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
Charge

“…..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.”
Discovery

• 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 *representative* group of faculty on the committee.

• *Confidentiality* might be desired in the early stages of the process (until the selection of the final short-list of candidates).

• The *outcome* of the process is that final short-listed 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 rare 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.