

**SPECIAL REPORT**  
**of the**  
**INTERCAMPUS FACULTY COUNCIL**  
**concerning**  
**RESOLUTIONS OF THE INTERCAMPUS FACULTY COUNCIL**

**JUNE 18, 2007**

**COUNCIL MEMBERSHIP**

**Marilyn Billings – Amherst**  
**Ernest May, Chair – Amherst**  
**W. Brian O'Connor – Amherst**  
**Noushin Ashrafi – Boston**  
**Rachel Rubin – Boston**  
**Lynne Tirrell – Boston**  
**Michael Baum – Dartmouth**  
**Dan Georgianna – Dartmouth**  
**Paige Gibbs – Dartmouth**  
**Eve Buzawa – Lowell**  
**Michael Carter – Lowell**  
**AnnMarie Hurley – Lowell**  
**Jennifer Daly – Worcester**  
**Abraham N. Morse – Worcester**  
**Joshua Singer – Worcester**

The University of Massachusetts is in great turmoil over the recent revelations about a dramatic plan to change the governance structure of the University and the announcement of leadership changes at three of the system campuses, all undertaken without any consultation with the faculty and other constituencies. The events leading to this turmoil reflect some underlying deficiencies in the governance structure at the level of the Trustees and President's Office. Therefore, we, the members of the Intercampus Faculty Council, recommend the following motions:

**MOVED:  
IFC 07-001** That Governor Patrick appoint an independent commission to investigate the recent actions of the Board of Trustees and the President and to consult with faculty members and other university leaders of substantial national distinction and expertise in the field of public higher education and then to make recommendations that would advance the University of Massachusetts, so that it may fulfill its aspirations to become one of the top public research universities in the country.

**MOVED:  
IFC 07-002** That Governor Patrick use his role to appoint new members of the Board of Trustees who have expertise, stature, and a passion for public higher education, and who appreciate the principles of shared governance that underlie every first-rate educational institution. We ask that the Governor appoint leaders who can leverage new resources for the University of Massachusetts and that many of these Trustees will have a strong academic or public service background, or have extensive experience in higher education.

**MOVED:  
IFC 07-003** The Wellman Document (T73-098 as amended) provides an apparently sound basis for honest, merit-based searches for chief executives of the system and campuses. However, over time, it has become apparent that two methods are available to manipulate such searches: (1) a high-profile non-academic may enter the search with great fanfare in the press, at which point the high-quality academic candidates mostly withdraw from the search; and (2) an interim is appointed who is strongly connected to the existing powers -that-be, and the interim then aggressively employs the "power of incumbency" to become the permanent appointee.

To ensure the quality of the candidates and the integrity of the process of appointing a system President and campus Chancellors, the following terms will be adopted to govern such appointments:

- (1) In the case of an interim appointment, no such appointment may be made unless and until the following steps have been completed:
  - (a) The faculty governance bodies of the campus must be informed of the identities of all those who are under active consideration for appointment.
  - (b) Representatives of these faculty governance bodies will conduct a formal interview with each of those who are under such consideration.
  - (c) After deliberation, the representatives will then rate each such prospect as acceptable or unacceptable.
- (2) It will be a publicly-stated condition of an interim appointment of a system President or campus Chancellor that the appointee will not be a candidate for the permanent appointment.
- (3) Candidates for a chief executive position should have built distinguished academic records and should have significant academic experience in higher education. Although the consideration of candidates without these qualifications may, in a particular case, be deemed appropriate, such considerations should be the exception rather than the rule.

These terms are intended as a recommended supplement to existing procedures in the Wellman Document (T73-098 as amended) and elsewhere.

**MOVED:  
GF 05-07** That the Faculty and Librarians support the Intercampus Faculty Council's three resolutions adopted on June 18, 2007.