

To Northern Kentucky University Board of Regents and Chair Boehne, and members of the NKU community.

In addition to a recommendation of the NKU Faculty Senate issued on May 5, 2017, the Faculty Senate approved the following statement on NKU presidential searches on November 28, 2022.

As Northern Kentucky University addresses the current structural budget challenges, we must focus on our shared mission, values, and identity. Since our inception, NKU has embraced our role as a regional, public, teaching-focused university. Our mission has included an “up close and personal” approach to teaching and regional stewardship, which focused our scholarship and service on meeting urgent community needs. The emphases on “up close and personal” teaching and community engagement continue to resonate with most faculty members.

According to the NKU statement on [collegial governance](#), “faculty bodies have primary responsibility for recommendations in matters directly related to academics.” Sections B and B.2 of the statement of *Collegial Governance at NKU* state that “good faith consultation” with the “Faculty Senate and its committees” are “routine” in the selection of the NKU president. Additionally, good faith consultation with faculty bodies should be routine in matters affecting academic programs including the structure and organization of academic units and administration, and generally occurs in areas that may affect academic programs such as scholarship policies, the structure of support services, and long-range planning.

Open, candid, and frequent conversations between faculty and administration are an essential part of collegial governance. Decisions made following these conversations among colleagues engender stronger commitment, and, in turn, a greater likelihood that the institution will achieve its goals. As faculty, we are optimistic that if NKU sustains its commitment to collegial governance and oversight, we can return our university to a successful and sustainable path that benefits our students and region.

A university leader’s ability to inspire and lead is directly related to the support of the faculty, staff, and students. A leader hired without the consent of these constituent bodies is placed at a distinct disadvantage. Therefore, faculty must have a leadership role and be active participants in the hiring of all administrators, including the university president. The process should be open to the campus community to the maximum extent possible. At a bare minimum, finalists should interact publicly with the campus community before a hiring decision is completed.

### **Faculty Senate Recommendations Regarding Future Presidential Searches**

In 2017, NKU conducted its first-ever closed search for a University President. In this unprecedented, closed search, no finalists were brought to campus for public presentations, and input from university communities was not considered. The NKU Faculty Senate believes that all faculty, staff, and students should have a meaningful role in the presidential search process, which should include opportunities to attend public presentations on-campus from finalists and to provide input before a hiring decision is made. An open process is contemplated by the statement on *Collegial Governance at NKU*, was used in all presidential searches prior to 2017, and should be used again.