

Staff

Introduction

Community and technical colleges, including the State Board for Community and Technical Colleges (SBCTC), employed 17,037 people, accounting for 12,778 state-supported FTE faculty and staff in 2012-13. The number of state-supported employees was down approximately two percent in from the previous academic year, with teaching faculty being the only area that did not decrease.

Another 3,830 (2,951 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.

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.

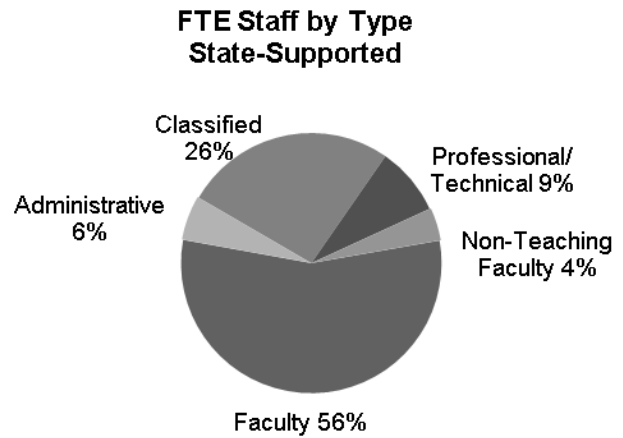
Administrative: Includes the chief executive officers, vice presidents, deans and associate deans in instruction and student services, and directors of major programs. This group is exempt from the jurisdiction of the civil service system and exempt from college support staff collective bargaining.

Faculty: Includes teaching and non-teaching employees. Non-teaching faculty includes 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 release time of teaching faculty.

In 2012-13, faculty represented 56 percent of the total employee FTE. Colleges reduced staff in the non-teaching faculty area (6.2 percent) and classified area (7.2 percent) from the previous year. There was less than a one percent decrease in both teaching faculty and professional/technical staff, and a small increase in administrative staff.



STATE FTE STAFF COMMUNITY AND TECHNICAL COLLEGES AND SBCTC ACADEMIC YEAR 2008-09 TO 2012-13

	2008-09	2009-10	2010-11	2011-12	2012-13	5-Year Change
Teaching Faculty*	7,085	7,186	7,372	7,129	7,109	0.3%
% Change	1.8%	1.4%	2.6%	-3.3%	-0.3%	
Non-Teaching Faculty	595	558	540	555	521	-12.6%
% Change	1.9%	-6.4%	-3.1%	2.7%	-6.2%	
Classified	3,890	3,775	3,787	3,614	3,355	-13.7%
% Change	2.6%	-2.9%	0.3%	-4.6%	-7.2%	
Administrative	742	723	707	701	706	-4.8%
% Change	1.9%	-2.6%	-2.2%	-0.8%	0.7%	
Professional/Technical	1,178	1,193	1,160	1,090	1,086	-7.8%
% Change	6.0%	1.3%	-2.8%	-6.0%	-0.3%	
TOTAL	13,490	13,435	13,566	13,088	12,778	-5.3%
% Change	2.4%	-0.4%	1.0%	-3.5%	-2.4%	

*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 2012-13**

	Classified	Administrative	Professional/ Technical	Teaching Faculty	Non- Teaching Faculty	Total
Bates	80	13	17	121	37	269
Bellevue	183	35	93	451	37	799
Bellingham	53	16	18	86	2	175
Big Bend	47	10	18	87	4	166
Cascadia	30	17	15	100	3	166
Centralia	57	27	16	114	8	222
Clark	194	32	25	487	25	763
Clover Park	64	16	35	165	9	290
Columbia Basin	96	21	32	219	18	387
Edmonds	134	29	54	306	16	539
Everett	157	31	22	254	18	481
Grays Harbor	43	11	15	80	9	157
Green River	164	22	55	368	14	623
Highline	93	21	53	283	31	481
Lake Washington	74	16	2	163	5	260
Lower Columbia	51	15	24	159	4	253
Olympic	117	21	22	276	11	447
Peninsula	33	15	21	94	11	174
Pierce District	40	11	14	2	3	70
Pierce Fort Steilacoom	71	10	11	164	14	270
Pierce Puyallup	46	5	7	105	9	173
Renton	79	23	15	150	7	274
Seattle District	25	5	29	0	0	60
Seattle Central	144	27	31	282	17	502
Seattle North	97	18	30	202	9	356
Seattle South	99	25	26	190	8	348
Seattle Voc Institute	12	3	3	26	1	46
Shoreline	130	25	15	262	18	451
Skagit Valley	98	17	23	204	30	371
South Puget Sound	108	14	39	195	12	367
Spokane District	74	16	19	0	0	109
Spokane	108	8	15	309	25	466
Spokane Falls	120	16	23	324	28	512
Tacoma	87	23	49	280	29	469
Walla Walla	87	19	49	166	10	332
Wenatchee Valley	49	12	21	152	9	243
Whatcom	64	31	17	157	13	282
Yakima Valley	113	18	24	126	15	296
SBCTC	35	10	86	0	0	131
SYSTEM TOTAL	3,355	706	1,086	7,109	521	12,778

*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.

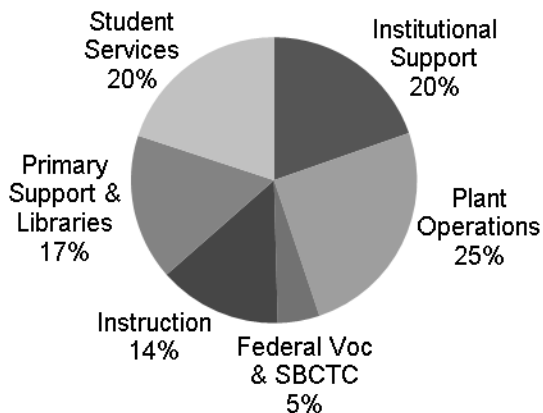
Classified Support Staff Annual FTE – State-Supported

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. 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 14 percent in the past five years. Over the past five years, Instruction and Libraries have taken the largest reductions in classified staff. The only area that grew was Primary Support.

Annual Classified FTE by Program Area



CLASSIFIED FTE COMMUNITY AND TECHNICAL COLLEGES AND SBCTC ACADEMIC YEAR 2008-09 TO 2012-13

EMPLOYMENT STATUS	2008-09	2009-10	2010-11	2011-12	2012-13	5-Year Change
Full-Time	3,754	3,632	3,666	3,506	3,253	-13.3%
Part-Time	136	143	121	108	102	-24.7%
% Full-Time	97%	96%	97%	97%	97%	
TOTAL	3,890	3,775	3,787	3,614	3,355	-13.7%
% Change	2.6%	-3.0%	0.3%	-4.6%	-7.2%	
PROGRAM AREA						
01 Instruction	620	585	571	552	468	-24.5%
04 Primary Support	330	308	320	312	423	28.2%
05 Libraries	184	172	173	156	132	-28.4%
06 Student Services	818	783	815	781	669	-18.2%
08 Institutional Support	804	792	784	742	659	-18.0%
09 Plant Operations	966	963	955	911	846	-12.4%
Other (Federal Voc & SBCTC)	168	172	170	161	159	-5.8%
TOTAL	3,890	3,775	3,787	3,614	3,355	-13.7%

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 2012-13**

	Instruction 01	Primary Support 04	Libraries 05	Student Services 06	Institutional Support 08	Plant Operations 09	Federal Voc FV	Other Codes OC	Total
Bates	6	13	2	14	15	24	5	1	80
Bellevue	34	1	7	53	34	41	4	7	183
Bellingham	2	10	3	10	8	17	3	0	53
Big Bend	8	2	4	4	15	14	0	0	47
Cascadia	4	9	0	9	8	0	0	0	30
Centralia	12	2	1	10	11	15	5	1	57
Clark	46	29	8	30	35	39	0	5	194
Clover Park	2	17	3	8	9	24	0	1	64
Columbia Basin	22	0	3	16	22	29	0	3	96
Edmonds	12	21	5	38	31	26	0	1	134
Everett	33	5	10	38	31	39	0	3	157
Grays Harbor	2	3	2	10	15	11	0	0	43
Green River	22	25	5	33	40	32	1	7	164
Highline	23	2	7	5	22	29	0	4	93
Lake Washington	9	11	2	14	17	18	3	0	74
Lower Columbia	2	20	2	4	11	13	0	0	51
Olympic	10	21	4	31	16	28	1	6	117
Peninsula	1	5	2	6	8	11	0	0	33
Pierce District	1	5	0	1	24	8	0	1	40
Pierce Fort Steilacoom	13	9	2	25	5	16	0	2	71
Pierce Puyallup	4	7	5	21	1	10	0	0	46
Renton	7	6	2	19	20	24	0	0	79
Seattle District	0	0	0	0	25	0	0	0	25
Seattle Central	27	17	4	35	16	41	0	4	144
Seattle North	12	22	6	15	9	29	0	4	97
Seattle South	8	23	4	17	12	31	1	2	99
Seattle Voc Institute	3	0	0	5	2	2	0	0	12
Shoreline	24	9	7	41	19	21	1	7	130
Skagit Valley	10	11	3	27	17	28	2	0	98
South Puget Sound	15	7	4	20	27	31	0	3	108
Spokane District	0	4	0	1	41	24	0	4	74
Spokane	13	27	5	23	4	31	3	3	108
Spokane Falls	22	30	4	32	4	27	1	1	120
Tacoma	16	12	3	7	21	22	0	6	87
Walla Walla	21	6	3	12	24	21	0	0	87
Wenatchee Valley	4	7	3	3	11	21	0	0	49
Whatcom	4	9	5	14	13	16	1	3	64
Yakima Valley	14	15	5	18	18	32	9	3	113
SBCTC	0	0	0	0	0	0	0	35	35
SYSTEM TOTAL	468	423	132	669	659	846	40	119	3,355

Source: SBCTC PMIS Database.

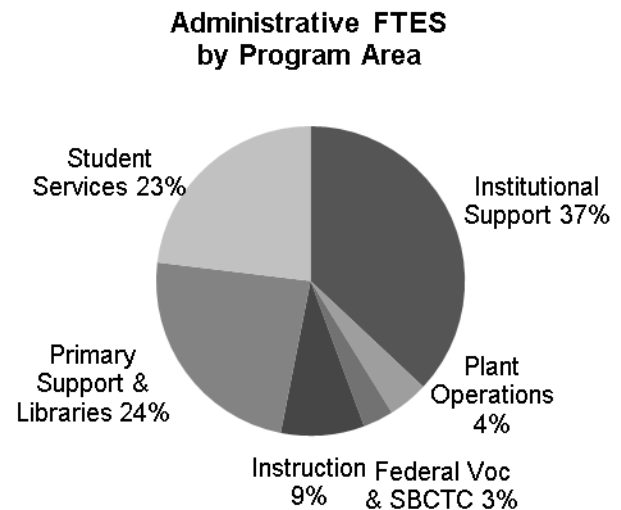
Note: Totals may not add due to rounding. One FTE equals full-time work for 12 months.

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 there was a very slight increase in the number of staff in this area in 2012-13. Increases in the most recent year occurred in most program areas with the exception of Instruction and Libraries.



ADMINISTRATIVE STAFF FTE ACADEMIC YEAR 2008-09 TO 2012-13

EMPLOYMENT STATUS	2008-09	2009-10	2010-11	2011-12	2012-13	5-Year Change
Full-Time	735	715	703	693	696	-5.4%
Part-Time	7	7	4	8	11	
TOTAL	742	723	707	701	706	-4.8%
% Change	1.9%	-2.6%	-2.2%	-0.8%	0.7%	
PROGRAM AREA						
01 Instruction	108	103	104	106	62	-43.1%
04 Primary Support	111	103	102	100	148	34.0%
05 Libraries	24	23	22	21	20	-14.4%
06 Student Services	194	192	186	181	163	-15.8%
08 Institutional Support	259	257	250	247	261	1.0%
09 Plant Operations	31	28	28	28	30	-4.2%
Other (Federal Voc & SBCTC)	16	16	17	18	23	36.5%
TOTAL	742	723	707	701	706	-4.8%

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 2012-13**

	Instruction 01	Primary Support 04	Libraries 05	Student Services 06	Institutional Support 08	Plant Operations 09	Federal Voc FV	Other Codes OC	Total
Bates	1	3	0	3	5	1	0	0	13
Bellevue	2	4	1	14	11	1	2	0	35
Bellingham	0	5	1	3	5	1	2	0	16
Big Bend	0	2	1	2	5	0	0	0	10
Cascadia**	0	4	0	4	8	1	0	0	17
Centralia	5	2	1	7	9	2	1	1	27
Clark	5	9	1	6	10	1	0	0	32
Clover Park	0	5	0	4	7	0	0	0	16
Columbia Basin	6	0	0	6	8	1	0	0	21
Edmonds	1	5	1	10	10	1	0	0	29
Everett	8	3	0	8	10	1	0	0	31
Grays Harbor	1	1	1	5	3	0	0	0	11
Green River	0	7	0	4	9	1	0	1	22
Highline	1	4	1	7	7	1	0	0	21
Lake Washington	1	4	1	1	8	1	0	0	16
Lower Columbia	1	4	0	4	7	0	0	0	15
Olympic	1	5	1	4	8	2	0	0	21
Peninsula	1	3	1	2	6	1	0	0	15
Pierce District	0	2	1	2	6	1	0	0	11
Pierce Fort Steilacoom	0	4	0	3	3	0	0	0	10
Pierce Puyallup	0	2	0	2	2	0	0	0	5
Renton	2	6	1	2	10	2	0	0	23
Seattle District	0	0	0	0	5	0	0	0	5
Seattle Central	3	9	1	6	6	1	0	1	27
Seattle North	3	7	1	3	4	0	0	0	18
Seattle South	1	9	1	7	6	1	1	0	25
Seattle Voc Institute	0	1	0	1	1	0	0	0	3
Shoreline	7	1	0	7	9	1	1	0	25
Skagit Valley	2	3	0	4	6	1	0	0	17
South Puget Sound	0	4	0	4	5	1	0	0	14
Spokane District	0	1	0	2	10	2	0	0	16
Spokane	0	4	1	3	0	0	0	0	8
Spokane Falls	0	8	0	1	7	0	0	0	16
Tacoma	1	7	0	2	12	1	0	0	23
Walla Walla	2	2	1	4	9	0	0	0	19
Wenatchee Valley	0	3	1	2	6	0	0	0	12
Whatcom	2	0	1	11	12	1	1	1	31
Yakima Valley	1	4	1	5	6	1	0	0	18
SBCTC	0	0	0	0	0	0	0	10	10
SYSTEM TOTAL	62	148	20	163	261	30	9	14	706

Source: SBCTC PMIS Database.

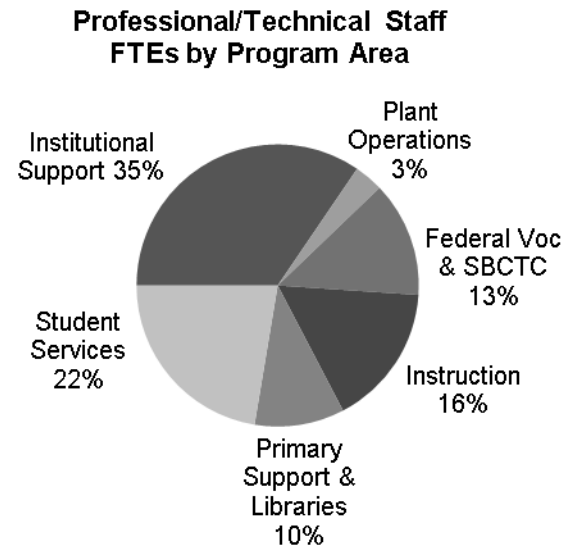
Note: Totals may not add due to rounding. One FTE equals full-time work for 12 months.

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, and by faculty at other colleges.

Professional/technical staff has decreased by nearly eight percent in the past five years. The most recent year showed decreases in the areas of Instruction, Libraries, Student Services, and Plant Operations.



PROFESSIONAL/TECHNICAL STAFF FTE ACADEMIC YEAR 2007-09 TO 2012-13

EMPLOYMENT STATUS	2008-09	2009-10	2010-11	2011-12	2012-13	5-Year Change
Full-Time	1144	1,160	1,129	1,060	1,056	-7.7%
Part-Time	34	33	31	29	30	
TOTAL	1178	1,193	1,159	1,090	1,086	-7.8%
% Change	6.0%	1.3%	-2.8%	-6.0%	-0.3%	
PROGRAM AREA						
01 Instruction	204	207	209	195	177	-13.3%
04 Primary Support	94	95	91	80	100	6.2%
05 Libraries	14	15	15	14	11	-20.8%
06 Student Services	272	279	275	269	243	-10.5%
08 Institutional Support	395	397	382	363	375	-5.1%
09 Plant Operations	43	42	39	37	36	-16.9%
Other (Federal Voc & SBCTC)	155	158	149	131	144	-7.3%
TOTAL	1,178	1,193	1,159	1,090	1,086	-7.8%

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 2012-13**

	Instruction 01	Primary Support 04	Libraries 05	Student Services 06	Institutional Support 08	Plant Operations 09	Federal Voc FV	Other Codes OC	Total
Bates	2	3	0	3	8	2	0	0	17
Bellevue	21	3	3	14	27	5	14	6	93
Bellingham	0	2	1	1	7	1	5	1	18
Big Bend	7	1	0	2	4	3	0	0	18
Cascadia	0	2	0	4	8	0	0	0	15
Centralia	5	1	0	1	5	0	4	0	16
Clark	3	4	0	5	11	1	0	2	25
Clover Park	1	6	0	3	20	2	0	2	35
Columbia Basin	10	0	0	8	13	0	0	0	32
Edmonds	12	7	0	17	17	2	0	0	54
Everett	4	1	0	2	11	3	0	0	22
Grays Harbor	3	4	0	3	5	0	0	0	15
Green River	5	5	1	20	19	1	2	3	55
Highline	15	8	1	13	14	0	1	1	53
Lake Washington	1	0	0	0	1	0	0	0	2
Lower Columbia	1	3	0	8	11	1	0	0	24
Olympic	8	2	0	3	8	0	2	0	22
Peninsula	1	5	0	7	8	1	1	0	21
Pierce District	0	4	0	1	10	0	0	0	14
Pierce Fort Steilacoom	4	1	0	3	4	0	0	0	11
Pierce Puyallup	2	0	0	4	2	0	0	0	7
Renton	2	2	0	4	7	1	0	0	15
Seattle District	0	0	1	0	27	0	0	1	29
Seattle Central	4	5	0	8	11	2	1	0	31
Seattle North	8	2	0	9	10	0	1	0	30
Seattle South	2	3	0	10	8	2	1	0	26
Seattle Voc Institute	1	1	0	0	0	0	0	0	3
Shoreline	1	0	0	5	8	1	0	0	15
Skagit Valley	4	2	1	7	8	1	1	0	23
South Puget Sound	5	3	1	14	14	1	0	1	39
Spokane District	1	1	0	0	16	0	0	0	19
Spokane	3	0	1	6	4	1	0	0	15
Spokane Falls	7	1	0	8	7	0	0	0	23
Tacoma	14	4	1	16	10	1	4	0	49
Walla Walla	15	4	0	18	9	1	2	0	49
Wenatchee Valley	2	3	0	6	7	1	1	0	21
Whatcom	2	2	0	6	6	1	0	0	17
Yakima Valley	1	5	0	6	10	1	0	0	24
SBCTC	0	0	0	0	0	0	0	86	86
SYSTEM TOTAL	177	100	11	243	375	36	39	104	1,086

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 2012-13, 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 an increase of 1.4 percent in full-time teaching faculty, and a decrease of 0.5 percent in part-time teaching faculty 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 521 FTE non-teaching faculty using state funds in 2012-13. This was the same number as the previous year.

STATE SUPPORTED TEACHING FACULTY FTE-F ACADEMIC YEAR 2008-09 TO 2012-13

	2008-09	2009-10	2010-11	2011-12	2012-13	5 Year Change
Full-Time Teaching FTE-Faculty						
Faculty, Regular Assignment	3,625	3,644	3,644	3,455	3,496	-3.6%
% Regular Assignment	49.9%	49.4%	48.1%	47.2%	47.5%	
Moonlight	422	452	471	434	449	6.3%
Total Full-Time	4,048	4,096	4,115	3,889	3,945	-2.5%
% Full-Time	55.7%	55.5%	54.3%	53.1%	53.6%	
% Change	2.4%	1.2%	0.5%	-5.5%	1.4%	
Part-Time Teaching FTE-Faculty						
Part-Time Only	3,168	3,232	3,413	3,384	3,367	6.3%
Other Staff, Teaching Part-Time	53	52	52	52	52	-2.3%
Total Part-Time	3,221	3,284	3,465	3,436	3,420	6.1%
% Part-Time	44.3%	44.5%	45.7%	46.9%	46.4%	
% Change	3.1%	1.9%	5.5%	-0.9%	-0.5%	
Total Teaching Faculty on Payroll						
	7,269	7,380	7,581	7,325	7,365	1.3%
% Change	2.7%	1.5%	2.7%	-3.4%	0.5%	
Contracted Out and Volunteer (Not on College Payroll)						
Contracted Out	397	325	362	543	369	-6.9%
Volunteer	138	141	143	140	142	3.4%
Total Teaching Faculty (On and Not on Payroll)						
Teach FTE-Faculty Total	7,803	7,846	8,086	8,008	7,877	0.9%
% Change	2.7%	0.5%	3.1%	-1.0%	-1.6%	
Non-Teaching Faculty						
Counselors/Librarians/Release Time	595	558	540	521	521	-12.6%
Total Teaching and Non-Teaching Faculty						
	8,399	8,404	8,626	8,528	8,397	0.0%
% Change	2.6%	0.1%	2.6%	-1.1%	-1.5%	

Source: SBCTC Data Warehouse

Note: Part-time includes contracted out faculty that is faculty 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 2012-13**

	<u>Full-Time</u>		<u>Moonlight</u>		<u>Part-Time</u>		Total Teaching FTE-F
	Full-Time	% of Total	Moonlight	% of Total	Part-Time	% of Total	
Bates	122	83%	10	7%	15	10%	147
Bellevue	165	36%	24	5%	270	59%	459
Bellingham	61	65%	8	9%	25	26%	95
Big Bend	46	50%	7	8%	39	42%	93
Cascadia	45	44%	5	5%	51	51%	102
Centralia	63	54%	6	5%	47	41%	116
Clark	196	40%	28	6%	270	55%	493
Clover Park	111	66%	3	2%	53	32%	167
Columbia Basin	127	56%	21	9%	78	34%	226
Edmonds	117	37%	18	6%	185	58%	321
Everett	120	45%	21	8%	127	47%	268
Grays Harbor	53	63%	6	7%	25	30%	83
Green River	171	46%	29	8%	171	46%	372
Highline	122	42%	22	8%	147	51%	291
Lake Washington	72	43%	10	6%	84	50%	166
Lower Columbia	74	46%	9	5%	80	49%	162
Olympic	133	47%	22	8%	125	45%	281
Peninsula	43	45%	8	9%	45	47%	96
Pierce Fort Steilacoom	67	40%	13	8%	87	52%	166
Pierce Puyallup	46	43%	6	6%	55	51%	107
Renton	92	57%	3	2%	66	41%	161
Seattle Central	128	44%	20	7%	143	49%	292
Seattle North	82	40%	18	9%	104	51%	203
Seattle South	83	43%	20	11%	91	47%	194
Seattle Voc Institute	5	20%	3	11%	19	70%	28
Shoreline	112	42%	16	6%	141	52%	269
Skagit Valley	96	46%	11	5%	102	49%	209
South Puget Sound	97	48%	10	5%	95	47%	202
Spokane	210	68%	22	7%	79	25%	311
Spokane Falls	171	53%	16	5%	138	42%	325
Tacoma	126	43%	17	6%	147	51%	290
Walla Walla	105	60%	6	4%	64	36%	175
Wenatchee Valley	82	52%	3	2%	72	46%	156
Whatcom	60	38%	4	2%	95	60%	159
Yakima Valley	94	74%	2	1%	32	25%	128
SYSTEM TOTAL	3,496	48%	449	6%	3,367	46%	7,313

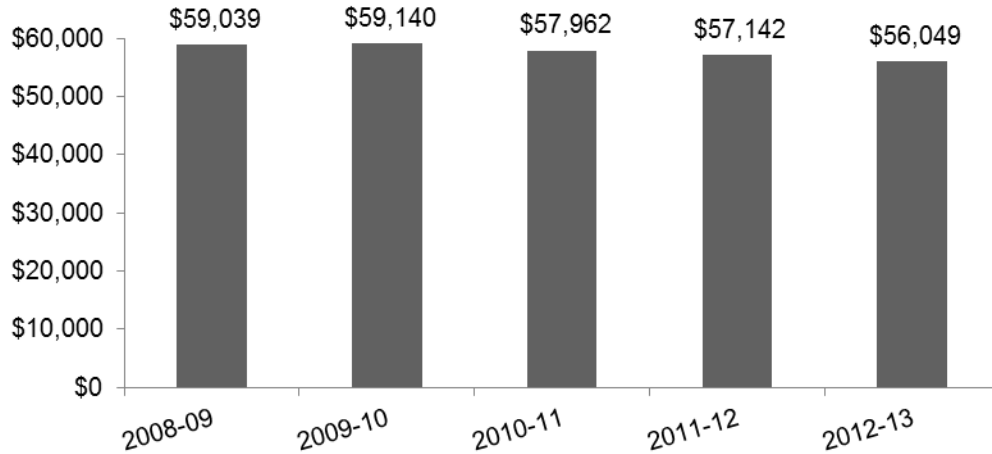
Source: SBCTC Data Warehouse

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

Full-Time Faculty Salaries

In Washington community and technical colleges, the full-time faculty average salary for teaching in the 2012-13 academic year was just over \$56,000. When adjusted for inflation, this is a decrease of three percent from the 2011-12 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.

Faculty Salary in Inflation Adjusted Dollars



**FACULTY EXPENDITURES (\$ in millions)
ACADEMIC YEAR 2008-09 TO 2012-13**

	2008-09	2009-10	2010-11	2011-12	2012-13
Full- and Part-Time Faculty Salaries					
Constant \$					
% of Total Expenditures (001, 08A, 149, 253 and 489)					

Not yet available

*Based on IPEDS data submitted in October of each year. **Note: Benefit information not included in 2011-12 data forward**

Note: Constant (FY13\$) dollar amount based on June 2013 forecast of US Implicit Price Deflator (IPD).

See page 72 for index for inflation adjustment.

Source: SBCTC Data Warehouse.

**FACULTY SALARIES
FOR FACULTY ON NINE/TEN MONTH CONTRACTS
FALL 2010-2012**

	Average Salary Fall 09	Average Salary Fall 10	Average Salary Fall 11	Average Salary Fall 12
Bates*	\$53,483	\$62,019	\$58,478	\$60,990
Bellevue	58,821	59,896	62,973	56,903
Bellingham	57,702	59,131	59,864	60,442
Big Bend	54,987	55,607	53,384	53,426
Cascadia	55,163	54,969	55,208	55,334
Centralia	54,830	54,536	54,326	53,706
Clark	54,764	53,631	56,826	56,228
Clover Park*	52,444	52,637	56,310	48,109
Columbia Basin	57,205	57,426	57,350	54,754
Edmonds	56,736	49,044	49,798	58,230
Everett	53,364	55,193	55,956	56,178
Grays Harbor	53,935	54,034	52,652	49,320
Green River	57,486	57,572	57,465	56,954
Highline	59,625	60,487	61,012	58,750
Lake Washington	53,361	53,585	52,408	54,026
Lower Columbia	56,161	56,744	55,622	56,149
Olympic	55,797	55,583	56,292	58,167
Peninsula	51,322	51,764	53,859	51,982
Pierce Fort Steilacoom	54,991	54,822	54,296	54,441
Pierce Puyallup	50,093	51,441	51,565	55,162
Renton	58,581	58,450	58,468	57,649
Seattle Central	57,622	57,598	58,274	56,321
Seattle North	56,787	56,387	56,552	56,820
Seattle South	58,003	57,144	57,378	55,540
Shoreline	60,349	60,131	60,294	59,013
Skagit Valley	57,190	58,433	59,068	60,140
South Puget Sound	55,457	54,874	54,714	54,673
Spokane	54,488	55,673	55,466	55,438
Spokane Falls	52,960	53,163	53,351	53,919
Tacoma	56,824	57,030	58,165	56,077
Walla Walla	55,339	52,986	52,746	52,427
Wenatchee Valley	56,089	55,975	56,903	57,554
Whatcom	49,737	50,432	51,652	53,052
Yakima Valley	57,665	56,952	55,868	55,535
SYSTEM AVERAGE	\$55,982	\$55,817	\$56,336	\$56,049

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

Source: IPEDS Faculty Salaries Survey.

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

**NUMBER OF EMPLOYEES BY CATEGORY OF EMPLOYEE
STATE SUPPORTED
ACADEMIC YEAR 2012-13**

	<u>Teaching Faculty</u>		<u>Non-Teaching</u>		Classified	Administrative	Professional/ Technical	Total Headcount
	Full- Time	Part- Time	Full- Time	Part- Time				
Bates	110	38	14	122	96	17	20	417
Bellevue	166	470	6	49	213	44	110	1,058
Bellingham	63	118	1	0	62	18	24	286
Big Bend	43	117	3	0	53	12	29	257
Cascadia	41	97	1	1	40	18	17	215
Centralia	60	141	7	5	74	31	28	346
Clark	207	583	5	0	230	38	36	1,099
Clover Park	96	121	3	6	75	19	44	364
Columbia Basin	123	178	2	0	110	24	43	480
Edmonds	115	341	3	15	154	37	67	732
Everett	113	231	5	0	190	35	23	597
Grays Harbor	47	90	1	15	53	12	25	243
Green River	138	290	6	10	197	25	69	735
Highline	147	296	1	6	119	26	67	662
Lake Washington	76	235	2	1	87	21	2	424
Lower Columbia	62	156	1	0	68	18	33	338
Olympic	119	298	4	1	144	26	31	623
Peninsula	52	121	3	2	43	17	31	269
Pierce District	0	0	0	21	50	12	17	100
Pierce Fort Steilacoom	74	177	2	0	84	11	16	364
Pierce Puyallup	47	117	4	0	57	7	9	241
Renton	79	137	7	0	94	30	19	366
Seattle District	0	0	1	0	29	5	39	74
Seattle Central	139	333	7	7	170	32	40	728
Seattle North	92	270	1	5	110	24	41	543
Seattle South	93	236	0	2	108	33	34	506
Seattle Voc Institute	7	41	1	2	14	4	6	75
Shoreline	114	318	7	7	144	33	20	643
Skagit Valley	99	220	6	38	114	19	29	525
South Puget Sound	93	185	2	4	131	17	47	479
Spokane District	0	0	0	0	82	18	26	126
Spokane	182	195	12	1	137	12	18	557
Spokane Falls	172	348	13	2	151	19	27	732
Tacoma	127	325	3	4	107	28	65	659
Walla Walla	99	234	2	1	99	22	60	517
Wenatchee Valley	73	214	3	1	62	13	25	391
Whatcom	67	211	3	3	75	38	25	422
Yakima Valley	109	244	4	10	132	25	33	557
SBCTC	0	0	0	0	40	12	111	163
COLLEGE TOTAL	3,444	7,726	146	341	3,998	852	1,406	17,913
SYSTEM TOTAL	3,435	7,004	145	296	3,954	832	1,371	17,037

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 2012-13**

	<u>Teaching Faculty</u>		<u>Non-Teaching Faculty*</u>		Classified	Exempt Administrative	Exempt Professional/ Technical	Total Headcount
	Full- Time	Part- Time	Full- Time	Part- Time				
Bates	0	54	18	147	117	17	32	496
Bellevue	171	812	6	73	289	52	141	1,544
Bellingham	63	143	1	5	84	22	32	350
Big Bend	43	126	3	20	81	19	40	332
Cascadia	41	106	1	1	44	21	23	237
Centralia	65	156	7	45	91	31	39	434
Clark	210	597	5	1	395	43	52	1,303
Clover Park	96	133	3	10	116	25	54	437
Columbia Basin	128	208	2	3	127	28	58	554
Edmonds	133	424	3	15	301	61	147	1,084
Everett	114	323	5	8	239	49	31	769
Grays Harbor	57	99	1	27	63	12	29	288
Green River	143	411	7	10	231	27	99	928
Highline	148	303	14	7	142	29	93	736
Lake Washington	80	253	2	1	126	24	3	489
Lower Columbia	62	174	1	1	140	30	45	453
Olympic	120	328	4	7	179	28	36	702
Peninsula	59	149	12	5	52	23	44	344
Pierce District	0	0	0	24	64	12	19	119
Pierce Fort Steilacoom	76	308	4	2	134	13	31	568
Pierce Puyallup	47	117	4	0	73	7	10	258
Renton	82	145	12	0	118	30	30	417
Seattle District	0	0	1	1	30	7	49	88
Seattle Central	155	418	10	12	216	35	58	904
Seattle North	94	350	1	7	128	29	59	668
Seattle South	95	293	0	2	129	44	52	615
Seattle Voc Institute	7	41	1	2	14	5	9	79
Shoreline	114	320	10	8	158	38	23	671
Skagit Valley	100	239	6	38	190	20	45	638
South Puget Sound	93	220	2	8	142	18	52	535
Spokane District	0	0	0	0	88	20	27	135
Spokane	186	258	12	1	191	14	26	688
Spokane Falls	184	411	15	3	306	24	47	990
Tacoma	137	331	3	11	153	32	91	758
Walla Walla	123	304	2	6	114	25	77	651
Wenatchee Valley	73	235	3	1	84	15	37	448
Whatcom	69	233	3	5	84	43	43	480
Yakima Valley	109	259	4	26	151	26	41	616
SBCTC	0	0	0	0	41	13	119	173
COLLEGE TOTAL	3,588	9,281	188	543	5,425	1,011	1,943	21,979
SYSTEM TOTAL	3,576	8,383	186	472	5,366	989	1,895	20,867

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 2012-13**

	Classified	Administrative	Exempt Professional	Teaching Faculty	Non-Teaching Faculty	Total
Bates	105	14	29	125	65	337
Bellevue	258	40	128	526	41	993
Bellingham	72	21	27	90	2	212
Big Bend	72	17	37	90	10	226
Cascadia	34	20	21	107	4	185
Centralia	74	29	31	120	13	267
Clark	292	38	44	493	29	895
Clover Park	105	21	43	172	22	364
Columbia Basin	113	27	52	229	21	442
Edmonds	247	47	134	366	18	813
Everett	201	43	29	310	30	612
Grays Harbor	54	11	20	96	10	191
Green River	199	24	88	409	23	742
Highline	129	27	85	296	48	586
Lake Washington	108	19	3	174	6	311
Lower Columbia	118	27	40	163	8	356
Olympic	155	23	28	282	13	501
Peninsula	43	22	36	111	13	225
Pierce District	53	11	17	3	3	87
Pierce Fort Steilacoom	115	12	24	259	18	427
Pierce Puyallup	61	5	8	105	9	188
Renton	95	23	28	159	19	324
Seattle District	27	7	39	0	0	73
Seattle Central	188	31	49	293	53	613
Seattle North	119	25	48	209	33	434
Seattle South	123	37	45	205	20	429
Seattle Voc Institute	12	5	7	26	1	52
Shoreline	146	30	21	267	21	486
Skagit Valley	152	19	41	204	36	452
South Puget Sound	120	15	44	199	14	391
Spokane District	81	19	20	0	0	120
Spokane	156	10	22	320	25	533
Spokane Falls	264	21	44	353	33	715
Tacoma	133	28	77	295	38	571
Walla Walla	104	22	72	233	11	442
Wenatchee Valley	70	14	34	160	9	288
Whatcom	73	39	28	190	18	347
Yakima Valley	136	22	32	130	30	350
SBCTC	37	10	97	0	0	145
SYSTEM TOTAL	4,641	875	1,671	7,770	771	15,729

Source: SBCTC PMIS Database, Program Table.