

February 11, 2005

TO: All Faculty Members

FROM: John Braxton, Co-President  
Karen Schermerhorn, Co-President  
Pascal Scoles, Co-Chair, Full-time Faculty Bargaining Unit  
Frank Bartell, Co-Chair, Full-time Faculty Bargaining Unit

SUBJECT: Continued Administration Failure to Comply with the Full-time/Part-time Ratio Requirement

**Recent actions by the Administration, including Dr. Judith Gay's Feb 3 memo, are putting in jeopardy one of the most important provisions in our contract: the entire concept that at least 60% of the sections at CCP be taught by full time faculty. Please take the time to read this memo carefully, as the future of Full-time and Visiting Lecturer employment is being seriously threatened.**

The Administration claims in their recently released Report for the Fall 2004 that they created a surplus of 287 sections, suddenly appearing to erase their accumulated ratio deficit of 109 sections. The only reason that they can make this completely false claim is that **for the first time ever the Administration has counted the 6 hours of unpaid Full-time Faculty advising performed as part of the ratio.** This is a unilateral change in the definition of what kind of work counts toward the ratio—a callous disregard of past practice. Thus, the Administration is abusing the trust of the 368 Full-time Faculty who, unaware of the Administration's ploy, complied last Fall with the Administration's demand to perform 6 hours unpaid advising.

**In reality, using the definition of the ratio that has been in place for decades, we estimate that the Administration failed to meet the ratio requirement by approximately 42 sections.** (We can not be precise until the Administration gives us more complete data .) Adding this deficit of 42 sections to the previous cumulative deficit of 109 sections yields a total cumulative ratio deficit of 151 sections. **This is nearly three times higher than the ratio deficit has ever been in the history of the College.**

Dr. Judith Gay's statement in her February 3 memo that the Administration's "methodology for computing the ratio has been in place for many years" is a fabrication: the only advising that has ever counted toward the ratio has been advising by full-time faculty paid as an overload, or paid advising by part-time faculty.

Dr. Gay's claim that the "College Administration agrees that there is a contractual obligation to meet the contractual requirements of the ratio" is also untrue. The Administration recognizes its obligation to meet the ratio only as long as it can create an entirely new definition of the ratio. It is true that the number of full-time faculty has increased in recent years. **But in order to be currently in compliance with the ratio requirements, the Administration would have needed to hire an additional 38 full-time faculty members in Fall '04.** Since these were not hired for the Spring 2005 term either, we are certain that the Administration will not be in

compliance for the current term as well.

From 1987-1999, the percentage of full-time faculty in Pennsylvania Community Colleges declined from 44% to 17.5%. This trend was not mirrored at CCP because, until the last six semesters, the College adhered to the ratio requirements. As long as the Administration continues to count the six hours of unpaid advising towards the ratio, however, we can expect to see a decline in the percentage of full-time faculty at CCP as well. The Administration's use of the six hours of unpaid advising is an attempt to take away the pressure to hire full-time faculty.

**We estimate that the number of full-time faculty positions could be reduced by attrition by as many as 71 positions, and the Administration could still claim compliance with the ratio under their new definition. To get an idea of the seriousness of this, consider what our college would look like if the last 71 Full-time faculty had not been hired—all of those hired between 2002 and 2004, plus half of those hired in 2001.**

The Federation has already filed a grievance on the Administration's attempt to count the six hours of unpaid advising towards the ratio, and we will file a new grievance on their failure to meet the ratio requirements for Fall 2004. However, we do not expect a decision from an arbitrator for months or even years. In the meantime, we urge you to communicate to the Administration your strong objections to their use of the 6 hours of unpaid advising as a means to whittle down the percentage of full-time teachers in the classrooms. The future of FT employment at CCP depends on all of us having the courage to take responsibility now.