

**Modesto Junior College  
Academic Senate  
Resolution FL06-G  
Reaffirmation of the Hiring Prioritization Process**

- Proposed by:** Hiring Prioritization Committee / Senate Executive Board
- Whereas:** The Hiring Prioritization Committee (HPC) and the Senate leadership have been informed by the present administration that decisions were made by the Interim President and the Interim Vice-President of Instruction during late spring and early summer 2006, concerning filling open faculty positions that bypassed established shared governance principles and procedures; and
- Whereas:** Specifically, no consultation was sought and no information was shared concerning filling faculty positions being vacated. Open faculty positions were not available for consideration by the Hiring Prioritization Committee or the Instructional Administrators Council as established, negotiated, and agreed upon in the Spring of 2004 (Senate Resolution SP04-A); and
- Whereas:** It has become increasingly clear that the large turnover in administrative leadership has disrupted shared governance at MJC insofar as new administrators either dismiss or fail to ask about established processes, or re-interpret established processes and procedures to mean something different than agreed upon.
- Therefore:** **Be it resolved**, that the hiring prioritization process established in the Spring of 2004 be followed as negotiated and understood by the Interim President, the IAC, the HPC, and the Senate at that time; and
- Be it further resolved**, that such process be memorialized in writing for future reference in any dispute; and
- Be it finally resolved**, that we request that written assurances be provided that the process used in those recent decisions will not be repeated in the future; and
- First Reading:** December 7, 2006
- Final Reading:** January 11, 2007
- Disposition:** Carried
- Forwarded to MJC President's Office to be placed on the College Council agenda for discussion/action.