

Faculty Senate Resolution – Full-time Temporary Faculty

Whereas, The Academic Senate of the College of San Mateo calls out San Mateo County Community College District's (SMCCCD) for its use of Full-time Temporary Faculty for position/discipline types and time periods beyond those prescribed by Education Code § [87482](#) as malicious, in that such practices are an abuse of faculty labor, an affront to faculty rights, and an assault on faculty equity;

Whereas, The Academic Senate of the College of San Mateo espouses that Full-time Temporary faculty hired under such malicious circumstances are due the respect afforded all full-time faculty in SMCCCD, including academic freedom, security from arbitrary termination, and recognition of competence and loyalty;

Whereas, The Academic Senate of the College of San Mateo shall not facilitate or perpetuate inequitable systemic conditions and pledges to identify and dismantle all such systems, and to resist all attempts by the district to codify inequitable procedures;

Resolved, That the Academic Senate of the College of San Mateo requests that the College of San Mateo and SMCCCD duly consult local and district academic senates when developing hiring criteria, policies, and procedures for new faculty members that contradict the spirit of Education Code. Such consultation is consistent with Ed. Code § [87360\(b\)](#) and Title 5: § [53200](#), also known as 10+1, and would assist in the preclusion of future transgressions.

Resolved, That the Academic Senate of the College of San Mateo work with the SMCCCD through the consultation process to recommend immediate changes to the district's Full-time Temporary Faculty policy, including recommending immediate actions:

1. Cease all hiring under Ed Code § [87482](#) that does not comply with the codified position/discipline types -specifically, nursing - and time periods.
2. Convert all faculty currently employed as non-emergency Full-time Temporary with satisfactory evaluations to full-time tenure-track, with full credit for evaluations and time of service.
3. Where non-emergency Full-Time Temporary faculty have yet to be evaluated, convert to Adjunct/Part-Time Faculty, with full credit for time of service.