



ACADEMIC SENATE

OF ALLAN HANCOCK COLLEGE

ACADEMIC SENATE RESOLUTION REGARDING REPLACEMENT POSITIONS

Whereas, faculty hiring processes and criteria are academic and professional matters under Academic Senate purview according to the Education Code;

Whereas, the college has not established a clear written policy on the replacement of faculty positions vacated by retirements or resignations;

Whereas, due to past economic downturns and the lack of such a policy many programs have not had such vacancies replaced in a timely manner if at all;

Whereas, requiring that such positions compete against requests for new faculty positions in the annual prioritization process may disadvantage established programs that are smaller but still important to students' academic and professional success;

Whereas, the position of the Academic Senate has long been that faculty positions vacated due to retirements and resignations should be filled without having to go through the prioritization process;

Be it therefore resolved that the Academic Senate urge the District to work with the Academic Senate to develop a policy that clearly establishes policies and procedures for the replacement of faculty positions; and

Resolved, that In the event of a vacancy in a faculty position, the funding for that position remains in the division's/area of instruction's budget, and the division/area of instruction may file paperwork to immediately replace that position or,

if the fulltime faculty and academic administrator/dean mutually agree that there is greater need for filling another position within the division/area of instruction, paperwork will be filed to fill the other position, or

if the vice president, academic affairs, and the academic dean of the area concur that the program is no longer viable as it currently exists or that other institutional needs are more critical than those identified by the department and program, they shall submit, on behalf of the District, a proposal to Academic Senate to delay the hire to allow for a program vitality review or to justify the use of the funds to hire a different faculty position.

Adopted by the Academic Senate on Feb. 7, 2017

