Academic Senate Policy for 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—a flexible and successful strategy for the institution’s needs and the logistics of retirement announcements;

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 process grounded in the expertise of each Division and Division Chair discussions of institutional needs will be the standard and Division Chairs will hold meetings for this sole purpose, as needed;

Whereas, New positions have a value to the institution as a separate analytical and objective process with a set time for evaluation; and,

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

Resolved, the Academic Senate keep new position ranking process and timeline as early as possible;

Resolved, the Academic Senate expectation is that old positions will be replaced;

Resolved, Any changes to replacement positions are expected to emerge from their division, discussions between division chairs, and discussion between divisions and administration; and

Resolved, Any changes to replacement positions would then be brought before Academic Senate of the Whole for approval, and replacement positions without changes need not be brought before the Academic Senate.