



**CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA
POLICY NO: 1356**

VOTE OF CONFIDENCE IN THE ACADEMIC COLLEGE DEAN

1. PURPOSE

The purpose of this policy is to establish the Academic Senate Executive Committee's authority to request a vote of confidence in the leadership and performance of the College Deans.

2. PROCEDURE

- a. The tenured faculty members of a college may at any time petition the academic senate to conduct a vote of confidence in the leadership of the college dean.
- b. The petition shall be signed by a minimum of 30% of the tenured faculty members of the college and shall state a specific reason(s) for requesting the vote of confidence.
- c. Upon receipt of the petition, the Executive Committee of the Academic Senate shall verify that the petition signatories are tenured faculty members in the college for which the vote of confidence in the dean's leadership is requested. The Executive Committee of the Senate shall take every step to ensure confidentiality of the process and that the identity of faculty members that have signed the petition is not disclosed to any other member of the campus community.
- d. If it is determined that the 30% threshold of tenured faculty of the college is not met, the Executive Committee shall inform the petitioners that it will decline further action on this petition. No further action shall be taken by the Executive Committee.
- e. If it is determined that the petition signatories are bona fide tenured faculty members in the college and that they represent 30% of that constituency, the Executive Committee of the Academic Senate shall notify the University President, the Provost, and the college Dean that a vote of confidence is forthcoming. The notification statement to the President, Provost, and Dean shall convey the specific reasons submitted in the faculty petition for the vote of confidence.
- f. The college Dean shall be given the option to respond to the reasons invoked to trigger the vote of confidence and shall be allowed 30 calendar days to submit a written response to the Executive Committee of the Academic Senate. The

college Dean shall be advised to limit her/his responses to address only the specific reasons stated in the petition for the vote of confidence.

- g. After receiving a response from the college Dean, or after 30 calendar days since notifying the President and the Dean (whichever comes first), the Executive Committee of the Academic Senate shall ask the Elections and Procedures Committee to establish a timeline for conducting the vote of confidence in the Dean. The Executive Committee Chair shall inform the college's senate constituency that a vote of confidence in the Dean's leadership is forthcoming and shall forward the reason statement, the Dean's response (if provided), and the timeline for conducting the vote to all members of the constituency.
- h. The Elections and Procedures Committee shall conduct the vote as planned through the senate staff to ensure confidentiality and impartiality of the process. The voting ballot presented to the College's senate constituency shall contain the following statement only:

I have confidence in the leadership of as the Dean of College of	<input type="checkbox"/> Yes	<input type="checkbox"/> No
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- i. The college constituency allowed to participate in the vote shall be limited to the tenured and probationary faculty members, faculty members participating in the Faculty Early Retirement Program who are teaching during the term in which the vote will be conducted, and full-time lecturers (1.0 appointment).
- j. Upon completion of the voting process, the Elections and Procedures Committee of the Academic Senate shall inform the Executive Committee of the result of the vote. The Chair of the Academic Senate shall immediately inform the University President, the Provost, the college Dean, and the college constituency of the voting results.
- k. If a simple majority of the college constituency indicates a lack of confidence in the leadership of the dean, the Executive Committee shall prepare a letter addressed to the University President requesting that a formal investigation into the matter be immediately initiated and at the conclusion of the investigation the academic senate and the college faculty shall be informed of the outcome of the investigation and any specific actions that will be taken. Abstentions shall count as a vote of confidence.