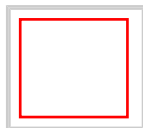


President's Monthly Message (archived)

February 2002



Learn more about the  
< CCA Past President, Dián  
Dolores Hasson, [here](#).

### Full-time Faculty Trigger

AB1725 (1988) and the implementation language (1991) established as a goal for the system that full-time faculty would teach 75% of all hours of instruction. Later non- instructional faculty were included in the measurement, changing the standard from Weekly Faculty Contact Hours (WFCH) to full-time equivalent faculty (FTEF).

The language of Section 51025:

*By January 20 of each fiscal year the Board of Governors (BOG) shall determine whether adequate growth funds and adequate cost-of-living funds have been provided to allow full or partial implementation of the provisions of Subsection (a)(1).*

At the January Board of Governors' meeting, CCA encouraged the board to vote in favor of triggering the full-time faculty-hiring obligation. Since 1988, the system has lost, rather than gained, the percentage of hours of instruction taught by full-time faculty! Surely, the system did not wish to send a further detrimental message regarding its commitment to the goals in AB 1725. I am glad to report that the BOG voted 7-6 that growth and COLA had been sufficiently funded to trigger the full-time faculty-hiring requirement. The BOG also asked the Chancellor's Office to devise a hardship criteria waiver that would allow a district to defer its full-time faculty-hiring obligation.

The Chancellor's Full-time Faculty Hires Working Group, of which I am a member, met Feb. 15, 2002, to discuss the criteria needed to establish such a hardship. CCA maintained that a district could show that it would suffer a hardship should it be required to hire additional full-time faculty if the district was on the Chancellor's Watch list. A district makes the Watch list by having less than 5% in reserves. CCA believes this is a fair criteria because we would not want to allow districts with large reserves to defer hiring additional faculty. Unfortunately, to-date the Association of Chief Business Officers (ACBOs) and others would like to devise a system allowing all colleges with an obligation to hire full-time faculty to be able to file a waiver should the district want to. Although no one will admit to that position, in fact the language being proposed would allow just that. Then the Chancellor's Office would then review the district's waiver application and decide if a hardship exists. So instead of the Chancellor's Office devising hardship criteria, it simply will decide a hardship on a case-by-case basis. Considering the Chancellor's Office was severely cut in this last budget, it is unlikely that the Chancellor's Office even in the best-case scenario will have the staff to do all the charges it has currently, let alone add to those charges. CCA will argue at Consultation Council and the Board of Governors for a definition of hardship that does not allow all districts with an obligation to apply for a waiver.



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**The Chancellor's Office 2/15/2002 Full-Time Faculty Obligation Compliance Analysis**  
(numbers in parentheses represent the number of full-time hires projected that a district would

have to hire by Fall 2002)

<b>District</b>	<b>District Reported FTE Faculty 2001</b>	<b>Fall 2002 Projected Full-Time Faculty Obligation</b>	<b>Difference</b>
Alan Hancock	150.5	135.4	15.0
Antelope Valley	149.3	137.6	11.8
Barstow	36.3	33.5	2.8
Butte	178.7	185.4	(6.7)
Cabrillo	213.7	208.6	5.1
Chabot/Las Positas	278.0	287.0	(9.0)
Chaffey	197.6	204.8	(7.2)
Citrus	173.4	166.3	7.1
Coast	542.8	464.4	78.4
Compton	122.0	121.3	0.7
Contra Costa	480.8	456.7	24.1
Copper Mountain	26.0	18.6	7.4
Desert	101.2	90.2	11.0
El Camino	352.4	340.2	12.2
Feather River	27.0	25.1	1.9
Foothill-DeAnza	532.4	532.0	0.4
Fremont-Newark	150.0	150.2	(0.2)
Gavilan	71.0	69.1	1.9
Glendale	223.3	226.0	(2.7)
Grossmont/Cuyamaca	316.0	279.7	36.3
Hartnell	116.3	116.9	(0.6)
Imperial	127.3	85.3	41.9
Kern	373.1	377.8	(4.6)
Lake Tahoe	50.5	25.2	25.3
Lassen	47.5	37.9	9.6
Long Beach	346.8	353.6	(6.8)
Los Angeles	1,507.0	1,482.3	24.7
Los Rios	840.6	863.2	(22.6)
Marin	134.4	123.9	10.5
Mendocino-Lake	52.7	47.0	5.6
Merced	157.3	155.6	1.7
Mira Costa	125.0	107.1	17.9
Monterey Peninsula	124.5	122.9	1.6
Mt. San Antonio	370.2	361.6	8.6
Mt. San Jacinto	114.0	102.8	11.2
Napa Valley	105.8	102.7	3.1
North Orange	562.0	575.6	(13.6)
Palo Verde	22.9	30.0	(7.1)
Palomar	305.1	257.8	47.3
Pasadena Area	373.4	383.2	(9.8)
Peralta	323.3	308.2	15.2
Rancho Santiago	330.6	330.8	(0.2)

Redwoods	118.5	107.1	11.4
Rio Hondo	202.5	202.5	0.0
Riverside	323.6	323.0	0.6
San Bernardino	241.3	225.8	15.5
San Diego	623.6	479.8	143.8
San Francisco	615.6	518.8	96.8
San Joaquin Delta	234.0	210.8	23.2
San Jose/Evergreen	270.1	264.0	6.1
San Luis Obispo	151.1	149.4	1.7
San Mateo	419.7	408.8	10.9
Santa Barbara	209.4	221.4	(12.0)
Santa Clarita	158.0	143.8	14.2
Santa Monica	366.6	374.4	(7.9)
Sequoia	183.9	179.2	4.7
Shasta	151.9	139.1	12.7
Sierra	184.7	139.1	(2.9)
Siskiyou	53.8	50.4	3.4
Sonoma	308.2	306.5	1.7
South Orange	325.8	330.8	(5.1)
Southwestern	260.8	254.3	6.5
State Center	529.6	457.5	72.1
Ventura	439.9	423.2	16.7
Victor Valley	134.0	103.1	30.9
West Hills	94.0	72.5	21.5
West Kern	40.1	41.6	(1.5)
West Valley-Mission	350.4	358.1	(7.7)
Yosemite	320.0	300.0	20.0
Yuba	159.4	120.4	39.0
Statewide	18,746.1		



## Governor's 2002-03 Budget

With the notable exception of the COLA, GROWTH, and PART-TIME FACULTY COMPENSATION line items, the Governor's 2002-03 budget gets low grades. Don't get me wrong. Grey Davis is a friend of education and deserves our support in the election. Yet, in any friendship there are areas needing a frank dialogue.

For example, the governor proposes several new options for community colleges. He maintains community colleges should serve all adult learners in adult education and approximately one million high school students in special programs. There are no details in his proposal and no additional funds allocated for such a transfer of functions.

To make matters worse, the governor's proposal to increase the scope of whom we serve comes with cuts in matriculation. He cut \$27 million from a \$76 million budget, leaving only \$49 million to fund proven programs that enhance student success.

Obviously, the governor's options are on a collision course with his cuts.

Guess how the governor suggests we handle his cuts in matriculation? "Use Partnership for Excellence funds (PFE)." While this might work at the College of Sequoias that used PFE to build a fence, it would not work on many of our campuses that use PFE for on-going activities such as full-time faculty hires. Moreover, it is dangerous to supplant categorical funds with discretionary ones. Our categorical programs would run the risk of not being funded at all at the local level.

Funds for Faculty and Staff Development fared much worse. Zero funding. When Grey Davis served under Governor Brown, Brown offered little to faculty because he said we had "psychic gratification." Perhaps, now Governor Davis proposes faculty engage in pure naval contemplation.

Another program with zero, goose egg, zilch funding is CalWORKS. Davis cut all of its funding except childcare which will be transferred to another line item. As Misha Alvarez was quoted in the Feb. 6, 2002, edition of the College of the Sequoias newspaper, "[If the CalWORKS program is lost] you're going to have a lot of lost students out there. You're going to have students who are letting the system take advantage of them because there is no one to stand up for them."

Wrong. There is someone standing up for our students. CCA/CTA! We are lobbying for the restoration of funds to these successful programs that serve our students.

Not only do community colleges provide the education and training necessary for students to acquire a well-paying job but, we also provide experiences that enrich people's lives. Did you know community colleges are the primary institution of higher education for almost all ethnic groups in California? According to 1999 statewide data, the community colleges enrolled 77% of Latinos, 74% of Native Americans, 73% of African Americans, 64% of Caucasians, 58% of Filipinos and 45% of Asians as first-time freshmen in higher education.

Governor Davis is a friend of education in general and a very good friend of community colleges in particular; but as in all friendships, honesty is required. We must engage in a dialogue with the governor about how his cuts in line items such as the Chancellor's Office, CalWORKS, Matriculation and Faculty and Staff Development ultimately hurt the students we serve.

The benefits of a community college education to the economic and social benefit of the state should resonate well with a governor who created the historic line item for part-time faculty, who increased funding for community colleges at an unprecedented rate and who championed the largest single-year improvements ever in STRS benefits.

I have voted as an absentee voter for Grey Davis but make no mistake about it. I also plan to let him know what areas in his budget receive "As" and which ones deserve "Fs."

Remember that this budget is just the pre-primary budget and the May Revise is the big battle. The governor must know that the community colleges have an active constituency in the state. Let us work to keep the \$57 million for part-time faculty compensation, COLA and growth while we work to restore as much funding as possible to such line items as the Chancellor's Office, CalWORKS, Matriculation and Faculty and Staff Development.

**Any questions? Call the CCA office at 916/726-4207.**

