

Full-Time, Tenure-Track Business Instructor

New Position Request Presentation (11/19/2025)

Dr. Candice Nance, Business Professor

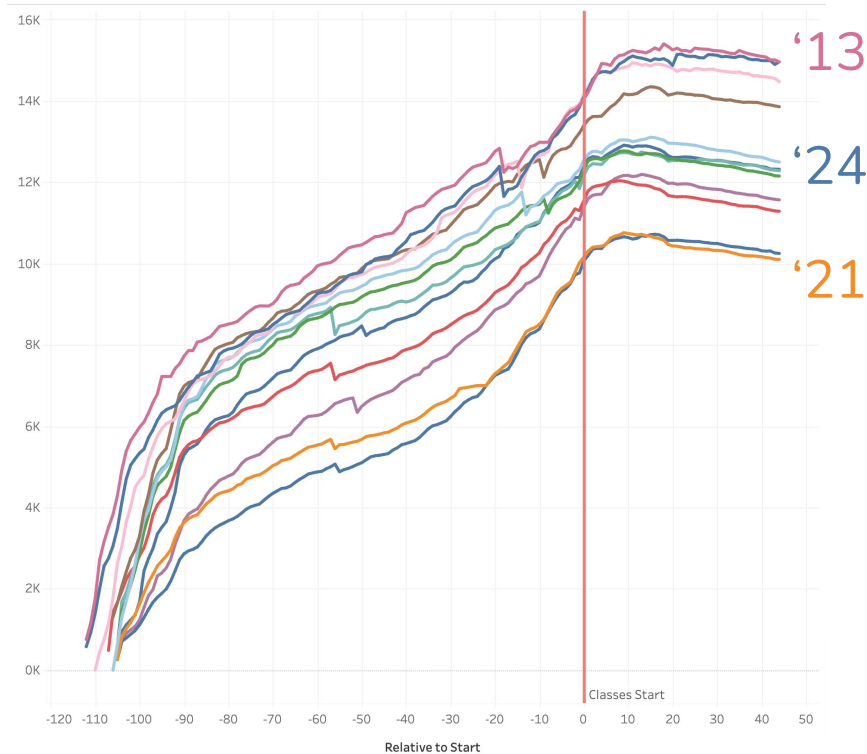
Themes

1. Consistently **increasing student demand**
2. FT/PT Ratio is **insufficient**
3. **Expanding pathways** in business
4. Abundance of **partnership requests**

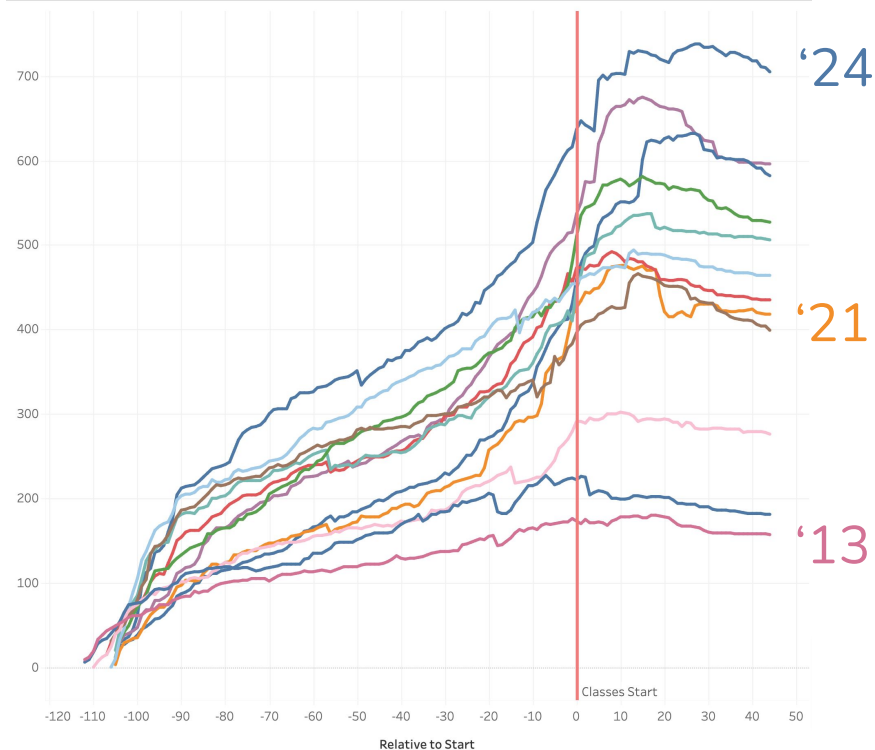


Fill Rate (Fall Semesters)

Cañada College



Business

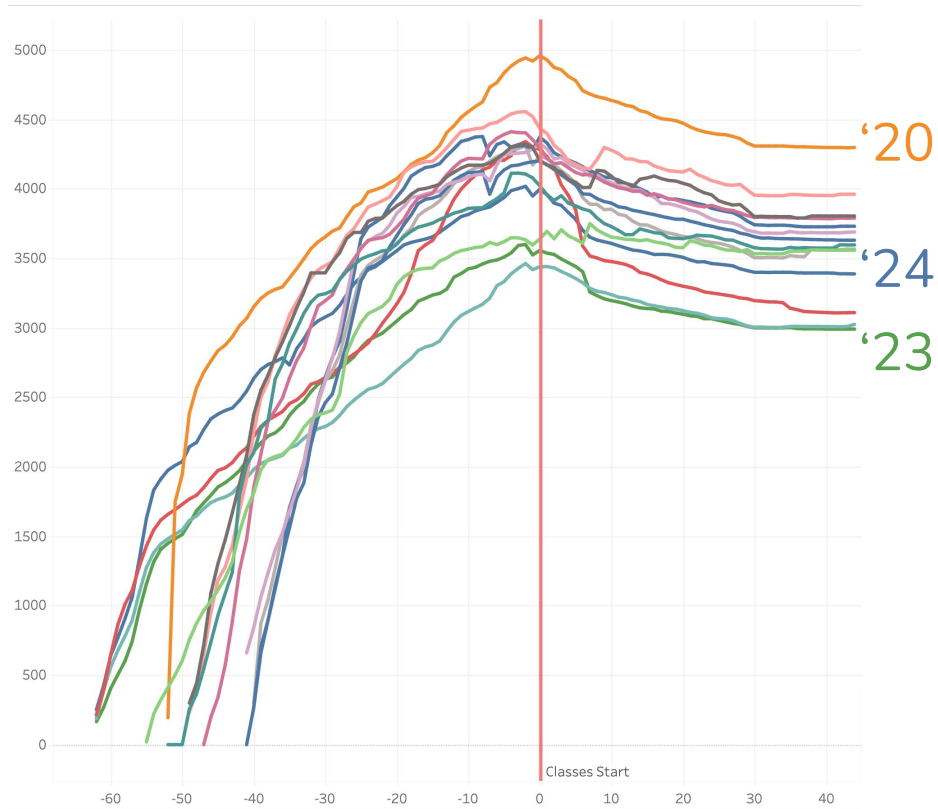


Source: Cañada Data Dashboard ([Fill Rates](#))

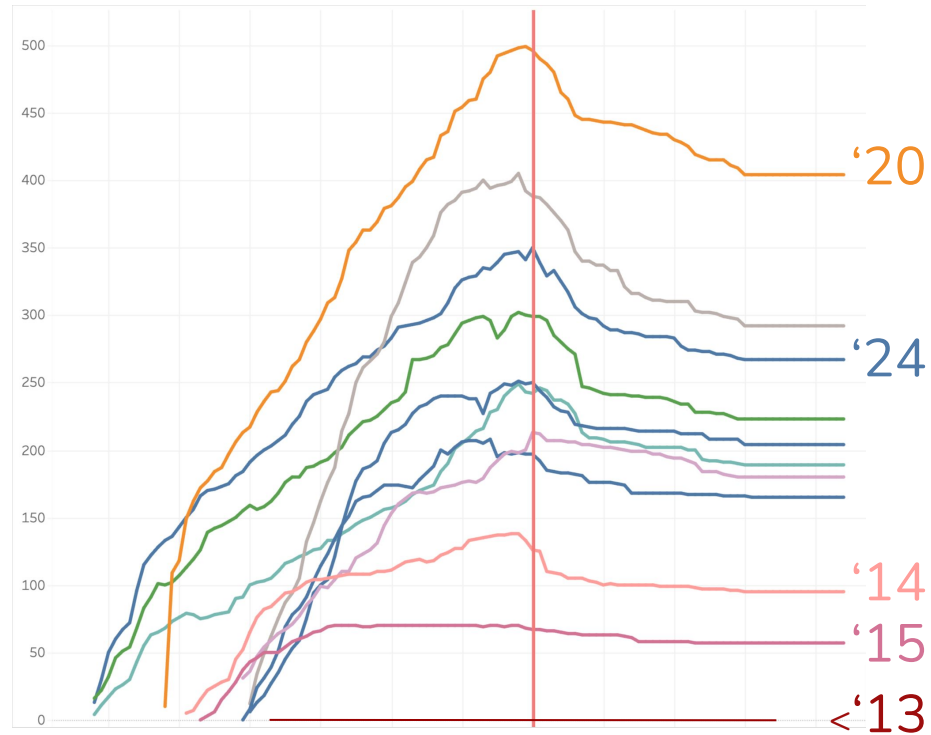


Fill Rate (Summer Term)

Cañada College



Business



Source: Cañada Data Dashboard ([Fill Rates](#))



Business Department

Time Detail	Course Census En..	Success	Success Rate	Retention	Retention Rate	Total FTEF	Total Ftes	Total Wsch	Load	Section Count	Max Enrollment	Fill Rate
2019-2020	1,383	965	69.8%	1,143	82.6%	8.80	128.4	3,852	438	44	2,015	68.6%
2020-2021	1,285	949	73.9%	1,080	84.0%	8.60	126.3	3,789	441	43	1,712	73.8%
2021-2022	1,111	790	71.1%	927	83.4%	9.20	109.3	3,278	356	47	1,886	58.9%
2022-2023	1,326	951	71.7%	1,109	83.6%	9.00	128.8	3,865	429	47	2,020	65.7%
2023-2024	1,707	1,270	74.4%	1,428	83.7%	11.80	167.8	5,035	427	61	2,429	70.3%

- **2.6 FT** faculty and **12+ PT** faculty
- Taught **61** sections in 2023-2024
- Classes are 35 - 40 students each



Full Time/Part Time Ratio

*“The California Code of Regulations (CCR), Title 5 Section 51025 **requires community college districts to increase their base number of full-time faculty** over the prior year **in proportion to the amount of growth in funded credit FTES.**”*
(CCCCO)

AB 1725 (Section 70):

*“The Legislature finds and declares that...because the quality, quantity, and composition of **full-time faculty** have the most immediate and direct impact on the quality of instruction, overall reform **cannot succeed without sufficient members of full-time faculty** with sufficient opportunities for continued staff development, and with sufficient opportunity for **participation in institutional governance.**”* (ASCCC)



Full Time/Part Time Ratio

AB 1725 (Section 35), chaptered as Ed Code (Section 87482.6):

*“...the Legislature wishes to recognize and make efforts to address longstanding policy of the board of governors that **at least 75 percent** of the hours of credit instruction in the California Community Colleges, as a system, **should be taught by full-time instructors.**” (ASCCC)*

Full Time/Part Time Ratio (Fall 2024)

	Total FTE Assigned	FT Faculty	PT FTEF Assigned	% FT Faculty	% PT Faculty
Current	5.4	2.6	2.8	48%	52%
w/+1 FT Faculty	5.4	3.6	1.8	67%	33%

FT / PT Ratio: # of FT faculty / Total [Semester] FTEF

State Requirement = 75%

Cañada College Business Department = $2.6 / 5.4 = 48\%$



Strengthening Pathways: Building on our Progress

- Increasing Access
 - Online synchronous pathway development
- Reducing Barriers
 - Solidifying the **Business OER/ZTC Pathway**
- Off-site Pathway Development
 - Expanding **dual enrollment** to additional campuses
 - **Menlo Park** Business Information Worker (BIW) certificate and request for Entrepreneurship for Spanish Speakers certificate



Our Partnerships Align with College, District & State Priorities

- **Digital Marketing Apprenticeship**
 - **New** Digital Marketing Certificate and related courses
- **Menlo Park** (EMP 1.7, EMP 3.11)
 - Reaching BIPOC communities in Belle Haven, East Palo Alto, & North Fair Oaks
 - **New** for-credit program in partnership with CBOT
- **Dual Enrollment*** (EMP 3.4, Dual Enrollment Implementation Plan)
 - **New** Entrepreneurship for Spanish Speakers Program
 - By Spring 2025:
 - **700** students served
 - **2** high school districts
 - **22** sections
 - **3** courses: BUS 100, BUS 150, BUS 180, interest in BUS 113

Source: Dual Enrollment Data Tracker in Partnership with SUHSD, [Cañada College Educational Master Plan](#) (EMP)



Dual Enrollment Growth

Semester	Year	Course	# of sections	# of students
Spring	2022	BUS 180	1	38
Fall	2022	BUS 180	2	70
Fall	2023	BUS 180	2	69
Spring	2024	BUS 100	3	101
Spring	2024	BUS 150	1	30
Spring	2024	BUS 100	3	95
Fall	2024	BUS 180	3	100
Spring	2025	BUS 100	2	44
Spring	2025	BUS 100	4	119
Spring	2025	BUS 150	1	30
		TOTALS	22	696

Source: Dual Enrollment Data Tracker in Partnership with SUHSD

Summary

- Demand for our Business program has been strong and steady for over a decade...
 - ...even while the college and higher education have seen downturns in enrollment
- 2.6 FT faculty and 12+ PT faculty taught 61 sections
- Abundance of partnership requests place demands on FT faculty