

Resolution on Screening Committees and Hiring Practices  
College of Marin Academic Senate  
Approved: 5/9/2024

Whereas, Screening committees play an essential role in the process of hiring high-quality faculty, staff, and administrators at College of Marin, which has affirmed in its Equal Employment Opportunity Plan and elsewhere its “commitment and accountability to hire, retain and attract a diverse workforce” that “enriches the District’s mission and supports students in achieving their educational goals”;

Whereas, Education Code section 87360(b) states that “hiring criteria, policies, and procedures for new faculty members shall be developed and agreed upon jointly by representatives of the governing board, and the academic senate, and approved by the governing board,”

Whereas, College of Marin’s AP 7120: Employment Recruitment affirms that “If the [screening] committee cannot reach a consensus on a finalist(s), the position may be reposted and the screening process restarted”; and

Whereas, Numerous faculty serving on screening committees have raised concerns to the Academic Senate, including: 1) pressure by District representatives to forward a minimum number of finalists, 2) inconsistencies in hiring manager leadership, 3) inflexibility with interview questions, prescreening activities, and other assessments, and 4) the lack of meaningful consultation after initial interviews;

Resolved, That the Academic Senate of College of Marin asserts that there should be no requirement or expectation for a screening committee to forward a minimum number of finalists;

Resolved, That the Academic Senate of College of Marin urges the District to provide regular and effective guidelines, training, and support for hiring managers to ensure consistency, efficacy, and equity during the screening process; and

Resolved, That the Academic Senate of College of Marin recommends the District work with the Academic and Classified Senates to re-evaluate and update screening committee guidelines on interview questions, pre-screening activities, other assessments, and meaningful consultation after initial interviews.