



# Digest

## CONSULTATION

**Date:** February 19, 2009

**Title:** Faculty Obligation Number

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### Issue

At its November meeting, the Board of Governors requested that Chancellor's Office staff develop recommendations concerning the formation of a workgroup on the Faculty Obligation Number (FON). This digest provides a status report to the Consultation Council regarding ongoing efforts to develop such recommendations.

### Background

The California Code of Regulations, title 5, section 51025 requires community college districts to increase their base number of full-time faculty over the prior year in proportion to the amount of growth in credit funded full-time equivalent students (FTES) if the Board of Governors determines that adequate funds have been provided to support implementation of adjustments to full-time faculty hiring obligations.

At its November 3, 2008, meeting, while deliberating over the FON for fall 2009, the Board of Governors raised numerous issues and concerns. Areas of interest included:

1. Why is the FON process not leading to greater progress toward the 75 percent goal?
2. What does recent research tell us about the optimal balance of full-time and part-time faculty?
3. Does the current calculation appropriately measure all funding sources?
4. How should FTES growth that is funded at a reduced rate be treated in FON calculations?
5. Is there a better way to implement this requirement?
6. Should calculations be modified for small districts or other districts with unique characteristics?
7. What would be the systemwide cost of meeting the 75 percent goal?

Following these deliberations, the Board asked staff to develop a proposed scope and process for a working group to examine these issues. The Board asked to see such a working group proposal at later meeting.

At the November Consultation Council meeting, the matter of a FON workgroup was discussed. Many parties indicated that a report issued in 2005 entitled *Workgroup on 75/25 Issues: Report and Recommendations* addressed many of the issues that the Board had identified. Consultation Council members recommended using this report and the efforts of the prior

working group as a foundation from which to begin. Chancellor Diane Woodruff recommended including members of the previous working group in this new effort.

Due to other workload, Chancellor's Office staff has not made substantial progress toward developing recommendations for the Board. Agendizing the issue at this month's Consultation Council meeting is intended to provide an opportunity for further public input into the development of a working group proposal.