

2022-113 AUDIT SCOPE AND OBJECTIVES

California Community Colleges—Hiring Practices

The audit by the California State Auditor will provide independently developed and verified information related to the California Community Colleges' (Community Colleges) use of funds allocated for hiring full-time faculty. The audit's scope will include, but not be limited to, the following activities:

1. Review and evaluate the laws, rules, and regulations significant to the audit objectives.
2. For a selection of community college districts of varying size, location, student composition, and other relevant factors, determine the following:
 - (a) The percentage of community college instruction taught by full-time and part-time faculty.
 - (b) The number of full-time and part-time instructors the districts hired during fiscal year 2021-22 and the net increase in full-time instructors.
 - (c) The number of part-time faculty positions converted to full-time positions during this time period.
3. Assess how each of the selected districts has spent state funding allocated for the hiring of full-time faculty in fiscal year 2021-22, including the following:
 - (a) The percentage of these funds that each district used to fill full-time faculty positions.
 - (b) Whether the districts used any portion of the funds for other purposes. If so, identify those purposes, the districts' justification for those expenditures, and the individual or entities that authorized the use of those designated funds.
 - (c) The districts' projected and actual costs per new full-time faculty hired and how the districts determined these costs.
4. Evaluate the selected districts' recruiting and hiring practices for full-time faculty positions, by doing the following:
 - (a) To the extent possible, compare the ethnicity, sex, and gender of part-time faculty and enrolled students to full-time faculty, including those hired as the result of the fiscal year 2021-22 state budget allocation for hiring full-time faculty. To the extent possible, identify factors contributing to any significant differences identified.
 - (b) Assess the extent to which the selected districts implement best practices for recruiting a qualified and diverse applicant pool.
5. Identify the reasons why the selected districts have not achieved the goal of having 75 percent of instruction taught by full-time faculty, including whether there have been any delays in the process. Determine whether barriers exist in policies, practices, or other areas that may prevent the districts from achieving this goal and from hiring a diverse full-time faculty.
6. Review and assess any other issues that are significant to the audit.