

# The University Senate of Michigan Technological University

## Proposal 7-19

(Voting Units: Academic)

### **“Amendment to Senate Procedures 802.1.1, Search Procedures for College Deans”**

**Submitted by:** Academic and Instructional Policy Committee

#### **Background/Rationale**

Senate Procedures 802.1.1, “*SEARCH PROCEDURES FOR COLLEGE DEANS*” has no reference to any knowledge or training regarding recruiting strategies for diversity or legal aspects of hiring. The Deans of Colleges are often conferred faculty status in their unit upon hire (if external candidates), or already have faculty status (if internal candidates). In this respect, searches for College Deans are also searches for faculty, and thus should meet the same expectations for broad, diverse, and legal search procedures as for regular faculty appointments. This proposal is intended to harmonize training expectations for best hiring practices among all search committees involving faculty appointments, whether that appointment is primary or secondary.

#### **Proposal:**

This proposal proposes that Senate Procedures 802.1.1 “*SEARCH PROCEDURES COLLEGE DEANS*” be amended so that the requirements for diversity and legal aspects of hiring training be harmonized with the existing Provost policy for faculty search committees, requiring training for all search committee members.

We propose that all members of search committees are required to have up-to-date training in diversity literacy and legal aspects of hiring in order to serve on searches for faculty, department chairs, and college and school deans (with the exception of the Graduate School and Pavlis Honors College).

1. Add the following text to Senate Procedures 802.1.1 under section 2.0 Search Committee

“2.8 All persons on the search committee have received training in recruiting strategies to improve diversity and on the legal aspects of faculty hiring.”