



Full-Time/Part-Time Faculty Ratio (75/25 Ratio)

(Last updated January 29, 2018)



"What is the 75/25 Ratio and why is it important?"

In 1988 Assembly Bill 1725 was signed into law which 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.

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 CCCCO that established an annual minimum of FT Faculty that each district was required to hire if it did not meet the 75% goal.

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).

FTEF stands for Full-Time Equivalent Faculty and refers to the load factor associated with each section assignment. For instance, a typical one weekly census 3-unit section that meets 3 hours a week has a load factor of .20 or 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. **Part-Time FTEF** is the credit load associated with part-time faculty for both the fall and spring terms. **Full-Time FTEF** is the credit load associated with full-time faculty for both the fall and spring terms. Education Code specifies that overload needs to be excluded from this calculation. Part-Time FTEF + Full-Time FTEF is the **Total credit FTEF** excluding overload. **Full-Time FTEF ÷ the Total FTEF is the ratio of credit FTEF taught by full-time faculty while excluding overload.**

Select a College
CHC

Select a Division
All

Select a Department
All

Select a PPR Unit
All

Select a Discipline
All

Select a Course
All

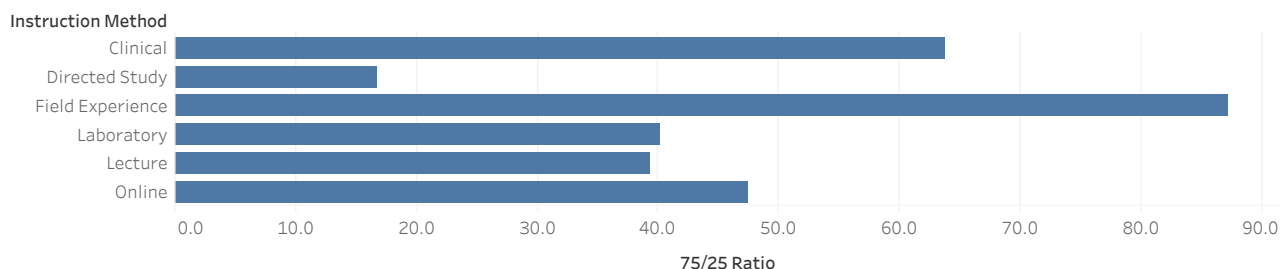
75/25 Ratio by College

| Primary Term Year | Part-Time FTEF | Full-Time FTEF | Total FTEF | 75/25 Ratio |
|-------------------|----------------|----------------|------------|-------------|
| 2012-2013 | 97.5 | 101.4 | 199.0 | 51.0 |
| 2013-2014 | 130.4 | 101.6 | 232.1 | 43.8 |
| 2014-2015 | 158.9 | 99.9 | 258.8 | 38.6 |
| 2015-2016 | 172.9 | 97.5 | 270.4 | 36.1 |
| 2016-2017 | 174.8 | 98.8 | 273.6 | 36.1 |

75/25 Ratio by Program

| Primary Term Year | Part-Time FTEF | Full-Time FTEF | Total FTEF | 75/25 Ratio |
|-------------------|----------------|----------------|------------|-------------|
| 2012-2013 | 97.5 | 101.4 | 199.0 | 51.0 |
| 2013-2014 | 130.4 | 101.6 | 232.1 | 43.8 |
| 2014-2015 | 158.9 | 99.9 | 258.8 | 38.6 |
| 2015-2016 | 172.9 | 97.5 | 270.4 | 36.1 |
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75/25 Ratio by Instruction Method



75/25 Ratio by Year

