



Academic Senate  
Fall 2020  
Resolution 19.01 SP21

Recommendation on Full-time Temporary Faculty Policies

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 District Academic Senate 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. Work with each college's administration to convert all Full-time Temporary positions to Full-time tenure-track positions, with full credit for evaluations and time of service if a Full-time Temporary faculty is hired in the equivalent position as a tenure-track faculty, as dictated in Ed Code § 87482.
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 engage in collegial consultation with local and district academic senates when developing hiring criteria, policies, and procedures for new faculty members in keeping with Ed. Code § 87360(b) and Title 5: § 53200, also known as 10+1.

Passed unanimously on February 22, 2021