**New Faculty Position Recommendations and Faculty Replacement Positions**

Whereas, The Taft College Academic Senate has not consistently included retiring positions in its annual faculty position request rankings but has instead approached replacing retirees as a separate matter, voting to refill them as they occur and sometimes advocating replacing retiring faculty with different, related positions within a division;

Whereas, Accreditation standards require resource allocations be grounded in regular evaluation, review and planning to achieve the college’s mission and promote student learning, the current practice grounded in the expertise of each Division and Division Chair; and

Whereas, Replacement positions are case by case with their own timing and division considerations for planning and development;

Resolved, The Taft College Academic Senate recommend to administration that positions of retiring faculty be replaced promptly;

Resolved, The Taft College Academic Senate recommend that changes to replacement positions emerge from their division, discussions between division chairs, and discussion between divisions and administration; and

Resolved, Replacement positions be brought before the Taft College Academic Senate-of-the-Whole for consideration; and

Resolved, That the Taft College Academic Senate evaluate recommendations for replacement positions by the same measures used for new positions and collectively vote on the prioritization of the requests.

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1 See voting to replace retiring Art/Humanities with full time Studio Art: Taft College Academic Senate Minutes: **Apr. 6, 2015**
2 **ACCJC Standards**: IB4, IB9, IIIA7, IIID1, IIID2