

# I. GENERAL STATEMENT

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The Bylaws of the University place responsibility for the administration of the University in the President, who is the chief executive officer of the institution, and who must act in accordance with policies established by the Board of Regents. Legally, therefore, chairpersons, deans, vice presidents, and other administrative officers are accountable to the President and serve at the President's pleasure. Academically and operationally it is clear that all administrative officers within a university must also be responsive to faculty and to students and, in some instances, to a professional constituency. The selection and conditions of service of administrative officers within the University must reflect these twofold relationships.

The present policy statement has been prepared in full recognition that there are wide differences among the major academic units and within some of them, among departments. The intent of this document is to provide guidelines, not prescriptions. Although not specifically mentioned in each section of this document, each selection process will be consistent with the University equal opportunity guidelines, and will avoid any conflict of interest: for instance, a search committee for a position should not include a candidate for that position.