

Resolution SP17-02

Professional Qualifications for faculty teaching non-credit courses

From: Executive Committee of the Academic Senate, San Bernardino Valley College

Whereas, non-credit courses are offered on our campus, therefore there is a need to reconfirm the qualifications for faculty teaching non-credit courses.

Whereas, the Memorandum of Understanding dated May 20, 2010 that has expired states that "all contract bargaining unit members teaching non-credit courses as part or all of their teaching load shall be subject to all conditions of this agreement as if the member were teaching credit courses."

Whereas, non-credit faculty have equal load and equal pay to credit faculty. Non-credit faculty should also have minimum qualifications equal to credit faculty

Whereas, San Bernardino Valley College has established a precedent of hiring ESL Non-credit faculty who meet minimum qualifications for teaching credit courses and past HR ESL adjunct job posting have included credit minimum qualifications.

Whereas, San Bernardino Valley College desires to adhere to the current minimum qualifications for credit courses when hiring faculty for non-credit courses.

Resolved, that all faculty teaching non-credit courses as part of their teaching assignment meet the same minimum qualifications of faculty teaching credit courses in that discipline.

Sp17:03 Reevaluate Hiring Practices of Short Term Employees/Professional Experts in Order to Expedite Hiring Times.

Whereas, SBCCD Board Policy (AP7245) does not state that hiring has to be approved by the Board, and yet the current process requires that hiring goes through Board, which takes unnecessary time away from the Board;

Whereas, Current District hiring procedures and practices delay the hiring of short term employees/professional experts for at least 4 to 8 weeks;

Whereas, Many, if not all, of the academic support services on campus rely exclusively on short term employees to provide support to students;

Whereas, It is difficult to keep short term employees/professional experts available due to the length of time it takes to hire them;

Whereas, Academic support services are intended to be readily accessible and provide immediate support to students;

Whereas, Short term employees/professional experts cannot be hired or replaced in a timeframe that ensures continuous adequate support to students;

Whereas, A number of academic support services, such as the Writing Center, general tutoring and supplemental instruction, already have a high demand for use by students, yet are unable to sufficiently and readily provide needed support;

Whereas, The inability for academic support services to readily hire new short term employees/ professional experts adversely impacts not only the students who use the support services, but has long lasting effects on diminishing the efficiency and integrity of the affected services;

Resolved, That the hiring policies for short term employees/professional experts be reevaluated by the District, the Board and Human Resources in order to create hiring processes that are expedient and that meet the needs of academic support services.

Resolved, That in accordance to the Board Policy (AP7245), the process for hiring short term employees/professional experts should not include Board approval, and that the Chancellor designate individuals who can expedite the hiring of short term employees/professional experts.