

# Staff

## Introduction

Community and technical colleges, including the State Board for Community and Technical Colleges (SBCTC), employed 20,741 people accounting for 13,088 state-supported FTE faculty and staff in 2011-12. The number of people was down approximately 3 percent in 2011-12 from the previous academic year, with non-teaching faculty being the only area of increase.

Another 3,586 (2,826 FTE) were employed with contract- and student-supported funds. Colleges also 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. 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 are 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.

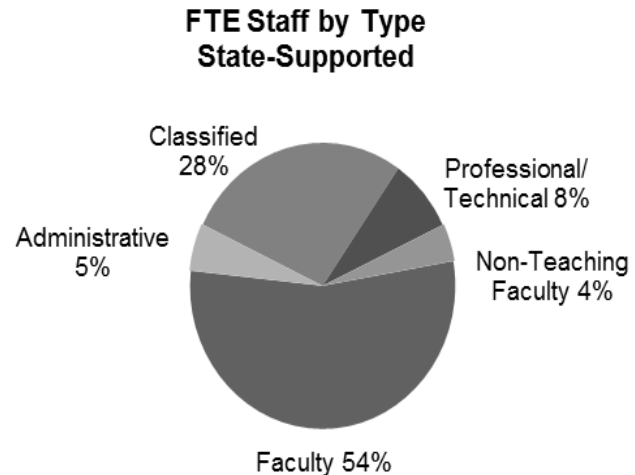
**Administrative:** Includes the chief executive officers, vice presidents, deans and associate deans in instruction and student services, and directors of major programs. This group is exempt from the jurisdiction of the civil service system and exempt from college support staff collective bargaining.

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

## Staff FTE by Category of Employee – State-Supported

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.

In 2011-12, faculty represented 58 percent of the total employee FTE. With continued downsizing, colleges reduced staff in all areas with the exception of non-teaching faculty (3.5 percent from the previous year). This year was the first time in five years where the number of teaching faculty decreased as compared to the year prior. Professional-technical staff experienced the greatest decrease from the previous year at 6 percent.



### STATE FTE STAFF COMMUNITY AND TECHNICAL COLLEGES AND SBCTC ACADEMIC YEAR 2007-08 TO 2011-12

|                               | 2007-08 | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 5-Year Change |
|-------------------------------|---------|---------|---------|---------|---------|---------------|
| <b>Teaching Faculty*</b>      | 6,961   | 7,085   | 7,186   | 7,372   | 7,129   | 2.4%          |
| % Change                      | 3.4%    | 1.8%    | 1.4%    | 2.6%    | -3.3%   |               |
| <b>Non-Teaching Faculty</b>   | 585     | 595     | 558     | 540     | 555     | -5.1%         |
| % Change                      | 7.4%    | 1.9%    | -6.4%   | -3.1%   | 2.7%    |               |
| <b>Classified</b>             | 3,791   | 3,890   | 3,775   | 3,787   | 3,614   | -4.7%         |
| % Change                      | 3.2%    | 2.6%    | -2.9%   | 0.3%    | -4.6%   |               |
| <b>Administrative</b>         | 729     | 742     | 723     | 707     | 701     | -3.8%         |
| % Change                      | 4.1%    | 1.9%    | -2.6%   | -2.2%   | -0.8%   |               |
| <b>Professional/Technical</b> | 1,111   | 1,178   | 1,193   | 1,160   | 1,090   | -2.0%         |
| % Change                      | 0.7%    | 6.0%    | 1.3%    | -2.8%   | -6.0%   |               |
| <b>TOTAL</b>                  | 13,176  | 13,490  | 13,435  | 13,566  | 13,088  | -0.7%         |
| % Change                      | 3.3%    | 2.4%    | -0.4%   | 1.0%    | -3.5%   |               |

\*Excludes 52 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 2011-12**

|                        | Classified   | Administrative | Professional/<br>Technical | Teaching<br>Faculty | Non-<br>Teaching<br>Faculty | Total         |
|------------------------|--------------|----------------|----------------------------|---------------------|-----------------------------|---------------|
| Bates                  | 77           | 13             | 18                         | 124                 | 31                          | 263           |
| Bellevue               | 176          | 30             | 89                         | 456                 | 37                          | 789           |
| Bellingham             | 63           | 19             | 21                         | 90                  | 2                           | 194           |
| Big Bend               | 55           | 12             | 19                         | 89                  | 5                           | 179           |
| Cascadia               | 31           | 19             | 16                         | 95                  | 3                           | 165           |
| Centralia              | 57           | 28             | 21                         | 111                 | 7                           | 223           |
| Clark                  | 244          | 34             | 24                         | 498                 | 24                          | 824           |
| Clover Park            | 76           | 16             | 31                         | 177                 | 8                           | 309           |
| Columbia Basin         | 93           | 22             | 30                         | 218                 | 19                          | 381           |
| Edmonds                | 160          | 28             | 61                         | 308                 | 14                          | 571           |
| Everett                | 154          | 32             | 21                         | 253                 | 20                          | 480           |
| Grays Harbor           | 45           | 11             | 17                         | 77                  | 8                           | 158           |
| Green River            | 156          | 21             | 49                         | 364                 | 9                           | 600           |
| Highline               | 107          | 22             | 59                         | 291                 | 39                          | 517           |
| Lake Washington        | 80           | 18             | 3                          | 165                 | 5                           | 271           |
| Lower Columbia         | 64           | 11             | 27                         | 156                 | 2                           | 260           |
| Olympic                | 123          | 23             | 22                         | 271                 | 17                          | 457           |
| Peninsula              | 35           | 16             | 22                         | 96                  | 8                           | 176           |
| Pierce District        | 57           | 12             | 16                         | 4                   | 2                           | 91            |
| Pierce Fort Steilacoom | 89           | 11             | 10                         | 163                 | 15                          | 288           |
| Pierce Puyallup        | 53           | 6              | 12                         | 100                 | 10                          | 181           |
| Renton                 | 79           | 24             | 12                         | 137                 | 8                           | 261           |
| Seattle District       | 28           | 5              | 24                         | 0                   | 0                           | 57            |
| Seattle Central        | 147          | 28             | 27                         | 277                 | 18                          | 497           |
| Seattle North          | 100          | 21             | 26                         | 199                 | 8                           | 354           |
| Seattle South          | 102          | 22             | 28                         | 190                 | 7                           | 349           |
| Seattle Voc Institute  | 14           | 4              | 3                          | 32                  | 1                           | 54            |
| Shoreline              | 130          | 23             | 15                         | 258                 | 21                          | 448           |
| Skagit Valley          | 97           | 13             | 21                         | 198                 | 31                          | 360           |
| South Puget Sound      | 105          | 13             | 38                         | 199                 | 12                          | 367           |
| Spokane District       | 81           | 15             | 19                         | 0                   | 0                           | 115           |
| Spokane                | 127          | 10             | 17                         | 304                 | 24                          | 483           |
| Spokane Falls          | 144          | 18             | 29                         | 326                 | 31                          | 548           |
| Tacoma                 | 104          | 22             | 53                         | 269                 | 28                          | 477           |
| Walla Walla            | 90           | 18             | 44                         | 167                 | 15                          | 335           |
| Wenatchee Valley       | 61           | 13             | 24                         | 145                 | 8                           | 251           |
| Whatcom                | 63           | 20             | 25                         | 142                 | 33                          | 284           |
| Yakima Valley          | 114          | 18             | 25                         | 182                 | 21                          | 360           |
| SBCTC                  | 34           | 9              | 72                         | 0                   | 0                           | 115           |
| <b>SYSTEM TOTAL</b>    | <b>3,614</b> | <b>701</b>     | <b>1,090</b>               | <b>7,129</b>        | <b>555</b>                  | <b>13,088</b> |

\*Excludes 52 FTE-F Teaching Faculty already counted in Administrative or Professional/Technical FTE.

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

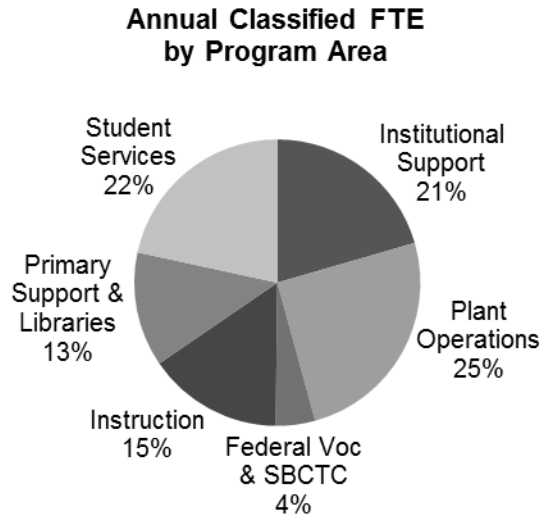
Note: Totals may not add due to rounding.

## Classified Support Staff Annual FTE – State-Supported

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

Most classified staff (97 percent) are hired on a full-time basis. The use of part-time classified employees has decreased. 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 decreased nearly 5 percent in the past five years. It fell by 3 percent in 2009-10 because of cuts in part-time employees, but increased slightly in 2010-11. Over the past 5 years, Instruction and Libraries have taken the largest reductions in classified staff. The only area that had growth was Primary Support.



### CLASSIFIED FTE COMMUNITY AND TECHNICAL COLLEGES AND SBCTC ACADEMIC YEAR 2007-08 TO 2011-12

| EMPLOYMENT STATUS           | 2007-08      | 2008-09      | 2009-10      | 2010-11      | 2011-12      | 5-Year Change |
|-----------------------------|--------------|--------------|--------------|--------------|--------------|---------------|
| Full-Time                   | 3,647        | 3,754        | 3,632        | 3,666        | 3,506        | -3.9%         |
| Part-Time                   | 144          | 136          | 143          | 121          | 108          | -24.8%        |
| % Full-Time                 | 96%          | 97%          | 96%          | 97%          | 97%          |               |
| <b>TOTAL</b>                | <b>3,791</b> | <b>3,890</b> | <b>3,775</b> | <b>3,787</b> | <b>3,614</b> | <b>-4.7%</b>  |
| % Change                    | 3.2%         | 2.6%         | -3.0%        | 0.3%         | -4.6%        |               |
| <b>PROGRAM AREA</b>         |              |              |              |              |              |               |
| 01 Instruction              | 605          | 620          | 585          | 571          | 552          | -8.7%         |
| 04 Primary Support          | 311          | 330          | 308          | 320          | 312          | 0.5%          |
| 05 Libraries                | 185          | 184          | 172          | 173          | 156          | -15.8%        |
| 06 Student Services         | 790          | 818          | 783          | 815          | 781          | -1.2%         |
| 08 Institutional Support    | 797          | 804          | 792          | 784          | 742          | -7.0%         |
| 09 Plant Operations         | 938          | 966          | 963          | 955          | 911          | -2.9%         |
| Other (Federal Voc & SBCTC) | 164          | 168          | 172          | 170          | 161          | -2.1%         |
| <b>TOTAL</b>                | <b>3,791</b> | <b>3,890</b> | <b>3,775</b> | <b>3,787</b> | <b>3,614</b> | <b>-4.7%</b>  |

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 2011-12**

|                        | Instruction<br>01 | Primary<br>Support<br>04 | Libraries<br>05 | Student<br>Services<br>06 | Institutional<br>Support<br>08 | Plant<br>Operations<br>09 | Federal<br>Voc<br>FV | Other<br>Codes<br>OC | Total        |
|------------------------|-------------------|--------------------------|-----------------|---------------------------|--------------------------------|---------------------------|----------------------|----------------------|--------------|
| Bates                  | 6                 | 9                        | 2               | 14                        | 20                             | 23                        | 1                    | 2                    | 77           |
| Bellevue               | 34                | 1                        | 7               | 50                        | 33                             | 41                        | 4                    | 6                    | 176          |
| Bellingham             | 1                 | 10                       | 3               | 16                        | 10                             | 17                        | 4                    | 0                    | 63           |
| Big Bend               | 8                 | 3                        | 4               | 6                         | 14                             | 19                        | 0                    | 0                    | 55           |
| Cascadia               | 9                 | 4                        | 0               | 10                        | 7                              | 1                         | 0                    | 0                    | 31           |
| Centralia              | 12                | 2                        | 1               | 9                         | 12                             | 16                        | 4                    | 1                    | 57           |
| Clark                  | 49                | 27                       | 8               | 63                        | 40                             | 51                        | 0                    | 5                    | 244          |
| Clover Park            | 3                 | 13                       | 3               | 12                        | 15                             | 30                        | 0                    | 1                    | 76           |
| Columbia Basin         | 25                | 0                        | 2               | 14                        | 21                             | 26                        | 0                    | 3                    | 93           |
| Edmonds                | 20                | 10                       | 8               | 37                        | 46                             | 38                        | 0                    | 1                    | 160          |
| Everett                | 31                | 4                        | 10              | 36                        | 30                             | 38                        | 0                    | 4                    | 154          |
| Grays Harbor           | 3                 | 2                        | 2               | 10                        | 17                             | 12                        | 0                    | 0                    | 45           |
| Green River            | 19                | 25                       | 5               | 30                        | 38                             | 29                        | 2                    | 8                    | 156          |
| Highline               | 22                | 3                        | 8               | 9                         | 28                             | 32                        | 0                    | 4                    | 107          |
| Lake Washington        | 8                 | 11                       | 3               | 18                        | 21                             | 17                        | 2                    | 0                    | 80           |
| Lower Columbia         | 5                 | 14                       | 2               | 10                        | 15                             | 17                        | 0                    | 0                    | 64           |
| Olympic                | 13                | 17                       | 5               | 28                        | 26                             | 28                        | 0                    | 5                    | 123          |
| Peninsula              | 1                 | 3                        | 3               | 6                         | 11                             | 11                        | 0                    | 0                    | 35           |
| Pierce District        | 6                 | 0                        | 1               | 2                         | 32                             | 14                        | 0                    | 2                    | 57           |
| Pierce Fort Steilacoom | 21                | 4                        | 3               | 40                        | 3                              | 18                        | 0                    | 1                    | 89           |
| Pierce Puyallup        | 8                 | 1                        | 5               | 23                        | 2                              | 14                        | 0                    | 0                    | 53           |
| Renton                 | 6                 | 7                        | 2               | 19                        | 21                             | 24                        | 0                    | 0                    | 79           |
| Seattle District       | 0                 | 0                        | 0               | 0                         | 28                             | 0                         | 0                    | 0                    | 28           |
| Seattle Central        | 36                | 8                        | 4               | 39                        | 17                             | 40                        | 0                    | 3                    | 147          |
| Seattle North          | 26                | 9                        | 6               | 17                        | 10                             | 28                        | 1                    | 3                    | 100          |
| Seattle South          | 22                | 8                        | 4               | 18                        | 14                             | 32                        | 1                    | 2                    | 102          |
| Seattle Voc Institute  | 4                 | 0                        | 0               | 6                         | 2                              | 2                         | 0                    | 0                    | 14           |
| Shoreline              | 26                | 9                        | 7               | 40                        | 20                             | 20                        | 1                    | 7                    | 130          |
| Skagit Valley          | 10                | 11                       | 3               | 27                        | 15                             | 28                        | 2                    | 0                    | 97           |
| South Puget Sound      | 10                | 7                        | 4               | 21                        | 27                             | 32                        | 0                    | 3                    | 105          |
| Spokane District       | 0                 | 0                        | 0               | 1                         | 51                             | 26                        | 0                    | 3                    | 81           |
| Spokane                | 15                | 23                       | 12              | 31                        | 2                              | 36                        | 6                    | 2                    | 127          |
| Spokane Falls          | 20                | 29                       | 9               | 47                        | 2                              | 34                        | 2                    | 2                    | 144          |
| Tacoma                 | 15                | 11                       | 2               | 18                        | 24                             | 27                        | 1                    | 6                    | 104          |
| Walla Walla            | 21                | 7                        | 3               | 13                        | 24                             | 21                        | 2                    | 0                    | 90           |
| Wenatchee Valley       | 6                 | 5                        | 4               | 9                         | 14                             | 21                        | 1                    | 1                    | 61           |
| Whatcom                | 4                 | 9                        | 4               | 15                        | 12                             | 16                        | 1                    | 3                    | 63           |
| Yakima Valley          | 25                | 6                        | 4               | 18                        | 18                             | 33                        | 9                    | 2                    | 114          |
| SBCTC                  | 0                 | 0                        | 0               | 0                         | 0                              | 0                         | 0                    | 34                   | 34           |
| <b>SYSTEM TOTAL</b>    | <b>552</b>        | <b>312</b>               | <b>156</b>      | <b>781</b>                | <b>742</b>                     | <b>911</b>                | <b>45</b>            | <b>116</b>           | <b>3,614</b> |

Source: SBCTC PMIS Database.

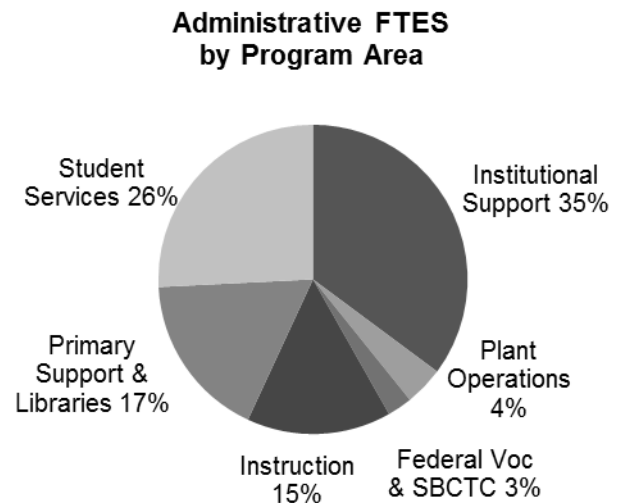
Note: Totals may not add due to rounding. One FTE equals full-time work for 12 months.

## Administrative Staff FTE – State-Supported

Administrative staff includes the executive 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 almost entirely of full-time employees. Total staff has decreased over the five-year period, although the rate of decrease has slowed between 2010-11 and 2011-12. Reductions in the most recent year occurred in most program areas with the exception of Instruction and Other (Federal Voc & SBCTC).



### ADMINISTRATIVE STAFF FTE ACADEMIC YEAR 2007-08 TO 2011-12

| EMPLOYMENT STATUS           | 2007-08    | 2008-09    | 2009-10    | 2010-11    | 2011-12    | 5-Year Change |
|-----------------------------|------------|------------|------------|------------|------------|---------------|
| Full-Time                   | 724        | 735        | 715        | 703        | 693        | -4.3%         |
| Part-Time                   | 4          | 7          | 7          | 4          | 8          |               |
| <b>TOTAL</b>                | <b>729</b> | <b>742</b> | <b>723</b> | <b>707</b> | <b>701</b> | <b>-3.8%</b>  |
| % Change                    | 4.3%       | 1.9%       | -2.6%      | -2.2%      | -0.8%      |               |
| <b>PROGRAM AREA</b>         |            |            |            |            |            |               |
| 01 Instruction              | 102        | 108        | 103        | 104        | 106        | 4.0%          |
| 04 Primary Support          | 108        | 111        | 103        | 102        | 100        | -7.3%         |
| 05 Libraries                | 26         | 24         | 23         | 22         | 21         | -18.6%        |
| 06 Student Services         | 186        | 194        | 192        | 186        | 181        | -3.0%         |
| 08 Institutional Support    | 259        | 259        | 257        | 250        | 247        | -4.9%         |
| 09 Plant Operations         | 30         | 31         | 28         | 28         | 28         | -6.2%         |
| Other (Federal Voc & SBCTC) | 17         | 16         | 16         | 17         | 18         | 5.8%          |
| <b>TOTAL</b>                | <b>729</b> | <b>742</b> | <b>723</b> | <b>707</b> | <b>701</b> | <b>-3.8%</b>  |

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 2011-12**

|                        | Instruction<br>01 | Primary<br>Support<br>04 | Libraries<br>05 | Student<br>Services<br>06 | Institutional<br>Support<br>08 | Plant<br>Operations<br>09 | Federal<br>Voc<br>FV | Other<br>Codes<br>OC | Total |
|------------------------|-------------------|--------------------------|-----------------|---------------------------|--------------------------------|---------------------------|----------------------|----------------------|-------|
| Bates                  | 1                 | 4                        | 0               | 4                         | 4                              | 1                         | 0                    | 0                    | 13    |
| Bellevue               | 6                 | 1                        | 1               | 12                        | 8                              | 0                         | 2                    | 0                    | 30    |
| Bellingham             | 0                 | 4                        | 1               | 4                         | 7                              | 1                         | 2                    | 0                    | 19    |
| Big Bend               | 0                 | 2                        | 1               | 3                         | 5                              | 0                         | 0                    | 0                    | 12    |
| Cascadia**             | 5                 | 1                        | 0               | 5                         | 8                              | 1                         | 0                    | 0                    | 19    |
| Centralia              | 6                 | 2                        | 1               | 8                         | 9                              | 1                         | 1                    | 1                    | 28    |
| Clark                  | 5                 | 8                        | 1               | 10                        | 8                              | 2                         | 0                    | 0                    | 34    |
| Clover Park            | 0                 | 4                        | 0               | 6                         | 6                              | 0                         | 0                    | 0                    | 16    |
| Columbia Basin         | 6                 | 0                        | 0               | 6                         | 9                              | 1                         | 0                    | 0                    | 22    |
| Edmonds                | 6                 | 0                        | 1               | 11                        | 9                              | 1                         | 0                    | 0                    | 28    |
| Everett                | 7                 | 4                        | 0               | 9                         | 11                             | 1                         | 0                    | 0                    | 32    |
| Grays Harbor           | 1                 | 1                        | 1               | 4                         | 4                              | 0                         | 0                    | 0                    | 11    |
| Green River            | 0                 | 6                        | 0               | 3                         | 10                             | 1                         | 0                    | 1                    | 21    |
| Highline               | 1                 | 3                        | 1               | 8                         | 8                              | 1                         | 0                    | 0                    | 22    |
| Lake Washington        | 2                 | 3                        | 1               | 3                         | 7                              | 1                         | 0                    | 0                    | 18    |
| Lower Columbia         | 0                 | 3                        | 0               | 2                         | 6                              | 1                         | 0                    | 0                    | 11    |
| Olympic                | 1                 | 5                        | 1               | 5                         | 9                              | 2                         | 0                    | 0                    | 23    |
| Peninsula              | 1                 | 3                        | 1               | 3                         | 6                              | 1                         | 0                    | 0                    | 16    |
| Pierce District        | 2                 | 2                        | 1               | 3                         | 4                              | 1                         | 0                    | 0                    | 12    |
| Pierce Fort Steilacoom | 4                 | 0                        | 0               | 3                         | 3                              | 0                         | 0                    | 0                    | 11    |
| Pierce Puyallup        | 3                 | 0                        | 0               | 1                         | 2                              | 0                         | 0                    | 0                    | 6     |
| Renton                 | 2                 | 6                        | 1               | 2                         | 11                             | 2                         | 0                    | 0                    | 24    |
| Seattle District       | 0                 | 0                        | 0               | 0                         | 5                              | 0                         | 0                    | 0                    | 5     |
| Seattle Central        | 9                 | 3                        | 1               | 8                         | 6                              | 1                         | 0                    | 0                    | 28    |
| Seattle North          | 9                 | 1                        | 1               | 4                         | 4                              | 0                         | 0                    | 0                    | 21    |
| Seattle South          | 9                 | 1                        | 1               | 7                         | 3                              | 1                         | 0                    | 0                    | 22    |
| Seattle Voc Institute  | 2                 | 0                        | 0               | 1                         | 1                              | 0                         | 0                    | 0                    | 4     |
| Shoreline              | 7                 | 1                        | 0               | 7                         | 7                              | 1                         | 0                    | 0                    | 23    |
| Skagit Valley          | 2                 | 2                        | 0               | 2                         | 6                              | 0                         | 0                    | 0                    | 13    |
| South Puget Sound      | 0                 | 4                        | 0               | 4                         | 4                              | 1                         | 0                    | 0                    | 13    |
| Spokane District       | 0                 | 0                        | 0               | 1                         | 11                             | 2                         | 0                    | 0                    | 15    |
| Spokane                | 0                 | 5                        | 1               | 3                         | 2                              | 0                         | 0                    | 0                    | 10    |
| Spokane Falls          | 0                 | 9                        | 1               | 4                         | 5                              | 0                         | 0                    | 0                    | 18    |
| Tacoma                 | 2                 | 6                        | 0               | 3                         | 10                             | 1                         | 0                    | 0                    | 22    |
| Walla Walla            | 2                 | 2                        | 1               | 4                         | 8                              | 0                         | 0                    | 0                    | 18    |
| Wenatchee Valley       | 1                 | 2                        | 1               | 3                         | 6                              | 0                         | 0                    | 0                    | 13    |
| Whatcom                | 1                 | 0                        | 1               | 8                         | 8                              | 1                         | 0                    | 1                    | 20    |
| Yakima Valley          | 2                 | 3                        | 1               | 4                         | 6                              | 1                         | 0                    | 0                    | 18    |
| SBCTC                  | 0                 | 0                        | 0               | 0                         | 0                              | 0                         | 0                    | 9                    | 9     |
| <b>SYSTEM TOTAL</b>    | 106               | 100                      | 21              | 181                       | 247                            | 28                        | 7                    | 12                   | 701   |

Source: SBCTC PMIS Database.

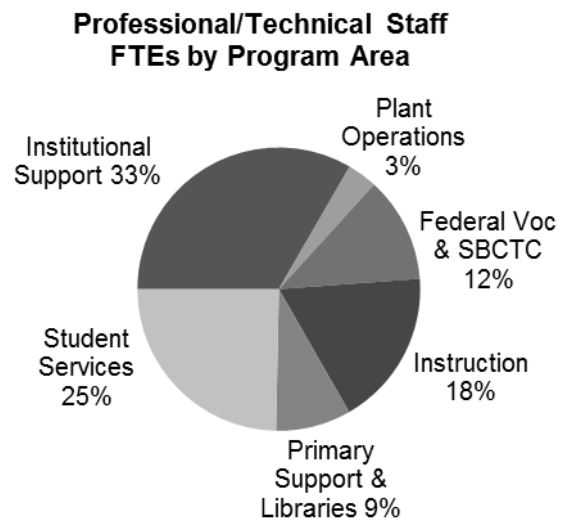
Note: Totals may not add due to rounding. One FTE equals full-time work for 12 months.

## Professional/Technical Staff FTE – State-Supported

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 administrators, 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 decreased by nearly 2 percent in the past five years. The most recent year showed decreases in all program areas, with Instruction experiencing the largest total number of staff reduced.



### PROFESSIONAL/TECHNICAL STAFF FTE ACADEMIC YEAR 2007-08 TO 2011-12

| EMPLOYMENT STATUS           | 2007-08      | 2008-09      | 2009-10      | 2010-11      | 2011-12      | 5-Year Change |
|-----------------------------|--------------|--------------|--------------|--------------|--------------|---------------|
| Full-Time                   | 1,075        | 1144         | 1,160        | 1,129        | 1,060        | -1.3%         |
| Part-Time                   | 36           | 34           | 33           | 31           | 29           |               |
| <b>TOTAL</b>                | <b>1,111</b> | <b>1178</b>  | <b>1,193</b> | <b>1,159</b> | <b>1,090</b> | <b>-1.9%</b>  |
| % Change                    | 0.7%         | 6.0%         | 1.3%         | -2.8%        | -6.0%        |               |
| <b>PROGRAM AREA</b>         |              |              |              |              |              |               |
| 01 Instruction              | 194          | 204          | 207          | 209          | 195          | 0.7%          |
| 04 Primary Support          | 96           | 94           | 95           | 91           | 80           | -16.4%        |
| 05 Libraries                | 15           | 14           | 15           | 15           | 14           | -10.7%        |
| 06 Student Services         | 252          | 272          | 279          | 275          | 269          | 6.9%          |
| 08 Institutional Support    | 373          | 395          | 397          | 382          | 363          | -2.6%         |
| 09 Plant Operations         | 40           | 43           | 42           | 39           | 37           | -8.2%         |
| Other (Federal Voc & SBCTC) | 141          | 155          | 158          | 149          | 131          | -6.9%         |
| <b>TOTAL</b>                | <b>1,111</b> | <b>1,178</b> | <b>1,193</b> | <b>1,159</b> | <b>1,090</b> | <b>-1.9%</b>  |

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 2011-12**

|                        | Instruction<br>01 | Primary<br>Support<br>04 | Libraries<br>05 | Student<br>Services<br>06 | Institutional<br>Support<br>08 | Plant<br>Operations<br>09 | Federal<br>Voc<br>FV | Other<br>Codes<br>OC | Total        |
|------------------------|-------------------|--------------------------|-----------------|---------------------------|--------------------------------|---------------------------|----------------------|----------------------|--------------|
| Bates                  | 2                 | 3                        | 0               | 4                         | 9                              | 1                         | 0                    | 0                    | 18           |
| Bellevue               | 24                | 2                        | 4               | 12                        | 26                             | 5                         | 10                   | 7                    | 89           |
| Bellingham             | 0                 | 1                        | 1               | 4                         | 9                              | 1                         | 4                    | 1                    | 21           |
| Big Bend               | 7                 | 1                        | 0               | 4                         | 5                              | 3                         | 0                    | 0                    | 19           |
| Cascadia               | 1                 | 2                        | 0               | 6                         | 7                              | 0                         | 0                    | 0                    | 16           |
| Centralia              | 7                 | 1                        | 0               | 1                         | 6                              | 0                         | 5                    | 0                    | 21           |
| Clark                  | 3                 | 4                        | 0               | 7                         | 6                              | 3                         | 0                    | 2                    | 24           |
| Clover Park            | 2                 | 2                        | 0               | 3                         | 21                             | 2                         | 0                    | 2                    | 31           |
| Columbia Basin         | 11                | 0                        | 0               | 7                         | 12                             | 0                         | 0                    | 0                    | 30           |
| Edmonds                | 12                | 7                        | 1               | 16                        | 21                             | 4                         | 0                    | 0                    | 61           |
| Everett                | 4                 | 1                        | 0               | 4                         | 10                             | 2                         | 0                    | 0                    | 21           |
| Grays Harbor           | 3                 | 4                        | 0               | 3                         | 6                              | 0                         | 0                    | 0                    | 17           |
| Green River            | 4                 | 5                        | 1               | 19                        | 14                             | 1                         | 3                    | 3                    | 49           |
| Highline               | 17                | 10                       | 1               | 16                        | 13                             | 1                         | 1                    | 1                    | 59           |
| Lake Washington        | 2                 | 0                        | 0               | 0                         | 1                              | 0                         | 0                    | 0                    | 3            |
| Lower Columbia         | 1                 | 6                        | 0               | 11                        | 9                              | 1                         | 0                    | 0                    | 27           |
| Olympic                | 8                 | 1                        | 0               | 4                         | 9                              | 0                         | 0                    | 0                    | 22           |
| Peninsula              | 1                 | 4                        | 0               | 10                        | 6                              | 1                         | 1                    | 0                    | 22           |
| Pierce District        | 1                 | 2                        | 0               | 1                         | 11                             | 1                         | 0                    | 0                    | 16           |
| Pierce Fort Steilacoom | 5                 | 0                        | 0               | 3                         | 2                              | 0                         | 0                    | 0                    | 10           |
| Pierce Puyallup        | 2                 | 0                        | 1               | 6                         | 3                              | 0                         | 0                    | 0                    | 12           |
| Renton                 | 1                 | 2                        | 0               | 2                         | 5                              | 1                         | 0                    | 0                    | 12           |
| Seattle District       | 0                 | 0                        | 1               | 0                         | 22                             | 0                         | 0                    | 1                    | 24           |
| Seattle Central        | 7                 | 2                        | 0               | 5                         | 9                              | 2                         | 1                    | 1                    | 27           |
| Seattle North          | 5                 | 2                        | 0               | 9                         | 6                              | 1                         | 2                    | 0                    | 26           |
| Seattle South          | 7                 | 0                        | 1               | 11                        | 7                              | 1                         | 0                    | 0                    | 28           |
| Seattle Voc Institute  | 2                 | 0                        | 0               | 1                         | 0                              | 0                         | 0                    | 0                    | 3            |
| Shoreline              | 1                 | 0                        | 0               | 4                         | 9                              | 1                         | 0                    | 0                    | 15           |
| Skagit Valley          | 4                 | 1                        | 0               | 7                         | 8                              | 0                         | 1                    | 0                    | 21           |
| South Puget Sound      | 4                 | 3                        | 1               | 15                        | 14                             | 1                         | 0                    | 1                    | 38           |
| Spokane District       | 0                 | 0                        | 0               | 0                         | 18                             | 0                         | 0                    | 0                    | 19           |
| Spokane                | 4                 | 1                        | 1               | 7                         | 3                              | 1                         | 0                    | 0                    | 17           |
| Spokane Falls          | 9                 | 1                        | 0               | 13                        | 5                              | 1                         | 0                    | 0                    | 29           |
| Tacoma                 | 11                | 4                        | 1               | 18                        | 14                             | 0                         | 5                    | 0                    | 53           |
| Walla Walla            | 14                | 3                        | 0               | 15                        | 8                              | 1                         | 3                    | 0                    | 44           |
| Wenatchee Valley       | 3                 | 2                        | 0               | 6                         | 10                             | 1                         | 2                    | 0                    | 24           |
| Whatcom                | 4                 | 2                        | 0               | 9                         | 9                              | 0                         | 0                    | 1                    | 25           |
| Yakima Valley          | 4                 | 1                        | 0               | 9                         | 9                              | 2                         | 0                    | 0                    | 25           |
| SBCTC                  | 0                 | 0                        | 0               | 0                         | 0                              | 0                         | 0                    | 72                   | 72           |
| <b>SYSTEM TOTAL</b>    | <b>195</b>        | <b>80</b>                | <b>14</b>       | <b>269</b>                | <b>363</b>                     | <b>37</b>                 | <b>40</b>            | <b>91</b>            | <b>1,090</b> |

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

**Teaching Faculty:** In 2011-12, full-time faculty taught 53 percent of state-supported instruction while part-time faculty taught the remaining 47 percent. 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. There was a decrease of 3.4 percent of full- and part-time teaching faculty on payroll from the previous year.

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, there were 555 FTE non-teaching faculty using state funds in 2011-12. This was an increase from the previous year.

### STATE SUPPORTED TEACHING FACULTY FTE-F ACADEMIC YEAR 2007-08 TO 2011-12

|  | 2007-08 | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 5 Year Change |
|--|---------|---------|---------|---------|---------|---------------|
| <b>Full-Time Teaching FTE-Faculty</b>                        |         |         |         |         |         |               |
| Faculty, Regular Assignment                                  | 3,550   | 3,625   | 3,644   | 3,644   | 3,455   | -2.7%         |
| % Regular Assignment   | 50.2%   | 49.9%   | 49.4%   | 48.1%   | 47.2%   |               |
| Moonlight  | 402     | 422     | 452     | 471     | 434     | 7.9%          |
| Total Full-Time  | 3,952   | 4,048   | 4,096   | 4,115   | 3,889   | -1.6%         |
| % Full-Time  | 55.8%   | 55.7%   | 55.5%   | 54.3%   | 53.1%   |               |
| % Change   | 2.7%    | 2.4%    | 1.2%    | 0.5%    | -5.5%   |               |
| <b>Part-Time Teaching FTE-Faculty</b>                        |         |         |         |         |         |               |
| Part-Time Only   | 3,081   | 3,168   | 3,232   | 3,413   | 3,384   | 9.8%          |
| Other Staff, Teaching Part-Time                              | 45      | 53      | 52      | 52      | 52      | 16.5%         |
| Total Part-Time  | 3,126   | 3,221   | 3,284   | 3,465   | 3,436   | 9.9%          |
| % Part-Time  | 44.2%   | 44.3%   | 44.5%   | 45.7%   | 46.9%   |               |
| % Change   | 4.2%    | 3.1%    | 1.9%    | 5.5%    | -0.8%   |               |
| <b>Total Teaching Faculty on Payroll</b>                     |         |         |         |         |         |               |
|  | 7,078   | 7,269   | 7,380   | 7,581   | 7,325   | 3.5%          |
| % Change   | 3.4%    | 2.7%    | 1.5%    | 2.7%    | -3.4%   |               |
| <b>Contracted Out and Volunteer (Not on College Payroll)</b> |         |         |         |         |         |               |
| Contracted Out   | 381     | 397     | 325     | 362     | 543     | 42.5%         |
| Volunteer  | 142     | 138     | 141     | 143     | 140     | -0.9%         |
| <b>Total Teaching Faculty (On and Not on Payroll)</b>        |         |         |         |         |         |               |
| Teach FTE-Faculty Total                                      | 7,601   | 7,803   | 7,846   | 8,086   | 8,008   | 5.4%          |
| % Change   | 3.8%    | 2.7%    | 0.5%    | 3.1%    | -1.0%   |               |
| <b>Non-Teaching Faculty</b>                                  |         |         |         |         |         |               |
| Counselors/Librarians/Release Time                           | 585     | 595     | 558     | 540     | 555     | -5.1%         |
| <b>Total Teaching and Non-Teaching Faculty</b>               |         |         |         |         |         |               |
|  | 8,185   | 8,399   | 8,404   | 8,626   | 8,563   | 4.6%          |
| % Change   | 4.0%    | 2.6%    | 0.1%    | 2.6%    | -0.7%   |               |

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 50. 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 2011-12**

|                        | <u>Full-Time</u> |                   | <u>Moonlight</u> |                   | <u>Part-Time</u> |                   | <b>Total Teaching FTE-F</b> |
|------------------------|------------------|-------------------|------------------|-------------------|------------------|-------------------|-----------------------------|
|                        | <b>Full-Time</b> | <b>% of Total</b> | <b>Moonlight</b> | <b>% of Total</b> | <b>Part-Time</b> | <b>% of Total</b> |                             |
| Bates                  | 93               | 89%               | 5                | 5%                | 6                | 6%                | 104                         |
| Bellevue               | 164              | 35%               | 28               | 6%                | 271              | 59%               | 463                         |
| Bellingham             | 62               | 64%               | 9                | 9%                | 26               | 27%               | 97                          |
| Big Bend               | 49               | 53%               | 6                | 7%                | 37               | 40%               | 92                          |
| Cascadia               | 40               | 41%               | 5                | 5%                | 51               | 53%               | 96                          |
| Centralia              | 59               | 51%               | 8                | 7%                | 48               | 42%               | 115                         |
| Clark                  | 194              | 39%               | 26               | 5%                | 283              | 56%               | 504                         |
| Clover Park            | 110              | 61%               | 2                | 1%                | 68               | 38%               | 180                         |
| Columbia Basin         | 127              | 57%               | 20               | 9%                | 75               | 34%               | 222                         |
| Edmonds                | 116              | 36%               | 17               | 5%                | 186              | 58%               | 318                         |
| Everett                | 122              | 47%               | 18               | 7%                | 121              | 46%               | 261                         |
| Grays Harbor           | 54               | 66%               | 7                | 9%                | 20               | 25%               | 81                          |
| Green River            | 167              | 45%               | 26               | 7%                | 175              | 48%               | 368                         |
| Highline               | 121              | 40%               | 22               | 7%                | 158              | 53%               | 301                         |
| Lake Washington        | 72               | 43%               | 12               | 7%                | 83               | 50%               | 167                         |
| Lower Columbia         | 76               | 48%               | 7                | 4%                | 76               | 48%               | 159                         |
| Olympic                | 125              | 45%               | 27               | 10%               | 123              | 45%               | 275                         |
| Peninsula              | 48               | 48%               | 11               | 11%               | 41               | 41%               | 100                         |
| Pierce Fort Steilacoom | 66               | 40%               | 13               | 8%                | 87               | 52%               | 166                         |
| Pierce Puyallup        | 42               | 42%               | 5                | 5%                | 54               | 53%               | 102                         |
| Renton                 | 83               | 58%               | 1                | 1%                | 59               | 41%               | 143                         |
| Seattle Central        | 128              | 45%               | 19               | 7%                | 138              | 48%               | 285                         |
| Seattle North          | 82               | 41%               | 15               | 8%                | 104              | 51%               | 201                         |
| Seattle South          | 83               | 43%               | 16               | 8%                | 96               | 49%               | 194                         |
| Seattle Voc Institute  | 6                | 16%               | 4                | 13%               | 24               | 71%               | 34                          |
| Shoreline              | 115              | 44%               | 16               | 6%                | 133              | 50%               | 264                         |
| Skagit Valley          | 91               | 45%               | 11               | 6%                | 100              | 49%               | 203                         |
| South Puget Sound      | 106              | 51%               | 8                | 4%                | 94               | 45%               | 208                         |
| Spokane                | 215              | 70%               | 20               | 7%                | 71               | 23%               | 306                         |
| Spokane Falls          | 176              | 53%               | 18               | 5%                | 136              | 41%               | 329                         |
| Tacoma                 | 117              | 43%               | 12               | 4%                | 146              | 53%               | 276                         |
| Walla Walla            | 103              | 59%               | 7                | 4%                | 63               | 37%               | 173                         |
| Wenatchee Valley       | 79               | 54%               | 2                | 2%                | 66               | 45%               | 147                         |
| Whatcom                | 64               | 42%               | 3                | 2%                | 87               | 56%               | 154                         |
| Yakima Valley          | 101              | 55%               | 7                | 4%                | 76               | 41%               | 184                         |
| <b>SYSTEM TOTAL</b>    | <b>3,455</b>     | <b>48%</b>        | <b>434</b>       | <b>6%</b>         | <b>3,384</b>     | <b>47%</b>        | <b>7,273</b>                |

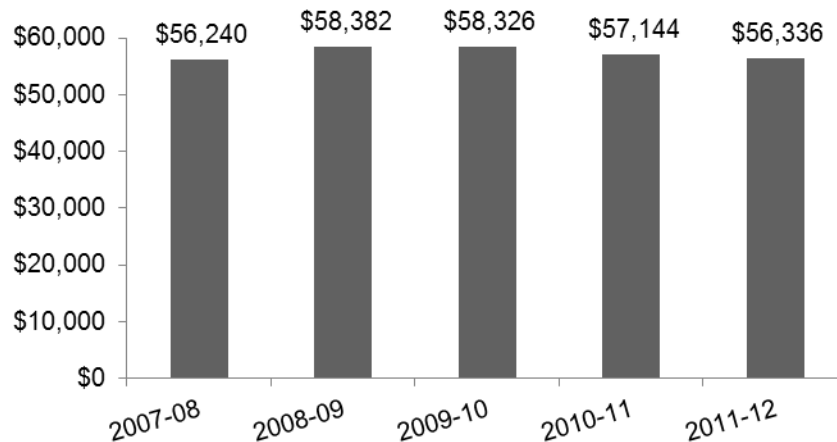
Source: SBCTC PMIS Database, Employee and EMPYQR Tables.

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

## Full-Time Faculty Salaries

In Washington community and technical colleges, the full-time faculty average salary for teaching in the 2011-12 academic year was just over \$56,000. When adjusted for inflation, this is a decrease of about \$800 from the 2010-11 academic year. Many districts responded to budget reductions by offering retirement incentives to senior faculty and replacing them with faculty paid at the entry-level salary or by leaving positions vacant. The community and technical colleges spent \$356 million in 2011-12 on college faculty salaries representing more than one-third (37 percent) of total system expenditures, a figure which does not include benefits.

**Faculty Salary in Inflation Adjusted Dollars**



**FACULTY EXPENDITURES (\$ in millions)  
ACADEMIC YEAR 2007-08 TO 2011-12**

|   | 2007-08 | 2008-09 | 2009-10 | 2010-11 | 2011-12 |
|---|---------|---------|---------|---------|---------|
| Full- and Part-Time<br>Faculty Salaries &<br>Benefit Expenditures | 422.7   | 462.8   | 467.2   | 483.1   | 356.3   |
| Constant \$   | 452.6   | 488.4   | 486.8   | 494.6   | 356.3   |
| % of Total Expenditures<br>(001, 08A, 149, 253 and 489)           | 45.7%   | 49.1%   | 49.8%   | 51.3%   | 37.8%   |

\*Based on IPEDS data submitted in October of each year. **Note: Benefit information not included in 2011-12 data**  
 Note: Constant (FY12\$) dollar amount based on June 2012 forecast of US Implicit Price Deflator (IPD).  
 See page 72 for index for inflation adjustment.  
 Source: SBCTC Data Warehouse.

**FACULTY SALARIES AND BENEFITS  
FOR FACULTY ON NINE/TEN MONTH CONTRACTS  
FALL 2009-2011**

|                        | <b>Average<br/>Salary<br/>Fall 09</b> | <b>Benefit<br/>Rate<br/>Fall 09</b> | <b>Average<br/>Salary<br/>Fall 10</b> | <b>Benefit<br/>Rate<br/>Fall 10</b> | <b>Average<br/>Salary<br/>Fall 11</b> | <b>Benefit<br/>Rate<br/>Fall 11**</b> |
|------------------------|---------------------------------------|-------------------------------------|---------------------------------------|-------------------------------------|---------------------------------------|---------------------------------------|
| Bates*                 | \$53,483                              | 34.2%                               | \$62,019                              | 34.2%                               | \$58,478                              | <i>Data Not Available</i>             |
| Bellevue               | 58,821                                | 32.3%                               | 59,896                                | 34.4%                               | 62,973                                |                                       |
| Bellingham             | 57,702                                | 32.7%                               | 59,131                                | 34.2%                               | 59,864                                |                                       |
| Big Bend               | 54,987                                | 32.4%                               | 55,607                                | 35.5%                               | 53,384                                |                                       |
| Cascadia               | 55,163                                | 32.0%                               | 54,969                                | 34.6%                               | 55,208                                |                                       |
| Centralia              | 54,830                                | 33.7%                               | 54,536                                | 36.1%                               | 54,326                                |                                       |
| Clark                  | 54,764                                | 33.3%                               | 53,631                                | 36.0%                               | 56,826                                |                                       |
| Clover Park*           | 52,444                                | 33.2%                               | 52,637                                | 37.5%                               | 56,310                                |                                       |
| Columbia Basin         | 57,205                                | 32.3%                               | 57,426                                | 34.5%                               | 57,350                                |                                       |
| Edmonds                | 56,736                                | 33.1%                               | 49,044                                | 35.5%                               | 49,798                                |                                       |
| Everett                | 53,364                                | 34.2%                               | 55,193                                | 36.0%                               | 55,956                                |                                       |
| Grays Harbor           | 53,935                                | 36.1%                               | 54,034                                | 35.9%                               | 52,652                                |                                       |
| Green River            | 57,486                                | 32.6%                               | 57,572                                | 35.1%                               | 57,465                                |                                       |
| Highline               | 59,625                                | 28.4%                               | 60,487                                | 32.0%                               | 61,012                                |                                       |
| Lake Washington        | 53,361                                | 34.5%                               | 53,585                                | 35.6%                               | 52,408                                |                                       |
| Lower Columbia         | 56,161                                | 33.4%                               | 56,744                                | 35.6%                               | 55,622                                |                                       |
| Olympic                | 55,797                                | 33.1%                               | 55,583                                | 35.5%                               | 56,292                                |                                       |
| Peninsula              | 51,322                                | 34.6%                               | 51,764                                | 37.2%                               | 53,859                                |                                       |
| Pierce Fort Steilacoom | 54,991                                | 33.4%                               | 54,822                                | 36.0%                               | 54,296                                |                                       |
| Pierce Puyallup        | 50,093                                | 33.9%                               | 51,441                                | 37.6%                               | 51,565                                |                                       |
| Renton                 | 58,581                                | 32.3%                               | 58,450                                | 34.6%                               | 58,468                                |                                       |
| Seattle Central        | 57,622                                | 32.5%                               | 57,598                                | 34.8%                               | 58,274                                |                                       |
| Seattle North          | 56,787                                | 32.4%                               | 56,387                                | 34.6%                               | 56,552                                |                                       |
| Seattle South          | 58,003                                | 32.7%                               | 57,144                                | 35.1%                               | 57,378                                |                                       |
| Shoreline              | 60,349                                | 31.8%                               | 60,131                                | 34.7%                               | 60,294                                |                                       |
| Skagit Valley          | 57,190                                | 32.1%                               | 58,433                                | 34.4%                               | 59,068                                |                                       |
| South Puget Sound      | 55,457                                | 33.6%                               | 54,874                                | 35.8%                               | 54,714                                |                                       |
| Spokane                | 54,488                                | 35.4%                               | 55,673                                | 37.6%                               | 55,466                                |                                       |
| Spokane Falls          | 52,960                                | 35.9%                               | 53,163                                | 38.5%                               | 53,351                                |                                       |
| Tacoma                 | 56,824                                | 32.2%                               | 57,030                                | 34.5%                               | 58,165                                |                                       |
| Walla Walla            | 55,339                                | 33.9%                               | 52,986                                | 38.4%                               | 52,746                                |                                       |
| Wenatchee Valley       | 56,089                                | 34.0%                               | 55,975                                | 36.4%                               | 56,903                                |                                       |
| Whatcom                | 49,737                                | 35.5%                               | 50,432                                | 38.2%                               | 51,652                                |                                       |
| Yakima Valley          | 57,665                                | 32.5%                               | 56,952                                | 34.6%                               | 55,868                                |                                       |
| <b>SYSTEM AVERAGE</b>  | <b>\$55,982</b>                       | <b>33.1%</b>                        | <b>\$55,817</b>                       | <b>35.6%</b>                        | <b>\$56,336</b>                       |                                       |

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

\*\*IPEDS did not collect benefits data in Fall 11

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 2011-12**

|                        | <u>Teaching Faculty</u> |               | <u>Non-Teaching</u> |               | Classified   | Administrative | Professional/<br>Technical | Total<br>Headcount |
|------------------------|-------------------------|---------------|---------------------|---------------|--------------|----------------|----------------------------|--------------------|
|                        | Full-<br>Time           | Part-<br>Time | Full-<br>Time       | Part-<br>Time |              |                |                            |                    |
| Bates                  | 121                     | 36            | 14                  | 109           | 97           | 14             | 24                         | 415                |
| Bellevue               | 163                     | 469           | 6                   | 67            | 210          | 39             | 114                        | 1,068              |
| Bellingham             | 67                      | 119           | 2                   | 0             | 71           | 25             | 27                         | 311                |
| Big Bend               | 46                      | 110           | 3                   | 0             | 60           | 15             | 27                         | 261                |
| Cascadia               | 39                      | 107           | 0                   | 1             | 43           | 21             | 20                         | 231                |
| Centralia              | 56                      | 147           | 7                   | 7             | 69           | 34             | 29                         | 349                |
| Clark                  | 202                     | 626           | 4                   | 0             | 287          | 41             | 28                         | 1,188              |
| Clover Park            | 95                      | 128           | 3                   | 1             | 84           | 19             | 36                         | 366                |
| Columbia Basin         | 122                     | 183           | 6                   | 0             | 109          | 23             | 39                         | 482                |
| Edmonds                | 114                     | 342           | 3                   | 11            | 177          | 37             | 67                         | 751                |
| Everett                | 114                     | 211           | 4                   | 10            | 183          | 36             | 20                         | 578                |
| Grays Harbor           | 48                      | 77            | 1                   | 17            | 49           | 11             | 25                         | 228                |
| Green River            | 135                     | 298           | 5                   | 0             | 184          | 25             | 63                         | 710                |
| Highline               | 142                     | 318           | 4                   | 10            | 117          | 22             | 70                         | 683                |
| Lake Washington        | 75                      | 221           | 1                   | 2             | 108          | 20             | 4                          | 431                |
| Lower Columbia         | 64                      | 161           | 2                   | 2             | 76           | 13             | 35                         | 353                |
| Olympic                | 116                     | 305           | 6                   | 2             | 138          | 28             | 31                         | 626                |
| Peninsula              | 59                      | 114           | 4                   | 3             | 40           | 18             | 29                         | 267                |
| Pierce District        | 0                       | 0             | 0                   | 18            | 60           | 14             | 17                         | 109                |
| Pierce Fort Steilacoom | 74                      | 189           | 0                   | 0             | 100          | 14             | 14                         | 391                |
| Pierce Puyallup        | 46                      | 103           | 3                   | 0             | 58           | 7              | 13                         | 230                |
| Renton                 | 70                      | 129           | 6                   | 0             | 95           | 27             | 16                         | 343                |
| Seattle District       | 0                       | 0             | 0                   | 0             | 31           | 6              | 31                         | 68                 |
| Seattle Central        | 143                     | 333           | 3                   | 11            | 177          | 33             | 36                         | 736                |
| Seattle North          | 86                      | 275           | 2                   | 3             | 117          | 26             | 38                         | 547                |
| Seattle South          | 87                      | 260           | 1                   | 3             | 114          | 31             | 30                         | 526                |
| Seattle Voc Institute  | 8                       | 46            | 0                   | 1             | 16           | 5              | 4                          | 80                 |
| Shoreline              | 118                     | 283           | 7                   | 10            | 152          | 29             | 16                         | 615                |
| Skagit Valley          | 101                     | 224           | 5                   | 37            | 110          | 16             | 29                         | 522                |
| South Puget Sound      | 94                      | 182           | 2                   | 5             | 123          | 14             | 46                         | 466                |
| Spokane District       | 0                       | 0             | 0                   | 0             | 87           | 15             | 21                         | 123                |
| Spokane                | 186                     | 157           | 11                  | 3             | 145          | 11             | 18                         | 531                |
| Spokane Falls          | 172                     | 327           | 13                  | 7             | 161          | 21             | 33                         | 734                |
| Tacoma                 | 118                     | 336           | 2                   | 7             | 120          | 25             | 63                         | 671                |
| Walla Walla            | 99                      | 235           | 3                   | 5             | 101          | 23             | 54                         | 520                |
| Wenatchee Valley       | 72                      | 188           | 3                   | 1             | 68           | 14             | 28                         | 374                |
| Whatcom                | 72                      | 212           | 2                   | 4             | 72           | 37             | 29                         | 428                |
| Yakima Valley          | 110                     | 232           | 4                   | 8             | 124          | 24             | 35                         | 537                |
| SBCTC                  | 0                       | 0             | 0                   | 0             | 37           | 9              | 88                         | 134                |
| <b>COLLEGE TOTAL</b>   | <b>3,434</b>            | <b>7,683</b>  | <b>142</b>          | <b>365</b>    | <b>4,170</b> | <b>842</b>     | <b>1,347</b>               | <b>17,983</b>      |
| <b>SYSTEM TOTAL</b>    | <b>3,422</b>            | <b>6,979</b>  | <b>142</b>          | <b>311</b>    | <b>4,144</b> | <b>828</b>     | <b>1,329</b>               | <b>17,155</b>      |

Source: SBCTC Data Warehouse, PMIS, EMPYRQ Table.

Note: Includes Staff funded under Worker Retraining. Non-teaching faculty include counselors, librarians, and those hired on the faculty pay schedule for research or special programs. Difference between system total and college total are staff working at more than one college.

**NUMBER OF EMPLOYEES BY CATEGORY OF EMPLOYEE  
ALL FUNDS  
ACADEMIC YEAR 2011-12**

|                        | <u>Teaching Faculty</u> |               | <u>Non-Teaching Faculty*</u> |               | Classified   | Exempt<br>Administrative | Exempt<br>Professional/<br>Technical | Total<br>Headcount |
|------------------------|-------------------------|---------------|------------------------------|---------------|--------------|--------------------------|--------------------------------------|--------------------|
|                        | Full-<br>Time           | Part-<br>Time | Full-<br>Time                | Part-<br>Time |              |                          |                                      |                    |
| Bates                  | 123                     | 57            | 19                           | 144           | 123          | 15                       | 35                                   | 516                |
| Bellevue               | 169                     | 789           | 6                            | 95            | 284          | 44                       | 149                                  | 1,536              |
| Bellingham             | 67                      | 154           | 2                            | 1             | 77           | 25                       | 29                                   | 355                |
| Big Bend               | 46                      | 110           | 3                            | 23            | 81           | 18                       | 38                                   | 319                |
| Cascadia               | 39                      | 124           | 0                            | 9             | 45           | 24                       | 22                                   | 263                |
| Centralia              | 58                      | 167           | 8                            | 37            | 87           | 35                       | 41                                   | 433                |
| Clark                  | 205                     | 640           | 4                            | 0             | 380          | 43                       | 39                                   | 1,311              |
| Clover Park            | 95                      | 148           | 3                            | 4             | 113          | 20                       | 40                                   | 423                |
| Columbia Basin         | 127                     | 213           | 7                            | 0             | 125          | 27                       | 55                                   | 554                |
| Edmonds                | 133                     | 421           | 3                            | 14            | 286          | 47                       | 142                                  | 1,046              |
| Everett                | 117                     | 369           | 4                            | 11            | 225          | 45                       | 26                                   | 797                |
| Grays Harbor           | 59                      | 91            | 1                            | 27            | 61           | 11                       | 30                                   | 280                |
| Green River            | 141                     | 411           | 5                            | 1             | 214          | 27                       | 89                                   | 888                |
| Highline               | 143                     | 331           | 6                            | 24            | 140          | 25                       | 94                                   | 763                |
| Lake Washington        | 79                      | 243           | 1                            | 9             | 145          | 21                       | 5                                    | 503                |
| Lower Columbia         | 64                      | 175           | 2                            | 3             | 134          | 25                       | 44                                   | 447                |
| Olympic                | 116                     | 330           | 7                            | 6             | 169          | 30                       | 35                                   | 693                |
| Peninsula              | 69                      | 128           | 6                            | 3             | 48           | 23                       | 42                                   | 319                |
| Pierce District        | 0                       | 0             | 0                            | 20            | 64           | 15                       | 19                                   | 118                |
| Pierce Fort Steilacoom | 77                      | 342           | 2                            | 3             | 125          | 16                       | 28                                   | 593                |
| Pierce Puyallup        | 46                      | 103           | 3                            | 0             | 62           | 7                        | 14                                   | 235                |
| Renton                 | 70                      | 142           | 11                           | 0             | 128          | 27                       | 28                                   | 406                |
| Seattle District       | 0                       | 0             | 0                            | 0             | 32           | 7                        | 41                                   | 80                 |
| Seattle Central        | 154                     | 422           | 6                            | 14            | 221          | 36                       | 50                                   | 903                |
| Seattle North          | 88                      | 355           | 2                            | 3             | 131          | 30                       | 57                                   | 666                |
| Seattle South          | 88                      | 327           | 1                            | 4             | 135          | 40                       | 44                                   | 639                |
| Seattle Voc Institute  | 8                       | 46            | 0                            | 1             | 16           | 6                        | 9                                    | 86                 |
| Shoreline              | 118                     | 286           | 9                            | 11            | 168          | 32                       | 22                                   | 646                |
| Skagit Valley          | 102                     | 248           | 5                            | 37            | 184          | 17                       | 48                                   | 641                |
| South Puget Sound      | 94                      | 215           | 2                            | 10            | 132          | 15                       | 51                                   | 519                |
| Spokane District       | 0                       | 0             | 0                            | 0             | 93           | 17                       | 22                                   | 132                |
| Spokane                | 186                     | 202           | 11                           | 3             | 176          | 12                       | 24                                   | 614                |
| Spokane Falls          | 186                     | 438           | 15                           | 7             | 294          | 25                       | 53                                   | 1,018              |
| Tacoma                 | 128                     | 359           | 2                            | 19            | 141          | 28                       | 85                                   | 762                |
| Walla Walla            | 124                     | 308           | 3                            | 9             | 115          | 26                       | 77                                   | 662                |
| Wenatchee Valley       | 72                      | 216           | 3                            | 1             | 72           | 14                       | 37                                   | 415                |
| Whatcom                | 73                      | 223           | 2                            | 10            | 79           | 42                       | 43                                   | 472                |
| Yakima Valley          | 110                     | 245           | 4                            | 24            | 145          | 25                       | 47                                   | 600                |
| SBCTC                  | 0                       | 0             | 0                            | 0             | 38           | 10                       | 100                                  | 148                |
| <b>COLLEGE TOTAL</b>   | <b>3,574</b>            | <b>9,378</b>  | <b>168</b>                   | <b>587</b>    | <b>5,288</b> | <b>952</b>               | <b>1,854</b>                         | <b>21,801</b>      |
| <b>SYSTEM TOTAL</b>    | <b>3,561</b>            | <b>8,490</b>  | <b>168</b>                   | <b>510</b>    | <b>5,255</b> | <b>934</b>               | <b>1,823</b>                         | <b>20,741</b>      |

Source: SBCTC Data Warehouse.

\* Non-teaching faculty include counselor's, librarians and those hired on the faculty pay schedule for research or special projects.

**STAFF FTE BY CATEGORY OF EMPLOYEE  
ALL FUNDS  
ACADEMIC YEAR 2011-12**

|                        | <b>Classified</b> | <b>Administrative</b> | <b>Exempt Professional</b> | <b>Teaching Faculty*</b> | <b>Non-Teaching Faculty</b> | <b>Total FTE</b> |
|------------------------|-------------------|-----------------------|----------------------------|--------------------------|-----------------------------|------------------|
| Bates                  | 109               | 14                    | 31                         | 130                      | 62                          | 346              |
| Bellevue               | 249               | 34                    | 127                        | 538                      | 42                          | 990              |
| Bellingham             | 68                | 20                    | 24                         | 99                       | 5                           | 215              |
| Big Bend               | 74                | 16                    | 35                         | 93                       | 7                           | 226              |
| Cascadia               | 34                | 22                    | 17                         | 101                      | 10                          | 185              |
| Centralia              | 74                | 30                    | 35                         | 118                      | 12                          | 269              |
| Clark                  | 288               | 36                    | 36                         | 512                      | 28                          | 900              |
| Clover Park            | 100               | 17                    | 36                         | 194                      | 15                          | 362              |
| Columbia Basin         | 110               | 27                    | 51                         | 227                      | 20                          | 435              |
| Edmonds                | 245               | 40                    | 128                        | 388                      | 12                          | 813              |
| Everett                | 194               | 40                    | 27                         | 313                      | 21                          | 594              |
| Grays Harbor           | 57                | 11                    | 22                         | 100                      | 12                          | 202              |
| Green River            | 189               | 24                    | 78                         | 389                      | 15                          | 695              |
| Highline               | 128               | 25                    | 86                         | 303                      | 58                          | 601              |
| Lake Washington        | 109               | 20                    | 4                          | 179                      | 8                           | 319              |
| Lower Columbia         | 116               | 20                    | 39                         | 159                      | 13                          | 348              |
| Olympic                | 156               | 25                    | 28                         | 275                      | 13                          | 497              |
| Peninsula              | 42                | 21                    | 39                         | 116                      | 12                          | 229              |
| Pierce District        | 62                | 13                    | 18                         | 4                        | 2                           | 100              |
| Pierce Fort Steilacoom | 112               | 13                    | 25                         | 283                      | 23                          | 456              |
| Pierce Puyallup        | 57                | 6                     | 13                         | 105                      | 11                          | 192              |
| Renton                 | 99                | 24                    | 21                         | 161                      | 15                          | 320              |
| Seattle District       | 29                | 6                     | 31                         | 0                        | 1                           | 67               |
| Seattle Central        | 193               | 32                    | 42                         | 301                      | 45                          | 613              |
| Seattle North          | 118               | 27                    | 43                         | 222                      | 21                          | 431              |
| Seattle South          | 124               | 32                    | 43                         | 218                      | 18                          | 435              |
| Seattle Voc Institute  | 14                | 6                     | 8                          | 37                       | 1                           | 64               |
| Shoreline              | 146               | 27                    | 20                         | 269                      | 27                          | 489              |
| Skagit Valley          | 152               | 15                    | 41                         | 211                      | 35                          | 453              |
| South Puget Sound      | 118               | 13                    | 43                         | 226                      | 15                          | 415              |
| Spokane District       | 88                | 17                    | 19                         | 0                        | 0                           | 124              |
| Spokane                | 155               | 11                    | 22                         | 324                      | 24                          | 536              |
| Spokane Falls          | 279               | 23                    | 48                         | 385                      | 40                          | 775              |
| Tacoma                 | 129               | 26                    | 77                         | 282                      | 57                          | 572              |
| Walla Walla            | 105               | 22                    | 69                         | 233                      | 20                          | 448              |
| Wenatchee Valley       | 65                | 13                    | 35                         | 147                      | 7                           | 267              |
| Whatcom                | 70                | 25                    | 37                         | 195                      | 18                          | 345              |
| Yakima Valley          | 136               | 24                    | 34                         | 208                      | 47                          | 450              |
| SBCTC                  | 37                | 10                    | 90                         | 0                        | 0                           | 136              |
| <b>SYSTEM TOTAL</b>    | <b>4,628</b>      | <b>827</b>            | <b>1,625</b>               | <b>8,043</b>             | <b>792</b>                  | <b>15,914</b>    |

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