

# Cañada College Academic Senate Resolution

## **Resolution: Full-Time Non-Tenure Track Faculty Positions**

WHEREAS full-time non-tenure track faculty members are valued for their contributions to the college; and

WHEREAS full-time non-tenure track faculty members occasionally must be hired and retained to fill vacancies that had not been anticipated ; and

WHEREAS we strive to maintain a high level of professionalism, instruction, and service for our students; and

WHEREAS full-time non-tenure track faculty positions have no required time limits and the need for these position can last years; and

WHEREAS there are no specific and clear procedures for hiring or evaluating full-time non-tenure track faculty; and

WHEREAS the hiring process for adjunct and full-time tenure track faculty should be faculty driven and it is preferable to fill full-time positions with permanent faculty; and

WHEREAS According to Title 5, if concurrently hired to a tenure track position in the same district, one year of full time non-tenure track employment may count towards the faculty member's tenure process;

RESOLVED That full-time non-tenure track faculty, with a work assignment scheduled for more than one semester, will go through a thorough evaluation beginning in their first fall semester of employment similar to the process for tenure track faculty. After their first year of evaluation, full-time non-tenure track faculty will be evaluated conforming to the adjunct evaluation procedures; and

RESOLVED Except in cases of filling in for a full-time faculty member on leave or a short-term assignment (one semester), that full-time non-tenure track faculty hiring procedures will be the same as full-time tenure track faculty hiring including consent of the department and Division faculty; and

RESOLVED That full-time non-tenure track faculty positions be limited and the priority should be to make these positions tenure track; and

RESOLVED The Academic Senate of Cañada College supports AFT 1493 and the District Academic Senate in their efforts to address these issues.