

Academic Senate
Appointing Probationary Tenure-Track Faculty to Hiring Committees
Recommended Best Practices

Serving on a faculty hiring committee is a significant responsibility. Selecting faculty to serve at our institution is one of the most important functions we undertake, and our goal is to hire the best faculty we can to provide a high-quality educational experience for our students.

The Los Rios Faculty Hiring Manual (updated in January 2016), referencing Board Regulation–5121, outlines a series of guidelines for appointing faculty to serve on hiring committees. However, there are no policies, regulations, or recommendations regarding the appointment of probationary faculty to hiring committees. Probationary faculty don't have the protection of tenure, which may put them at risk on a hiring committee. And yet, there may be cases where probationary faculty may need to serve in this capacity. The following is a series of best practices recommended by the Academic Senate:

- As a general best practice, the Academic Senate President shall appoint full-time tenured faculty to hiring committees.
- Unusual conditions may arise, typically in small departments, that leave insufficient faculty with expertise on a hiring panel.
- In the atypical event that an insufficient number of full-time, tenured faculty are available to round out a hiring panel or when a probationary faculty member has unique experience that is required for a particular hiring situation,
 - a tenured faculty member from one of the other Los Rios Colleges can be appointed to serve on the hiring committee, and/or
 - a probationary faculty member who has specific expertise can be appointed to serve on the hiring committee.

In the past, the use of probationary faculty on hiring committees has put untenured faculty at risk, and this decision will be made by the Academic Senate President, in consultation with the department, on a case-by-case basis.