



ACADEMIC SENATE  
for CALIFORNIA COMMUNITY COLLEGES



instructional capabilities if they are truly needed.

In place of these often limiting aspects of the criteria used to make hiring decisions, committees should give fair consideration to all candidates who meet the minimum qualifications if those candidates exhibit sufficient discipline knowledge, the capacity and enthusiasm to acquire more skill or knowledge in both discipline expertise and pedagogical approaches, and a true commitment to the community college mission and students.

The composition and training of the hiring committee are very important, as the committee will make an impression on the interviewee that may be a factor in the decision of a candidate with multiple offers. No committee should ever sacrifice discipline expertise for the sake of a more diverse committee makeup; however, if the discipline expertise does not supply significant diversity for the committee, then the college may wish to supplement the discipline faculty with additional faculty representatives who can provide differing perspectives.

*In the Interview: Structure and Questions*

are uniquely valued.

Ongoing professional development should be a commitment of the college for all faculty, both new and continuing. Before the new hires take place, the college should have a plan in place to provide any necessary pedagogical training or discipline expertise for those new faculty who may have less experience but more commitment and dedication to

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