

## ARTICLE 15

### SELECTION AND REVIEW OF DEPARTMENT HEADS

15.1 In a selection of a Department Head for a continuing appointment ~~of up to five (5) years~~ due to a vacancy, the Dean shall ask the department to form a search committee. A majority of the committee must be elected by members of the department. Voting eligibility shall be determined by departmental by-laws. The elected members of the search committee shall be no more than 7 and no fewer than 3 department faculty members, unless agreed to by the Dean and a majority of the votes cast by eligible Department members. The following criteria shall apply:

A. An election will be conducted entirely within the department to determine the majority of the members of the committee.

B. Once the committee majority has been elected by the department, the Dean may appointment additional members of the bargaining unit that can constitute at most a minority of the committee.

C. Committee members that are external to the bargaining unit may be added by agreement between the Dean and a majority of the votes cast by eligible department members.

D. The elected majority shall elect a committee chair.

E. No candidate will be appointed Department Head who is not recommended by the search committee. ~~The search committee shall make recommendations in accordance with the format established by the Dean.~~

15.2 ~~The term of appointment for a department head shall be up to five (5) years.~~ A review of the appointment of each Department Head shall be held at intervals not to exceed five (5) years, ~~prior to reappointment to a second or subsequent consecutive term,~~ or at other times as decided by the Dean. ~~If the Dean has decided not to reappoint a department head to another term, the review may be waived 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 in each term.~~

~~15.2.i~~ 3A department head shall not serve more than two (2) consecutive terms unless the majority of the members of their department eligible to vote under the department by-laws ~~recommends otherwise~~ approves another a maximum third consecutive term or votes for a review prior to determining approval of another term, ~~but only up to a maximum of 10 consecutive years.~~

~~If a Department Head is appointed for a second term, the faculty of the department will conduct a mid-term review through procedures voted on by the department faculty and included in the department Bylaws. There shall be a term limit of ten (10) consecutive years for Department Heads, unless approval is given by UConn-AAUP.~~

UConn-AAUP Package Counterproposal  
November 1, 2021  
Part of Package with Articles 10, 15, and 16

15.3 4 Department Heads shall be appointed for ten (10) months, rather than the ordinary faculty appointment of nine (9) months. After service as Department Head, the appointment shall return to nine (9) months and ~~his/her~~ their salary shall be reduced to its equivalent nine (9) month level. Department Heads may be removed by the Dean ~~only~~ after following the process described in 15.2 above or through the contractual discipline process ~~for just cause.~~

~~15.4. If the academic department has additional administrative positions (with titles that could include, but are not exclusive to, Associate Department Head, Assistant Department Head, Area Coordinator, or Section Leader) then the selection, duties and privileges of those administrators shall be defined within the departmental governance documents, according to criteria expressed in Article 30.~~

**Tentative Agreement**



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For UConn-AAUP

Date 11 / 1 / 21

\_\_\_\_\_  
For UCONN Administration

Date \_\_\_ / \_\_\_ / \_\_\_