DeAnza College

Academic Senate

Resolution on the Inclusion of Part-Time Faculty Members on Administrator Hiring Committees
March 2022

WHEREAS, the Academic Senate of De Anza College recognizes the importance of all faculty being represented as fairly as possible on administrator hiring committees at our College; and

WHEREAS, Foothill - De Anza (FHDA) District Administrative Procedure (AP) 4130 on Hiring Procedures does not specifically state that part-time faculty members can or should serve as members of the search committee for administrator positions in our District; and

WHEREAS, AP 4130 also does not clearly specify which administrator hiring committees must include faculty representation; THEREFORE BE IT

RESOLVED that the De Anza Academic Senate asks that all search committees for the administrative positions of college president, instructional vice president, student services vice president, associate vice presidents, directors and deans shall include faculty representation with a minimum of three (3) faculty members; and

RESOLVED that of the three (3) or more faculty members of such search committees, one (1) will be designated for a part-time faculty member, but can be filled by a full-time faculty member if no eligible part-time faculty member volunteers; and

RESOLVED that part-time faculty members must have re-employment preference (REP) to be eligible to be confirmed by the De Anza Academic Senate serve on any hiring committee; and

RESOLVED that for the faculty representation on any search committee for an instructional or student services of dean or director, preference will be given by the De Anza Academic Senate to faculty volunteers from the division(s) that dean or director will supervise, and

RESOLVED that the officers of the De Anza Academic Senate will ensure that a call goes out to all faculty who are eligible to serve on an administrator hiring committee before the list of faculty volunteers for the committee is forwarded to the executive members of the De Anza Academic Senate for confirmation.

Adopted March 7, 2022