

To:

Tracey Klein, Chair of the Special Regent Committee on Governance Issues

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Edmund Manydeeds III, Regent President

Karen Walsh, Regent Vice-President

September 16, 2021

Greetings Regents,

Thank you for your work updating and revising the Chancellor search processes.

As you know, UW-Whitewater is intimately aware of the ins and outs of the process, and we would like to offer our perspectives.

As overarching principles, we believe that:

- The President of the Board should have some flexibility with regard to the composition of the Chancellor Search & Screen Committee membership because each search committee needs to fit the institution and its unique situation.
- The Search and Screen Committee should be as inclusive as possible.
- The long-term success of a new Chancellor is best achieved when the hiring process aligns with that institution's commitment to the spirit of shared governance, namely including governance groups' input in decision-making.

Additionally, we believe the following specific changes would markedly improve the process and outcomes of Chancellor searches in our System:

- 1) Because shared governance support is essential to a Chancellor's success, we request that the Search and Screen Committee include representation from each governance group on the local campus¹, with representatives selected by each governance group's own process.
- 2) One of the faculty on the Search and Screen Committee should be the co-chair of the committee, not the vice-chair. A faculty member needs to be co-chair so that they can ensure that on-campus events are planned in a timely and effective manner and that communication with the search firm is transparent and in the best interest of the campus.
- 3) In order to ensure a fair and transparent process, we request that Chancellor searches follow the same guidelines for interim candidates as the System President and Board

¹ Note: While some campuses may have three governance groups, UW-W has four (Faculty, Academic Staff, University Staff, and Students).

President searches, namely that, "An interim appointee shall not be considered a candidate in the search process for the permanent position without advance written authorization from the System/Regent President permitting the interim appointee to participate as a candidate for the permanent position." "Advanced" meaning at least two weeks prior to the posting of the job opening.

- 4) We request that all members of the Search and Screen Committee have formal voting rights with regard to any input transmitted to the System President or Board President.
- 5) We request that a Chancellor search process begin in the fall, no later than October 15th, as a way to ensure that the applicant pool is as strong as possible.
- 6) We request that in the event that a search loses 60% or more of its finalists, the Co-Chairs of the Search and Screen Committee request from each local campus governance group a list of benefits and risks of failing the search. After consideration of said lists, the Search and Screen Committee should vote on whether or not to fail the search.

We submit these perspectives and requests to the Special Regent Committee on Governance Issues for consideration in its deliberations about amendments to the "Selection Process for System President, Chancellors, Vice Chancellors, and UW System Senior Leadership Positions" policy.

Thank you for your time and consideration,

Davin Stavroplos, President of the Whitewater Student Government

Jacqui Palcic, Chair of University Staff Council

Terry Tumbarello, Chair of Academic Staff Assembly

Tracy Hawkins, Chair of Faculty Senate