**Faculty Participation in Management Hiring**

**From AB 1725:**

(u) The state should provide the community colleges with enough resources and a sufficiently stable funding environment to enable them to predict their staffing needs and to establish highly effective hiring processes. While the precise nature of the hiring process for administrators should be subject to local definition and control, each community college should, in a way that is appropriate to its circumstances, establish a hiring process which ensures that:

1. **Representatives of the faculty and other employees whose circumstances at work will be directly affected by the employment of the administrator participate effectively in all appropriate phases of the process.**

**Santa Barbara City College AP 1720 Recruitment and Selection:** <http://www.sbcc.edu/boardoftrustees/files/policies/chapter_7_ap/AP%207120%20Recruitment%20and%20Selection.pdf>

Composition of Selection Committee The committee shall include at least the following: 1) A chairperson selected by the Superintendent/President or designee. 2) An educational administrator in a similar role selected by the Superintendent/President or designee. 3) A management team member selected by Advancing Leadership Association (ALA). **4) Three faculty members selected by the Academic Senate**. 5) Two classified bargaining unit members selected by the California School Employees Association (CSEA). 6) A student representative selected by the Associated Student Government

**From De Anza:** https://www.boarddocs.com/ca/fhda/Board.nsf/goto?open&id=9U32MM02DED2

**Search Committee**

**Membership**

Search Committees for administrative positions will be established and convened by the appropriate College or District administrator or his/her designee.  Administrative positions that have broad impact on faculty, the instructional program and student learning shall have appropriate representation of the faculty (which may include full‑time, part‑time, tenured, or probationary faculty) most likely to be affected by the administrator.  Classified staff, administrators and students, when appropriate, shall also serve on the Committee.

**The administrator 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**.  The administrator shall also notify the Classified Senates of classified staff serving on administrative search committees.

**From college of Marin:**  <http://policies.marin.edu/sites/policies/files/AP7120-EmploymentRecruitment.pdf>

Recruitment Methods for Management and Classified Positions A. Position Authorization Recommendations for the creation and/or filling of positions shall be made in accordance with District governance or administrative processes. Approval for the filling of an authorized position that is vacant will be made by the Superintendent/President. B. Search/Screening Committee Structure 1. The Superintendent/President or designee may appoint the manager(s) for the committee and committee members. Classified employees will be appointed by the official classified staff appointing body. **Academic employees will be appointed by the Academic Senate**. 2. Training: All members of the screening committee shall be trained in the relevant State and Federal provisions for equal employment opportunity, and the search/screening process. 3. The committee will have District-wide representation for the purpose of screening, interviewing, and recommending candidates to the Superintendent/President or designee (See Human Resources Screening Committee Composition Guidelines).