# Draft Resolution for Charge S1909-1

**Title: Senior Leadership Searches**

**Description:** Investigate the processes, including those used by the Big 10 and AAU Institutions, to identify senior leaders and recommend best practices at Rutgers.

***In the interest of shared governance be it resolved that:***

1**) For the search of the University president:**

1. A university-wide announcement shall be made, and a call for nominations for the search committee shall be solicited. The invitation shall be extended to all the university faculty, students, and staff with at least one year of university participation prior to committee formation. Nominations shall be open to all faculty (including PTL's), students, and staff who meet eligibility conditions to be in the University Senate.
2. The Executive Committee of the University Senate shall form a special committee to review all candidates based on diversity, representation, and eligibility. The committee shall form a shortlist of candidates and present it to the Senate.
3. The Senate shall vote on the candidates from the shortlist and select a list of candidates whose number is equal to the number of the eventual search committee's student/faculty/staff members.
4. The Senate shall present its elected search committee candidates to The Board of Governors. The BOG shall include all the Senate elected members in the eventual search committee.
5. The identities of all members of the eventual search committee shall be made public along with a biography and relevant CV or resume.

**2) For the search of University campus chancellors:**

1. A campus-wide announcement shall be made, and a call for nominations for the search committee shall be solicited. The invitation shall be extended to all the campus faculty, students, and staff with at least one year of university participation prior to committee formation. Nominations shall be open to all faculty (including PTL's), students, and staff who meet eligibility conditions to be in the University Senate.
2. The Executive Committee of the University Senate shall form a special committee to review all candidates based on diversity, representation, and eligibility. The committee shall form a shortlist of candidates and present it to the Senate.
3. The Senate shall vote on the candidates and select a list of candidates whose number is equal to the number of the eventual search committee's student/faculty/staff members.
4. The Senate shall present its elected search committee candidates to The University President. The President shall include all the Senate elected members in the eventual search committee.
5. The identities of all members of the eventual search committee shall be made public along with a biography and relevant CV or resume.

**3) For the search of University schools and other decanal units' deans:**

1. An announcement shall be made by the Chancellor of the campus where the decanal unit is based, and nominations for the search committee shall be solicited from among the unit's students, faculty, and staff.
2. Elections shall be conducted among the decanal unit's students, who will vote for the student representatives in the search committee.
3. Elections shall be conducted among the decanal unit's faculty (including TT, NTT, and PTL's), who will vote for the faculty representatives in the search committee.
4. Elections shall be conducted among the decanal unit's staff, who will vote for the staff representatives in the search committee.
5. The decanal unit's dean shall present the results of these elections to the Chancellor of the campus to which the unit belongs.
6. The Chancellor must include the elected student/staff/faculty (including PTL's) as part of the eventual search committee.
7. The identities of all eventual dean search committee members shall be made public along with a biography and relevant CV or resume.

**4) For the appointment of the University Executive Vice President:**

a) The university president shall announce his/her choice for the EVP to the public and wait for at least two Senate sessions to make the appointment final.

b) The biography and CV or resume of the proposed EVP shall be made public by the president.

c) The university students/faculty/staff shall have an opportunity to examine the proposed candidate and, if there are questions, concerns, or objections, shall present them to the University Senate.

d) The University Senate shall summarize these concerns and present them to the University President.

e) The university president shall appear before the Senate and address the questions, concerns, and objections raised by the university community.

**5) For the appointment of the campus Provosts:**

a) The campus chancellor shall announce his/her choice for the provost to the public and wait for at least two Senate sessions to make the appointment final.

b) The biography and CV or resume of the proposed provost shall be made public by the chancellor.

c) The campus students/faculty/staff shall have an opportunity to examine the proposed candidate and, if there are questions, concerns, or objections, shall present them to the University Senate.

d) The University Senate shall summarize these concerns and present them to the campus chancellor.

e) The campus chancellor shall appear before the Senate and address the questions, concerns, and objections raised by the campus community.

**6)** The Senate shall put in place processes to administer both the election process for the president and chancellors’ search committees. The Senate shall also put in place process to convey the faculty/staff/students’ inputs to the president and chancellors for their appointed EVP and provosts.