

RESOLUTION: FACULTY SENATE STATEMENT ON THE ESTABLISHMENT OF FACULTY-INITIATED NO-CONFIDENCE PROCEDURES

WHEREAS, shared governance depends on the ability of faculty to express collective judgment regarding administrative leadership when circumstances warrant; and

WHEREAS, existing administrator evaluation processes are periodic, administrative in nature, and do not provide a formal, faculty-initiated mechanism to express a loss of confidence and do not distinguish between procedures applicable to unit-level administrators (including deans and below) and those applicable to senior administrators, reflecting differences in scope and institutional impact; and

WHEREAS, the absence of clearly defined procedures for no-confidence votes may lead to inconsistent practices, lack of transparency, and unnecessary escalation of governance concerns; and

WHEREAS, institutions of higher education commonly maintain formal no-confidence procedures to address extraordinary situations involving breakdowns in trust, leadership, or institutional functioning; and

WHEREAS, the establishment of a general framework for no-confidence procedures promotes fairness, clarity, due process, and institutional stability;

BE IT RESOLVED that the Faculty Senate endorses the establishment of the following formal, faculty-driven no-confidence process as a component of shared governance for unit-level administrators:

A. Unit-Level Administrators (Dean and Below)

The unit-level process is designed to address situations in which leadership within a school, department, or administrative unit is perceived to impair the functioning, trust, or integrity of that unit.

Initiation Phase:

- A petition must be supported by at least 30% of eligible voting faculty within the unit.
- The petition is submitted through a secure, confidential, and verifiable system administered by the Faculty Senate Office.
- The Senate Office verifies eligibility and threshold compliance within a defined timeline (typically within five business days).

Notification and Meeting:

- Upon verification, all eligible faculty are notified in writing.
- A special faculty meeting is scheduled within a defined window (14–30 days).
- The full resolution text and supporting materials are distributed in advance.
- The initiating faculty present the resolution.
- The administrator is provided an opportunity to respond.

Deliberation and Voting:

- A quorum requires at least 50% participation of eligible faculty.

- Voting is conducted via a secure, confidential ballot administered by the Senate Office.
- Approval requires a two-thirds majority of votes cast.

Certification and Communication:

- Results are certified within five business days.
- A formal report is distributed to faculty, the administrator, the administrator's supervisor, and the Provost.

BE IT FURTHER RESOLVED that the Faculty Senate endorses the establishment of the following formal, faculty-driven no-confidence process for senior administrators:

Initiation:

- A petition may be initiated through:
 - (i) a majority vote of the Senate Agenda Committee,
 - (ii) 30% of Faculty Senate membership, or
 - (iii) 25% of the full faculty electorate.
- The petition must include a clear statement of concerns and supporting rationale.

Review Process:

- An Ad Hoc Review Committee is established to gather information, solicit input, and ensure procedural fairness.
- The administrator receives formal notice and may submit a written response and address the Senate.

Voting:

- Voting is conducted by secure ballot across the full faculty electorate.
- A quorum of at least 50% participation is required.
- Approval requires a majority of votes cast.

Outcome:

- Results are transmitted to the President and/or Board of Trustees.
- A formal written response is required within 30 days outlining any actions or further review.