**Possible Options for Including Students on Hiring Committees**

**AP 4120**

**De Anza Academic Senate**

**January 31, 2022**

**Current Proposed Language:**

The Search Committee shall be established by the department/program faculty in consultation with the Dean. The consultation shall be transparent and inclusive of all faculty in the department/program and allow sufficient time for faculty input. Members of the search committee may include full–time and part-time faculty, classified staff, students, and/or administrators. Members of the search committee may be from either campus. The majority of the search committee shall be faculty. To serve on the search committee, faculty must be from the discipline or a related discipline and must be either part-time faculty with reemployment preference, full-time tenured faculty, or tenure-track faculty in Phase 3 of their probationary period. When clear and compelling academic and/or professional circumstances warrant, other faculty may be included on the Search Committee after consultation between the President of the Academic Senate and the college President. Special circumstances may include, but are not limited to, the addition of discipline expertise and enhancing the diversity of the committee. ~~The appropriate Academic Senate representative shall forward a list of faculty designated to serve on the Search Committee to the Academic Senate.~~ All faculty appointments to Search Committees must be confirmed by the Academic Senate before the search committee begins its work. Students wishing to serve on a faculty hiring committee will be appointed by Student Government (DASG/ASFC) and must be in good academic standing and enrolled in at least eight (8) units (or the equivalent, to be determined in collaboration with the search committee chair and appropriate DSP&S/DRC designee). Any student serving on the search committee shall not be enrolled in courses in the department during the hiring process.

**Options for student-inclusion language that we may want to add:**

1. Current language (only allows for students to serve as full committee members)
2. Students may be included as full members of the hiring committee or in limited-capacity roles, such as giving input during interviews, teaching demonstrations or open forums.
3. Students can be included as full members of the hiring committee only if sensitive information such as address and other contact information is removed by Human Resources from all application materials before they are made available to the committee. Alternatively, students may serve on the hiring committee in a limited-capacity role where they will not have access to such application materials. Such roles may include giving input during interviews, teaching demonstrations or open forums.
4. Students may serve on the hiring committee only in limited-capacity roles, such as giving input during interviews, teaching demonstrations or open forums and may not be part of the initial screening of application materials to protect the students’ time and the applicants’ privacy.
5. Strike the inclusion of students altogether.