

CoB Candidate Process – Slow, Confidential, and Unclear

All three candidates for the vacant CoB dean's job have now come and gone. At a minor level, faculty and staff input is being sought, but what do the President and new Provost want in the new CoB dean? First, they reportedly want only one name proposed from the search committee. It is interesting that no candidate ranking nor any positives and negatives of each candidate is desired. Why not? That would seem to be beneficial to everyone. Is the President concerned that her first choice is the faculty's third choice? It is clear that faculty and staff input have been set at its desired low level, so why pretend?

Second, why is a soon departing, apathetic dean of another college still in charge of this search? Surely Dr. Williams, or someone else, could take over at this point without much effort. The poor committee members have been sliding between confused and clueless for much of the last month, if not for the entire process. They want a new dean – any new dean – named almost as much as the President does.

Third, will this one name sent to the President likely be made public? No, it will be treated as confidential. This makes sense, but only if you liked the idea that the candidates' names and interview schedules were also confidential until a short period before their arrival. This is not a personnel issue needing protection; this is cover for the President's decision.

Fourth, the length of this process may make it difficult for the new dean to be here July 1st. Given how the process will reportedly continue from here on out, it may be a month or more before the winner is known. This is not helpful for early efficient business for the new dean.

It would be wonderful if the President would say why she hired the one she does. That would help clarify some issues. We are confident that the President's reasons are highly confidential.