



**RESOLUTION 03.12.1 – HIRING OF FULL-TIME FACULTY:**

Move: Luna

Second: Specht

Whereas, Mesa College currently has over 60 full time faculty vacancies with more to be anticipated by the end of the 2003/2004 academic year,

Whereas, in the 5 years prior to the 2003/2004 academic year Mesa College has seen its ratio of full-time to part-time faculty erode far below the 75/25 split laid out by AB1725,

Whereas, increased reliance on part-time faculty undermines the college's commitment to the highest quality of instruction, diminishes academic department coherence, threatens the sustainability of a number of vocational programs and small academic departments and erodes the ability of contract faculty to fully participate in shared governance,

Resolved, the Academic Senate of San Diego Mesa College supports, in the strongest terms, a college strategic hiring plan that seeks to hire, by the beginning of fall 2004 academic term, no fewer than 10% of the full-time contract instructional vacancies identified on the President's Cabinet Contract Faculty Position Priority Committee 2003-2004 prioritized hiring list.

Resolved, the Academic Senate of the San Diego Mesa College supports the adoption by Mesa College of a strategic hiring plan that would identify a process for hiring at least 80% of current 2003 vacancies, including counselors and librarians, within the next 5 academic years.

res03.12.1 December 8, 2003

Moved – Luna/Second – Specht: December 8, 2003

Approved by the Academic Senate: February 9, 2004 (Unanimously)