

## ARTICLE 15

### SELECTION AND REVIEW OF DEPARTMENT HEADS

15.1 In a selection of a Department Head for a continuing appointment there shall be a search committee appointed by the Dean. A majority of the committee shall come from the Department; however, the Dean shall have the sole discretion to select the individuals who will serve on the committee. ~~and including either a majority or at least three members elected by the department. No candidate will be appointed. The Dean shall not appoint a Department Head who is not recommended by the search committee. Department Heads shall serve at the pleasure of the Dean.~~

**~~{This Article was supplemented by the June 2, 2011 Memorandum of Agreement as set forth in the below paragraph. See, infra, at pg. 65.}~~**

~~{Membership on the search committee for a new department head is ordinarily limited to bargaining unit members. Committee members that are external to the bargaining unit may be added by mutual consent between a majority of the bargaining unit members of the department and the Dean. The chair will be elected by a vote of all officially elected and appointed committee members.}~~

**~~{The preceding paragraph was clarified by the January 30, 2012 Memorandum of Understanding as set forth in the below paragraph. See, infra, at pg. 72.}~~**

~~{The intent of the Memorandum of Agreement between the University and AAUP (dated June 2, 2011) Section E, Paragraph 1 is to modify Article 15.1 of the Collective Bargaining Agreement to limit the ability of the Administration (i.e. Dean, Provost, etc.) from exercising undue influence on nominations for or membership on department head search committees. Other than restricting the Administration's powers or prerogatives, it was not intended to otherwise change the past practice of departments with respect to who in the department and bargaining unit is eligible to serve on the department head search committee, to vote on the membership of such body, or generally to vote on other departmental matters.}~~

15.2 A review of the appointment of each Department Head shall be held at intervals not to exceed five (5) years, or at other times as decided by the Dean. When conducting a review, the Dean shall attempt to obtain input from all of the faculty. The Dean shall also initiate a review upon the request of a majority of the voting members of the department. Any review requested by a majority of the voting members of the department may not take place more than once in five (5) years.

15.3 Department Heads shall be appointed for ten (10) months, rather than the ordinary faculty appointment of nine (9) months. Upon relinquishing or being removed from Department Head responsibilities, the Head's appointment shall return to nine (9) months and his/her salary shall be reduced to its equivalent nine (9) month level.

University Proposal  
October 29, 2015

**Tentative Approval**

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AAUP

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University of Connecticut

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