

Faculty Survey Regarding Freezing Dean Positions
Faculty Senate Executive Committee
November, 2008

Description and Instructions Provided to Faculty

The Faculty Senate Executive Committee is seeking the APSU Faculty's input about the possibility of not conducting searches to fill College Dean-level positions, which is being considered due to possible further budget reductions. Please answer the following question and provide additional comments for us to bring to the discussion. We need your response by Friday, November 14, 2008.

Survey Question and Results (N=140)

1. If other faculty positions are frozen and/or new faculty lines are not added, should open dean level positions be frozen with interim deans serving during 2009-10?

59.3%	83	Yes
27.1%	38	No
13.6%	19	Not Sure

Summary Analysis of Comments (N=67)

Comments were fairly evenly divided between two positions: a) hire permanent deans now and b) continue using interim deans. On the one hand, faculty believe that hiring permanent deans as soon as possible is important in providing the leadership needed to move the University forward, particularly given our history of having interim deans. On the other hand, faculty believe that our interim deans are doing a good job and advocate (given the current budget situation) for continued service by interim deans if they are willing to serve. However, several faculty expressed concern that interim deans may be limited in their ability to implement new initiatives, thus leaving colleges operating in a status quo mode. Others felt that strong leadership from the President and Provost will help prioritize what needs to be accomplished.

Additional suggestions for consideration:

- If dean/s searches are presently underway, it may be good to go ahead with the process.
- Examine each college's needs on a case by case basis, including a determination of the effectiveness of the interim dean, before deciding to freeze that position.
- Stagger searches over time and allow the new Provost time to become grounded.
- We will not attract top candidates in a budget crisis; save money on expensive national searches now, but do conduct national searches later.
- Consider saving money by hiring qualified interim deans for the permanent positions.
- If the interim deans cost the same as the permanent deans, why not go ahead with searches; the interim deans not selected permanently then return as faculty to teach.
- Interview ahead for 2010-2011 with candidates waiting a year to take a position.
- Some indicated faculty positions should be funded before permanent deans, especially in areas where there are gaps in coverage; but others advocated using adjuncts.

Submitted by Lori Buchanan, Faculty Senate Vice President