

Compensation for Student Search Committee Members

Students play a vital role in the faculty search process. They offer a student perspective on prospective candidates, helping us keep student needs at the center of the discussion. Their engagement with candidates opens a window onto how the candidate communicates with students in the classroom setting and in more informal contexts. Moreover, as students interact with search candidates they represent the Bard community. Search participation, however, is time consuming and demanding. Students undoubtedly learn something valuable from the process, but they are also doing impactful work for the institution that deserves to be acknowledged and recognized. Reviewing search files, meeting with the committee, attending job talks, and interviewing the candidates can take away from students' own study and work time. Consequently, it deserves to be compensated, especially since even a modest stipend might make it feasible for a broader spectrum of students to participate.

At the same time, we recognize there is significant variety in the expectations and time investment required of student search committee members in different programs. Consequently, we have distinguished between two levels of stipend for two formally appointed student participants in each search committee based on some fundamental distinctions in their involvement.

Tier 1 (\$500): Students are involved in all phases of the search process, including the initial screening of substantial numbers of files (>50).

Tier 2 (\$300): Students are not involved in the initial screening, or the search has generated a modest number of initial applicants (<50).

Beyond these differences in the initial screening of search files, we expect student search committee members to be substantively involved in the other dimensions of the search process, which will include some or all of the following: attending search committee meetings; participating in screening interviews (varies by program); attending job talks; meeting separately (interview, campus tour, meal, etc., modalities vary) with the job candidates during the on-campus interview; and mobilizing other students for participation in search events. Like all other members of search committees, students are expected to sign a confidentiality agreement since they have access to application materials. Search committee chairs will confirm that student search committee members fulfilled the program's expectations for active engagement in the search process.

Given that student search committee participation will now be compensated, we call for some degree of standardization of student member recruitment across the college to give a wide range of interested students a chance to get involved. An open recruitment process should adhere to the following principles.

- An open call for student volunteers sent to all moderated students.
- Vetting of student volunteers by the search committee chair and the program director, by the faculty members on the search committee, or by the program as a whole, working

with a collectively determined set of criteria for prioritizing which students to involve in the search process. (We recognize that those criteria might vary by program and search.)

- If no volunteers are forthcoming, the search committee chair and program director can reach out to specific upper-college students, soliciting recommendations from program members, again operating from mutually agreed criteria.

In all cases, we believe that diversity among student search committee members, for individual searches and across the searches in a given program, can best express the diverse perspectives of the students in the Bard community and also effectively contribute to the college's ongoing commitment to diversification in faculty hiring by accurately representing the diversity of our student community.

Faculty Executive Committee

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