

FACULTY SEARCHES

Faculty status and related matters are primarily a faculty responsibility; this includes, but is not limited to searches and appointments of all faculty members. The primary responsibility of faculty for such matters is based upon the fact that faculty judgment is central to general educational policy. Furthermore, scholars in a particular field have the appropriate competence for evaluating the potential of future colleagues.

Accordingly, searches for new faculty members shall be carried out by the faculty in the department that will receive the new member. In exceptional circumstances, others from outside the department may be added to the faculty of the department constituting the search committee. The recommendation for hiring shall be forwarded to the chief academic officers (appropriate School Dean and Vice President for Academic Affairs) and the Director of Affirmative Action, who shall review the recommendation for adherence to the principles of affirmative action, ethical procedures for searches, and the determination of salary. The Vice President for Academic Affairs shall convey the recommendation to the President of the University, who shall, after appropriate review, tender the offer of employment to the candidate.

The academic officers and the President should concur with the faculty judgment except in rare instances and for compelling reasons which should be provided in detail in writing to the faculty making the recommendation.

(Internal)