

Faculty Senate Resolution – Full-time Temporary Faculty

Whereas, The San Mateo County Community College District's (SMCCCD) current use of Full-time Temporary faculty is in violation of Education Code § 87482, thus constituting an abuse of the role of Full-time Temporary faculty;

Whereas, The use of Full-time Temporary faculty causes inequity among faculty in terms of equal access to tenure, mentorship, and job stability, thus causing harm to the morale and professionalism of the professoriate;

Whereas, The use of Full-time Temporary faculty causes instability in programs whose success depends on a dedicated Full-time faculty, the security of which cannot be guaranteed with Full-time Temporary status, thus risking harm to students enrolled in such programs;

Whereas, The SMCCCD has a duty to ensure the health and stability of programs, and the overreliance on Full-time Temporary faculty is counter to this and constitutes negligence of this duty, directly impacting outcomes for students;

Whereas, The SMCCCD's use of Full-time Temporary faculty in a manner inconsistent with Ed Code § 87482 constitutes a breach of promise to students to ensure quality programs taught by well-supported faculty;

Resolved, That the Academic Senate of the College of San Mateo requests that SMCCCD:

1. Cease all hiring under Ed Code § 87482 that does not comply with the codified position/discipline types and time-periods.
2. Convert all faculty currently employed as non-emergency Full-time Temporary with satisfactory evaluations to Full-time tenure-track, with full credit for evaluations and time of service.
3. Where non-emergency Full-Time Temporary faculty have yet to be evaluated, convert to Adjunct/Part-Time Faculty, with full credit for time of service.
4. Duly consult local and district academic senates when developing hiring criteria, policies, and procedures for new faculty members that contradict the spirit of Education Code. Such consultation is consistent with Ed. Code § 87360(b) and Title 5: § 53200, also known as 10+1, and would assist in the preclusion of future transgressions.