

Gavilan Joint Community College District Governing Board Agenda

November 8, 2005

Consent Agenda Item No.
Information/Staff Reports No.
Discussion Item No.
Old Business Agenda Item No.
New Business Agenda Item No.

Office of the President

SUBJECT: Implementation of the Five Year Full Time Faculty Hiring Plan

Resolution: BE IT RESOLVED,

Information Only

Action Item

Proposal:

Background:

The State of California requires each college to maintain a minimum number of full time faculty members. This minimum number is called the Faculty Obligation Number (FON). Gavilan College's FON is 68 for fall 2005. There are 72 full time faculty members currently employed. Although the College exceeds the FON established by the State, an analysis of courses taught by full time employees compared to part-time employees shows that full time faculty teach 53.9% of the courses, as of fall 2004. In the prior year, the College reported full time faculty were teaching 60.7% of the courses.

The State of California has established a goal of 75% full time faculty to 25% part time faculty as the desired ratio. It is widely recognized that this ratio is a goal, not a legal requirement. Additionally, the State acknowledges that it has not provided sufficient funding to pay for increased costs associated with full time faculty compared to part time faculty. Districts that have achieved the 75% ratio goal have experienced severe financial problems resulting from personnel costs reaching 90% of total expenditures.

During discussions on campus there were a number of comments made that the number of full time faculty was too low and it was becoming increasingly difficult to locate enough part-time faculty members to meet class schedule requirements. It was also noted that it is difficult to develop or enhance instructional programs without full time faculty.

After a comprehensive review the faculty and the administration developed a Five Year Full Time Faculty Hiring Plan that would increase full time faculty by 17 over the life of the plan. The fully implemented plan would increase the full time to part time ratio to 65%. A level of 65% appears to be a reasonable goal assuming that class sizes average 22 or more across the campus.

The increase in cost is \$150,000 for each of the next three years and an increase of \$200,000 in years four and five. In addition, the Board of Trustees has indicated an interest in the enhancement of the Music Department to meet a growing community need and interest that has been expressed to them by leaders within the communities served by the College. Accordingly, to assist in meeting that Board directive, the plan has been increased by one full time faculty member in fiscal year 2005-06. The full time positions identified for hire are as follows:

FY 05/06	English, Counseling, Biology, Music
FY 06/07	Physical Education, Library, Theater
FY 07/08	Psychology, English as a Second Language, Sociology
FY 08/09	Communication, English (2), Math
FY 09/10	Counseling, English, Physical Education, Administration of Justice

Budgetary Implications:

Allocations of \$150,000 to \$200,000 in each year with a five year total of \$850,000 will be needed to fully implement the plan. The plan will continue to be implemented as long as resources are available.

Follow Up/Outcome:

Each year the underlying assumptions used to identify which positions to hire will be reviewed and validated.

Recommended By: Dr. Steven M. Kinsella, Superintendent/President

Prepared By: _____
Dr. Steven M. Kinsella, Superintendent/President

Agenda Approval: _____
Dr. Steven M. Kinsella, Superintendent/President