



Resolution 12.9.1: The Hiring of New Tenure-Track Faculty (Bill Brothers) – Revised 10/23/12

1st Reading: October 8, 2012

Mover: Hughes

Second: Dawes

Whereas the economic downturn in the State of California and the SDCCD has led to a freeze on the hiring of new tenure-track faculty in the SDCCD; and

Whereas the hiring of adjunct faculty to replace retirees helps in the classroom arena, but it doesn't help with non-classroom duties required by the College's departments and programs; and

Whereas, the number of contract faculty in some departments/programs has diminished to very few contract faculty and in some cases to only one contract faculty (none in some cases); and

Whereas the depletion of contract faculty has created a stressful environment and workload crisis because of non-classroom duties (including but not limited to SLOs, Taskstream, Program Review, accreditation, curriculum management, peer evaluation, committee membership) required by the College and the SDCCD; and

Whereas an increase in the ratio of adjunct to contract faculty further compounds the workload of department chairs regarding screening, hiring, scheduling, and evaluating the numerous adjuncts; and

Whereas the increase in workload detracts from the primary mission of faculty, that of teaching, counseling, and retaining students; and

Whereas there is a great disproportion in the numbers of tenured faculty approaching retirement age relative to tenure-line faculty in the assistant and associate professor ranks, in effect precluding our training the next cohort to assume responsibilities of senior faculty in the departments and programs.

Whereas the need to replenish critical faculty positions is just as important as replacing deans, vice-presidents and presidents within the SDCCD; and

RESOLVED that the San Diego Mesa College Academic Senate urges that, when the District's finances allow lifting the hiring freeze, the SDCCD administration move quickly to approve the hiring of new tenure-track faculty, especially in those departments and programs where the workload has become exceptionally burdensome.

Presented to the Academic Senate: October 8, 2012

Approved by the Academic Senate: November 5, 2012