

Faculty Senate Routing Form  
(action/proposal attached)

I. Item Title: WCU Faculty Senate Call to Revise the UNC System Chancellor Search Process

a) Brief Description: Calls for a return to the prior system, with slightly amended language, which does not permit the UNC System President to appoint finalists outside the recommendations of the local search committee and Board of Trustees.

b) Initiated by: Vicki Szabo

II. Faculty Senate Action:  approved  not approved  other date: 04/21/2021

Comments: \_\_\_\_\_  
\_\_\_\_\_

Vote:  Voice Vote, Unanimous  Voice Vote, Majority In Favor  
 Electronic Vote: 26 Ayes 0 Nays 1 Abstentions

FS Secretary signature: David Henderson date: 04/22/2021  
(interim)

III. Provost:  for information  Recognition of Receipt  
 for action.....  approved  not approved

Comments: \_\_\_\_\_  
\_\_\_\_\_

Person responsible for Implementation: \_\_\_\_\_

Provost signature: [Signature] date 23 Apr 21

IV. Chancellor:  for information  Recognition of Receipt  
 for action.....  approved  not approved

Comments: \_\_\_\_\_  
\_\_\_\_\_

Chancellor signature Keen R Brown date 4-23-2021

Once finalized copies will be returned to the Provost Office's representative who will scan and distribute electronically to:

- Chancellor
- Provost
- Chair of Faculty Senate
- Secretary of the Faculty Senate

*Associate Vice Chancellor for Academic Affairs (for catalog and handbook)*  
*Associate Dean of Graduate School (for catalog)*  
*Others (i.e. person responsible for implementation)*

## **Resolution: WCU Faculty Senate Call to Revise the UNC System Chancellor Search Process**

Whereas, on July 22, 2020, the Committee on Personnel and Tenure of the UNC Board of Governors approved changes to Section 200.8 of the UNC Policy Manual (Policy on Chancellor Searches and Elections). These changes, amended in the UNC Policy Manual on September 17, 2020 (BOG Transmittal Letter #135) included a provision that permits the UNC System President to appoint finalists and install a Chancellor outside of the recommendations submitted by the local search committee and Board of Trustees.

Whereas, the UNC Faculty Assembly Executive Committee, the UNC Faculty Assembly, and the 17 UNC system Faculty Senates and / or governing bodies, opposed this provision in resolutions and statements, prior to and following its approval, due to its inconsistencies with the principles of institutional autonomy and shared governance.<sup>1</sup> Rationale for our opposition included the following objections:

\* The provision does not enhance succession planning: the stated intent of the overall policy change is to “promote talent development and succession planning” and “to ensure a diverse and highly qualified pool of candidates for current and future chancellor vacancies.” While this is a laudable aim, the former policy already charged the President with encouraging interest from potential candidates within North Carolina. This prior process afforded the President ample opportunity to encourage qualified candidates and thus influence the pool of candidates without the need for the proposed provision.

\* The provision circumvents local shared governance and decision-making: the former Chancellor search process called for the establishment of a broadly representative Search Committee, including an extensive process of consultation with various local constituencies. Through the development of a leadership statement and shared vision, local Search Committees are uniquely qualified to identify the most promising candidates for their unique institution from within the search pool. A Chancellor imposed outside of this process may lack the goodwill and perceived legitimacy necessary for success.

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<sup>1</sup> Joe Killian, “In voting to change chancellor search policy, UNC Board of Governors could expand System president’s power;” *NC Policy Watch*, Sept. 16, 2020; Kate Murphy, “Faculty say effort to change how chancellors are picked is a ‘power grab’ by UNC System” *News and Observer*, Sept. 16, 2020.

\* The provision focuses on expediency over community: the former policy already granted the President the power to “return the slate to the Board of Trustees with instructions for further action” if unsatisfied with the outcome of a search. While attempting to streamline the process for leadership continuity and expedience, the provision and revised process does not provide the necessary time and diplomacy to ensure either consensus or community satisfaction with the candidate or process, which allows the successful candidate with greater chance for success and support from the University or School community.

Whereas, the recent protests, resolutions, and controversies surrounding the appointment of Chancellor Allison at FSU (Fayetteville State University) in February 2021, as raised by faculty, staff, students, and alumni, echo many of the concerns raised in our objections.<sup>2</sup>

Be it resolved, in the spirit of building more effective, transparent, inclusive, and collaborative governance for all of our UNC System schools, the WCU Faculty Senate asks the Board of Governors, for the reasons stated above, to restore UNC System’s Chancellor Search process prior to the amendments of September 17, 2020, with the following suggested language:<sup>3</sup>

### III. Search Philosophy and Candidates for Chancellor

A. Each chancellor search committee and the boards of trustees for constituent institutions shall make every effort to recruit and consider a diverse pool of exceptionally well-qualified individuals for chancellor vacancies and to consider candidates with both traditional academic experience as well as candidates with alternative backgrounds in business, industry, government, the military, and the not-for-profit sector.

B. The president shall undertake reasonable efforts to develop potential chancellor candidates within the University of North Carolina that shall serve to benefit future applicant pools for the position of chancellor.

C. The president shall ensure that opportunities for chancellor vacancies are promoted in a manner that encourages interest from well-qualified candidates who are current residents of the State of North Carolina. In any chancellor search, the president shall have the discretion to designate up to two individuals from the president’s succession planning efforts to become candidates upon their submission of complete applications. **Candidates designated by the president shall participate in search committee interviews and, at the discretion of the search committee, may be part of the slate of finalists referred to the Board of Trustees for consideration. Such candidates will not be provided undue consideration or favoritism.**

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<sup>2</sup> Joe Killian, “PW Special Report: How did Darrell Allison cut in line to become the new chancellor at Fayetteville State? It’s a Secret,” *NC Policy Watch*, Feb. 24, 2021; “Our Opinion: A Sneak Preview,” *Greensboro News and Record*, March 24, 2021

<sup>3</sup> Underlined language is derived from the UNC Policy Manual 200.8, prior to Amendment on September 17, 2020; language in bold is suggested language from a UNC Faculty Assembly resolution (October 2020) on the Chancellor Search Process.