

Committee Charge:

Faculty Hiring Procedures Committee

Purpose

The Faculty Hiring Procedures Committee, a standing committee of the Academic Senate, is charged with overseeing, developing, and recommending policies, processes, and procedures related to faculty hiring and faculty position prioritization in accordance with Title 5, AB 1725, and locally negotiated agreements. The committee ensures that faculty primacy in academic and professional matters is upheld, and that hiring practices support equity, transparency, and the long-term academic mission of the institution.

Objectives

- Oversee the Faculty Hiring Prioritization Process.
 - Liaise with the Prioritization Group to monitor and receive feedback on the prioritization process.
 - Review and update the Faculty Hiring Prioritization Policies and Procedures document.
- Make recommendations to oversee and improve faculty hiring
 - Review the Faculty Hiring Process Agreement and collaborate with Human Resources and relevant governance partners to regularly update the agreement.
 - Identify clear, equitable, and consistent guidelines for screening, interviewing, and recommending candidates.
 - Review compliance with Title 5 regulations, EEO standards, and district policies.
 - Recommend training expectations and materials for screening committee members, including EEO, confidentiality, and process training.
 - Provide guidance on effective practices to promote diversity, equity, inclusion, and accessibility throughout the hiring process.
 - Monitor the implementation of hiring procedures and make recommendations for continuous improvement.
- With guidance from Human Resources, manage the training and assignment of Faculty Fair Employment Representatives.