

**Request for Formal Policy on Internal Appointments for Senior
Administrators and University Officers**

WHEREAS, over the past several years, some permanent appointments of senior UW officials and officers have been made internally (without an external search).

WHEREAS, some of these internal appointments have been made utilizing an open internal search, others have been made by direct appointment without explanation to campus why a direct appointment was used, leading to confusion regarding whether and what the policy is for making internal appointments to such positions.

WHEREAS, the use of direct appointments undermines the ability of faculty or staff who wish to be considered for such positions to make their willingness to serve be known.

WHEREAS, this resolution does not question the performance or competence of any such past appointments but instead addresses the fact that there are staff and faculty on campus who may wish to have had the opportunity to be considered for such positions.

WHEREAS, for the purposes of transparency and inclusiveness, an open, transparent and public opportunity for staff or faculty to be considered for such positions would be desirable, both for faculty and staff morale and professional development.

WHEREAS, the use of an open, transparent and public opportunity for staff or faculty to be considered for such positions will result in greater support of those appointed and avoid questions regarding the legitimacy of the appointment.

THEREFORE BE IT RESOLVED, by the Faculty Senate of the University of Wyoming that Faculty Senate requests an open, transparent and public internal search process be the default method of appointing senior officials and officers to UW.

BE IT FURTHER RESOLVED, in cases where a permanent direct appointment is necessary, that the reasoning for the use of a direct appointment be disseminated to campus, or at least to campus leaders in the spirit of good shared governance to ensure trust, support and respect is maintained on campus for UW leadership and administration, while also ensuring greater opportunity for faculty and staff to be considered, and to achieve such positions in an open and transparent way.

Authentication: *The foregoing Faculty Senate Resolution 519, duly adopted by the*

Faculty Senate of the University of Wyoming under date of May 4, 2026, is hereby transmitted to the President of the University of Wyoming for review in accordance with UW Regulations.

Beau Brown, Faculty Senate Coordinator

May 5th, 2026