Annual FON Data and Projected Number of New and Replacement Faculty Positions

Whereas, ACCJC Standard IIID4 requires that “Institutional planning reflects a realistic assessment of financial resource availability”; Academic Senate minutes document that being provided with the number of new or replacement faculty positions in advance of the January 6, 2012 Taft College Academic Senate meeting assisted the Academic Senate in making explicit its preferences for both retirement and new positions that year; Division Chairs and departments devote significant time and resources to the development of new faculty requests; and divisions may elect to craft position requests differently when provided with preliminary information regarding the number of possible positions for the following year;

Whereas, Posting position announcements earlier in the academic year may contribute to a broader applicant pool; and hiring and maintaining of full time faculty benefit students;

Whereas, California Code of Regulations, Title 5 requires that “By November 20 of each fiscal year the Board of Governors shall determine whether funds . . . are adequate to allow” for districts with a full time faculty percentage lower than 75% to have the “base full-time faculty obligation . . . increased for the fall term of the succeeding fiscal year”; and

Whereas, The California budget evolves over the course of the academic year, leading to sometimes drastic revisions of the preliminary budget; Taft College’s local fiscal needs can vary unpredictably due to a variety of unforeseen factors and external pressures; and retirements may not be known until late in the academic year;

Resolved, That the Taft College Academic Senate direct its representatives on the Budget Committee to regularly inform the Academic Senate of development of the California budget, Taft College’s budget, and information regarding Taft College’s compliance with the 50% law as this information is available;

Resolved, That the Taft College Academic Senate request that by December 1 of each year, the Superintendent/President, in conjunction with the Office of the Executive Vice-President of Administrative Services, provide the Academic Senate with adjustments to the FON and a tentative, projected number of new and replacement positions for the following academic year;

Resolved, That the Taft College Academic Senate acknowledge that discrepancies between the number projected in December and the actual number of new and replacement faculty positions may exist as a result of changes to the budget, unforeseen events, and/or external pressures; and

Resolved, That in an effort to expedite and improve the faculty position ranking and hiring processes, the Taft College Academic Senate use regular information about budget development, compliance with the 50% law, the FON, and projected number of new and replacement positions as contextual information to frame the ranking of faculty position requests.

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1 ACCJC Standards
2 Taft College Academic Senate Minutes: January 6, 2012; January 9, 2012; February 6, 2012
3 “Faculty Position Requests.” Taft College Academic Senate
5 CCR § 51025. Full-Time/Part-Time Faculty.