

This is in response to the Academic Senate's request for a brief summary of the District's rationale for not accepting the [4.3.2P - clean final approved to Board.docx](#) forwarded in 2023.

## **Background/Comprehensive Review of Board Policies and Administrative Procedures**

The [document](#) that the Academic Senate submitted to the District in 2023 coincided with a period of transition and change in executive leadership at the College, retirement of the previous Superintendent/President and the onboarding of Superintendent/President Dr. Angélica Garcia.

In the Fall of 2023, in assessing that numerous Board Policies and Administrative Procedures were out-of-date or inconsistent with legally recommended Community College League of California ([CCLC](#)) template language, the District began a comprehensive and systematic review of BPs and APs with guidance from legal consultation, as needed, and in partnership with the Academic Senate. As part of that review process, the Academic Senate's 4.3.2P [document](#) was thoroughly examined and carefully revised to generate the [document](#) that the District provided to the Academic Senate in 2024/25 to inform ongoing efforts to shape a final version of 4.3.2P.

## **Certain Items Retained**

It is important to note that certain key items were retained from the Academic Senate's 4.3.2P [document](#) to the District's revised [document](#), such as the inclusion of faculty from outside or related disciplines in hiring committees, as compared below.

### Senate

*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;*

### District

*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 rationale for the District's version requiring an outside discipline faculty peer is to foster consistency in committee compositions throughout faculty recruitments.

Also retained from the Academic Senate's [document](#) to the District's [document](#) was the intent for student input to be given equitable consideration in the hiring process, as shown below.

### Senate

*Departments will select student(s) for meaningful and measurable participation in the options including but are not limited to:*  
*a. Teaching demonstration participation*

- b. Skills demonstration participation*
- c. Member of the interview committee*
- d. Structured conversations or moderated Q&As with candidates*

#### District

*A student representative appointed by the Student Government Assembly. Students appointed to the committee serve during the interview process only; they do not participate in the applicant screening process. Options for student participation include the following, but are not limited to:*

- 1. Teaching demonstration participation*
- 2. Skills demonstration participation*
- 3. Member of the interview committee*
- 4. Structured conversations or moderated forums with candidates*

The reason for the District's version requiring that a student serve as a committee member is to promote consistency among committee compositions across faculty recruitments and to incorporate a recommended effective practice, [2022 Equal Employment Opportunity \(EEO\)/Diversity Best Practices Handbook](#), pg. 37.

The rationale for the District's version requiring that a student representative be appointed by the Student Government Assembly (SGA) as opposed to the Senate's version in which student representatives are selected by the Departments is to be consistent with the process by which students are appointed to all other District committees.

#### **Revisions Applied**

In reviewing and assessing the Senate's [document](#), there are other areas in which substantial revisions were applied, based on the following factors:

- 1. Consistency in process across all faculty recruitments, including participation of outside discipline peers.
- 2. Meaningful and equitable participation of search committee members, such as involving students to serve as committee members, [2022 Equal Employment Opportunity \(EEO\)/Diversity Best Practices Handbook](#), pg. 37.
- 3. Consideration of administrative procedures at comparable Districts, including [MiraCosta College](#), [Southwestern College](#), and [Long Beach City College](#).
- 4. Appropriate scope of managerial responsibility in the recruitment process.
  - a. *The Supervising Administrator is responsible for ensuring the integrity, timeliness, and performing the administrative functions necessary for a successful hire.*
- 5. Adherence to applicable laws and regulations.
  - a. Title 5 section 53024, "(e) Screening committees shall include a diverse membership whenever possible, to ensure a variety of perspectives are included in the assessment of applicants."

6. Assessment of each applicant's strengths and weaknesses when forwarding finalists for final round interviews.

During this revision process, the practice of forwarding candidates for a final interview in ranked order was removed from the District's [version](#), as illustrated below.

Senate

*For contract faculty, the Screening and Interviewing Committee shall rank all the interviewed candidates in order of preference.*

District

*After deliberations, the Screening and Interviewing Committee will recommend the top three to five, but no less than two, top candidates to advance to the Superintendent/President for final interviews.*

The rationale for that revision is based on an intent to maintain a focus on assessing each applicant's strengths and weaknesses, information that the search committee does provide to the Superintendent/President, as opposed to specific prior round rankings. Furthermore, final interview round protocols have shifted to include broader participation and more inclusive perspective, as the Superintendent/President now invites search committee co-chairs to attend final interviews and provide feedback about each candidate to inform the Superintendent/President's final selection process and recommendation to the Board.

### **Ongoing Partnership**

The District looks forward to continued partnership to arrive at a final version of AP 4.3.2P.