

Resolution

**Modesto Junior College
Academic Senate
Resolution: FL07-A
Method for Establishing Hiring Prioritizations**

- Proposed by:** Senate Executive Board
- Whereas:** Criteria, policies, and procedures for hiring faculty shall be developed and agreed upon jointly between the administration and the Academic Senate (*California Education Code 87360-B*); and
- Whereas:** The “processes for institutional planning and budget development” are academic and professional matters on which the Academic Senate is to make recommendations (*Title 5, Section 53200*); and
- Whereas:** Prioritization of requests for new and replacement faculty positions is an important part of institutional planning; and
- Whereas:** The MJC Academic Senate passed Resolution SP04-A which established the Hiring Prioritization Committee at Modesto Junior College; and
- Whereas:** The Instructional Administrators’ Council (IAC) has an established process whereby Council members **MUST** vote for each division’s top faculty priority **before** they may vote for the division’s second faculty priority; and
- Whereas:** The latest IAC faculty prioritization list has, again, followed this same procedure; and
- Whereas:** The above process is illogic because it ignores that MJC would be better served by prioritizing faculty positions based upon the college’s needs instead of the arbitrary assignment of faculty positions within their respective divisions; and
- Whereas:** The Educational Master Plan identifies numerous departments with immediate faculty staffing needs (*see Chapter 3*); and
- Whereas:** Full-time faculty hires typically result in a long-term commitment with Modesto Junior College.
- Therefore:** **Be it resolved**, that the MJC Academic Senate strongly supports hiring prioritization criteria that first consider the needs of the college when prioritizing faculty positions; and
- Therefore:** **Be it further resolved**, that the MJC Academic Senate strongly rejects the process

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whereby second faculty prioritizations MUST ONLY be considered AFTER each division's top faculty priority has been prioritized; and

Therefore: **Be it further resolved,** that the most recent prioritization list (from November 7, 2007) be sent back to IAC for reprioritization.

First Reading:

Final Action:

Disposition: