

## **SOM -Alternative Process for Selection of Department Chair**

AAUP contract, Article XVIII, D. states, *“Nothing in this article shall preclude the appropriate administrative officer and the affected faculty and academic staff group from developing alternative-mutually acceptable procedures for selection and review instead of those outlined above. Any such agreement must be ratified by a majority of the voting faculty and academic staff in question and is assumed to be case specific. Moreover, this section does not preclude the traditional rights of faculty and academic staff to meet as individuals with appropriate administration officers to voice their opinions.”*

Dean to discuss general outline of alternative process to EC (one time). Discussion and ratification vote to be documented and filed for future reference.

### **Process:**

1. The Dean will meet with the Interim Chair or Chair candidate to ensure the desire to become a permanent Chair and to discuss the Dean’s vision and needs for the department.
2. Dean to present rationale for alternative process (related to a specific search) to SOM EC.
3. Dean (or designee) to propose process for Chair selection to the department faculty and academic staff (if applicable). FTA faculty may be included if appropriate.
  - a. Explain “normal” process
  - b. Propose abbreviated process
  - c. Review job description
  - d. Provide a 48-hour period to receive additional comments
4. Post position internally through the WSU On-line Hiring System or request waiver to policy requiring posting.
5. When appropriate the Dean will discuss the Chair selection with the SOM physician group.
6. Dean negotiates offer with Chair.
7. Proceed with the other routine processes for Chair appointment.  
Dean to attach alternative plan/process for Chair selection with cover letter to the Provost.

Approved by the Executive Committee: 01/26/2017

Approved by the Dean: 1/27/2017