

Resolution on Policies on Leadership Searches

Faculty Senate
February 7, 2022
Fourth Reading

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, Chief Financial Officer, Vice Presidents, Vice Provosts, and Deans. It outlines regularized procedures for the search, appointment, evaluation, reappointment, and termination of these officers.

1.a.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 full-time faculty members of the unit involved. For searches that require a higher minimum number, as stated elsewhere in the handbook, those higher minimums shall still apply, per Ohio University Policy 01.003. 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. All members of the committee shall have voting power at each level of screening and rounds of interviewing candidates.
4. 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.

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. The committee is responsible for ensuring that affirmative action principles are observed. It will meet with the Office of the Vice President for Diversity and Inclusion and the Office of University Equity and Civil Rights Compliance and adhere to principles for diversity, equity, and inclusion.

1. This meeting shall take place within the first month of the formation of the search committee.
2. The Provost shall also meet with the search committee to a) reiterate the importance of diversity, equity, and inclusion in the search and b) in the recruitment of candidates, candidate should have a diversity statement that actively pursues true diversity, equity, and inclusion at the university, c) and the committee shall be tasked with addressing recommendations of the above action plan in its recruitment and evaluation.
3. Searches shall require candidates to provide a statement explaining how they plan to actively pursue diversity, equity, inclusion, accessibility, and belonging through their role at the university.

Be it also resolved, that a small group be formed consisting of administrators and faculty, to confer on revisions to University Policy 40.105 to reflect the changes to the handbook, and that these revisions be passed on to the Executive Staff Policy Committee, which shall review the changes at its next meeting following receipt. The above changes to the faculty handbook will take place at the same time as approved changes to Policy 40.105.

Be it also resolved, that if these changes to policy are not yet made by February 8, 2022, that these changes still apply to the search for Chief Financial Officer that are expected to be underway this 2021-2022 academic year.