

Proposed changes for 4.3.2P Faculty Hiring: Regular & Adjunct

Policy passed by Senate in 2018	Suggested Change Now	Rationale
I. Responsibilities		
1. Responsibilities of Faculty & Administrators include following the EEOP	Faculty and Administrators will take into consideration the EEOP	Not be dependent on outside document—may change
2. VPHR may recommend a suspension of the screening and interviewing process	VPHR in consultation with committee chairs	Include Hiring Committee Chairs in this decision
III.3 Screening and Interviewing Committees—Regular Faculty		
1. Committees are encouraged to include one regular faculty member from outside the discipline	Committees may include one regular faculty member from outside the dept.	Let each Dept. decide
2. Academic Senate President helps to select the member mentioned above	Remove this	Let the Committee decide
3. Departments may add an Adjunct faculty member to a FT hiring committee approved by the AS President	Departments may add an Emeritus Faculty member to a FT hiring committee	Possible Self Interest Let Committee decide about Adjunct/Emeritus faculty Member on Committee

Policy passed by Senate in 2018

4. Departments may have students on committees as **voting or non-voting members**. Students can evaluate teaching.

Suggested Change Now

Students may review teaching demos, **but may not be voting members of committee or have access to confidential info.**

Rationale

Confidentiality concerns

III.4 Screening and Interviewing Committees—Adjunct Faculty

1. An Administrator **shall** chair an Adjunct hiring committee

The Administrator **may** chair the committee

Lessen Deans' workload
Let Dept. decide

2. Two faculty members, one must be regular the other may be regular or adjunct. must be approved by VPAA & AS President.

If Administrator is a voting member of an adjunct committee, then there will be two other committee members. At least one must be a regular faculty member. If the Administrator is **not a voting member**, there will be three other committee members, at least two must be a regular faculty member.

Let the Dept. decide if the Dean is a voting member or not. Let the Dept. decide if an Adjunct will be on the committee and who it would be

VI. Selection of Regular Faculty

1. The Appropriate VP shall meet with the Superintendent/President

The Appropriate VP **and the co-chairs of the committee** shall meet with the Superintendent/President

Include the co-chairs in the discussion with the Pres.

VIII. Emergency Hiring