



## Bloomberg Distinguished Professorships Thematic Search Termination Policy January 2016

A number of BDP searches have exceeded the two year mark with little to no forward movement. To clear the way for new searches and more importantly remove commitments from the divisions, we have implemented a BDP termination policy for stalled thematic searches. A search would be recommended for termination when: (1) the first choice candidate turns down our offer and there is no agreed upon second choice, or (2) the search committee fails to make adequate progress during the first 18 months of a search, based on program milestones.

### Scenarios:

- (1) A thematic search makes an offer, the candidate declines, and there is no viable path to a 2nd candidate.
  - The search is put on hold unless they have a 2nd candidate who has been recruited in parallel (meaning they aren't starting over) and they want to pursue making an offer to them.
  - If there is no 2nd candidate, the search chairs and deans will need to petition the provost, via the VPR, for approval to re-launch a search. The approval to keep searches open will no longer be automatic after a candidate declines.
  
- (2) A thematic search that fails to meet approved milestones within the date range.
  - The search chairs will be given a warning to keep the search active by working within the search timeline;
  - If no activity ensues, the search is terminated as originally proposed;
  - The search can resume if the chairs (and deans) resubmit the proposal to the VPR as a "targeted" search, and the provost approves it.

### Steps to termination:

1. The VPR will recommend terminating BDP searches twice a year (January & July);
2. The BDP steering team will provide comments, and the provost would have final approval;
3. The VPR will communicate the decision to the deans;
4. The AVPR will communicate the decision to the search committee chairs and DBOs.