

Staff

Introduction to Personnel Fall 2007 through Fall 2011

Community and technical colleges employed 15,025 faculty and support staff from state funding sources in fall 2011. Compared to 2010, fewer employees were employed in every category with the greatest drop being in classified staff. This section provides details on the characteristics and level of staffing in the colleges.

Colleges employed 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:** Employees who work under a set of conditions established through collective bargaining or civil service rules adopted by the director of the Department of Personnel.
- **Professional/Technical:** Professional/technical staff are exempt from the civil service system. This category includes managers of college programs. Also included are non-managerial staff such as advising specialists, student placement coordinators, and principal assistants to chief administrators.
- **Administrative:** This group is exempt from the civil service system or exempt from collective bargaining. Includes the chief officers, vice presidents, deans and associate deans in instruction and student services, and directors of major programs.
- **Faculty:** Faculty whose primary assignment is classroom instruction plus non-teaching counselors and librarians.

NUMBER OF STATE SUPPORTED COMMUNITY AND TECHNICAL COLLEGE EMPLOYEES

State Supported Headcount	2007	2008	2009	2010	2011	5 Year % Change
Full-Time Faculty (Teaching and Non-Teaching)	3,583	3,655	3,585	3,611	3,444	-4%
Part-Time Faculty (Teaching and Non-Teaching)	5,648	5,892	5,777	5,938	5,811	3%
Classified/Support	4,028	4,185	4,070	4,041	3,817	-5%
Professional/Technical	1,233	1,345	1,305	1,299	1,232	0%
Administrative	754	773	755	736	721	-4%
TOTAL STAFF	15,246	15,850	15,492	15,625	15,025	-1%

Community and technical colleges hire a diverse staff, reflecting the diverse population served, even though faculty and staff ranks do not mirror the race and ethnic background of students. In fall 2011, both full and part-time faculty diversity remained consistent with the previous fall, while classified and administrative/professional declined slightly. Overall, the percentage of female faculty decreased slightly in fall 2011 compared to the previous fall.

STATE SUPPORTED EMPLOYEE DEMOGRAPHICS

Percent of Staff of Color	2007	2008	2009	2010	2011
Classified/Support	23.1%	23.1%	23.4%	23.3%	22.9%
Administrative/Professional	16.2%	16.7%	16.7%	16.7%	16.2%
Full-Time Faculty (Teaching and Non-Teaching)	13.9%	14.7%	14.6%	14.5%	14.5%
Part-Time Faculty (Teaching and Non-Teaching)	10.8%	11.0%	10.5%	11.1%	11.0%

Percent Female Staff	2007	2008	2009	2010	2011
Classified/Support	64.1%	64.0%	62.8%	62.6%	62.3%
Administrative/Professional	63.8%	64.9%	65.1%	65.7%	65.3%
Full-Time Faculty (Teaching and Non-Teaching)	51.3%	51.7%	51.9%	52.0%	52.4%
Part-Time Faculty (Teaching and Non-Teaching)	60.5%	62.0%	60.8%	61.7%	61.0%

Source: SBCTC data warehouse, PMIS, EMPYRQ Table. Excludes SBCTC and SBCTC-IT.
Note: Percentages may not total 100 due to rounding.

**HEADCOUNT OF COMMUNITY AND TECHNICAL COLLEGE EMPLOYEES
STATE SUPPORTED
FALL 2011**

	Teaching Faculty		Non-Teaching Faculty		Classified Headcount	Adminis- trative Headcount	Professional/ Technical Headcount	Total Headcount
	Full- Time	Part- Time	Full Time	Part- Time				
Bates	108	25	15	96	89	14	21	368
Bellevue	155	371	8	56	188	31	95	904
Bellingham	65	80	1	0	66	20	24	256
Big Bend	45	83	4	0	59	13	22	226
Cascadia	39	91	0	1	33	19	16	199
Centralia	56	109	5	4	64	29	25	292
Clark	190	524	7	0	263	33	28	1045
Clover Park	88	96	3	0	81	17	34	319
Columbia Basin	121	124	6	0	97	23	36	407
Edmonds	109	266	5	9	160	30	66	645
Everett	111	182	6	7	162	31	22	521
Grays Harbor	48	49	1	13	48	10	23	192
Green River	133	247	5	0	165	22	56	628
Highline	135	245	10	7	111	22	65	595
Lake Washington	71	181	3	1	81	19	4	360
Lower Columbia	63	129	1	2	70	11	32	308
Olympic	109	238	8	4	132	22	25	538
Peninsula	43	109	3	0	37	17	23	232
Pierce District	0	0	0	9	59	14	17	99
Pierce Fort Steilacoom	66	139	4	1	88	11	13	322
Pierce Puyallup	43	87	5	0	55	6	12	208
Renton	67	100	6	0	88	24	13	298
Seattle District	0	0	0	0	31	5	25	61
Seattle Central	132	243	7	9	160	31	30	612
Seattle North	78	204	3	3	107	24	31	450
Seattle South	76	193	2	1	106	24	31	433
Seattle Voc Institute	6	39	0	1	14	4	3	67
Shoreline	115	224	7	6	131	26	14	523
Skagit Valley	97	161	7	21	104	14	27	431
South Puget Sound	91	135	3	1	112	13	40	395
Spokane District	0	0	0	0	80	15	19	114
Spokane	184	125	10	1	134	11	18	483
Spokane Falls	171	265	13	7	152	20	32	660
Tacoma	115	260	2	6	108	23	59	573
Walla Walla	96	163	2	3	93	20	47	424
Wenatchee Valley	69	152	4	0	64	13	27	329
Whatcom	72	175	2	4	66	11	46	376
Yakima Valley	110	165	4	6	123	21	33	462
SBCTC	0	0	0	0	36	9	81	126
COLLEGE TOTAL	3,277	5,979	172	279	3,817	722	1,235	15,481
SYSTEM TOTAL	3,272	5,557	172	254	3,817	721	1,232	15,025

**HEADCOUNT OF COMMUNITY AND TECHNICAL COLLEGE EMPLOYEES
ALL FUNDS
FALL 2011**

	<u>Teaching Faculty</u>		<u>Non-Teaching Faculty</u>		Classified Headcount	Adminis- trative Headcount	Professional/ Technical Headcount	Total Headcount
	Full-Time	Part-Time	Full-Time	Part-Time				
Bates	109	41	21	132	115	15	32	465
Bellevue	161	602	8	81	255	34	127	1268
Bellingham	65	113	1	1	72	20	26	298
Big Bend	45	84	4	9	79	15	34	270
Cascadia	39	103	0	8	36	22	18	226
Centralia	58	121	7	18	84	29	36	353
Clark	192	537	8	0	342	34	37	1150
Clover Park	88	112	3	1	104	18	36	362
Columbia Basin	123	141	7	0	112	27	51	461
Edmonds	127	320	5	10	264	38	135	899
Everett	113	253	6	10	202	38	28	650
Grays Harbor	58	55	2	19	59	10	26	229
Green River	137	321	6	0	196	24	80	764
Highline	135	253	13	20	133	25	89	668
Lake Washington	75	198	3	1	107	20	5	409
Lower Columbia	63	139	1	2	128	21	42	396
Olympic	109	246	8	12	158	24	28	585
Peninsula	50	119	3	1	45	22	39	279
Pierce District	0	0	0	10	64	15	19	108
Pierce Fort Steilacoom	69	256	6	5	110	12	25	483
Pierce Puyallup	43	87	5	0	58	6	13	212
Renton	67	112	10	1	107	24	22	343
Seattle District	0	0	0	0	32	6	31	69
Seattle Central	143	313	10	12	203	34	43	758
Seattle North	78	274	3	3	122	28	45	553
Seattle South	77	240	2	1	124	31	42	517
Seattle Voc Institute	6	39	0	1	14	5	8	73
Shoreline	115	228	9	7	145	29	20	553
Skagit Valley	98	174	7	21	176	15	43	534
South Puget Sound	91	156	3	6	121	14	45	436
Spokane District	0	0	0	0	88	17	19	124
Spokane	184	162	10	1	160	11	22	550
Spokane Falls	185	338	15	7	284	24	47	900
Tacoma	122	267	3	9	130	26	79	636
Walla Walla	120	206	2	4	106	23	67	528
Wenatchee Valley	69	170	4	0	68	13	36	360
Whatcom	73	188	2	12	73	12	63	423
Yakima Valley	110	173	4	22	144	23	40	516
SBCTC	0	0	0	0	37	10	91	138
COLLEGE TOTAL	3,397	7,141	201	447	4,857	814	1,689	18,546
SYSTEM TOTAL	3,392	6,612	201	404	4,856	812	1,682	17,959

**COMMUNITY AND TECHNICAL COLLEGE EMPLOYEES FTE
STATE SUPPORTED
FALL 2011**

	Classified FTE	Adminis- trative FTE	Professional/ Technical FTE	Teaching Faculty FTE	Non-Teaching Faculty FTE	Total FTE
Bates	79	13	18	92	28	231
Bellevue	178	30	90	404	34	735
Bellingham	63	18	22	84	2	189
Big Bend	56	12	19	85	5	177
Cascadia	32	19	16	93	2	162
Centralia	59	27	20	100	6	212
Clark	245	32	25	447	24	773
Clover Park	77	16	33	139	5	270
Columbia Basin	91	23	31	200	16	362
Edmonds	157	27	63	271	15	533
Everett	151	32	22	237	20	462
Grays Harbor	46	11	18	71	8	154
Green River	158	21	49	334	8	569
Highline	107	22	61	256	38	484
Lake Washington	76	18	4	144	6	247
Lower Columbia	64	11	28	145	2	250
Olympic	125	22	24	241	15	427
Peninsula	36	16	22	95	8	176
Pierce District	58	13	16	3	2	93
Pierce Fort Steilacoom	87	10	9	143	14	263
Pierce Puyallup	54	6	12	93	10	175
Renton	80	24	12	109	7	230
Seattle District	30	5	26	0	0	61
Seattle Central	149	30	26	251	18	473
Seattle North	100	22	26	173	7	327
Seattle South	101	21	29	168	6	325
Seattle Voc Institute	14	4	3	26	1	48
Shoreline	128	24	14	237	21	424
Skagit Valley	101	14	22	181	28	346
South Puget Sound	106	13	39	182	9	349
Spokane District	81	15	19	0	0	114
Spokane	129	11	17	285	22	464
Spokane Falls	146	20	29	308	28	530
Tacoma	103	22	54	239	22	441
Walla Walla	91	20	45	156	12	323
Wenatchee Valley	62	14	25	141	7	248
Whatcom	64	11	38	169	13	294
Yakima Valley	118	18	29	168	17	350
SBCTC	33	9	74	0	0	116
SYSTEM TOTAL	3,633	696	1,129	6,470	483	12,410
% of Total	29%	6%	9%	52%	4%	

**COMMUNITY AND TECHNICAL COLLEGE EMPLOYEES FTE
ALL FUNDS
FALL 2011**

	Classified FTE	Adminis- trative FTE	Professional/ Technical FTE	Teaching Faculty FTE	Non- Teaching Faculty FTE	Total FTE
Bates	110	14	32	98	50	304
Bellevue	249	34	129	470	39	921
Bellingham	70	19	25	89	2	205
Big Bend	76	17	35	85	8	221
Cascadia	34	22	18	98	5	178
Centralia	80	30	34	104	10	258
Clark	291	35	37	451	25	839
Clover Park	101	18	37	144	10	309
Columbia Basin	108	29	52	206	19	414
Edmonds	260	38	137	327	18	779
Everett	197	38	28	273	29	565
Grays Harbor	58	11	23	83	11	186
Green River	192	24	78	366	13	671
Highline	129	25	89	258	52	553
Lake Washington	103	20	5	154	7	289
Lower Columbia	123	21	41	148	4	337
Olympic	156	24	29	245	17	471
Peninsula	44	21	39	106	10	221
Pierce District	64	15	19	3	2	102
Pierce Fort Steilacoom	109	12	25	258	18	422
Pierce Puyallup	58	6	13	93	10	180
Renton	97	24	21	116	13	270
Seattle District	31	6	32	0	0	69
Seattle Central	195	34	42	263	48	581
Seattle North	118	28	44	181	21	392
Seattle South	123	31	43	184	14	395
Seattle Voc Institute	14	5	8	26	1	54
Shoreline	144	28	19	243	23	456
Skagit Valley	169	16	50	181	31	446
South Puget Sound	119	14	44	187	12	376
Spokane District	90	17	19	0	0	126
Spokane	158	11	22	290	22	503
Spokane Falls	282	24	47	337	30	720
Tacoma	129	26	79	248	33	515
Walla Walla	106	23	69	203	13	413
Wenatchee Valley	66	14	35	144	7	266
Whatcom	72	11	55	186	21	344
Yakima Valley	142	24	40	172	40	418
SBCTC	36	10	90	0	0	136
SYSTEM TOTAL	4,701	818	1,683	7,019	686	14,907
% of Total	32%	5%	11%	47%	5%	

Source: SBCTC Data Warehouse, PMIS, EMPYRQ Table and SR2102 for Teaching Faculty

Teaching Faculty Fall 2007 through Fall 2011

In fall 2011, 6,935 full-time equivalent faculty (FTE-F) taught students in community and technical college state-supported courses. One FTE-F equals one faculty member teaching full-time for the quarter, or the equivalent combined work of several faculty members working part-time. A full-time load is defined by each campus and may vary by discipline and mode of instruction. Community and technical college total FTE-F in state-supported courses decreased by 2 percent in fall 2011 from the previous fall, similar to the overall observed decrease in student FTES. These congruent decreases are likely due to continuing budget cuts at the colleges which limited their ability to add classes.

In fall 2011, 52.5 percent of the state-supported teaching FTE-F was taught by full-time faculty, while 47.5 percent was taught by part-time instructors. About 6 percent of teaching was done by faculty not on the payroll.

STATE SUPPORTED FTE FACULTY

	2007	2008	2009	2010	2011
Full-Time Teaching FTE Faculty					
Faculty, Regular Assignment	3,072	3,129	3,089	3,119	2,990
% Regular Assignment	48.7%	48.1%	47.7%	46.7%	45.9%
Moonlight	392	415	441	453	429
TOTAL Full-Time	3,464	3,544	3,529	3,572	3,419
% Full-Time	54.9%	54.4%	54.5%	53.5%	52.5%
% Change	1.3%	2.3%	-0.4%	1.2%	-4.3%
Part-Time Teaching FTE Faculty					
Part-time Only	2,835	2,965	2,943	3,096	3,090
Other Staff, Teaching Part-Time	7	1	7	9	8
TOTAL Part-Time	2,843	2,966	2,950	3,105	3,099
% Part-Time	45.1%	45.6%	45.5%	46.5%	47.5%
% Change	3.7%	4.3%	-0.5%	5.3%	-0.2%
TOTAL Teaching FTE Faculty on Payroll	6,307	6,510	6,479	6,677	6,518
% Change	2.4%	3.2%	-0.5%	3.0%	-2.4%
Contracted Out and Volunteer FTE Faculty (not on College Payroll)					
Contracted Out	271	371	264	291	297
Volunteer	130	121	128	121	120
TOTAL Teaching Faculty (on and not on Payroll)					
Teaching FTE Faculty Total	6,708	7,002	6,871	7,088	6,935
% Change	2.1%	4.4%	-1.9%	3.2%	-2.2%
Non-Teaching FTE Faculty					
Counselors/Librarians/Release Time	519	548	509	499	484
TOTAL Teaching and Non-Teaching FTE Faculty	7,227	7,550	7,379	7,588	7,419
% Change	2.4%	4.5%	-2.3%	2.8%	-2.2%

Source: Non-Teaching Faculty and Part-Time only: SBCTC data warehouse, PMIS PROGRAM Table, Teaching Indicator.
Note: Totals may not add due to rounding.

**TEACHING FACULTY (FTE-F) BY EMPLOYMENT STATUS
STATE SUPPORTED
FALL 2011**

	<u>Full-Time</u>		<u>Moonlight</u>		<u>Part-Time</u>		Total Teaching Faculty on Payroll	Contracted Out	Volunteer
	#	% of Total	#	% of Total	#	% of Total			
Bates	90	95.4%	0	0.0%	4	4.6%	94	113	1
Bellevue	147	36.3%	19	4.6%	241	59.1%	407	2	2
Bellingham	56	66.6%	0	0.6%	28	32.8%	84	1	6
Big Bend	42	48.5%	11	12.2%	34	39.3%	87	1	1
Cascadia	38	40.5%	4	4.3%	52	55.2%	94	3	0
Centralia	50	49.4%	10	10.2%	41	40.4%	102	0	2
Clark	172	38.3%	23	5.1%	255	56.6%	450	1	4
Clover Park	82	58.7%	3	1.9%	55	39.4%	140	5	2
Columbia Basin	107	52.5%	29	14.0%	68	33.4%	204	0	11
Edmonds	100	36.8%	15	5.4%	158	57.9%	273	1	4
Everett	97	40.7%	25	10.4%	117	48.9%	239	12	5
Grays Harbor	43	58.2%	14	18.6%	17	23.2%	73	3	7
Green River	131	39.2%	37	11.1%	166	49.8%	334	1	1
Highline	109	41.8%	12	4.7%	139	53.5%	260	4	3
Lake Washington	68	47.3%	2	1.1%	74	51.5%	144	14	2
Lower Columbia	66	45.5%	7	5.1%	72	49.4%	146	2	5
Olympic	101	42.0%	26	10.6%	115	47.5%	242	5	6
Peninsula	40	41.7%	7	7.8%	48	50.5%	96	2	9
Pierce Fort Steilacoom	55	38.1%	11	7.3%	79	54.5%	145	1	2
Pierce Puyallup	37	39.7%	5	5.1%	52	55.2%	94	0	0
Renton	63	58.7%	2	1.4%	43	39.9%	108	34	0
Seattle Central	121	48.2%	10	4.0%	120	47.8%	252	1	9
Seattle North	73	42.3%	9	5.4%	91	52.3%	173	1	3
Seattle South	72	42.7%	12	6.8%	86	50.5%	170	20	1
Seattle Voc Institute	5	18.6%	1	3.6%	21	77.8%	27	0	1
Shoreline	103	43.5%	11	4.6%	123	52.0%	238	3	5
Skagit Valley	81	44.6%	12	6.5%	89	49.0%	182	12	0
South Puget Sound	89	49.3%	8	4.4%	84	46.3%	181	6	10
Spokane	174	60.9%	38	13.3%	74	25.8%	285	12	1
Spokane Falls	155	50.6%	22	7.1%	130	42.3%	307	29	3
Tacoma	105	43.3%	11	4.7%	126	52.0%	242	6	8
Walla Walla	91	56.6%	12	7.3%	58	36.0%	160	1	2
Wenatchee Valley	66	46.1%	11	8.0%	66	45.9%	144	2	1
Whatcom	63	36.4%	3	1.8%	106	61.8%	172	0	1
Yakima Valley	93	55.2%	9	5.1%	67	39.7%	168	0	4
COLLEGE TOTAL	2,990	45.9%	429	6.6%	3,099	47.5%	6,518	297	120

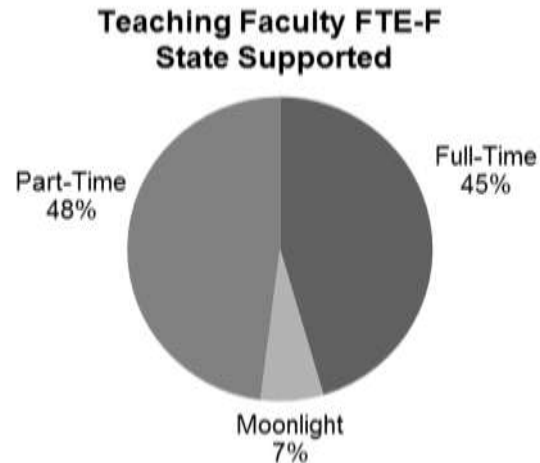
Source: SBCTC data warehouse and SR2102, Version 1.

Note: Staff are not counted separately at Spokane Institute of Extended Learning. FTE-F full-time may be different from the count of full-time faculty on previous page because SR2102 included teaching FTE-F of exempt staff.

Teaching Faculty by Course Area Fall 2007 through Fall 2011

In fall 2011, colleges decreased FTE-F teaching (and non-teaching) faculty by about 5 percent. Faculty decreased in all areas with the exception of part-time academic faculty and moonlight faculty in pre-college. For those moonlight faculty in pre-college, FTE-F increased by 5 or about 15 percent.

In addition to the faculty in the classroom, about 484 FTE-F were counselors, librarians, or on release time from teaching responsibilities for assessment, curriculum development, or student service functions in fall 2011.



STATE SUPPORTED FTE-F BY EMPLOYMENT STATUS BY COURSE AREA

	2007	2008	2009	2010	2011	% Change from 2010
Academic						
Full-time	1,331	1,374	1,363	1,376	1,331	-3.3%
Moonlight	202	214	219	237	214	-9.5%
Part-time	1,193	1,228	1,267	1,388	1,429	2.9%
TOTAL	2,727	2,817	2,849	3,001	2,974	-0.9%
% Full-time/Moonlight	56.2%	56.4%	55.5%	53.7%	52.0%	
Workforce						
Full-time	1,347	1,348	1,327	1,333	1,263	-5.2%
Moonlight	147	153	178	174	167	-4.2%
Part-time	888	922	938	958	941	-1.7%
TOTAL	2,382	2,423	2,443	2,465	2,372	-3.8%
% Full-time/Moonlight	62.7%	62.0%	61.6%	61.1%	60.3%	
Pre-College						
Full-time	235	242	242	249	237	-4.5%
Moonlight	30	29	35	32	37	15.3%
Part-time	287	308	320	333	333	0.1%
TOTAL	551	579	597	614	608	-1.0%
% Full-time/Moonlight	47.9%	46.9%	46.4%	45.8%	45.2%	
Basic Skills						
Full-time	159	165	157	161	159	-1.7%
Moonlight	13	19	8	10	10	3.4%
Part-time	475	508	424	426	396	-7.1%
TOTAL	647	692	590	597	564	-5.4%
% Full-time/Moonlight	26.7%	26.5%	28.0%	28.6%	29.9%	

Source: SBCTC Data Warehouse Course table using Instit_Intent_Recat.

Note: Totals may not add to 100 percent due to rounding. Excludes 120 FTE-F volunteer faculty and 297 contracted-out.

Teaching and Non-Teaching Faculty Demographics Fall 2007 through Fall 2011

Full-time faculty of color was about 15 percent of all full-time faculty in fall 2011. This percentage has remained consistent since a slight rise between fall 2007 and fall 2008. There is greater diversity in the full-time faculty ranks than among those employed on a part-time basis (11 percent of part-time faculty were people of color).

In fall 2011, about 58 percent of all faculty were female.

TEACHING AND NON-TEACHING FACULTY (HEADCOUNT) STATE SUPPORTED

	2007	2008	2009	2010	2011
Full-Time					
Asian/Pacific Islander	213	233	223	224	216
African American	99	104	105	107	102
Native American	67	68	65	63	60
Hispanic	117	127	127	123	117
Other Race	2	2	2	2	3
TOTAL Of Color (Full-Time)	498	534	522	519	498
% Of Color	13.9%	14.7%	14.6%	14.5%	14.5%
White	3,073	3,107	3,052	3,072	2,935
Total Reporting	3,571	3,641	3,574	3,591	3,433
Not Reporting Race	12	14	11	20	11
Part-Time					
Asian/Pacific Islander	234	239	258	299	290
African American	139	138	121	133	140
Native American	46	50	44	41	37
Hispanic	174	207	169	168	161
Other Race	5	3	3	5	3
TOTAL Of Color (Part-Time)	598	637	595	646	631
% Of Color	10.8%	11.0%	10.5%	11.1%	11.0%
White	4,961	5,145	5,090	5,195	5,100
Total Reporting	5,559	5,782	5,685	5,841	5,731
Not Reporting Race	89	110	92	97	80
Full-Time					
Number Female	1,838	1,890	1,860	1,877	1,803
% Female	51.3%	51.7%	51.9%	52.0%	52.4%
Part-Time					
Number Female	3,417	3,654	3,512	3,659	3,541
% Female	60.5%	62.0%	60.8%	61.7%	61.0%
TOTAL					
Number Female	5,255	5,544	5,372	5,536	5,344
% Female	56.9%	58.1%	57.4%	58.0%	57.8%

Source: SBCTC data warehouse, PMIS, EMPYRQ Table.

**TEACHING AND NON-TEACHING FACULTY OF COLOR (HEADCOUNT)
STATE SUPPORTED
FALL 2011**

	Full-Time		Part-Time		Total	
	Faculty Of Color	% of Total	Faculty Of Color	% of Total	Faculty Of Color	% of Total
Bates	14	11.4%	13	10.7%	27	11.1%
Bellevue	34	20.9%	73	17.1%	107	18.1%
Bellingham	4	6.1%	3	3.8%	7	4.8%
Big Bend	3	6.1%	15	18.1%	18	13.6%
Cascadia	7	17.9%	15	16.3%	22	16.8%
Centralia	2	3.3%	8	7.1%	10	5.7%
Clark	24	12.2%	46	8.8%	70	9.7%
Clover Park	10	11.0%	9	9.4%	19	10.2%
Columbia Basin	17	13.4%	12	9.7%	29	11.6%
Edmonds	19	16.7%	33	12.0%	52	13.4%
Everett	17	14.5%	15	7.9%	32	10.5%
Grays Harbor	3	6.1%	2	3.2%	5	4.5%
Green River	19	13.8%	30	12.1%	49	12.7%
Highline	36	24.8%	48	19.0%	84	21.2%
Lake Washington	8	10.8%	22	12.1%	30	11.7%
Lower Columbia	5	7.8%	8	6.1%	13	6.7%
Olympic	22	18.8%	9	3.7%	31	8.6%
Peninsula	5	10.9%	3	2.8%	8	5.2%
Pierce Fort Steilacoom	10	14.3%	9	6.4%	19	9.0%
Pierce Puyallup	6	12.5%	4	4.6%	10	7.4%
Renton	11	15.1%	16	16.0%	27	15.6%
Seattle Central	41	29.5%	62	24.6%	103	26.3%
Seattle North	24	29.6%	31	15.0%	55	19.1%
Seattle South	21	26.9%	30	15.5%	51	18.8%
Seattle Voc Institute	2	33.3%	22	55.0%	24	52.2%
Shoreline	21	17.2%	27	11.7%	48	13.6%
Skagit Valley	7	6.7%	13	7.1%	20	7.0%
South Puget Sound	9	9.6%	9	6.6%	18	7.8%
Spokane	15	7.7%	6	4.8%	21	6.6%
Spokane Falls	19	10.3%	17	6.3%	36	7.9%
Tacoma	22	18.8%	22	8.3%	44	11.5%
Walla Walla	8	8.2%	16	9.6%	24	9.1%
Wenatchee Valley	8	11.0%	12	7.9%	20	8.9%
Whatcom	11	14.9%	12	6.7%	23	9.1%
Yakima Valley	14	12.3%	19	11.1%	33	11.6%
COLLEGE TOTAL	498	14.4%	691	11.1%	1,189	12.3%
SYSTEM TOTAL	498	14.5%	631	10.9%	1,129	12.2%

Source: SBCTC data warehouse.

Note: Report counted only those employed as teaching faculty and excluded those who taught but were also employed as staff in a capacity other than faculty. Staff are not counted separately at Spokane Institute of Extended Learning.

**FEMALE TEACHING AND NON-TEACHING FACULTY (HEADCOUNT)
STATE SUPPORTED
FALL 2011**

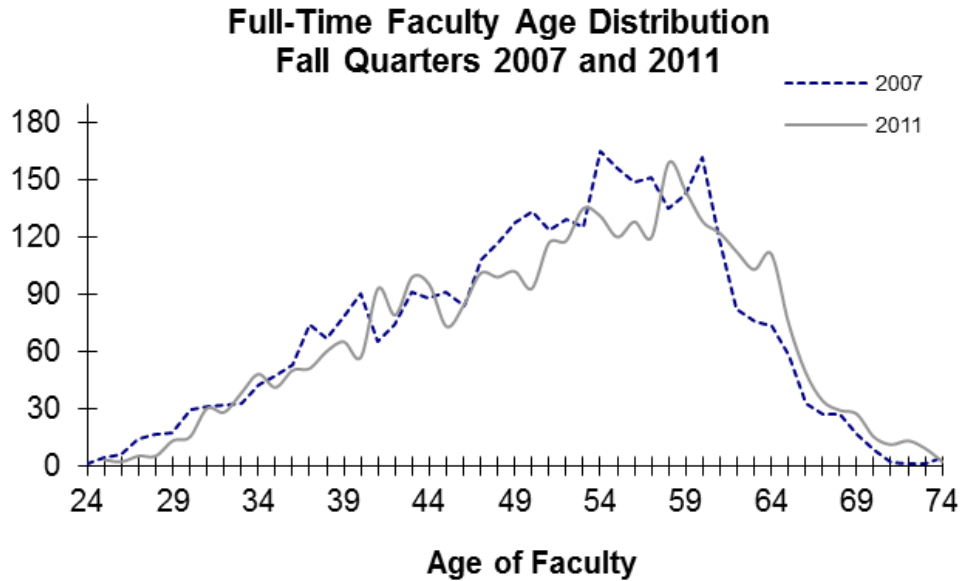
	<u>Full-Time Faculty</u>		<u>Part-Time Faculty</u>		<u>All Faculty</u>	
	Female	% of Total Faculty	Female	% of Total Faculty	Female	% of Total Faculty
Bates	57	46.3%	30	24.8%	87	35.7%
Bellevue	93	57.1%	262	61.4%	355	60.2%
Bellingham	34	51.5%	51	63.8%	85	58.2%
Big Bend	15	30.6%	54	65.1%	69	52.3%
Cascadia	20	51.3%	53	57.6%	73	55.7%
Centralia	35	57.4%	73	64.6%	108	62.1%
Clark	121	61.4%	301	57.4%	422	58.5%
Clover Park	50	54.9%	58	60.4%	108	57.8%
Columbia Basin	66	52.0%	79	63.7%	145	57.8%
Edmonds	65	57.0%	172	62.5%	237	60.9%
Everett	63	53.8%	115	60.8%	178	58.2%
Grays Harbor	20	40.8%	37	59.7%	57	51.4%
Green River	67	48.6%	128	52.2%	195	50.9%
Highline	78	53.8%	156	61.9%	234	58.9%
Lake Washington	34	45.9%	125	68.7%	159	62.1%
Lower Columbia	29	45.3%	91	69.5%	120	61.5%
Olympic	62	53.0%	135	55.8%	197	54.9%
Peninsula	20	43.5%	64	58.7%	84	54.2%
Pierce District	0	0.0%	7	77.8%	7	77.8%
Pierce Fort Steilacoom	37	52.9%	102	72.9%	139	66.2%
Pierce Puyallup	25	52.1%	46	52.9%	71	52.6%
Renton	33	45.2%	57	57.0%	90	52.0%
Seattle Central	66	47.5%	158	62.7%	224	57.3%
Seattle North	47	58.0%	143	69.1%	190	66.0%
Seattle South	33	42.3%	111	57.2%	144	52.9%
Seattle Voc Institute	4	66.7%	24	60.0%	28	60.9%
Shoreline	70	57.4%	141	61.3%	211	59.9%
Skagit Valley	64	61.5%	113	62.1%	177	61.9%
South Puget Sound	47	50.0%	85	62.5%	132	57.4%
Spokane	93	47.9%	72	57.1%	165	51.6%
Spokane Falls	103	56.0%	170	62.5%	273	59.9%
Tacoma	65	55.6%	176	66.2%	241	62.9%
Walla Walla	46	46.9%	108	65.1%	154	58.3%
Wenatchee Valley	35	47.9%	96	63.2%	131	58.2%
Whatcom	43	58.1%	106	59.2%	149	58.9%
Yakima Valley	65	57.0%	93	54.4%	158	55.4%
COLLEGE TOTAL	1,805	52.3%	3,792	60.6%	5,597	57.7%
SYSTEM TOTAL	1,803	52.4%	3,541	61.0%	5,344	

Source: SBCTC data warehouse.

Note: Report counted only those employed as teaching faculty and excluded those who taught but were also employed as staff in a capacity other than faculty. Staff are not counted separately at Spokane Institute of Extended Learning.

Full-Time Faculty Demographics Fall 2007 through Fall 2011

Age: Full-time faculty is aging, with the median age now 53, up from five years ago. It is reasonable to predict that nearly 60 percent of the full-time faculty will need to be replaced in the next 10 to 15 years.



FULL-TIME FACULTY AGE DISTRIBUTION STATE SUPPORTED FALL QUARTERS

Age	2007	2008	2009	2010	2011	2007 to 2011 % Change
Under 30	58	70	44	28	27	-53%
30-39	487	494	429	430	399	-18%
40-49	939	966	858	862	839	-11%
50-59	1412	1396	1310	1295	1202	-15%
60-69	674	707	701	752	756	12%
70-79	21	30	46	52	52	148%
TOTAL	3,591	3,663	3,388	3,419	3,275	-9%

Source: SBCTC PMIS Database, PMIS EMPYRQ Table.

Classified Staff FTE State-Supported Fall 2007 through Fall 2011

Classified staff provides the computer support, record keeping, communication, maintenance, custodial and other general support functions for the colleges. In fall 2011, classified FTE staff decreased nearly 6 percent, following just a 1 percent decrease in fall 2010 from fall 2009.

Almost all classified staff (97 percent) were employed on a full-time basis in fall 2011. Colleges also employed hourly employees on a part-time basis to meet peak workload demands, such as during registration time. Hourly employees and student workers are not included in the FTE reported below.

CLASSIFIED STAFF FTE

	2007	2008	2009	2010	2011
EMPLOYMENT STATUS					
Full-Time	3,678	3,839	3,727	3,728	3,518
Part-Time	152	148	151	125	114
TOTAL	3,830	3,987	3,879	3,853	3,633
% Change	3.1%	4.1%	-2.7%	-0.7%	-5.7%

	2007	2008	2009	2010	2011
PROGRAM AREA					
01 Instruction	620	648	607	586	559
04 Primary Support (academic computing, academic administration)	326	342	332	330	317
05 Libraries	184	188	179	176	160
06 Student Services	791	833	805	829	781
08 Institutional Support (administrative functions)	808	824	805	792	741
09 Plant Operations	936	981	976	967	915
Other Including SBCTC-IT and SBCTC	166	171	176	173	160
TOTAL	3,830	3,987	3,879	3,853	3,633

Source: SBCTC PMIS Database.

Note: Totals may not add due to rounding.

**CLASSIFIED STAFF FTES
STATE SUPPORTED
FALL 2011**

PROGRAM ASSIGNMENT

	Instr- uction 01	Primary Support 04	Libraries 05	Student Services 06	Instruction Support 08	Plant Operations 09	Fed	Other Codes	Total FTE
Bates	6	9	2	14	21	24	1	2	79
Bellevue	33	1	7	50	35	42	4	6	178
Bellingham	1	10	3	17	10	17	5	0	63
Big Bend	8	3	4	6	15	20	0	0	56
Cascadia	9	4	0	10	8	1	0	0	32
Centralia	13	2	2	9	12	16	3	1	59
Clark	48	28	8	64	40	52	0	5	245
Clover Park	3	14	3	12	15	30	0	1	77
Columbia Basin	25	0	3	14	21	26	1	3	91
Edmonds	19	10	8	35	46	39	0	1	157
Everett	30	4	11	35	29	38	0	4	151
Grays Harbor	3	3	2	10	17	12	0	0	46
Green River	21	25	5	29	38	29	3	8	158
Highline	22	3	8	9	28	32	0	4	107
Lake Washington	7	11	3	17	19	17	2	0	76
Lower Columbia	6	15	2	10	14	17	0	0	64
Olympic	13	18	6	29	27	28	0	6	125
Peninsula	1	4	3	6	11	11	0	0	36
Pierce District	7	0	1	2	33	14	0	2	58
Pierce Fort Steilacoom	21	4	3	40	2	16	0	1	87
Pierce Puyallup	9	1	5	24	2	14	0	0	54
Renton	7	8	2	19	19	25	0	0	80
Seattle District	0	0	0	0	30	0	0	0	30
Seattle Central	36	8	4	42	15	40	0	3	149
Seattle North	26	9	6	18	10	26	1	3	100
Seattle South	23	8	4	18	13	32	1	3	101
Seattle Voc Institute	4	0	0	6	2	2	0	0	14
Shoreline	26	10	7	38	20	20	1	7	128
Skagit Valley	11	11	4	27	15	32	1	0	101
South Puget Sound	11	7	4	21	26	34	0	3	106
Spokane District	0	0	0	1	52	26	0	2	81
Spokane	15	25	13	31	2	35	6	2	129
Spokane Falls*	22	29	9	47	2	33	2	2	146
Tacoma	15	11	2	16	24	27	1	6	103
Walla Walla	22	7	3	12	24	21	2	0	91
Wenatchee Valley	7	5	4	9	15	21	1	1	62
Whatcom	5	9	4	15	11	16	1	3	64
Yakima Valley	27	6	5	18	18	33	9	2	118
SBCTC	0	0	0	0	0	0	0	33	33
SYSTEM TOTAL	559	317	160	781	741	915	46	114	3,633

Source: SBCTC data warehouse.

Note: Totals may not add due to rounding.

*Staff are not counted separately at Spokane Institute of Extended Learning.

Administrative Staff FTE State-Supported Fall 2007 through Fall 2011

Administrative staff include the chief officers of the college (president and academic, administrative and student services vice presidents); associate deans in instruction and student services; the director of the library or learning resource center; and directors of human resources, institutional research, grants administration, information systems, accounting, facilities, admissions, registration, financial aid, and counseling. They are exempt from the jurisdiction of the Washington Personnel Resources Board civil service system and from collective bargaining. Administrative staff FTE decreased by 2 percent in fall 2011. This was the second straight year of decreases with similar magnitude.

The number of administrative FTE varied from college to college as a result of differences in size, organizational structure, and program offerings. Some colleges placed functions such as grants and contracts, physical plant, media services, public information, institutional research and planning under the direction of administrative staff. At other colleges these functions were performed by professional/technical or classified staff.

ADMINISTRATIVE STAFF FTE

	2007	2008	2009	2010	2011
EMPLOYMENT STATUS					
Full-Time	730	743	720	709	689
Part-Time	3	5	10	4	7
TOTAL	732	749	730	713	696
% Change	3.4%	2.3%	-2.4%	-2.4%	-2.3%

	2007	2008	2009	2010	2011
PROGRAM AREA					
01 Instruction	107	109	110	105	109
04 Primary Support (academic computing, academic administration)	106	113	102	103	101
05 Libraries	28	23	23	22	22
06 Student Services	185	195	191	189	177
08 Institutional Support (administrative functions)	258	259	259	250	242
09 Plant Operations	31	31	28	28	28
Other Including SBCTC-IT and SBCTC	18	18	16	17	17
TOTAL	732	749	730	713	696

Source: SBCTC PMIS Database.

Note: Totals may not add due to rounding.

Professional/Technical Staff FTE State-Supported Fall 2007 through Fall 2011

Professional/technical staff are exempt from civil service and may be exempt from collective bargaining. Included in this category are managers of instructional programs (if not faculty or deans), custodial services, food services, purchasing, payroll, student activities, and budget officers. Also included are non-managerial staff such as advising specialists, student placement coordinators, and principal assistants to chief administrators. Professional/technical FTE staff decreased significantly at 5.5 percent in fall 2011 from the previous year.

The number of professional/technical FTE varied from college to college as a result of differences in size, organizational structure, and program offerings. For example, business education was directed by professional/technical staff members at some colleges, but that function was divided among several program chairs (faculty) at other colleges.

PROFESSIONAL/TECHNICAL STAFF FTE

	2007	2008	2009	2010	2011
EMPLOYMENT STATUS					
Full-Time	1,085	1175	1,166	1,160	1,094
Part-Time	36	42	35	34	35
TOTAL	1,120	1216.54	1,201	1,194	1,129
% Change	1.0%	8.6%	-1.3%	-0.5%	-5.5%

	2007	2008	2009	2010	2011
PROGRAM AREA					
01 Instruction	203	217	213	220	204
04 Primary Support (academic computing, academic administration)	98	99	98	97	83
05 Libraries	16	15	15	16	13
06 Student Services	249	275	282	280	283
08 Institutional Support (administrative functions)	373	407	397	387	375
09 Plant Operations	37	46	39	37	38
Other *	144	157	156	158	133
TOTAL	1,120	1,217	1,201	1,194	1,129

Source: SBCTC PMIS Database.

Note: Totals may not add due to rounding.

*Other program area includes federal vocational, community service and SBCTC staff not coded to another program area.

**ADMINISTRATIVE AND PROFESSIONAL/TECHNICAL STAFF FTES
STATE SUPPORTED
FALL 2011**

	Administrative FTE	Professional/ Technical FTE	Total Administrative and Prof/Tech FTE
Bates	13	18	31
Bellevue	30	90	120
Bellingham	18	22	40
Big Bend	12	19	31
Cascadia	19	16	35
Centralia	27	20	48
Clark	32	25	57
Clover Park	16	33	49
Columbia Basin	23	31	55
Edmonds	27	63	91
Everett	32	22	54
Grays Harbor	11	18	28
Green River	21	49	70
Highline	22	61	83
Lake Washington	18	4	21
Lower Columbia	11	28	39
Olympic	22	24	46
Peninsula	16	22	38
Pierce District	13	16	30
Pierce Fort Steilacoom	10	9	20
Pierce Puyallup	6	12	18
Renton	24	12	36
Seattle District	5	26	31
Seattle Central	30	26	56
Seattle North	22	26	48
Seattle South	21	29	50
Seattle Voc Institute	4	3	7
Shoreline	24	14	38
Skagit Valley	14	22	36
South Puget Sound	13	39	52
Spokane District	15	19	34
Spokane	11	17	28
Spokane Falls	20	29	49
Tacoma	22	54	77
Walla Walla	20	45	65
Wenatchee Valley	14	25	39
Whatcom	11	38	48
Yakima Valley	18	29	47
SBCTC	9	74	83
SYSTEM TOTAL	696	1,129	1,825

Source: SBCTC PMIS Database.

Note: Staff are not counted separately at Spokane Institute of Extended Learning.
Totals may not add due to rounding.

