

## REFORM THE FACULTY HIRING PRIORITIZATION PROCESS

**Whereas**, the Academic Senate believes the campus' current Faculty Hiring and Prioritization Process requires immediate reform as a result of, first, the inclusion of managers and administrators within the first-level prioritization, which overtakes faculty prioritization rankings; second, the lack of transparency in decision-making once prioritizations are delivered to the President/Superintendent; and finally, the lack of embedded policy which holds administration accountable for assessing the need for faculty hires; *and*

**Whereas**, the current Faculty Hiring Prioritization rubric does not provide sufficient weight to the need to hire replacement positions; this results in making replacement hires compete against requests for new faculty positions in the annual prioritization process, which disadvantages established programs that are smaller but still important to students' academic and professional success; *and*

**Whereas**, the current Faculty Hiring Prioritization rubric does not sufficiently quantify the need for hires under emergency or accreditation needs, nor does it enable programs to act in a timely matter to address emergent and urgent faculty program needs; *and*

**Whereas**, the lack of timely and substantive follow-up on requests for full-time faculty members has caused greater faculty distrust in the President / Superintendent and Administrations ability to function to meet the needs of the campus; **be it THEREFORE resolved**

**RESOLVED**, the Academic Senate will immediately commission a new Faculty Hiring Prioritization Task Force to draft new policies and procedures to meet the campus' faculty hiring needs; and be it further

**RESOLVED**, the Academic Senate will recapture it's 10+1 responsibilities forthwith and audit all related Senate policies and procedures relating to faculty hires.

Submitted by: The Academic Senate Executive Board

Action:

Academic Senate Approval: March 21, 2023

Presented to College Council:

Forwarded to Board of Trustees: