

AP7120A: Options for Student Involvement, Outside Faculty Member & Ranking
November 5, 2025

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1. [Link to Current AP7120A Draft](#)
 2. [Link to 4.3.2P document approved by Academic Senate in 2020](#)
 3. As much language as possible was used from the 4.3.2P 2023 draft the Academic Senate sent to the President in 2020.
 4. The following options were created using content from Academic Senate discussions on contract faculty hiring and the AP 2410 process.
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List of Options with Details Below

STUDENT INVOLVEMENT

1. MANDATORY STUDENT ON INTERVIEW COMMITTEE AS VOTING MEMBER (CURRENT AP 7120A DRAFT)
2. MANDATORY STUDENT ON INTERVIEW COMMITTEE AS VOTING OR NON-VOTING MEMBER- STUDENT INTERACTION DEMONSTRATION ENCOURAGED
3. MANDATORY STUDENT INTERACTION DEMONSTRATION- STUDENT ON INTERVIEW COMMITTEE OPTIONAL

OUTSIDE FACULTY MEMBER

1. MANDATORY OUTSIDE VOTING FACULTY MEMBER (CURRENT AP7120A DRAFT)
2. MANDATORY OUTSIDE FACULTY MEMBER AS VOTING OR NON-VOTING MEMBER
3. OPTIONAL OUTSIDE FACULTY MEMBER AS VOTING OR NON-VOTING MEMBER

RANKING

1. NO RANKING (CURRENT AP 7120A DRAFT)
 2. RANKING AS AN OPTION
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Details for each option listed on next page.

STUDENT INVOLVEMENT

1. MANDATORY STUDENT ON INTERVIEW COMMITTEE AS VOTING MEMBER (CURRENT AP 7120A DRAFT)

Screening and Interviewing Committees

- C. Each Screening and Interviewing Committee shall be comprised of the following:
...list of other members (1-5) then...
6. 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.
 7. Additional student participation is encouraged to support a student- centered hiring process and to increase diversity of opinion.
Options for additional student participation may include the following and must include student feedback:
 - a. Teaching demonstration participation
 - b. Skills demonstration participation
 - c. Structured conversations or moderated forums with candidatesScreening and Interviewing Committee will be responsible for ensuring the input of student committee members is given equivalent consideration as the input of any other member of the committee.

2. MANDATORY STUDENT ON INTERVIEW COMMITTEE AS VOTING OR NON-VOTING MEMBER- STUDENT INTERACTION DEMONSTRATION ENCOURAGED

Screening and Interviewing Committees

- D. Each Screening and Interviewing Committee shall be comprised of the following:
...list of other members (1-5) then...
8. 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 committee may decide if the student is designated as a voting or non-voting member.
 9. Additional student participation is encouraged to support a student- centered hiring process and to increase diversity of opinion.
Options for additional student participation may include the following and must include student feedback:
 - d. Teaching demonstration participation
 - e. Skills demonstration participation
 - f. Structured conversations or moderated forums with candidates

Screening and Interviewing Committee will be responsible for ensuring the input of student committee members is given equivalent consideration as the input of any other member of the committee.

3. MANDATORY STUDENT INTERACTION DEMONSTRATION- STUDENT ON INTERVIEW COMMITTEE OPTIONAL

Screening and Interviewing Committees

- C. 6. Every interview process will include meaningful and measurable student participation through student interaction demonstrations (i.e. teaching demonstration, skills demonstration, student contact appointment, etc.).
- a. All student interaction demonstrations must include student feedback.
 - b. Screening and Interviewing Committee will be responsible for ensuring the input of student committee members is given equivalent consideration as the input of any other member of the committee if a student will serve as a committee member.
7. Additional student participation is encouraged to support a student- centered hiring process and to increase diversity of opinion.
Options for additional student participation may include the following and must include student feedback:
- a. Teaching demonstration participation
 - b. Skills demonstration participation
 - c. Structured conversations or moderated forums with candidates
- D. To ensure a diverse committee membership or to include subject matter expertise on the committee, departments may add one or more of the following members to the committee:
- 1. 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.
 - 2. A classified staff member, appointed by the local SEIU President and/ or Classified Senate President.
 - 3. An associate faculty member appointed by the Academic Senate President and the appropriate Vice President with responsibility for the discipline.
- Screening and Interviewing Committee will be responsible for ensuring the input of student committee members is given equivalent consideration as the input of any other member of the committee if a student will serve as a committee member.
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OUTSIDE FACULTY MEMBER

1. MANDATORY OUTSIDE VOTING FACULTY MEMBER (CURRENT AP 7120A DRAFT)

Screening and Interviewing Committee

- C. 3. To bring diversity of perspectives to hiring decisions, include one contract faculty member from outside the discipline, selected by the Academic Senate President. The Academic Senate President shall consult with faculty from the hiring department or a related discipline to select a member.

2. MANDATORY OUTSIDE FACULTY MEMBER AS VOTING OR NON-VOTING MEMBER

- C. 3. To bring diversity of perspectives to hiring decisions, include one contract faculty member from outside the discipline, selected by the Academic Senate President. The Academic Senate President shall 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. OPTIONAL OUTSIDE FACULTY MEMBER AS VOTING OR NON-VOTING MEMBER

Screening and Interviewing Committee

- C. 3. To bring diversity of perspectives to hiring decisions, committees are encouraged to include one contract faculty member from outside the discipline, selected by the Academic Senate President. The Academic Senate President shall 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.
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RANKING

1. NO RANKING (CURRENT AP7120A DRAFT)

Final Interview Process

- B. Prior to the final interviews the Screening and Interviewing Committee will compile each finalist's strengths and areas of growth and forward to the appropriate Vice President with responsibility for the discipline and the Superintendent/President before the final interviews.

2. RANKING AS AN OPTION

Final Interview Process

- B. Prior to the final interviews the Screening and Interviewing Committee will compile each finalist's strengths and areas of growth and forward to the appropriate Vice President with responsibility for the discipline and the Superintendent/President before the final interviews. The Screening and Interviewing Committee may choose to rank candidates if desired; the Screening and Interviewing Committee may additionally submit this ranked list of finalists as part of the overall recommendation to the Superintendent/President.