

Research In Brief

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Full-time Faculty Obligation and Full-time Percentage

Introduction

The Office of Institutional Research and Planning has received many questions about the goal established in Assembly Bill 1725 regarding the percentage of work hours attributed to full-time faculty. This Research in Brief provides a summary of the 75% goal and the Full-time Faculty Obligation (FT Obligation).

Definitions

Full-time Percentage (FT Percentage): Assembly Bill 1725 and implementing regulations (California Code of Regulations (CCR), Title 5, Sections 51025 and 53300 et. seq.) set a goal for percentage of hours taught/worked by full-time faculty at 75%.

- The FT Percentage, often called the Full-time to Part-time Ratio, as defined in AB1725 is a goal not a law.
- The FT Percentage is based on attributable hours worked not headcount. For example:
 - A contract faculty member may teach five courses each representing a full-time equivalent load of 20% for a total of 100% FTEF.
 - Three adjuncts may each teach one course with a load of 20% for a total of 60% FTEF.

- Using this example, the FT Percentage would be the FTEF of full-time faculty divided by the total FTEF. Thus it would equal 62.5 (100/160).

Full-time Faculty Obligation (FT Obligation): If a district is under the 75% goal, it must maintain its base number of faculty and apply a percentage of its growth revenue toward hiring new full-time faculty.

- Each year, the Chancellor's Office (CO) determines each district's FT Obligation.
- A simplified example of how the FT Obligation is calculated is presented below:
 - Final Obligation for District X Fall 2001 = 250 FTEF
 - District X receives a 4% growth in **funded credit FTES (Full-time Equivalent Students)**
 - New Obligation for District X for Fall 2002 = $(250 * 1.04) = 260$ FTEF
- The Chancellor's Office calculates a PROJECTED FT Obligation, a FINAL FT Obligation, and in some cases a REVISED FT Obligation. A district is required to meet the lowest figure. However, the Final or Revised figure is

factored into the base in subsequent years (See CCR 51015(1)).

- Every Fall, districts submit a form identifying whether or not they have met their FT Obligation.
- If a district does not meet its FT Obligation, approximately \$55,000 is deducted from the district's apportionment for the year.
- A district can meet the FT Obligation and not reach the 75% hours worked goal.

Palomar's FT Obligation and FT Percentage

Table 1 below shows the full-time Faculty FTEF reported by Palomar and the FT Obligation as calculated by the Chancellor's Office for the past two years.

Table 1
Reported Full-time FTEF
and Full-time Faculty Obligation
for Palomar College

	Fall 2001	Fall 2002
Reported	301.1	303.2
Obligation	252.8	257.8
<i>Difference</i>	<i>48.3</i>	<i>45.4</i>

Review of the table indicates that Palomar has exceeded it's FT Obligation for the past two years. Thus, we have not forfeited any apportionment funds.

The FT Percentages for Fall 2001 and Fall 2002 were 59.09% and 58.83% respectively.

NOTE: CCR Sections 53309 and 53310 define the "attributable" FTEF used in the calculations above.

Effects of Retirements on the FT Obligation

When calculating the FTEF attributable towards full-time faculty for a specific Fall term (e.g., Fall 2003), a district can include the FTEF of full-time faculty who retired in the previous Spring term (e.g., Spring 2003).

However, the district must fill the position(s) by the following Spring primary term unless designees for the district's governing board and academic senate jointly agree that it is in the best interest of the district not to do so.

As part of the Spring 2003 faculty SERP agreement, Palomar's faculty union, faculty senate, and governing board jointly agreed that for the next two years the district would fill SERP vacancies with adjunct hours only (unless a position was defined as critical).

Summary

The FT Obligation and the 75% FTEF goal established through AB 1725 are related. However, they are not the same. Calculations to determine the FT Obligation and FT Percentage are defined by the California Code of Regulations.

Each Fall term a district must report on whether or not it has met its FT Obligation. At the same time, the FT Percentage is calculated and tracked. However, it is the FT Obligation requirement that a district must meet to prevent a deduction from its apportionment.

More information? Please contact the Office of Institutional Research and Planning if you have any questions about this or other research and planning issues (Ext. 2360)