

UNIVERSITY RULE

12.99.99.M13 Faculty Participation in the Selection, Evaluation, and Retention of Provost and Executive Vice President

Approved January 26, 1994

Revised January 7, 1999

Next scheduled review: July 3, 2018

1. GENERAL

The Provost and Executive Vice President is the chief academic officer of Texas A&M University and the leader of a diverse academic community. The selection of the Provost and Executive Vice President should, therefore, involve faculty in the fullest and most direct manner. For the purposes of this document, “faculty” refers to those eligible to vote for members of the Faculty Senate.

In a procedure where the authority and responsibility for the selection of the Provost and Executive Vice President is vested in the President, specific methods to include broad faculty participation are critical for the maintenance and enhancement of the University’s academic reputation and to preserve and promote a positive relationship between the Provost and the faculty.

The fundamental principle underlying this document is that: The President shall determine representative faculty sentiment concerning prospective candidates for Provost and Executive Vice President and shall take that sentiment into account during the selection process.

2. SELECTION

2.1 When a vacancy for Provost and Executive Vice President occurs or is imminent, a search committee shall be constituted to advise the President and the search shall begin as soon as possible.

2.2 The chair of the search committee plays a critical role in organizing the activities of the committee, in communicating with potential candidates, and in serving as an external symbol of the priorities of the search. Therefore, it is imperative that faculty, through the Speaker of the Faculty Senate, be consulted with regard to the choice of chair.

2.3 While the size and precise makeup of the search committee may vary according to circumstances, membership will include diverse representation from the faculty, the administration, students, and staff. Among these constituencies, the faculty shall play prominent and active roles in the search process. Selection of faculty members to serve on the search committee shall be made in consultation with the Executive Committee of the Faculty Senate.

- 2.4 The search committee shall take into account the rights of individual candidates and the laws of Texas concerning confidentiality and open records.
- 2.5 Before reporting to the President, the search committee shall evaluate the leading candidates through a process involving the procedural safeguards of a formal vote. The search committee shall deliver a confidential report and recommendation to the President that describes the strengths and weaknesses of each leading and acceptable candidate.
- 2.6 In addition to the search committee, members of the Executive Committee of the Faculty Senate and other relevant constituencies shall have the opportunity to meet with recommended candidates and to offer a formal evaluation of those candidates to the President.
- 2.7 The President shall recommend to the Chancellor and the Board of Regents the appointment of a Provost and Executive Vice President only from the list of leading and acceptable candidates.
- 2.8 The President shall provide an explanation to the committee of the action taken on its report. If no appointment can be made from the list of leading and acceptable candidates, the search process, using the above procedures, may be continued. The appointment of a Provost and Executive Vice President shall be made only after the candidate has been recommended or endorsed by the search committee.

3. EVALUATION AND RETENTION

The evaluation and retention of the Provost and Executive Vice President shall involve faculty in a direct manner. The performance of the Provost and Executive Vice President should be evaluated at least every four years, and this evaluation shall, at a minimum, involve the Executive Committee of the Faculty Senate.

4. SELECTION, EVALUATION, AND RETENTION OF ASSOCIATE PROVOSTS

It is understood that Associate Provosts serve at the pleasure of the Provost and Executive Vice President, who is responsible for their selection, evaluation, and retention. As part of the selection, evaluation, and retention procedure, the Provost and Executive Vice President should seek the advice and counsel of faculty in a manner similar to that described in this document.

OFFICE OF RESPONSIBILITY:

[Office of the Dean of Faculties](#)