

**Resolution to Clarify Faculty Handbook Language
Related to the Composition of Search Committees for Executive Academic Officers**

April 13, 2009

Passed by the Senate

Whereas language in the *Faculty Handbook* concerning the composition of search committees for executive academic officers is unclear and thus open to conflicting interpretation, and

Whereas this imprecise language may result in unnecessary conflict among various constituencies at Ohio University, and

Whereas such conflict may affect the success of any search for an academic executive officer at Ohio University,

Be it resolved that the language in the *Faculty Handbook* Section VII.E must be clarified by replacing

This policy provides for the appointment and evaluation of the major administrative officers of the University, including the President, Provost, Vice Presidents, Vice Provost for Regional Higher Education, Deans, and the Director of the Center for International Studies. It outlines regularized procedures for the search, appointment, evaluation, reappointment, and termination of these officers.

Search

1. A search committee will be established by the person responsible for making the appointment to assist in the identification, evaluation, and recommendation of highly qualified candidates.
 - a. The committee should be small enough to work effectively but large enough to accomplish its task. (A reasonable range is six to fourteen.)
 - b. In case of an academic appointment, the chairperson of the committee will be a faculty member.
 - c. The committee should include representatives of the major constituencies of the position. The search committee for a dean will include faculty, students, and a dean. Half of the faculty will be elected by the Group I faculty members of the academic unit involved. The Provost will appoint the other half from the faculty of the college or unit after consultation with the department or school chairpersons.
 - d. The search committee for a President is appointed by the Board of Trustees and works under the guidance of the Board. The committee will include representatives from the major constituencies of the University.

with

This policy provides for the appointment and evaluation of the major administrative officers of the University, including the President, Provost, Vice Presidents, Executive Deans, Deans, and the Executive Director of the Center for International Studies. It outlines regularized procedures for the search, appointment, evaluation, reappointment, and termination of these officers.

Search

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- a. The committee should be small enough to work effectively but large enough to accomplish its task. (A reasonable range is six to fourteen.) The search committee will be reminded that if a search firm is used, the role of the search firm is only advisory to the committee.
- b. In case of an appointment in which the academic executive officer to be appointed is expected to acquire faculty rank—such as in the case of Provost, Deans and some Vice Presidents and Associate Provosts— the chairperson and a majority of the members of the search committee will be faculty members, i.e. individuals who have faculty status.
- c. The search committee for a dean will include faculty, students, and a dean.
- d. Half of the faculty involved with a Dean search will be elected by the Group I faculty members of the academic unit involved. The Provost will appoint the other half from the faculty of the college or unit after consultation with the department or school chairpersons.