

**Options for Student Participation in the Faculty Hiring Process
As Developed by Academic Senate Executive Committee 2 March 2022**

Topic First Discussed 1 December 2021 (*see also below*)

Motion Adopted 2 February 2022: “Departments and hiring committees shall include a form of student participation in the hiring process.”

Moved to Action 16 February 2022: *Shall the Academic Senate recommend that the Faculty Hiring Procedure identify options for student participation and a mechanism for approving departmental innovations regarding student participation? AND* that the Executive Committee develops a list of options including department choice.

Possible Language: The Academic Senate recommends that the Faculty Hiring Procedure include options for student participation as including but not limited to:

- Teaching demonstration participation
- Skills demonstration participation
- Committee member with participation as defined by committee
- Structed conversations / moderated Q&As with candidates
- Review of candidate teaching, diversity, and/or pedagogy related documents
- Student survey or poll
- Participation defined by departments and programs as approved by the Vice President of Human Resources or designee in consultation with Academic Senate President

**Suggestions for Student Participation in Faculty Hiring Process
Senate Discussion, December 1, 2021**

- Attend teaching demonstrations
- Student orchestra, student choir conducted by applicants; students fill out anonymous comment forms
- Attend meeting with candidates
- Address confidentiality concerns regarding application materials
- Voting, yes
- Voting, no
- SGA requests (Amy is providing from chat)
- Full participation in hiring
- Student request, racially just hiring committees
- Student expertise regarding culturally relevant pedagogy
- Give students a voice
- Student group conduct Q&A with applicants, more informal
- Departments or screening committees determine best way to incorporate student participation
- Students with relevant experience (PALs, club in the discipline) to serve on hiring committees
- Departments could decide on criteria for student recruitment for participation
- Anonymous feedback from students
- Students interact with candidates and vice versa
- Respectful of students’ time and other commitments
- Ability of committees to move forward if student participant not able to continue
- Senate consider empirical evidence regarding relationship between student participation on hiring committees and increasing EDI.

**Options for Student Participation in the Faculty Hiring Process
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- Student participation and College's ability to "pivot"
- Choose part(s) of committee's process for student participation:
- Screening applications not necessary
- Teaching demonstration(s)
- Actual interview
- Review diversity statement
- Choose which parts of applications students would see
- Students could be paid
- Concerns about consistency among departments' processes