
BAKERSFIELD COLLEGE ACADEMIC SENATE RESOLUTION
New Faculty Responsibilities

Whereas: Bakersfield College has always encouraged non-tenured faculty development and growth outside the immediate classroom responsibilities through many activities including committee work and professional development activities;

Whereas: Bakersfield College has often utilized many methods to nurture its non-tenured faculty up to and including the new faculty year- long workshops;

Whereas: The faculty contract does not indicate a distinction between tenured and non-tenured faculty in terms of direct responsibilities;

Whereas: Non-Tenured faculty are hired for the primary purpose of teaching and the faculty evaluations reflect this purpose with three of the four broad areas of evaluations directly linked to teaching and student service and the fourth linked to professional development; additionally, faculty contractual requirements specify seventeen separate points with only one related to outside class responsibility

Whereas: All Bakersfield College faculty work directly under negotiated contracts which address their classroom and non-classroom responsibilities;

Whereas: The faculty union is aware of several instances in which non-tenured faculty have completed additional duties without receiving additional compensation;

Whereas: Faculty, both tenured and non-tenured, have expressed concern over the increasing outside of classroom activities being expected of non-tenured faculty;

Be It Resolved: The Bakersfield College Academic Senate fully supports all efforts by the faculty union, individual departments, and department chairs who work to ensure that all non-tenured faculty are first and foremost encouraged to place their classroom obligations as their first priority ahead of any out of classroom activities.

*Approved by the Executive Board on November 1, 2017
Presented to the Academic Senate on January 24, 2018*