

**Saddleback College**  
**Academic Senate Resolution**  
**02.12.03**  
**#AS-08-0203**  
**Full-Time Faculty Hiring Policy**

*Past-President Alannah Rosenberg moved, it was seconded and unanimously passed by voice vote to accept the proposed resolution with grammatical changes as follows:*

*Whereas, the Board of Trustees has approved a Full-Time Faculty Hiring Policy (BP4011.1) that significantly changes the policies, procedures, and practices of the existing Full-Time Faculty Hiring Procedure (1994), appears to violate California regulations, including Title V, and may negate the entire hiring process, allowing district personnel to change member's scores,*

*Whereas, the Search Committees for the full-time faculty positions have already been serving since Fall of 2002, under the 1994 Full-Time Faculty Hiring Procedure, and have created the job announcements which are currently being advertised,*

*Whereas, these Search Committees have been serving in good faith as Saddleback College professionals, and are willing to continue serving under the 1994 procedures which states: the committee shall include not fewer than five (5) nor more than nine (9) voting members; no fewer than 2/3 of the voting members shall be regular (tenured or tenure-track) full-time district faculty; and committees shall include no fewer than three (3) voting members whom the department has identified as experts in the academic discipline within which the position is announced;*

*Be it resolved, that the Academic Senate recommends that the existing Search Committee members for full-time faculty hiring positions continue to serve under the 1994 Faculty Hiring Procedures, and not under the new Board Policy 4011.1 that may be illegal.*

*Be it further resolved, The Academic Senate supports faculty hiring committees utilizing the 1994 Faculty Hiring Policy and will not support any faculty hiring committee utilizing the new Board Policy 4011.1.*