NIVERSITYOF ELAWARE. Committee on **Administrative Searches Recommendations Delivered to Provost** May 2014

Committee

• AAUP

- Theodore Davis, Jr. Associate Professor, Political Science and International Relations
- John Morgan. Associate Professor, Physics and Astronomy
- *Michelle Parent*. Associate Professor, Medical Laboratory Sciences

• Faculty Senate

- Brian Ackerman. Professor, Psychology
- *Martha Buell.* Professor, Human Development and Family Studies; Faculty Senate Vice President
- *Deni Galileo*. Associate Professor, Biological Sciences; Faculty Senate President

Provost

- Kristi Kiick. Deputy Dean, College of Engineering
- *Nancy Targett* (committee chair). Dean, College of Earth, Ocean, and Environment
- Kirk Williams. Chairperson, Department of Sociology and Criminal Justice



• "....shall develop and recommend a policy that provides for meaningful representation of faculty in searches of academic administrators, including Provost and Deans, to ensure a broad range of views."



- •Current and Past UD Search Practices
- •Peer and Aspirant-Peer Institutional Practices
- Search Firm Practices

Key Components

- The *process* of selecting a candidate should always be transparent.
- Every effort should be made to include/engage a <u>representative</u> group of faculty on the committee.
- <u>Confidentiality</u> might be desired in the early stages of the process (until the selection of the final short-list of candidates).
- The <u>outcome</u> of the process is that final shortlisted candidates should be interviewed in an open and transparent manner that maximizes their engagement with the University community.



Primary Recommendation "An open and transparent search for academic administrators is always preferred....."

Additional Recommendations

- There may be <u>rare</u> instances when a **completely confidential search** may be considered.
 - Present the rationale for a completely confidential search.
 - Engage members of university community in developing context and criteria for search.
 - Maintain transparency in the process for a completely confidential search.

• Non-Academic Senior Administrative Searches

- Maintain spirit of inclusion and transparency.
- New Administrative positions
 - Consult with appropriate unit regarding scope and need.