Santa Monica College Academic Senate

Resolution: Resolution Urging Prioritization of Qualified Internal Part-Time Faculty for Full-Time Faculty Positions at Santa Monica College

Sponsored by: The Adjunct Committee of the Academic Senate

Date: November 7, 2025

Whereas, Santa Monica College relies heavily on its dedicated part-time faculty, who possess proven teaching effectiveness, invaluable familiarity with SMC students, programs, and culture, and represent a crucial resource for fulfilling the college's mission;

Whereas, While increasing the ratio of full-time faculty is an important institutional goal, achieving this by overlooking qualified, experienced internal part-time candidates in favor of external hires often displaces loyal faculty and disregards their demonstrated contributions to SMC;

Whereas, Fair and effective hiring practices must give substantial weight to the specific and tangible advantages of qualified internal candidates and ensure genuine, equitable opportunity for all qualified existing part-time faculty, which requires actively guarding against biases like ageism (which particularly disadvantages experienced faculty) and undue emphasis on the prestige of a candidate's degree-granting institution and pedigree, and rejecting hiring pathways that effectively pre-determine outcomes or merely create the appearance of selecting from the part-time pool;

Whereas, The Academic Senate has a responsibility to advocate for equitable professional standards and hiring principles, recognizing that specific procedures operate within the framework of the Collective Bargaining Agreement negotiated with the Santa Monica College Faculty Association;

Therefore, be it Resolved, That the Academic Senate of Santa Monica College strongly urges the District, Administration, and faculty hiring committees to implement practices that give meaningful priority and substantial weight to qualified internal part-time faculty applicants during the full-time hiring process, recognizing their proven value to SMC by their demonstrated teaching success and institutional service at SMC;

Resolved, That meaningful priority should include ensuring an interview for internal part-time applicants who meet the specified preferred qualifications;

Resolved, That the Academic Senate urges particular vigilance against biases (including ageism) specifically affecting experienced internal part-time candidates, insists that all applicants be evaluated solely on relevant qualifications and merit, and recommends

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ongoing training on mitigating bias for hiring committees, potentially developed in collaboration with the Faculty Association.

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