

MODESTO JUNIOR COLLEGE
ACADEMIC SENATE
RESOLUTION SP95-F: FULL-TIME FACULTY REPLACEMENT
APRIL 27, 1995

PROPOSED BY: ACADEMIC SENATE EXECUTIVE COMMITTEE

WHEREAS, the Faculty believe that the full-time replacement of retirees and resignations is mandatory to maintain a strong professional faculty and comprehensive college, and

WHEREAS, the Faculty believe that balancing the budget each year based on the one-time savings gained by hiring part-time (adjunct) faculty to replace full-time retirees or resignations is very detrimental to student success, and

WHEREAS, except in rare cases, a full-time interim replacement faculty who meets minimum qualifications and is acceptable to the discipline can be recruited and hired for one year, and

WHEREAS, in the case of a retirement and/or resignation in a one-person highly specialized program, a full-time interim faculty must be hired (after a thorough program review) to maintain this program and our comprehensiveness.

THEREFORE, be it resolved that the Modesto Junior College Academic "Senate authorize the Senate President to sign off on a 75-25 ratio base number (full-time obligation number) requirement set by the State Chancellor's office, only after consulting with Faculty of the respective department and their administrator and considering whether they have come to consensus regarding the hiring of full or part-time replacement(s), and only for very compelling reasons, which will be reported to the Modesto Junior College Academic Senate, sign off over their objections.

ACTION: April 20, 1995

FINAL ACTION: May 4, 1995

DISPOSITION: Carried