

obligation, to maintain, at a minimum, the full-time faculty percentage attained in the prior fall term. (California Code of Regulations, Title 5, § 51025)

ANALYSIS

This resolution:

- 1) Encourages the Chancellor of the California Community Colleges (CCC), in consultation with affected stakeholders, to develop proposals for legislative consideration to address the longstanding challenges to achieving the goal of 75 percent of credit classroom instruction taught by full-time faculty and compensation equity for part-time faculty.
- 2) Provides that the stakeholders are to include but not be limited to representatives of faculty and students.
- 3) Provides that the proposals are to include:
 - a) Suggested updates to the statutory references to program-based funding and program improvement.
 - b) Ideas for the expansion of office hours and health benefits for part-time faculty.
 - c) Suggestions on establishing goals for full-time faculty and compensation parity for faculty teaching non-credit education.

STAFF COMMENTS

- 1) ***Need for the resolution.*** According to the author, “One trend in community colleges is the increasing reliance on part-time faculty; almost two-thirds of community college faculty teaches part-time, in contrast to less than one-third in four-year colleges. In California, a 1988 goal to increase full-time faculty taught classes to 75% remains unmet. Part-time faculty command a smaller salary than their full-time counterparts, despite the fact that many assume a full course load by teaching at multiple districts. Of particular concern to part-time faculty is the growing difficulty in keeping up with student needs; many do not have office space and must balance the rigors of a heavy teaching load at multiple campuses. Without space, time, and funding, most are unable to hold office hours.”
- 2) ***Existing policy.*** The CCC Board of Governors has had a longstanding policy that at least 75 percent of the hours of credit instruction in the CCC, as a system, should be taught by full-time instructors. Existing regulations require specified steps to be taken by community college districts to achieve the 75 percent standard, many are contingent upon adequate funding. According to the last published ratio, approximately 56.4 percent of credit bearing courses across the CCC system are taught by full-time faculty.

http://extranet.cccco.edu/Divisions/FinanceFacilities/FiscalStandardsandAccountabilityUnit/FiscalStandards/FullTimeFacultyObligation.aspx#Fall_2016_and_Fall_2017

- 3) **Budget appropriation.** The 2015-16 Budget Act included \$62 million for community college districts to hire additional full-time faculty. The 2016-17 and 2017-18 budgets did not include additional funding for this purpose. The CCC Chancellor's Office unsuccessfully requested an additional \$100 million in 2017-18 to hire full-time faculty. However, the 2017-18 Budget Act includes \$183.6 million in unallocated base increase, which could be used to increase full-time faculty.
- 4) **Fiscal impact.** According to the Assembly Appropriations Committee, this resolution would impose no fiscal cost, as this measure encourages, not requires, the California Community Colleges (CCC) to implement this resolution. However, the CCC would experience significant cost pressures to implement any proposal to increase the percentage of full-time faculty. These costs count toward meeting the Proposition 98 minimum funding guarantee.
- 5) **Prior legislation.** SB 373 (Pan, 2015) established the Community College Excellence in Education Act and sets a cap on the number of part-time faculty for each community college district based on the 2014-15 fiscal year, thereby limiting new hires to only full-time faculty until the district reaches a 75 percent threshold of full-time faculty. This bill also prohibited new tenure-track faculty from performing overload assignments during their probationary period. Finally, this bill sets forth a series of provisions governing how the threshold is maintained and repercussions in cases when it is not maintained. SB 373 was held in the Senate Appropriations Committee.

AB 950 (Chau, 2013) prohibited a full-time faculty member for a community college district from being assigned a workload that includes overload or extra assignments if the overload or extra assignments exceed 50 percent of a full-time workload in a semester or quarter that commences on or after January 1, 2014, with several exceptions. AB 950 was held in the Senate Appropriations Committee.

AB 1826 (Hernandez, 2012) prohibited a full-time faculty member from being assigned a workload with an overload or extra assignments exceeding 50 percent of the full-time semester or quarter workload. AB 1826 was held in the Senate Appropriations Committee.

ACR 138 (Nava, Resolution Chapter 142, 2010) stated legislative intent that part-time and temporary faculty receive pay and benefits that are equal to those of specified tenure-track faculty, to the extent funding is provided, and that the CCC increase the percentage of full-time tenured and tenure-track faculty.

AB 1343 (Mendoza, 2007) required the CCC and the California State University to achieve 75 percent full-time equivalent faculty by 2014-15, to achieve certain standards in pro-rata salary and benefits, and provided preferential treatment for

part-time faculty in the hiring process for new full-time faculty positions. AB 1343 was held in the Senate Appropriations Committee.

SUPPORT

Faculty Association of California Community Colleges (sponsor)

An individual

OPPOSITION

None received

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