

# California Community Colleges

## Full-Time Faculty Obligation Compliance for Fall 2011

- |   |        |
|---|--------|
| 1. Total Full-Time Equivalent Faculty (FTEF) attributable to instructional and noninstructional Full-Time Faculty based on CCR title 5 sections 53302, 53309 and 53310 for the district.  | 157.90 |
| 2. Total FTEF attributable to instructional and noninstructional Part-Time Faculty based on CCR title 5 section 53301.  | 80.02  |
| 3. Total FTEF for Full-Time Faculty and Part-Time Faculty (line 1 <u>plus</u> line 2)   | 237.92 |
| 4. Percentage of FTEF attributable to Full-Time Faculty (line 1 / line 3)   | 66.37% |
| 5. <b>Option A:</b> Fall 2010 Final Full-Time Faculty Obligation ( <b><u>see attached table</u></b> )   | 102.3  |
| 6. <b>Option B:</b> Percentage of FTEF attributable to full-time faculty reported for Fall 2010 ( <b><u>see attached table</u></b> for <b><u>Fall 2010 FT Fac %</u></b> )   | 65.24% |
| 7. For the Fall 2011 obligation, CCR title 5 section 51025(c)(7) allows districts to choose between Option A or B for compliance purposes in "inadequately funded" years. Please indicate the district's choice of Option A or B. | A      |
| 8. The average replacement cost of a Full-time Faculty is <b><u>\$68,602</u></b> .  |        |

I hereby certify that the information given above is a true representation of the facts, to the best of my knowledge, for \_\_\_\_\_ Imperial Community College District.

**SIGNED:**

\_\_\_\_\_  
 Chief Executive Officer: Dr. Victor Jaime,  
 Interim Superintendent/President

*2/22/12*  
 \_\_\_\_\_  
 Date

\_\_\_\_\_  
 District Contact: Travis Gregory,  
 Administrative Dean of Human Resources

760.355.6212/  
 travis.gregory@imperial.edu  
 \_\_\_\_\_  
 Phone/email

Please complete and return this form by **Wednesday, November 30, 2011** to:

**California Community Colleges Chancellor's Office**  
**Fiscal Services, Attn: Michael Yarber**  
**1102 Q Street, 4<sup>th</sup> Floor**  
**Sacramento, CA 95811-6549**  
**FAX: 916 323-3057**  
**Phone: 916 327-6818**  
**Email: myarber@cccco.edu**

**CALIFORNIA COMMUNITY COLLEGES  
CHANCELLOR'S OFFICE**

1102 Q STREET, 4<sup>TH</sup> FLOOR  
SACRAMENTO, CA 95811-6549  
(916) 445-8752

<http://www.cccco.edu>



**October 17, 2011**

**Fiscal Services Memo 11-07  
Via E-mail Only**

**TO:** Chief Executive Officers  
Chief Human Resources Officers  
Chief Business Officers  
Chief Instructional Officers

**FROM:** Frederick E. Harris, Assistant Vice Chancellor  
College Finance and Facilities Planning

**SUBJECT:** Fall 2011 Full-Time Faculty Obligation Compliance

Please find enclosed information to assist your district to comply with the full-time faculty obligation requirements contained in California Code of Regulations (CCR) title 5 section 51025. This regulation requires districts to increase the number of full-time faculty over the prior year in proportion to the amount of growth in funded credit FTES.

The attached table "**Full-Time Faculty Obligation**" shows by district the final full-time faculty obligation (FON) for Fall 2008 through Fall 2011 AND the Fall 2012 "Projected" FON based on the recent Advance Apportionment. Also provided in this table is the Fall 2010 percentage of full-time faculty. In a normal year the final obligation is the lower of the Advance and Second principal apportionment calculations of the obligation; and the subsequent years projected obligation is based on changes in credit FTES funded in the Advance Apportionment.

However at its November 8, 2010 meeting the Board of Governors (BOG) determined there were inadequate funds to implement an increase in the Fall 2011 FON, similar to what was determined for the Fall 2010 FON. As provided in the regulation, in such years "... the district's base full-time faculty obligation shall be unchanged. However, for the fall term of the succeeding fiscal year the district may choose, in lieu of maintaining its base obligation, to maintain, at a minimum, the full-time faculty percentage attained in the prior fall term."

This means that the final Fall 2010 obligation will continue as the final obligation for Fall 2011 **unless** the district experienced a sufficient decline in funded credit FTES, which would thereby cause a reduction in the obligation. Districts may experience a decline in the Fall 2012 obligation due to the effects of the FTES workload reduction contained in the 2012 Budget Act. Determination whether the 2011 Budget Act provided adequate funds for a Fall 2012 FON increase will be made by the BOG at its November 7-8, 2011 meeting.

Please return the completed form "**Full-Time Faculty Obligation Compliance for Fall 2011**" to us on or before **Wednesday, November 30, 2011**. If you have any questions, please contact Michael Yarber at 916-327-6818 or [myarber@ccco.edu](mailto:myarber@ccco.edu).

Attachments

# California Community Colleges

## Full-Time Faculty Obligation Compliance for Fall 2011

1. Total Full-Time Equivalent Faculty (FTEF) attributable to instructional and noninstructional Full-Time Faculty based on CCR title 5 sections 53302, 53309 and 53310 for the district. \_\_\_\_\_
2. Total FTEF attributable to instructional and noninstructional Part-Time Faculty based on CCR title 5 section 53301. \_\_\_\_\_
3. Total FTEF for Full-Time Faculty and Part-Time Faculty (line 1 plus line 2) \_\_\_\_\_
4. Percentage of FTEF attributable to Full-Time Faculty (line 1 / line 3) \_\_\_\_\_
5. **Option A:** Fall 2010 Final Full-Time Faculty Obligation (**see attached table**) \_\_\_\_\_
6. **Option B:** Percentage of FTEF attributable to full-time faculty reported for Fall 2010 (**see attached table** for **Fall 2010 FT Fac %**) \_\_\_\_\_
7. For the Fall 2011 obligation, CCR title 5 section 51025(c)(7) allows districts to choose between Option A or B for compliance purposes in "inadequately funded" years. Please indicate the district's choice of Option A or B. \_\_\_\_\_
8. The average replacement cost of a Full-time Faculty is **\$68,602**.

I hereby certify that the information given above is a true representation of the facts, to the best of my knowledge, for \_\_\_\_\_

**SIGNED:**

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\_\_\_\_\_  
 Chief Executive Officer / District Administrator / Date

\_\_\_\_\_  
 District Contact / Phone/email

Please complete and return this form by **Wednesday, November 30, 2011** to:

**California Community Colleges Chancellor's Office**  
**Fiscal Services, Attn: Michael Yarber**  
**1102 Q Street, 4<sup>th</sup> Floor**  
**Sacramento, CA 95811-6549**  
**FAX: 916 323-3057**  
**Phone: 916 327-6818**  
**Email: myarber@cccco.edu**

**CALIFORNIA COMMUNITY COLLEGES  
FULL-TIME FACULTY OBLIGATION  
10/17/2011**

District	A		C			F			J		L		M
	Fall 2008		Fall 2009			Fall 2010			Fall 2011		Fall 2010		Fall 2012
	Compliance		Calculated	Calculated	Compliance	Calculated	Calculated	Compliance	Calculated	Compliance	or	FT Fac%	Projected
	FINAL	Recal (1/09)	Advance	P-2	FINAL	Advance	P-2	FINAL	Advance	P-2	FINAL		
Allan Hancock	136.4	141.4	139.4	141.4	136.4	135.4	139.4	135.4	135.4	144.4	135.4	55.13%	134.4 *
Antelope Valley	*	158.6	163.6	162.6	153.6	156.6	156.6	153.6	153.6	159.6	153.6	51.57%	148.6 *
Barstow	27.5	31.5	31.5	31.5	27.5	29.5	31.5	27.5	27.5	30.5	27.5	42.74%	27.5
Butte	164.4	165.4	171.4	182.4	164.4	175.4	179.4	164.4	164.4	183.4	164.4	52.39%	164.4
Cabrillo	205.6	212.6	211.6	212.6	205.6	205.6	205.6	205.6	205.6	210.6	205.6	65.87%	196.6 *
Cerritos	287.2	296.2	294.2	298.2	287.2	287.2	288.2	287.2	287.2	293.2	287.2	68.61%	274.2 *
Chabot-Las Positas	299.0	314.0	306.0	302.0	299.0	291.0	298.0	286.0	286	306	286.0	56.75%	286.0
Chaffey	200.8	216.8	223.8	221.8	200.8	212.8	214.8	200.8	200.8	216.8	200.8	46.85%	200.8
Citrus	174.3	188.3	185.3	188.3	174.3	181.3	186.3	174.3	174.3	190.3	174.3	70.18%	174.3
Coast	412.4	461.4	462.4	460.4	412.4	443.4	444.4	412.4	412.4	455.4	412.4	58.02%	412.4
Compton	22.4	22.4	23.4	24.4	22.4	23.4	26.4	22.4	22.4	30.4	22.4	52.60%	22.4
Contra Costa	354.7	388.7	387.7	354.7	354.7	342.7	370.7	339.7	339.7	378.7	339.7	52.63%	339.7
Copper Mountain	14.6	14.6	15.6	15.6	14.6	14.6	14.6	14.6	14.6	14.6	14.6	29.08%	13.6 *
Desert	102.2	103.2	107.2	106.2	102.2	102.2	103.2	102.2	102.2	104.2	102.2	47.30%	97.2 *
El Camino	339.2	352.2	352.2	352.2	339.2	338.2	339.2	338.2	338.2	346.2	338.2	67.82%	323.2 *
Feather River	22.1	23.1	24.1	24.1	22.1	22.1	22.1	22.1	22.1	22.1	22.1	53.57%	21.1 *
Foothill-DeAnza	516.0	527.0	520.0	521.0	516.0	502.0	506.0	500.0	500	480	480.0	55.95%	472.0 *
Gavilan	*	78.1	79.1	78.1	72.1	75.1	75.1	72.1	72.1	78.1	72.1	48.01%	72.1
Glendale	*	251.0	250.0	248.0	230.0	240.0	238.0	230.0	230	239	230.0	62.91%	223.0 *
Grossmont-Cuyamaca	280.7	292.7	295.7	295.7	280.7	284.7	287.7	280.7	280.7	296.7	280.7	54.52%	276.7 *
Hartnell	96.9	104.9	105.9	110.9	96.9	105.9	105.9	96.9	96.9	99.9	96.9	50.42%	96.9
Imperial	*	103.3	108.3	108.3	102.3	104.3	104.3	102.3	102.3	106.3	102.3	65.24%	99.3 *
Kern	372.8	395.8	412.8	410.8	372.8	394.8	395.8	372.8	372.8	404.8	372.8	64.85%	372.8
Lake Tahoe	22.2	23.2	24.2	24.2	22.2	22.2	23.2	22.2	22.2	23.2	22.2	48.93%	22.2
Lassen	21.9	19.9	24.9	22.9	21.9	20.9	24.9	20.9	20.9	24.9	20.9	59.73%	20.9
Long Beach	325.6	366.6	366.6	362.6	325.6	349.6	357.6	325.6	325.6	366.6	325.6	64.14%	325.6
Los Angeles	1461.1	1617.1	1609.1	1616.1	1461.1	1558.1	1567.1	1461.1	1461.1	1597.1	1461.1	62.89%	1461.1
Los Rios	*	988.2	999.2	992.2	955.2	957.2	964.2	955.2	955.2	985.2	955.2	69.80%	921.2 *
Marin	73.9	75.9	77.9	77.9	73.9	77.9	87.9	73.9	73.9	91.9	73.9	55.41%	73.9
Mendocino-Lake	46.0	46.0	48.0	49.0	46.0	46.0	46.0	46.0	46	49	46.0	41.63%	46.0
Merced	174.6	177.6	184.6	184.6	174.6	177.6	178.6	174.6	174.6	186.6	174.6	71.99%	173.6 *
Mira Costa	*	116.1	119.1	126.1	108.1	126.1	139.1	108.1	108.1	152.1	108.1	51.16%	108.1
Monterey Peninsula	109.9	116.9	119.9	123.9	109.9	118.9	130.9	109.9	109.9	139.9	109.9	55.37%	109.9
Mt. San Antonio	*	407.9	411.9	418.9	403.9	404.9	412.9	403.9	403.9	434.9	403.9	61.98%	403.9
Mt. San Jacinto	*	133.8	139.8	138.8	132.8	132.8	131.8	132.8	132.8	133.8	132.8	42.08%	124.8 *
Napa Valley	98.7	99.7	99.7	99.7	98.7	95.7	98.7	95.7	95.7	100.7	95.7	57.85%	93.7 *
North Orange	536.8	547.8	550.8	548.8	536.8	529.8	571.8	529.8	529.8	558.8	529.8	67.34%	522.8 *
Ohlone	123.2	125.2	124.2	124.2	123.2	119.2	119.2	119.2	119.2	121.2	119.2	53.89%	113.2 *
Palo Verde	25.0	25.0	27.0	26.0	25.0	24.0	23.0	23.0	23	24	23.0	40.76%	23.0
Palomar	285.8	289.8	296.8	297.8	285.8	286.8	286.8	285.8	285.8	295.8	285.8	54.46%	275.8 *
Pasadena Area	*	412.2	411.2	409.2	408.2	395.2	396.2	394.2	394.2	405.2	394.2	65.56%	378.2 *
Peralta	*	345.2	351.2	350.2	341.2	336.2	337.2	336.2	336.2	345.2	336.2	56.08%	322.2 *

**CALIFORNIA COMMUNITY COLLEGES  
FULL-TIME FACULTY OBLIGATION  
10/17/2011**

District	A		B		C			D			E			F			G			H			I			J			K			L		M
	Fall 2008		Fall 2009		Fall 2009			Fall 2010			Fall 2010			Fall 2011			Fall 2011			Fall 2011			Fall 2011			Fall 2011			Fall 2010		Fall 2012			
	Compliance		Compliance		Calculated	Calculated	Compliance	Calculated	Calculated	Compliance	Calculated	Calculated	Compliance	Calculated	Calculated	Compliance	Calculated	Calculated	Compliance	Calculated	Calculated	Compliance	Calculated	Calculated	Compliance	or	FT Fac%	Projected						
	FINAL	Recal (1/09)	Advance	P-2	FINAL	Advance	P-2	FINAL	Advance	P-2	FINAL	Advance	P-2	FINAL	Advance	P-2	FINAL	Advance	P-2	FINAL	Advance	P-2	FINAL											
Rancho Santiago	332.8	341.8	339.8	342.8	332.8	331.8	351.8	331.8	331.8	362.8	331.8	63.30%	331.8																					
Redwoods	82.1	86.1	87.1	92.1	82.1	88.1	90.1	82.1	82.1	91.1	82.1	49.53%	82.1																					
Rio Hondo	209.6	224.6	221.6	225.6	209.6	217.6	215.6	209.6	209.6	220.6	209.6	72.97%	205.6 *																					
Riverside	336.0	376.0	378.0	376.0	336.0	362.0	363.0	336.0	336	371	336.0	51.29%	336.0																					
San Bernardino	213.8	226.8	217.8	226.8	213.8	217.8	217.8	213.8	213.8	220.8	213.8	50.89%	205.8 *																					
San Diego	504.8	509.8	515.8	512.8	504.8	494.8	506.8	494.8	494.8	517.8	494.8	50.57%	483.8 *																					
San Francisco	483.8	554.8	555.8	549.8	483.8	530.8	512.8	483.8	483.8	552.8	483.8	69.22%	483.8																					
San Joaquin Delta	*	228.8	234.8	232.8	228.8	223.8	225.8	223.8	223.8	232.8	223.8	64.03%	217.8 *																					
San Jose-Evergreen	237.0	240.0	243.0	243.0	237.0	234.0	234.0	234.0	234	239	234.0	58.45%	223.0																					
San Luis Obispo	146.4	151.4	151.4	151.4	146.4	145.4	145.4	145.4	145.4	150.4	145.4	52.78%	140.4 *																					
San Mateo	338.8	359.8	376.8	422.8	338.8	406.8	405.8	338.8	338.8	414.8	338.8	66.26%	338.8																					
Santa Barbara	*	248.4	252.4	249.4	246.4	240.4	244.4	240.4	240.4	253.4	240.4	56.67%	236.4 *																					
Santa Clarita	*	186.8	203.8	198.8	182.8	190.8	190.8	182.8	182.8	195.8	182.8	58.24%	182.8																					
Santa Monica	237.4	240.4	252.4	282.4	237.4	271.4	272.4	237.4	237.4	278.4	237.4	48.64%	237.4																					
Sequoias	169.2	178.2	177.2	192.2	169.2	184.2	185.2	169.2	169.2	188.2	169.2	65.97%	169.2																					
Shasta-Tehama-Trinity	122.1	129.1	129.1	133.1	122.1	128.1	128.1	122.1	122.1	132.1	122.1	59.51%	122.1																					
Sierra	209.6	213.6	220.6	220.6	209.6	212.6	210.6	209.6	209.6	215.6	209.6	46.60%	201.6 *																					
Siskiyou Joint	40.4	41.4	41.4	43.4	40.4	41.4	42.4	40.4	40.4	43.4	40.4	51.54%	40.4																					
Solano	166.6	170.6	169.6	174.6	166.6	167.6	167.6	166.6	166.6	170.6	166.6	57.20%	159.6 *																					
Sonoma County	302.5	309.5	309.5	314.5	302.5	303.5	305.5	302.5	302.5	313.5	302.5	56.56%	292.5 *																					
South Orange County	305.8	342.8	340.8	363.8	305.8	363.8	376.8	305.8	305.8	414.8	305.8	53.18%	305.8																					
Southwestern	255.3	264.3	266.3	266.3	255.3	256.3	260.3	255.3	255.3	267.3	255.3	52.96%	249.3 *																					
State Center	495.5	500.5	514.5	512.5	495.5	493.5	496.5	495.5	495.5	508.5	495.5	59.52%	475.5 *																					
Ventura County	*	420.2	423.2	421.2	396.2	405.2	406.2	396.2	396.2	415.2	396.2	56.73%	388.2 *																					
Victor Valley	123.1	123.1	131.1	128.1	123.1	123.1	125.1	123.1	123.1	128.1	123.1	41.44%	119.1 *																					
West Hills	*	98.5	102.5	99.5	99.5	94.5	94.5	94.5	94.5	96.5	94.5	71.51%	89.5 *																					
West Kern	*	56.6	57.6	60.6	52.6	56.6	56.6	52.6	52.6	58.6	52.6	64.19%	52.6																					
West Valley-Mission	*	315.1	341.1	340.1	323.1	327.1	335.1	323.1	323.1	347.1	323.1	68.02%	323.1																					
Yosemite	293.0	307.0	299.0	308.0	293.0	296.0	297.0	293.0	293	311	293.0	63.01%	290.0 *																					
Yuba	94.4	105.4	105.4	106.4	94.4	101.4	102.4	94.4	94.4	104.4	94.4	60.12%	94.4																					
Total	13,033.9	18,328.7	18,516.7	18,635.7	17,470.7	17,957.7	18,196.7	17,357.7	17,357.7	18,643.7	17,337.7	56.87%	17,047.70																					

\* We made an error in the Final Fall 2008 compliance obligation for these districts, which was corrected in their Final Fall 2009 compliance obligation.

# Full-Time Faculty Obligation

## Basic Principles

**Lower of the 2.** In adequately funded years as determined by the Board of Governors (BOG), the base full-time faculty obligation (FON) for the Fall term of the following fiscal year is “increased by the lower of the projected fundable credit growth at the time of the budget enactment” at the Advance Apportionment, **OR** “the actual percentage change in funded credit FTES” at the P2 Apportionment. The FON is then “adjusted to the actual percentage change in funded credit FTES” at the time of the Recalculation Apportionment, which then forms the basis for the calculation of the subsequent year’s P2 Apportionment FON. {CCR title 5 section 51025(c) (1)}

**“Frozen” FON.** When the BOG determines that inadequate funds were provided in the annual budget for the purpose of increasing the FON, instead of using the “Lower of the 2” to calculate the FON that “*obligation shall be unchanged*” from the prior year. The BOG determined inadequate funding for 2008-09, 2009-10 and 2010-11 which froze the Fall 2009, Fall 2010 and Fall 2011 FONs. In the enclosed table, the “frozen” FON is illustrated when you compare Columns A, E, H and K. For a lot of districts their Final FON remained the same in each of those 3 years beginning with the Fall 2008 FON, which was calculated from the last adequately funded fiscal year (2007-08). {CCR title 5 section 51025(c) (7)}

**Reductions to “Frozen” FON.** However, if a district experiences “a reduction in its base credit FTES”, its FON shall be proportionally reduced. That means that even in a “frozen” FON year, a district’s FON could fall below its frozen level if it has sufficient reductions in its credit funded FTES. {CCR title 5 section 51025(g)}

**Workload Reduction.** All districts experienced a workload reduction in 2011-12 at the Advance Apportionment which may have impacted their Fall 2012 Projected FON. This workload reduction is one of many possible “negative growth factors” that could impact the obligation as seen in Column M “Fall 2012 Projected”. Over half of the districts shown with an asterisk (\*) had sufficient “negative growth factors” in their credit funded FTES at the advance apportionment to warrant further reduction in their Fall 2012 Projected “Frozen” FON.

**Alternative Compliance.** In an inadequately funded year, if a district is unable to meet its FON it has the choice to instead meet its “full-time faculty percentage attained in the prior fall term.” For the purposes of the Fall 2011 FON compliance, a district can choose to comply with either the amounts in Columns K or L in the enclosed table. This Alternative Compliance is only allowed in inadequately funded years. {CCR title 5 section 51025(c) (7)}

**Effects of Next Adequately Funded Year.** Since there is no compliance alternative **AND** no “frozen FON” in adequately funded years, districts need to be aware that their FON could increase in the next adequately funded year after the “frozen” FON year. At this time we can only roughly estimate the extent of that impact by comparing the lower FON in either Column B (the last adequately funded years “actual” FON at Recal) **OR** in Column J (the most recent actual FON at P2) **TO** Column M. That difference in addition to any current year funded growth should approximate the amount of additional full-time faculty your district would be required to employ in order to comply with a Fall 2012 FON **IF** adequate funding is determined by the BOG for 2011-12.

**Basic Principles Applied.** The BOG determined 2007-08 as the last adequately funded fiscal year for purposes of the Fall 2008 FON calculation. The fiscal years for the Fall 2009 FON (2008-09), Fall 2010 FON (2009-10) and Fall 2011 FON (2010-11) were determined by the BOG to be inadequately funded years. Therefore FONs for Fall 2009 through Fall 2011 were “frozen” at the Fall 2008 FON “last adequately funded year” level. However due to the impacts of workload reductions and other locally experienced “negative growth factors”, some districts experienced a reduction to their “frozen” FON as indicated in Column M.

**CALIFORNIA COMMUNITY COLLEGES  
2009-2010 2010-2011 FULL-TIME FACULTY OBLIGATION**

**DISTRICT: Imperial**

**FALL 2010  
FISCAL YEAR 2009-2010**

**FALL 2011  
FISCAL YEAR 2010-2011**

	<b>ADVANCE BUDGET WORKSHOP</b>	<b>P1 MAR. 2010</b>	<b>P2 JUN. 2010</b>	<b>RECAL JAN. 2011</b>	<b>ADVANCE BUDGET WORKSHOP</b>	<b>P1 MAR. 2011</b>	<b>P2 JUN. 2011</b>	<b>RECAL JAN. 2012</b>	<b>2012 ADVANCE BUDGET WORKSHOP</b>
Credit Base FTES	7,091.41	7,071.02	7,071.02	7,071.02	6,831.51	6,831.44	6,831.44	0.00	7,038.06
Funded Credit FTES	6,828.68	6,832.54	6,831.58	6,831.44	6,984.86	7,062.34	7,038.06	0.00	6,600.79
Deficit Factor	1.0000	1.0000	0.9989	1.0000	1.0000	1.0000	0.9947	0.0000	0.9976
Adjust Credit Funded FTES	6,828.68	6,832.54	6,823.84	6,831.44	6,984.86	7,062.34	7,000.73	0.00	6,585.05
Growth/Decline in FTES	-262.73	-238.48	-247.18	-239.58	153.35	230.90	169.29	0.00	-453.01
Overcap Adjustment	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Growth/Adjustment	-262.73	-238.48	-247.18	-239.58	153.35	230.90	169.29	0.00	-453.01
% Change in FTES	-3.7049%	-3.3726%	-3.4956%	-3.3882%	2.2447%	3.38%	2.478%	0%	-6.4366%
Base FON	108.30	108.30	108.30	108.30	104.30	104.30	104.30	0.00	106.30
Growth Pys	-4.01	-3.65	-3.79	-3.67	2.34	3.53	2.58	0.00	-6.84
Rounded Growth Pys	-5.00	-4.00	-4.00	-4.00	2.00	3.00	2.00	0.00	-7.00
FON	103.30	104.30	104.30	104.30	106.30	107.30	106.30	0.00	99.30

**November Report**

**Nov. 2009**

**Nov. 2010**

Full-time Faculty	150.00	166.33
Part-time Faculty	78.00	88.63
Total Faculty	228.00	254.96
Faculty Percent	66%	65%
75% Total Faculty	171.00	191.22