

## Rationale for Proposal for Change in Appointment Processes

**1. Identify the key Issue, novel situation, challenge, problem, etc.**

Appointment processes approved in Spring 2024 by the Academic Seante are more restrictive and cumbersome than anticipated. Issues include but are not limited to bio statements when none were needed, many hours of added of work for the Senate President and Senate Administrative Assistant, inability to make appointments to standing committees multiple times, faculty confusion about listing three committee choices, and processes for screening appointment procedures were not accurate.

**2. Provide underlying rationale for addressing the issue.**

Some committees have many vacancies because no more appointments can be made under the approved processes and committees need to be filled to do the work of the college.

**3. Include any relevant background and institutional history.**

The processes were implemented in 2021 to address an issue that arose for appointments to one committee. Prior to 2021, determinations for department/area/pathway reps were made at the department/area/pathway level. Determinations were also made solely on a first come first appointed basis for the most part.

**4. Anticipate opposing arguments.**

There is one 7-day priority window for faculty to sign up for committees that occurs in the Spring. Biographical statements are still available, but only when multiple faculty submit for one position. When the initial Fall comes out, the first come first appointed basis may be used as a last resort.

**5. Articulate possible solution(s), highlighting support for the most desirable outcome.**

Three documents were created based on the current approved processes to address the needs.