



May 29, 2019

Lande Ajose
Joey Freeman
Office of Governor Gavin Newsom
1303 10th Street, Suite 1173
Sacramento, CA 95814

RE: Assembly Proposal for Increased Funding for Diverse Full-Time Faculty

On behalf of the Faculty Association of California Community Colleges (FACCC), the Academic Senate for California Community Colleges (ASCCC), the California Federation of Teachers (CFT), the California Community College Independents (CCCI), and the California Teachers Association (CTA), we would like to express our support for the Assembly's budget proposal of \$40 million in ongoing funding for full-time faculty while requiring colleges use Equal Employment Opportunity best practices when hiring.

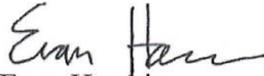
This is a much needed step towards ensuring our colleges hire full-time faculty that reflect the most diverse student population in higher education. Diversity in the student population, and in the state of California, has grown but the numbers for faculty has not matched this growth. We must be proactive and intentional to make a meaningful impact on increasing diversity, which will not happen if we continue with current practice. A strong investment in full-time hiring is necessary to achieve the equity and representation our students deserve; to continue with the status-quo provides a disservice to our students. We commend the Assembly for demonstrating the urgency required and making this issue a priority.

Improving the hiring and retaining of full-time and diverse faculty needs to be a priority for current and future student success. Research proves full-time faculty are critical for student success; however, the latest published figures show roughly 57 percent of credit instruction taught by full-time faculty statewide. We have far to go to meet the legislative goal of 75 percent. The support of \$40 million in on-going funds gets us one step closer to meeting the goal. The persistent active interaction between students and faculty can close equity gaps, guide students towards their desired educational outcomes, and changes lives. Furthermore, an investment in full-time faculty provides increased effectiveness of governance, continuity, integration of programs, instructional and student support, and much more that is critical to campus life.

We encourage the Governor to join the Assembly in supporting this proposal and also ensuring funding only be used to hire full-time faculty and cannot be used for other district issues. Our

organizations are grateful for the Governor's continued support of community colleges, its faculty, and the students we serve.

Sincerely,



Evan Hawkins
Executive Director, FACCC



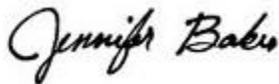
Jim Mahler
President, Community College Council, CFT



Jeffrey Michels
President, CCCCI



John Stankas
President, ASCCC



Jennifer Baker
Legislative Advocate, CTA

cc: The Honorable Anthony Rendon, Speaker of the California State Assembly
The Honorable Phil Ting, Assembly Budget Chair
The Honorable Kevin McCarty, Chair of the Assembly Subcommittee 2 – Education Finance
The Honorable Toni Atkins, President pro Tempore of the California State Senate
The Honorable Holly Mitchell, Chair of the Senate Budget Committee
The Honorable Richard Roth, Chair of the Senate Subcommittee 1 – Education
Legislative Budget Conference Committee Members
Office of Governor Gavin Newsom
Chancellor Eloy Ortiz Oakley, California Community Colleges
Academic Senate for California Community Colleges
California Community College Independents
California Federation of Teachers
California Teachers Association
Community College League of California