

4.3.2/P Faculty Hiring Proposed Language

Faculty hiring task force and EPCC reconciliation

Smita Edits

1. Adjunct faculty already employed by the department shall be notified of open regular faculty positions through email. The administrative assistant who manages adjunct email addresses shall forward a copy of the job posting to adjunct instructors.
2. The District shall support faculty members' efforts to network with colleagues from underrepresented groups for recruiting purposes. (this is the last sentence from the EPCC's proposal, verbatim)

Committee representatives from other disciplines

1. Prescriptive (Smita edit):

Committees shall include one regular faculty member from outside the discipline, selected by the Academic Senate President. The Academic Senate President may consult with faculty from the hiring department or a related discipline to select a member. If the Academic Senate President cannot fill this position on the hiring committee, the committee shall move forward with faculty from within the discipline.

2. Encouraged:

To bring diversity of perspectives to hiring decisions, committees are encouraged to include one regular faculty member from outside the discipline, selected by the Academic Senate President. The Academic Senate President may consult with faculty from the hiring department or a related discipline to select a member. The committee may decide if the outside member is designated as a voting or non-voting member.

3. Discretion:

To bring diversity of perspectives to hiring decisions, committees may, at their discretion, include a regular faculty member from outside the discipline, to be selected by the Academic Senate President in consultation with department faculty from the committee. The committee may decide if the outside member is designated as a voting or non-voting member.

Ranking Candidates

1. Committee ranks but does not share ranking with VP(s) until after candidates interview with VP(s)
2. Committee ranks and gives ~~written~~ ranking to VP(s)
3. Committee ranks and gives ~~verbal~~ ranking to VP(s)
4. ~~Committee shall forward unranked candidates.~~
5. It is permissible for committees to choose not to rank

Committee Ranking (assumes 1-3 above)

1. ~~Candidates ranked by committee as an entire group (group consensus, no dissenting votes)~~
 2. ~~Candidates ranked by committee, if no consensus reached, then the ranking reported like a vote (e.g., Jon Smith #1 – 4, #2 – 3, #3 – 0)~~
 3. All committees can choose what works best for them, either 1 or 2 above.
- *Include options for decision making in document

Administrative Interview Committee (AIC)

1. AIC Vice President(s) only
2. VP(s) and district compliance officer only

Committee reps at administrative interview

3. ~~AIC Vice President(s) and the Faculty Co-Chair and Administrative Co-Chair of the Search Committee.~~
4. AIC VP(s), the Faculty Co-Chair or designee and Administrative Co-Chair of the Search Committee are included unless they choose to opt out.
5. AIC Vice President(s) and the Faculty Co-Chair or designee and Administrative Co-Chair of the Search Committee. Additional members of the Search Committee may be included on the AIC as mutually agreed upon by the appropriate Vice President(s) and the Search Committee.

Administrative interview followed by meeting with full committee

6. VP(s) only interviews candidates, then following the VP(s) interviews, VP(s) will meet and deliberate with committee co-chairs.
7. VP interviews candidates with the district compliance officer present, then following the VP interviews, VP(s) will meet and deliberate with committee co-chairs.