

To: Departmental Executive Officers  
From: Raúl Curto, Executive Associate Dean  
RE: Search Committee Members Whose Advisees Become Candidates in  
CLAS Faculty Searches

In 2007, in consultation with the CLAS Executive Committee, the College formulated the following policy concerning the participation of CLAS faculty members in searches should their former advisees make themselves candidates in the search.

#### Search Committees for Faculty Positions

If an individual who applies for a tenure-track or clinical-track faculty position wrote his/her dissertation or MFA thesis under the supervision of a faculty member serving on the search committee, that faculty member must recuse him/herself from the search committee's discussion of and vote on that application.

If the applicant becomes a finalist in the search, the faculty member must withdraw from membership on the search committee.

In such a case, the faculty member retains the right to participate in departmental discussions of the candidates for the position and the right to participate in departmental votes concerning the candidates.

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