PROPOSED REVISION OF UNIVERSITY RULES

12.99.99.M6 -- Faculty Participation in the Selection, Evaluation, and Retention of Department Heads

12.99.99M5 -- Faculty Participation in the Selection, Evaluation, and Retention of College Deans

I. Selection of Department Heads and Deans

Shared governance cannot exist in the absence of mutual trust. Broad faculty participation in the process will enhance the institution’s reputation, aid in recruiting the best faculty, promote a positive relationship between the faculty and the university administration, and ensure that all levels of the university function effectively. While the appointment and retention decisions for department heads is vested in the college dean with approval from the Provost and Executive Vice President for Academic Affairs, and should consider the view of other stakeholders, the principle of shared governance in the academy requires that the faculty of the department play an essential role in the selection of its department head. Similarly, the college faculty should play an essential role in the selection of its college dean.

II. Evaluation and Retention of Department Heads and Deans

A. Department Heads: A dean, in consultation with the higher administration and directors of relevant agencies, consistent with their own evaluations of the candidates forwarded by the search committee, shall make the initial appointment of a department head for up to four years, renewable under the provisions of this rule. Heads normally will serve two consecutive terms, but the dean may recommend reappointment for a third term if the faculty concurs.

B. College Deans: With the approval of the President, Chancellor, and Board of Regents, the initial appointment of a dean shall be up to four years renewable under the provisions of this rule. Deans normally will serve two consecutive terms, but the Provost and Executive Vice President for Academic Affairs may recommend reappointment for a third term if the faculty concurs.

III. Proposed Rule Change For Retention of Department Heads and College Deans

The current term limits for department heads and college deans should be revised, guided by the underlying philosophy that these leaders should serve at the pleasure of their faculty and should not be strictly limited to two consecutive terms. Therefore, it is proposed that for Department Heads, continued reappointment beyond two consecutive terms would be permissible, but would require approval by two-thirds of all department
faculty, with the concurrence of the College Dean and the Provost. It is further proposed that for College Deans, continued reappointment beyond two consecutive terms would be permissible, but would require approval by two-thirds of all college faculty, with the concurrence of the Provost and the Executive Vice-President For Academic Affairs.