadership skills but that have had few opportunities to advance; and

WHEREAS, the Faculty Senate acknowledges that upper administrators have a vested interest in building their leadership teams; and

WHEREAS, a transparent hiring process allows supervisors to make the best choice from a diverse and talented applicant pool, thus instilling trust in new leaders;

THEREFORE, BE IT RESOLVED, that the Faculty Senate of the OU - Norman Campus requests that the University of Oklahoma adopt the following practices:

- Make public (to the university community) a set of procedures for hiring at early or intermediate level administrative positions. (These procedures may include publishing a call for applications with an appropriate deadline, a clear and well-defined job description, a list of required qualifications, etc.)
- Require use of a transparent application process that follows these procedures when hiring for early or intermediate-level administrative positions.
- Limit the practice of assigning current administrators to more than one leadership role, as our university has many talented faculty members who seek opportunities for advancement.
- Develop a variety of mechanisms for faculty to learn about existing campus-wide committees and multiple opportunities for faculty to volunteer for said committees, as committee membership and leadership can be a pathway to administrative leadership.
- Offer systems that inventory the skills of interested faculty and provide mentoring and training for leadership positions.