



Foothill College Academic Senate
Resolution on Student Participation on Faculty Hiring Committees
February 2022

WHEREAS, the Foothill College Academic Senate strongly supports the inclusion of student voices and perspectives in all decision-making forums at Foothill College, and recognizes that the inclusion of the student voice in faculty hiring practices strengthens our efforts to diversify our faculty body; and

WHEREAS, Foothill College has committed to recognizing and disrupting systemic oppression in our educational institution, and one way of doing that is by supporting “student self-advocacy by institutionalizing leadership training and through exposure of community-engagement opportunities in and out of the classroom where students can exercise their voice and power.... Our college can deepen its commitment to this disruption by continuing to create avenues in decision-making bodies and spaces of influence for student involvement”¹; and

WHEREAS, in their [October 2020 Open Letter to Foothill College Governance](#), Foothill students recognized the importance of increasing faculty diversity as a strategy to reducing academic disparities for students of color and asked the College to focus on the hiring and retention of faculty of color; and

WHEREAS, The California Community Colleges Board of Governors Diversity, Equity, and Inclusion Implementation Plan calls for diversifying hiring committees and includes student representation on screening and hiring committees as a best practice²; and

WHEREAS, the FHDA Board of Trustees priorities for 2020-2022 calls for the adoption of budgeting practices and policies and procedures that support the attainment of “intentional strategies designed to achieve student success and equity goals and the elimination of systemic racism,” which includes “reexamining approaches to diversifying the faculty, staff and administration”³; and

WHEREAS, the Academic Senate for California Community Colleges (ASCCC) “encourage[s] local academic senates to review their hiring processes, discuss the role of students in hiring processes, and include local student governments and human resource offices in those discussions”⁴; and

¹ [Foothill College Strategic Vision for Equity 2021-2025](#), p. 5

² [Attachment 2: CCC Board of Governors Vision for Success Diversity, Equity and Inclusion Integration Plan](#)

³ [FHDA Board Priorities 2020-21 and 2021-22](#), #3 and Note #3

⁴ [ASCCC Resolution 20.02, Spring 2021](#)

WHEREAS, the FHDA District Diversity and Equity Advisory Committee has approved a revised draft AP 4130 Hiring Procedures which includes language allowing for students to serve as full members of the hiring committees for full-time faculty positions at FHDA; therefore be it

RESOLVED, that the Foothill College Academic Senate strongly advocates for the inclusion of students on faculty hiring committees, including both Search (first round) and Selection (second round) Committees;

RESOLVED, that the Foothill Academic Senate direct its officers and representatives serving on governance committees responsible for approving districtwide policies and administrative procedures to contribute to strengthening language in these policies and procedures that:

1. affirms the students' right to serve as a full member of faculty hiring committees, and clarifies it's the hiring chairs' responsibility to seek out student participation on every committee through established processes approved by ASFC;
2. establishes the support and resources students need to serve on these committees effectively;
3. addresses identified barriers hiring committees may face when incorporating students into the search and selection process;

RESOLVED, that the Foothill Academic Senate partners with the College and District Administration and the Foothill Office of Professional Development to identify effective practices for inclusion of students in the full-time faculty search and selection process, and develop the training needed to deepen the understanding of the value of student participation and strengthen the commitment to these practices by all faculty hiring committee members.