

MODESTO JUNIOR COLLEGE  
ACADEMIC SENATE  
RESOLUTION SP95-G: HIRING PROCEDURES III  
APRIL 18, 1995

PROPOSED BY: ALLAN MCKISSICK

WHEREAS, current YCCD hiring policy is the result of lengthy and difficult negotiation, and

WHEREAS, the issue of how best to diversify our faculty was the primary basis of contention during that negotiation, and

WHEREAS, current hiring policy has not been demonstrated to be ineffective in diversifying our faculty, and

WHEREAS, current hiring policy already places a strong emphasis on the goal of diversification, and a diverse group of faculty has been hired under that policy, and

WHEREAS, the MJC Academic Senate has repeatedly expressed its opposition to principles and "guidelines" advocated by the Administration that have the effect of undermining faculty influence on selection committees,

THEREFORE, be it further resolved that the MJC Academic Senate recommends that if the Director of Staff Diversity or the Assistant chancellor for human Resources is concerned about a particular hiring process, he or she should contact the selection committee chair to discuss the issue at hand. At that time the appropriate Academic Senate should be invited to join the discussion. The parties should then attempt to resolve the matter in a manner that does not undermine the discretion of the selection committee.

THEREFORE, be it further resolved that the MJC Academic Senate will pursue revision of current hiring policy if it can be conclusively demonstrated by the Administration that current policy is inconsistent with State and/or Federal law.

ACTION: April 20, 1995

FINAL ACTION: May 4, 1995

DISPOSITION: Carried