

**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.
- 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