

Appendix A: Motion to Recommend Revision of UW Executive Order 20

Recommendation:

We recommend that Executive Order 20 be revised to state that ad hoc search committees formed to recommend the appointment of a campus chancellor be exempted from the requirement that a majority of administrators or faculty are from outside the unit (i.e. the bolded text below).

Executive Order 20, Section 2.B on Administrative Appointments states:

“Before the President recommends the appointment of a dean of a school or college, an ad hoc committee responsible for recommending the appointment of such dean shall be appointed by the President (see *Faculty Code*, Chapter 24, [Section 24-52, Subsection A.3](#)). Experience dictates that the committee must be small enough to permit frequent meetings. It must engage in widespread consultation concerning suggested candidates with faculty, representative students, and persons elsewhere, including alumni, knowledgeable about the area concerned. **A majority of the 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.** The other members will be faculty individuals who are themselves directly involved in the internal affairs of the department, school, or college under consideration, chosen to provide a perspective on the affairs of the entire unit.”

Rationale:

Given the wide range of constituents within each UW campus, the requirement that a majority of members come from outside the unit creates a dilemma that pits representation against efficiency and effectiveness. If the faculty at the campus of appointment are to be adequately represented, the committee must be made quite large to fulfill this requirement, conflicting with EO 20's recommendation for a small committee to permit frequent meetings. However, if the committee is kept small, diverse campus constituencies cannot be represented on the committee, limiting the widespread consultation that is required by EO 20.

An effective search committee for a campus chancellor must necessarily include broad representation from across the University. However the presence of diverse constituents within the campuses (e.g. multiple schools) reduces the likelihood of committee “groupthink” or block voting to support a locally favored candidate. The removal of the majority requirement recognizes that the operational interdependence of UW campuses is not as extensive as that of schools and colleges within a campus.