

*From article five in contract through June 30<sup>th</sup>, 2014:*

Faculty Area Chairs

**A. Selection of Chair**

1. Chair terms are two (2) years.
2. When the term of a Chair is about to expire or the position becomes vacant, the Academic Senate will conduct an election within the area to select the nominee(s) for the position as follows:
  - a) The Senate will send a list of responsibilities and compensation of Chairs to all members of the area together with a request for nominations of tenured faculty within the area. The Association will consider exceptions to the tenure requirement on a case-by-case basis.
  - b) Ballots will permit each member of the area to select a first-place candidate and a second-place candidate. The Senate will send the tally showing the first and second choices of the area to the President.
  - c) The College President or designee shall interview the candidate(s) receiving the highest number of votes and make the final selection or reopen the process. All candidates being interviewed for a specific chair position shall be interviewed by the same administrator.

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**Academic Senate's Clarification on the Selection Process for Departmental Chairs**

- Ballot will consist of four options:
  - 4 = Recommend Highly
  - 3 = Recommend
  - 1 = Recommend with Reservation
  - 0 = Not Recommended(The number two is purposely omitted)
- In the case of only one candidate being forwarded to the president, the president cannot appoint an individual who has not been forwarded by the department. Instead, if the president chooses not to select the one forwarded candidate, the president must request that the department reopen the nomination and election process so that two candidates are forwarded to the president. If the department fails to send two candidates forward after the process has been reopened, then the president may appoint—in consultation with the department—a non-forwarded member of the department.
- The Academic Senate strongly recommends that the president appoint the candidate who receives the highest number of votes/points unless a compelling rationale exists that the department was not privy to.
- The president will communicate the results of the selection process to the Academic Senate.