



## California State University Maritime Academy Faculty Senate

Resolution 21-22/07

April 21, 2022

Vote (For/Against/Abstain): 15/0/1

### Condemning the Lack of Open Advertisement/Recruitment of Administrative Hires

WHEREAS: The Faculty of California State University Maritime Academy firmly believe that all organizations of the university have an obligation to follow best practices in the hiring of personnel at every level; and

WHEREAS: Such best practices require an open search for qualified candidates from a widely distributed and publicly available job description advertisement that adheres to CSU policies<sup>1</sup> and state/federal employment law standards; and

WHEREAS: Open searches and other best hiring practices, including many layers of review from as wide a campus audience as possible are particularly imperative as the supervisory role, power and responsibilities of the position increase; and

WHEREAS: Maintaining any practice where few people have knowledge of the open position, or identify/nominate/evaluate prospective hires, or conduct any aspect of the staffing in an opaque process is absolutely antithetical to a fair, just and equitable hiring procedure; and

WHEREAS: Avoiding an open search period with a publicly available and widely advertised job description perpetuates an unfair, unjust and unaccountable “good-old-boy” network that undermines the very basic standards of Human Resources, discredits any fair, legitimate or justifiable hiring practices, and demoralizes us all; and

WHEREAS: Lacking an open call period/public job posting counteracts basic processes for ensuring a diverse and qualified candidate pool, and further undermines fair labor practices and severely damages both the operation and the reputation of the University; and

---

<sup>1</sup> Some policy documents that govern the recruitment and hiring of MPP positions from the Chancellor’s office:

[https://hraps.humboldt.edu/sites/default/files/docs/tl-appt2013-03\\_-\\_recruitment\\_hiring\\_guidelines.pdf](https://hraps.humboldt.edu/sites/default/files/docs/tl-appt2013-03_-_recruitment_hiring_guidelines.pdf)

<https://www.calstate.edu/impact-of-the-csu/government/Advocacy-and-State-Relations/legislativereports1/Summary-of-Hiring-Practices-Report.pdf>

Additionally, some campuses have separate policy documents:

<https://www.csueastbay.edu/policies/files/docs/ued11-07.pdf>

<https://www.csuci.edu/accreditation/0.%20Capacity%20and%20Preparatory%20Report/3.%20Indexed%20Exhibits/Standard%203/3.3%20Exhibits/3.3.13%20CSUCI%20Recruitment%20Handbook%202005.pdf>

[https://csumb.edu/media/csumb/migrated-content/d2jtc9c99zuy7wcloudfrontnet/nOQjd7lhSumF4Qve4t3R\\_Emergency-Short-Term-Appointments-FINAL-version.pdf](https://csumb.edu/media/csumb/migrated-content/d2jtc9c99zuy7wcloudfrontnet/nOQjd7lhSumF4Qve4t3R_Emergency-Short-Term-Appointments-FINAL-version.pdf)

<https://www.csudh.edu/Assets/csudh-sites/hr/docs/chrs/training&guides/guides/staff-&-mpp-recruitment-guidelines.pdf>

WHEREAS, The direct appointment of interim staff to permanent positions without an open search does nothing to ensure that the best candidate available for a permanent position may be considered; and

WHEREAS, Presently, two cabinet-level administrators, the Director of Marine Programs/TSGB Captain and the Senior AVP of Human Resources, have been made permanent hires from interim appointments by President Cropper (in February 2018 and November 2019, respectively), and via a pathway for which *the Faculty Senate can find no record or evidence of an open search for the permanent staffing of these positions having been ever called, advertised or implemented*; and

WHEREAS, The selection of a substitute Captain for Cruise 2022 was proceeding in a manner (as recently as March 2022) where only the current TSGB Captain would identify/nominate candidates from which the President would select; and

WHEREAS, The commonality throughout these instances of deleterious hiring practices lacking an open call/search, be they interim or interim-made-permanent, is their direct and ultimate appointment by the President;

THEREFORE BE IT

RESOLVED: That the Faculty of the California State University Maritime Academy, through its representative Senate strongly condemns any hiring practice that lacks an open search which begins with a widely-distributed public announcement of the position in question; and be it further

RESOLVED: The Faculty Senate calls upon the President to immediately cease and desist from making permanent hires from interim appointments without conducting an intervening open search for said positions; and be it further

RESOLVED: The Faculty Senate calls upon the President to commit to ensuring that all permanent position hires, particularly those of administrators with high levels of power and responsibility, be conducted according to best practices, and be overseen throughout by a properly designated hiring committee adhering to CSU guidelines and standards; and be it further

RESOLVED: The Faculty Senate shall work with the campus administration to develop policy regarding the search, recruitment, and hiring of MPP positions and deliver a proposed policy/guidelines, perhaps modeled after other CSU campus policies<sup>2</sup>, before the start of the Fall 2022 semester; and be it further

RESOLVED: The Faculty Senate commits to ensuring that faculty are given the opportunity to help serve on and staff properly constituted hiring committees; and be it further

---

<sup>2</sup> CSU campus policies that specifically mention Interim and Permanent MPP hiring protocols:

<https://www.csustan.edu/sites/default/files/groups/Faculty%20Handbook/documents/mpprecruitpolicy.pdf>

[https://www.cpp.edu/academic-manual/1300-1399-academic-personnel-policies/1300-1324/policy\\_1310-policy-on-management-personnel-plan-mpp-appointments.pdf](https://www.cpp.edu/academic-manual/1300-1399-academic-personnel-policies/1300-1324/policy_1310-policy-on-management-personnel-plan-mpp-appointments.pdf)

RESOLVED: The Faculty Senate calls upon the President to justify the means by which he appointed those hires in the President's Cabinet that were made permanent from interim positions without an intervening open search, and to report to the Senate how their selection may or may not have accorded with CSU hiring practices and procedures for which a publicly open search are precisely designed to protect; and be it further

RESOLVED That this resolution be distributed to the President, the President's Cabinet, the Student Leadership of Cal Maritime, and also to all Presidents, Senate Chairs and HR Directors of the CSU campuses, to CSU Vice Chancellor for Human Resources Evelyn Nazario and to Acting CSU Chancellor Steve Relyea.