

Hiring Committee Membership Recommendation (April 2015)

Faculty Involvement

- Discipline specific Helena College faculty (whenever possible) will be part of the team checking credentials and screening applicants for faculty or instructional positions.
- A hiring committee for faculty or instructional positions shall include a current Helena College faculty specific to the discipline (whenever possible), and one additional faculty member.

Support for Faculty Involvement

The AAUP (American Association of University Professionals) declares that “since the faculty has primary responsibility for teaching done in the institution, the faculty’s voice on matters having to do with teaching should be given the greatest weight” (141). The Faculty of Helena College determines this statement to not only encourage but also insist that faculty be directly involved in the recruitment and selection of colleagues. As the AAUP recognizes the faculty role in selecting administrators, it can certainly be extrapolated that there must be an equal voice provided for faculty in the selection of their colleagues. “Moreover, scholars in a discipline are acquainted with the discipline from within; their views on what students should learn in it, and on which faculty members *should be appointed...* are therefore more likely to produce better teaching in the discipline than are the views of administrators” (142).

While we acknowledge that the hiring process is an administrative one, it is the opinion of Helena College Faculty that a colleague teaching in the same discipline has a vested and “legitimate interest in the position” (145). The idea of shared governance, espoused throughout the AAUP, combined with the understanding that “teaching [is] the very purpose of an academic institution and the reason why the public values and supports it,” which affords faculty a “special status” (142), strongly supports the desire of Helena College faculty, and discipline specific faculty wherever possible, to be closely involved in the hiring process, beginning with credential check, through evaluation and initial screening of applicants, and inclusion on interviewing/hiring committees.