

Hiring Committee Selection Process Criteria Ideas

Relative priority

Criteria

- Has completed training for hiring committee
- Has completed diversity in hiring training
- Active in committee service
- Balance across disciplines (including student service disciplines)
- Balance across divisions (including student services)
- Balanced of new employees and long-term employees
- Take your turn (everyone who's interested gets a turn over time)
- Balance of adjunct and full-time
- Demonstrates commitment to equity in hiring
- Demographically diverse committee that embodies the diversity of CCC (especially for in person interview to demonstrate CCC environment)

Note: For italicized criteria above, categories that will be used to represent 'balance' need to be created.

Note: Perhaps 'represent' versus 'embody' are two different types of categories?

[http://www.4cd.edu/hr/diversityreport/2017-18%20Diversity%20Report%20\(Tables\).pdf](http://www.4cd.edu/hr/diversityreport/2017-18%20Diversity%20Report%20(Tables).pdf)

Requirements if selected (sort of an 'oath'?)

- Review materials reflecting the 'will of the college'
- State clearly which group(s) will be representing in discussions
- Actively solicit input from those represented
- Report back about the process so ASC can work for continuous improvement, while still maintaining confidentiality of applicants