



# CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS ACADEMIC SENATE POLICY

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## Policy on Composition of MPP Search Committees

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Policy#: SP 09-11

**Drafted By:** Faculty Affairs Committee 2009-2010: Bob Bleicher (Chair), Minder Chen, Marie Francois, Blake Gillespie, Debra Hoffmann, Sean Kelly, Jacquelyn Kilpatrick

**Applicability:** This policy applies to California State University Channel Islands (CI) faculty responsible for serving on search committees for MPP Level III and IV positions on campus and for specifically designated Level II positions.

**Purpose:** To ensure that there is broad awareness and input in decisions that affect hiring for campus leadership positions, typically at the level of Associate Dean or Director and higher.

**Background:** During the accreditation process, the Western Association of Schools and Colleges (WASC) commended the campus practice of broad, cross-campus inclusion in decision-making, in general, and specifically, in the hiring process for upper-level administrators. To ensure this innovative aspect of the campus was institutionalized, and not subject to subsequent changes in campus leadership, they recommended creating a policy that formalized this cross-campus collaboration. The Academic Senate of the CSU also passed a resolution calling for campuses to adopt policies ensuring faculty participation on MPP search committees (AS-2699-05/FA - May 5-6, 2005; Title 5 CA Code of Regulations, § 42723; Higher Education Employer-Employee Relations Act (HEERA) Title 5)

### Policy on Composition of MPP Search Committees

#### I. **Accountability:**

Human Resources, Division Vice Presidents, Chairs of MPP search committees

#### II. **Definition:**

Management Personnel Plan (MPP) - The California State University (CSU) MPP is an integrated personnel system addressing the employment rights, benefits, and conditions of those CSU employees designated as "management" or "supervisory" under HEERA.

Cabinet Areas: Academic Affairs, Advancement, Finance and Administration, Instructional Technology (IT), and Student Affairs

#### III. **Policy Text:**

All search committees constituted for recruiting MPP positions as specified below shall have faculty member(s) among the voting members of the committee.



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### Policy on Composition of MPP Search Committees

This policy affects search committees for MPP positions at levels III and IV. It also affects MPP level II positions that the Vice President deems includes duties that involve strong interaction with cross campus constituents.

*Superseded by SP 14-15 and SP 15-05*



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