

Appointment and Promotion: APM - 245 - Department Chairs

245-4 Definition

A department chair is a faculty member (as defined in [APM - 110-4\(15\)](#)) who serves as the academic leader and administrative head of a department of instruction or research, or a clinical service.

245-6 Responsibility

The duties of department chairs (or equivalent officers) are described in Appendix A to APM - 245.

245-10 Criteria for Appointment

Criteria for appointment of a department chair shall be developed by each Chancellor.

245-11 Criteria for Evaluating Leadership and Service in the Academic Personnel Process

Academic leadership is, in itself, a significant academic activity. Therefore, distinguished leadership and effective discharge of administrative duties by a department chair shall be considered as appropriate criteria in evaluating the performance of a department chair for a merit increase, accelerated increase, or promotion. It is expected that a department chair will remain active in both teaching and research in order to maintain capabilities in the appropriate field of scholarship. However, a chair who discharges duties as a chair effectively may have reduced time for teaching and research. Reduced activity in these areas that results from active service as a department chair should be recognized as a shift in the type of academic activity pursued by the department chair rather than a shift away from academic pursuits altogether.

Therefore, it is entirely appropriate to award a merit increase, or, if performance warrants it, an accelerated increase, primarily for demonstrated excellence in service in the chair appointment when accompanied by evidence of continued productive involvement in scholarly activities.

Promotions in rank and advancement up to Step V of the Professor rank should be considered with these criteria in mind. However, advancement beyond Step V of the Professor rank or to an above-scale salary are advancements of greater significance than promotion and merit increases up to Professor Step V and should require substantial justification beyond excellence of administrative service.

Department chairs being considered for academic advancement are subject to regular review procedures, including review by the Committee on Academic Personnel or the equivalent committee.

245-16 Restrictions

Department chairs are subject to all Academic Personnel policies (APM).

Department chairs with concurrent appointments that are covered by the Health Sciences Compensation Plan are subject to [APM - 670, Health Sciences Compensation Plan](#).

245-17 Terms of Service

Subject to APM - 245-20, department chairs shall be appointed for a period of up to five years, subject to reappointment.

245-18 Salary

Department chairs normally are compensated with stipends and/or additional summer compensation, when appropriate. Stipends shall be paid in accordance with [APM - 633, Administrative Stipends: Academic Appointees](#). Stipend ranges shall be developed by each campus.

245-20 Conditions of Employment

A department chair serves at the discretion of the Chancellor. The Chancellor may terminate the appointment at any time, with or without cause.

Termination of a department chair appointment does not terminate the underlying faculty appointment.

A department chair may engage in outside activities as defined by, and in accordance with, [APM - 025, Conflict of Commitment and Outside Activities of Faculty Members and Designated Other Academic Appointees](#), and, if a department chair has a concurrent Health Sciences Compensation Plan appointment, in accordance with [APM - 670, Health Sciences Compensation Plan](#).

245-24 Authority

The Chancellor has authority to appoint and reappoint department chairs, including those serving in an Interim or Acting capacity, and to approve administrative compensation up to the established Indexed Compensation Level (ICL)¹ in accordance with campus procedures and upon the recommendation of the Dean or equivalent officer and after consultation with the tenured faculty in the department. In accordance with [APM - 100-6-d](#), the Chancellor may redelegate to a designee authority for implementing APM - 245.

¹ As stated in [Regents Standing Order 101.2](#).

245-80 Review Procedures

A department chair shall serve no longer than five consecutive years without review. Each campus shall develop criteria and procedures for conducting department chair reviews.

Revision History

April 18, 2025:

- Technical revisions to correct the reference to Regents Standing Order.
- Technical revisions to Appendix A to include State contractor obligations and anti-discrimination efforts.

September 23, 2020:

- Technical revision to remove gendered language and correct minor grammatical errors.

For details on prior revisions, please visit the [policy issuance webpage](#).

Duties of Department Chairs (or Equivalent Officers)

The chair of a department of instruction and research is its leader and administrative head. Appointed by the Chancellor, the chair is responsible to the Chancellor through the Dean of the college or school.

As leader of the department, the chair has the following duties:

1. The appointee is in charge of planning the programs of the department in teaching, research, and other functions. The chair is expected to keep the curriculum of the department under review, and to maintain a climate that is hospitable to creativity, diversity, and innovation.
2. The appointee is responsible for the recruitment, selection, and evaluation of both the faculty and the staff personnel of the department. In consultation with colleagues, the chair recommends appointments, promotions, merit advances, and terminations. The appointee is responsible for ensuring that, at the department level, all personnel actions are conducted in accordance with established affirmative action and anti-discrimination practices and procedures for faculty and staff personnel, consistent with University policy and Federal and State law. The appointee is expected to make sure that faculty members are aware of the criteria prescribed for appointment and advancement, and to make appraisals and recommendations in accordance with the procedures and principles stated in the President's Instructions to Appointment and Promotion Committees.
3. The appointee should be receptive to questions, complaints, and suggestions from members of the department, both faculty and staff personnel, and from students, and should take appropriate action on them.

The chair's administrative duties include the following (special assignments may be added from time to time, and the Chancellor or Dean may specify additional duties):

1. To make teaching assignments in accordance with the policy described in [Academic Senate Regulation 750](#) and to assign other duties to members of the department staff.
2. To prepare the schedule of courses and of times and places for class meetings.
3. To establish and supervise procedures for compliance with University policy on the use of guest lecturers and [Academic Senate Regulation 546](#) on special studies courses.
4. To make arrangements and assignments of duty for the counseling of students, and for the training and supervision of Teaching Assistants and other student teachers and teacher aides, subject to the terms of any pertinent Memorandum of Understanding.

5. To prepare the budget and administer the financial affairs of the department, in accord with University procedures.
6. To schedule and recommend to the Chancellor sabbatical leaves and other leaves of absence for members of the department. (The chair may approve a leave of absence with pay for seven calendar days or less for attendance at a professional meeting or for the conduct of University business without submitting a leave of absence form.)
7. To report promptly the resignation or death of any member of the department.
8. To be responsible for the custody and authorized use of University property assigned to the department, and for assigning departmental space and facilities to authorized activities in accordance with University policy and campus rules and regulations.
9. To be responsible for departmental observance of proper health and safety regulations, in coordination with the campus health and safety officer.
10. To maintain records and prepare reports in accord with University procedures.
11. To report any failure of a faculty or staff member to carry out responsibilities and to recommend appropriate disciplinary action.
12. To report annually on the department's hiring, promotion, and merit activities, including a description of good faith efforts undertaken to ensure equal opportunity in those activities, as well as a report on compliance with affirmative action and anti-discrimination laws and requirements in accordance with campus policy.

In performing these duties, the chair is expected to seek the advice of faculty colleagues in a systematic way, and to provide for the conduct of department affairs in an orderly fashion through department meetings and the appointment of appropriate committees. The chair also is expected to seek student advice on matters of concern to students enrolled in the department's programs. In large departments, the chair may be assisted in the tasks involved in carrying out the responsibilities of the chair by a vice chair or other colleagues, and, when desired, by an executive committee chosen in an appropriate manner; however, the responsibilities themselves may not be delegated.