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May 2, 2022

Assemblymember Rudy Salas, Jr., Chair  
Senator John Laird, Vice Chair  
Joint Legislative Audit Committee  
1020 N Street, Room 107  
Sacramento, CA 95814

**UPDATED/RECEIVED**  
**06/06/2022**

**Re: Community College Full-Time Faculty Hire Allocations**

Dear Chair Salas and Vice Chair Laird,

I am seeking your support to audit state budget funds intended to increase the ratio of community college instruction taught by full-time faculty. Since 2015, over \$200 million have been allocated for this purpose; however, many community college districts are using this funding for other unrelated programs.

Using a representative sample of community college districts based on size, location, and student composition, the State Auditor would identify how these appropriated state funds are spent; whether such expenditures are consistent with the legislature's intent; determine to what extent allocated state funding has not been used for its intended purpose; identify to what degree new full-time faculty hires reflect the diversity of the district's part-time faculty and student population, and; and identify barriers that may inhibit the hiring of diverse faculty.

AB 1725 (Vasconcellos, 1988) established the modern community college framework, including the goal that 75 percent of community college instruction should be taught by full-time faculty so as to avoid the negative impacts resulting from an overreliance on part-time faculty. Decades later, part-time faculty teach over 70 percent of all classes, lack adequate job security, are often not compensated for holding office hours, and are frequently unavailable to students for educational assistance or mentoring.

Recognizing this, the state budget has allocated millions of dollars to community college districts for the purpose of full-time faculty hiring. Accountability of this funding is critical. Community colleges should be using state funds for their intended purpose and not for expenses unrelated to such allocations.

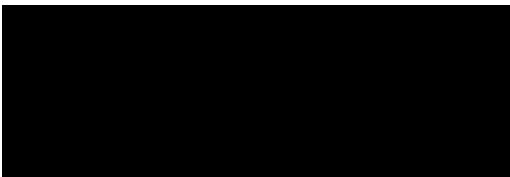
The following are suggested questions for the Auditor:

- Specifically, how did the district expend state funding allocated for the hiring of new full-time faculty in 2021-22?
- What has been the number of new hires, and net increase, in the district's full-time faculty positions?

- What percentage of these allocated funds were used by the district to hire full-time faculty positions?
- Has there been delays in the process of the hiring of new full-time faculty? Are there ways to streamline this process?
- What was the district's projected and actual costs per new full-time faculty hired? How were these costs determined?
- If a district used the full-time faculty allocations for other purposes, what other purposes were these funds used for? What was the district's reasoning for these expenditures and who or what provided the authorization?
- Have districts been converting faculty positions from part-time to full-time, per budget language included as part of the community college Proposition 98 general fund apportionments? What has been the total number and percentage of part-time to full-time faculty?
- Of the district full-time faculty positions hired as a result of state budget allocations designated for this purpose, what was the ethnicity and gender of the hires? How does this compare with the ethnicity and gender of the district's part-time faculty and enrolled students? Identify factors that contributed to these outcomes.
- Identify any barriers, policies or practices that inhibit the hiring of diverse full-time faculty.

I look forward to working with your staff, the JLAC members, and committee consultants in formulating a state audit that provides the necessary information to determine how community colleges are using the full-time faculty hiring funds that were allocated for this purpose.

Respectfully,



Evan Low  
Assemblymember, 28<sup>th</sup> District