

Peralta Community College District
Resolution 08/09-2

**Allocation of Full-Time Equivalent Faculty
Throughout the District**

Issue:

At the last Board Listening Session at BCC, the Board members present again heard repeated concerns about the problem of unequal staffing across the colleges in the District. In particular, we heard that the current ratio of full-time faculty (FTE) to full-time equivalent student (FTES) varies by about 100% between Berkeley City College and both Merritt College and the College of Alameda. (That is, each full-time equivalent student at Berkeley City College has 1/2 of the resources from full-time faculty members as does the student at Merritt College or the College of Alameda.)

This situation is problematic not only on the basis of "fairness," but just as importantly, from a financial and educational perspective. It is leading to students being dramatically underserved at a campus that is demonstrating a strong capacity to grow and bring in income.

This has been a District-wide concern for years, but progress in finding a resolution has been slow in coming. Clearly, as a District we lack the resources we need. Moreover, some campuses are more invested to find a solution than others. What is sometimes lacking is full commitment to a cooperative spirit among all of the colleges to solve the problem.

It is important for all of the colleges to have an equal stake in developing the necessary resources and processes to bring about equity in District FTE/FTES ratios.

Resolution:

Whereas, the draft District Wide Educational Master Plan calls for the development and implementation of budget formulas that reflect an allocation of resources rationally related to District educational priorities; and

Whereas, the current wide inequality among the four colleges in the ratio of FTES to FTE neither serves the best interests of students within the district nor does it meet with basic notions of fairness.

Therefore, Be It Resolved that it is the policy of the board that:

- FTE funding for each college within the District be related both to FTES and productivity; and furthermore,
- The Board directs the Chancellor to develop a plan by June 30, 2009 that will lead to an equitable FTES/FTE ratio among the colleges (with a 15% allowable variance to account for program differences among the colleges) by a time uncertain and

furthermore,

- The Chancellor shall report each spring that adequate yearly progress is being made towards this goal; and furthermore,
- Annual budgets shall reflect the District's commitment to reaching and maintaining this goal.

PASSED AND ADOPTED this 15th day of July, 2008 by the following called vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

Elihu M. Harris, Chancellor

Secretary, Board of Trustees

PERALTA COMMUNITY COLLEGE DISTRICT