

### Option selected

- Students observe a teaching demonstration live or Zoom as part of 2<sup>nd</sup> level interviews
- Group of Students (3-5) with prepared questions for the candidate
- Q&A at the end for all students who attend

### Students

- Include majors and nonmajors
- Provide parameters/examples of questions and allow students to develop their own questions
  - Have HR review questions
  - Train/inform students
- How will students provide feedback?
- How will the feedback be incorporated into the discussion of candidates at the 2<sup>nd</sup> interview?

### Committees

- Plan the exact date and times for the teaching demos ASAP (will need some flexibility here)
- Plan to attend the demo as observers (full committee/Co-Chairs/no one from the committee/HR).
- Recruit
  - Vision statement (purpose and goal)
    - Mentors
    - Letters of recommendations
    - Say in who is hired
    - Experience with hiring processes
  - Describe the process
    - How they provide feedback
    - How it will be included in final deliberations
- Pay all students who attend (Deans/School admins oversee this)
- Recognize and thank them
- Faculty informed that students may miss class and should be excused/supported

### Continuous Quality Improvement

- Review and improve process after every hiring cycle
- Document in Faculty Hiring Manual