

Support for Full-time Hire Resolution

Whereas full-time faculty invest decades and provide the institutional knowledge necessary for innovation and success, a contribution that is essential to fully serving students in a post-pandemic world,

Whereas, in order to increase the number of diverse faculty that reflect our student population, the College must hire new faculty,

Whereas, considerable work needs to be done by the College to close racial equity gaps, redesign the college, complete the upcoming Accreditation report, and further the quality of online course offerings,

Whereas we do not have enough full-time faculty to authentically fulfill the goals of the Strategic Plan, DPAC Action Plans, Equity Plan, or Board Goals and Objectives, and we would be perpetuating a culture of inequity and inauthenticity by putting this work on the backs of contingent labor,

Whereas we have a 75/25 plan that was mutually agreed upon between faculty and administrators consistently raising the number of full-time faculty in significant increments so the College would reach this state-required goal by 2026, but it was never followed, even long before the pandemic,

Whereas the College needs full-time faculty club advisors to promote student engagement and life in order to create a sense of belonging for students,

Whereas, there were twenty-one hires authorized last year and only seven hiring cycles were completed, two of which were funded separately, revealing that money for full-time hires is a question of administrative priority,

Whereas, many of the fourteen remaining committees had begun their hiring cycle which entails hours of reading, deliberation, and interviewing. These countless hours were a waste of faculty labor, labor that is already taxed and erased,

Whereas, the aforementioned time and effort put in by departments shows that the departments followed the procedures for hiring, but administration delayed, leaving departments in limbo. Future decisions should be made in a timely manner so the school and department's reputation does not suffer among prospective hires,

Whereas neighboring colleges have managed their budgets and continued to hire during COVID and recent initiatives such as CARES and HEERF have provided additional funding for the College, funding that substantially eases the current budget restrictions,

Whereas the number of full-time faculty has declined in the past five years fromto due to two Supplemental Retirement Plans as well as additional retirements.

Be it resolved the Senate supports the need to hire appropriate numbers of full-time faculty in order to fulfill essential college functions and its equity mission.

Be it resolved,
Be it resolved...