

CHAPTER III

FACULTY AND STAFF

SECTION II. PERSONE u

presidential vacancy shall be appointed by the Board, taking into consideration the recommendation(s) of the System President.

- c. Credentials of Candidates. The search committee shall prepare a statement of minimum qualifications for candidates which is appropriate for the role, scope and mission of the institution. A candidate shall be expected to have an earned doctorate from an accredited institution and successful experience in an institution of higher education. In exceptional cases, however, a candidate having an extraordinary record of leadership and accomplishments, but lacking one or more of the above specified credentials, could be considered and recommended by the search committee.
 2. Appointment of Acting or Interim Chief Executive. The Board may choose to appoint an acting or interim president upon the recommendation of the System President.
- B. Appointments for Vice Presidents, (Academic, Non-Academic) Deans and Athletic Directors. These appointments shall be submitted for approval by the Board as individual line items. Employment should not commence prior to official Board action. All terms and conditions of employment shall be submitted to the System office for review. (*See PPMs*)
- C. Approval of Personnel Actions. All personnel actions shall be brought before the Board for ratification based on recommendations of the System President.
- D. Unclassified Administrative Personnel. All unclassified administrative staff shall hold their administrative appointment at the pleasure or will of the Board of Supervisors. The annual approval of the budget and personnel documents designating the salary and other personnel benefits for administrative personnel shall not constitute an implied nor expressed agreement for continued employment throughout that fiscal year, but are executed or approved solely for the purpose of budgeting and associated fiscal and administrative matters.

No employment of an administrative position is to begin prior to Board approval. For administrative personnel other than vice presidents, deans, and athletic directors, emergency authorization may be granted on a temporary basis by the System office to proceed, pending Board action.

1. Temporary Appointments. No individual shall be appointed on a temporary (“acting” or “interim”) basis for more than 12 months. After that period, should the position not be filled by someone on a continuing basis, the temporary incumbent can only be reappointed if a truly

compelling need exists. The reappointment of the temporary incumbent must be submitted for Board approval. Any request for reappointment must include justification. (Addition approved 3/21/97)

- E. Classified Employees. The Board grants authority to the presidents of the colleges and universities within the University of Louisiana System, or their designees, to hire or dismiss any classified employee in compliance with state law and appropriate Civil Service Commission regulations. All such action shall be deemed approved by the System Head and Board and no further action by either shall be required. (Revision approved 6/25/99)
- F. Qualifications for Academic Administrators. Each academic administrator (department head, director, dean, or vice president) who is to be appointed with rank and in a tenure track position shall have an earned degree in a field appropriate to the position. In addition, each administrator shall have the earned doctorate or appropriate terminal degree for his/her discipline. Exceptions to this requirement may be made for community colleges or other special situations. Such exceptions must be approved by the System President. (Addition approved 8/30/95)
- G. Reemployment of State Retirees. The reemployment of state retirees shall be governed by the rules of the applicable State retirement systems and Board Rule C-III, Section II of the Board Rules. (revised 10-24-08)
- H. Selective Service System Registration for Unclassified Positions. In accordance with L.R.S. 42:33, an individual shall be ineligible for employment or appointment in an