12.99.99.M13 Faculty Participation in the Selection, Evaluation, and Retention of Executive Vice President and Provost
Approved January 26, 1994
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1. GENERAL

The Executive Vice President and Provost is the chief academic officer of Texas A&M University and the leader of a diverse academic community. The selection of the Executive Vice President and Provost should, therefore, involve faculty in the fullest and most direct manner and involve the widest possible faculty participation and the fullest exchange of ideas between faculty and administrators consistent with the requirements for sound management flexibility, and the maintenance of proper standards in the operation of the college. (For the purposes of this document, “faculty” refers to those eligible to vote for members of the Faculty Senate.) The ultimate authority to select the Executive Vice President and Provost is vested in the Board of Regents, but the recommendation by University administrators of the appointment or reappointment of an Executive Vice President and Provost is expected to proceed under the limitations of this Rule. These provisions are designed to ensure broad faculty participation in the process. For the purposes of this document, “faculty” refers to those eligible to vote for members of the Faculty Senate.

In a procedure where the authority and responsibility for the selection of a final candidate for the Executive Vice President and Provost is vested in the President, specific methods to include broad faculty participation are critical for the maintenance and enhancement of the University’s academic reputation and to preserve and promote a positive relationship between the Provost and the faculty.

The fundamental principle underlying this document is that: however, the President shall directly determine representative faculty sentiment concerning prospective candidates for Executive Vice President and Provost and shall take that sentiment into account during the selection process. The President of the University shall make a recommendation to the Chancellor for the position of Executive Vice President and Provost, and the Chancellor will make a recommendation to the Board of Regents. The President shall determine faculty sentiment concerning the incumbent or prospective Executive Vice President and Provost candidates, and seriously take such sentiment into account. A recommendation for appointment or reappointment contrary to the expressed wishes of a majority of the faculty who choose to participate in the review process requires a compelling reason. However, the TAMU System Policy vests the Chancellor...
with the authority to dismiss or reassign the Executive Vice President and Provost without cause.

2. SELECTION

2.1 When a vacancy for Executive Vice President and Provost occurs or is imminent, the President shall appoint a search committee to provide advice on the selection of a substitute candidate. The search shall begin as soon as possible.

2.2 The chair of the search committee plays a critical role in organizing the activities of the committee, in communicating with potential candidates, and in serving as an external symbol of the priorities of the search. Therefore, it is imperative that the President consult with faculty, through the Speaker of the Faculty Senate, when determining the appointment of the chair of the committee.

2.3 While the size and precise makeup of the search committee may vary according to circumstances, membership will include diverse representation from the faculty, the administration, students, and staff. Among these constituencies, the faculty shall play prominent and active roles in the search process. Selection of faculty members to serve on the search committee shall be made in consultation with the Executive Committee of the Faculty Senate.

2.4 The search committee shall take into account the rights of individual candidates, but the laws of Texas concerning confidentiality and open records will take precedence in determining what information may become public, and when it may become public.

2.5 Before reporting to the President, the search committee shall evaluate the leading candidates through a process involving the procedural safeguards of a formal vote. The search committee shall deliver a confidential report and recommendation to the President that describes the strengths and weaknesses of each leading candidate.

2.6 In addition to the search committee, members of the Executive Committee of the Faculty Senate and other relevant constituencies shall have the opportunity to meet with recommended candidates and to offer a formal evaluation of those candidates to the President.

2.7 The President shall recommend to the Chancellor and the Board of Regents the appointment of an Executive Vice President and Provost only from the list of leading and acceptable candidates.
2.8 The President shall provide an explanation to the search committee of the action taken on its report. If no appointment can be made from the list of leading and acceptable candidates, and the Board makes no other appointment, the search process, using the above procedures, may be continued. The appointment recommendation from the President of an Executive Vice President and Provost shall be made only after the search committee has made its review and report to the President of its recommendation candidate has been recommended or endorsed by the search committee.

3. EVALUATION AND RETENTION

With subsequent confirmation of the Board, the Chancellor may dismiss or reassign vice presidents, deans, deputy directors or associate directors without cause. The evaluation and retention of the Executive Vice President and Provost shall involve faculty in a direct manner. The performance of the Executive Vice President and Provost should be evaluated at least every four years, and this evaluation shall, at a minimum, involve the Executive Committee of the Faculty Senate.

4. SELECTION, EVALUATION, AND RETENTION OF ASSOCIATE PROVOSTS

It is understood that Associate Provosts serve at the pleasure of the Executive Vice President and Provost, who is responsible for their selection, evaluation, and retention. As part of the selection, evaluation, and retention procedure, the Executive Vice President and Provost should seek the advice and counsel of faculty in a manner similar to that described in this document.

OFFICE OF RESPONSIBILITY:

Associate Provost and Dean of Faculties and Associate Provost

This rule replaces PPM 2.3.2.7.