

Approval of Full-Time Faculty Positions

Whereas, Widespread concern about the current tendency to fill “retiring” full-time positions with multiple part-time positions has been well documented, and decisions regarding the appropriateness of part-time faculty should be made on the basis of academic and program needs rather than financial savings;

Whereas, There is a correlation between tenure and academic freedom;

Whereas, At the time of enactment of Assembly Bill (AB) 1725 the intent of the Legislature (and Board of Governors) was that the system reach a goal of at least 75% of credit instruction hours should be taught by full-time faculty, declaring 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 members of full-time faculty with sufficient opportunities for continued staff development, and with sufficient opportunity for participation in institutional governance;”

Whereas, The District’s practice of primarily referencing the Faculty Obligation Number (FON) has proven to be ineffective as a long-range plan for making progress toward the 75/25 goal, and has led to a potential scenario of hiring an inordinate number of faculty in one year which will limit our ability to recruit the best candidates;

Resolved, That the Academic Senate urges the District to implement the practice of approving more full-time positions than are vacated each year to advance toward the 75/25 goal.

Academic Senate

Approved: October 19, 2011