

COLLEGE OF THE CANYONS

ACADEMIC SENATE/COLLEGE OF THE CANYONS FACULTY ASSOCIATION (COCFA) JOINT RESOLUTION

on

SHORT TERM HIRING PROCEDURES

WHEREAS, Board Policy 7230 identifies particular Board action as it relates to “short term” employees but does not require, nor are there, established Administrative Procedures governing the hiring of such “short term” employees;

WHEREAS, in the absence currently of any Administrative Procedures related to the hiring practices of “short term” employees such matters are governed solely by the internal processes of the Office of Human Resources;

WHEREAS, the existing practice of hiring “short term” employees can, De facto, and by institutional default, affect and influence the hiring practices of “regular” employees at College of the Canyons, as it would in any similar organization, and adversely impact morale and functional efficiency of all College staff;

WHEREAS, the current hiring processes of “short term” employees fails to establish sufficient and necessary levels of transparency and checks and balances to ensure confidence and integrity in the resulting outcomes;

NOW, THEREFORE, BE IT RESOLVED, the Academic Senate and COCFA request the Board of Trustees be advised of the need to have Administration revise its “short term” employee hiring procedure to address the foregoing related concerns, to include potential revisions to Board Policies 7120 and 7230 as well as Administrative Procedure 7120.

Approved by the Academic Senate, May 26, 2016