

Date of Hearing: April 25, 2017

ASSEMBLY COMMITTEE ON HIGHER EDUCATION

Jose Medina, Chair

ACR 32 (Medina) – As Introduced March 13, 2017

SUBJECT: Community colleges: faculty.

SUMMARY: Encourages the California Community Colleges (CCC) Chancellor, in consultation with specified stakeholders, to develop proposals for legislative consideration to address the longstanding challenges to achieving a specified goal of credit classroom instruction taught by full-time faculty and compensation equity for part-time faculty. Specifically, **this resolution:**

- 1) Makes numerous declarations and findings, including, but not limited to:
 - a) In 1978, the CCC Board of Governors (BOG) approved the principle of limiting the amount of credit instruction taught by part-time faculty to no more than 25 percent;
 - b) In 1988, the Legislature approved Assembly Bill 1725 (Chapter 973 of the Statutes of 1988), which amended Section 87482.6 of the Education Code to state "... the Legislature wishes to recognize and make efforts to address longstanding policy of the board of governors that at least 75 percent of the hours of credit instruction in the California Community Colleges, as a system, should be taught by full-time instructors";
 - c) In 2012, the Legislature approved Senate Bill 1456 (Chapter 624 of the Statutes of 2012), affirming the link between student success with full-time faculty hiring and part-time faculty support, noting "the Legislature acknowledges the commitment of the board of governors, through its regular budget process, to evaluate resource needs and seek funding for essential educational priorities that contribute to student success, which include, but are not necessarily limited to ... hiring more full-time faculty; and increasing support for part-time faculty"; and,
 - d) Successive legislative sessions have not resulted in achieving the goal of 75 percent of credit classroom instruction taught by full-time faculty, with the latest published ratio at 56.4 percent, or compensation equity for part-time faculty.
- 2) Encourages the CCC Chancellor in consultation with affected stakeholders, including, but not limited to, representatives of faculty and students, 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.
- 3) Requests proposals developed by the CCC Chancellor through a stakeholder process to include the following:
 - 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; and,

- c) Suggestions on establishing goals for full-time faculty and compensation parity for faculty teaching noncredit education.

EXISTING LAW:

- 1) Defines "faculty" as those employees of a CCD who are employed in academic positions that are not designated as supervisory or management, as specified. Faculty include, but are not limited to, instructors, librarians, counselors, community college health services professionals, handicapped student programs and services professionals, and extended opportunity programs and services professionals (Education Code (EC) Section 87003).
- 2) Defines any person who is employed to teach for not more than 67 percent of the hours per week, considered a full-time assignment, to be a temporary (P/T) employee (EC Sections 87482.5 and 87882).
- 3) Requires the CCC BOG to adopt regulations regarding the percent of credit instruction taught by full-time (F/T) faculty and authorizes CCDs with less than 75 percent F/T instructors to apply a portion of their "program improvement" funds toward reaching the 75 percent goal (commonly referred as "75/25") (EC Section 87482.6).

To note, the state has stopped providing program improvement funds and the BOG has since required CCDs to provide a portion of their enrollment growth funds to hiring more F/T faculty.

- 4) Requires that contract employees shall be evaluated at least once in each academic year, that regular employees shall be evaluated at least once in every three academic years, and that temporary employees shall be evaluated within the first year of employment. Specifies that thereafter, evaluation shall be at least once every six regular semesters, or once every nine regular quarters, as applicable. Stipulates that whenever an evaluation is required of a faculty member by a CCD, the evaluation shall be conducted in accordance with the standards and procedures established by the rules and regulations of the governing board of the employing CCD (EC Section 87663).

A complete summary of existing law regarding the employment of CCC faculty is beyond the scope of this analysis; however, it is important to note there are extensive, complex statutes, many of which apply to "full-time", "part-time", "temporary", "contract" and other academic employees, in a wide array of situations related to multiple aspects of district employment.

FISCAL EFFECT: Unknown

COMMENTS: *Part-time faculty.* According to the Center for Community College Student Engagement's (CCCSE) April 2014 report, entitled, "Contingent Commitments: Bringing Part-Time Faculty Into Focus," 70 percent of the 400,000 faculty members of public, two-year colleges hired in 2009 were part-time instructors. The CCCSE report found that the P/T faculty teach 58 percent of community college classes; and, 53 percent of community college students. Additionally, the report found that for many P/T faculty, contingent employment goes "hand-in-hand" with being marginalized within the faculty. The CCCSE report also found that differences in the actions of part-time and full-time faculty cannot necessarily be attributed to differences in the will or abilities of P/T faculty. The report contends that, "Most likely, they [the differences]

exist at least in part because colleges too often are not fully supporting part-time faculty or engaging them in critical elements of the faculty experience."

Purpose of this resolution. According to the author, CCC's are a vital and unique component of the states' education system; they play a multifaceted role, where a diverse student body can advance from basic skills to job readiness, specific employment, and/or advanced degrees.

The author states, "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." The author points out that, "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."

This resolution recognizes that together, full-time and part-time faculty are important to the CCC mission to provide accessible and affordable higher education for Californians.

Budget augmentation. The 2015-16 Budget Act included \$62 million for districts to hire additional full-time faculty; however, the Budget language specified that districts must use any funds not needed to meet their "faculty obligation number" for enhancing student success through the support of faculty, including (but not limited to) support of part-time faculty office hours.

Additionally, the 2016-17 Budget Act provided \$3.7 million for P/T faculty office hours, bringing total funding to \$7.2 million.

Prior legislation. ACR 138 (Nava), Res. Chapter 142, Statutes of 2010, in part, expressed the Legislature's intent that CCDs increase their portion of F/T faculty, consistent with the policy of the CCC BOG, and provide comparable pay and benefits to P/T faculty.

ACR 31 (Ruskin) of 2009, which was held on the Suspense File in the Assembly Appropriations Committee, was similar to ACR 138.

ACR 91 (Mendoza) of 2008, which was held on the Suspense File in the Assembly Appropriations Committee, was almost identical to ACR 31.

AB 1343 (Mendoza) of 2007, which was held on the Suspense File in the Assembly Appropriations Committee, mandated the policies expressed in ACR 91.

REGISTERED SUPPORT / OPPOSITION:

Support

Faculty Association of California Community Colleges (sponsor)

Opposition

None on file.

Analysis Prepared by: Jeanice Warden / HIGHER ED. / (916) 319-3960