

Resolution to Implement Policy in Response to the California Community Colleges
Audit on “Increasing Full-Time Faculty and Diversity Remains a Challenge”

Whereas the California State Auditor’s February 2023 report titled “Increasing Full-Time Faculty and Diversity Remains a Challenge,” on the use of state funds intended to increase the number of full-time instructional faculty and hiring that promotes diversity, found that the San Diego Community College District has not maximized its use of the first funding allocation of \$1.9 million that began in fiscal year 2018-19 and never exceeded using 65% of the funds.

Whereas the same audit reports that due to inadequate tracking of full-time faculty positions by its human resources division, SDCCD neglected to reassess whether it could have funded more full-time faculty positions.

Whereas the same audit states that hiring diverse instructional faculty members who share student’s identity and experiences, are more likely to stay enrolled, pass classes, and complete a degree or transfer.

Whereas, the same audit shows that, “time pressure when hiring part-time faculty leads colleges to hire people with whom they are already familiar, which tends to reinforce existing demographics.”

Whereas, currently, the percentage of students who identify as Hispanic at community colleges is 47 percent, while the percentage of faculty identifying as Hispanic is only 18 percent. At SDCCD, 34% of students identify as Hispanic or Latino/a/x and only 15% of all instructional faculty identify as Hispanic or Latino/a/x

Be it resolved that the SDCCD report to the Chancellor’s Office of California and share this data with District employees in November of each year on the number of full-time faculty positions filled and maintained with the funds allocated for that purpose in the prior fiscal year, the percentage of the funds used in the prior fiscal year, and the cumulative total of the funds used and unused since the initial allocation in fiscal year 2018–19.

Be it resolved that the SDCCD implement a system in HR that tracks how many full-time faculty positions the district has hired to respond to the lack of data in the

audit and to record current and future faculty hires, providing district administration information to assess how to maximize the number of full-time faculty hires.

Be it resolved that the SDCCD commit itself to hire full-time instructional faculty that will ethnically represent the existing student population as a way to provide learning environments where the student will be ethnically and culturally validated and affirmed, which comprehensive research studies indicate will increase learning success.

Be it resolved that methods that increase diversity among part-time instructional hires in the short term be implemented, as districts often draw from their part-time faculty when hiring full-time faculty.

Be it resolved that SDCCD invest in professional development, and hire researchers, and consultants to implement best practices on increasing diversity among instructional faculty in our district and produce an annual progress report as a method of accountability.