

**BP 7210      ACADEMIC EMPLOYEES**

**References:**

Education Code Sections 87400 et seq., 87419.1, 87600 et seq., and 87482.8;  
Title 5 Section 51025

Academic employees are all persons employed by the District in academic positions. Academic positions include every type of service, other than paraprofessional service, for which minimum qualifications have been established by the Board of Governors for the California Community Colleges.

Faculty members are those employees who are employed by the District in academic positions that are not designated as supervisory or management. Faculty employees include, but are not limited to, instructors, librarians, counselors, and professionals in health services, DSPS, and EOPS.

Decisions regarding tenure of faculty shall be made in accordance with the evaluation procedures established for the evaluation of probationary faculty and in accordance with the requirements of the Education Code. The Board of Trustees reserves the right to determine whether a faculty member shall be granted tenure.

The District may employ temporary faculty as required by the interests of the District. Temporary faculty may be employed full-time or part-time. The Board of Trustees delegates authority to the Superintendent/President to determine the extent of the District's needs for temporary faculty.

Notwithstanding this policy, the District shall comply with its goals under the Education Code regarding the ratio of full-time to part-time faculty to be employed by it and for making progress toward the standard of 75% of total faculty work load hours taught by full-time faculty.

The Board upon recommendation of the Superintendent/ President, shall employ academic personnel for categorically funded projects under written contracts which contain restrictive clauses. Categorically funded projects shall be defined as programs and services of indeterminate duration, funded by grants, contracts, and other agreements with external agencies.

Academic personnel not having previously established rights, and employed for a categorically funded project do not possess the due process rights which are possessed by probationary, permanent, or tenured employees.

The Superintendent/President shall ensure that personnel for categorically funded projects are employed and terminated in accordance with the Education Code.

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**Date Adopted: June 22, 2010**

*(Replaces College of Marin Policy 5.0007)*