

FA FRIDAY FACULTY FOCUS – March 17, 2023

The State Auditor's Report on the State of Full Time Faculty Hires, The FON, and Our Progress Towards the 75/25 Ideal Ratio

In 2005 the *Chancellor's Workgroup on 75/25 Issues* highlighted the benefits of AB1725 (1988) which required California Community Colleges to increase the full time to part time faculty ratio to 75%. Full time faculty perform a number of functions that part time faculty as a whole do not (largely because it would be exploitative to do so): curriculum management, degree requirements, enrollment management and discipline plans, guided pathways, student learning outcomes direction and analysis, instructional innovation, program review, committee participation and leadership, department coordination, and all the 10+1 responsibilities outlined in Title V. Obviously, the more faculty we have engaging in these activities, the healthier the organization. The Workgroup identified districts as regularly having ratios that were 60% and above as being “consistently high”, “middle of the road” were those district that fluctuated back and forth above and below 60 year to year, and districts that were “consistently low” (ratios 59% and below). Most districts make little progress towards the 75/25 goal year after year because the legal required number of full time faculty is outlined in Ed Code 87482.6 is the FON (Full Time Faculty Obligation Number), which is not calculated to meet the 75/25 ratio, but to create a baseline for compliance (for example, most districts meet their FON obligations, but less than a handful of district meet the ideal ratio).

State lawmakers (in response to pressure from the Academic Senate, FACCC, and the various state union groups) twice in the past five years budgeted ongoing funds for full time faculty salaries – \$50 million in 2018 and another \$150 million in 2021. The goal of these funds was to help colleges make progress towards their 75/25 goal and to better diversity their full time faculty ranks. All but 2 districts took their allotments, however, the funds went largely untracked. At the urging of FACCC and CCCI the state agreed to do an audit of these funds, and the results were disappointing to say the least.

The State Auditor's Office included 4 districts in their report: Foothill-DeAnza, San Diego, Los Rios, and Kern. They found that none of the districts spent the funds fully on full time faculty. Only San Diego could demonstrate that they spent some of their allotment on full time faculty. Foothill-DeAnza spent all of it on part time faculty salaries and the other two could not even tell the Auditor how they spent the funds. The Office then tore into the State Chancellor's Office for not better tracking these monies which ultimately led to districts' misspending state funds.

The Chancellor's Office immediately turned the finger pointing to the District Chancellors and CFOs for misspending the allotments. They argue that they are understaffed and do not have the capacity for system wide audits. They can ask how districts are spending money, but districts are only responsible for sharing legally dictated line items, and so are not obliged to respond. Their defense was not received well by lawmakers. (Coincidentally our new Statewide Chancellor was the Chancellor of Kern Community College District, so she is knee deep in this report – on the receiving end of scolding from current Chancellor Gonzales, but also entering a position where she will have to respond to the fury of lawmakers)

How would our district measure up in an audit? Better than the selected districts in the State Auditor's report, but still not great. We are in compliance for the most part – we spent the 1.7 we received on 18 full time faculty, so unlike the other districts, we can point to positions funded, and we used the funds fully on tenure-track faculty. However, many of these positions were replacement rather than new, so we didn't make any progress on our 75/25 goal (we are roughly 57/43 – Fall 2022 data). We were above our FON to begin with, so we did easily make the newly calculated FON that came with accepting the faculty dollars (as of Fall 2022 we as a district are 1 over FON).

In terms of diversifying our faculty, the results are disappointing. Neither college changed their percentage of white non-Hispanic full time faculty from Fall 2017- Fall 2022 (Chabot at 53% of total tenure and tenure track – LPC is at 63%). Each college saw some modest gains in the percentage of Latinx and African American full time faculty, but no real change in the percentage of Asian-American faculty. These numbers come from DATAMART, so a closer look at our recent hiring practices would, of course, tell us more about the intersectionality of our full-time faculty.



Great Teachers Seminar July 30-August 03

https://www.facc.org/index.php?option=com_jevents&task=icalrepeat.detail&evid=245&Itemid=115&year=2023&month=07&day=30&title=great-teachers-seminar&uid=2b0811e473596d3fa7e2b6383eebd531

Reading for the Week: When OER isn't Possible “Free textbooks? It could soon be a reality at California's community colleges”

<https://calmatters.org/education/higher-education/college-beat-higher-education/2023/03/free-textbooks-california-community-colleges/>

did you know?

Just a reminder that General FA meetings are coming up in two weeks, as shown below. Faculty are welcome to attend either meeting; Zoom details will be sent out the evening of Tuesday, March 28.

Wednesday Option: March 29, 3-4 pm.

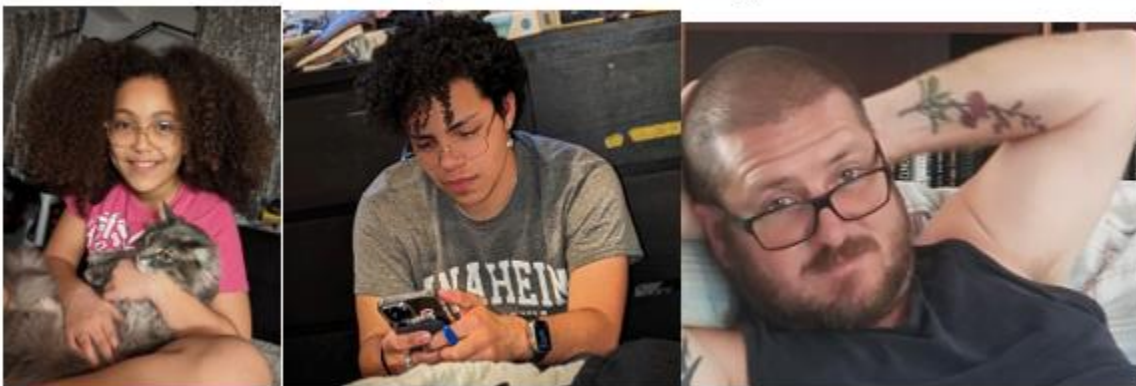
Thursday Option: March 30, 12-1 pm.

Tentative Agenda (same for both meetings)

1. Quick Update on the Progress of the Alternative Academic Calendar Committee
2. Check-in & Feedback Session for Year 1 of the 2022-25 CBA
3. Things You May Have Missed in the New CBA

For anyone uninitiated: CBA stands for Collective Bargaining Agreement (*i.e.*, our Faculty Contract). Our Chief Negotiator, Tom de Wit, will be on hand to answer questions about the CBA; Jason Ames (The FA's co-chair of the AACC) will be on hand to talk about the possibility (& potential timeline) of the District adopting an alternative or "compressed" academic calendar, along the lines of the calendars in effect at Contra Costa & Ohlone.

**Meet your Faculty Association Membership Chair, Nadiyah Taylor,
ECE, Las Positas College**



I've have wanted to be a teacher since I was a young child. I was able to make this dream come true and been an educator since 1991, teaching both young children and adults. I've been a college instructor, for both Masters students, and in community colleges, since 2000. I joined the LPC community in 2009 as a member of the ECE

program and I had the honor of being the second tenured Black faculty person at LPC. I joined the FA 4 years ago as the Membership Chair. I've had the opportunity recently to do some writing for Child Care Exchange, an ECE professional magazine and am part of a just published book, called "Stories of Resistance: Learning from Black Women in Early Care and Education," as well as "Voices from the Field: From Teaching to Thinking." All of my professional work has been focused on educational equity and social justice. I am continuing to learn about myself every day as an educator and am so happy that my profession aligns so well with my passion. When I am able, I also provide personal and professional support for educators implementing the anti-bias framework in early childhood programs and the early primary grades. My B.A. degree is in Psychology and I simultaneously earned my birth-5 teaching credential from the State of Minnesota (where I went to college). My master's degree is in Human Development, specializing in Bi-Cultural Development.

I am very lucky to be married to my husband of (almost) 24 years and to have two awesome children, ages 10 and 21. They all have great senses of humor, love to debate all the rules, and are wonderful visual artists. I was born in Chicago to a family of 5 children, moved to MN for college, then to Pasadena, and finally to the Bay Area where I've lived mostly in Oakland and Berkeley.

Although I can be a bit of a homebody and loner, I really love the community at LPC and how we work to make things better every day for students. You are all awesome people and I'm so glad to work with you!

See past Faculty Focus Newsletters www.clpcfa.com

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Academic Senate President
Faculty Association Communications Officer
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