



# Digest

Digest means an item that has been through internal review of the Chancellor's Office and the review entities. The item now has form and substance, and is officially "entered into Consultation." The Council reviews the item and provides advice to the Chancellor.

# CONSULTATION

**Title:** Full Time Faculty Obligation Inequity Issue

**Date:** January 23, 2014

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## Background

The Full Time Faculty Obligation Number (FON) was established by the State Chancellor's Office after the enactment of Assembly Bill 1725 (1988).

In 1989, districts self-reported their current Full Time Equivalent Student (FTES) in credit courses. This established the base for all future FON requirements.

## Analysis

The Full Time Faculty Obligation Number has been in existence for over 25 years. Currently, the FON is based on a 1988 snap shot and not based on the current FTES numbers, which creates great inequities amongst districts. Often there are neighboring districts with huge FON disparities. Please see attached Worksheet.

To highlight this point, let us examine the FON in Orange County.

District	FTO	FTES	Credit FTES ranking
North Orange	483.8	26,452	7 <sup>th</sup> Largest District in the State
Coast	363.4	29,683	4 <sup>th</sup> Largest District in the State
*South Orange	305.8	25,980	8 <sup>th</sup> Largest District in the State
Rancho Santiago	328.8	21,734	14 <sup>th</sup> Largest District in the State

The inequities create myriad budgetary issues for districts with higher obligations. They attempt to compete with neighboring districts with lower FONs. This has an effect on everyday budgetary issues and programs (particularly student success) at the college including pay for other employee groups including classified staff and management.

Populations (including student populations) have shifted greatly in California over the past two decades. We are seeing more individuals moving from coastal communities to inland communities.

Based on our evidence for the past 25 years, it would appear the FON should be in line with the FTES calculation. This would appear to address the great inequity in our present system.

Finally, districts with the higher FTOs need regulatory relief from the Chancellor's Office. This is an internal quota established by the Chancellor's Office and thus can also be corrected and fixed by the Chancellor's Office.

### **Proposal**

It is recommended that Consultation Council request the Chancellor's Office to proceed forward with examining the possibility of changing the Full Time Faculty Obligation Number to be commensurate with districts current Full Time Equivalent Student numbers, to address the inequity in our current system.

<b>Distict</b>	<b>Fall 2013 FTFO</b>	<b>2012-2013 P-2 Credit FTES</b>	<b>FTFO/FTES</b>	<b>Ranking CR FTES</b>	<b>Ranking FTFO</b>	<b>Ranking % FTFO</b>
Los Angeles	1,401.1	92,199.56	1.52%	1	1	37
Los Rios	861.2	48,728.33	1.77%	2	2	11
North Orange	483.8	26,452.35	1.83%	7	3	8
San Francisco	467.8	23,708.43	1.97%	12	4	5
San Diego	454.8	30,985.99	1.47%	3	5	44
State Center	443.5	25,180.33	1.76%	9	6	12
Foothill-DeAnza	408.0	27,600.90	1.48%	5	7	43
Mt. San Antonio	365.9	22,720.19	1.61%	13	8	30
Ventrua County	364.2	24,475.09	1.49%	11	9	41
Coast	363.4	29,683.88	1.22%	4	10	61
Pasadena Area	353.2	19,773.98	1.79%	16	11	9
Kern	348.8	18,174.66	1.92%	19	12	6
San Mateo	338.8	19,580.16	1.73%	17	13	15
Rancho Santiago	328.8	21,734.53	1.51%	14	14	39
Riverside	323.0	25,018.58	1.29%	10	15	56
Long Beach	320.6	19,360.82	1.66%	18	16	23
Contra Costa	318.7	27,007.27	1.18%	6	17	65
West Valley-Mission	315.1	15,565.29	2.02%	28	18	2
South Orange County	305.8	25,980.80	1.18%	8	19	67
El Camino	302.2	18,116.26	1.67%	21	20	21
Peralta	301.2	18,146.15	1.66%	20	21	22
Yosemite	271.0	15,913.42	1.70%	25	22	19
Chabot-Las Positas	267.0	15,964.62	1.67%	24	23	20
Grossmont-Cuyamaca	260.7	16,928.89	1.54%	23	24	35
Palomar	257.8	17,619.14	1.46%	22	25	45
Sonoma County	255.5	15,649.88	1.63%	27	26	28
Cerritos	255.2	15,733.61	1.62%	26	27	29
Santa Monica	237.4	19,933.49	1.19%	15	28	64
Southwestern	234.3	14,560.09	1.61%	30	29	31
Santa Barbara	229.4	13,367.14	1.72%	33	30	17
Glendale	209.0	12,069.74	1.73%	37	31	14
San Jose - Evergreen	208.0	13,344.67	1.56%	34	32	33
San Joaquin Delta	201.8	15,029.48	1.34%	29	33	54
Sierra	193.6	14,203.13	1.36%	31	34	51
San Bernardino	192.8	13,191.19	1.46%	36	35	46
Rio Hondo	192.6	11,790.32	1.63%	38	36	25
Chaffey	189.8	13,329.83	1.42%	35	37	47
Cabrillo	177.6	10,390.65	1.71%	40	38	18
Santa Clarita	168.8	13,832.72	1.22%	32	39	62
Merced	165.6	8,375.56	1.98%	47	40	4
Sequoias	163.2	8,097.03	2.02%	49	41	3
Butte	159.4	9,909.55	1.61%	42	42	32
Citrus	155.0	10,338.26	1.50%	41	43	40
Antelope Valley	138.6	10,618.99	1.31%	39	44	55
San Luis Obispo	129.4	8,461.98	1.53%	46	45	36
Allan Hancock	125.4	8,277.29	1.51%	48	46	38
Solano	121.6	7,055.74	1.72%	52	47	16
Shasta-Tehama-Trinity	115.1	7,046.41	1.63%	53	48	26
Mt. San Jacinto	114.8	9,312.61	1.23%	44	49	60
Victor Valley	112.1	8,913.28	1.26%	45	50	57
Monterey Peninsula	109.9	6,172.56	1.78%	57	51	10
Mira Costa	108.1	9,711.08	1.11%	43	52	69
Ohlone	106.2	7,742.63	1.37%	50	53	50

Desert	94.2	6,686.88	1.41%	54	54	49
Hartnell	92.9	6,536.28	1.42%	55	55	48
Napa Valley	92.7	5,341.91	1.74%	59	56	13
Yuba	90.4	7,444.83	1.21%	51	57	63
Imperial	88.3	6,507.92	1.36%	56	58	52
West Hills	84.5	4,425.74	1.91%	62	59	7
Marin	73.9	4,492.18	1.65%	61	60	24
Redwoods	71.1	4,353.49	1.63%	63	61	27
Gavilan	67.1	4,511.61	1.49%	60	62	42
West Kern	52.6	2,455.24	2.14%	65	63	1
Mendocino-Lake	41.0	3,023.98	1.36%	64	64	53
Siskiyou Joint	32.4	2,100.63	1.54%	67	65	34
Barstow	27.5	2,332.03	1.18%	66	66	66
Compton	22.4	5,936.37	0.38%	58	67	72
Lassen	20.9	1,685.17	1.24%	69	68	59
Feather River	19.1	1,518.78	1.26%	70	69	58
Palo Verde	17.0	1,784.13	0.95%	68	70	70
Lake Tahoe	16.2	1,427.49	1.13%	72	71	68
Copper Mountain	12.6	1,507.42	0.84%	71	72	71
<b>Total</b>	<b>16,013.4</b>	<b>1,037,150.61</b>	<b>1.54%</b>			