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February 16, 2022

Members of the Assembly Committee on Higher Education
1020 N Street, Room 173
Sacramento, California 95814

Members of the Senate Education Committee
1021 O Street, Room 6740
Sacramento, CA 95814

Assemblymember Rodriguez
State Capitol (Room 2188)
P.O. Box 942849
Sacramento, CA 94249

Re: AB 1505 (Rodriguez) Community colleges: full-time faculty obligation.

Position: Support

Dear Members of the Assembly Committee on Higher Education, Senate Education Committee, and Assemblymember Rodriguez,

On February 5, 2022, the Executive Committee of the Academic Senate for California Community Colleges (ASCCC), the organization designated through statute and state regulation as the representative of all 58,000 full-time and part-time faculty in the California Community Colleges system regarding academic and professional matters, voted to support AB 1505 (Rodriguez) as of February 5, 2022. This bill would require the California Community Colleges Board of Governors to adopt regulations that require the fall of 2023 full-time faculty obligation for each community college district to be set to the actual full-time faculty number reported for the fall of 2022 and annually adjusted pursuant to these regulations.

Full-time faculty are the backbone of the California Community Colleges system. Faculty's duties involve much more than teaching classes: faculty develop curriculum, advise and work with students outside of class time, serve on committees for college governance and other matters, and perform numerous other functions as well as participating in professional development to stay current in their disciplines and teaching methods. In order to meet these various obligations, faculty need the financial security and time commitment of full-time positions. Part-time faculty, while they are equally as dedicated to student success as their full-time colleagues, are frequently forced to work at multiple colleges or in additional positions outside of education in order to achieve a livable salary level, and thus they normally do not have the same availability or connection to a specific college that full-time employment provides, including dedication to services such as office hours that students so often need. This situation raises numerous difficult issues, among them a matter of equity, as foundational courses in English, ESL, and mathematics in which minoritized and low-income students often need additional attention are frequently disproportionately taught by part-time faculty who, through no fault of their own, may not be in a position to provide the level of individual attention that such students may need.

For these reasons and others, in 1988 AB 1725 (Vasconcellos) set the goal, later written into Education Code §87482.6, that 75% of instructional hours within the California Community Colleges system be provided by full-time faculty. AB 1725 stated that "If the community colleges are to respond creatively to the challenges of the coming decades, they must have a

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strong and stable core of full-time faculty with long-term commitments to their colleges . . . Under current conditions, part-time faculty, no matter how talented as teachers, rarely participate in college programs, design departmental curricula, or advise and counsel students. Even if they were invited to do so by their colleagues, it may be impossible if they are simultaneously teaching at other colleges in order to make a decent living.” However, the Faculty Obligation Number (FON), established in 1989 and defined in Title 5 §§51025 and 53311, was designed to provide a minimum number of full-time faculty at each college based on enrollment, not written to promote progress toward the 75% goal, and in fact the percentage

of instruction provided by full-time faculty in the system has decreased rather than increased since the institution of the FON.

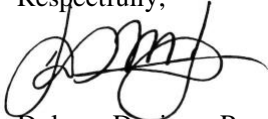
Therefore, in order to promote student success and academic excellence, the ASCCC has long supported updating the FON to achieve the goal of 75% of instruction being provided by full-time faculty. Between 2015 and 2019, a workgroup suggested and co-chaired by the ASCCC and made up of community college chief executive officers, chief business officers, and faculty leaders developed a proposal to update and align the FON and another significant piece of fiscal legislation known as the 50% Law ((Education Code § 84362). A full report from the workgroup was issued in 2016 and published in the ASCCC *Rostrum* article “[The 50% Law and the Faculty Obligation Number: A Proposal](#),” with an update published in 2019 in the article “[The 50% Law and the Faculty Obligation Number: An Updated Proposal](#).” In spring 2021, delegates to the ASCCC’s bi-annual plenary session approved Resolution 6.01 Spring 2021: “Revisiting the 50% Law and Faculty Obligation Number” to endorse the principles contained in the workgroup’s proposal.

AB 1505 would provide a significant step toward correcting issues and inequities involved with the Faculty Obligation Number, making progress toward the 75% goal for full-time faculty instruction stated in Education Code, and ensuring that students throughout the state have access to the highest quality of instruction from dedicated full-time faculty. This action is vital for promoting student success, equity, and excellence within the California Community Colleges system.

For these reasons, the ASCCC wishes to express its **position of support** for AB 1505 (Rodriguez) as of February 5, 2022.

Please feel free to contact us should you have any questions.

Respectfully,



Dolores Davison, President, Academic Senate for California Community Colleges