

# FULL TIME FACULTY HIRING PROCESS RESTRUCTURE

## PRELIMINARY CONCEPTUAL PROPOSAL

Selection Component	Proposed Changes
Pre-recruitment	<ol style="list-style-type: none"> <li>1. Annual college strategic recruitment focus (which specific areas to target)</li> <li>2. Revise faculty classification specification templates to include inclusionary language</li> <li>3. Add supplemental questions to query experience with diverse student body</li> <li>4. Revise posting template language to better reflect the district's commitment to inclusionary hiring.</li> <li>5. Review part-time hiring process (feeder pools).</li> </ol>
Recruitment	<ol style="list-style-type: none"> <li>1. Implement and track Facebook boosting</li> <li>2. Create a LinkedIn page for VCCCD careers</li> <li>3. Improve outreach to local universities</li> </ol>
Organizational Meeting	<ol style="list-style-type: none"> <li>1. Provide department-level faculty demographics to hiring committees</li> <li>2. Review the role of the screening committee facilitator with regard to EEO and inclusionary hiring discussions</li> </ol>
Prescreening (minimum qualifications)	<ol style="list-style-type: none"> <li>1. Encourage Academic Senates to develop lists of preapproved equivalent degrees to expand qualified pool</li> <li>2. Explore options for streamlining the equivalency process</li> <li>3. Provide qualified applicant pool demographics to college president to determine whether to extend or fail the recruitment – Decision to be shared with HR</li> <li>4. Explore options for having a body other than the hiring committee review minimum qualifications</li> </ol>
Application Screening	<ol style="list-style-type: none"> <li>1. Develop a list of inappropriate/unnecessary evaluation criteria (e.g., level of education, candidate name, etc.)</li> </ol>
Application Screening Tally	<ol style="list-style-type: none"> <li>1. Remove numerical scoring and cut points.</li> <li>2. Applicants evaluated based on their strengths and weaknesses.</li> <li>3. Revise process used to select the applicants committee will interview.</li> </ol>
Interviews	<ol style="list-style-type: none"> <li>1. Remove numerical (overall rating) and alphabetical scoring (for each question)</li> <li>2. Assure question regarding serving diverse student body</li> </ol>
Interview Tally/Finalist Discussion	<ol style="list-style-type: none"> <li>1. The committee will summarize strengths and weaknesses of all interviewed applicants and forward the entire group to the President and Vice President for consideration with recommendations.</li> </ol>
President Interviews	<ol style="list-style-type: none"> <li>1. Develop guidelines for President and Vice President to refer to when determining which applicants will receive a final interview.</li> </ol>