

**Include a statement of values or a vision statement?**

- Values reflected in April 7 Senate discussion:
  - Evidence-informed
  - Diversity
  - Aspirational and workable
  - Student-centered
  - Inclusive & flexible
  - Interrupt biases
  - Confidentiality & applicant privacy
  - Diversity of types of expertise
  - Collaboration
  - Educational, transparent
  - Building capacity in next generation of faculty

## **Recruitment**

- Goal of diverse candidate pools
- Engage in “focused” and general recruitment.
- Have and use a great list of places to advertise/recruit; EEOC is creating diverse list of places to advertise.

### **Degree of agreement among Senators regarding—**

- The goal of hiring a diverse and excellent faculty
- DEI values integrated throughout process
- Data-informed evaluation of District progress
- Goal of diverse candidate pools
- Address diversity statement prompt
- “Focused” recruitment (in addition to “general” recruitment)
- Maintain a living document for focused recruitment
- Recognition of differences among departments
- Centering students
- Inclusive language in P/p
- Strong DEI language re second MQ (strike “must have a sensitivity to…” language)
- Bias “interrupters”
- Anonymous screening of applications
- Transcripts: include or exclude
- Exclude (letters of) recommendation
- Focus on skills, knowledge, & abilities (“SKAs”)
- Diverse committees
- Inclusive committees
- Support departments in building diverse committees
- Discipline expertise and other types of expertise on committees
- Student involvement
- Students on hiring committees
- Students as voting members
- Adjuncts on hiring committees
- Deans on adjunct hiring committees
- Classified staff on hiring committees
- Out-of-department faculty members on hiring committees
- “Bands and ranges” instead of rigid cut scores
- Number of candidates to advance

- Ranking of candidates
- Combine administrative-level interviews
- Support candidate participation
- Educate and develop prospective candidates; provide workshops for adjuncts; demystify application process
- Collaborative process between faculty and administration
- Professional learning for all involved in screening & hiring
- Include retention in P/p