

Draft for discussion

Hartnell College Academic Senate



To: Tamberly Petrovic, Deans, and Managers:

The Academic Senate is currently conducting research and collecting information about faculty intern programs at other community colleges. Hartnell College does not have a formal policy or procedures for recruiting and supervising faculty interns. Until we have a clearly articulated policy and agreed upon procedures, the senate has voted not to support an intern program at this time. That said, we do have a committee working to draft an internship policy and have also sent particulars to union negotiators to include in proposed contract language. At our recent retreat, senators made it clear that the senate's first priority is to improve the lot of existing adjunct faculty. Drafting an intern policy is a short-term goal, one that we will continue to pursue throughout the 2007-2008 academic year.

The problem as we see it is that we don't have an organized program in place here on campus that addresses the unique needs of the intern who should be getting guidance from a faculty member to learn how to be an effective instructor. We also don't have any mechanism in place to formally assign faculty mentors to interns and then provide them with the mandated release time to oversee the intern as stipulated in title 5. As it stands, many faculty fear that the hiring of interns to teach classes serves as an end-run around our minimum qualifications policies, allowing the hiring of unqualified and untrained part-time faculty.

Until we have policy and procedures as required by Title 5, the Academic Senate is formally requesting that the college cease and desist hiring of faculty interns.

Thank you for your cooperation.

Sincerely,

Jennifer Lagier Fellguth, Ph.D.
Hartnell College Academic Senate President

CC: Phoebe Helms
Managers