



Mt. San Antonio College
Academic Senate
(909) 594-5611, Ext. 5433

Anticipated Degree Completion and Faculty Hiring
Resolution 2007-04

Whereas, the Academic Senate is the body that the governing board primarily relies upon regarding professional and academic matters; and

Whereas, the California Education Code (Section 87360(b)) clearly gives faculty the authority in establishing and recommending hiring policies and procedures to the governing board; and

Whereas, some disciplines consistently encounter difficulties in their recruitment of an adequate applicant pool in terms of both quality and quantity; and

Whereas, the College's recruitment of new faculty to be hired for the upcoming fall term routinely occurs prior to the conferring of degrees for spring term graduates; and

Whereas, denying departments the opportunity to consider applicants who have not yet completed their degrees but have an anticipated completion date prior to the term of hire, may result in substantial loss of strong candidates who find employment elsewhere; and

Whereas, Mt. SAC's current full-time faculty include those selected for hire prior to the conferring of their required degrees;

Resolved, the Academic Senate strongly recommends that the recent mandate from Human Resources prohibiting screening committee members from considering applicants who are in the process of completing degree requirements and who show evidence of the anticipated completion date prior to the term of hire be eliminated; and

Resolved, the Academic Senate strongly recommends that the faculty of the department that is hiring be the authority in determining the inclusion of such applicants.

Respectfully Submitted,
The Academic Senate Executive Board

First Reading: May 3, 2007
Second Reading: May 17, 2007
Passed AMAC: