

Recommendation on Hiring in this climate of Economic Uncertainty

Whereas: MPC faces an uncertain economic situation for 2011-2012 and,

Whereas MPC values its high quality faculty and staff and,

Whereas MPC has a culture and a tradition of protecting programs, faculty and staff and,

Whereas over 400 people came out on short notice in support of the faculty and programs that were pink slipped,

Therefore, be it resolved that College Council recommends to the President that:

- 1) Offers to potential new full-time faculty hires be frozen until after the budget situation is clear. Hiring committees may continue the interview/search process, but the final interviews and offers would be deferred until after the budget situation is resolved.
- 2) In the event that we face the best case scenario of a 2 million dollar deficit, we hire enough new faculty to meet the FON, beginning with laid off faculty, and then moving to the new hire list, following the prioritization from AAG.
- 3) In the event that we face either Scenario 2 (3.5 million in cuts) or Scenario 3 (5.4 million in cuts), then we should not offer any contracts to potential new faculty. Priority should be to retaining current staff in every instance.

Presented at College Council, March 15, 2011 (Item 3b).