

## Proposed changes for 4.3.2P Faculty Hiring: Regular & Adjunct

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