# Comments from the Academic Senate President on the Resolution on the Inclusion of Part-Time Faculty Members on Administrator Hiring Committees

**Current language being considered by DDEAC for the AP 4130 Section on Administrator Hiring Procedures:**

The committee shall include appropriate representation from affected employees. Administrative positions that have broad impact on faculty, the instructional program, and student learning shall have appropriate representation of the faculty most likely to be affected by the administrator. In addition, classified staff shall also be invited to participate. Further, where appropriate, the hiring administrator is also highly encouraged to invite student representation.

**Things for us to consider:**

1. If we change the first RESOLVED to require three (3) faculty on all administrator hiring committees:
   1. Can we get enough faculty volunteers? Did everyone see the latest FA News article about how we’re all burnt out and getting committee volunteers in general is difficult?
   2. If a search committee for a “less-impactful” dean/director position has a call for 3 faculty volunteers instead of 2, the number of administrators on the committee will also increase by 1. If only 2 faculty members volunteer, we have actually diluted the faculty input on that committee
   3. The VPI has said that if they must increase committee size for these “less-impactful” dean/director positions, the hiring manager will be more inclined to set the hiring committee’s schedule before sending out the call for volunteers, restricting who will be able to volunteer due to scheduling conflicts.
2. Do we need to change the name of the resolution given the direction it has gone in?

**Alternative options:**

1. Given that the original intent of this resolution is to codify the inclusion of **part-time faculty** in hiring committees, and AP 4130 already has proposed language on the inclusion of faculty and classified professionals on administrator hiring committees, should we strike the first and last RESOLVEDs altogether?
2. If we do not strike the first RESOLVED, should we consider changing it to: *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 and associate vice presidents shall include faculty representation with a minimum of three (3) faculty members, and search committees for directors and deans shall include a minimum of two (2) faculty members, with an additional faculty member included on search committees for directors and deans of large divisions and/or areas of broad impact*