

## Staff

### Introduction to Personnel Fall 2008 through Fall 2012

Community and technical colleges employed 14,685 faculty and support staff with state funding sources in fall 2012. Compared to 2011, fewer employees were employed in every category except administrative, 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	2008	2009	2010	2011	2012	5 Year % Change
Full-Time Faculty (Teaching and Non-Teaching)	3,655	3,585	3,611	3,444	3,431	-6%
Part-Time Faculty (Teaching and Non-Teaching)	5,892	5,777	5,938	5,811	5,692	-3%
Classified/Support	4,185	4,070	4,041	3,817	3,605	-3%
Professional/Technical	1,345	1,305	1,299	1,232	1,221	-14%
Administrative	773	755	736	721	736	-9%
<b>TOTAL STAFF</b>	<b>15,850</b>	<b>15,492</b>	<b>15,625</b>	<b>15,025</b>	<b>14,685</b>	<b>-5%</b>

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 2012, the percent of staff of color and percent of female staff in all employment categories remained consistent with the previous fall.

#### STATE SUPPORTED EMPLOYEE DEMOGRAPHICS

Percent of Staff of Color	2008	2009	2010	2011	2012
Classified/Support	23.1%	23.4%	23.3%	22.9%	23.0%
Administrative/Professional	16.7%	16.7%	16.7%	16.2%	16.9%
Full-Time Faculty (Teaching and Non-Teaching)	14.7%	14.6%	14.5%	14.5%	14.1%
Part-Time Faculty (Teaching and Non-Teaching)	11.0%	10.5%	11.1%	11.0%	10.9%
Percent Female Staff	2008	2009	2010	2011	2012
Classified/Support	64.0%	62.8%	62.6%	62.3%	62.4%
Administrative/Professional	64.9%	65.1%	65.7%	65.3%	65.8%
Full-Time Faculty (Teaching and Non-Teaching)	51.7%	51.9%	52.0%	52.4%	52.7%
Part-Time Faculty (Teaching and Non-Teaching)	62.0%	60.8%	61.7%	61.0%	60.7%

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 2012**

	Teaching Faculty		Non-Teaching Faculty		Classified Headcount	Adminis- trative Headcount	Professional/ Technical Headcount	Total Headcount
	Full- Time	Part- Time	Full Time	Part- Time				
Bates	102	28	16	92	90	13	20	361
Bellevue	159	342	10	33	193	36	102	875
Bellingham	63	77	1	0	59	17	20	237
Big Bend	41	89	4	0	49	11	25	219
Cascadia	39	83	2	0	34	18	17	193
Centralia	59	95	7	4	65	29	23	282
Clark	189	486	8	0	215	32	34	964
Clover Park	91	88	3	0	69	16	38	305
Columbia Basin	122	126	2	0	98	21	41	410
Edmonds	113	254	5	9	138	30	57	606
Everett	109	183	8	0	170	30	22	522
Grays Harbor	47	60	1	8	43	11	22	192
Green River	130	237	7	9	172	23	60	638
Highline	135	237	3	1	111	24	60	571
Lake Washington	70	176	2	1	79	18	2	348
Lower Columbia	61	122	1	0	59	17	29	289
Olympic	110	236	6	0	127	21	25	525
Peninsula	39	96	4	1	40	17	30	227
Pierce District	0	0	0	10	47	12	16	85
Pierce Fort Steilacoom	71	132	4	0	73	10	12	302
Pierce Puyallup	47	90	4	0	43	4	8	196
Renton	71	114	5	0	88	22	18	318
Seattle District	0	0	0	0	25	5	30	60
Seattle Central	132	254	8	3	151	29	34	611
Seattle North	83	195	2	4	110	22	32	448
Seattle South	85	186	1	1	104	26	29	432
Seattle Voc Institute	4	34	1	0	12	3	3	57
Shoreline	109	234	5	5	129	28	15	525
Skagit Valley	92	157	10	16	108	16	28	427
South Puget Sound	90	138	3	4	116	14	42	407
Spokane District	0	0	0	0	75	17	17	109
Spokane	178	154	13	1	121	7	14	488
Spokane Falls	161	274	17	2	133	16	26	629
Tacoma	117	254	5	5	91	23	52	547
Walla Walla	92	160	3	1	93	20	55	424
Wenatchee Valley	71	170	4	1	55	12	24	337
Whatcom	67	167	3	4	66	35	23	365
Yakima Valley	105	169	5	7	120	22	32	460
SBCTC	0	0	0	0	34	10	90	134
<b>COLLEGE TOTAL</b>	<b>3,254</b>	<b>5,897</b>	<b>183</b>	<b>222</b>	<b>3,605</b>	<b>737</b>	<b>1,227</b>	<b>15,125</b>
<b>SYSTEM TOTAL</b>	<b>3,248</b>	<b>5,489</b>	<b>183</b>	<b>203</b>	<b>3,605</b>	<b>736</b>	<b>1,221</b>	<b>14,685</b>

**HEADCOUNT OF COMMUNITY AND TECHNICAL COLLEGE EMPLOYEES  
ALL FUNDS  
FALL 2012**

	<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	103	40	21	112	109	14	31	430
Bellevue	165	596	10	68	265	40	131	1275
Bellingham	63	101	1	1	77	21	30	294
Big Bend	41	97	4	3	77	17	35	274
Cascadia	39	90	2	0	36	20	23	210
Centralia	63	107	7	20	83	29	35	344
Clark	192	497	8	0	343	35	48	1123
Clover Park	91	100	3	0	107	21	42	364
Columbia Basin	126	143	2	3	114	25	54	467
Edmonds	131	313	5	9	280	42	140	920
Everett	110	251	8	1	211	41	30	652
Grays Harbor	57	66	1	18	53	11	26	232
Green River	134	329	8	9	204	25	90	799
Highline	135	241	5	2	133	27	87	630
Lake Washington	75	188	2	2	113	21	3	404
Lower Columbia	61	133	1	0	128	30	40	393
Olympic	111	249	6	8	156	22	30	582
Peninsula	45	112	7	1	47	22	42	276
Pierce District	0	0	0	11	61	12	18	102
Pierce Fort Steilacoom	73	240	6	0	113	12	23	467
Pierce Puyallup	47	90	4	0	56	4	9	210
Renton	74	119	10	0	104	22	29	358
Seattle District	0	0	0	0	26	6	40	72
Seattle Central	148	315	11	6	191	32	49	752
Seattle North	83	265	2	6	127	26	49	558
Seattle South	86	219	1	1	123	34	44	508
Seattle Voc Institute	4	34	1	0	12	5	7	63
Shoreline	109	238	8	5	146	32	22	560
Skagit Valley	93	168	10	17	183	17	44	532
South Puget Sound	90	157	3	8	125	15	47	445
Spokane District	0	0	0	0	81	20	19	120
Spokane	180	191	13	1	167	9	21	582
Spokane Falls	172	309	20	2	275	20	45	843
Tacoma	125	261	6	7	132	27	80	638
Walla Walla	115	208	4	1	107	23	73	531
Wenatchee Valley	71	185	4	1	76	14	35	386
Whatcom	69	182	3	7	73	40	40	414
Yakima Valley	105	181	5	15	141	22	39	508
SBCTC	0	0	0	0	36	10	97	143
<b>COLLEGE TOTAL</b>	<b>3,386</b>	<b>7,015</b>	<b>212</b>	<b>345</b>	<b>4,891</b>	<b>865</b>	<b>1,747</b>	<b>18,461</b>
<b>SYSTEM TOTAL</b>	<b>3,380</b>	<b>6,512</b>	<b>212</b>	<b>315</b>	<b>4,891</b>	<b>864</b>	<b>1,739</b>	<b>17,913</b>

**COMMUNITY AND TECHNICAL COLLEGE EMPLOYEES FTE  
STATE SUPPORTED  
FALL 2012**

	<b>Classified FTE</b>	<b>Adminis- trative FTE</b>	<b>Professional/ Technical FTE</b>	<b>Teaching Faculty FTE</b>	<b>Non-Teaching Faculty FTE</b>	<b>Total FTE</b>
Bates	81	13	18	90	29	230
Bellevue	185	35	98	397	36	750
Bellingham	54	16	19	81	2	172
Big Bend	46	11	20	83	4	164
Cascadia	31	18	16	97	3	164
Centralia	59	28	16	105	7	216
Clark	193	31	27	440	24	715
Clover Park	65	16	35	126	5	247
Columbia Basin	92	21	35	194	15	357
Edmonds	134	28	53	269	16	499
Everett	158	31	22	237	19	467
Grays Harbor	41	11	17	73	7	149
Green River	165	23	54	332	15	589
Highline	107	24	59	244	31	465
Lake Washington	74	18	2	143	4	241
Lower Columbia	51	17	24	140	3	234
Olympic	119	22	23	243	10	416
Peninsula	39	16	25	87	9	177
Pierce District	47	12	15	1	2	78
Pierce Fort Steilacoom	72	10	10	144	13	249
Pierce Puyallup	41	4	8	98	11	162
Renton	79	22	17	118	5	241
Seattle District	24	5	29	0	0	58
Seattle Central	143	27	32	254	18	474
Seattle North	102	19	27	177	10	336
Seattle South	98	24	27	165	7	321
Seattle Voc Institute	12	3	3	23	1	42
Shoreline	126	26	15	236	15	418
Skagit Valley	101	16	24	178	29	349
South Puget Sound	111	14	40	182	11	358
Spokane District	75	16	17	0	0	108
Spokane	114	7	14	287	23	446
Spokane Falls	125	16	25	304	28	497
Tacoma	87	22	50	248	29	436
Walla Walla	89	21	51	154	9	324
Wenatchee Valley	51	12	23	153	8	247
Whatcom	64	32	18	157	12	284
Yakima Valley	115	19	27	101	13	275
SBCTC	33	10	85	0	0	129
<b>SYSTEM TOTAL</b>	<b>3,404</b>	<b>715</b>	<b>1,119</b>	<b>6,361</b>	<b>484</b>	<b>12,083</b>
% of Total	28%	6%	9%	53%	4%	

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

**COMMUNITY AND TECHNICAL COLLEGE EMPLOYEES FTE  
ALL FUNDS  
FALL 2012**

	<b>Classified FTE</b>	<b>Adminis- trative FTE</b>	<b>Professional/ Technical FTE</b>	<b>Teaching Faculty FTE</b>	<b>Non- Teaching Faculty FTE</b>	<b>Total FTE</b>
Bates	105	14	31	93	50	293
Bellevue	260	40	132	466	42	941
Bellingham	74	21	30	85	2	213
Big Bend	73	17	38	83	8	219
Cascadia	34	20	23	103	5	184
Centralia	80	30	31	110	12	263
Clark	294	36	46	446	27	849
Clover Park	106	21	42	134	14	317
Columbia Basin	110	27	57	203	16	413
Edmonds	277	43	147	323	17	808
Everett	206	43	29	277	32	587
Grays Harbor	52	11	22	85	9	180
Green River	200	25	89	372	25	711
Highline	130	27	89	252	49	548
Lake Washington	110	21	3	152	6	292
Lower Columbia	123	30	40	145	7	345
Olympic	156	24	29	247	11	467
Peninsula	47	21	39	101	10	219
Pierce District	61	12	18	2	2	95
Pierce Fort Steilacoom	113	13	24	251	16	417
Pierce Puyallup	55	4	9	98	11	177
Renton	93	22	29	123	14	281
Seattle District	25	6	39	0	0	70
Seattle Central	185	32	49	262	55	583
Seattle North	124	25	48	183	29	409
Seattle South	122	36	44	177	18	396
Seattle Voc Institute	12	5	7	23	1	48
Shoreline	143	31	21	241	18	454
Skagit Valley	172	18	45	179	35	450
South Puget Sound	122	15	45	186	13	382
Spokane District	83	20	18	0	0	121
Spokane	165	9	22	299	23	518
Spokane Falls	274	20	46	327	34	700
Tacoma	132	27	79	261	37	536
Walla Walla	106	24	73	208	10	421
Wenatchee Valley	73	14	35	156	8	286
Whatcom	72	41	30	177	18	337
Yakima Valley	139	22	36	103	27	327
SBCTC	35	10	96	0	0	142
<b>SYSTEM TOTAL</b>	<b>4,743</b>	<b>877</b>	<b>1,732</b>	<b>6,935</b>	<b>713</b>	<b>14,999</b>
% of Total	32%	6%	12%	46%	5%	

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

## Teaching Faculty Fall 2008 through Fall 2012

In fall 2012, 6,846 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 1.3 percent in fall 2012 from the previous fall.

In fall 2012, 53 percent of the state-supported teaching FTE-F was taught by full-time faculty, while 47 percent was taught by part-time instructors. About 6 percent of teaching was done by faculty not on the payroll. In addition to the faculty in the classroom, about 486 FTE-F were counselors, librarians, or on release time from teaching responsibilities for assessment, curriculum development, or student service functions in fall 2012.

### STATE SUPPORTED FTE FACULTY

	2008	2009	2010	2011	2012
<b>Full-Time Teaching FTE Faculty</b>					
Faculty, Regular Assignment	3,129	3,089	3,119	2,990	2,943
% Regular Assignment	48.1%	47.7%	46.7%	45.9%	45.9%
Moonlight (non-regular assignment)	415	441	453	429	450
<b>TOTAL Full-Time</b>	<b>3,544</b>	<b>3,529</b>	<b>3,572</b>	<b>3,419</b>	<b>3,393</b>
% Full-Time	54.4%	54.5%	53.5%	52.5%	53.0%
% Change	2.3%	-0.4%	1.2%	-4.3%	-0.7%
<b>Part-Time Teaching FTE Faculty</b>					
Part-time Only	2,965	2,943	3,096	3,090	3,006
Other Staff, Teaching Part-Time	1	7	9	8	6
<b>TOTAL Part-Time</b>	<b>2,966</b>	<b>2,950</b>	<b>3,105</b>	<b>3,099</b>	<b>3,012</b>
% Part-Time	45.6%	45.5%	46.5%	47.5%	47.0%
% Change	4.3%	-0.5%	5.3%	-0.2%	-2.8%
<b>TOTAL Teaching FTE Faculty on Payroll</b>	<b>6,510</b>	<b>6,479</b>	<b>6,677</b>	<b>6,518</b>	<b>6,405</b>
% Change	3.2%	-0.5%	3.0%	-2.4%	-1.7%
<b>Contracted Out and Volunteer FTE Faculty (not on College Payroll)</b>					
Contracted Out	371	264	291	297	312
Volunteer	121	128	121	120	129
<b>TOTAL Teaching Faculty (on and not on Payroll)</b>					
Teaching FTE Faculty Total	<b>7,002</b>	<b>6,871</b>	<b>7,088</b>	<b>6,935</b>	<b>6,846</b>
% Change	4.4%	-1.9%	3.2%	-2.2%	-1.3%
<b>Non-Teaching FTE Faculty</b>					
Counselors/Librarians/Release Time	548	509	499	484	486
<b>TOTAL Teaching and Non-Teaching FTE Faculty</b>	<b>7,550</b>	<b>7,379</b>	<b>7,588</b>	<b>7,419</b>	<b>7,332</b>
% Change	4.5%	-2.3%	2.8%	-2.2%	-1.2%

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 2012**

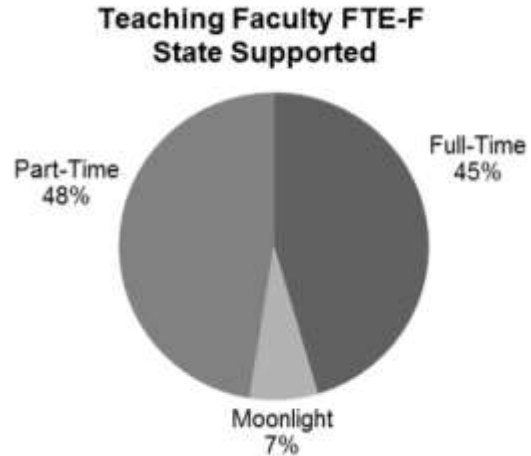
	<u>Full-Time</u>		<u>Moonlight</u>		<u>Part-Time</u>		<b>Total Teaching Faculty on Payroll</b>	<b>Contracted Out</b>	<b>Volunteer</b>
	<b>#</b>	<b>% of Total</b>	<b>#</b>	<b>% of Total</b>	<b>#</b>	<b>% of Total</b>			
Bates	85	93.1%	0	0.0%	6	6.9%	92	76	2
Bellevue	148	37.2%	15	3.8%	235	59.0%	399	4	4
Bellingham	55	68.1%	0	0.4%	25	31.4%	81	0	11
Big Bend	38	43.7%	12	13.6%	37	42.7%	87	1	1
Cascadia	38	39.3%	8	8.0%	51	52.7%	97	3	0
Centralia	54	51.1%	12	11.4%	40	37.5%	106	0	1
Clark	171	38.5%	22	4.9%	250	56.5%	443	1	4
Clover Park	86	67.3%	2	1.4%	40	31.3%	127	6	3
Columbia Basin	107	53.7%	24	12.3%	68	34.0%	200	0	10
Edmonds	102	37.8%	15	5.5%	154	56.7%	271	2	14
Everett	92	38.6%	25	10.5%	122	50.9%	239	6	5
Grays Harbor	43	56.9%	11	14.1%	22	29.1%	75	2	4
Green River	128	38.4%	39	11.6%	166	50.0%	333	1	1
Highline	106	43.0%	14	5.8%	127	51.2%	247	13	7
Lake Washington	70	48.3%	2	1.2%	73	50.5%	145	3	1
Lower Columbia	62	44.5%	10	7.4%	67	48.2%	139	2	6
Olympic	105	43.1%	28	11.6%	111	45.3%	244	5	5
Peninsula	30	36.0%	10	11.7%	44	52.3%	83	12	6
Pierce Fort Steilacoom	58	40.0%	14	9.5%	74	50.5%	146	1	2
Pierce Puyallup	39	39.6%	7	6.8%	53	53.6%	99	0	2
Renton	69	58.7%	2	1.5%	47	39.9%	118	65	0
Seattle Central	121	47.5%	11	4.3%	123	48.3%	254	2	9
Seattle North	75	42.0%	11	6.2%	93	51.9%	179	2	1
Seattle South	73	43.7%	12	7.1%	82	49.2%	166	31	1
Seattle Voc Institute	4	16.9%	1	3.6%	19	79.5%	24	1	2
Shoreline	101	42.6%	11	4.5%	125	53.0%	237	7	6
Skagit Valley	77	43.0%	14	8.0%	88	49.0%	180	19	0
South Puget Sound	85	47.4%	9	4.9%	86	47.7%	179	6	8
Spokane	166	58.1%	40	14.1%	80	27.8%	286	18	1
Spokane Falls	146	48.1%	24	7.9%	133	44.0%	303	3	2
Tacoma	103	41.0%	16	6.5%	132	52.5%	251	13	6
Walla Walla	90	56.2%	13	8.1%	57	35.7%	161	1	2
Wenatchee Valley	67	43.5%	12	7.5%	76	49.0%	155	3	1
Whatcom	58	36.5%	4	2.6%	97	60.9%	159	2	1
Yakima Valley	89	87.6%	2	1.7%	11	10.7%	101	0	3
<b>COLLEGE TOTAL</b>	<b>2,943</b>	<b>45.9%</b>	<b>450</b>	<b>7.0%</b>	<b>3,012</b>	<b>47.0%</b>	<b>6,405</b>	<b>312</b>	<b>129</b>

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 2008 through Fall 2012

In fall 2012, colleges decreased FTE-F teaching faculty by nearly 4 percent. The only place where FTE-F did not decrease was in moonlight employment status, regardless of course area. There was an increase of about 6 percent in moonlight FTE-F in each of the academic and pre-college areas, a 5 percent increase in basic skills, and nearly a 3 percent increase in moonlight FTE-F for workforce courses.



### STATE SUPPORTED FTE-F BY EMPLOYMENT STATUS BY COURSE AREA

	2008	2009	2010	2011	2012	% Change from 2011
<b>Academic</b>						
Full-time	1,374	1,363	1,376	1,331	1,328	-0.2%
Moonlight	214	219	237	214	229	6.6%
Part-time	1,228	1,267	1,388	1,429	1,425	-0.2%
<b>TOTAL</b>	<b>2,817</b>	<b>2,849</b>	<b>3,001</b>	<b>2,974</b>	<b>2,982</b>	<b>0.3%</b>
% Full-time/Moonlight	56.4%	55.5%	53.7%	52.0%	52.2%	
<b>Workforce</b>						
Full-time	1,348	1,327	1,333	1,263	1,233	-2.4%
Moonlight	153	178	174	167	171	2.7%
Part-time	922	938	958	941	896	-4.9%
<b>TOTAL</b>	<b>2,423</b>	<b>2,443</b>	<b>2,465</b>	<b>2,372</b>	<b>2,299</b>	<b>-3.0%</b>
% Full-time/Moonlight	62.0%	61.6%	61.1%	60.3%	61.1%	
<b>Pre-College</b>						
Full-time	242	242	249	237	228	-3.8%
Moonlight	29	35	32	37	40	6.5%
Part-time	308	320	333	333	312	-6.4%
<b>TOTAL</b>	<b>579</b>	<b>597</b>	<b>614</b>	<b>608</b>	<b>580</b>	<b>-4.6%</b>
% Full-time/Moonlight	46.9%	46.4%	45.8%	45.2%	46.2%	
<b>Basic Skills</b>						
Full-time	165	157	161	159	154	-2.6%
Moonlight	19	8	10	10	11	5.3%
Part-time	508	424	426	396	379	-4.2%
<b>TOTAL</b>	<b>692</b>	<b>590</b>	<b>597</b>	<b>564</b>	<b>544</b>	<b>-3.6%</b>
% Full-time/Moonlight	26.5%	28.0%	28.6%	29.9%	30.3%	

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 2008 through Fall 2012

Full-time faculty of color was about 14 percent of all full-time faculty in fall 2012. This percentage has remained consistent over the past five years. 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 2012, about 58 percent of all faculty were female.

### TEACHING AND NON-TEACHING FACULTY (HEADCOUNT) STATE SUPPORTED

	2008	2009	2010	2011	2012
<b>Full-Time</b>					
Asian/Pacific Islander	233	223	224	216	214
African American	104	105	107	102	99
Native American	68	65	63	60	55
Hispanic	127	127	123	117	111
Other Race	2	2	2	3	2
<b>TOTAL Of Color (Full-Time)</b>	534	522	519	498	481
% Of Color	14.7%	14.6%	14.5%	14.5%	14.1%
White	3,107	3,052	3,072	2,935	2,937
Total Reporting	3,641	3,574	3,591	3,433	3,418
Not Reporting Race	14	11	20	11	13
<b>Part-Time</b>					
Asian/Pacific Islander	239	258	299	290	262
African American	138	121	133	140	129
Native American	50	44	41	37	43
Hispanic	207	169	168	161	171
Other Race	3	3	5	3	8
<b>TOTAL Of Color (Part-Time)</b>	637	595	646	631	613
% Of Color	11.0%	10.5%	11.1%	11.0%	10.9%
White	5,145	5,090	5,195	5,100	4,993
Total Reporting	5,782	5,685	5,841	5,731	5,606
Not Reporting Race	110	92	97	80	86
<b>Full-Time</b>					
Number Female	1,890	1,860	1,877	1,803	1,808
% Female	51.7%	51.9%	52.0%	52.4%	52.7%
<b>Part-Time</b>					
Number Female	3,654	3,512	3,659	3,541	3,455
% Female	62.0%	60.8%	61.7%	61.0%	60.7%
<b>TOTAL</b>					
Number Female	<b>5,544</b>	<b>5,372</b>	<b>5,536</b>	<b>5,344</b>	<b>5,263</b>
% Female	58.1%	57.4%	58.0%	57.8%	57.7%

Source: SBCTC data warehouse, PMIS, EMPYRQ Table.

**TEACHING AND NON-TEACHING FACULTY OF COLOR (HEADCOUNT)  
STATE SUPPORTED  
FALL 2012**

	Full-Time		Part-Time		Total	
	Faculty Of Color	% of Total	Faculty Of Color	% of Total	Faculty Of Color	% of Total
Bates	14	11.9%	11	9.2%	25	10.5%
Bellevue	30	17.8%	67	17.9%	97	17.8%
Bellingham	4	6.3%	2	2.6%	6	4.3%
Big Bend	3	6.7%	14	15.7%	17	12.7%
Cascadia	8	19.5%	14	16.9%	22	17.7%
Centralia	2	3.0%	7	7.1%	9	5.5%
Clark	22	11.2%	45	9.3%	67	9.8%
Clover Park	11	11.7%	7	8.0%	18	9.9%
Columbia Basin	16	12.9%	13	10.3%	29	11.6%
Edmonds	21	17.8%	33	12.5%	54	14.2%
Everett	16	13.7%	12	6.6%	28	9.3%
Grays Harbor	1	2.1%	3	4.4%	4	3.4%
Green River	18	13.1%	29	11.8%	47	12.3%
Highline	33	23.9%	42	17.6%	75	19.9%
Lake Washington	9	12.5%	24	13.6%	33	13.3%
Lower Columbia	5	8.1%	5	4.1%	10	5.4%
Olympic	21	18.1%	11	4.7%	32	9.1%
Peninsula	4	9.3%	3	3.1%	7	5.0%
Pierce Fort Steilacoom	11	14.7%	7	5.3%	18	8.7%
Pierce Puyallup	5	9.8%	3	3.3%	8	5.7%
Renton	9	11.8%	18	15.8%	27	14.2%
Seattle Central	37	26.4%	62	24.1%	99	24.9%
Seattle North	22	25.9%	27	13.6%	49	17.3%
Seattle South	26	30.2%	29	15.5%	55	20.1%
Seattle Voc Institute	2	40.0%	20	58.8%	22	56.4%
Shoreline	24	21.1%	28	11.7%	52	14.7%
Skagit Valley	7	6.9%	11	6.4%	18	6.5%
South Puget Sound	9	9.7%	8	5.6%	17	7.2%
Spokane	14	7.3%	8	5.2%	22	6.4%
Spokane Falls	18	10.1%	17	6.2%	35	7.7%
Tacoma	22	18.0%	24	9.3%	46	12.1%
Walla Walla	6	6.3%	16	9.9%	22	8.6%
Wenatchee Valley	8	10.7%	12	7.0%	20	8.1%
Whatcom	10	14.3%	11	6.4%	21	8.7%
Yakima Valley	13	11.8%	18	10.2%	31	10.8%
<b>COLLEGE TOTAL</b>	<b>481</b>	<b>14.0%</b>	<b>661</b>	<b>10.8%</b>	<b>1,142</b>	<b>12.0%</b>
<b>SYSTEM TOTAL</b>	<b>481</b>	<b>14.1%</b>	<b>613</b>	<b>10.8%</b>	<b>1,094</b>	<b>12.0%</b>

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 2012**

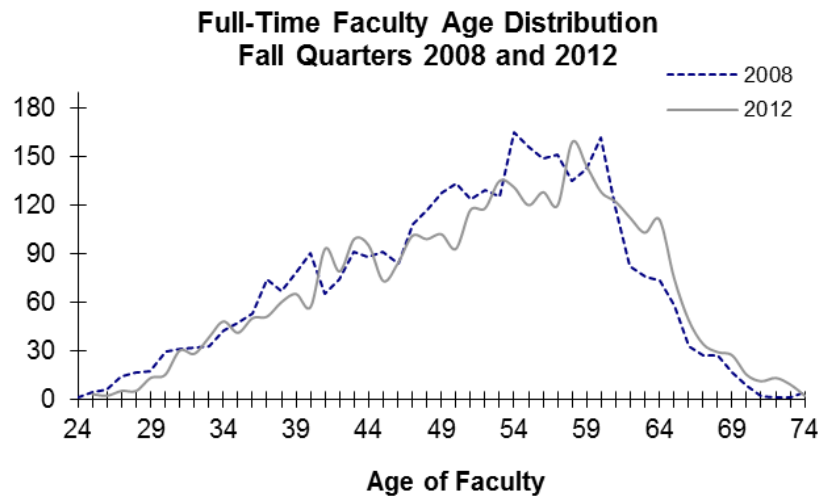
	<u>Full-Time Faculty</u>		<u>Part-Time Faculty</u>		<u>All Faculty</u>	
	Female	% of Total Faculty	Female	% of Total Faculty	Female	% of Total Faculty
Bates	51	43.2%	47	39.2%	98	41.2%
Bellevue	96	56.8%	242	64.5%	338	62.1%
Bellingham	31	48.4%	52	67.5%	83	58.9%
Big Bend	14	31.1%	56	62.9%	70	52.2%
Cascadia	22	53.7%	50	60.2%	72	58.1%
Centralia	38	57.6%	65	65.7%	103	62.4%
Clark	127	64.5%	270	55.6%	397	58.1%
Clover Park	49	52.1%	52	59.1%	101	55.5%
Columbia Basin	64	51.6%	80	63.5%	144	57.6%
Edmonds	66	55.9%	163	62.0%	229	60.1%
Everett	61	52.1%	120	65.6%	181	60.3%
Grays Harbor	20	41.7%	33	48.5%	53	45.7%
Green River	65	47.4%	128	52.9%	193	50.9%
Highline	75	54.3%	140	58.8%	215	57.2%
Lake Washington	35	48.6%	125	70.6%	160	64.3%
Lower Columbia	31	50.0%	82	67.2%	113	61.4%
Olympic	62	53.4%	132	55.9%	194	55.1%
Peninsula	19	44.2%	56	57.7%	75	53.6%
Pierce District	0	0.0%	8	80.0%	8	80.0%
Pierce Fort Steilacoom	40	53.3%	100	75.8%	140	67.6%
Pierce Puyallup	29	56.9%	50	55.6%	79	56.0%
Renton	35	46.1%	69	60.5%	104	54.7%
Seattle Central	67	47.9%	148	57.6%	215	54.2%
Seattle North	49	57.6%	131	65.8%	180	63.4%
Seattle South	39	45.3%	103	55.1%	142	52.0%
Seattle Voc Institute	3	60.0%	21	61.8%	24	61.5%
Shoreline	66	57.9%	149	62.3%	215	60.9%
Skagit Valley	59	57.8%	113	65.3%	172	62.5%
South Puget Sound	49	52.7%	84	59.2%	133	56.6%
Spokane	93	48.7%	66	42.6%	159	46.0%
Spokane Falls	98	55.1%	179	64.9%	277	61.0%
Tacoma	71	58.2%	166	64.1%	237	62.2%
Walla Walla	45	47.4%	100	62.1%	145	56.6%
Wenatchee Valley	36	48.0%	109	63.7%	145	58.9%
Whatcom	43	61.4%	102	59.6%	145	60.2%
Yakima Valley	63	57.3%	96	54.5%	159	55.6%
<b>COLLEGE TOTAL</b>	<b>1,811</b>	<b>52.7%</b>	<b>3,687</b>	<b>60.3%</b>	<b>5,498</b>	<b>57.6%</b>
<b>SYSTEM TOTAL</b>	<b>1,808</b>	<b>52.7%</b>	<b>3,455</b>	<b>60.7%</b>	<b>5,263</b>	

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 2008 through Fall 2012

**Age:** Full-time faculty is aging, with the median age at 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	2008	2009	2010	2011	2012
Under 30	70	44	28	27	30
30-39	494	429	430	399	422
40-49	966	858	862	839	826
50-59	1396	1310	1295	1202	1164
60-69	707	701	752	756	750
70-79	30	46	52	52	59
<b>TOTAL</b>	<b>3,663</b>	<b>3,388</b>	<b>3,419</b>	<b>3,275</b>	<b>3,251</b>

Source: SBCTC PMIS Database, PMIS EMPYRQ Table.

## Classified Staff FTE State-Supported Fall 2008 through Fall 2012

Classified staff provides the computer support, record keeping, communication, maintenance, custodial and other general support functions for the colleges. In fall 2012, classified FTE staff decreased 6 percent, following another 6 percent decrease in fall 2011 from fall 2010.

Almost all classified staff (97 percent) were employed on a full-time basis in fall 2012. 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

	2008	2009	2010	2011	2012
<b>EMPLOYMENT STATUS</b>					
Full-Time	3,839	3,727	3,728	3,518	3,299
Part-Time	148	151	125	114	105
<b>TOTAL</b>	<b>3,987</b>	<b>3,879</b>	<b>3,853</b>	<b>3,633</b>	<b>3,404</b>
% Change	4.1%	-2.7%	-0.7%	-5.7%	-6.3%

	2008	2009	2010	2011	2012
<b>PROGRAM AREA</b>					
01 Instruction	648	607	586	559	481
04 Primary Support (academic computing, academic administration)	342	332	330	317	428
05 Libraries	188	179	176	160	135
06 Student Services	833	805	829	781	682
08 Institutional Support (administrative functions)	824	805	792	741	665
09 Plant Operations	981	976	967	915	855
Other Including SBCTC-IT and SBCTC	171	176	173	160	158
<b>TOTAL</b>	<b>3,987</b>	<b>3,879</b>	<b>3,853</b>	<b>3,633</b>	<b>3,404</b>

Source: SBCTC PMIS Database.

Note: Totals may not add due to rounding.

**CLASSIFIED STAFF FTES  
STATE SUPPORTED  
FALL 2012**

**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	7	13	2	14	15	25	5	0	81
Bellevue	36	1	7	54	35	41	4	7	185
Bellingham	3	10	3	10	8	17	4	0	54
Big Bend	8	2	3	4	15	15	0	0	46
Cascadia	4	10	0	9	9	0	0	0	31
Centralia	13	2	1	10	12	16	5	1	59
Clark	48	30	8	30	33	39	0	5	193
Clover Park	2	19	3	8	8	25	0	1	65
Columbia Basin	22	0	3	17	20	28	1	3	92
Edmonds	12	19	5	37	32	27	0	1	134
Everett	35	5	10	37	31	38	0	3	158
Grays Harbor	2	4	2	10	13	11	0	0	41
Green River	23	25	5	34	40	31	0	7	165
Highline	23	2	7	9	30	32	0	4	107
Lake Washington	9	11	2	14	17	19	3	0	74
Lower Columbia	1	22	2	4	10	13	0	0	51
Olympic	11	21	5	33	14	29	1	6	119
Peninsula	2	6	2	7	10	12	1	0	39
Pierce District	1	5	0	1	25	13	0	2	47
Pierce Fort Steilacoom	13	11	2	26	6	14	0	1	72
Pierce Puyallup	4	6	5	21	0	6	0	0	41
Renton	7	6	2	18	20	25	0	0	79
Seattle District	0	0	0	0	24	0	0	0	24
Seattle Central	28	16	3	35	14	42	0	5	143
Seattle North	13	22	6	17	9	30	0	5	102
Seattle South	9	24	3	16	13	31	1	3	98
Seattle Voc Institute	3	0	0	5	2	2	0	0	12
Shoreline	23	9	7	40	19	21	0	7	126
Skagit Valley	11	11	3	28	17	29	2	0	101
South Puget Sound	17	7	5	21	27	32	0	3	111
Spokane District	0	4	0	0	42	24	0	5	75
Spokane	14	28	6	25	4	31	4	3	114
Spokane Falls*	23	31	4	34	4	27	1	1	125
Tacoma	15	12	3	8	21	23	0	6	87
Walla Walla	21	6	3	13	25	21	0	0	89
Wenatchee Valley	5	7	3	3	11	22	1	0	51
Whatcom	5	9	5	14	13	15	1	3	64
Yakima Valley	14	15	5	19	18	32	9	3	115
SBCTC	0	0	0	0	0	0	0	33	33
<b>SYSTEM TOTAL</b>	<b>481</b>	<b>428</b>	<b>135</b>	<b>682</b>	<b>665</b>	<b>855</b>	<b>40</b>	<b>118</b>	<b>3,404</b>

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 2008 through Fall 2012

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 increased by nearly 3 percent in fall 2012. This was the first increase in this staff category in 3 years.

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

	2008	2009	2010	2011	2012
<b>EMPLOYMENT STATUS</b>					
Full-Time	743	720	709	689	705
Part-Time	5	10	4	7	10
<b>TOTAL</b>	<b>749</b>	<b>730</b>	<b>713</b>	<b>696</b>	<b>715</b>
% Change	2.3%	-2.4%	-2.4%	-2.3%	2.8%

	2008	2009	2010	2011	2012
<b>PROGRAM AREA</b>					
01 Instruction	109	110	105	109	64
04 Primary Support (academic computing, academic administration)	113	102	103	101	146
05 Libraries	23	23	22	22	20
06 Student Services	195	191	189	177	170
08 Institutional Support (administrative functions)	259	259	250	242	264
09 Plant Operations	31	28	28	28	29
Other Including SBCTC-IT and SBCTC	18	16	17	17	22
<b>TOTAL</b>	<b>749</b>	<b>730</b>	<b>713</b>	<b>696</b>	<b>715</b>

Source: SBCTC PMIS Database.

Note: Totals may not add due to rounding.

## Professional-Technical Staff FTE State-Supported Fall 2008 through Fall 2012

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 slightly (1 percent) in fall 2012 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

	2008	2009	2010	2011	2012
<b>EMPLOYMENT STATUS</b>					
Full-Time	1175	1,166	1,160	1,094	1,085
Part-Time	42	35	34	35	34
<b>TOTAL</b>	<b>1216.54</b>	<b>1,201</b>	<b>1,194</b>	<b>1,129</b>	<b>1,119</b>
% Change	8.6%	-1.3%	-0.5%	-5.5%	-0.9%
	2008	2009	2010	2011	2012
<b>PROGRAM AREA</b>					
01 Instruction	217	213	220	204	189
04 Primary Support (academic computing, academic administration)	99	98	97	83	104
05 Libraries	15	15	16	13	11
06 Student Services	275	282	280	283	255
08 Institutional Support (administrative functions)	407	397	387	375	375
09 Plant Operations	46	39	37	38	38
Other *	157	156	158	133	146
<b>TOTAL</b>	<b>1,217</b>	<b>1,201</b>	<b>1,194</b>	<b>1,129</b>	<b>1,119</b>

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 2012**

	Administrative FTE	Professional/ Technical FTE	Total Administrative and Prof/Tech FTE
Bates	13	18	30
Bellevue	35	98	133
Bellingham	16	19	35
Big Bend	11	20	31
Cascadia	18	16	34
Centralia	28	16	45
Clark	31	27	58
Clover Park	16	35	50
Columbia Basin	21	35	56
Edmonds	28	53	81
Everett	31	22	53
Grays Harbor	11	17	28
Green River	23	54	77
Highline	24	59	82
Lake Washington	18	2	20
Lower Columbia	17	24	40
Olympic	22	23	45
Peninsula	16	25	41
Pierce District	12	15	27
Pierce Fort Steilacoom	10	10	20
Pierce Puyallup	4	8	12
Renton	22	17	39
Seattle District	5	29	34
Seattle Central	27	32	60
Seattle North	19	27	47
Seattle South	24	27	51
Seattle Voc Institute	3	3	6
Shoreline	26	15	41
Skagit Valley	16	24	41
South Puget Sound	14	40	54
Spokane District	16	17	33
Spokane	7	14	21
Spokane Falls	16	25	41
Tacoma	22	50	72
Walla Walla	21	51	72
Wenatchee Valley	12	23	35
Whatcom	32	18	50
Yakima Valley	19	27	46
SBCTC	10	85	95
<b>SYSTEM TOTAL</b>	<b>715</b>	<b>1,119</b>	<b>1,834</b>

Source: SBCTC PMIS Database.

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



