

**4.3.2P Recommendations / Priorities 4.3.2P**  
**Academic Senate Meeting November 17, 2021**

**“Best Practices” and what is best for our College**

**Job Announcement**

Friendliness

**Ideas for Student Participation in Faculty Hiring**

**Screening and Interviewing**

Committee Composition

Collaborative decision-making for ranking candidates

Bias interrupters

Diversity of questions

Screening of applications

Priority hiring for currently employed adjuncts / getting people already working here into the department full time

**VP and President Interviews**

Semifinalist interviews

Finalist interviews

Combine VP and Presidential interviews

What to do when the President’s decision is not the same as that of the Screening & Interviewing Committee (“pause” or “circling back”)

**Retention**