

Article XVIII
Selection Advisory Committees

A. Selection and Review of Department Chairs

1. When a new chair of a department (or administrator of equal function) is to be appointed, a committee shall be formed to seek and recommend candidates to the dean. Such a committee shall include N faculty members and Academic-Staff members from the department in question elected by the department for which the chair is being sought. One student representative shall be selected by the school/college student council from among the departmental majors of that department. The President or his/her designee shall appoint N members.

In clinical departments in the School of Medicine the membership of the committee shall include N members elected by the faculty of the department, N members appointed by the President or his/her designee, and one student representative selected by the school/college student council from among the departmental majors of that department. At the discretion of the President or his/her designee, the committee may include one or more representatives of affiliate medical organizations, up to a maximum of N.

The above committee structures shall not obtain in those departments with fewer than five tenured full-time faculty and academic staff holding tenure or employment security status, in which case the membership shall be appointed by the President or his/her designee but shall include not less than one-half bargaining-unit members including representation from the department in question.

The President or his/her designee shall appoint the chair of the committee from among the committee members. The President or his/her designee shall establish the procedures for the search. A slate of at least three candidates for chair shall be presented to the President or his/her designee. Fewer than three candidates may be presented to the President or his/her designee, if mutually agreeable to the President or his/her designee and the committee.

If the position is not filled by one of the candidates, the committee shall readdress the question. If the position is still not filled after a second slate of candidates is presented, the matter shall be forwarded to the President or his/her designee for whatever action or decision s/he deems appropriate.

2. Prior to the appointment or reappointment of an acting chair, the President or his/her designee shall consult with the selection advisory committee, and/or an appropriate faculty and Academic-Staff committee of the department.
3. Terms of appointment shall not exceed five years. One year prior to the end of this term, a review committee shall be formed. At least three fourths of the committee members shall be tenured or hold employment security status, except in the clinical departments in the School of Medicine. N members of the committee shall be faculty members and Academic-Staff members from the department in question and elected by the department. N members shall be appointed by the President or his/her designee. One student representative shall be selected by the school/college student council from among the departmental majors of that department.

There shall be no minimum of tenured or employment security status faculty and Academic-Staff members on review committees in the clinical departments in the School of Medicine. In clinical departments in the School of Medicine the membership of the committee shall include N members elected by the department, N members appointed by the President or his/her designee, and one student representative elected by the school student council from among the departmental majors of that department. At the discretion of the President or his/her designee, the committee may include one or more representatives of affiliate medical organizations, up to a maximum of N-1. If N-1 representatives of affiliate medical organizations are added, the President or his/her designee may increase the number of Presidential appointees to the committee from N to N+1.

The President or his/her designee shall appoint the chair of the committee from among the committee members. The President or his/her designee shall establish the procedures for the review. This committee shall evaluate the progress of the department and the effectiveness of the chair and shall forward a report to the President or his/her designee. The committee shall insure that faculty members have an opportunity to express their views to the committee during its review process.

B. Selection of Deans and Review of Schools/Colleges

1. When a new dean of a school/college is to be appointed, a committee shall be formed to seek candidates and advise the President or his/her designee. Such committees shall include N faculty members and Academic-Staff members from the school/college in question elected by the school/college for which the dean is being sought. The President or his/her designee shall appoint N members and one student member shall be selected by the College Student Council.

In the case of a search for the dean of the School of Medicine, N members shall be elected by the school, N+1 members shall be appointed by the University President or his/her designee, at least one of whom must be a faculty or Academic-Staff member from the School of Medicine, and one student member shall be selected by the School of Medicine Student Council. At the discretion of the President or his/her designee, the committee may include one or more representatives of affiliate medical organizations, up to a maximum of N-1. If N-1 representatives of affiliate medical organizations are added, the President or his/her designee may increase the number of Presidential appointees to the committee from N to N+1.

In forming committees, the school/college and the President or his/her designee shall strive for committee membership that is broadly representative with respect to discipline and affirmative action considerations.

The President or his/her designee shall appoint the chair from among the committee members. The President or his/her designee shall establish the procedures for the search. A slate of at least five candidates for dean shall be presented to the President or his/her designee. Fewer than five candidates may be presented if mutually agreeable to the President or his/her designee and the committee. The slate shall be presented within a reasonable time mutually agreed upon by the President or his/her designee and the committee.

If the position is not filled by one of the candidates, the President or his/her designee shall take whatever action s/he deems appropriate. S/he shall seek the advice of the committee on the qualifications and suitability of any person s/he seeks to appoint.

2. Prior to the appointment or reappointment of an acting dean, the President or his/her designee shall consult with the selection advisory committee and/or an appropriate faculty and Academic-Staff committee of the school/college.
3. Terms of appointment shall not exceed five years. One year prior to the end of this term a review committee shall be formed. N members of the committee shall be faculty members and Academic-Staff members from the school/college in question and elected by the school/college. N members shall be appointed by the President or his/her designee. One student member shall be selected by the College Student Council.

For the School of Medicine the membership of the committee shall include N members elected by the school and N members appointed by the University President or his/her designee. One student member shall be selected by the School of Medicine Student Council. At the discretion of the President or his/her designee, the committee may include one or more representatives of affiliate

medical organizations, up to a maximum of N-1. If N-1 representatives of affiliate medical organizations are added, the President or his/her designee may increase the number of Presidential appointees to the committee from N to N+1.

The President or his/her designee shall appoint the chair of the committee from among the committee members. The President or his/her designee shall establish the procedures for the review. This committee shall evaluate the progress of the school/college and shall forward a report to the President or his/her designee.