

July 15, 2011

## **S U M M A R Y**

### Faculty Senate Committee Report

#### **What are the recommendations of the Faculty Senate Ad Hoc Committee?**

The report confirmed that the university maintained a high level of academic integrity in the search process for the two faculty positions in the Department of Economics in 2008.

These findings confirmed President Barron's initial understanding of the hiring of these faculty members and the relationship with the donor.

#### **Are there any changes that are being made to the process of hiring faculty as a result of this review?**

The faculty completed a thoughtful and thorough review and made the following recommendations:

In the case where a donor may wish to provide input on the hiring of a faculty member:

The input is for the sole purpose of providing the donor with a level of confidence that the university is using their gift in a manner consistent with their intent.

In the case of the donor serving on an advisory board:

- The advisory board is to be comprised of a majority of university faculty
- The advisory board is limited to offering advice and review
- The advisory board is to offer recommendations on a majority basis

#### **Are there any changes that are being made to gift agreements as a result of the faculty review?**

The faculty completed a thoughtful and thorough review, which included the following recommendations:

Most donors want to be sure that their gifts are used in the manner intended. For this reason, more and more donors want to be involved on advisory boards or to be able to review potential candidates. However, it is important that any feedback is limited to offering advice.

Informing donors about faculty accomplishments is also a normal part of effective donor relations as well as gift accountability and good stewardship on the part of the university.

In the Koch Foundation agreement, the MOU included language that suggested that the donor evaluation should be part of a faculty member's annual evaluation, which is not appropriate. But, despite this language, outside evaluations from the donor were never a part of a faculty member's annual review.

Simply put, the integrity of the university's hiring process and evaluation process was maintained. Future donor agreements will continue to support stewardship and strong relationships with donors, but will not include language that even appears to cede control of our academic independence.

#### **What does President Barron think of the report?**

The report confirmed President Barron's original understanding of how the 2008 agreement was implemented, but it also provided good suggestions for improving philanthropic and academic processes.

#### **For more information, please contact:**

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