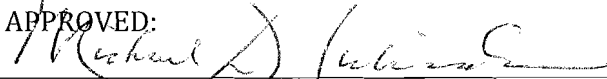


TITLE: Department Chair Selection	EFFECTIVE DATE: 22 MARCH 2010
SENATE RECOMMENDATION: passed N. Mark Rauls, Faculty Senate Chair	APPROVED DATE: 26 February 2010
APPROVED: 	APPROVED DATE: 22 MARCH 2010

DEPARTMENT CHAIR SELECTION

A. QUALIFICATIONS OF OFFICE

The Department Chair must have completed two consecutive years of full time employment at CSN, and be a tenured, tenure track, or market hire faculty member. Any individual serving as a Department Chair shall resign from said position upon commencement of sabbatical leave. In cases of resignation or removal of a Department Chair, see Section C herein below. A faculty member wishing nomination for the role of Department Chair must have more than 50% of his or her assignment in the subject department.

B. QUALIFICATIONS FOR VOTING

The right to vote for a Department Chair shall be limited to full-time faculty members with more than 50% of their assignment in the subject department who are tenured, tenure track, or market hire.

C. LENGTH OF TERM

Department Chairs shall serve for a term of three (3) years. If for any reason a Department Chair is unable to serve his or her entire term of office, the President shall appoint a member of the department that meets the qualifications in Section A to serve as interim chair until a new election can be held. The election to replace the interim chair shall be held in the spring, to coincide with the next chair election process. The person elected as chair at that midterm election shall serve for the remainder of the original three (3) year term.

D. CHAIR ELECTION PROCESS

1. During spring convocation, the Faculty Senate chair will notify the faculty in departments that are holding elections of the chair selection process and timeline (see attached). The Faculty Senate chair will also notify Human Resources of the need for an up-to-date list of all continuing contract full time faculty members in each department (due 2/15), and the Office of E-Learning (or appropriate College office) of the need to create online voting groups for the Department Chair elections (to be completed by 3/7). The Procedures Committee will be responsible for verifying that the members of each voting group exactly match the lists provided by HR (by 3/21).
2. The online voting groups created for the purpose of elections must meet the following criteria:
 - a. Voting is limited to a secure list of eligible faculty

- b. Faculty members have easy access to the voting portal
- c. Multiple votes from a single voter are not possible
- d. Access to voting records is limited and controlled
- e. Vote results are automatically tabulated

At the time this policy was written, CSN's Learning Management System (LMS) met these criteria. So long as the LMS meets these criteria, it should be used for elections.

3. Faculty members who have an interest in serving in the role of Department Chair will make their interest known in writing to the President and the Faculty Senate Chair by 2/28. Special consideration for selection of Department Chair may occur in certain programs due to outside accreditation requirements.
4. If there are no faculty members within the subject department interested in serving as Department Chair, the President shall select a full-time tenured academic faculty member from the College at large, to serve as Department Chair for said department for one year. A second election for chair of the department shall be held the next year, for the remainder of the three-year term. If no faculty members within the department are willing to serve for a second year in a row, the President shall appoint a full-time tenured faculty member from another department to serve the remainder of the original term.
5. Upon the Faculty Senate Chair's receipt of a nomination for the position of Department Chair, the Faculty Senate Chair shall immediately inform the faculty in the subject department of the candidate wishing consideration. In March, all departments holding a chair election shall have a departmental meeting, for the purpose of allowing the candidates to speak and department members to ask questions.
6. Electronic voting groups will be available for voting from 4/1-4/14. All full-time continuing contract faculty members who wish to vote in their department's election will be able to do so. The Procedures Committee will invite all candidates to join them when the electronically tabulated election results are viewed on the first workday following the end of voting. At least two members of the Procedures Committee, each from different departments, not holding the election, will be present. If there are not two committee members who meet this criterion, the Faculty Senate chair will appoint an academic faculty member who does to be present.
7. The candidate who receives the majority of the votes cast in the election will be recommended to the President for appointment as Department Chair. If no candidate receives a majority of votes in the initial balloting, a run-off election, using electronic voting groups, will be held.
8. The procedure for run-off elections shall be:
 - a. If no person receives a majority of the total number of votes cast in the initial balloting, a run-off election will be held between the two (2) persons receiving the most votes. The balloting for this purpose will begin immediately following the tabulation of the initial balloting and run for seven (7) calendar days.
 - b. If the result of the initial round of balloting should result in a tie vote for most votes,

only those tied candidates are eligible for the second round of balloting.

c. If the result of the initial round of balloting should result in no one receiving a majority of votes cast, but one candidate receiving the most votes and two or more candidates tying for second-most votes, the candidate receiving the most votes and the candidates that tied for second-most votes, regardless of the number of candidates this entails, will be eligible for the second round of balloting. The balloting for this purpose will begin immediately following the tabulation of the initial balloting and run for seven (7) calendar days.

d. Notice shall be immediately sent to all departmental faculty members when a run-off election is required. That notice shall explain how faculty members will cast their electronic votes, shall indicate the time period in which voting will be open, and shall detail the additional provisions for run-off elections indicated in [8e].

e. In the case of a tie in a run-off election involving only two candidates (8a), both names shall be submitted to the president, and the president shall choose one to serve as chair for the full term of office. In the case of a run-off election involving more than two candidates (8c), the candidate who receives the largest number of votes, whether or not that number constitutes a majority of votes in the election, shall be recommended to the president to serve as chair.

f. On the first workday after the run-off voting has ceased, the Procedures Committee will invite the run-off candidates to join them in viewing the electronically tabulated election results.

9. Within seven (7) calendar days of the conclusion of each election, the President will confirm or reject the election results. The Faculty Senate Chair shall then notify all faculty members of each confirmed chair's name and department. If the President does not confirm the choice of the department, the President will give a rationale to the department's faculty and order another election. All nominations will be submitted to the Faculty Senate Chair within seven (7) calendar days. The Faculty Senate Chair will inform the faculty in the department of the candidates wishing consideration as Department Chair, and an electronic voting group shall be immediately opened for seven (7) calendar days. The person with the majority of votes of those voting in the election will be recommended to the President for appointment. If no candidate receives a majority of the votes cast, the winner of this election shall be determined in the manner indicated in 8e.

E. TERM OF OFFICE and TRAINING OF NEW CHAIRS

The term of new chairs shall begin on July 1. The weeks between the election and July 1 shall be used to allow new chairs to shadow their predecessors.

F. RECALL OF DEPARTMENT CHAIRS: PROCESS

1. If problems with a Department Chair occur within a department, reasonable efforts should be made to resolve them informally with the Department Chair. If faculty

members are unsuccessful in these efforts, they shall formally petition the Faculty Senate Chair to call a meeting for the purpose of either resolving the concerns or recalling the Department Chair.

2. A formal petition shall be in writing, shall be signed by at least 1/3 of the full-time, continuing contract faculty members of the department, shall include the specific concerns that faculty members have, and shall be copied to the Department Chair.
3. Upon receipt of a formal petition, and within three (3) calendar days, the Faculty Senate chair will notify the members of a department, the Department Chair, and the appropriate Dean and Vice-President, that a meeting of the department shall be held, either to resolve the concerns or recall the Department Chair. Said meeting shall take place within seven (7) calendar days of notification to the department. The Faculty Senate Chair will then ensure that an electronic voting group is created before the meeting, in case a recall vote is held.
4. The Faculty Senate chair shall preside over the meeting. At the meeting, the faculty members and Department Chair shall attempt, in good faith, to resolve the outstanding issues. If the Faculty Senate Chair determines that such resolution is unsuccessful, and if the Department Chair has served for at least one full semester, a vote of confidence/no confidence shall be held by electronic ballot. The Faculty Senate Chair shall open the electronic voting group immediately, and it will remain open for three (3) calendar days. If at least 2/3 of the full-time, continuing contract faculty members of a department vote no confidence in the Department Chair, the results shall be forwarded to the President. If the Faculty Senate Chair is a member of the department in question, the most recent past Faculty Senate Chair, who is not a member of the department, will preside.
5. In the case of a no-confidence vote, the President will rule on the vote and notify the department faculty, Faculty Senate Chair, and the Department Chair within seven (7) calendar days. If, in the opinion of the President, the problems are resolvable, the Department Chair will be given an opportunity to remedy the concerns of the faculty. If, in the opinion of the President, the concerns are grave and cannot be resolved, the President shall immediately appoint a member of the department that meets the qualifications in Section A. to serve as chair until a new chair can be elected, in accordance with the process detailed in Section C herein above.

CHAIR SELECTION TIMELINE and FACULTY SENATE RESPONSIBILITIES

<u>DEADLINE</u>	<u>ACTION TAKEN</u>
During SPRING CONVOCATION	Faculty Senate Chair notifies all faculty members which Department Chair elections will be held, and invites eligible faculty members to submit letters of interest by 2/28. Chair notifies HR and Distance Education of need for faculty lists and electronic voting groups.
Until FEB 28	Faculty members submit letters of interest in position to FS Chair and President. FS Chair notifies faculty members in each department as nominations come in.
By FEB 15	HR provides the Procedures Chair and DE with lists of all full-time tenured, tenure track, or market hire faculty members in each department.
During MARCH	Department meeting for the purpose of allowing candidates to speak and faculty members to ask questions of candidates.
By MAR 7	DE creates voting groups for each department, using HR faculty member lists.
By MAR 21	Procedures Committee confirms that voting group members match HR lists, without duplication.
APRIL 1-14	All Voting Groups are Open
First workday after 4/14	At least two members of the Procedures Committee, from different departments, meet to view the electronically tabulated voting results; all candidates are invited to attend. President and department members are immediately notified of all conclusive results, and of any run-off elections, if needed (see Policy D8d)
Within (7) days of vote count	President confirms or rejects conclusive election results, and notifies Faculty Senate and department members.
April – May	Faculty Senate proceeds with any run-off elections, or elections resulting from the President's rejection of a departmental vote, per Chair Selection Policy (D8 and D9).

CHAIR SELECTION TIMELINE and FACULTY SENATE RESPONSIBILITIES – 2010 ONLY

<u>DEADLINE</u>	<u>ACTION TAKEN</u>
By MAR 3 or as soon as policy is by approved by the President	Faculty Senate Chair notifies all faculty members which Department Chair elections will be held, and invites eligible faculty members to submit letters of interest by 3/20. Chair notifies HR and Distance Education of need for faculty lists and electronic voting groups.
Until MAR 22	Faculty members submit letters of interest in position to FS Chair and President. FS Chair notifies faculty members in each department as nominations come in.
By MAR 22	HR provides the Procedures Chair and DE with lists of all full-time tenured, tenure track, or market hire faculty members in each department.
Between MAR 22 – APR 9	Department meeting for the purpose of allowing candidates to speak and faculty members to ask questions of candidates.
By APR 2	DE creates voting groups for each department, using HR faculty member lists.
By APR 8	Procedures Committee confirms that voting group members match HR lists, without duplication.
APRIL 10-24	All Voting Groups are Open
First workday after 4/24	At least two members of the Procedures Committee, from different departments, meet to view the electronically tabulated voting results; all candidates are invited to attend. President and department members are immediately notified of all conclusive results, and of any run-off elections, if needed (see Policy D8d)
Within (7) days of vote count	President confirms or rejects conclusive election results, and notifies Faculty Senate and department members.
May 1 - 20	Faculty Senate proceeds with any run-off elections, or elections resulting from the President's rejection of a departmental vote, per Chair Selection Policy (D8 and D9).