

**MEETING OF THE GRADUATE COUNCIL**  
Southern Illinois University Carbondale  
April 9, 2009

Members and Administrative Officers Present:

Thomas Britton; Ronald Browning; Daniel Dyer; Ramesh Gupta; Eric Hellgren; Nicholas Hoffman (GPSC); Andrew Hofling; Scott Ishman; Mark Kittleson; Elizabeth Klaver, John Koropchak, Leslie Lloyd; Shawna Macdonald (GPSC); Pat Manfredi; Scott McClurg; Eileen Meehan; Christian Moe (Emeritus); Manoj Mohanty; Nancy Mundschenk; Elyse Pineau; Karen Renzaglia; Jacob Rose; Alejandro Strong (GPSC); Karl Williard; David Wilson (Graduate School); Tomasz Wiltkowski; Bryan Young (John Preece); Michael Young; and Bill Stevens (A/P Council).

Members and Administrative Officers Absent:

Sam Goldman; Donna Post; Pru Rice; Peggy Stockdale;

Chairman Britton called the meeting to order on April 9, 2009 at 8:00 a.m. in the Kaskaskia/Missouri Room of the Student Center.

**Announcement of Proxies:**

Dr. Wilson announced that John Preece is attending as proxy for Bryan Young.

1. **Consideration of the Minutes of March 5, 2009 Meeting.**

2. **Remarks/Announcements:**

a. **University and Graduate School Leadership**

**Provost Rice:**

Provost Rice gave the following remarks as an update on the budget situation in Dr. Goldman's absence:

- Board of Trustees rejected 9.9% tuition increase
- Chancellor and Provost are going forward with 4.5-6% increase at the May BOT meeting
- Unknown how Governor Quinn's budget will affect SIU. Possible 1% increase. Not sure if this will be based on last year's beginning budget figures which had a 2.5% budget increase, which was given back. If so, we will have 3.5% new money and should be in fairly good shape.

The contingency for this year will be released and letters have been sent to deans and directors; may spend up to 7%; 30% must be withheld for carry forward.

Mr. Terry Owens agreed to become Interim Dean of College of Applied Sciences and Arts; search committee has been convened.

The School of Law is working on an advertisement and position description.

The Search Committee for Dean of College of Engineering has recommended 4 candidates to interview.

Internal search is underway for Associate Provost for Academic Affairs and Associate Provost for Administration; positions are now being occupied by people who are holding their budget lines hostage in other colleges, which creates a domino effect. Both positions will be dealing with important issues over the next six months including faculty negotiations. We are beginning contract negotiations with non-tenure track faculty. In the case of the Associate Provost for Academic Affairs, we have a shifting of some positions that were in the Department of Diversity to report to this position. CIS will now report to the Provost through that associate provost position. We are also trying to get the First Year Experience in gear. He stated it is important for whoever is in these positions to have absolute ownership in order to carry out these functions.

Tom Britton remarked that the Governor's budget summaries on which Dr. Rice reported does include salary increases for non-negotiated faculty and staff, additional money for the First Year Experience, which is a break-even project; and an additional \$300,000 for Morris Library.

#### Vice Chancellor for Research and Graduate Dean John Koropchak

VCR Koropchak stated the \$300,000 line for the library is a new one and the message from the Graduate Council and other places was heard. He attended a meeting organized by the Chancellor's office with Provost Rice and the extra appropriation is the result of this meeting.

Email notifications have been sent about the Research Town Meeting. He provided a revised agenda to the Council. The keynote presentation will be given by William Bonvillian, Director of the Massachusetts Institute of Technology's Washington Office. Dr.

Bonvillian has recently written a book called *Structuring A Energy Technology Revolution*. He encouraged everyone to attend, adding that he has attended Dr. Bonvillian's presentations which are very good. In addition to representatives from funding agencies attending the Research Town Meeting, Julia Spears will also attend with students discussing undergraduate research. He asked everyone to feel free to pass the information on to their respective classes about the Research Town Meeting. In addition to external visitors and people from campus, several Community College Presidents will also be attending.

Related to undergraduate research, he announced he had the pleasure of attending the St. Louis Area Undergraduate Symposium last Saturday at the St. Louis Zoo. There were 16 poster presentations from area universities including SIUC, St. Louis University, Washington University, Webster University and SIU-Edwardsville. One of SIUC's students, Brenna Towery, won third place for her oral presentation. Brenna was mentored by Dr. Michael Eichholz, associate professor of Zoology and a member of the SIUC Cooperative Wildlife Research Lab. SIUC had the largest contingent of university students attending this event and we are still the only public university that has won an award at this event. SIUC will be hosting next year's meeting.

SIUC recently received indications from the NSF that we are going to be funded for an IGERT grant for \$3.2 million. The topic is watershed science and policy and the PI's for this grant include Nicholas Pinter, Lizette Chevalier, May Davenport, Matt Whiles and Chris Lant. This is a very prestigious award which provides a cutting edge type of graduate program. There are only about 100 IGERTS in the country. The IGERT is for 5 years and most are for NSF graduate fellowships in the annual amount of \$30,000 each.

VCR Koropchak gave an update on faculty seed grants for AVC Rice. There were 52 proposals; 21 proposals were approved for funding; 15 received decisions directed to revise and submit; and, 16 were rejected. The letters will be sent this week.

#### Associate Dean Wilson

Associate Dean Wilson reported that the Graduate Council elections are underway and the results should be in by the end of next week. He recently attended a meeting of the Midwest Association of Graduate Schools and there was considerable concern and discussion about budgets. Most were facing significant budget challenges, anywhere from 4.5% to as much as 20% reductions. If the current budget scenario works out, we will be in a lot better shape than our surrounding states. There was also a lot of concern about graduate applications with many

indicating their graduate applications were actually down and in some cases significantly. About half were in the same situation as we are with flat applications. Some were up substantially and these tended to be institutions in metropolitan areas. In most cases all agreed that we are playing a guessing game since it is unknown how many people admitted will actually attend. Later in the meeting we will be talking about “Apply Yourself.”

Discussion ensued about why graduate admissions were down. Some suggested it may be due to decreased graduate assistantship dollars or a preference to attend college in more metropolitan areas because of more opportunities for internships. Decreased international applications may also be another reason. He added we are working with institutions in China and Taiwan which we hope will bring in more students. Council members were urged to contact Dr. Koropchak if they have any questions or problems with graduate applications. It was suggested that reaching out to international institutions and establishing a relationship with Deans and program chairs from international universities, such as Mexico and Brazil, may also help.

The number of Fulbright students seems to be increasing again this year. Departments need to be aware you get outstanding students from Fulbright’s and they are paid for. We have 90 Fulbright applications at this time. We have a really outstanding graduate student, David Owens, assisting Dr. Ratna Sinha with Fulbright applications. He meets with departments and explains the paperwork that must be filled out, which has helped tremendously. .

Dr. Mead indicated that he will be hosting an informal discussion with the keynote speaker at the Research Town Hall Meeting next Tuesday, which will be more energy R&D related. Flyers are available.

b. Constituency Leadership

Faculty Senate – Prof. Stockdale.

Dr. Lamb was to attend for Professor Stockdale, but could not attend because of illness. Therefore, there was no report from the Faculty Senate.

A/P Staff Council – Bill Stevens

Bill Stevens reported there is no formal report from the A/P Staff Council, but we may see some activity toward the end of the semester concerning shared governance.

## Graduate Professional Student Council – Alejandro Strong

Mr. Strong reported that the GPSC is working to organize the student trustee elections. The undergraduates have decided not to seat a graduate student on the commission. We are still trying to get our representative seated on the commission so that we can participate in the planning to ensure there are polling places for graduate students at SIUC and in Springfield at the Med School. We would like Larry Dietz and the Chancellor to speak to the undergraduates and remind them that there are procedures that they should follow. Dr. Dietz was contacted and said there was nothing he could do. After he was shown the procedures, Dr. Dietz indicated he will get back to us.

### 3. Committee Reports

#### a. Executive Committee – Chairman Britton

Tom Britton announced that the Chancellor Search Committee is in process of being formed. Dr. Peggy Stockdale and I have been named as co-chairs and will begin the process in July and August. Most of the work will take place during the fall semester. Our goal is to have the search completed in time to name somebody early in 2010 to begin work thereafter, but not later than the 2010-11 academic years. There is a need for an additional member from the graduate council serve on the committee and he discussed this need with Prof. Hellgren from the Nominating Committee.

#### b. Nomination Committee – Prof. Hellgren

Prof. Hellgren announced that, in response to a conversation with Chairman Britton, the following names were submitted for consideration to serve on the Chancellor Search Committee: Scott Ishman, Dan Dyer, and Ann Fletcher. One of those persons will be selected by the President to serve.

#### b. Research Committee – Prof. Renzaglia

Prof. Renzaglia announced that the Research Committee was considering someone to repair small instrumentation. She was notified by VCR Koropchak today that Greg Moroz, supervisor of the central research shop, has volunteered to do this work on a trial basis. During the summer he will see if he has the time and expertise to do the repair work necessary. If he does not have the time, a GA will be hired for the fall semester. She asked everyone to spread the word adding information will be on the Graduate School website and ORDA will also be spreading the word.

There will be a charge for this service and there will be no work on computers or circuit boards.

## **READING OF RESOLUTION**

Prof. Renzaglia read the resolution which will replace the resolution read at April's meeting. The following resolution is being offered in its place.

**RATIONALE:** The Graduate Council Research Committee has undertaken a review of the allocation of Indirect Cost Recovery in response to two significant issues. The first is grave concern about the spiraling costs of serial publications to Morris Library and the need to maintain critical publications in furtherance of the University's research mission. The second is the need to find new ways to encourage scholars to pursue funded research. Because the allocation of funds from Indirect Cost Recovery remains an important option for the University to address these concerns, the following resolution is offered:

**RESOLUTION:** The Graduate Council hereby directs the Research Committee, working with appropriate officials and the Education Policies Committee, to continue its review of the allocation of funds generated through Indirect Cost Recovery as a means of encouraging faculty and others to pursue funded research; and

The Graduate Council hereby directs the Education Policies Committee, working with appropriate officials and the Research Committee, to continue its review of the allocation of funds generated through Indirect Cost Recovery as a means of ameliorating the effects of the spiraling costs of serial publications.

The 2008-2009 Graduate Council urges that these efforts continue for the remainder of this academic year, and continue with the 2009-2010 Graduate Council.

This will be voted upon at the next meeting.

Professor Renzaglia passed around Guidelines for the Open Access Policy (attached to this document) generated by the Library Staff. Professor Renzaglia and Pat Manfredi met with the Library staff and Dr. Carlson to discuss not having sufficient funds to cover professional journals and periodicals. It was determined that feeding more money into this problem would not solve this issue since the costs go up every year. The thought was to be proactive for the future in that, at some point, there will be open access to virtually everything that is published. The Open Access Policy is an effort to require faculty to deposit their publications and scholarly

works into institutional repositories. She indicated this is the direction many universities are following. Ramesh Gupta expressed his concern that SIU policies are more restrictive than the NIH and asked if the Library could have someone access the journals and put it on the open access. David Carlson stated that faculty can send an email to the library they will contact the journal and put it up. Prof Renzaglia stated that the intent is to make this research available nationally and internationally.

Council members generally supported the idea but were concerned about tying it to promotion and tenure. In addition, it was thought that this should be widely distributed to SIUC faculty before it is actually put into place. Prof. Carlson said that it does require certain permissions on the part of the author and the publication to make sure that information is allowable to be posted on open access.

Tom Britton proposed that this be discussed at the next Executive Committee meeting and asked Prof. Carlson to also attend the meeting. This resolution will be put on the agenda for the meeting in May.

- d. Report of Ed. Policies Committee – Professor Manfredi

#### **ANNOUNCEMENT OF RESOLUTION**

**RATIONALE:** Whereas the decentralized process of admissions into graduate programs at SIUC makes Banner especially unsuited for processing graduate school admissions. Examples that illustrate the inadequacies of Banner include:

- a. There is no ready-made status page indicating the list of individuals who have applied to a particular graduate program and no sub-division of applicants into different degree programs within a single department.
- b. Banner is limited to listing only one degree from one college or university. Thus, Banner cannot show that an individual received both a bachelor's degree and a master's degree from the same institution.

And whereas overcoming these deficiencies in Banner might not be possible, and even if possible, would place additional and unreasonable burdens on the Banner team in Information Technology.

And whereas even if all of these deficiencies were overcome, Banner would be a difficult application to use for processing graduate applications, requiring faculty and staff in graduate departments to suffer both a steeper initial learning curve and a difficult and frustrating user experience. For example, summary information for graduate applications would still need to be retrieved through Argos.

And whereas the director of graduate admissions and two departmental representatives from the University of Illinois Urbana-Champaign all testified to the overwhelming superiority and greater flexibility of Apply Yourself compared to Banner in processing graduate applications at UIUC. Some of the details are:

- a. Potential applicants are presented with an application environment customized to conform to the look and feel of the general web presence of SIUC. This environment can be customized to contain pop-up windows providing more information for potential applicants about various parts of the application process that might apply to them. It can be configured to automatically close applications when a deadline has passed. It can be configured to automatically indicate the degree/concentrations that are available in various departments.
- b. Customized and personalized letters can be generated to individual departments/programs and sent to individuals who are in various stages of the process of applying, to those who have been rejected, and to those who have been admitted.
- c. Many parts of the online applicants' environment can be modified by selected "non-technical" staff at SIUC and the modifications become immediately available to potential applicants. For example, a department might wish to extend its application deadline, or modify a letter sent to those in the process of applying.
- d. Applicants can have letters of recommendations be both solicited and submitted electronically and be notified electronically when those recommendations have been submitted.
- e. Allows applicants to view a status page (customized for the program to which they are applying) showing exactly what parts of their applications remain incomplete.
- f. Hobson's, the company that sells and supports Apply Yourself, provides applicants with help (through both email and phone contacts) using the online application.
- g. Allows departments to print one application or all applications with a single click.

**RESOLUTION:** Therefore, be it Resolved, that the Graduate Council recommends that the Director for Graduate School be authorized to contract with Hobson's, to enable the use of Apply Yourself at SIUC as soon as is practically possible, and that an additional \$15.00 be withheld from each graduate application be used to pay for this contract. It is further recommended that any money that remains after the contract is paid to be used to support graduate student travel.



It was noted that Ratna Sinha was available to answer questions. There was much discussion regarding the inability of graduate programs to obtain information needed.

**Suspension of Rules:** Chairman Britton moved that we suspend the rules to consider and approve this resolution today, since there is some urgency in regard to this matter. Motion was seconded and the rules suspended.

Chairman Britton asked for a voice vote on the resolution as presented by the Committee; resolution passed unanimously.

**Reinstatement of Rules:** Motion to resume rules was made and seconded. Meeting continued according to the agenda.

e. New Programs Committee – Professor Williard

Prof. Williard stated there are representatives from each of the departments present today to answer questions, if needed.

**ANNOUNCEMENT OF RESOLUTION**

**RATIONALE:** The Psychology Department has proposed to change their M.A./Ph.D. concentration in Experimental Psychology to two concentrations in 1) Applied Psychology and 2) Brain and Cognitive Sciences. This proposed change officially recognizes the two concentrations, which have been a functional part of the program since 1999. The designation of the Applied Psychology and Brain and Cognitive Sciences concentrations will aid the recruitment of students into these areas. There are no anticipated budgetary effects of this degree modification.

**RESOLUTION:** Be it resolved that the Graduate Council approves the Psychology Department's change of their M.A./Ph.D. concentration in Experimental Psychology to two concentrations in 1. Applied Psychology and 2. Brain and Cognitive Sciences.

**ANNOUNCEMENT OF RESOLUTION**

**RATIONALE:** The Center for the Study of Crime, Delinquency, and Corrections has requested a change in the name of their department to "Criminology and Criminal Justice" and their B .A. and M.A. degrees from "Administration of Justice" to "Criminology and Criminal Justice." The departmental and degree program names are historical artifacts. The name change to Criminology and Criminal Justice better reflects the research orientation and social science curriculum of the program. The

proposed name was a unanimous choice of the faculty. There are no anticipated budgetary effects of the name changes.

**RESOLUTION:** Be it resolved that the Graduate Council approves the change of the name of the department from the Center for the Study of Crime, Delinquency and Corrections to the Department of Criminology and Criminal Justice and the change of the B.A. and M.A. degrees from Administration of Justice to Criminology and Criminal Justice.

#### **ANNOUNCEMENT OF RESOLUTION**

**RATIONALE:** The Center for the Study of Crime, Delinquency and Corrections has proposed to implement a non-thesis track for their M.A. degree in the Administration of Justice. The proposed non-thesis track will include a total of thirty-five credit hours, here more than the thesis track. Students will also be required to complete a research paper that will be submitted to the Graduate School and another research paper, poster or problem analysis project on a separate topic. The addition of a non –thesis track should help program recruitment, retention and completion rates. There are no anticipated budgetary effects of this degree modification.

**RESOLUTION:** Be it resolved that the Graduate Council approves the modification of the existing M.A. degree in the Administration of Justice to include a non –thesis track M.A. in addition to the present thesis track M.A.

#### **ANNOUNCEMENT OF RESOLUTION**

**RATIONALE:** The Department of Speech Communication has proposed to eliminate their M.S. in Speech Communication and maintain the M.A. in Speech Communication with the same degree requirements as the current M.S. degree. The M.A. is the most common degree for the discipline of Speech Communication and the department has concluded that the M.A. degree is a better reflection of the curriculum and degree earned. There are no anticipated budgetary effects of this degree termination.

**RESOLUTION:** Be it resolved that the Graduate Council approves the elimination of the M.S. in Speech Communication to have the same degree requirements as the current M.S. degree.

#### **ANNOUNCEMENT OF RESOLUTION**

**RATIONALE:** The Department of Pharmacology has requested to change the name of their M.S. and Ph.D. degree from “Pharmacology” to “Pharmacology and Neuroscience.” Adding the term Neuroscience to the

degree program title more accurately reflects the research work of the faculty members and graduate students in the department. The term 'Pharmacology' is often misunderstood by prospective graduate students as being related to 'Pharmacy.' The addition of Neuroscience helps clarify the program's emphasis on basic science and should aid the recruitment of students. A new course in Neuroscience will be added to the graduate curriculum to further emphasize this component of the program. Neuroscience is a broad field, and therefore, the proposed name change does not preclude name changes of existing programs or the creation of new programs that contain Neuroscience in the title. There are no anticipated budgetary effects of the degree modification.

**RESOLUTION:** Be it resolved that the Graduate Council approves the Department of Pharmacology's requested name change of their M.S. and Ph.D. degree from 'Pharmacology' to 'Pharmacology and Neuroscience.'

Dr. Ron Browning was present to answer questions. Discussion ensued about the possibility of having courses with neuroscience in the title or some colleges or departments having Neuroscience in the title. A concern was raised about turf issues with a possible scenario of someone developing a degree with neuroscience 30 years down the road. Tom Britton suggested that there needs to be an accompanying letter with this resolution stating that this isn't exclusively our turf so that there is a record processed through Dr. Elmore's office. The provost's office is the official record keeper for that sort of thing.

#### **ANNOUNCEMENT OF RESOLUTION**

**RESOLUTION:** The Department of Computer Science has proposed to implement a non-thesis option for their M.S. degree in Computer Science and to set the total credit hour requirements for the thesis and non-thesis M.S. options to 30 credit hours. The proposed changes are needed to make the M.S. program at SIUC competitive with other state of Illinois institutions. Currently all Illinois state universities that offer an M.S. in Computer Science include a non-thesis option. The addition of a non-thesis option should help program recruitment, as the majority of students who complete an M.S. in Computer Science pursue a career in industry rather than an advanced degree or teaching. Students in the non-thesis option will be required to complete a project and associated report that will be overseen and approved by a project committee of at least two Computer Science faculty members. There are no anticipated budgetary effects of this degree modification.

**RESOLUTION:** Be it resolved that the Graduate Council approves the modification of the existing M.S. degree in Computer Science to include a non-thesis option M.S. in addition to the present thesis option M.S. The

thesis and non-thesis M.S. options will have total credit hour requirements of 30 credit hours.

Significant discussion given that the most non-thesis tracks dealt with this year and all of them required more thesis hours than the thesis track. They chose to hold firm with the 30 credit hour requirement. We were not totally happy with that and they provided good justification for that. Only one Illinois state university requires their non-thesis students to take more credit hours. Dr. Ahmad Rahemi is here to answer questions.

f. Program Review Committee – Professor Mundschenk

The Program Review Committee has been working very hard at reviewing research facilities and bringing it to a close. She added the review summaries of individual facilities will be sent to the directors of by April 20 so they can establish the accuracy and comprehensiveness of the review. The summaries will be distributed to the Graduate Council at the May meeting. Chairman Britton thanked Professor Mundschenk and her committee for completing this project in a timely manner.

g. Committee on Interim Titles – Professor Kittleson

Professor Kittleson stated he would like to move on this item. He reported he attended a faculty senate meeting a few weeks ago and they were very supportive of our proposal. They made a few editorial comments and suggestions for some changes. He added, the committee has done their homework and would like to move this resolution along.

He informed the Council that he had received an email from the Chancellors office after the Faculty Senate meeting. The Chancellor seemed very supportive and would like to meet with the Committee and the provost to talk about how we can do this on a regular basis. A meeting was scheduled with the Chancellor for tomorrow at 9 a.m.

**RESOLUTION:**

Motion to approve the resolution was made by Mark Kittleson; seconded by Dan Dyer; motion passed.

Chairman Britton thanked Prof. Kittleson for his leadership in bringing this issue to its conclusion and wished him luck in meeting with the Chancellor tomorrow.

4. **Old Business**

There was no old business.

5. **New Business**

The next meeting of the Graduate Council will be Tuesday, May 5<sup>th</sup> at 8 a.m.  
There being no further business to bring before the Council, the meeting was adjourned at 9:55 a.m.

Respectfully submitted,

Donna L. Reynolds  
Recording Secretary

## Attachment to April 2009 Meeting Minutes

### **Guidelines for Filling Interim and Regular Positions at the Level of Dean through Vice Chancellor**

**A Joint Resolution Approved by the Faculty Senate and the Graduate Council.**

#### **Members:**

**Mark J. Kittleson, Health Education, Chair of Committee**

**Mark Amos, English (representing Faculty Senate)**

**Joan Davis, Allied Health (representing Faculty Senate)**

**Sanjeev Kumar, Civil and Environmental Engineering (representing Faculty Senate)**

**Pat Manfredi, Philosophy (representing Graduate Council)**

**Karen Renzaglia, Plant and Soil (representing Graduate Council)**

**Michael Young, Psychology (representing Graduate Council)**

#### **DEFINITIONS**

**Acting** - The prefix “Acting” should be attached to a title if and only if the regular occupant of that position is, for any reason, temporarily unable to fulfill his/her responsibilities and is expected to return to that position.

**Interim** - The prefix “Interim” should be attached to a title if and only if the regular occupant of that position is, for any reason, not returning to that position and the position has been filled without a search, either internal or national.

#### **Notes:**

- 1. We encourage Colleges to modify their operating papers to follow the above definitions.**
- 2. We strongly encourage searches for all open positions.**
- 3. We strongly encourage all Colleges to review their operating papers and implement similar protocol for filling administrative positions.**

### **Proposal for *Future*:**

#### **Interim Appointment**

Appointing individuals to serve as interims should be avoided and be done only when the position to be filled becomes vacant with *insufficient time to conduct an internal search*. This appointment should be for no longer than approximately 3 months. During that approximate three month period the university can prepare to have an internal search for the position with an understanding that 1) this appointment will be for a maximum period of approximately 12 months and 2) a good faith national search will be conducted within this period. The individual appointed can apply for future searches (either internal or national). Once an internal search occurs and an individual is selected the term *interim* is not needed (note explanation below).

#### **Position Opening Known in Advanced**

Positions known in advance to be open should ideally be filled by a national search. However, if there is insufficient time to conduct a national search, an internal search should be conducted. A person selected to occupy a position after a good faith internal search is ***not an interim***—thus the term *interim* should not be used in their title. However, such appointments should be made for an approximate period of 12 months. This limit is recommended because it is reasonable to expect that a good faith national search can be completed within 12 months after the position has been filled following an internal search. A person selected to occupy a position after a good faith internal search may be a candidate for the position when a national search is conducted. In the event a national search fails or is cancelled for legitimate reasons, the contract of the current occupant of the position may be extended if the current occupant of the position has the confidence of the faculty/individuals who are under his/her authority, demonstrated by a formal evaluation process. ***As with all searches (internal or national) the search committee’s recommendations are advisory to the hiring administrator.***

## **Proposal to Resolve *Current* Interim Positions**

Two options exist with the individuals currently with interim titles. 1) We strongly recommended that searches (internal or national) for the current interim positions be conducted as soon as possible, or; 2) The “interim” title of the current “interim” administrators may be removed provided the current occupant of the position has the confidence of the faculty/individuals who are under his/her authority, demonstrated by a formal evaluation process.

Attachment to the April 2009 Graduate Council Minutes