UNIVERSITY OF DELAWARE

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 <u>rare</u> 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 <u>in the process</u> 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.