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Provost Sudkamp,

The Faculty Senate caucused to provide the requested feedback on the Vice-President of Research and Graduate Studies Search Committee proposal to split the responsibilities and duties of the Vice-President for Research and Graduate Studies. As one might expect, the results of the caucusing are not unanimous.

The majority of the Faculty caucuses (including BSOM, CEHS, COLA, COSM, SOPP, and RSCOB) are in favor or strongly in favor of splitting the responsibilities into two separate positions. Almost every caucus explicitly urged that the positions be separated with fiscal restraint. There is expectation that competent dedicated individuals in both roles would produce outcomes justifying a lean increase in overall salary expenses if absolutely necessary.

One Faculty caucus (LAKE) was neutral on the issue.

Two Faculty caucuses (CECS and CONH) are weakly in favor, at least in the short term, of continuing with a single position with joint responsibilities. While a long-term separation might be in the best interests of the University, these caucuses urged that, in our current financial environment, the financial advantages in not creating another senior-level administration position should not be ignored.

Overall, it appears that the majority support of the Faculty prefers the separation of the duties of our current VPRGS. Faculty are exceptionally budget conscious and the vast majority on both sides of the issue specifically stressed the importance of making this separation as expense neutral as possible.

With this in mind, the Executive Committee of the Faculty Senate makes the following recommendations:

- If the separation of duties into two positions can be achieved in a reasonably expense-neutral fashion, then splitting the positions now is preferred.
- If there are significant financial advantages to continuing with a single position, then a single appointment should be made, with an explicit timeframe in the offer letter for eventually separating responsibilities into two positions (perhaps in 3-5 years).
- When split, both positions should both require a focus on faculty-student experience and the rank of full Professor. There is strong consensus that the Vice President for Research must understand all elements of University Research and not be hired with a principal focus on research not aligned with the research needs of academic programs, faculty, and students.



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- These appointments should be made quickly, if possible. These may be significant opportunity cost in delaying appointment to this position or positions. The EC recommends that two search committees immediately begin an internal search with short application and consideration timelines. If the search committees find that strong candidates exist on-campus, we recommend that the search be concluded quickly and standard three-year or five-year appointments be made before the end of the term.
- Clearly communicated strategic vision is required in both roles. To promote accountability and transparency, the Faculty Senate stands ready to work with administration to help define metrics to measure and share annual progress towards shared goals.

These recommendations have been approved by the Faculty Senate Executive Committee. In the interest of timeliness, these recommendations do not take the form of a resolution put to the Faculty Senate for formal approval. Please let me know if you'd like a formal resolution from the floor.

Regards,

Travis Doom, Faculty President

On Behalf of the Faculty Senate Executive Committee:

Travis Doom (Chair)	Faculty President
Dan Krane	Faculty Vice President
Ramzi Nahhas	BSOM
Mateen Rizki	CECS
Adrienne Johnson	CEHS
Laura Luehrmann	COLA
Sherry Farra	CONH
Thomas Rooney	COSM
Steven Pedler	LAKE
Burhan Kawosa	RSCOB
Michelle Schultz	SOPP