



## SBCCD 75/25 Section Ratio by College from 2011-2012 to 2015-2016

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### Purpose of Brief

The purpose of this brief is to illustrate the 75/25 section ratio in the SBCCD by college from 2011-2012 to 2015-2016.

### Methodology

- The 75/25 ratio is defined in this report as the ratio of credit FTEF taught by full-time faculty while excluding overload
- The 75/25 ratio reported in this brief is not the same 75/25 ratio reported to the CCCCCO
- Reassigned time, unpaid leave, and sabbaticals are not included in the calculations
- When districts are in growth years there is a tendency for the proportion of part-time faculty to increase because of the need to add sections quickly

### Summary of Findings

- The statewide 75/25 section ratio in 2012 was 56%
- The SBCCD 75/25 section ratio in Fall 2012 was 49%
- The 75/25 section ratio for SBVC decreased from 49% in 2011-2012 to 41% in 2015-2016
- The 75/25 section ratio for CHC decreased from 47% in 2011-2012 to 36% in 2015-2016
- The 75/25 section ratio decreased for the entire district from 48% in 2011-2012 to 40% in 2015-2016

### Background

The purpose of this brief is to illustrate trends in the proportion of sections taught by full-time faculty in the San Bernardino Community College District (SBCCD) disaggregated by college from 2011-2012 to 2015-2016.

Assembly Bill 1725 was signed into law in 1988 (CCCCO, 2005). The law included a requirement to increase the percentage of sections taught by full-time faculty to 75%. Specifically, the California legislature was concerned that the community colleges would face a severe hiring crisis in the next 15 years and that full-time positions would be more easily filled with part-time positions because the part-time positions were less expensive to fill than full-time positions. In addition, the legislature felt that full-time faculty could better address the coming challenges because of the long-term commitments to their colleges.

Title V Education Code sections 51025 and 53300 through 53314 address the 75/25 ratio requirements. When a district's full-time faculty percentage is less than 75% then a new mechanism is applied which is known as the Faculty Obligation Number or FON (Walton, 2004). The FON was created by the CCCCCO that established an annual minimum of FT Faculty that each district was required to hire if it did not meet the 75% goal. Additional information about the FON can be found by referring to Walton (2004) and Title V Education Code Sections 53311 and 53312.

Historically, the Statewide 75/25 ratio has been below 75% and the legislature has not provided the funding to help districts meet the 75/25 ratio. As an illustration, the Statewide 75/25 section ratio in 2007 was .59 (FACCC, 2007). In Fall 2007 the 75/25 section ratio for SBCCD was .49, San Bernardino Valley College (SBVC) had a ratio of .52, and Crafton Hills College (CHC) had a ratio of .49. Moreover, in Fall 2012 the Statewide 75/25 ratio decreased from .59 in Fall 2007 to .56 in Fall 2012 (FACCC, 2012). Conversely, the SBCCD Fall 2012 75/25 section ratio stayed the same at .49. However, SBVC's ratio decreased from .52 in Fall 2007 to .48 in Fall 2012. On the other hand, CHC's 75/25 ratio increased from .49 in Fall 2007 to .52 in Fall 2012.

### Possible Implications

There currently isn't data available showing the 75/25 ratio by district. However, historically there have been districts that have met the 75/25 ratio. For example, in 2000 and 2001 Rio Hondo, Los Angeles Community College District, the largest in the state, and Yosemite met the 75% threshold. In the future, SBCCD could identify districts that have more recently met the 75/25 ratio, focusing on multi-campus districts, and identify strategies that these districts have used to help meet the 75/25 ratio.

**Methodology**

The 75/25 section ratio is defined in this report as the ratio of credit FTEF taught by full-time faculty while excluding overload. This is not the 75/25 ratio reported to the CCCCCO (see limitations noted below). FTEF stands for Full-Time Equivalent Faculty and refers to the load factor associated with each section assignment. For instance, a typical weekly census 3-unit section that meets three hours a week has a load factor of .20. A full-time load in one primary term is considered to be 1 FTE or five 3-unit sections. FTEF varies depending on the unit value of a course.

**Limitations**

The 75/25 section ratio reported in this brief is similar to the 75/25 ratio reported to the CCCCCO with some notable limitations. The 75/25 ratio reported here only includes sections that are taught by full-time and part-time faculty while excluding all overload. Section 53309 of the Title V Education Code states that when calculating the 75/25 ratio the following also applies (Walton, 2004):

- FT faculty sabbatical is included in the FT portion and the PT replacements are excluded from the PT portion
- FT faculty reassigned time is included in the FT portion and the PT replacements are excluded from the PT portion
- FT faculty unpaid leave is included in the FT portion and PT replacements are excluded from the PT portion

Including the limitations noted above in the 75/25 ratio calculations presented here would result in a slight increase in the proportion of FT faculty illustrated in Table 1. In addition, when districts are in growth years there is a tendency for the proportion of part-time faculty to increase because of the need to add sections quickly.

**Findings**

Table 1 illustrates the 75/25 section ratio for SBVC, CHC, and for the District from 2011-2012 to 2015-2016. The ratio for SBVC decreased from 49% in 2011-2012 to 41% in 2015-2016 and from 47% in 2011-2012 to 36% in 2015-2016 for CHC. In addition, the 75/25 section ratio decreased for the entire district from 48% in 2011-2012 to 40% in 2015-2016.

**Table 1: 75/25 Section Ratio by College and the District from 2011-2012 to 2015-2016.**

Year**	SBVC				CHC				SBCCD Total			
	HRLY	CNTR	Total	75/25 Ratio	HRLY	CNTR	Total	75/25 Ratio	HRLY	CNTR	Total	75/25 Ratio
2011-12	253.72	241.25	494.97	0.49	110.02	98.56	208.58	.47	363.74	339.81	703.55	0.48
2012-13	258.56	237.12	495.68	0.48	105.14	103.05	208.19	.49	363.7	340.17	703.87	0.48
2013-14	283.60	243.71	527.31	0.46	137.31	103.56	240.87	.43	420.91	347.27	768.18	0.45
2014-15	321.60	239.78	561.38	0.43	159.81	100.18	259.99	.39	481.41	339.96	821.37	0.41
2015-16*	342.77	241.80	584.57	0.41	173.08	97.85	270.93	.36	515.85	339.65	855.5	0.40

Note: "HRLY" refers to adjunct or part-time faculty, "CNTR" refers to contract or full-time faculty, "Total" is the FTEF when the "HRLY" and "CNTR" FTEF is added together, and the 75/25 ratio is the number of "CNTR" FTEF divided by the "Total" FTEF. FTEF stands for Full-Time Equivalent Faculty and refers to the load factor associated with each section assignment. For instance, a typical weekly census 3-unit section that meets three hours a week has a load factor of .20. A full-time load in one primary term is considered to be 1 FTE or five 3-unit sections. FTEF varies depending on the unit value of a course.

\*The spring 2016 FTEF is current as of March 8, 2016 and may change at the end of the spring 2016 semester.

\*\*Year includes the fall and spring semesters only.