

Hiring and Budget Resolution 2009 -16

Whereas, the Academic Senate is the organization whose primary function is to make recommendations with respect to academic and professional matters, including processes for institutional planning and budget development (Title 5, 53200);

Whereas, salaries and benefits are the foremost expense for the College, now making up approximately eighty- six percent (86%) of the total District budget;

Whereas, over the past five years the number of management positions at Mt. SAC have increased by 38% and the number of staff positions have increased by 34%, yet the number of full-time faculty positions have increased only by 18% and the number of Full Time Equivalent Students (FTES) have increased only by 12% for the same five year period;

Whereas, the decisions that significantly increased the numbers of managers and staff did not typically go through the College's shared governance process and were never reviewed or discussed by the College's Budget Committee;

Resolved, that the Senate recommends the College develop a campus-wide hiring plan regarding future management and staff positions;

Resolved, that the Senate recommends the College develop and adopt a formula stipulating maximum and minimum numbers of management and staff positions in relation to the college's strategic plan and budget; and,

Resolved, that the Senate recommends that all decisions to add faculty, management and staff positions be reviewed by the college's Budget Committee.

Submitted by: Richard McGowan

1st reading: December 3, 2009