RESOLUTION REGARDING APPOINTMENT OF INSTRUCTIONAL DEPARTMENT CHAIRS

Background Rationale: Amendment of CAM 315.5 to authorize appointment of department chairs for renewable fixed terms of four years in lieu of indefinite-term department heads could significantly improve faculty-administration communications and relations by providing the following:

1) a departmental leader who is an advocate of his faculty as well as a representative of the administration.

2) a channel for the introduction of new ideas.

3) possible reduction of long-term personality conflicts between faculty and departmental leaders.

4) a means for the administration to respond periodically to changed conditions, without undue disruption or excessive friction.

5) a means for departmental leaders to withdraw gracefully from positions which they no longer wish to occupy.

RESOLVED: That the following proposed CAM 315.5 changes be made:

315.5 Appointment of Instructional Department Chairs

A. Instructional department chairs are members of the academic departments who are directly responsible to the appropriate school dean for administration of their respective departments. They are appointed by the University President for renewable four year terms. The President will consult with the Vice President for Academic Affairs and the dean of the school to which the department is assigned, the departmental faculty, and any other individual or group as considered necessary in reaching a decision on instructional department chair appointments. The dean will inform the faculty of all pertinent personnel information governing the appointment of the department chair.

B. Variations in department size suggest flexible guidelines governing faculty participation in the consultative process. Consequently, the department, by majority
vote of the full time faculty (tenured and probationary), will recommend for approval by the school dean, the Vice President for Academic Affairs, and the President, procedures for the selection of nominees for the department chair position. At least three nominees acceptable to the department are to be selected and presented to the President through the school dean and the Vice President for Academic Affairs. In the event that these procedures require the creation of ad hoc committees, their duties and membership shall be determined by a majority vote of the full-time faculty.

C. The department's full-time faculty may decide, by two-thirds majority vote, not to follow the guidelines specified in "B" above. In that case, the school dean will confer with the President or a designee in order to determine the nature and extent of the consultative procedures to be followed. In this ...

D. The appointment of the acting, interim or temporary department chairs will also be made by the University President following consultation with the Vice President for Academic Affairs and the appropriate school dean and the department faculty. Consultation with the department faculty in selecting an acting, interim or temporary department chair will not follow the extensive procedure outlined for regular, full-time department chair appointments.