

REQUEST FOR CLARIFICATION

To: President Jonathan Holloway
From: Executive Committee of the Rutgers University Senate
Date: November 4, 2022
Re: Request for Information to President Holloway's response to charge S1909-1:
Searches for University Leadership¹

In Spring 2022, the University Senate passed by acclamation S-1909-1, a resolution on executive/leadership searches at Rutgers. It responded to a charge sent to the Senate's Faculty & Personnel Affairs Committee by the Executive Committee, whose members shared concerns about the transparency and representativeness of executive-level searches at Rutgers. You provided a response to our resolution in July about which we are now seeking further clarification, as follows:

From the Senate resolution:

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 PTLs) 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.²

Your response (page 1):

"While it has not been the practice here, I commit to consulting with the Senate on some of the committee members for senior searches. As an example, at my prior institution, the Faculty Senate suggested multiple faculty members, and the administration then selected from that group so that we could ensure the balance noted above. I will consider taking that approach at Rutgers."

Given that searches for Executive Deans have begun (for example, the School of Social Work at New Brunswick), we request specific policy detail about 1) how dean search committees will be constituted concretely under your Presidency going forward; and 2) how that process (committee constitution) will follow vs. diverge from the above resolution, and your reasons for any divergence. Again, in light of the current searches , we look forward to receiving this additional clarification from you soon.

¹ See FPAC response to charge S1909-1: <https://senate.rutgers.edu/wp-content/uploads/2022/03/S-1909-1-Searches-for-University-Leadership.pdf>

President Holloway's response (7/28/22): <https://senate.rutgers.edu/wp-content/uploads/2022/03/Response-to-Senate-Charge-S1909.pdf>

² Note that the resolution calls for public notification of search committee *members*, not candidates.