



STUDENT GOVERNMENT ASSEMBLY

STUDENTS ON FACULTY HIRING COMMITTEES RESOLUTION

WHEREAS the diversification of the faculty and staff at Santa Rosa Junior College has not kept pace, and does not proportionately represent, its diverse student body; and

WHEREAS the Academic Senate of California Community College's 2018 Hiring Paper states "having a diverse committee composition ensures that many different perspectives are considered throughout these various aspects of the process so that candidates that can best serve the diverse needs of students are more likely to be selected"; and

WHEREAS there is a large body of literature noting the prevalence of implicit bias and discrimination against women and ethnic groups in academia; and

WHEREAS equity, diversity, inclusion, and accessibility are focused values of the SRJC Academic Senate; and

WHEREAS student retention is improved by having faculty and staff that students can relate to; and

WHEREAS by Title V Education Code § 51023.7, also known as 9+1, guarantees students input on policies and procedures that have a "significant effect on students"; and

WHEREAS students are experts in the student experience and student needs; and

WHEREAS the Office of Student Life, Equity, and Engagement has agreed to provide additional support and extensive training to students on hiring committees through the Public Service Fellowship; and

WHEREAS Student Government pays students \$15 per hour to participate on shared governance and hiring committees specifically so that students can meaningfully and responsibly represent the diverse views of all students; therefore

BE IT RESOLVED by Student Government Assembly that Santa Rosa Junior College Academic Senate must approve the full and permanent participation of students on all faculty hiring committees. It is understood that should a student not be available or fail to meet the committee responsibilities, the work of the selection committee should continue without student representation.

BE IT FURTHER RESOLVED by Student Government Assembly that Santa Rosa Junior College mandates the full and permanent student participation on all faculty hiring committees. It is understood that should a student not be available or fail to meet the committee responsibilities, the work of the selection committee should continue without student representation.

Source used:

Academic Senate

https://asccc.org/sites/default/files/Hiring_Paper.pdf

UC Berkeley Faculty Hiring Resolution (2015)

<http://ga.berkeley.edu/wp-content/uploads/2015/04/Reso-1501A-FacultyHiring-Final-as-Amended-4.21.pdf>

Gender (in)equity in the academy: Subtle mechanism and the production of inequality. Research in Social Stratification and Mobility (P.A. Roos, Gatta, 2009)

People of color in the academy: Patterns of discrimination in faculty hiring and retention. (Ware, Leland, 2000)

Other sources:

<https://www.forbes.com/sites/nickmorrison/2015/03/29/giving-students-a-voice-in-hiring-teachers-is-common-sense/?sh=4ffdb1f55a32>

<https://www.americanprogress.org/issues/education-k-12/reports/2019/08/14/473197/elevating-student-voice-education/>