

**March 9, 2011**

**To: Faculty Senate**

**From: HOP Committee**

**Re: Proposed Revisions to HOP 2.04 (Faculty Recruitment)**

Through the comments received from faculty on this proposed revision, one common concern emerged. It is that department faculty judgments in the recruiting and hiring process can sometimes be inappropriately disregarded by chairs or deans. Past practice at UTSA, as reflected in the current Faculty Recruitment Manual, has been that deans have the ultimate authority in these areas, controlling the designation of hiring priorities, search committee composition, the choice of finalists, and who ultimately to hire. While deans have generally followed department recommendations on these and related matters, in some cases they have not.

The proposed revisions to HOP 2.04 essentially reflect the Recruiting Manual that is already in place. Therefore, it seems that, rather than objecting to any of the proposed revisions, the better course would be to discuss these concerns with the Provost's office, with the goal of placing in HOP 2.04 and the Recruiting Manual a procedure for addressing this concern. Vice Provost Zapata has agreed to meet with Senate representatives to discuss this issue. The HOP Committee accordingly recommends the adoption by the Senate of the following resolution:

"The Faculty Senate is concerned that, under the current version of HOP 2.04, the proposed revisions to it, and the current Faculty Recruitment Manual, there is the potential for the expertise of faculty being disregarded without good reason by chairs and deans at various stages in the hiring process, including the designation of hiring priorities, search committee composition, designation of finalists, and the ultimate hiring decision. The Senate recommends that the Provost work with the Faculty Senate to address this issue in an appropriate future revision to HOP 2.04 and any related materials including the Faculty Recruitment Manual."