

**URGENT NEED TO HIRE ADDITIONAL FULL-TIME FACULTY**

**Whereas**, the President / Superintendent has declined to prioritize the Fall 2022 list of recommended faculty hires from the Campus’ Faculty Hiring and Prioritization Committee; *and*

**Whereas**, Section 70 of California’s 1988 AB1725 Reform Bill (the so called 75/25 Law) affirmed that “Because the quality, quantity and composition of full-time faculty have the most immediate and direct impact on the quality of instruction, overall reform cannot succeed without sufficient numbers of full-time faculty”; *and*

**Whereas**, as a result of legislation, the California State Legislature set a benchmark for community colleges to have 75% of classes taught by full-time faculty and Victor Valley College has made no forward progress in achieving this benchmark (only 36% of courses at VVC are taught by full-time faculty members); *and*

**Whereas**, the Chronicle of Higher Education has repeatedly affirmed that full-time faculty are the key determinant for improving student success and achievement, as well as retention and completion; *and*

**Whereas**, the vast majority of professional and instructional functions critical to the health and success of an institution are normally performed entirely by full-time faculty, not part-time faculty; *and*

**Whereas**, the increase in part-time faculty assignments over full-time faculty hires has been correlated with declining graduation rates, particularly at community colleges; *and*

**Whereas**, the President / Superintendent has cited Faculty Obligation Number (FON) as justification for not hiring urgently needed full-time faculty members, though the FON is only one of many metrics to consider in determining whether more faculty should be hired; **be it THEREFORE resolved**

**RESOLVED**, the Academic Senate urges the President / Superintendent to hire full-time faculty from the Fall 2022 Faculty Hiring Prioritization Committee list for Fall 2023; *and be it further*

**RESOLVED**, the Academic Senate requests written justification for faculty hires not prioritized by the President / Superintendent be provided to the Academic Senate.

Submitted by: The Academic Senate Executive Board

Action:

Academic Senate Approval: March 21, 2023

Presented to College Council:

Forwarded to Board of Trustees: