

Resolution on Policies on Leadership Searches

Faculty Senate

December 13, 2021

Second Reading (formerly tabled)

Whereas adhering to Ohio University policy 40.105 (<https://www.ohio.edu/policy/40-105>) regarding leadership searches is a key aspect of shared governance;

Whereas Ohio University Policy 01.003 makes clear that policies intended to establish minimum thresholds for shared governance in no way restrict additional steps to include further the faculty role in shared governance unless written specifically so limit the faculty role in shared governance;

Whereas Ohio University strives to ensure greater diversity, equity, and inclusion for all people at Ohio University;

Whereas Ohio University academic deans provide the vision and leadership for all faculty in their academic units;

Whereas academic units may include one or more classifications of full-time faculty specified by the Faculty Handbook including tenure-track, instructional, and clinical;

Whereas Ohio University Policy 40.105 states that search committees for University Executive Officers “should include representatives of the major constituencies of the position”;

Whereas all classifications of full-time faculty within an academic unit are considered to be “major constituencies” of the academic dean for that academic unit;

Whereas there are upcoming searches for the position of University President and Chief Financial Officer; now, therefore

Be it resolved, that in anticipation of upcoming changes to University Policy, the Faculty Handbook section be amended as follows:

[NOTE: revisions below are intended only to change the portions of the faculty handbook sections that are edited. No changes are intended for passages skipped here, such as VII.E.1.a.iv]

VII.E.

This policy provides for the appointment and evaluation of the major administrative officers of the University, including the President, Provost, Vice Presidents, Vice Provosts for Regional Higher Education, and Deans, as well as interim appointments for those positions. It outlines regularized procedures for the search, appointment, evaluation, reappointment, and termination of these officers.

1. Search

a. 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.

i. The committee should be small enough to work effectively but large enough to accomplish its task (a reasonable range is six to fourteen).

ii. In the case of an academic appointment the chairperson of the committee will be a faculty member.

iii. 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. All committees shall include at least 40% faculty. Half of the faculty, rounded up, will be elected by the Group 1 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 and school chairpersons. Faculty is defined as per Faculty handbook: ii.c.5b, "A person who has faculty status is recognized as being primarily an officer of instruction rather than an officer of administration."

1. The process of electing faculty to the search committee shall be overseen by the Faculty Senate Executive Committee.
2. No outgoing President, Provost, Vice President, or Vice Provost shall serve on the search committee for their replacement.
 - a. For a search for the Provost position, all committee positions that would be appointed by the Provost shall instead be selected by the Faculty Senate executive committee. The Provost may provide a list of recommended appointees for the committee.
3. For interim searches, faculty on the committee not appointed by the Provost can be appointed by Faculty Senate instead of elected by faculty as described above.
4. All members of the committee shall have voting power at each level of screening and rounds of interviewing candidates
5. Faculty serving on searches for Deans shall come exclusively from the academic units overseen by that Dean. Faculty eligible to vote for faculty representatives on a Dean search are those from academic units overseen by that Dean.

iv. 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.

b. The charge to the committee and a general description of the position to be filled will be given by the person responsible for making the appointment. In the case of Deans the general description will be developed by the Provost in consultation with the members of the committee.

i. [NOTE: this section has been moved into subsection "i" from subsection "b" above] The committee is responsible for ensuring that affirmative action principles are observed. It will meet with the Affirmative Action Officer early in its deliberations Office of the Vice President for Diversity and Inclusion and the Office of University Equity and Compliance and adhere to principles for diversity, equity, and inclusion. This meeting shall take place within the first month of the formation of the search committee and before any evaluation of applicants has taken place. The committee shall be tasked with addressing recommendations provided by the Office of the Vice President for Diversity and Inclusion and the Office of University Equity. For positions above the dean level, The President and

Provost shall also meet with the committee to reiterate the importance of diversity, equity, and inclusion in the search

i. Searches shall require candidates to provide a statement explaining how they plan to actively pursue true diversity, equity, and inclusion at the university.

d. The deliberations of all search committees and their final report will be in confidence.

Be it also resolved, that if these changes to policy are not yet made by October 31, 2021, that these changes still apply to the searches for President and Chief Financial Officer that are expected to be underway this 2021-2022 academic year.