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8 **POLICY RECOMMENDATION**
9 **Amending S15-6 to Clarify Procedures for Recruitment Committees**

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12 Resolved: That the following amendment be incorporated into S15-6, and edited into
13 the public copies of S15-6; be it further

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15 Resolved: That this amendment becomes effective for all searches beginning AY
16 2016-17.

17 **3.0 Procedures for Initial Appointment**

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19 **3.3 Recruitment committee procedures.**

20 **3.3.1 Recruitment committees shall be charged by the Dean or the Dean's**
21 **designee and shall sign an appropriate agreement to protect the**
22 **confidentiality of candidate applications.**

23 **3.3.2 Faculty Affairs will provide all recruitment committees with**
24 **comprehensive guidelines for organizing the recruiting process.**

25 **3.3.3 Recruitment committees shall evaluate all candidates for**
26 **appointments to regular positions and determine the order of**
27 **desirability of finalists for the position. The recommendation of a**
28 **recruitment committee shall be approved by a simple majority of the**
29 **committee; abstentions will not be counted when determining the**
30 **committee recommendation. Abstentions will be counted as**
31 **"present" for the purposes of establishing a quorum.**

32 **3.3.3.1.1 Committees shall provide a clear rationale for their**
33 **recommendations to the Dean and to Faculty**
34 **Affairs. The committee vote and the written**
35 **recommendations of the committee, including the**
36 **order of desirability of finalists, shall be recorded**
37 **and signed by all committee members. When**
38 **committee recommendations are not unanimous,**
39 **reasons shall be stated for all votes cast. A**
40 **statement of the reasons shall be included in a**
41 **single report from the committee, with the possibility**
42 **of a separate "minority" report. In either case, the**
43 **confidentiality of voting shall be maintained, and**
44 **signatures on the report(s) shall not indicate how**
45 **individual members voted when recommendations**
46 **are not unanimous.**

48 3.3.2.1.1 Normally, offers shall be extended to candidates in
49 the order recommended by the committee. If,
50 however, information emerges after the committee
51 makes its recommendation (e.g., a subsequent
52 reference check) that calls the order of desirability
53 into question, the committee shall be given the
54 opportunity to change its recommendation.

55 3.3.2.1.2 In the event that the President (and his designees)
56 cannot (for any reason) accept the recommendation
57 of the committee, the search will

58 Rationale: When the ARTP policies were split apart for ease of use, a few procedures
59 that under the old policy applied to “all committees” were not moved to the Appointments
60 policy but remained behind in the RTP policy. This amendment restores these
61 procedures to the Appointments policy.
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98 Approved: April 11, 2016
99 Vote: 8-0-0
100 Present: Peter, Green, White, Lee, Virick, Kauppila, Sandoval-Rios,
101 Hamedi-Hagh
102 Absent: Riley
103 Financial Impact: No changes over the previous policy.
104 Workload Impact: No changes over the previous policy.