

FACULTY HIRING: REGULAR AND ADJUNCT

ADOPT: JUNE 11, 1990

REVISED: APRIL 10, 2001

REVISED: APRIL 14, 2009

REVIEWED/NO CHANGE: JANUARY 10, 2012

ED CODE: 87360, 87458 AB 1725, Section 4

This policy and procedure cannot be changed without appropriate constituent agreement according to Ed Code 87360.

Santa Rosa Junior College values inclusion, diversity, equity, and anti-racism (IDEA). These values are intentionally and mindfully reflected throughout this policy and procedure to ensure that the College's instruction, programs, and services are provided by a diverse and highly qualified faculty that is responsive to our college community's needs and experiences.

These hiring processes were developed to recruit and hire faculty members who represent a wide range of cultures and experiences with:

- Discipline expertise
- Demonstrated excellence in teaching and pedagogical techniques
- Knowledge and demonstrated application of IDEA pedagogy
- Social and communication skills enabling effective interaction with persons from a wide range of cultures and experiences.

The ~~policy of the~~ Sonoma County Junior College District ~~is to establish~~ faculty hiring procedures and guidelines are intended to ~~that will~~ provide a college faculty of highly qualified and committed people who are experts in their subject areas, who possess excellent teaching skills, ~~who~~ will serve the needs of a varied diverse student population, ~~who~~ can foster overall college effectiveness, and ~~who~~ are sensitive to the demographic diversity of the adult population of the state of California. [~~AB 1725, Section 4 (p) 2; (p) (+)~~].

In order to best serve its students and the wider community, the District is committed to developing and maintaining a multi-cultural, diverse faculty, which includes members of underrepresented groups. The District strongly recommends that this goal be considered at all stages of the hiring process, including committee membership selection and candidate recruitment.

It is the intent of the District and the Academic Senate to ensure, whenever possible, that part-time, adjunct assignments shall be combined into full-time, regular contract positions.

Responsibilities

The Sonoma County Junior College Board of Trustees, represented by the President/Superintendent and administration, has the principal legal and public responsibility for ensuring an effective hiring process. [~~AB 1725, Section 4 (e) (2)~~]

The faculty, represented by the Santa Rosa Junior College Academic Senate, has an inherent professional responsibility in the development and implementation of policies and procedures governing the hiring process, which is to ensure the quality of its faculty peers. [AB 1725, Section 4 (s) (3); (t) (1)]

Recognition of Joint Agreement Procedures

Hiring criteria, policies, and procedures for new faculty members and procedures for untenured administrators moving into faculty probationary status shall be developed and agreed upon jointly by representatives of the Sonoma County Junior College Board of Trustees and the Academic Senate.

~~AND???? Provisions of California Education Code Section 87360 shall apply to all faculty hiring procedures and Section 87458 to all administrator retreat rights.~~

Review and Revision

The Sonoma County Junior College Faculty Hiring Policy and Procedures are subject to review and revision at the request of either the Academic Senate or the Board of Trustees. Any revision of the policy or procedures shall be mutually developed and agreed upon by both parties before there can be an alteration or replacement of the previously agreed upon hiring policy or procedures.