

ACADEMIC SENATE
SANTA ANA COLLEGE

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Resolution: F07.01 Faculty Hiring

Passed: November 27, 2007

Date: November 8, 2007
Subject: Faculty Hiring
Mover: John Zarske
Seconder: George Troxcil

Whereas, the rationale for the number of yearly faculty hires in the District has not routinely been clearly and meaningfully articulated to the Santa Ana College Senate;

Whereas, the rationale for the distribution of faculty hires at each of the colleges in the District has also not normally been clearly and meaningfully articulated to the Santa Ana College Senate;

Whereas, faculty hires is one of the most important actions taken within the District and has long term impact on instructional programs and student services;

Whereas, the lack of a clearly expressed rationale for such an important part of the college's ability to meet the educational needs of the students that are served in the District leads to a lack of trust and confidence in the hiring process and the individuals charged with the authority to make these important decisions resulting in an unhealthy and damaging environment;

Whereas, the Santa Ana College Academic Senate believes the faculty hires should be primarily based on enrollment growth at each college, retirements or other separations of faculty at each college or the demonstrated need for additional faculty to significantly improve student instruction or develop new programs;

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Be it resolved as follows: That the Academic Senate of Santa Ana College requests the Board of Trustees of Rancho Santiago Community College District to direct the Chancellor to utilize the above criteria in his decision-making process to determine how many faculty are hired at each college and to explain the rationale for the decisions related to hiring in writing to the Senate.