

Resolution on Policies on Leadership Searches
Faculty Senate
September 13, 2021
First Reading

Endorsed by Senators Casebolt, Hurley, Holcomb, Marinski, Marchenkov, Owens,
Parsons, Ridpath, Steele, Webb, and White

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

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

Be it resolved, that all searches for Dean, Vice-President, President, Vice Provost for Regional Higher Education, and Chief Financial Officer positions, shall adhere to the following:

1. Due to the fact that the core mission of Ohio University is teaching and research, search committees for major administrative positions shall also include at least 40% faculty, of whom half should be elected by the faculty, and half appointed by the Provost. "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";
2. Per policy 40.105.B.3, which currently refers to Deans searches, the search committee for any Vice-President, President, Chief Financial Officer, or shall meet with both 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;
 - a. This meeting shall take place within the first month of the formation of the search committee;
3. In the spirit of "Commitment to Diversity: An Action Plan for the Recruitment, Retention and Promotion of Faculty of Color in the College of Arts and Sciences" (2016), the Provost and President 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;

Be it also resolved, that per recommendations indicated in Muriel E. Poston, "Presidential Search Committee Checklist" (<https://www.aaup.org/issues/governance-colleges-universities/presidential-search>) any outgoing Dean, Vice-President, President, Vice Provost for Regional Higher Education, and Chief Financial Officer shall not serve on a search committee for any of those positions, unless approved by Faculty Senate.

Be it also resolved, that Ohio University Policy be amended with the above stipulations to also apply to search committees for interim positions for Dean, Vice-President, President, Vice Provost for Regional Higher Education, and Chief Financial Officer.

Be it also resolved, that Ohio University Policy be amended with the above stipulations to also apply to search committees for Department of Athletics positions with a base salary exceeding \$150,000 per annum