March 22, 2016

Daniel Hare
Chair, Academic Council

Re: Guiding Principles: Search Waivers for Academic Appointees at the University of California

Dear Dan,

The Executive Board of the UCLA Academic Senate discussed the proposed guidelines for the use of waivers in academic hiring, “Guiding Principles: Search Waivers for Academic Appointees at the University of California” at its meeting on March 10, 2016. The Executive Board solicited comments from the standing committees of the Senate, as well as the Faculty Executive Committees, to maximize faculty feedback; the individual responses are available online.

The members discussed identifying those instances when we should not go through the expense or time does not allow conducting a full search. The Committee on Diversity and Equal Opportunity stated that the members were pleased that the category for President’s and Chancellors’ Postdoctoral Fellowship Recipients (A3) was added. The college Faculty Executive Committee questioned who would monitor the continuation of training (B4). Additionally, it was recommended that the language in B7, Multiple Affiliated Employers, be revised to “granted a search waiver for the UC position within the same series.” The Committee on Faculty Welfare recommends that department chairs and deans be allowed to use search waivers for filling vacant endowed chairs with internal candidates as well as retaining distinguished faculty.

The Executive Board urges you to read the individual committee responses.

Please feel free to contact me should have any questions.

Cordially,

Leobardo F. Estrada
Chair, Academic Senate
Los Angeles Division

cc: Hilary Baxter, Executive Director, Systemwide Academic Senate
Jim Chalfant, Vice Chair, Academic Council
Michael LaBriola, Principal Policy Analyst, Systemwide Academic Senate
Linda Mohr, Chief Administrative Officer, UCLA Academic Senate
UCLA Academic Senate Executive Board Members