



Resolution 15.4.4 – Equal Administrative Treatment of Tenure-Track & Tenured Faculty: (Inna Kanevsky)

1st Reading: April 20, 2015

Mover: Kanevsky

Seconded: Ryno

Whereas all full-time faculty, whether tenured or tenure-track, have the same obligations under the AFT-negotiated contract,

Whereas the New Faculty Institute was created to ease the newly hired faculty members' transition into Mesa College and to serve in lieu of their committee participation as contractually required,

Whereas the new faculty are in a vulnerable position with respect to administrative requests for event participation and may not be able to refuse them even when they have no contractual reasons to attend and personal reasons not to attend,

Whereas the new faculty have been asked by the administration to clear their non-attendance at such events with their deans, which is not required of any faculty, or persuaded to attend NFI sessions even when they had other obligations,

Whereas it is important to Mesa faculty to create a campus culture where all faculty members are treated equally by administration and where there is no resentment or separation among the faculty,

Be it resolved that there be no additional administrative oversight of faculty attendance at committee meetings, NFI sessions, college ceremonies, and other events imposed on tenure track faculty above the contractual requirements, if any

Be it further resolved that there be no additional pressure or requests for attendance at events not scheduled during their working hours applied to tenure track faculty that are not applied to tenured faculty.

Presented to the Mesa College Academic Senate: April 20, 2015

Approved by the Mesa College Academic Senate: May 4, 2015