

AP 7120A Support Document: Selection of Students on Contract Faculty Hiring Committees

4/1/2026

1. 2/18/26: Academic Senate voted to add “Student Interaction Demonstrations will be designed to provide an equivalent experience to all applicants when possible.
 - a. This was added in the draft document presented.
2. The following Senate feedback was shared with the District:
 - a. Concern about limiting reference check to only electronic means. Concerns about the use of AI, and the restriction on any other means of reference checks were expressed. Senators also asked why faculty cannot do the reference checks.
 - b. Concerns were stated about the reference checks being conducted “by Human Resources”, recorded and retained within Human Resources.
 - c. Concerns expressed about what is being cited by the District as “best practices” when some Senators have found other examples upon searching.
 - d. A rewrite of this section was suggested by a Senator.
 - Based on the AP 2410 collaborative process with the District, Executive Secretary Ohkubo met with Vice President of Human Resources, Alia Dunphy 3/13/26.
 - The consensus was to make the language more vague to not specify who are what modality would be used to perform reference checks. This would allow operational details such as this to have room to be flexible as best practices and technology changes.
 - Previous language: “Reference checks for selected finalists will be conducted electronically by Human Resources. Reference check questions will be provided by Human Resources. Results of these references will be recorded in writing and retained by Human Resources.”
 - New language: “A. Reference checks for selected finalists will be conducted. ~~electronically by Human Resources~~. Reference check questions will be provided by Human Resources. Results of these references will be recorded in writing and retained by Human Resources.”
3. Academic Senate voted to replace lines 147-148 “A student representative appointed by the Student Government Assembly in collaboration with the committee co-chairs” with "A student representative recruited and appointed by the Committee in collaboration with the Student Government Assembly when possible."

Original language is stricken. Language approved by the Senate is in bold and underline, first sentence:

1. **A student representative recruited and appointed by the Committee in collaboration with the Student Government Assembly when possible. A student representative appointed by the Student Government Assembly in collaboration with the committee co-chairs.** Students appointed to the committee do not participate in the applicant screening process but will participate in all aspects of the interview process. The student representative may be voting or non-voting . at the discretion of the committee.

- a. Title 5, 51023.7, states “The selection of student representatives to serve on college or district committees, task forces, or other governance groups shall be made, after consultation with designated parties, by the appropriate officially recognized associated student organization(s) within the district.”
- b. From here, we have 2 options:
 - i. Entertain a motion to rescind the vote and retain the original language.
 1. If we retain the original language, we would be able to have disciplines send interested students to the SGA meeting where they would be selecting students. It is estimated that 95% of the time, SGA approves the student recommended by outside faculty/staff/manager groups.
 - ii. Forward the new language to the District despite it conflicting with Title 5. The District would most likely have to reject our recommendation and revert to the original language due to conflict with Title 5.