

Understanding the FON

In a recent meeting with the Faculty Position Prioritization Committee (FPPC), the

discussion. The FON drives many of our full-time faculty hiring decisions, at least in terms of the number of positions we hire each academic year.

After the meeting concluded, it occurred to me that the FON may not be broadly understood by the campus community since it originated about 28 years ago. At that time many of you may have been working outside of community colleges, you may







New Administrators

Anafe Robinson

Acting Associate Dean



Larissa Nazarenko

Dean of Career and Technical Education

Ms. Anafe Robinson is responsible for supervising the department of Disabled Student Programs and Services (DSPS), the Health Center, and is serving as the college ombudsperson.

Anafe served as the Director of Financial Aid, Scholarships, Veterans and Foster Youth Programs at Pierce College since 2008. Prior to her position at Pierce College, she was the Director of Financial Aid & Scholarships at LA

in Business Administration/Technology Management and a Ba Business Administration. She has over 25 years of experience in the area of financial aid. She has been active at both CASFAA and CCCSFAAA for many years at capacities. Anafe is active in various campus committees and Task Forces such Technology Accreditation, Committee. Go Days, Student Equity, and Strategic Planning. She is also active in District-wide committees and projects.

Ms. Larissa Nazarenko is responsible for overseeing the departments of CAOT, Child Development/Education, Computer Science Information Technology, Industrial Technology, Media Arts, and Nursing.

Larissa came to us from Allan Hancock College where she was a Fine Arts full time faculty member for eight years, two of those years spent as the department chair. She was appointed interim dean in 2014 then the permanent Dean of Fine Arts, Health Science, and Industrial Technology in 2015. As the dean, Larissa also supervised the Pacific Conservatory of the Performing Arts, more than 20 CTE programs, three apprenticeship programs and was involved with the South Central Coast Regional Consortium. Ms. Nazarenko received her Bachelor of Fine Arts degree in Dance Pedagogy and Choreography from Altai State Institute of Arts and Culture; and her Master of Fine Arts from UC Irvine.

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qualified full-time faculty. To ensure compliance with the law, a specific requirement was established to hold community college districts accountable for meeting the goal, which is commonly referred to as 75/25. This requirement is the Faculty Obligation Number (FON).

Baseline compliance with the FON was established using the current full-time to part-time ratio in every CCC district during the 1988-1989 academic year. Once the baseline

improving the full-time to part-time ratio

-time faculty members in a given year, it would meet its FON in the following year as long as there were 101 full-time faculty members employed by the reporting deadline. No specific percentage increase is required; however, districts are not allowed to fall below the FON except in years where there are workload reductions and *credit* instructional hours are reduced. Since workload reductions require the elimination of instructional hours, the full-time to part-time ratio generally improves due to the overall reduction in hours taught by adjunct faculty.

Initially, colleges received additional funding to add full-time faculty by assigning the required number of credit sections taught by adjunct faculty to full-time faculty loads. Such an action would increase the number of sections taught by full-time faculty in a specific discipline as long as additional hourly sections were not added to that discipline for the purposes of growth or expansion of that particular discipline due to other academic and/or institutional decisions. After a few years of increased funding to support the conversion of credit hourly sections into appropriate full-time loads, the priorities of the state shifted and the dedicated funding for those efforts was discontinued. However, the elimination of funding targeted to support the hiring of additional full-time faculty did not alleviate districts from having to meet the FON. It simply became an unfunded mandate until the current 2016 fiscal year when the CCCs received an allocation of \$62.3 million dedicated to hiring full-time faculty. You may recall that this allocation translated into nine additional full-time faculty positions for Pierce College to be hired by fall 2016.

How is the FON calculated every year?

Each year the FON is calculated for every district in the state by the California

CCCCO website showing the FON calculations going back to fall 2006. This calculation is based on the language in Title 5, Section 51025, which requires districts to increase the number of full-time faculty over the prior year in proportion to the amount of funded growth in Full-time Equivalent Students (FTES). That seems fairly simple and straightforward. When have you ever known anything that we do in CCCs to be either simple or straightforward?

What is actually included in calculating the FON and what is excluded? Throughout this

Calculating the FON

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