

Integrate Retiring Faculty Replacements and New Faculty Position Requests

Whereas, Since 2013, 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 division¹—not always corresponding with the retiring position being replaced by the district²; and given that replacement of retiring faculty is not automatic, and that the Academic Senate has no clear, published position on whether replacement positions should supersede recommendations for new faculty;

Whereas, Accreditation standards require resource allocations be grounded in regular evaluation, review and planning to achieve the college's mission and promote student learning³; institutional needs, pressures, and priorities shift; and examining requests for replacement positions alongside requests for new positions provides a broader institutional framework for determining the retiring position's potential impact compared to those of proposed new positions;

Whereas, Title 5 requires that the Board of Governors determine by November 20 whether sufficient state resources exist to increase the base FON for districts not meeting 75% compliance⁴; Taft College Annual Program Reviews are due by the end of January; and Title 5 stipulates that "The FTEF of a faculty member who resigned or retired and who provided written notice thereof within 45 faculty duty days of the end of the previous spring primary term" will still be included in the FTEF calculation the following semester, even when the position is unfilled;⁵ and

Whereas, Sufficient resources do not always exist to replace retiring faculty and/or to fund new positions⁶, and retirements of faculty are sometimes not known until after the Academic Senate has already ranked new faculty position requests;

Resolved, That the Taft College Academic Senate integrate requests for replacement faculty positions into the annual faculty position request ranking process, creating one ranked list which encompasses all proposed replacement and new positions, to clarify the Senate's preference regarding the prioritization of all positions as expeditiously as reasonably possible;

Resolved, That the date of the Academic Senate's annual position request ranking be moved to the January Senate-of-the-whole meeting, so as to allow for the release of preliminary information regarding the tentative number of new and replacement faculty positions in advance of the ranking, incorporate the most up-to-date program review data, and allow an additional four-and-one-half months for news of potential retirements to inform divisions in preparing faculty position requests;

Resolved, That the Academic Senate encourage retiring faculty to make their resignation plans known in writing prior to January of their last spring term and urge them to do so prior to 45 faculty duty days before the end of the spring term, while acknowledging that such an announcement is ultimately and solely the prerogative of the retiree; and

Resolved, That when retirements are announced subsequent to the Academic Senate's ranking of position requests but prior to the Superintendent/President's announcement of any granted position requests, the Academic Senate may expeditiously consider an additional faculty replacement position request as basis for an amendment to the prioritized list of position requests, but only if such an action does not unreasonably delay the posting of position announcements.

¹See voting to replace retiring Art/Humanities with full time Studio Art: Taft College Academic Senate Minutes: [Apr. 6, 2015](#)

²See successful motion to refill Computer Science at 100%: Taft College Academic Senate Minutes, [Dec. 1, 2014](#)

³ [ACCJC Standards](#): IB4, IB9, IIIA7, IIID1, IIID2

⁴ [CCR § 51025. Full-Time/Part-Time Faculty.](#)

⁵ [5 CCR § 53309. Rules for Calculating Full-Time Equivalent Faculty \(FTEF\) Attributable to Full-Time Faculty.](#)

⁶ [ACCJC Standards](#): III D4