

**Modesto Junior College  
Academic Senate  
Resolution SP04-A  
Hiring Prioritization Committee**

- Proposed by:** Executive Board
- Whereas:** The California Education Code, Section 87360 (b) says, “hiring criteria, policies, and procedures for new faculty members shall be developed and agreed upon jointly by representatives of the governing board, and the academic senate, and approved by the governing board,” and
- Whereas:** Title 5, Section 53200 says that “processes for institutional planning and budget development” are academic and professional matters on which the academic senate is to make recommendations, and
- Whereas:** Prioritization of requests for new and replacement faculty positions is an important part of institutional planning,
- Therefore:** **Be it resolved,** that the Modesto Junior College Academic Senate form a standing Hiring Prioritization Committee made up of six full-time faculty members with rotating terms of no more than 2 years (one of whom will chair the committee), two instructional administrators, and one non-voting student member, and
- Therefore:** **Be it further resolved,** that the charge of this committee is to
- develop a fair, clearly delineated process for prioritizing new and replacement faculty positions at MJC. This process may include use of such information as program growth, high demand for classes, and full-time to adjunct ratios; presentations from departments or divisions explaining subject area needs; and other criteria as needed, and
  - prioritize yearly requests for new and replacement hires and submit determinations to the college president with the expectation that faculty will be newly hired and replaced in the determined order, and
- Therefore:** **Be it Resolved** that if the college president’s opinion differs on the order of hiring, he will act in contradiction to that prioritization only after a good faith effort to reach agreement and only for compelling legal, fiscal, or organizational reasons.
- First Reading:** Approved January 15, 2004.
- Final Action:** Rules suspended, resolution unanimously approved January 15, 2004.
- Disposition:** Carried
- Committee has been formed and is beginning its work February 2004.