

To: University Senate

From: Chris Harmon, Senate Chair; Bethany Gilden, Chief of Staff; Rouhollah Aghasaleh, Chair, Constitution and Bylaws Committee

Date: October 14, 2025

Subject: MPP Hiring Policy – Summary of Executive Cabinet Comments and Subsequent Revisions

Following the President’s Executive Cabinet review of the *Management Position Program (MPP) Hiring Policy*, approved by the Senate on **April 15, 2025**, the Cabinet provided several comments and clarifications on August 1, 2025.

An executive revision team, composed of the Chair of the Constitution and Bylaws Committee (CBC), the Senate Chair, and the Chief of Staff, reviewed these comments and made targeted revisions to address them. The changes are considered **minor** and do not require an additional Senate vote or Executive Cabinet review.

Summary of Executive Cabinet Comments (August 1, 2025)

- **Section 4.1.2 (Membership):** Concern that requiring a majority of non-administrative members could result in excessively large search committees, particularly for externally facing roles. Suggested allowing exceptions.
- **General Faculty Elections:** Recommended clarifying eligibility to include *all faculty*, such as coaches and CAPS, or simplifying the language to “General Faculty election” for inclusivity.
- **Policy on Policies Alignment:** Requested that procedural and operational details already governed by CSU or HR policy be relocated to the HR Hiring Handbook, ensuring values of transparency and equity are preserved within the Senate-approved policy framework.
- **Sections to Relocate or Reference in HR Guidelines:** 2.2–2.3, 3.1, 3.3–3.4, 4.2–4.4, 5.1–5.2, 5.4–5.6, 6.1–6.2, 7.1–7.2, 8.1–8.3, and 9.

Summary of Changes Made (April to October 2025 Version)

- **Policy Integration:** References to CSU/HR operational procedures streamlined; specific procedural language from the above sections condensed or moved to HR documentation

for consistency with the *Policy on Policies*.

- **Section 4.1.2 (Position Description Review):** Adjusted to include a timeline for reviewing the proposed job description.
- **Section 4.1.2 (Search Committee Membership):** Adjusted to include a timeline for the identification of the search committee members.
- **Election Language:** Updated from “General Faculty election in the Academic Affairs Division” to simply “General Faculty election” to include all faculty groups.
- **Hiring Authority Definition:** Clarified to specify the manager (MPP) responsible for the position and authorized to make hiring, appointment, and fiscal decisions as defined by the Higher Education Employer-Employee Relations Act (HEERA).
- **Formatting and Clarity:** Minor stylistic and structural edits to improve readability and policy consistency; redundant procedural details removed.

These updates maintain the intent and integrity of the Senate-approved policy while aligning it with Cabinet feedback and university policy standards.

Appendix

[MPP Hiring Policy- April 2025](#)

[MPP Hiring Policy- October 2025](#)