

Resolution from the Academic Affairs Advisory Committee of the University of Michigan-Flint.

The Academic Affairs Advisory Committee (AAAC) strongly recommends the appointment of peer faculty to interim chair and director positions when such needs arise. The committee advises against the appointment of administrators as interim chairs and directors whenever possible. Having administrators in these roles, the committee believes, creates serious risks of conflicts of interest and may even undermine the free expression of ideas and opinion among faculty and staff in the affected departments. Both departments and administrators should be shielded from any bias that might result from an individual's potentially conflicting obligations of chair, on the one hand, and administrator, on the other.

When a peer professor or, in extraordinary circumstances, an administrator, is asked to serve as interim department or program head on a temporary basis, the AAAC recommends the development of clearly articulated guiding principles for the interim appointment that include the term of service, voting rights, leadership duties and responsibilities, and other appropriate conditions of the appointment.

In accord with these recommendations, the AAAC requests that leadership in the three departments of the College of Arts and Sciences currently being chaired by administrators undergo a careful review and that a serious effort be made to appoint tenured peer faculty as interim chairs in those departments as soon as possible.

Ricardo Alfaro, Chair AAAC

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