

STAFF

INTRODUCTION TO PERSONNEL

Community and technical colleges employed 18,148 state-supported faculty and support staff, equaling 13,176 staff FTE in 2007-08. Staff FTE grew by 3.3 percent. Another 3,704 (2,426 FTE) were employed with contract- and student-supported funds. This section provides details on the characteristics and level of staffing in the colleges.

Colleges employ staff using state funds and dollars from grants, contracts, and fees. This report focuses on state-funded employees. Included in this report are four categories of employees:

Classified Support Staff: Support staff who work under a set of conditions established by civil service rules or collective bargaining agreements.

Professional/Technical: This category includes managers of college programs. Also included is non-managerial professional staff such as counseling/advising specialists, student placement coordinators, and principal assistants to chief administrators. Professional/technical staff are exempt from civil service rule coverage.

Administrative: Includes the chief officers, vice presidents, deans and associate deans in instruction and student services, and directors of major programs. This group is exempt from the jurisdiction of the civil service system and exempt from college support staff collective bargaining.

Faculty: Includes teaching and non-teaching (counselors and librarians) academic employees.

Community and technical colleges hire a diverse staff, reflecting the diverse population served. While faculty and staff ranks do not mirror the race and ethnic background of students, hiring decisions during the last five years have resulted in increased diversity. Colleges have also increased the percentage of women employed in the colleges.

STATE SUPPORTED EMPLOYEE DEMOGRAPHICS (FALL QUARTER)

	2003	2004	2005	2006	2007
Percent of Staff of Color					
Classified/Support	20.6%	20.9%	21.8%	22.1%	23.1%
Administrative/Professional	15.6%	15.6%	15.8%	16.1%	16.1%
Full-Time Faculty (Teaching and Non-Teaching)	13.3%	13.4%	13.5%	13.8%	13.9%
Part-Time Faculty (Teaching and Non-Teaching)	9.5%	9.0%	9.7%	9.8%	10.8%
Percent Female Staff					
Classified/Support	65.6%	65.3%	64.8%	64.6%	64.0%
Administrative/Professional	63.7%	63.9%	64.8%	63.6%	63.8%
Full-Time Faculty (Teaching and Non-Teaching)	48.9%	49.2%	49.5%	50.2%	51.3%
Part-Time Faculty (Teaching and Non-Teaching)	58.1%	58.8%	58.8%	59.5%	60.2%

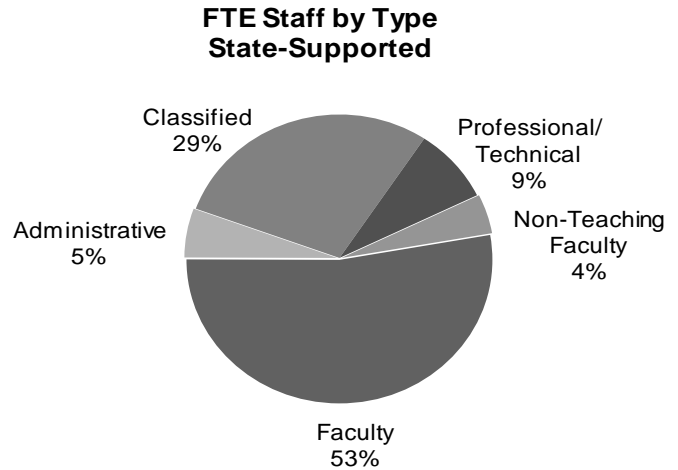
Source: SBCTC Fall Quarter 2008 Report.

Note: Percentages may not total due to rounding.

**STAFF FTE BY CATEGORY OF EMPLOYEE
STATE SUPPORTED
ACADEMIC YEAR 2003-04 TO 2007-08**

College staff activity is measured in terms of full-time equivalents (FTE). One staff FTE represents a non-faculty employee working full-time for 12 months. Teaching faculty are reported as FTE-Faculty (FTE-F). One FTE-F is equal to a nine-month academic year appointment. See Appendix C for further definitions. Non-teaching faculty FTE include counselors, librarians, and the release time of teaching faculty.

Over the past five years, the mix of FTE staff by type has been relatively unchanged with faculty representing 53 percent of the total. Likewise administrative FTE, which has the greatest percent growth (17.3 percent), remains at 5 percent of total staff. Modest change has occurred between classified and professional/technical staff. The former has decreased by 1 percent and the latter increased by 1 percent of total staff.



**STATE FTE STAFF
COMMUNITY AND TECHNICAL COLLEGES, SBCTC AND CIS**

	2003-04	2004-05	2005-06	2006-07	2007-08	5-Year Change
Teaching Faculty *	6,346	6,473	6,553	6,732	6,961	9.7%
% Change	0.8%	2.0%	1.2%	2.7%	3.4%	
Non-Teaching Faculty	519	533	523	544	585	12.6%
% Change	2.7%	2.7%	-1.8%	3.9%	7.4%	
Classified	3,550	3,627	3,648	3,675	3,791	6.8%
% Change	0.1%	2.2%	0.6%	0.7%	3.2%	
Administrative	621	641	673	700	729	17.3%
% Change	1.3%	3.2%	5.1%	3.9%	4.1%	
Professional/Technical	978	1,058	1,110	1,103	1,111	13.6%
% Change	6.9%	8.2%	4.9%	-0.6%	0.7%	
TOTAL	12,015	12,331	12,507	12,754	13,176	9.7%
% Change	1.1%	2.6%	1.4%	2.0%	3.3%	

Source: SBCTC PMIS Database, Program Table (Employee Type and Teaching Indicator).

*Excludes 45 FTE-F Teaching Faculty already counted in Administrative or Professional/Technical FTE.

Note: This section examines classroom teaching effort and results in a different total than the prioritized category on pages 78 and 79. Totals may not add due to rounding. Includes classified and administrative staff at the Center for Information Services (CIS) and Washington State Board for Community and Technical Colleges (SBCTC).

**STAFF FTE BY CATEGORY OF EMPLOYEE
STATE SUPPORTED
ACADEMIC YEAR 2007-08**

	Classified FTE	Administrative FTE	Professional/ Technical FTE	Teaching Faculty FTE-F*	Non- Teaching Faculty FTE	Total
Bates	106	18	22	136	38	320
Bellevue	172	33	93	403	37	739
Bellingham	55	19	17	85	3	179
Big Bend	58	15	16	100	4	194
Cascadia	26	17	18	82	3	147
Centralia	60	29	17	114	8	228
Clark	219	31	20	377	25	673
Clover Park	79	22	33	186	7	327
Columbia Basin	127	25	37	245	14	448
Edmonds	163	29	52	299	11	555
Everett	139	30	29	255	24	478
Grays Harbor	50	13	17	87	14	181
Green River	159	22	45	319	11	556
Highline	119	18	46	268	28	479
Lake Washington	93	17	2	140	4	256
Lower Columbia	73	10	20	125	7	234
Olympic	128	25	38	258	13	462
Peninsula	44	9	15	100	15	182
Pierce District	42	10	17	7	3	79
Pierce Fort Steilacoom	94	17	10	195	15	330
Pierce Puyallup	48	6	6	114	13	187
Renton	87	26	10	155	10	288
Seattle District	34	9	25	0	0	68
Seattle Central	166	25	24	280	22	517
Seattle North	104	24	24	213	14	378
Seattle South	104	22	22	205	8	360
Seattle Voc Institute	13	3	6	33	1	57
Shoreline	146	25	21	243	30	465
Skagit Valley	100	19	29	208	37	393
South Puget Sound	109	12	27	203	6	358
Spokane District	64	13	26	0	0	104
Spokane	156	12	17	312	32	528
Spokane Falls	166	19	34	342	38	599
Tacoma	109	27	49	221	24	430
Walla Walla	90	20	42	161	18	330
Wenatchee Valley	61	18	35	146	12	273
Whatcom	61	10	32	144	9	255
Yakima Valley	123	23	23	200	29	398
CIS	14	0	52	0	0	0
SBCTC	29	5	42	0	0	0
SYSTEM TOTAL	3,791	729	1,111	6,961	585	13,176

*Excludes 45 FTE-F Teaching Faculty already counted in Exempt FTE.

Source: SBCTC PMIS Database, Program Table (Employee Type and Teaching Indicator).

Note: Totals may not add due to rounding.

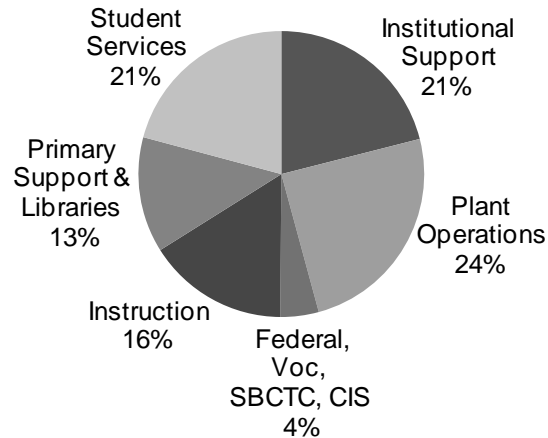
**CLASSIFIED SUPPORT STAFF ANNUAL FTES
STATE SUPPORTED
ACADEMIC YEAR 2003-04 TO 2007-08**

Classified staff provide the recordkeeping, communication, maintenance, custodial, and other general support functions for the colleges.

Most classified staff (96 percent) are hired on a full-time basis. Colleges hire hourly employees on a part-time basis to meet peak workload demands such as at registration time. Hourly employees and student workers are not included in these classified employee FTES.

Total classified staff has increased 6.8 percent in the past five years. The most growth has been in the primary support area – providing technical and other support for academic programs and administrators. Other growth areas have been classified staff support for plant operations and student services.

**Annual Classified FTE
by Program Area**



**CLASSIFIED FTE
COMMUNITY AND TECHNICAL COLLEGES, SBCTC AND CIS**

EMPLOYMENT STATUS	2003-04	2004-05	2005-06	2006-07	2007-08	5-Year Change
Full-Time	3,407	3,466	3,486	3,515	3,647	7.0%
Part-Time	142	160	162	159	144	1.4%
% Full-Time	96%	96%	96%	96%	96%	
TOTAL	3,549	3,626	3,648	3,675	3,791	6.8%
% Change	0.1%	2.2%	0.6%	0.7%	3.2%	
PROGRAM AREA						
01 Instruction	601	621	603	593	605	0.6%
04 Primary Support	258	257	286	295	311	20.4%
05 Libraries	188	189	193	190	185	-1.4%
06 Student Services	727	745	756	768	790	8.7%
08 Institutional Support	767	780	766	774	797	4.0%
09 Plant Operations	837	858	872	893	938	12.0%
Other (Federal, Vocational, SBCTC, CIS)	171	176	173	162	164	-3.9%
TOTAL	3,549	3,626	3,648	3,675	3,791	6.8%

Source: SBCTC PMIS database.

Note: Totals may not add due to rounding. One FTE equals full-time work for 12 months.

**CLASSIFIED SUPPORT STAFF FTES
STATE SUPPORTED
ACADEMIC YEAR 2007-08**

	Instruction 01	Primary Support 04	Libraries 05	Student Services 06	Institutional Support 08	Plant Operations 09	Federal Voc FV	Other Codes OC	Total
Bates	8	21	4	16	23	30	5	0	106
Bellevue	21	10	7	46	36	42	6	6	172
Bellingham	0	10	3	12	11	15	4	0	55
Big Bend	9	2	4	7	15	20	0	0	58
Cascadia	6	2	0	8	10	0	0	1	26
Centralia	11	2	1	10	15	17	1	2	60
Clark	41	24	7	57	41	43	0	5	219
Clover Park	2	17	3	11	14	31	0	1	79
Columbia Basin	31	0	4	22	34	31	0	4	127
Edmonds	22	11	7	39	49	35	0	1	163
Everett	32	4	10	30	31	26	0	5	139
Grays Harbor	3	3	2	10	18	15	0	0	50
Green River	17	24	5	31	40	35	0	7	159
Highline	21	1	12	11	33	38	0	3	119
Lake Washington	6	13	2	25	28	17	2	1	93
Lower Columbia	10	8	3	11	17	22	2	0	73
Olympic	21	10	9	27	24	31	0	6	128
Peninsula	1	4	3	7	12	17	0	0	44
Pierce District	9	0	4	4	21	3	0	2	42
Pierce Fort Steilacoom	20	2	2	39	5	24	0	1	94
Pierce Puyallup	9	1	4	18	3	13	0	0	48
Renton	9	9	2	18	23	26	0	0	87
Seattle District	1	0	0	0	32	0	0	0	34
Seattle Central	56	1	7	41	11	42	3	4	166
Seattle North	23	11	5	20	11	30	0	3	104
Seattle South	29	4	4	18	11	31	3	2	104
Seattle Voc Institute	3	0	0	6	2	2	0	0	13
Shoreline	26	12	11	40	25	26	1	4	146
Skagit Valley	15	4	7	23	22	28	1	0	100
South Puget Sound	19	5	4	24	22	34	0	2	109
Spokane District	0	0	0	1	49	13	0	2	64
Spokane	24	25	12	38	7	43	7	0	156
Spokane Falls	29	27	15	51	2	37	3	2	166
Tacoma	11	14	4	17	26	31	0	5	109
Walla Walla	19	7	4	11	25	20	3	1	90
Wenatchee Valley	7	4	4	10	16	18	0	1	61
Whatcom	4	9	5	14	12	16	0	1	61
Yakima Valley	29	6	5	20	20	35	7	2	123
CIS	0	0	0	0	0	0	0	14	14
SBCTC	0	0	0	0	0	0	0	29	29
SYSTEM TOTAL	605	311	185	790	797	938	47	118	3,791

Source: SBCTC PMIS Database.

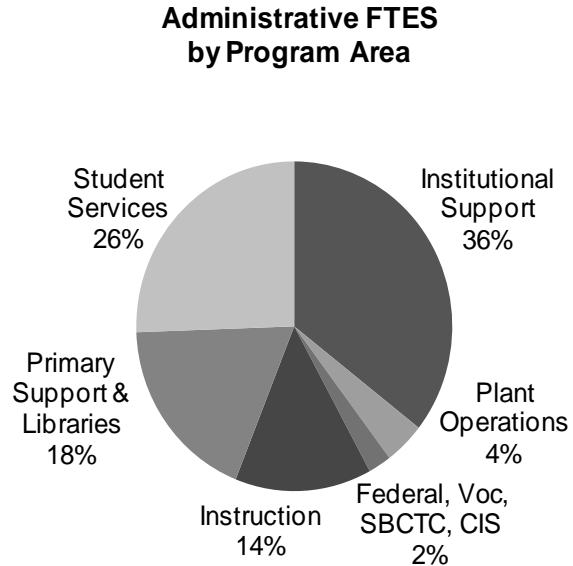
Note: Totals may not add due to rounding.

**ADMINISTRATIVE STAFF FTES
STATE SUPPORTED
ACADEMIC YEAR 2003-04 TO 2007-08**

Administrative staff includes the officers of the college (presidents and vice-presidents) and the managerial staff (deans, associate deans, directors, and managers). They are exempt from the jurisdiction of the Washington Personnel Resources Board civil service system and typically not covered by a collective bargaining.

Administrative FTES vary from college to college as a result of differences in size and organizational structure. Some colleges place functions such as grants and contracts, physical plant, media services, institutional research and planning under the direction of administrative staff. At other colleges, professional/technical staff performs these functions.

Administrative staff has increased 17.3 percent in the past five years. Most total growth has been in the areas of primary support and student services.



ADMINISTRATIVE STAFF FTES

EMPLOYMENT STATUS	2003-04	2004-05	2005-06	2006-07	2007-08	5-Year Change
Full-Time	609	633	669	694	724	18.9%
Part-Time	10	5	3	5	4	
TOTAL	620	639	672	699	729	17.6%
% Change	1.1%	3.1%	5.2%	4.0%	4.3%	
PROGRAM AREA						
01 Instruction	104	107	103	102	102	-2.4%
04 Primary Support	85	88	99	104	108	26.7%
05 Libraries	25	26	24	26	26	3.2%
06 Student Services	145	148	159	170	186	28.9%
08 Institutional Support	223	229	244	254	259	16.4%
09 Plant Operations	26	25	28	28	30	15.6%
Other (Federal, Vocational, SBCTC, CIS)	12	15	15	14	17	47.8%
TOTAL	620	639	672	699	729	17.6%

Source: SBCTC PMIS Database.

Note: Totals may not add due to rounding.

**ADMINISTRATIVE STAFF FTES
STATE SUPPORTED
ACADEMIC YEAR 2007-08**

	Instruction 01	Primary Support 04	Libraries 05	Student Services 06	Institutional Support 08	Plant Operations 09	Federal Voc FV	Other Codes OC	Total
Bates	0	6	0	3	8	1	0	0	18
Bellevue	3	1	1	13	12	1	2	1	33
Bellingham	0	3	1	3	8	1	2	0	19
Big Bend	2	3	1	4	6	0	0	0	15
Cascadia	4	0	0	5	8	1	0	0	17
Centralia	6	2	1	8	10	2	0	1	29
Clark	2	7	1	10	9	2	0	0	31
Clover Park	1	6	0	5	10	0	0	0	22
Columbia Basin	8	0	1	6	8	1	0	1	25
Edmonds	6	1	1	11	8	2	0	0	29
Everett	6	4	0	10	9	1	0	0	30
Grays Harbor	0	3	1	4	5	0	0	0	13
Green River	0	7	0	4	8	1	0	1	22
Highline	2	5	2	4	5	1	0	0	18
Lake Washington	0	4	1	3	8	0	0	0	17
Lower Columbia	0	2	0	3	4	0	0	0	10
Olympic	4	1	2	6	12	1	0	0	25
Peninsula	0	2	1	3	3	0	0	0	9
Pierce District	2	1	1	0	5	1	0	0	10
Pierce Fort									
Steilacoom	5	2	1	7	2	0	0	0	17
Pierce Puyallup	2	0	0	2	2	0	0	0	6
Renton	3	7	1	2	12	2	0	0	26
Seattle District	1	0	0	0	8	0	0	0	9
Seattle Central	9	2	1	6	5	1	0	0	25
Seattle North	8	2	1	6	4	2	1	0	24
Seattle South	9	0	1	7	5	1	0	0	22
Seattle Voc Institute	1	0	0	1	1	0	0	0	3
Shoreline	7	1	1	10	7	0	0	0	25
Skagit Valley	2	4	0	4	6	1	1	0	19
South Puget Sound	1	1	0	6	4	1	0	0	12
Spokane District	0	0	0	0	11	1	0	0	13
Spokane	0	5	1	4	3	0	0	0	12
Spokane Falls	1	7	2	5	5	0	0	0	19
Tacoma	2	7	0	4	12	0	0	2	27
Walla Walla	2	3	1	4	8	1	0	0	20
Wenatchee Valley	0	6	0	4	7	1	0	0	18
Whatcom	0	0	1	4	4	1	0	0	10
Yakima Valley	3	4	1	5	8	1	0	0	23
CIS	0	0	0	0	0	0	0	0	0
SBCTC	0	0	0	0	0	0	0	5	5
SYSTEM TOTAL	102	108	26	186	259	30	7	10	729

Source: SBCTC PMIS Database.

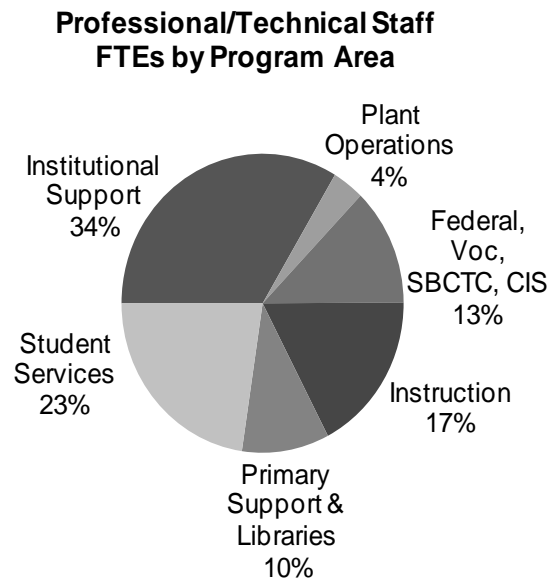
Note: Totals may not add due to rounding

**PROFESSIONAL/TECHNICAL STAFF FTES
STATE SUPPORTED
ACADEMIC YEAR 2003-04 TO 2007-08**

Professional/technical staff are exempt from the jurisdiction of the Washington Personnel Resources Board civil service system and typically not covered by a collective bargaining agreement. Included in this category are managers of college programs (if not faculty or associate deans). Also included is non-managerial staff such as counseling/advising specialists, student placement coordinators, principals' assistants to chief administrator, high-level computer technicians, and human resource professionals.

The number of professional/technical FTES varies from college to college as a result of differences in size and organizational structure. For example, business contract training is directed by professional/technical staff at some colleges, but that function is directed by program chairs (faculty) at other colleges.

Professional/technical staff has increased 13.6 percent in the past five years. Most total growth has been in the areas of instruction (computer lab and other technical staff) and primary support for instruction and other administrative services.



PROFESSIONAL/TECHNICAL STAFF FTES

Full-Time	925	1,009	1,068	1,066	1,075	16.2%
Part-Time	53	49	42	37	36	
TOTAL	978	1,058	1,110	1,103	1,111	13.6%
% Change	6.9%	8.2%	4.9%	-0.6%	0.7%	

PROGRAM AREA

01 Instruction	156	167	174	187	194	24.1%
04 Primary Support	77	79	88	98	96	24.8%
05 Libraries	18	18	20	16	15	-13.8%
06 Student Services	223	257	255	239	252	12.8%
08 Institutional Support	329	347	375	380	373	13.3%
09 Plant Operations	38	38	40	40	40	7.0%
Other (Federal, Vocational, SBCTC, CIS)	137	153	158	142	141	3.1%
TOTAL	978	1,058	1,110	1,103	1,111	13.6%

Source: SBCTC PMIS Database.

Note: Totals may not add due to rounding.

**PROFESSIONAL/TECHNICAL STAFF FTES
STATE SUPPORTED
ACADEMIC YEAR 2007-08**

	Instruction 01	Primary Support 04	Libraries 05	Student Services 06	Institutional Support 08	Plant Operations 09	Federal Voc FV	Other Codes OC	Total
Bates	0	5	0	5	10	2	0	0	22
Bellevue	21	3	3	12	30	5	11	6	93
Bellingham	0	3	0	2	8	0	4	1	17
Big Bend	6	0	0	4	5	2	0	0	16
Cascadia	1	5	0	6	6	0	0	0	18
Centralia	7	1	0	4	6	0	0	0	17
Clark	3	2	0	5	7	2	0	1	20
Clover Park	1	3	0	2	24	2	0	0	33
Columbia Basin	14	0	0	11	12	0	0	0	37
Edmonds	9	7	1	12	20	3	1	1	52
Everett	7	2	0	5	12	3	0	0	29
Grays Harbor	4	2	0	2	7	1	0	0	17
Green River	4	6	1	14	18	1	0	1	45
Highline	10	8	3	11	11	1	2	0	46
Lake Washington	0	1	0	1	1	0	0	0	2
Lower Columbia	1	0	0	8	9	1	0	0	20
Olympic	10	5	0	11	11	0	0	1	38
Peninsula	1	3	0	6	4	0	1	1	15
Pierce District	1	1	0	2	12	1	0	0	17
Pierce Fort Steilacoom	6	1	0	1	2	0	0	0	10
Pierce Puyallup	1	1	0	2	2	0	0	0	6
Renton	1	2	0	2	4	1	0	0	10
Seattle District	0	0	1	0	23	0	1	1	25
Seattle Central	8	0	0	7	6	1	1	1	24
Seattle North	3	4	1	7	7	1	1	0	24
Seattle South	6	1	1	8	5	1	1	0	22
Seattle Voc Institute	3	0	0	1	1	0	1	0	6
Shoreline	1	2	0	7	10	1	0	0	21
Skagit Valley	10	3	0	7	7	1	0	0	29
South Puget Sound	1	2	1	8	12	3	0	1	27
Spokane District	0	0	0	0	22	3	0	1	26
Spokane	5	1	1	8	2	0	0	0	17
Spokane Falls	18	0	0	10	5	1	0	0	34
Tacoma	8	5	2	16	12	2	2	0	49
Walla Walla	11	3	0	14	10	0	4	0	42
Wenatchee Valley	1	8	0	9	14	0	3	0	35
Whatcom	5	3	0	15	9	0	0	0	32
Yakima Valley	5	2	0	6	9	1	0	0	23
CIS	0	0	0	0	0	0	0	52	52
SBCTC	0	0	0	0	0	0	0	42	42
SYSTEM TOTAL	194	96	15	252	373	40	33	108	1,111

Source: SBCTC PMIS Database.

Note: Totals may not add due to rounding.

**TEACHING FACULTY (FTE-F) BY EMPLOYMENT STATUS
ACADEMIC YEAR 2003-04 TO 2007-08**

Teaching Faculty: In 2007-08, nearly 56 percent of state supported instruction was by full-time faculty and 44 percent by part-time faculty. The percentage of courses taught by part-time instructors has remained at approximately 44 percent for two year – the same level as in 2003-04. Part-time faculty give colleges the flexibility to offer courses outside the expertise of full-time faculty, to offer more evening and off-campus courses, and to adjust course offerings quickly in response to student demand or changes in funding.

Moonlight is the extra load taught by full-time faculty or full-time administrators in addition to their contracted workload. About half of the moonlight FTE is faculty on 9 month contracts who teach summer quarter. During the traditional academic year, some full-time faculty teach extra courses as well.

In addition to teaching faculty, 585 FTE for counselors, librarians, and teaching faculty on release time for course development, administration and student support were employed using state funds in 2007-08.

STATE SUPPORTED TEACHING FACULTY (FTE-F)

	2003-04	2004-05	2005-06	2006-07	2007-08	5 Year Change
Full Time Teaching FTE Faculty						
Faculty, Regular Assignment	3,296	3,379	3,413	3,477	3,550	7.7%
% Regular Assignment	51.1%	51.5%	51.3%	50.8%	50.2%	
Moonlight	323	335	346	370	402	24.7%
Total Full-Time	3,619	3,714	3,759	3,847	3,952	9.2%
% Full-Time	56.1%	56.7%	56.5%	56.2%	55.8%	
% Change	-0.5%	2.6%	1.2%	2.4%	2.7%	
Part-Time Teaching FTE Faculty						
Part-Time Only	2,779	2,796	2,846	2,951	3,081	10.9%
Other Staff, Teaching Part-Time	48	45	44	48	45	-5.8%
Total Part-Time	2,826	2,841	2,890	2,999	3,126	10.6%
% Part-Time	43.9%	43.3%	43.5%	43.8%	44.2%	
% Change	2.3%	0.5%	1.7%	3.8%	4.2%	
Total Teaching Faculty on Payroll						
	6,445	6,555	6,649	6,846	7,078	9.8%
% Change	0.7%	1.7%	1.4%	3.0%	3.4%	
Contracted Out and Volunteer (Not on College Payroll)						
Contracted Out	326	288	351	340	381	16.6%
Volunteer	150	136	133	137	142	-5.4%
Total Teaching Faculty (On and Not on Payroll)						
Teach FTE Faculty Total	6,922	6,979	7,133	7,323	7,601	9.8%
% Change	0.8%	0.8%	2.2%	2.7%	3.8%	
Non-Teaching Faculty						
Counselors/Librarians/Release Time	519	533	523	544	585	12.6%
Total Teaching and Non-Teaching Faculty						
	6,922	7,512	7,657	7,867	8,185	18.3%
% Change	0.8%	8.5%	1.9%	2.7%	4.0%	

Source: SBCTC PMIS Database, Employee and EMPYRQ Table (FTEF Teaching).

Note: FTE-F based on employee prioritized category and results in a different total than the classroom teaching effort on page 78.

Contracted out faculty are on the payroll of a partner agency, but not on the college payroll. Totals may not add due to rounding.

**TEACHING FTE-FACULTY BY EMPLOYMENT STATUS
STATE SUPPORTED ACADEMIC YEAR 2007-08**

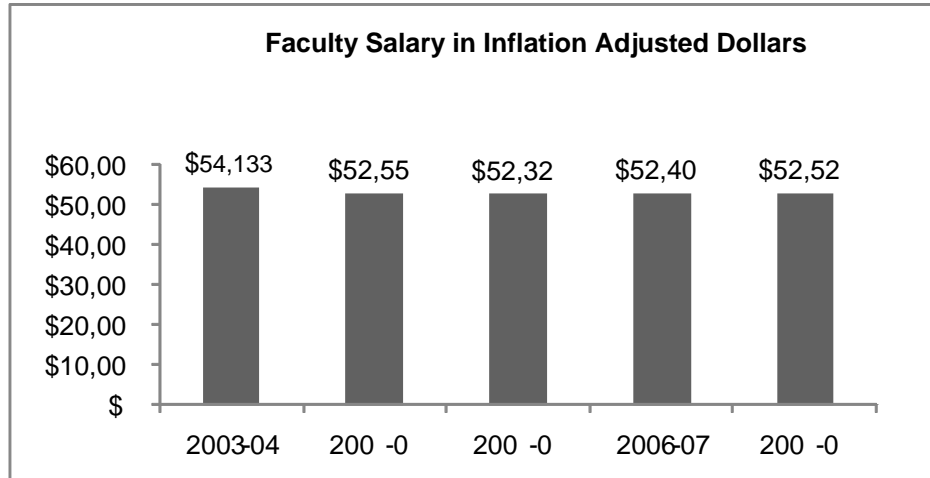
	Full-Time/Moonlight			Part-Time		Total Teaching FTE-F	
	Full-Time	% of Total	Moonlight	% of Total	Part-Time		% of Total
Bates	131	96%	0	0%	5	4%	137
Bellevue	157	38%	23	6%	230	56%	410
Bellingham	54	63%	10	11%	23	26%	87
Big Bend	61	58%	7	7%	36	35%	104
Cascadia	32	39%	3	3%	47	58%	82
Centralia	60	51%	10	9%	47	40%	118
Clark	173	45%	19	5%	190	50%	383
Clover Park	111	59%	2	1%	75	40%	187
Columbia Basin	127	50%	20	8%	106	42%	254
Edmonds	128	43%	15	5%	158	52%	301
Everett	115	45%	16	6%	125	49%	256
Grays Harbor	52	55%	5	5%	37	39%	94
Green River	153	48%	20	6%	148	46%	320
Highline	139	50%	17	6%	121	44%	277
Lake Washington	58	41%	7	5%	75	54%	140
Lower Columbia	86	67%	6	5%	36	28%	127
Olympic	138	52%	23	9%	105	39%	266
Peninsula	50	47%	5	5%	51	48%	107
Pierce Fort Steilacoom	79	39%	13	6%	109	54%	200
Pierce Puyallup	40	35%	4	3%	71	62%	114
Renton	97	61%	3	2%	58	37%	159
Seattle Central	149	52%	21	7%	119	41%	288
Seattle North	94	44%	18	9%	100	47%	213
Seattle South	89	43%	16	8%	104	50%	209
Seattle Voc Institute	9	25%	4	10%	24	65%	37
Shoreline	125	52%	16	6%	100	41%	241
Skagit Valley	102	48%	17	8%	94	44%	213
South Puget Sound	93	46%	10	5%	99	49%	203
Spokane	211	67%	22	7%	81	26%	314
Spokane Falls	171	49%	17	5%	160	46%	347
Tacoma	118	52%	12	5%	98	43%	228
Walla Walla	102	62%	7	4%	56	34%	166
Wenatchee Valley	79	53%	5	3%	64	43%	148
Whatcom	65	44%	2	1%	80	55%	147
Yakima Valley	101	50%	8	4%	93	46%	202
SYSTEM TOTAL	3,550	50%	402	6%	3,126	44%	7,078

Source: SBCTC PMIS Database, Employee and EMPYQR Tables.

Note: Excluded are volunteer and contracted out faculty not on the college payroll.

**FULL-TIME FACULTY SALARIES
ACADEMIC YEAR 2003-04 TO 2007-08**

The average salary for full-time faculty in Washington community and technical colleges was \$52,520 for nine months teaching in 2007-08. The 2007-08 average salary was just slightly higher (\$119) than the 2006-07 year when adjusted for inflation. The average full-time, nine-month faculty salary in 2007-08 was 3 percent less in real purchasing power than the average faculty salary five years ago, though the inflation-adjusted salary has increased slightly in each of the past three years.



AVERAGE FACULTY SALARY

	2003-04	2004-05	2005-06	2006-07	2007-08
Average Faculty Salaries					
Current \$*	\$48,303	\$48,202	\$49,518	\$50,766	\$52,520
Constant \$	\$54,133	\$52,559	\$52,322	\$52,401	\$52,520
% Change	-1.3%	-2.9%	-0.5%	0.1%	0.2%

Note: Constant (FY08\$) dollar amount based on 2007-08. See page 98 for index for inflation adjustment.

*Based on IPEDS data submitted in October of each year.

The community and technical colleges spent \$422.7 million in 2007-08 on college faculty salaries and benefits. In 2007-08, total faculty salaries and benefit expenditures represented 45.7 percent of total system expenditures.

FACULTY EXPENDITURES (\$ in millions)

	2003-04	2004-05	2005-06	2006-07	2007-08
Full- and Part-Time Faculty Salaries & Benefit Expenditures	\$345.4	\$354.8	\$376.7	\$390.1	\$422.7
Constant (FY05\$)	\$387.1	\$386.9	\$398.0	\$402.7	\$422.7
% of Total Expenditures	49.9%	49.0%	48.1%	47.2%	45.7%

Source: SBCTC Statewide Financial Database, CR2012H.

**FACULTY SALARIES AND BENEFITS
FOR FACULTY ON NINE MONTH ACADEMIC APPOINTMENTS
FALL 2005-2007**

	Average Salary Fall 05	Benefit Rate Fall 05	Average Salary Fall 06	Benefit Rate Fall 06	Average Salary Fall 07	Benefit Rate Fall 07
Bates *	\$50,480	32.1%	\$48,621	31.8%	\$52,315	37.0%
Bellevue	51,857	32.5%	54,251	30.7%	56,674	32.0%
Bellingham	53,643	31.4%	54,986	30.8%	55,219	32.3%
Big Bend	46,301	33.9%	47,804	32.3%	49,879	31.2%
Cascadia	49,874	31.4%	50,704	30.1%	52,344	31.6%
Centralia	49,965	33.1%	50,596	31.8%	52,246	33.2%
Clark	48,272	33.6%	51,227	31.6%	54,185	32.7%
Clover Park *	47,861	33.4%	44,430	33.8%	45,287	35.3%
Columbia Basin	46,987	33.5%	48,200	31.1%	53,003	32.1%
Edmonds	50,416	32.6%	52,273	31.1%	51,965	33.3%
Everett	45,736	34.6%	48,377	32.7%	45,075	33.8%
Grays Harbor	47,530	33.4%	49,080	32.6%	51,826	30.1%
Green River	50,879	32.5%	52,803	30.8%	55,107	32.2%
Highline	52,397	31.7%	54,649	30.2%	57,309	31.2%
Lake Washington	48,797	32.4%	48,653	31.4%	52,357	32.6%
Lower Columbia	50,020	33.3%	51,647	31.6%	54,268	31.7%
Olympic	48,429	33.2%	50,557	31.4%	52,680	32.8%
Peninsula	44,954	34.4%	53,453	29.5%	49,120	34.6%
Pierce Fort Steilacoom	47,527	33.8%	49,194	32.1%	51,458	32.3%
Pierce Puyallup	44,784	35.2%	44,916	33.2%	44,852	33.8%
Renton	48,769	33.0%	49,910	31.7%	52,210	33.2%
Seattle Central	49,654	32.7%	49,446	31.8%	50,800	33.4%
Seattle North	50,667	32.7%	48,819	32.1%	50,443	33.5%
Seattle South	50,274	33.1%	50,101	32.0%	51,662	33.5%
Shoreline	53,882	31.1%	49,746	29.4%	53,198	31.3%
Skagit Valley	49,996	32.7%	51,529	31.4%	54,408	32.1%
South Puget Sound	48,628	33.6%	50,539	31.8%	49,607	34.2%
Spokane	49,831	34.7%	51,002	33.2%	53,079	34.7%
Spokane Falls	49,298	34.7%	49,824	33.6%	51,746	35.2%
Tacoma	52,763	31.9%	53,202	31.2%	55,082	24.9%
Walla Walla	48,168	33.7%	51,513	32.7%	51,441	34.0%
Wenatchee Valley	49,127	32.9%	50,932	31.8%	54,084	33.0%
Whatcom	45,012	35.4%	45,359	34.2%	46,020	36.2%
Yakima Valley	51,571	31.8%	51,379	30.8%	55,141	31.8%
SYSTEM AVERAGE	\$49,518	33.1%	\$50,766	31.6%	\$52,520	32.6%

*Majority of faculty on eleven/twelve month contracts, thus not included in average.

Source: IPEDS Federal Web-based Data Collection Site.

Notes: Includes full-time permanent teaching faculty only. Counselors & librarians not included.

**NUMBER OF EMPLOYEES BY CATEGORY OF EMPLOYEE
STATE SUPPORTED
ACADEMIC YEAR 2007-08**

	Teaching Faculty		Non-Teaching Faculty		Classified Headcount	Adminis- trative Headcount	Professional/ Technical Headcount	Total Headcount
	Full- Time	Part- Time	Full- Time	Part- Time				
Bates	127	45	19	69	126	22	30	438
Bellevue	156	440	5	53	206	40	114	1,014
Bellingham	67	155	1	0	68	22	19	332
Big Bend	52	134	3	3	65	16	29	302
Cascadia	32	112	2	0	38	20	28	232
Centralia	63	179	6	13	79	35	30	405
Clark	187	509	4	0	263	37	25	1,025
Clover Park	88	164	6	1	94	25	36	414
Columbia Basin	118	248	5	1	145	26	50	593
Edmonds	123	350	5	11	178	37	64	768
Everett	116	220	12	2	164	36	30	580
Grays Harbor	51	122	1	31	56	15	35	311
Green River	131	271	6	2	189	24	61	684
Highline	163	263	2	5	140	20	54	647
Lake Washington	60	205	2	1	122	21	3	414
Lower Columbia	79	145	1	1	88	13	40	367
Olympic	128	309	6	1	144	28	52	668
Peninsula	51	172	2	2	47	16	32	322
Pierce District Office	0	0	0	31	49	13	22	115
Pierce Fort Steilacoom	82	274	5	0	115	19	15	510
Pierce Puyallup	47	169	5	0	60	7	7	295
Renton	83	178	7	5	112	28	12	425
Seattle District Office	0	0	0	0	35	12	31	78
Seattle Central	161	320	11	6	198	33	29	758
Seattle North	114	287	3	5	122	31	31	593
Seattle South	98	292	2	2	121	27	32	574
Seattle Voc Institute	12	45	1	0	16	3	10	87
Shoreline	137	252	11	9	173	33	28	643
Skagit Valley	124	279	6	39	116	21	37	622
South Puget Sound	94	203	5	0	123	13	34	472
Spokane District Office	0	0	0	0	72	14	30	116
Spokane	200	196	13	3	187	14	19	632
Spokane Falls	177	376	11	8	185	24	42	823
Tacoma	131	267	1	9	130	31	66	635
Walla Walla	104	245	2	12	103	22	53	541
Wenatchee Valley	76	216	7	2	71	20	44	436
Whatcom	70	190	2	5	73	11	52	403
Yakima Valley	115	291	7	21	142	30	29	635
CIS	0	0	0	0	14	0	57	71
SBCTC	0	0	0	0	36	6	57	99
SUM OF COLLEGES	3,617	8,123	187	353	4,465	865	1,469	19,079
SYSTEM TOTAL	3,603	7,337	186	293	4,424	858	1,447	18,148

Source: SBCTC PMIS Database, EMPYRQ Table.

Note: Non-teaching faculty include counselors, librarians, and those hired on the faculty pay schedule for research or special projects.

**NUMBER OF EMPLOYEES BY CATEGORY OF EMPLOYEE
ALL FUNDS
ACADEMIC YEAR 2007-08**

	Teaching Faculty		Non-Teaching Faculty		Classified Headcount	Adminis- trative Headcount	Professional/ Technical Headcount	Total Headcount
	Full- Time	Part- Time	Full- Time	Part- Time				
Bates	132	72	24	104	166	22	45	565
Bellevue	160	808	5	107	301	44	140	1,565
Bellingham	67	177	1	0	71	23	20	359
Big Bend	52	154	5	4	89	20	50	374
Cascadia	32	150	2	3	39	23	29	278
Centralia	63	190	6	52	101	36	45	493
Clark	190	510	4	0	368	38	29	1,139
Clover Park	88	202	8	1	120	25	40	484
Columbia Basin	118	253	5	4	164	28	60	632
Edmonds	141	464	5	11	277	44	122	1,064
Everett	116	283	12	2	196	38	35	682
Grays Harbor	66	131	3	46	67	15	38	366
Green River	137	373	6	2	220	25	83	846
Highline	163	299	2	5	168	21	69	727
Lake Washington	61	220	2	8	156	24	3	474
Lower Columbia	79	145	1	1	139	15	55	435
Olympic	128	344	6	1	176	31	58	744
Peninsula	59	202	3	2	61	22	59	408
Pierce District Office	0	0	0	31	52	13	24	120
Pierce Fort Steilacoom	101	404	6	4	151	22	29	717
Pierce Puyallup	47	169	5	0	63	7	8	299
Renton	84	228	12	5	158	28	19	534
Seattle District Office	0	0	0	0	38	13	42	93
Seattle Central	178	393	14	9	242	36	41	913
Seattle North	114	383	3	5	141	35	44	725
Seattle South	98	346	2	2	137	34	42	661
Seattle Voc Institute	12	47	1	0	16	3	13	92
Shoreline	137	303	11	8	190	35	31	715
Skagit Valley	125	300	6	54	200	22	62	769
South Puget Sound	96	242	5	9	135	13	38	538
Spokane District Office	0	0	0	0	73	15	30	118
Spokane	203	237	13	3	214	14	22	706
Spokane Falls	195	544	17	12	334	30	66	1,198
Tacoma	144	355	2	18	150	34	99	802
Walla Walla	128	300	2	17	117	23	74	661
Wenatchee Valley	78	220	7	2	74	20	52	453
Whatcom	70	204	2	6	83	11	65	441
Yakima Valley	115	312	7	33	162	33	44	706
CIS	0	0	0	0	14	0	65	79
SBCTC	0	0	0	0	37	6	60	103
SUM OF COLLEGES	3,777	9,964	215	571	5,660	941	1,950	23,078
SYSTEM TOTAL	3,761	8,926	212	494	5,612	933	1,914	21,852

Source: SBCTC PMIS Database, EMPYRQ Table.

Note: Includes staff hired under the Worker Retraining program. Non-teaching faculty include counselors, librarians, and those hired on the faculty pay schedule for research or special projects.

**STAFF FTE BY CATEGORY OF EMPLOYEE
ALL FUNDS
ACADEMIC YEAR 2007-08**

	Classified FTE	Administrative FTE	Professional/ Technical FTE	Teaching Faculty FTE-F*	Non- Teaching Faculty FTE-F	Total
Bates	144	18	37	143	62	404
Bellevue	257	39	124	478	46	945
Bellingham	58	20	20	87	4	188
Big Bend	78	18	35	101	8	241
Cascadia	27	20	21	85	3	156
Centralia	80	32	35	115	12	274
Clark	266	33	24	383	27	734
Clover Park	101	22	36	194	16	369
Columbia Basin	146	26	57	247	15	492
Edmonds	246	40	101	357	12	756
Everett	169	33	32	280	30	543
Grays Harbor	62	13	23	107	19	225
Green River	188	23	70	356	17	654
Highline	143	20	62	272	38	535
Lake Washington	126	20	3	144	6	298
Lower Columbia	119	12	32	127	14	304
Olympic	155	28	45	261	13	502
Peninsula	56	15	35	116	15	237
Pierce District Office	45	11	21	7	3	87
Pierce Fort Steilacoom	125	20	29	279	25	478
Pierce Puyallup	51	6	6	114	13	190
Renton	121	26	17	165	16	346
Seattle District Office	35	10	33	0	0	78
Seattle Central	207	30	35	287	54	613
Seattle North	122	31	35	217	15	419
Seattle South	120	30	33	234	14	432
Seattle Voc Institute	15	3	11	33	1	63
Shoreline	161	28	23	250	30	493
Skagit Valley	164	20	55	210	56	504
South Puget Sound	122	12	30	214	8	386
Spokane District Office	65	14	27	0	0	106
Spokane	183	12	18	317	32	562
Spokane Falls	311	24	63	381	46	824
Tacoma	128	32	82	242	38	521
Walla Walla	107	21	65	200	25	417
Wenatchee Valley	65	18	44	148	15	290
Whatcom	72	10	46	162	15	304
Yakima Valley	142	30	32	210	54	467
CIS	14	0	59	0	0	73
SBCTC	34	5	52	0	0	91
System Total	4,829	823	1,612	7,523	816	15,602

*Excludes 53 FTE-F Teaching Faculty already counted in Administrative or Professional/Technical FTE.
Source: SBCTC PMIS Database, Program Table (Employee Type and Teaching Indicator).