

Resolution on Transparency of Dean Searches
Approved by Faculty Senate November 6, 2018

Developed by Faculty Senate Ad Hoc Committee on Deans Searches
Annie G. Coleman, Chair, October 31, 2018

Given concern among the faculty regarding lack of transparency in the process by which the university hires new deans the committee offers the following resolution:

To further foster a community of trust and cooperation among faculty and the administration, to increase transparency of and faculty investment in the dean search process, and to maximize faculty support for newly hired deans, the Faculty Senate proposes the following changes to the dean search process, applicable to all future searches (not those currently underway):

1. The search committee and consultants should communicate to the faculty of the appropriate college early in the process to
 - a. Solicit faculty input on characteristics desired in the new dean,
 - b. Share the job description and prospectus they have developed,
 - c. Identify and explain the steps of the search process, and
 - d. Report demographic statistics of the resulting candidate pool (race, gender, Catholic identity, current position, administrative experience).
2. When the committee has narrowed the pool to the finalists, the candidates should be asked to make an open presentation to the faculty of the college regarding where they stand on issues designated as important to the faculty and what their goals and priorities are for the college.
3. Afterwards, the search committee should solicit feedback from the faculty and take that into consideration during their final deliberations.