

## **Search and Screen Chair Position:**

Faculty Constitution and Bylaws: Part I, Article III, Section 7 states (appendix VIII): “The Faculty Senate shall make recommendations to the Chancellor concerning any administrative, curricular, instructional, or fiscal policy. Specifically, it shall: Ensure that whenever the senate must make appointments, or must create search and screen committees and give them instruction, or whenever it considers recommendation for appointments, it keeps in mind the need for balanced representation and Affirmative Action goals.” I believe the intent of this section applies to a department search and screen. Dr. Caywood’s assignment of 5 search and screen positions to Mr. Dutelle and only one to me violates this bylaw. Even when I asked him to balance the playing field he refused, calling Mr. Dutelle the “logical choice,” which he is not.

Search and Screen Chair positions have been disproportionately assigned to Mr. Dutelle, with the effect of giving him instant support from and favored status with new hires in the department and allowing him to influence new hire selection decisions in favor of his selfish objectives. He should be removed from all CJ search committee chair positions. Search and Screen positions for CJ should be chaired by CJ faculty, not FI faculty. Positions requiring a Ph.D. should be chaired by a Ph.D. if one is available.

When I chaired my one and only search and screen committee I was able to fill a position that had gone unfilled by the previous three search attempts. I brought in 12 applications, four of them were qualified for the position and two of them were well qualified. We hired a well qualified candidate with a PhD when I chaired the committee. By contrast, of the four search committees that Mr. Dutelle has chaired three failed and Mr. Dutelle commuted the other PhD position to an adjunct in favor of a qualified PhD candidate who wanted the position. I believe Mr. Dutelle wants to keep the faculty pool filled with weak candidates, minimally qualified or near retirement, in order to minimize his competition so he can rise rapidly to a position of power and prestige. He is willing to do so at the expense of quality instruction and the reputation of our school.

I believe Mr. Dutelle wants to hire only lower qualified faculty in order to limit his competition in a bid for power within the department. I believe Mr. Dutelle has somehow convinced the weak willed Dr. Caywood to follow along in his scheme. Perhaps Dr. Caywood doesn’t know of the overall plan but he allows Mr. Dutelle to have whatever advantage he wants. Why would they both try to keep me from chairing search committees if this is not their agenda? They are afraid that I would attract multiple highly qualified and competitive candidates as I have proven to do. They are afraid that I would work to hire the best and brightest as I have done in the past. Hiring retired police chiefs is not a way to ensure a vibrant department. Retired police chiefs can be very good instructors but they will not likely stay longer than five years and then

we'll need to replace them. We would be well served by bringing in qualified younger, eager faculty for longer term stability of the department. Consider the recent record of chairs of our search and screen efforts. (see exhibit R)