

# Staff

## Introduction

Community and technical colleges, including the State Board for Community and Technical Colleges (SBCTC), employed 17,724 people, accounting for 13,665 state-supported FTE faculty and staff in 2013-14. The number of state-supported employees increased 7 percent from the previous academic year.

*~In the 2012-13 academic year there were approximately 378 staff FTE with no funding source associated to their employee record and therefore were not included in the state FTE counts. To make comparable yearly comparisons, the missing FTE (estimated based on the funding source of the associated program activity code (PAC) in the 2013-14 year) is added to the system totals for 12-13 for the remainder of this report. These estimates are notated in bold and italics in the summary tables.*

Another 3,474 (2,628 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.

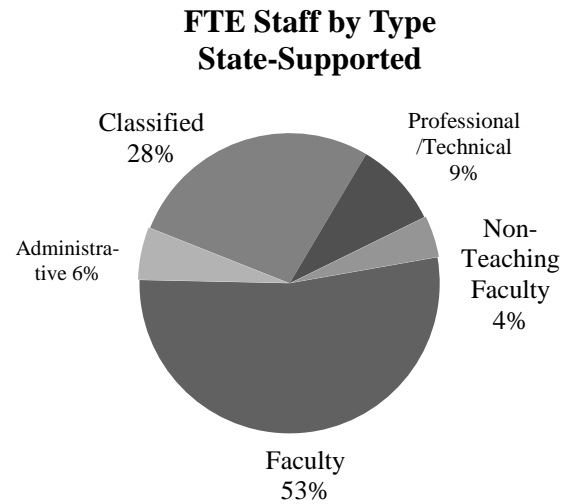
**Administrative:** Includes the chief executive officers, vice presidents, deans and associate deans in instruction and student services, and directors of major programs. This group is exempt from the jurisdiction of the civil service system and exempt from college support staff collective bargaining.

**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 2013-14, faculty represented 53 percent of the total employee FTE. Colleges increased staff in all areas, most significantly for non-teaching faculty (nearly 18 percent from the prior year).



### STATE FTE STAFF COMMUNITY AND TECHNICAL COLLEGES AND SBCTC ACADEMIC YEAR 2009-10 TO 2013-14

	2009-10	2010-11	2011-12	2012-13*	2013-14	5-Year Change
<b>Teaching Faculty**</b>	7,186	7,372	7,129	7,111	7,259	1.0%
% Change	1.4%	2.6%	-3.3%	-0.3%	2.1%	
<b>Non-Teaching Faculty</b>	558	540	555	521	613	10.0%
% Change	-6.4%	-3.1%	2.7%	-6.2%	17.8%	
<b>Classified</b>	3,775	3,787	3,614	3,656	3,758	-0.5%
% Change	-2.9%	0.3%	-4.6%	1.2%	2.8%	
<b>Administrative</b>	723	707	701	731	775	7.2%
% Change	-2.6%	-2.2%	-0.8%	4.3%	6%	
<b>Professional/Technical</b>	1,193	1,160	1,090	1,135	1,260	5.6%
% Change	1.3%	-2.8%	-6.0%	-4.2%	11.0%	
<b>TOTAL</b>	13,435	13,566	13,088	13,154	13,665	1.7%
% Change	-0.4%	1.0%	-3.5%	.5%	3.9%	

\*See author's note on introductory page

\*\*Excludes 47 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 2013-14  
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	<b>Classified</b>	<b>Administrative</b>	<b>Professional/ Technical</b>	<b>Teaching Faculty</b>	<b>Non-Teaching Faculty</b>	<b>Total</b>
Bates	79	14	17	120	34	264
Bellevue	178	33	114	445	61	832
Bellingham	69	19	30	85	2	206
Big Bend	54	13	21	90	4	182
Cascadia	30	17	19	109	1	176
Centralia	58	30	20	114	10	231
Clark	247	39	30	462	29	807
Clover Park	82	18	37	174	8	320
Columbia Basin	103	20	41	222	20	405
Edmonds	168	31	61	310	15	586
Everett	174	36	24	268	23	525
Grays Harbor	43	9	16	83	13	164
Green River	162	21	60	373	16	632
Highline	108	29	65	287	33	522
Lake Washington	84	12	1	167	4	269
Lower Columbia	71	14	32	165	4	286
Olympic	132	27	29	275	15	478
Peninsula	38	16	25	83	13	174
Pierce District	45	10	15	2	2	75
Pierce Fort Steilacoom	105	10	14	167	16	312
Pierce Puyallup	64	6	8	111	11	200
Renton	76	25	17	157	10	285
Seattle District	27	5	30	0	0	62
Seattle Central	151	30	30	294	14	519
Seattle North	99	24	32	212	10	376
Seattle South	100	32	29	196	8	366
Seattle Voc Institute	12	3	4	24	1	45
Shoreline	138	32	21	268	25	484
Skagit Valley	104	21	25	199	39	388

**STAFF FTE BY CATEGORY OF EMPLOYEE  
STATE SUPPORTED  
ACADEMIC YEAR 2013-14  
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	<b>Classified</b>	<b>Administrative</b>	<b>Professional/ Technical</b>	<b>Teaching Faculty</b>	<b>Non-Teaching Faculty</b>	<b>Total</b>
South Puget Sound	118	12	42	200	10	382
Spokane District	84	16	23	0	0	123
Spokane	150	16	27	319	34	546
Spokane Falls	119	14	18	331	26	507
Tacoma	115	25	58	274	41	513
Walla Walla	90	22	50	174	10	347
Wenatchee Valley	72	13	24	151	11	271
Whatcom	69	32	20	157	15	292
Yakima Valley	109	18	25	190	24	365
SBCTC	34	11	105	0	0	150
<b>SYSTEM TOTAL</b>	<b>3,758</b>	<b>775</b>	<b>1,260</b>	<b>7,259</b>	<b>613</b>	<b>13,665</b>

\*Excludes 47 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.

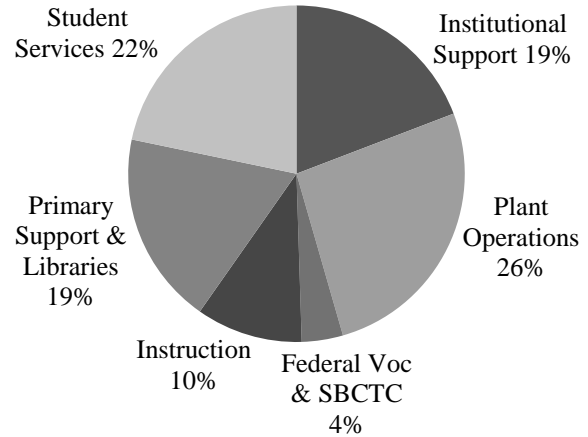
## Classified Support Staff Annual FTE — State-Supported

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 during 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 has grown substantially is Primary Support.

**Annual Classified FTE  
by Program Area  
2013-14**



### CLASSIFIED FTE COMMUNITY AND TECHNICAL COLLEGES AND SBCTC ACADEMIC YEAR 2009-10 TO 2013-14

EMPLOYMENT STATUS	2009-10	2010-11	2011-12	2012-13*	2013-14	5-Year Change
Full-Time	3,632	3,666	3,506	3,523	3,654	0.6%
Part-Time	143	121	108	104	104	-27.0%
% Full-Time	96%	97%	97%	97%	97%	
<b>TOTAL</b>	<b>3,775</b>	<b>3,787</b>	<b>3,614</b>	<b>3,656</b>	<b>3,758</b>	<b>-0.4%</b>
% Change	-3.0%	0.3%	-4.6%	1.2%	12.0%	
<b>PROGRAM AREA</b>						
01 Instruction	585	571	552	476	385	-34.3%
04 Primary Support	308	320	312	441	554	80.0%
05 Libraries	172	173	156	132	142	-17.2%
06 Student Services	783	815	781	680	817	4.3%
08 Institutional Support	792	784	742	667	721	-9.0%
09 Plant Operations	963	955	911	851	991	2.9%
Other (Federal Voc & SBCTC)	172	170	161	165	149	-13.5%
<i>Unknown</i>	-	-	-	244	-	
<b>TOTAL</b>	<b>3,775</b>	<b>3,787</b>	<b>3,614</b>	<b>3,656</b>	<b>3,758</b>	<b>-0.4%</b>

\*See author's note on introductory page

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 2013-14  
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	<b>Instruction 01</b>	<b>Primary Support 04</b>	<b>Libraries 05</b>	<b>Student Services 06</b>	<b>Institutional Support 08</b>	<b>Plant Operations 09</b>	<b>Federal Voc FV</b>	<b>Other Codes OC</b>	<b>Total</b>
Bates	5	14	2	12	16	25	5	0	79
Bellevue	21	11	7	57	29	45	3	5	178
Bellingham	3	11	4	17	9	22	4	0	69
Big Bend	5	5	4	7	13	21	0	0	54
Cascadia	5	7	0	10	7	0	0	0	30
Centralia	1	12	1	13	11	16	3	1	58
Clark	38	37	8	69	36	55	0	4	247
Clover Park	2	18	3	13	13	32	0	1	82
Columbia Basin	14	6	3	19	24	34	1	3	103
Edmonds	9	25	8	36	45	45	0	1	168
Everett	26	19	10	39	33	44	0	3	174
Grays Harbor	1	7	2	9	12	12	0	0	43
Green River	16	31	5	33	39	31	0	8	162
Highline	20	6	7	11	25	35	0	5	108
Lake Washington	11	10	3	17	22	18	2	2	84
Lower Columbia	3	23	1	11	14	18	0	0	71
Olympic	11	23	5	32	24	29	1	7	132
Peninsula	2	5	3	7	11	11	0	0	38
Pierce District	2	5	3	2	29	4	0	0	45
Pierce Fort Steilacoom	13	10	3	44	5	27	0	3	105
Pierce Puyallup	5	6	3	26	4	20	0	0	64
Renton	7	8	2	16	18	26	0	0	76
Seattle District	0	0	0	0	26	0	0	0	27
Seattle Central	20	26	5	31	20	45	0	4	151
Seattle North	11	24	5	16	9	31	0	3	99
Seattle South	9	22	3	18	12	31	1	2	100
Seattle Voc Institute	3	2	0	2	2	3	0	0	12

**CLASSIFIED SUPPORT STAFF FTE  
STATE SUPPORTED  
ACADEMIC YEAR 2013-14  
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	<b>Instruction 01</b>	<b>Primary Support 04</b>	<b>Libraries 05</b>	<b>Student Services 06</b>	<b>Institutional Support 08</b>	<b>Plant Operations 09</b>	<b>Federal Voc FV</b>	<b>Other Codes OC</b>	<b>Total</b>
Shoreline	17	20	7	45	20	21	1	8	138
Skagit Valley	7	13	4	29	18	31	2	0	104
South Puget Sound	20	14	4	23	22	34	0	2	118
Spokane District	0	5	0	1	44	28	0	4	84
Spokane	19	32	5	40	8	36	6	3	150
Spokane Falls	13	26	2	36	6	33	1	2	119
Tacoma	18	13	3	19	23	32	1	6	115
Walla Walla	5	22	4	14	24	22	0	0	90
Wenatchee Valley	5	9	4	10	19	25	0	0	72
Whatcom	4	10	5	15	14	19	0	3	69
Yakima Valley	16	17	5	18	19	32	0	3	109
SBCTC	0	0	0	0	0	0	0	34	34
<b>SYSTEM TOTAL</b>	<b>385</b>	<b>554</b>	<b>142</b>	<b>817</b>	<b>721</b>	<b>991</b>	<b>30</b>	<b>119</b>	<b>3,758</b>

Source: SBCTC PMIS Database.

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

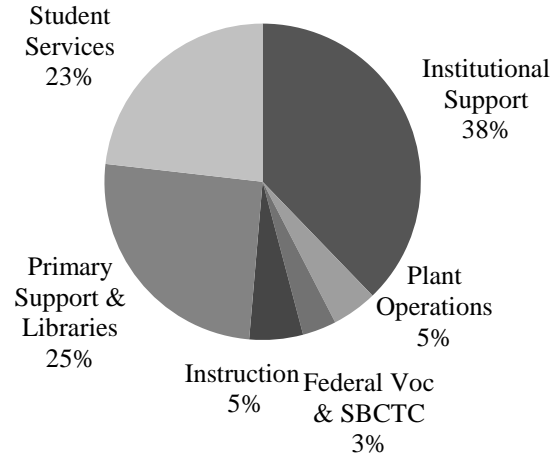
## Administrative Staff FTE — State-Supported

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 increased seven percent over the five-year period. Increases in the most recent year occurred in every area with the exception of Instruction.

**Administrative FTES  
by Program Area  
2013-14**



**ADMINISTRATIVE STAFF FTE  
ACADEMIC YEAR 2009-10 TO 2013-14**

EMPLOYMENT STATUS	2009-10	2010-11	2011-12	2012-13*	2013-14	5-Year Change
Full-Time	715	703	693	721	763	6.6%
Part-Time	7	4	8	11	12	
<b>TOTAL</b>	<b>723</b>	<b>707</b>	<b>701</b>	<b>732</b>	<b>775</b>	<b>7.2%</b>
% Change	-2.6%	-2.2%	-0.8%	4.4%	9.7%	
<b>PROGRAM AREA</b>						
01 Instruction	103	104	106	63	42	-58.8%
04 Primary Support	103	102	100	150	176	70.4%
05 Libraries	23	22	21	20	21	-8.0%
06 Student Services	192	186	181	166	180	-6.5%
08 Institutional Support	257	250	247	264	293	14.0%
09 Plant Operations	28	28	28	30	36	28.0%
Other (Federal Voc & SBCTC)	16	17	18	23	27	64.8%
<i>Unknown</i>	-	-	-	17	-	
<b>TOTAL</b>	<b>723</b>	<b>707</b>	<b>701</b>	<b>732</b>	<b>775</b>	<b>7.2%</b>

\*See author's note on introductory page

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 2013-14  
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	<b>Instruction 01</b>	<b>Primary Support 04</b>	<b>Libraries 05</b>	<b>Student Services 06</b>	<b>Institutional Support 08</b>	<b>Plant Operations 09</b>	<b>Federal Voc FV</b>	<b>Other Codes OC</b>	<b>Total</b>
Bates	1	2	0	4	6	1	0	0	14
Bellevue	2	5	1	14	9	1	2	0	33
Bellingham	0	4	1	5	6	1	3	0	19
Big Bend	0	2	1	4	5	1	0	0	13
Cascadia**	0	3	0	5	8	1	0	0	17
Centralia	2	6	1	7	11	2	1	1	30
Clark	5	8	1	11	12	2	0	0	39
Clover Park	0	5	0	6	8	0	0	0	18
Columbia Basin	1	5	0	5	8	1	0	0	20
Edmonds	1	5	1	9	14	2	0	0	31
Everett	4	9	0	10	12	1	0	0	36
Grays Harbor	0	1	1	3	4	0	0	0	9
Green River	0	7	0	4	8	1	0	1	21
Highline	1	5	1	9	10	2	0	0	29
Lake Washington	0	3	0	2	6	1	0	0	12
Lower Columbia	0	3	0	4	6	0	0	0	14
Olympic	2	6	1	6	9	2	0	1	27
Peninsula	1	4	1	2	7	1	0	0	16
Pierce District	0	1	1	1	6	1	0	0	10
Pierce Fort Steilacoom	0	4	0	3	3	0	0	0	10
Pierce Puyallup	0	2	0	2	2	0	0	0	6
Renton	2	6	1	2	12	2	0	0	25
Seattle District	0	0	0	0	5	0	0	0	5
Seattle Central	2	12	1	6	7	1	1	1	30
Seattle North	4	7	1	5	6	1	0	0	24
Seattle South	1	10	1	9	10	1	0	0	32
Seattle Voc Institute	0	1	0	1	1	0	0	0	3
Shoreline	5	4	0	8	12	1	2	0	32

**ADMINISTRATIVE STAFF FTE  
STATE SUPPORTED  
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	<b>Instruction 01</b>	<b>Primary Support 04</b>	<b>Libraries 05</b>	<b>Student Services 06</b>	<b>Institutional Support 08</b>	<b>Plant Operations 09</b>	<b>Federal Voc FV</b>	<b>Other Codes OC</b>	<b>Total</b>
Skagit Valley	1	4	1	4	10	2	0	0	21
South Puget Sound	0	3	0	3	4	1	0	0	12
Spokane District	0	2	0	2	11	1	0	0	16
Spokane	0	8	1	4	4	0	0	0	16
Spokane Falls	0	7	0	2	4	0	0	0	14
Tacoma	1	7	0	3	12	1	0	0	25
Walla Walla	0	6	1	3	10	1	1	0	22
Wenatchee Valley	0	3	0	2	6	1	0	0	13
Whatcom	3	1	1	10	13	2	1	1	32
Yakima Valley	2	4	2	5	5	1	0	0	18
SBCTC	0	0	0	0	0	0	0	11	11
<b>SYSTEM TOTAL</b>	42	176	21	180	293	36	11	16	775

Source: SBCTC PMIS Database.

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

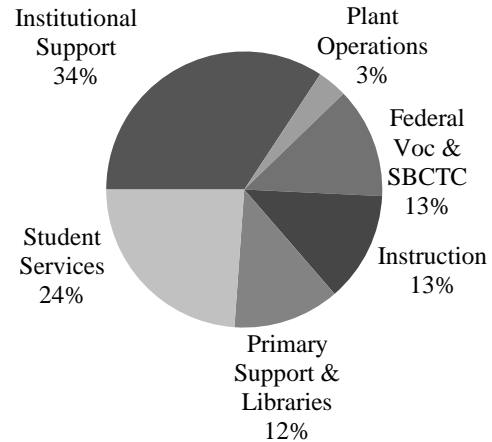
## Professional/Technical Staff FTE — State-Supported

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.

The number of professional/technical staff increased by nearly six percent in the past five years. The most recent year showed a nearly 50 percent increase in the area of Primary Support, and a 21 percent decrease in Instruction.

**Professional/Technical Staff FTEs by Program Area**



### PROFESSIONAL/TECHNICAL STAFF FTE ACADEMIC YEAR 2009-10 TO 2013-14

EMPLOYMENT STATUS	2009-10	2010-11	2011-12	2012-13*	2013-14	5-Year Change
Full-Time	1,160	1,129	1,060	1,105	1,225	5.6%
Part-Time	33	31	29	30	35	
<b>TOTAL</b>	1,193	1,159	1,090	1,135	1,260	5.6%
% Change	1.3%	-2.8%	-6.0%	4.2%	16.0%	
<b>PROGRAM AREA</b>						
01 Instruction	207	209	195	183	162	-21.5%
04 Primary Support	95	91	80	103	142	49.6%
05 Libraries	15	15	14	11	15	-0.5%
06 Student Services	279	275	269	249	301	7.7%
08 Institutional Support	397	382	363	379	432	8.7%
09 Plant Operations	42	39	37	37	44	5.5%
Other (Federal Voc & SBCTC)	158	149	131	144	163	3.7%
<b>Unknown</b>	-	-	-	-	-	
<b>TOTAL</b>	1,193	1,159	1,090	1,135	1,260	5.6%

\*See author's note on introductory page

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 2013-14  
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	<b>Instruction 01</b>	<b>Primary Support 04</b>	<b>Libraries 05</b>	<b>Student Services 06</b>	<b>Institutional Support 08</b>	<b>Plant Operations 09</b>	<b>Federal Voc FV</b>	<b>Other Codes OC</b>	<b>Total</b>
Bates	1	3	0	2	10	2	0	0	17
Bellevue	20	10	3	29	25	6	15	6	114
Bellingham	0	2	1	7	8	1	10	1	30
Big Bend	6	1	1	4	4	3	0	0	21
Cascadia	0	4	0	6	9	0	0	0	19
Centralia	1	4	0	1	7	0	6	0	20
Clark	3	4	0	7	11	3	0	2	30
Clover Park	1	8	0	5	21	2	0	1	37
Columbia Basin	9	3	1	12	16	0	0	0	41
Edmonds	12	7	1	18	22	2	0	0	61
Everett	6	1	0	1	14	2	0	0	24
Grays Harbor	4	3	0	2	6	0	0	0	16
Green River	5	7	1	20	23	1	0	2	60
Highline	16	12	1	18	18	0	0	0	65
Lake Washington	0	0	0	0	1	0	0	0	1
Lower Columbia	1	3	1	13	13	2	0	0	32
Olympic	7	3	0	6	11	0	2	0	29
Peninsula	1	4	0	8	11	1	0	0	25
Pierce District	0	4	0	0	10	1	0	0	15
Pierce Fort Steilacoom	4	2	0	4	5	0	0	0	14
Pierce Puyallup	2	0	0	3	3	0	0	0	8
Renton	1	3	0	4	8	1	0	0	17
Seattle District	0	0	1	0	29	0	0	0	30
Seattle Central	3	3	0	6	14	2	1	1	30
Seattle North	6	6	0	8	9	1	1	0	32
Seattle South	3	3	0	10	9	2	1	0	29
Seattle Voc Institute	1	2	0	1	0	0	0	0	4
Shoreline	1	1	0	8	9	1	0	0	21

**PROFESSIONAL/TECHNICAL STAFF FTE  
STATE SUPPORTED  
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	<b>Instruction 01</b>	<b>Primary Support 04</b>	<b>Libraries 05</b>	<b>Student Services 06</b>	<b>Institutional Support 08</b>	<b>Plant Operations 09</b>	<b>Federal Voc FV</b>	<b>Other Codes OC</b>	<b>Total</b>
Skagit Valley	3	3	0	8	8	1	1	0	25
South Puget Sound	3	3	1	14	18	1	0	1	42
Spokane District	1	2	0	0	19	0	0	0	23
Spokane	5	1	1	13	6	2	0	0	27
Spokane Falls	5	1	0	9	3	1	0	0	18
Tacoma	15	4	1	19	14	1	4	0	58
Walla Walla	7	14	0	17	10	0	2	0	50
Wenatchee Valley	2	3	1	7	10	1	0	0	24
Whatcom	3	2	0	5	8	1	1	0	20
Yakima Valley	2	5	0	6	10	2	0	0	25
SBCTC	0	0	0	0	0	0	0	105	105
<b>SYSTEM TOTAL</b>	162	142	15	301	432	44	43	121	1,260

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 2013-14, 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 613 FTE non-teaching faculty using state funds in 2013-14.

### STATE SUPPORTED TEACHING FACULTY FTE-F ACADEMIC YEAR 2009-10 TO 2013-14

	2009-10	2010-11	2011-12	2012-13	2013-14	5 Year Change
<b>Full-Time Teaching FTE-Faculty</b>						
Faculty, Regular Assignment	3,644	3,644	3,455	3,496	3,566	-2.1%
% Regular Assignment	49.4%	48.1%	47.2%	47.5%	47.4%	
Moonlight	452	471	434	449	463	2.5%
Total Full-Time	4,096	4,115	3,889	3,945	4,029	-1.6%
% Full-Time	55.5%	54.3%	53.1%	53.6%	53.6%	
% Change	1.2%	0.5%	-5.5%	1.4%	2.1%	
<b>Part-Time Teaching FTE-Faculty</b>						
Part-Time Only	3,232	3,413	3,384	3,367	3,440	6.4%
Other Staff, Teaching Part-Time	52	52	52	52	47	-8.6%
Total Part-Time	3,284	3,465	3,436	3,420	3,487	6.2%
% Part-Time	44.5%	45.7%	46.9%	46.4%	46.4%	
% Change	1.9%	5.5%	-0.9%	-0.5%	2.1%	
<b>Total Teaching Faculty on Payroll</b>						
	7,380	7,581	7,325	7,365	7,517	1.8%
% Change	1.5%	2.7%	-3.4%	0.5%	2.1%	
<b>Contracted Out and Volunteer (Not on College Payroll)</b>						
Contracted Out	325	362	543	369	419	28.9%
Volunteer	141	143	140	142	132	-6.4%
<b>Total Teaching Faculty (On and Not on Payroll)</b>						
Teach FTE-Faculty Total	7,846	8,086	8,008	7,877	8,067	2.8%
% Change	0.5%	3.1%	-1.0%	-1.6%	2.5%	
<b>Non-Teaching Faculty</b>						
Counselors/Librarians/Release Time	558	540	521	521	613	10.0%
<b>Total Teaching and Non-Teaching Faculty</b>						
	8,404	8,626	8,528	8,397	8,681	3.3%
% Change	0.1%	2.6%	-1.1%	-1.5%	2.3%	

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 2013-14**

	<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	125	93%	0	0%	8	6%	134
Bellevue	168	37%	27	6%	258	57%	453
Bellingham	61	65%	9	9%	24	26%	95
Big Bend	50	53%	7	7%	37	40%	94
Cascadia	43	40%	5	5%	61	56%	109
Centralia	62	54%	11	9%	43	37%	117
Clark	202	43%	25	5%	244	52%	470
Clover Park	107	61%	2	1%	66	38%	175
Columbia Basin	133	58%	21	9%	77	33%	230
Edmonds	124	39%	19	6%	179	56%	322
Everett	123	44%	24	8%	134	48%	281
Grays Harbor	54	62%	5	6%	28	32%	87
Green River	180	48%	26	7%	170	45%	376
Highline	130	44%	22	7%	141	48%	292
Lake Washington	77	46%	10	6%	81	48%	168
Lower Columbia	76	45%	11	6%	81	48%	168
Olympic	133	47%	24	8%	125	44%	282
Peninsula	37	42%	5	6%	46	52%	88
Pierce Fort Steilacoom	65	39%	14	8%	90	53%	169
Pierce Puyallup	49	43%	6	5%	59	52%	113
Renton	95	53%	3	1%	81	46%	179
Seattle Central	126	42%	21	7%	155	51%	302
Seattle North	86	40%	19	9%	109	51%	214
Seattle South	91	45%	24	12%	87	43%	202
Seattle Voc Institute	8	33%	2	9%	15	58%	25
Shoreline	110	40%	17	6%	148	54%	274
Skagit Valley	94	46%	6	3%	106	51%	206
South Puget Sound	104	49%	10	5%	97	46%	211
Spokane	214	67%	24	7%	84	26%	322
Spokane Falls	167	50%	16	5%	150	45%	332
Tacoma	117	40%	25	9%	149	51%	292
Walla Walla	102	57%	8	4%	70	39%	180
Wenatchee Valley	80	52%	4	2%	70	46%	154
Whatcom	63	40%	4	2%	92	58%	159
Yakima Valley	109	56%	9	5%	75	39%	193
<b>SYSTEM TOTAL</b>	<b>3,566</b>	<b>48%</b>	<b>463</b>	<b>6%</b>	<b>3,440</b>	<b>46%</b>	<b>7,469</b>

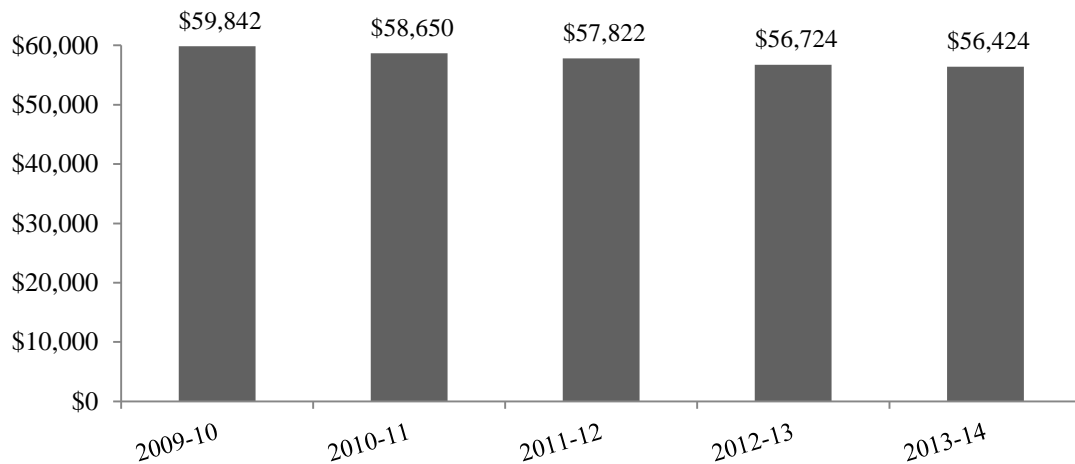
Source: SBCTC Data Warehouse

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 2013-14 academic year was just over \$56,000. When adjusted for inflation, this is a nominal decrease from the 2012-13 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 2009-10 TO 2013-14

	2009-10	2010-11	2011-12	2012-13	2013-14
Full- and Part-Time Faculty Salaries and Benefits Expenditures	467.2	483.9	474.8	465.9	477.7
Constant \$	499.4	508.5	487.3	471.5	477.7
% of Total Expenditures (Funds 001, 08A, 149, 17C, 060)	49.8%	51.4%	54.0%	52.2%	49.9%

Note: Constant (FY14) dollar amount based on November 2013 forecast of US Implicit Price Deflator (IPD). See page 72 for index for inflation adjustment.  
Source: SBCTC Finance Office.



**FACULTY SALARIES  
FOR FACULTY ON NINE/TEN MONTH CONTRACTS  
FALL 2010-2013**

	<b>Fall 2010</b>	<b>Fall 2011</b>	<b>Fall 2012</b>	<b>Fall 2013</b>
Bates	\$62,019	\$58,478	\$60,990	\$66,399
Bellevue	59,896	62,973	56,903	58,102
Bellingham	59,131	59,864	60,442	62,057
Big Bend	55,607	53,384	53,426	<i>not reported*</i>
Cascadia	54,969	55,208	55,334	57,783
Centralia	54,536	54,326	53,706	54,856
Clark	53,631	56,826	56,228	57,124
Clover Park	52,637	56,310	48,109	48,195
Columbia Basin	57,426	57,350	54,754	55,190
Edmonds	49,044	49,798	58,230	56,501
Everett	55,193	55,956	56,178	57,478
Grays Harbor	54,034	52,652	49,320	50,712
Green River	57,572	57,465	56,954	56,850
Highline	60,487	61,012	58,750	51,157
Lake Washington	53,585	52,408	54,026	54,738
Lower Columbia	56,744	55,622	56,149	56,988
Olympic	55,583	56,292	58,167	57,749
Peninsula	51,764	53,859	51,982	52,955
Pierce Fort Steilacoom	54,822	54,296	54,441	54,740
Pierce Puyallup	51,441	51,565	55,162	55,192
Renton	58,450	58,468	57,649	59,208
Seattle Central	57,598	58,274	56,321	56,505
Seattle North	56,387	56,552	56,820	54,707
Seattle South	57,144	57,378	55,540	56,299
Shoreline	60,131	60,294	59,013	59,107
Skagit Valley	58,433	59,068	60,140	60,723
South Puget Sound	54,874	54,714	54,673	55,164
Spokane	55,673	55,466	55,438	57,073
Spokane Falls	53,163	53,351	53,919	55,275
Tacoma	57,030	58,165	56,077	58,299
Walla Walla	52,986	52,746	52,427	52,513
Wenatchee Valley	55,975	56,903	57,554	58,594
Whatcom	50,432	51,652	53,052	53,397
Yakima Valley	56,952	55,868	55,535	52,220
<b>SYSTEM AVERAGE</b>	<b>\$55,817</b>	<b>\$56,336</b>	<b>\$56,049</b>	<b>\$56,424</b>

Source: Report Manager IPEDS Faculty Salaries – 9/10 month contract

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

\*Big Bend reported only 11/12 month contract amounts to IPEDS

**NUMBER OF EMPLOYEES BY CATEGORY OF EMPLOYEE  
STATE SUPPORTED  
ACADEMIC YEAR 2013-14  
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	<u>Teaching Faculty</u>		<u>Non-Teaching</u>		Classified	Administrative	Professional/ Technical	Total Headcount
	Full-Time	Part-Time	Full-Time	Part-Time				
Bates	109	31	14	95	96	15	22	382
Bellevue	176	469	7	52	206	43	146	1,099
Bellingham	62	114	1	0	78	25	37	317
Big Bend	47	104	3	0	63	14	29	260
Cascadia	38	113	2	0	38	23	21	235
Centralia	63	148	6	11	69	36	29	362
Clark	203	511	6	0	297	50	35	1,102
Clover Park	92	112	3	3	91	23	44	368
Columbia Basin	126	185	3	2	113	20	52	501
Edmonds	116	351	7	13	201	40	76	804
Everett	113	224	7	1	200	43	30	618
Grays Harbor	49	84	3	17	52	10	23	238
Green River	145	302	9	9	187	23	81	756
Highline	158	286	4	5	122	28	66	669
Lake Washington	78	214	1	1	99	14	2	409
Lower Columbia	64	165	1	14	83	18	44	389
Olympic	122	298	3	1	149	30	34	637
Peninsula	36	116	1	2	46	21	28	250
Pierce District	0	0	0	21	51	11	16	99
Pierce Fort Steilacoom	74	204	3	0	117	10	18	426
Pierce Puyallup	52	141	4	0	81	6	12	296
Renton	77	153	4	0	98	28	23	383
Seattle District	0	0	0	0	29	6	40	75
Seattle Central	142	379	2	8	169	33	41	774
Seattle North	96	304	3	4	114	31	45	597
Seattle South	104	244	1	4	113	38	40	544
Seattle Voc Institute	8	28	1	4	13	4	6	64
Shoreline	112	317	13	12	155	39	23	671

**NUMBER OF EMPLOYEES BY CATEGORY OF EMPLOYEE  
STATE SUPPORTED  
ACADEMIC YEAR 2013-14  
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	<u>Teaching Faculty</u>		<u>Non-Teaching</u>		Classified	Administrative	Professional/ Technical	Total Headcount
	Full-Time	Part-Time	Full-Time	Part-Time				
Skagit Valley	97	219	7	31	128	22	31	535
South Puget Sound	98	185	2	2	145	13	58	503
Spokane District	0	0	1	0	93	19	31	144
Spokane	184	196	19	3	185	20	34	641
Spokane Falls	166	366	8	12	160	17	25	754
Tacoma	132	329	1	4	134	28	64	692
Walla Walla	102	246	2	1	102	24	63	540
Wenatchee Valley	73	214	4	0	84	15	31	421
Whatcom	72	197	2	5	81	41	27	425
Yakima Valley	123	221	4	9	127	22	37	543
SBCTC	0	0	0	0	37	12	124	173
<b>COLLEGE TOTAL</b>	3,509	7,770	162	346	4,406	915	1,588	18,696
<b>SYSTEM TOTAL</b>	3,494	6,970	162	289	4,346	900	1,563	17,724

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 2013-14  
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	<u>Teaching Faculty</u>		<u>Non-Teaching Faculty*</u>		Classified	Administrative	Professional/ Technical	Total Headcount
	Full- Time	Part- Time	Full- Time	Part- Time				
Bates	111	47	17	111	117	15	33	451
Bellevue	182	825	7	84	287	50	185	1,620
Bellingham	62	138	1	6	85	26	39	357
Big Bend	47	108	6	41	78	19	40	339
Cascadia	38	119	2	0	38	25	28	250
Centralia	68	164	6	53	89	38	41	459
Clark	205	530	6	1	401	59	45	1,247
Clover Park	92	127	4	4	116	25	51	419
Columbia Basin	131	211	3	9	129	25	64	572
Edmonds	129	430	7	13	299	57	145	1,080
Everett	116	322	7	8	240	57	37	787
Grays Harbor	59	95	3	25	59	10	29	280
Green River	151	427	9	11	223	25	111	957
Highline	159	288	15	5	144	33	93	737
Lake Washington	82	230	1	1	129	15	3	461
Lower Columbia	64	182	1	19	147	27	56	496
Olympic	123	318	4	6	176	33	38	698
Peninsula	39	144	1	3	53	25	38	303
Pierce District	0	0	0	23	55	11	18	107
Pierce Fort Steilacoom	80	311	5	0	139	14	29	578
Pierce Puyallup	52	141	4	0	83	6	12	298
Renton	79	161	8	0	120	28	39	435
Seattle District	0	0	0	0	29	8	49	86
Seattle Central	169	446	5	10	216	41	64	951
Seattle North	96	401	3	4	134	36	63	737
Seattle South	107	300	1	4	134	51	59	656
Seattle Voc Institute	8	28	1	4	13	4	9	67
Shoreline	112	320	15	15	172	45	26	705

**NUMBER OF EMPLOYEES BY CATEGORY OF EMPLOYEE  
ALL FUNDS  
ACADEMIC YEAR 2013-14  
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	<u>Teaching Faculty</u>		<u>Non-Teaching Faculty*</u>		Classified	Administrative	Professional/ Technical	Total Headcount
	Full-Time	Part-Time	Full-Time	Part-Time				
Skagit Valley	98	238	6	32	199	23	46	642
South Puget Sound	98	215	2	10	161	14	63	563
Spokane District	0	0	1	0	99	21	33	154
Spokane	188	253	20	3	326	25	56	871
Spokane Falls	177	413	11	12	244	21	44	922
Tacoma	142	333	1	6	162	31	93	768
Walla Walla	128	321	2	3	117	27	88	686
Wenatchee Valley	73	238	4	1	88	16	37	457
Whatcom	73	220	2	5	92	45	50	487
Yakima Valley	123	233	4	23	152	22	48	605
SBCTC	0	0	0	0	41	12	132	185
<b>COLLEGE TOTAL</b>	3,661	9,277	195	555	5,586	1,065	2,134	22,473
<b>SYSTEM TOTAL</b>	3,643	8,311	195	482	5,443	1,045	2,079	21,198

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 2013-14  
Page 1 of 2**

	<b>Classified</b>	<b>Administrative</b>	<b>Professional/ Technical</b>	<b>Teaching Faculty</b>	<b>Non-Teaching Faculty</b>	<b>Total</b>
Bates	104	14	29	122	59	329
Bellevue	257	40	153	520	66	1,037
Bellingham	76	22	33	88	3	221
Big Bend	70	18	38	91	10	229
Cascadia	30	18	23	119	1	192
Centralia	75	33	33	121	15	277
Clark	290	47	43	469	31	880
Clover Park	106	20	46	179	20	371
Columbia Basin	120	25	60	231	23	459
Edmonds	239	50	126	376	16	806
Everett	219	48	31	330	36	663
Grays Harbor	53	9	19	99	16	195
Green River	196	23	91	412	25	748
Highline	130	34	102	298	46	610
Lake Washington	111	14	2	176	6	308
Lower Columbia	125	23	46	166	8	368
Olympic	165	30	35	280	17	528
Peninsula	46	21	36	98	13	213
Pierce District	48	10	17	4	3	81
Pierce Fort Steilacoom	124	14	27	246	22	433
Pierce Puyallup	66	6	9	111	11	204
Renton	93	25	34	163	22	337
Seattle District	27	7	38	0	0	72
Seattle Central	196	38	51	304	59	648
Seattle North	121	31	51	219	39	460
Seattle South	126	47	49	210	24	457
Seattle Voc Institute	12	4	7	24	1	50
Shoreline	156	39	24	275	29	523
Skagit Valley	159	22	42	199	43	465

**STAFF FTE BY CATEGORY OF EMPLOYEE  
ALL FUNDS  
ACADEMIC YEAR 2013-14  
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	<b>Classified</b>	<b>Administrative</b>	<b>Professional/ Technical</b>	<b>Teaching Faculty</b>	<b>Non-Teaching Faculty</b>	<b>Total</b>
South Puget Sound	135	13	47	204	12	411
Spokane District	91	18	24	0	0	134
Spokane	260	19	43	334	35	691
Spokane Falls	150	15	26	362	31	584
Tacoma	139	29	83	288	48	587
Walla Walla	107	25	76	243	11	463
Wenatchee Valley	77	14	34	159	11	295
Whatcom	80	39	33	192	19	364
Yakima Valley	139	21	33	195	46	434
SBCTC	38	11	119	0	0	168
<b>SYSTEM TOTAL</b>	<b>4,757</b>	<b>939</b>	<b>1,813</b>	<b>7,907</b>	<b>878</b>	<b>16,293</b>

Source: SBCTC PMIS Database, Program Table.