



Office of the Chancellor  
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Date: April 18, 2016  
To: District Budget Committee  
From: Bruce Baron, Chancellor  
RE: Request for Full-Time Faculty Plan

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Thank-you for the good work you have done this academic year. I have a special request of you for the fall 2016 semester. Full-time faculty are vitally important to the successful academic program of SBCCD. A number of events, occurring over the past few years have had a negative impact on the number of fulltime faculty, the Faculty Obligation Number (FON), the 50% law and the ultimate goal of having 75% of classes taught by full-time faculty. These events include multiple early retirement incentives that did not permit the rehiring of all full-time positions, three years of economic downturn resulting in a 25% reduction of classes offered throughout the District, and the recent and significant increases in enrollment that create a need for additional full-time faculty. This year, we were able to add 11 new full-time faculty positions. Based on the final outcome of the Early Retirement Incentive we plan to add four additional full-time faculty positions in addition to filling all of the retiree positions.

I am requesting that the District Budget Committee, led by the Vice Chancellor for Business and Fiscal Services, develop a five year plan with a recommendation for full-time faculty. The plan should include a recommended goal for full-time positions that fits within the District's budget projections and considers the 50% law, and outperforms the FON (which indicates only the minimal number of full-time faculty required). Since we are nearing the end of the spring 2016 semester, I am asking that this be given top priority in the fall 2016 semester and a recommendation be made to me prior to December 1, 2016 and in time for the 2017-2018 budget development. This does not preclude the addition of full-time faculty in the 2016-2017 budget if it is determined through each college's collegial consultation process that existing resources should be reprioritized to support new full-time faculty positions.

Thank you for working collegially to provide transparent and collegial budget processes.