



MEMORANDUM

September 17, 2021

FS 21-08 | Via Email

TO: Chief Executive Officers
Chief Human Resource Officers
Chief Business Officers
Chief Instructional Officers

FROM: Lizette Navarette, Vice Chancellor, College Finance and Facilities Planning Division

RE: Update on 2021-22 Full-Time Faculty Hiring Allocation

Summary

The 2021 Budget Act included \$100 million to hire new full-time faculty in order to increase districts' percentage of full-time faculty toward meeting the 75 percent full-time faculty goal. Districts had the option to elect to decline the allocation of full-time faculty hiring funds. A total of 70 districts elected to accept the full-time faculty funds while two districts declined.

2021 Budget Act Full-Time Faculty Hiring Fund

Process for Determining Allocation of Full-Time Faculty Hiring Funds

In early August, districts were provided information about their *initial 2021-22 Full-Time Faculty Hiring Fund Allocation* and asked to submit a *Notification of Intent to Hire* form identifying whether the district elected to accept or decline the funds. The initial allocation was calculated proportionally based on reported resident credit FTES as of the 2020-21 second principal (P2) CCFS-320 Apportionment Attendance Report. Concurrently, the Chancellor's Office also explained that any funds remaining due to districts' elections to decline would be re-allocated proportionally to participating districts based on the number of full-time faculty the district plans to hire, as reported on the *Notification of Intent to Hire* form.

Impact of Full-Time Faculty Hiring Funds on the Faculty Obligation Number (FON)

Current regulations require an increase to a district's FON for 1) annual percentage change in funded credit FTES, and 2) provision of funds to hire new full-time faculty. When the budget act provides new full-time faculty hiring funds, the FON increases by the total district allocation divided by the current statewide average cost to replace a part-time faculty position with a full-time faculty position. The current statewide average replacement cost is \$86,771. Districts who accepted full-time faculty funds will see an increase by one for each \$86,771 allocated, in addition to the annual adjustment for enrollment.

Implementation and Accountability

The 2021 Budget Act requires funds "be used to hire new full-time faculty for community college districts to increase their percentage of full-time faculty, toward meeting the 75 percent full-time faculty target." The existing mechanism to measure progress toward the 75/25 goal and for monitoring regulatory compliance is through the FON. Districts must continue to comply with the

FON and report full-time equivalent faculty (FTEF) data to the Chancellor's Office annually. Districts should work towards meeting their new FON in advance of reporting in fall.

Across the California Community College system, hiring decisions are determined locally based on consideration of enrollment trends, needs of students, regional demand, and existing and expected part-time and full-time faculty capacity. Further, districts will need to align with local policies and Equal Employment Opportunity (EEO) plans.

Attachment 1: Summary of Faculty Levels Prior to Allocations

Attachment 1 summarizes districts responses to reporting required as part of the 2021 Budget Act, and submitted by districts as part of the *Notification of Intent to Hire*. Specifically, districts were required to report:

- Number of full-time faculty as of July 1, 2021.
- Number of full-time faculty district was already planning to hire during 2021-22.

Reporting in Attachment 1 describes district faculty levels and faculty hiring plans prior to the allocation of 2021-22 full-time faculty funds.

Attachment 2: 2021-22 Total Full-Time Faculty Hiring Funds Allocation

Attachment 2 describes the total full-time faculty funding allocation each of the 70 participating districts will receive. District allocations are ongoing and will remain constant unless the Governor and Legislature provide an increase to the total fund. The allocations are calculated in accordance with regulatory requirements indicating a current statewide average replacement cost of \$86,771.

Summary of Notification of Intent to Hire - 2021-22 Full-Time Faculty Hiring Funds **

District	Full-Time Faculty as of July 1, 2021	Full-Time Faculty District Plans to Hire in 2021-22
Allan Hancock	151	8
Antelope Valley	170	11
Barstow	39	1
Butte	191	3
Cabrillo	179	9
Cerritos	259	-
Chabot-Las Positas	307	-
Chaffey	219	17
Citrus	163	1
Coast	428	-
Compton	98	6
Contra Costa	484	11
Copper Mt.	38	1
Desert	126	14
El Camino	323	6
Feather River	19	7
Foothill-DeAnza	416	17
Gavilan	68	-
Glendale	221	10
Grossmont-Cuyamaca	286	8
Hartnell	122	2
Imperial	124	10
Kern	421	-
Lake Tahoe	34	4
Lassen	41	-
Long Beach	304	4
Los Angeles	1,414	34
Los Rios	950	27
Marin	108	9
Mendocino-Lake	53	8
Merced	180	9
Mira Costa	201	10
Monterey Peninsula	105	5
Mt. San Antonio	437	9
Mt. San Jacinto	187	6
Napa Valley	106	6
North Orange *	565	2
Ohlone	112	10
Palo Verde	34	7
Palomar	276	10
Pasadena Area	401	35
Peralta	336	14
Rancho Santiago	349	-
Redwoods	69	6
Rio Hondo	212	10
Riverside	464	17
San Bernardino	182	15
San Diego	631	8
San Francisco	480	5
San Joaquin Delta	214	10

Summary of Notification of Intent to Hire - 2021-22 Full-Time Faculty Hiring Funds **

District	Full-Time Faculty as of July 1, 2021	Full-Time Faculty District Plans to Hire in 2021-22
San Jose-Evergreen	244	12
San Luis Obispo	132	5
San Mateo	326	30
Santa Barbara	202	4
Santa Clarita	213	14
Santa Monica	312	8
Sequoias	199	10
Shasta-Tehama-Trinity	147	3
Sierra	223	18
Siskiyou	34	2
Solano	128	1
Sonoma County	282	13
South Orange	381	6
Southwestern	248	16
State Center	658	26
Ventura	423	13
Victor Valley	116	-
West Hills	84	6
West Kern	59	2
West Valley-Mission *	298	2
Yosemite	287	7
Yuba	125	3
Statewide Totals	18,418	623

* District declined an allocation of the 2021-22 Full-Time Faculty Hiring Funds

** Describes district's faculty levels and faculty hiring plan prior to the allocation of 2021-22 Full-Time Faculty Hiring Funds

Full-Time Faculty Hiring Funds Allocation

District	2021-22 Full-Time Faculty Hiring Funds	2018-19 Full-Time Faculty Hiring Funds	Total Full-Time Faculty Hiring Funds Allocation
Allan Hancock	\$ 792,467	\$ 379,934	\$ 1,172,401
Antelope Valley	1,010,357	471,536	1,481,893
Barstow	209,024	104,406	313,430
Butte	1,015,754	461,204	1,476,958
Cabrillo	1,052,122	397,252	1,449,374
Cerritos	1,688,546	746,202	2,434,748
Chabot-Las Positas	1,688,084	836,790	2,524,874
Chaffey	1,207,221	649,702	1,856,923
Citrus	1,106,076	533,632	1,639,708
Coast	2,627,652	1,449,179	4,076,831
Compton	660,948	265,630	926,578
Contra Costa	2,682,827	1,306,690	3,989,517
Copper Mt.	141,501	67,610	209,111
Desert	868,112	450,405	1,318,517
El Camino	1,671,656	872,500	2,544,156
Feather River	181,006	72,790	253,796
Foothill-DeAnza	2,634,773	1,087,522	3,722,295
Gavilan	392,067	209,041	601,108
Glendale	1,173,639	619,873	1,793,512
Grossmont-Cuyamaca	1,583,625	763,126	2,346,751
Hartnell	769,198	326,873	1,096,071
Imperial	683,151	328,811	1,011,962
Kern	2,487,651	1,001,192	3,488,843
Lake Tahoe	198,601	74,571	273,172
Lassen	140,323	60,296	200,619
Long Beach	2,096,706	839,358	2,936,064
Los Angeles	8,924,395	4,443,839	13,368,234
Los Rios	5,017,282	1,968,305	6,985,587
Marin	326,758	165,436	492,194
Mendocino-Lake	203,330	109,098	312,428
Merced	827,020	410,977	1,237,997
Mira Costa	991,232	490,115	1,481,347
Monterey Peninsula	551,141	278,689	829,830
Mt. San Antonio	2,632,656	1,453,372	4,086,028
Mt. San Jacinto	1,186,741	479,938	1,666,679
Napa Valley	455,100	229,826	684,926
North Orange County	-	1,441,228	1,441,228
Ohlone	829,256	303,530	1,132,786
Palo Verde	213,799	96,198	309,997
Palomar	1,599,874	850,561	2,450,435

Full-Time Faculty Hiring Funds Allocation

District	2021-22 Full-Time Faculty Hiring Funds	2018-19 Full-Time Faculty Hiring Funds	Total Full-Time Faculty Hiring Funds Allocation
Pasadena Area	2,313,267	1,065,528	3,378,795
Peralta	1,435,903	835,143	2,271,046
Rancho Santiago	2,020,503	1,304,941	3,325,444
Redwoods	294,015	162,035	456,050
Rio Hondo	1,264,125	589,666	1,853,791
Riverside	3,027,473	1,356,306	4,383,779
San Bernardino	1,618,767	679,783	2,298,550
San Diego	3,025,628	1,922,450	4,948,078
San Francisco	1,369,260	990,906	2,360,166
San Joaquin Delta	1,612,084	706,249	2,318,333
San Jose-Evergreen	1,109,639	529,156	1,638,795
San Luis Obispo	763,862	374,535	1,138,397
San Mateo	1,576,616	698,364	2,274,980
Santa Barbara	1,180,838	552,807	1,733,645
Santa Clarita	1,581,127	742,433	2,323,560
Santa Monica	2,117,714	827,456	2,945,170
Sequoias	1,042,271	459,162	1,501,433
Shasta-Tehama-Trinity	718,695	277,951	996,646
Sierra	1,424,829	676,433	2,101,262
Siskiyou	120,796	108,998	229,794
Solano	720,601	354,764	1,075,365
Sonoma County	1,800,352	863,978	2,664,330
South Orange	2,549,136	1,198,207	3,747,343
Southwestern	1,365,542	591,549	1,957,091
State Center	2,988,515	1,402,208	4,390,723
Ventura	2,595,512	1,184,531	3,780,043
Victor Valley	845,005	428,205	1,273,210
West Hills	531,358	255,406	786,764
West Kern	228,530	125,708	354,238
West Valley-Mission	-	562,882	562,882
Yosemite	1,520,909	736,290	2,257,199
Yuba	715,457	338,733	1,054,190
Statewide Total	\$ 100,000,000	\$ 50,000,000	\$ 150,000,000