

Academic Senate Business Session 10/13/20

Hiring Freeze Resolution

Whereas, Title 5 Section 53200 defines the Academic Senate as an organization whose primary function is to make recommendations to the administration of the college and to the governing board with respect to academic and professional matters, including “processes for institutional planning and budget development”;

Whereas, Title 5 Section 53203 requires that the governing board or its designees consult collegially with the Academic Senate on such academic and professional matters;

Whereas, in May 2020, the President’s Office, without consulting the Academic Senate, declared a “hiring freeze” that terminated a previously approved faculty position that had advanced to the final stage of the hiring process;

Whereas, subsequent to the “hiring freeze” the President’s Office actively promoted and recruited senior administrative and classified staff, including an Associate Dean, an Interim Senior Dean, and a Senior Director;

Whereas, the above hiring decisions were made without consulting the Academic Senate nor the Shared Governance Planning & Budget committee;

Resolved, that the Napa Valley College Academic Senate affirms its primacy in the development and implementation of all academic and professional matters, including processes for institutional planning and budget development;

Resolved, that the Napa Valley College Academic Senate recommends that the Board of Trustees takes immediate steps to increase transparency in hiring decisions that have campus-wide repercussions;

Resolved, that the Napa Valley College Academic Senate recommends that the Planning & Budget committee review their processes, associated bylaws, and administrative procedures to determine how current practices can be improved to allow for effective faculty consultation in hiring decisions;

Resolved, that the Napa Valley College Academic Senate recommends that the Planning & Budget committee establish a faculty-led subcommittee to assess whether the current and projected balance of administrators, classified staff, and faculty is conducive to the fulfillment of the college’s mission;

Resolved, that the Napa Valley College Academic Senate recommends that in the spirit of equity and good faith that the hiring and/or promotion of senior administrative and classified

positions be halted until processes are put in place to ensure that there is effective faculty input, consistent with legal mandates and college procedures.