

STAFF

INTRODUCTION TO STAFF

Community and technical colleges, including the State Board for Community and Technical Colleges (SBCTC), employed 21,677 people accounting for 13,435 state-supported FTE faculty and staff in 2008-09. Faculty and staff FTE fell slightly in 2009-10 over the previous academic year, the first reduction in more than a decade. Another 3,754 (2,543 FTE) were employed with contract- and student-supported funds. This section provides details on the characteristics and level of staffing in the community and technical college system.

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.

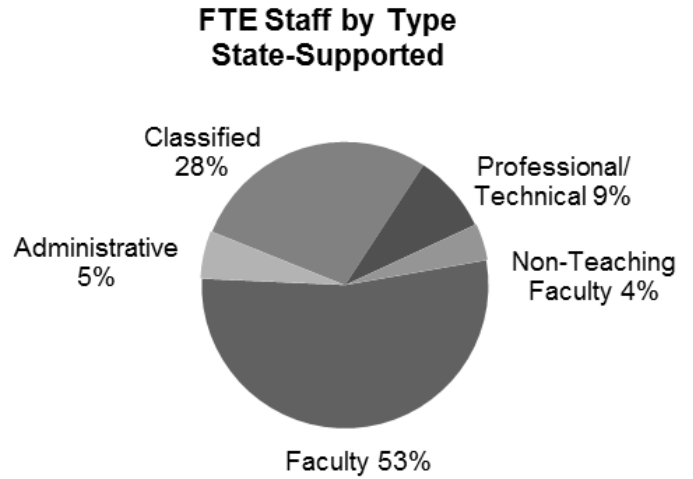
Administrative: Includes the chief officers, vice presidents, deans and associate deans in instruction and student services, and directors of major programs. This group is exempt from the jurisdiction of the civil service system and exempt from college support staff collective bargaining.

Faculty: Includes teaching and non-teaching employees. Non-teaching employees include counselors and librarians.

**STAFF FTE BY CATEGORY OF EMPLOYEE
STATE SUPPORTED
ACADEMIC YEAR 2005-06 TO 2009-10**

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 of position has remained relatively unchanged with faculty representing 53 percent of the total. In the face of budget cuts, colleges reduced non-teaching faculty, and administrative and classified staff. With record enrollments, teaching faculty and professional/technical staff both grew slightly, though not enough to offset other staff reductions. Overall, staff FTE fell slightly from the previous year for the first time in more than a decade.



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

	2005-06	2006-07	2007-08	2008-09	2009-10	5-Year Change
Teaching Faculty*	6,553	6,732	6,961	7,085	7,186	9.7%
% Change	1.2%	2.7%	3.4%	1.8%	1.4%	
Non-Teaching Faculty	523	544	585	595	558	6.5%
% Change	-1.8%	3.9%	7.4%	1.9%	-6.4%	
Classified	3,648	3,675	3,791	3,890	3,775	3.5%
% Change	0.6%	0.7%	3.2%	2.6%	-2.9%	
Administrative	673	700	729	742	723	7.4%
% Change	5.1%	3.9%	4.1%	1.9%	-2.6%	
Professional/Technical	1,110	1,103	1,111	1,178	1,193	7.5%
% Change	4.9%	-0.6%	0.7%	6.0%	1.3%	
TOTAL	12,507	12,754	13,176	13,490	13,435	7.4%
% Change	1.4%	2.0%	3.3%	2.4%	-0.4%	

*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).

Note: Totals may not add due to rounding. Includes Washington State Board for Community and Technical Colleges (SBCTC) employees.

**STAFF FTE BY CATEGORY OF EMPLOYEE
STATE SUPPORTED
ACADEMIC YEAR 2009-10**

	Classified	Administrative	Professional/ Technical	Teaching Faculty	Non- Teaching Faculty	Total
Bates	88	18	19	128	44	298
Bellevue	185	35	103	452	30	806
Bellingham	62	20	18	94	3	198
Big Bend	62	14	19	92	5	192
Cascadia	34	21	18	92	3	168
Centralia	57	29	17	115	7	225
Clark	241	34	26	486	23	811
Clover Park	86	17	35	188	10	336
Columbia Basin	110	27	36	218	18	409
Edmonds	172	30	58	320	8	588
Everett	155	32	28	245	21	479
Grays Harbor	51	11	18	79	12	172
Green River	164	25	56	345	9	598
Highline	117	22	61	282	32	514
Lake Washington	96	11	0	166	5	278
Lower Columbia	67	11	29	159	5	270
Olympic	129	21	32	273	12	467
Peninsula	42	17	23	94	9	185
Pierce District	48	12	18	6	2	87
Pierce Fort Steilacoom	93	13	11	165	14	296
Pierce Puyallup	56	6	10	101	12	185
Renton	81	23	11	146	8	268
Seattle District	36	7	24	0	1	68
Seattle Central	161	31	28	283	17	519
Seattle North	107	23	27	211	8	375
Seattle South	102	20	29	195	8	353
Seattle Voc Institute	13	4	6	31	1	55
Shoreline	149	25	18	262	28	482
Skagit Valley	102	15	29	203	33	383
South Puget Sound	106	11	29	216	8	370
Spokane District	54	14	26	0	0	94
Spokane	127	12	14	321	26	499
Spokane Falls	129	19	32	338	41	560
Tacoma	119	28	52	242	28	469
Walla Walla	93	18	45	165	18	340
Wenatchee Valley	59	14	28	124	7	232
Whatcom	62	10	37	154	14	277
Yakima Valley	123	18	27	194	24	386
SBCTC	39	5	98	0	0	142
SYSTEM TOTAL	3,775	723	1,193	7,186	558	13,435

*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).

Note: Totals may not add due to rounding.

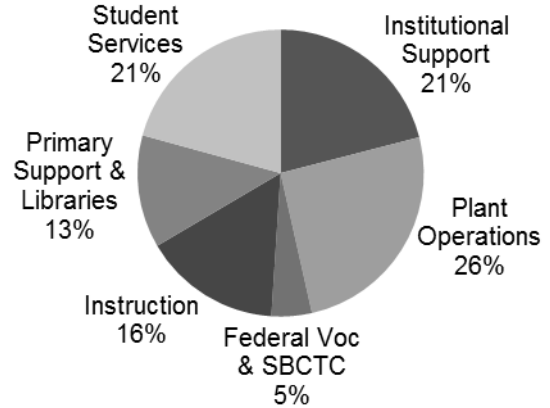
**CLASSIFIED SUPPORT STAFF ANNUAL FTE
STATE SUPPORTED
ACADEMIC YEAR 2005-06 TO 2009-10**

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

Most classified staff (96 percent) are hired on a full-time basis. The use of part-time classified employees has decreased some over the past five years. 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 the classified employee FTE.

Total classified staff has increased 4 percent in the past five years, falling by 3 percent in 2009-10 because of cuts in part-time employees. Over the past 5 years, Instruction and Libraries have taken the largest reductions in classified staff. The largest growth has occurred in Plant Operations.

**Annual Classified FTE
by Program Area**



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

EMPLOYMENT STATUS	2005-06	2006-07	2007-08	2008-09	2009-10	5-Year Change
Full-Time	3,486	3,515	3,647	3,754	3,632	4.2%
Part-Time	162	159	144	136	143	-11.9%
% Full-Time	96%	96%	96%	97%	96%	
TOTAL	3,648	3,675	3,791	3,890	3,775	3.5%
% Change	0.6%	0.7%	3.2%	2.6%	-3.0%	
PROGRAM AREA						
01 Instruction	603	593	605	620	585	-2.9%
04 Primary Support	286	295	311	330	308	7.7%
05 Libraries	193	190	185	184	172	-10.8%
06 Student Services	756	768	790	818	783	3.7%
08 Institutional Support	766	774	797	804	792	3.4%
09 Plant Operations	872	893	938	966	963	10.4%
Other (Federal Voc & SBCTC)	173	162	164	168	172	-0.7%
TOTAL	3,648	3,675	3,791	3,890	3,775	3.5%

Source: SBCTC PMIS Database.

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

**CLASSIFIED SUPPORT STAFF FTE
STATE SUPPORTED
ACADEMIC YEAR 2009-10**

	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	13	3	14	21	29	0	0	88
Bellevue	28	6	7	49	37	46	6	6	185
Bellingham	1	11	3	15	10	17	5	0	62
Big Bend	9	4	4	8	14	22	1	0	62
Cascadia	10	4	0	11	9	0	0	1	34
Centralia	12	2	1	10	14	15	1	2	57
Clark	44	27	8	63	43	52	0	5	241
Clover Park	3	17	3	11	15	31	5	1	86
Columbia Basin	28	0	4	16	29	28	0	5	110
Edmonds	21	10	9	40	47	43	0	1	172
Everett	33	5	10	31	36	36	0	5	155
Grays Harbor	4	2	2	10	18	15	0	0	51
Green River	20	22	5	30	41	33	4	8	164
Highline	21	1	12	11	32	36	0	4	117
Lake Washington	10	13	3	23	27	17	2	0	96
Lower Columbia	8	11	3	11	16	19	0	0	67
Olympic	21	12	6	29	25	31	0	5	129
Peninsula	1	4	3	7	12	14	1	0	42
Pierce District	5	0	2	2	27	10	0	2	48
Pierce Fort Steilacoom	21	3	3	40	4	22	0	1	93
Pierce Puyallup	11	1	4	24	2	13	0	0	56
Renton	9	8	2	14	21	26	0	0	81
Seattle District	1	0	0	0	35	0	0	0	36
Seattle Central	36	2	7	42	25	41	1	6	161
Seattle North	25	13	5	19	10	29	1	3	107
Seattle South	31	4	4	17	10	32	1	2	102
Seattle Voc Institute	4	0	0	6	1	2	0	0	13
Shoreline	27	12	10	42	24	27	2	5	149
Skagit Valley	11	9	4	27	19	29	1	0	102
South Puget Sound	11	10	5	22	21	34	0	2	106
Spokane District	0	0	0	0	37	15	0	2	54
Spokane	19	21	9	28	5	37	6	2	127
Spokane Falls	22	23	10	37	2	33	2	1	129
Tacoma	14	12	4	19	28	35	1	5	119
Walla Walla	19	7	4	11	27	22	3	0	93
Wenatchee Valley	6	4	4	9	13	21	0	2	59
Whatcom	4	8	4	14	13	16	0	3	62
Yakima Valley	27	6	4	20	20	36	9	2	123
SBCTC	0	0	0	0	0	0	0	39	39
SYSTEM TOTAL	585	308	172	783	792	963	53	119	3,775

Source: SBCTC PMIS Database.

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

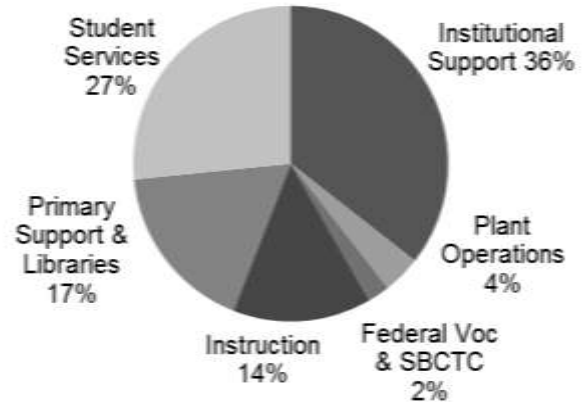
**ADMINISTRATIVE STAFF FTE
STATE SUPPORTED
ACADEMIC YEAR 2005-06 TO 2009-10**

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 collective bargaining.

Administrative FTE 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 perform these functions.

Administrative staff consists of mostly full-time employees. Total staff has grown over the five-year period, despite a 3 percent decrease in 2009-10. Reductions in the most recent year were spread throughout all program areas.

**Administrative FTES
by Program Area**



ADMINISTRATIVE STAFF FTE

EMPLOYMENT STATUS	2005-06	2006-07	2007-08	2008-09	2009-10	5-Year Change
Full-Time	669	694	724	735	715	7.0%
Part-Time	3	5	4	7	7	
TOTAL	672	699	729	742	723	7.6%
% Change	5.2%	4.0%	4.3%	1.9%	-2.6%	
PROGRAM AREA						
01 Instruction	103	102	102	108	103	0.2%
04 Primary Support	99	104	108	111	103	3.9%
05 Libraries	24	26	26	24	23	-3.0%
06 Student Services	159	170	186	194	192	20.6%
08 Institutional Support	244	254	259	259	257	5.2%
09 Plant Operations	28	28	30	31	28	1.9%
Other (Federal Voc & SBCTC)	15	14	17	16	16	11.0%
TOTAL	672	699	729	742	723	7.6%

Source: SBCTC PMIS Database.

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

**ADMINISTRATIVE STAFF FTE
STATE SUPPORTED
ACADEMIC YEAR 2009-10**

	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	4	7	1	0	0	18
Bellevue	3	1	1	15	12	1	1	1	35
Bellingham	0	4	1	4	8	1	2	0	20
Big Bend	2	1	1	3	5	0	1	0	14
Cascadia**	5	0	0	5	10	1	0	0	21
Centralia	7	2	1	7	10	1	1	1	29
Clark	4	9	1	9	9	2	0	0	34
Clover Park	0	5	0	6	7	0	0	0	17
Columbia Basin	8	0	0	8	9	1	0	1	27
Edmonds	7	1	1	12	8	1	0	0	30
Everett	6	4	0	9	11	1	0	0	32
Grays Harbor	1	2	1	4	4	0	0	0	11
Green River	0	8	0	4	11	1	0	1	25
Highline	1	4	1	8	8	0	0	0	22
Lake Washington	0	2	1	3	6	0	0	0	11
Lower Columbia	0	3	0	2	6	0	0	0	11
Olympic	4	1	1	5	10	1	0	0	21
Peninsula	0	2	1	6	6	1	0	0	17
Pierce District	2	1	1	2	6	1	0	0	12
Pierce Fort Steilacoom	4	1	0	5	3	0	0	0	13
Pierce Puyallup	3	0	0	2	1	0	0	0	6
Renton	1	6	1	2	10	2	0	0	23
Seattle District	1	0	0	0	6	0	0	0	7
Seattle Central	9	2	1	10	7	1	0	0	31
Seattle North	9	2	1	6	3	2	0	0	23
Seattle South	8	0	1	7	3	1	0	0	20
Seattle Voc Institute	2	0	0	1	2	0	0	0	4
Shoreline	6	1	1	10	7	1	0	0	25
Skagit Valley	2	3	0	2	6	1	0	0	15
South Puget Sound	0	3	0	4	3	1	0	0	11
Spokane District	0	0	0	0	11	2	0	0	14
Spokane	0	5	1	3	3	0	0	0	12
Spokane Falls	1	9	1	5	4	0	0	0	19
Tacoma	2	7	0	5	12	0	0	1	28
Walla Walla	2	2	1	5	8	0	0	0	18
Wenatchee Valley	0	3	1	4	5	0	0	0	14
Whatcom	0	0	1	4	5	1	0	0	10
Yakima Valley	2	4	1	5	6	1	0	0	18
SBCTC	0	0	0	0	0	0	0	5	5
SYSTEM TOTAL	103	103	23	192	257	28	6	10	723

Source: SBCTC PMIS Database.

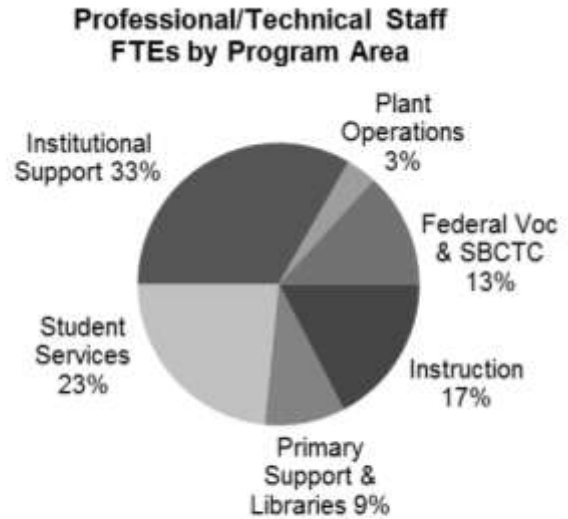
Note: Totals may not add due to rounding. One FTE equals full-time work for 12 months.

**PROFESSIONAL/TECHNICAL STAFF FTE
STATE SUPPORTED
ACADEMIC YEAR 2005-06 TO 2009-10**

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, 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 FTE 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 faculty at other colleges.

Professional/technical staff has increased by 8 percent in the past five years. Most total growth has been in the areas of instruction and student services. Professional/technical staff grew slightly in 2009-10.



PROFESSIONAL/TECHNICAL STAFF FTE

EMPLOYMENT STATUS	2005-06	2006-07	2007-08	2008-09	2009-10	5-Year Change
Full-Time	1,068	1,066	1,075	1,144	1,160	8.6%
Part-Time	42	37	36	34	33	
TOTAL	1,110	1,103	1,111	1,178	1,193	7.5%
% Change	4.9%	-0.6%	0.7%	6.0%	1.3%	
PROGRAM AREA						
01 Instruction	174	187	194	204	207	18.7%
04 Primary Support	88	98	96	94	95	8.3%
05 Libraries	20	16	15	14	15	-24.6%
06 Student Services	255	239	252	272	279	9.5%
08 Institutional Support	375	380	373	395	397	6.0%
09 Plant Operations	40	40	40	43	42	3.9%
Other (Federal Voc & SBCTC)	158	142	141	155	158	0.1%
TOTAL	1,110	1,103	1,111	1,178	1,193	7.5%

Source: SBCTC PMIS Database.

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

**PROFESSIONAL/TECHNICAL STAFF FTE
STATE SUPPORTED
ACADEMIC YEAR 2009-10**

	Instruction 01	Primary Support 04	Libraries 05	Student Services 06	Institutional Support 08	Plant Operations 09	Federal Voc FV	Other Codes OC	Total
Bates	1	4	0	5	8	1	0	0	19
Bellevue	27	3	3	13	34	5	13	6	103
Bellingham	0	3	1	3	8	0	2	1	18
Big Bend	5	1	0	4	5	3	1	0	19
Cascadia	0	2	0	8	8	0	0	0	18
Centralia	8	1	0	1	6	0	0	0	17
Clark	3	3	0	7	8	3	0	2	26
Clover Park	1	6	0	3	20	2	2	0	35
Columbia Basin	13	0	0	10	13	0	0	0	36
Edmonds	13	7	1	13	21	4	0	0	58
Everett	8	1	0	6	12	2	0	0	28
Grays Harbor	5	2	0	3	7	1	0	0	18
Green River	3	7	1	19	16	1	6	3	56
Highline	14	10	2	17	15	1	1	0	61
Lake Washington	0	0	0	0	0	0	0	0	0
Lower Columbia	2	3	0	10	11	2	0	0	29
Olympic	9	3	0	11	9	0	0	0	32
Peninsula	2	5	0	7	7	1	0	1	23
Pierce District	2	2	0	1	12	1	0	0	18
Pierce Fort Steilacoom	6	0	0	3	2	0	0	0	11
Pierce Puyallup	1	1	0	6	2	0	0	0	10
Renton	2	2	0	1	5	1	0	0	11
Seattle District	0	0	1	0	22	0	0	1	24
Seattle Central	6	1	0	6	11	2	1	1	28
Seattle North	5	2	1	8	7	1	2	0	27
Seattle South	7	1	1	10	9	1	0	0	29
Seattle Voc Institute	4	0	0	1	1	0	0	0	6
Shoreline	2	0	0	4	11	1	0	0	18
Skagit Valley	8	2	0	8	8	2	1	0	29
South Puget Sound	1	2	1	10	13	2	0	1	29
Spokane District	0	0	0	0	22	3	0	1	26
Spokane	4	1	1	5	2	0	0	0	14
Spokane Falls	12	2	0	11	7	0	0	0	32
Tacoma	8	6	2	18	12	1	5	0	52
Walla Walla	12	3	0	17	10	0	3	0	45
Wenatchee Valley	1	7	0	6	11	1	2	0	28
Whatcom	7	3	0	15	11	0	1	0	37
Yakima Valley	5	1	0	8	11	2	1	0	27
SBCTC	0	0	0	0	0	0	0	98	98
SYSTEM TOTAL	207	95	15	279	397	42	42	115	1,193

Source: SBCTC PMIS Database.

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

**TEACHING FACULTY FTE-F BY EMPLOYMENT STATUS
ACADEMIC YEAR 2005-06 TO 2009-10**

Teaching Faculty: In 2009-10, full-time faculty taught nearly 56 percent of state-supported instruction while part-time faculty taught the remaining 44 percent. This faculty mix remains comparable to 2008-09. 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. In addition to teaching faculty, non-teaching faculty generated 558 FTE using state funds in 2009-10.

STATE SUPPORTED TEACHING FACULTY FTE-F

	2005-06	2006-07	2007-08	2008-09	2009-10	5 Year Change
Full-Time Teaching FTE-Faculty						
Faculty, Regular Assignment	3,413	3,477	3,550	3,625	3,644	6.8%
% Regular Assignment	51.3%	50.8%	50.2%	49.9%	49.4%	
Moonlight	346	370	402	422	452	30.8%
Total Full-Time	3,759	3,847	3,952	4,048	4,096	9.0%
% Full-Time	56.5%	56.2%	55.8%	55.7%	55.5%	
% Change	1.2%	2.4%	2.7%	2.4%	1.2%	
Part-Time Teaching FTE-Faculty						
Part-Time Only	2,846	2,951	3,081	3,168	3,232	13.6%
Other Staff, Teaching Part-Time	44	48	45	53	52	16.5%
Total Part-Time	2,890	2,999	3,126	3,221	3,284	13.6%
% Part-Time	43.5%	43.8%	44.2%	44.3%	44.5%	
% Change	1.7%	3.8%	4.2%	3.1%	1.9%	
Total Teaching Faculty on Payroll						
	6,649	6,846	7,078	7,269	7,380	11.0%
% Change	1.4%	3.0%	3.4%	2.7%	1.5%	
Contracted Out and Volunteer (Not on College Payroll)						
Contracted Out	351	340	381	397	325	-7.5%
Volunteer	133	137	142	138	141	5.9%
Total Teaching Faculty (On and Not on Payroll)						
Teach FTE-Faculty Total	7,133	7,323	7,601	7,803	7,846	10.0%
% Change	2.2%	2.7%	3.8%	2.7%	0.5%	
Non-Teaching Faculty						
Counselors/Librarians/Release Time	523	544	585	595	558	6.5%
Total Teaching and Non-Teaching Faculty						
	7,657	7,867	8,185	8,399	8,404	9.8%
% Change	1.9%	2.7%	4.0%	2.6%	0.1%	

Source: SBCTC PMIS Database, EMPYRQ Table.

Note: FTE-F based on employee prioritized category and results in a different total than the classroom teaching effort reported on page 68. 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 FACULTY FTE-F BY EMPLOYMENT STATUS
STATE SUPPORTED ACADEMIC YEAR 2009-10**

	----- Full-Time/Moonlight -----				--- Part-Time ---		Total Teaching FTE-F
	Full-Time	% of Total	Moonlight	% of Total	Part-Time	% of Total	
Bates	128	93%	4	3%	5	4%	137
Bellevue	169	37%	23	5%	268	58%	461
Bellingham	60	63%	11	11%	24	26%	95
Big Bend	55	57%	6	6%	35	36%	96
Cascadia	39	42%	4	5%	49	53%	92
Centralia	62	51%	10	8%	49	41%	121
Clark	214	43%	37	7%	242	49%	492
Clover Park	112	60%	7	4%	69	36%	188
Columbia Basin	130	58%	22	10%	72	32%	224
Edmonds	131	40%	18	6%	176	54%	325
Everett	125	50%	16	6%	107	43%	247
Grays Harbor	51	62%	6	7%	26	31%	83
Green River	166	48%	21	6%	160	46%	347
Highline	133	46%	21	7%	137	47%	291
Lake Washington	65	39%	11	7%	91	55%	167
Lower Columbia	88	54%	7	4%	67	42%	162
Olympic	133	48%	21	8%	122	44%	276
Peninsula	52	50%	6	5%	46	44%	104
Pierce Fort Steilacoom	70	41%	14	8%	85	50%	169
Pierce Puyallup	45	43%	5	5%	53	52%	103
Renton	90	59%	1	1%	61	40%	152
Seattle Central	142	49%	19	7%	131	45%	292
Seattle North	92	43%	20	9%	102	48%	214
Seattle South	85	43%	19	9%	96	48%	199
Seattle Voc Institute	10	28%	3	9%	22	63%	35
Shoreline	123	46%	17	6%	125	47%	264
Skagit Valley	104	50%	13	6%	92	44%	209
South Puget Sound	102	46%	13	6%	105	48%	220
Spokane	222	69%	22	7%	79	25%	323
Spokane Falls	182	53%	24	7%	135	40%	340
Tacoma	116	47%	13	5%	117	47%	246
Walla Walla	106	61%	7	4%	59	34%	173
Wenatchee Valley	78	62%	2	2%	46	37%	126
Whatcom	66	42%	1	1%	91	57%	158
Yakima Valley	100	51%	8	4%	88	45%	196
SYSTEM TOTAL	3,644	50%	452	6%	3,232	44%	7,329

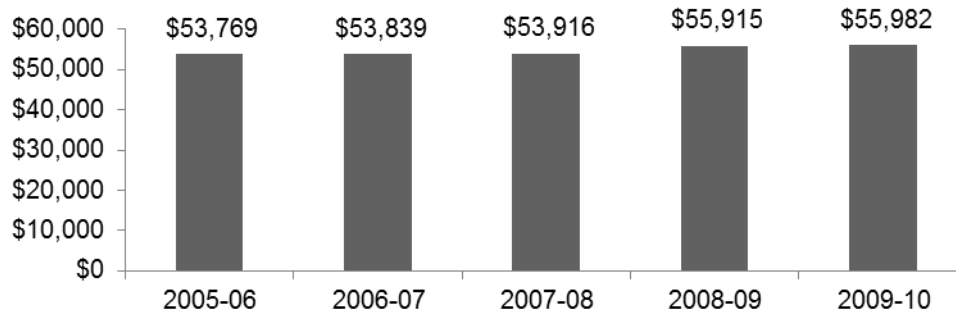
Source: SBCTC PMIS Database, Employee and EMPYQR Tables.

Note: Volunteer and contracted out faculty not on the college payroll are excluded.

**FULL-TIME FACULTY SALARIES
ACADEMIC YEAR 2005-06 TO 2009-10**

The average salary for full-time faculty in Washington community and technical colleges was nearly \$56,000 for nine months teaching in 2009-10. The 2009-10 average salary increased by less than \$100 over the 2008-09 academic year when adjusted for inflation. The average full-time, nine-month faculty salary in 2009-10 was slightly higher in real purchasing power than the average faculty salary for the past four years. The community and technical colleges spent \$467 million in 2009-10 on college faculty salaries and benefits representing more than half (51 percent) of total system expenditures, a higher proportion than any time in more than a decade.

Faculty Salary in Inflation Adjusted Dollars



AVERAGE FACULTY SALARY

	2005-06	2006-07	2007-08	2008-09	2009-10
Current \$*	49,518	50,766	52,520	55,320	55,982
Constant \$	53,769	53,839	53,916	55,915	55,982
% Change	-0.5%	0.1%	0.1%	3.9%	3.8%

FACULTY EXPENDITURES (\$ in millions)

	2005-06	2006-07	2007-08	2008-09	2009-10
Full- and Part-Time Faculty Salaries & Benefit Expenditures	376.7	390.1	422.7	462.8	467.2
Constant \$	409.0	413.7	433.9	467.8	467.2
% of Total Expenditures (001, 08A, 149, 253 and 489)	48.1%	47.2%	45.7%	49.1%	50.8%

*Based on IPEDS data submitted in October of each year.
 Note: Constant (FY10\$) dollar amount based on June 2010 forecast of US Implicit Price Deflator (IPD). See page 92 for index for inflation adjustment.
 Source: SBCTC Data Warehouse.

**FACULTY SALARIES AND BENEFITS
FOR FACULTY ON NINE/TEN MONTH CONTRACTS
FALL 2007-2009**

	Average Salary Fall 07	Benefit Rate Fall 07	Average Salary Fall 08	Benefit Rate Fall 08	Average Salary Fall 09	Benefit Rate Fall 09
Bates*	\$52,315	37.0%	\$56,587	29.6%	\$53,483	34.2%
Bellevue	56,674	32.0%	59,321	28.3%	58,821	32.3%
Bellingham	55,219	32.3%	57,243	27.8%	57,702	32.7%
Big Bend	49,879	31.2%	53,323	27.2%	54,987	32.4%
Cascadia	52,344	31.6%	55,360	27.8%	55,163	32.0%
Centralia	52,246	33.2%	56,134	29.1%	54,830	33.7%
Clark	54,185	32.7%	55,955	29.1%	54,764	33.3%
Clover Park*	45,287	35.3%	59,109	29.0%	52,444	33.2%
Columbia Basin	53,003	32.1%	56,167	28.5%	57,205	32.3%
Edmonds	51,965	33.3%	56,750	28.6%	56,736	33.1%
Everett	45,075	33.8%	47,609	30.0%	53,364	34.2%
Grays Harbor	51,826	30.1%	50,498	31.1%	53,935	36.1%
Green River	55,107	32.2%	57,526	28.6%	57,486	32.6%
Highline	57,309	31.2%	60,416	27.6%	59,625	28.4%
Lake Washington	52,357	32.6%	54,198	28.9%	53,361	34.5%
Lower Columbia	54,268	31.7%	56,236	29.2%	56,161	33.4%
Olympic	52,680	32.8%	56,602	28.9%	55,797	33.1%
Peninsula	49,120	34.6%	50,933	30.5%	51,322	34.6%
Pierce Fort Steilacoom	51,458	32.3%	53,201	28.7%	54,991	33.4%
Pierce Puyallup	44,852	33.8%	49,894	28.2%	50,093	33.9%
Renton	52,210	33.2%	58,877	28.5%	58,581	32.3%
Seattle Central	50,800	33.4%	51,712	28.5%	57,622	32.5%
Seattle North	50,443	33.5%	54,563	28.2%	56,787	32.4%
Seattle South	51,662	33.5%	48,433	28.9%	58,003	32.7%
Shoreline	53,198	31.3%	60,535	25.7%	60,349	31.8%
Skagit Valley	54,408	32.1%	57,619	28.7%	57,190	32.1%
South Puget Sound	49,607	34.2%	55,615	29.5%	55,457	33.6%
Spokane	53,079	34.7%	55,127	31.0%	54,488	35.4%
Spokane Falls	51,746	35.2%	53,591	31.4%	52,960	35.9%
Tacoma	55,082	24.9%	57,853	21.0%	56,824	32.2%
Walla Walla	51,441	34.0%	54,092	29.8%	55,339	33.9%
Wenatchee Valley	54,084	33.0%	56,840	29.4%	56,089	34.0%
Whatcom	46,020	36.2%	48,375	31.8%	49,737	35.5%
Yakima Valley	55,141	31.8%	57,444	28.4%	57,665	32.5%
SYSTEM AVERAGE	\$52,520	32.6%	\$55,320	28.7%	\$55,982	33.1%

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

Source: IPEDS Faculty Salaries Survey.

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

**NUMBER OF EMPLOYEES BY CATEGORY OF EMPLOYEE
STATE SUPPORTED
ACADEMIC YEAR 2009-10**

	-- Teaching Faculty --		-- Non-Teaching --		Classified	Administrative	Professional/ Technical	Total Headcount
	Full- Time	Part- Time	Full- Time	Part- Time				
Bates	121	52	17	134	106	21	27	478
Bellevue	159	469	5	51	216	47	122	1,069
Bellingham	75	140	1	0	73	24	22	335
Big Bend	50	110	3	3	68	15	28	277
Cascadia	37	106	1	1	47	23	22	237
Centralia	58	164	6	7	69	32	24	360
Clark	233	605	6	2	278	44	31	1,199
Clover Park	99	148	4	1	95	21	41	409
Columbia Basin	126	223	4	0	123	27	47	550
Edmonds	124	359	4	15	191	36	63	792
Everett	118	193	10	5	172	41	28	567
Grays Harbor	48	96	1	27	56	13	26	267
Green River	129	292	5	0	185	26	69	706
Highline	153	295	2	6	132	23	71	682
Lake Washington	68	234	2	1	112	13	0	430
Lower Columbia	75	171	0	0	80	12	36	374
Olympic	115	326	9	1	149	23	45	668
Peninsula	49	140	2	0	45	19	31	286
Pierce District	0	0	0	28	56	14	20	118
Pierce Fort Steilacoom	76	192	4	1	112	16	17	418
Pierce Puyallup	46	122	8	0	67	7	10	260
Renton	76	137	8	0	93	27	12	353
Seattle District	0	0	1	0	39	9	25	74
Seattle Central	157	322	3	8	193	34	33	750
Seattle North	103	271	2	3	119	31	34	563
Seattle South	96	259	3	1	116	24	34	533
Seattle Voc Institute	10	38	0	0	14	5	11	78
Shoreline	130	292	9	9	161	29	20	650
Skagit Valley	114	229	6	44	117	17	41	568
South Puget Sound	95	194	2	4	118	16	41	470
Spokane District	0	0	0	0	75	15	29	119
Spokane	197	184	10	3	173	13	17	597
Spokane Falls	192	346	9	12	178	22	36	795
Tacoma	124	291	4	9	139	33	76	676
Walla Walla	104	228	1	7	103	21	57	521
Wenatchee Valley	70	169	3	0	69	15	33	359
Whatcom	71	207	1	8	73	11	55	426
Yakima Valley	112	263	3	18	139	22	34	591
SBCTC	0	0	0	0	42	6	115	163
COLLEGE TOTAL	3,610	7,867	159	409	4,393	847	1,483	18,768
SYSTEM TOTAL	3,599	7,157	158	353	4,357	837	1,462	17,923

Source: SBCTC Data Warehouse.

**NUMBER OF EMPLOYEES BY CATEGORY OF EMPLOYEE
ALL FUNDS
ACADEMIC YEAR 2009-10**

	-- Teaching Faculty --		-- Non-Teaching --		Classified	Exempt Administrative	Exempt Professional/ Technical	Total Headcount
	Full- Time	Part- Time	Full- Time	Part- Time				
Bates	123	70	23	163	139	22	38	578
Bellevue	165	793	5	101	299	50	148	1,561
Bellingham	75	167	1	0	79	24	25	371
Big Bend	50	132	3	5	89	17	42	338
Cascadia	37	130	1	26	48	25	25	292
Centralia	58	176	6	62	92	33	41	468
Clark	238	616	6	3	377	46	34	1,320
Clover Park	99	176	4	3	115	21	44	462
Columbia Basin	126	239	4	0	140	29	58	596
Edmonds	143	453	4	15	299	41	112	1,067
Everett	118	279	10	10	207	47	31	702
Grays Harbor	61	112	0	35	67	13	33	321
Green River	135	381	5	18	211	28	90	868
Highline	153	317	4	23	152	25	98	772
Lake Washington	69	247	3	20	148	15	0	502
Lower Columbia	75	189	0	0	137	17	50	468
Olympic	115	361	9	4	177	26	51	743
Peninsula	61	186	2	0	57	23	58	387
Pierce District	0	0	0	28	61	14	24	127
Pierce Fort Steilacoom	92	346	8	5	142	19	30	642
Pierce Puyallup	46	122	8	0	70	7	12	265
Renton	79	161	9	0	122	27	22	420
Seattle District	0	0	1	0	39	11	34	85
Seattle Central	167	419	7	7	238	37	48	923
Seattle North	105	363	2	4	135	35	46	690
Seattle South	98	317	4	1	138	31	47	636
Seattle Voc Institute	10	40	0	0	14	6	17	87
Shoreline	130	363	9	10	174	31	24	741
Skagit Valley	117	247	6	46	201	18	58	693
South Puget Sound	96	241	2	10	130	17	48	544
Spokane District	0	0	0	0	76	16	29	121
Spokane	198	245	10	3	199	13	19	687
Spokane Falls	209	482	12	13	321	26	56	1,119
Tacoma	136	361	8	33	163	35	97	833
Walla Walla	134	312	1	11	119	23	79	679
Wenatchee Valley	70	196	3	0	72	15	45	401
Whatcom	72	216	1	11	84	11	78	473
Yakima Valley	112	288	3	35	160	26	46	670
SBCTC	0	0	0	0	43	6	120	169
COLLEGE TOTAL	3,772	9,743	184	705	5,534	926	1,957	22,821
SYSTEM TOTAL	3,761	8,799	182	601	5,492	915	1,927	21,677

Source: SBCTC Data Warehouse.

**STAFF FTE BY CATEGORY OF EMPLOYEE
ALL FUNDS
ACADEMIC YEAR 2009-10**

	Classified	Administrative	Exempt Professional	Teaching Faculty*	Non-Teaching Faculty	Total FTE
Bates	129	19	32	134	76	390
Bellevue	263	40	134	526	34	997
Bellingham	66	21	22	98	4	210
Big Bend	81	17	35	94	7	234
Cascadia	37	23	21	98	9	187
Centralia	77	31	36	117	11	272
Clark	286	38	33	497	28	882
Clover Park	103	17	37	192	14	364
Columbia Basin	128	29	55	226	20	458
Edmonds	268	39	103	378	10	797
Everett	187	37	32	297	25	579
Grays Harbor	63	11	25	100	17	215
Green River	191	27	81	366	16	680
Highline	137	24	88	284	57	589
Lake Washington	127	13	0	168	11	320
Lower Columbia	113	14	44	161	14	346
Olympic	155	24	38	278	12	508
Peninsula	54	23	46	114	10	247
Pierce District	53	12	21	6	2	95
Pierce Fort Steilacoom	120	17	27	285	24	472
Pierce Puyallup	59	6	12	102	12	192
Renton	108	23	17	154	13	315
Seattle District	37	9	31	0	1	77
Seattle Central	206	36	41	295	44	621
Seattle North	124	29	39	218	18	428
Seattle South	124	28	42	215	19	429
Seattle Voc Institute	13	5	11	32	1	62
Shoreline	163	27	21	270	31	512
Skagit Valley	162	17	47	206	40	472
South Puget Sound	121	11	34	224	12	402
Spokane District	54	15	27	0	0	97
Spokane	154	12	14	329	26	535
Spokane Falls	267	24	52	379	51	774
Tacoma	144	32	76	262	45	559
Walla Walla	111	20	69	228	22	450
Wenatchee Valley	63	14	39	134	7	258
Whatcom	73	11	53	174	20	331
Yakima Valley	145	23	38	212	47	466
SBCTC	41	5	110	0	0	156
SYSTEM TOTAL	4,808	825	1,683	7,853	810	15,978

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