

University	Search Policy Source	Search Highlights
U of Arizona		<p>No information found online. Notes from call with the provost office:            No official composition of the search committee is mandated.            Provost is not mandated to follow any recommendations received from search/review committees (advisory only). The Senate is not treated differently from any other constituent group.</p>
U of Virginia	<a href="#">PROV-023</a>	<p>A search committee will be established for the hiring of an academic dean. The search committee for an academic dean consists primarily of faculty members (normally faculty members of the school involved) and may include students, staff, and alumni. The search committee will solicit input from faculty, staff, and students and consider their views when making its recommendations to the executive vice president and provost. The composition of the search committee will be determined by the provost.</p>
Michigan State	<a href="#">MSU By-Laws</a> <a href="#">Faculty Governance</a>	<p>The dean or director, or administrative head of a school, college, or department of instruction or research shall be appointed by the board on recommendation by the president to act as executive officer of the school, college, or department.</p> <p>As with the review process, the search process for a dean is developed jointly between the Provost and the College Advisory Committee.</p>
U of Washington	<a href="#">executive order 20</a>	<p><b>Dean Search</b></p> <ul style="list-style-type: none"> <li>• President appoints ad hoc advisory committee that is small enough to permit frequent meetings.</li> <li>• Majority of committee will consist of administrators or faculty from related areas, who are not themselves directly involved in the affairs of the unit concerned, but who are familiar with its responsibilities and needs.</li> <li>• Remaining members will be faculty directly involved in the internal affairs of the college.</li> <li>• At least (1) shall be from amongst the appropriate elected faculty council or committee of the college</li> </ul>

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U of Michigan	<a href="#">board of regents by-laws Sec. 5.06</a>	<p>No specific process information found online. Notes from call with the provost office: Search process is handled same as review process. Committee names are the purview of the Provost, having solicited nominations from various campus constituencies.</p>
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From Senate Assembly for '18-'19 goals: "Evaluate faculty involvement in searches for unit administrators, including the appointment of search committees and provision of input to them." Results of this effort are not yet available online.

Info from BoR bylaws:  
The Deans and Executive Committees

The dean or director, or administrative head of a school, college, or department of instruction or research shall be appointed by the board on recommendation by the president to act as executive officer of the school, college, or department.

If an executive committee has been created by the board for the school, college, or department, the dean, director, or head shall be assisted by the executive committee of which he or she shall be ex officio the chair. The executive committee in addition to assisting with administrative functions shall be charged with the duties of investigating and formulating educational and instructional policies for consideration by the faculty and shall act for the faculty in matters of budgets, promotions, and appointments.

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U of Colorado

[board of regents](#)  
[Policy 3E](#)

**Presidential search**

- Board of Regents is both the appointing and supervising authority.
- The supervising authority shall appoint the search committee chair.
- The search committee emphasis shall be on attracting and selecting qualified candidates.
- »»will recommend to supervising authority candidates it determines are best qualified
- »» Supervising authority will determine which recommended candidates will be interviewed and in what order.
- »»supervising authority shall also have the authority to interview a highly qualified candidate who has not been recommended by the search committee.
- search committee shall consist of (2) regents; (1) dean of a school, college, or library; (4) faculty who are members of the Faculty Senate, (1) representing each campus; (1) student; (1) staff; (2) alumni/ae; and (4) community members

**Vice President search**

- President shall appoint the search committee.
- either choose a nominee from each governance group or, if none of the nominees is acceptable to the president, request additional nominations.

**Chancellor search**

- The president shall appoint the search committee comprised of:
- Min. four faculty (including one dean nominated by the campus deans' council); one student; one staff; and one alumnus/a, or Colorado resident

**Vice Chancellor search**

- Chancellor appoints committee comprised of
- (4) faculty, (1) student, (1) staff, and (1) alumnus/a. The chancellor may increase the committee size if deemed appropriate.
- The chancellor will request nominations of (8) or more faculty members, and (2) or more persons from each campus staff, student, and alumni governance organization

**Deans of Schools, Colleges, and Libraries**

- While there is no defined search committee membership, the supervising authority shall select informed internal representatives of the profession and/or discipline who are familiar with the objectives and requirements of the school, college, or library concerned.

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UC Berkeley

[APM-240](#)

- The Chancellor has the authority to appoint and reappoint a Dean including those serving in an interim or acting capacity, and to approve the Dean's appointment salary and appropriate salary increases up to the established maximum published in the Deans Salary Structure and in accordance with campus procedures.
- For initial appointments and five-year reviews, the Chancellor, after consultation with the Academic Senate, shall appoint a committee to advise him or her. In all cases, the Academic Senate and the faculty of the respective Division, College, School, or other similar academic unit will be consulted.
- The Chancellor shall report monthly and annually to the Provost any new appointees to the title of Dean or salary increases to existing appointees.
- Deans and acting and interim appointees to this title serve at the discretion of the Chancellor. The Chancellor may end the appointment of a Dean at will and at any time, after discussion with an appropriate group of the faculty as determined by the Chancellor and after consultation with the Academic Senate.

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**Notes from Berkeley's FAQ on Searches:**

**Presidential search**

- Chair of the Board of Regents will appoint a Special Committee to consider candidates
- name up to (6)members (designating a Chair and Vice Chair) in addition to the Alumni Regent who is President of the Alumni Associations of the University and the Student Regent, and the following as ex officio members: the President of the Corporation and Chair of the Board
- »»to facilitate discussion advisory committees will be appointed, search with no more than (12) members of students staff and alumni.
- »» Staff advisory committee shall be appointed by the Chair of the Council of UC Staff Assemblies and shall include at least one staff member from each campus..

**Chancellor search**

- President forms a search committee consisting of:
- (5) Regents, as well as the Chairman of the Board and the President of the University, who serve ex-officio;
  - (5) faculty - one being either the Chair or Vice Chair of the systemwide Academic Senate; one being a faculty member from a campus other than the one that is the subject of the search;
  - (3)campus faculty members chosen from a panel submitted by the campus Academic Senate Committee on Committees;
  - (1) graduate and one undergraduate student appointed by the respective graduate and undergraduate student associations of the campus;
  - (1) alumni representative appointed by the alumni association of the campus;
  - (1) Foundation representative chosen by the President from a panel of names submitted by the Campus Foundation;
  - (1) staff employee representative of the campus selected by the

**Dean Search**

- Executive Vice Chancellor and Provost (EVCP) responsible for overseeing the search
- Search advisory committee makes recommendations to Chancellor and EVCP.
- EVCP & Vice Provost for the Faculty form the search advisory committee
  - membership of the committee informed by nominations solicited from
  - »»Academic Senate's Committee on Committees
  - »»Committee on Budget and Interdepartmental Relations
  - »»other stakeholders.
- Advisory committee consists of:
- Committee Search Chair, senior faculty member, preferably with experience as Dean.
  - Faculty within the College, Division, or School
  - (1) or more staff employee representatives.
  - (1) or more students. As the time commitment is significant, the campus prefers graduate students for this role.
  - (1) or more alumni or "friend of the school" representative, usually selected after consultation with the college or school's alumni advisory board or similar body.
- search advisory committee recommends finalists to the Chancellor and EVCP who will decide whom to select.