

This is to share the District's current perspective pertaining to 4.3.2p, which under new naming conventions will become Administrative Procedure 7120a, Contract Faculty Hiring.

### Background

At the October 1, 2025, Academic Senate meeting, Vice President of Academic Affairs Robert Holcomb presented the District's rationale for not adopting the [revised version](#) of 4.3.2p that the Senate recommended to the District in 2023.

That rationale is captured in the [District Response to Senate's 4.3.2p recommendation](#) and it represents the District's analysis at the time, which informed the District's [revised version](#) of 4.3.2p.

Since then, and in consultation with Academic Senate Leadership, the District's perspective on the administrative procedure is revised and this information is being shared with the Academic Senate to inform its current discussions and deliberations in crafting an updated version of 4.3.2p.

### Student Participation

The District's current perspective is that student participation does not necessarily need to require that students serve as voting members of the screening and interviewing committee but it does want consistent engagement across committees. Furthermore, student participation in teaching/skills/workshop demonstrations, including providing feedback to the interviewing and screening committees, serves as a consistent process for engagement.

### Outside Disciplines

The District acknowledges that academic disciplines have unique qualities and many cross-disciplinary and interdisciplinary features. As such, departments have flexibility in determining whether or not to invite faculty members from outside disciplines to serve as members of the interviewing and screening committees.

### Forwarding of Finalist Candidates in Ranked Order

The District values the time and work from the interviewing and screening committee members at the first level interviews. Finalist recommendations to the Superintendent/President include comprehensive feedback which includes the strengths and weaknesses/areas of growth for each finalist. The qualitative feedback that committees provide often brings a perspective into how the discussions highlight a finalist's overall strength. In the proposed AP 7120a, the final interview includes the committee co-chairs and the component area vice president, ensuring transparency throughout the process. The District is open to receiving the finalist candidates in ranked order as part of an overall recommendation to the Superintendent/President, and would not have an obligation to communicate a rationale for the final selection.

### Appreciation and Ongoing Partnership

The District appreciates the careful and diligent work of the Academic Senate and looks forward to ongoing partnership to arrive at a final version of 4.3.2p.