University of Louisiana System

SEARCH POLICIES AND PROCEDURES FOR POSITIONS OF DEAN OR HIGHER

Effective Date:	**July 1, 2019**
Cancellation:	**January 7, 2011**
Chapter:	**Faculty and Staff**

Policy and Procedures Memorandum

The Board of Supervisors for the University of Louisiana System recognizes diversity as essential to operational effectiveness and mission fulfillment, and a strategic business imperative. The Board declares the recruitment and development of high quality administrators, faculty, and staff from all demographic, experiential, and cultural backgrounds a systemic priority. In an effort to attract qualified and diverse applicants, a variety of recruiting and selection actions may be employed when seeking individuals to fill campus positions at the level of vice presidents, deans or athletic directors.[1] Regardless of the actions taken, all state and federal affirmative action and nondiscrimination laws shall be followed. In addition to the guidelines provided herein, search processes should reflect campus practice and policy, be conducted in a timely and professional manner, and respect the individual's rights to confidentiality to the extent permitted by state law.

The university President is charged with the responsibility for ensuring oversight and implementation of this policy.

---

[1] This policy does not apply to searches for "associate" or "assistant" vice presidents, deans and athletic directors. The selection of persons to serve in these capacities is a matter of administrative determination as they serve at the pleasure of the VP, President, Dean or Athletic Director.

I. DEFINITIONS

A. <u>Applicant</u> an individual who has applied for a position or a nominee who has agreed to be considered for the position.

B. Candidate: an individual who has been invited and

E. Release of Candidate Information

The university administration shall make it clear to all applicants that the university may make public certain information; consistent with State open records laws.

F. Administrative Support