

# **STAFF**



## INTRODUCTION TO PERSONNEL FALL 2006 THROUGH FALL 2010

Community and technical colleges employed 15,625 faculty and support staff from state funding sources in fall 2010. Compared to 2009, with the exception of faculty, fewer staff were employed in every other category. 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	2006	2007	2008	2009	2010	5 Year % Change
Full-Time Faculty (Teaching and Non-Teaching)	3,540	3,583	3,655	3,585	3,611	2%
Part-Time Faculty (Teaching and Non-Teaching)	5,456	5,648	5,892	5,777	5,938	9%
Classified	3,908	4,028	4,185	4,070	4,041	3%
Professional/Technical	1,200	1,233	1,345	1,305	1,299	8%
Administrative	735	754	773	755	736	0%
<b>TOTAL STAFF</b>	<b>14,839</b>	<b>15,246</b>	<b>15,850</b>	<b>15,492</b>	<b>15,625</b>	<b>5%</b>

Community and technical colleges hire a diverse staff, reflecting the diverse population served. While faculty and staff ranks do not mirror the race and ethnic background of students, more recent hiring decisions have been increasing diversity. In fall 2010, however, full-time faculty diversity declined slightly while part-time faculty diversity increased. The percentage of female faculty increased slightly in fall 2010 compared to the previous fall.

### STATE SUPPORTED EMPLOYEE DEMOGRAPHICS

Percent of Staff of Color	2006	2007	2008	2009	2010
Classified/Support	22.1%	23.1%	23.1%	23.4%	23.3%
Administrative/Professional	16.2%	16.2%	16.7%	16.7%	16.7%
Full-Time Faculty (Teaching and Non-Teaching)	13.8%	13.9%	14.7%	14.6%	14.5%
Part-Time Faculty (Teaching and Non-Teaching)	9.8%	10.8%	11.0%	10.5%	11.1%

Percent Female Staff	2006	2007	2008	2009	2010
Classified/Support	64.6%	64.1%	64.0%	62.8%	62.6%
Administrative/Professional	63.6%	63.8%	64.9%	65.1%	65.7%
Full-Time Faculty (Teaching and Non-Teaching)	50.3%	51.3%	51.7%	51.9%	52.0%
Part-Time Faculty (Teaching and Non-Teaching)	60.0%	60.5%	62.0%	60.8%	61.7%

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 2010**

	Teaching Faculty		Non-Teaching Faculty		Classified Headcount	Adminis- trative Headcount	Professional/ Technical Headcount	Total Headcount
	Full- Time	Part- Time	Full Time	Part- Time				
Bates	112	21	15	79	86	16	24	353
Bellevue	158	370	14	44	200	37	103	926
Bellingham	68	94	3	0	68	22	18	273
Big Bend	49	89	3	3	60	14	22	240
Cascadia	39	96	2	1	36	17	17	208
Centralia	57	122	5	1	67	29	26	307
Clark	216	501	8	1	264	35	28	1053
Clover Park	95	94	3	2	86	17	38	335
Columbia Basin	114	146	8	0	112	25	42	447
Edmonds	117	274	3	7	179	34	58	672
Everett	115	174	9	1	169	33	27	528
Grays Harbor	47	68	1	20	51	12	25	224
Green River	131	244	9	0	178	25	63	650
Highline	146	257	4	6	122	23	62	620
Lake Washington	69	175	2	0	98	12	0	356
Lower Columbia	66	128	1	0	72	10	31	308
Olympic	109	259	6	3	139	20	31	567
Peninsula	48	111	2	0	43	18	33	255
Pierce District	0	0	0	5	50	13	18	86
Pierce Fort Steilacoom	71	151	4	3	97	12	13	351
Pierce Puyallup	41	93	7	0	63	7	11	222
Renton	69	105	6	1	82	23	11	297
Seattle District	0	0	1	0	35	7	24	67
Seattle Central	144	267	6	4	179	32	31	663
Seattle North	89	217	5	1	111	25	30	478
Seattle South	86	195	1	1	109	21	32	445
Seattle Voc Institute	10	40	0	0	13	5	7	75
Shoreline	119	228	9	8	140	23	16	543
Skagit Valley	104	167	8	31	113	15	33	471
South Puget Sound	94	149	4	5	115	12	40	419
Spokane District	0	0	0	0	69	12	25	106
Spokane	190	126	13	0	159	12	17	517
Spokane Falls	180	275	15	2	164	22	34	692
Tacoma	117	257	9	4	122	28	64	601
Walla Walla	97	155	2	6	93	18	49	420
Wenatchee Valley	68	146	3	2	62	13	27	321
Whatcom	70	172	2	5	69	10	45	373
Yakima Valley	111	172	5	16	126	20	30	480
SBCTC	0	0	0	0	40	7	99	146
<b>COLLEGE TOTAL</b>	<b>3,416</b>	<b>6,138</b>	<b>198</b>	<b>262</b>	<b>4,041</b>	<b>736</b>	<b>1,304</b>	<b>16,095</b>
<b>SYSTEM TOTAL</b>	<b>3,413</b>	<b>5,699</b>	<b>198</b>	<b>239</b>	<b>4,041</b>	<b>736</b>	<b>1,299</b>	<b>15,625</b>

**HEADCOUNT OF COMMUNITY AND TECHNICAL COLLEGE EMPLOYEES  
ALL FUNDS  
FALL 2010**

	<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	112	38	23	114	121	17	35	460
Bellevue	164	602	14	64	275	40	134	1293
Bellingham	68	126	3	1	73	22	21	314
Big Bend	49	94	3	4	79	17	33	279
Cascadia	39	117	2	10	39	19	18	244
Centralia	57	136	6	14	89	29	35	366
Clark	217	511	8	1	341	36	37	1151
Clover Park	95	116	3	3	107	18	41	383
Columbia Basin	116	162	8	0	126	28	54	494
Edmonds	135	347	3	7	282	39	115	928
Everett	116	233	9	2	204	38	30	632
Grays Harbor	58	79	1	27	62	12	29	268
Green River	131	317	9	2	203	27	88	777
Highline	146	266	7	20	142	25	90	696
Lake Washington	73	185	2	11	131	12	0	414
Lower Columbia	66	144	1	0	131	15	39	396
Olympic	109	285	6	7	163	24	34	628
Peninsula	57	135	2	1	54	21	49	319
Pierce District	0	0	0	5	54	13	21	93
Pierce Fort Steilacoom	77	285	6	9	122	14	28	541
Pierce Puyallup	41	93	7	0	66	7	12	226
Renton	69	126	10	1	118	23	18	365
Seattle District	0	0	1	0	36	9	31	77
Seattle Central	154	337	10	4	220	35	42	802
Seattle North	89	286	5	1	131	29	41	582
Seattle South	88	239	1	1	130	27	44	530
Seattle Voc Institute	10	42	0	0	13	6	11	82
Shoreline	119	234	10	8	155	27	19	572
Skagit Valley	104	186	8	31	196	16	49	590
South Puget Sound	94	181	4	8	126	13	46	472
Spokane District	0	0	0	0	73	14	26	113
Spokane	190	168	13	0	186	12	20	589
Spokane Falls	195	345	17	2	301	26	54	940
Tacoma	129	302	9	16	146	31	83	716
Walla Walla	129	215	2	6	107	20	71	550
Wenatchee Valley	68	163	3	2	66	13	40	355
Whatcom	71	182	2	10	77	11	65	418
Yakima Valley	111	191	5	24	147	24	41	543
SBCTC	0	0	0	0	41	7	103	151
<b>COLLEGE TOTAL</b>	<b>3,546</b>	<b>7,468</b>	<b>223</b>	<b>416</b>	<b>5,133</b>	<b>816</b>	<b>1,747</b>	<b>19,349</b>
<b>SYSTEM TOTAL</b>	<b>3,543</b>	<b>6,906</b>	<b>223</b>	<b>374</b>	<b>5,133</b>	<b>816</b>	<b>1,742</b>	<b>18,737</b>

**COMMUNITY AND TECHNICAL COLLEGE EMPLOYEES FTE  
STATE SUPPORTED  
FALL 2010**

	<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	16	20	96	23	235
Bellevue	190	35	103	424	40	792
Bellingham	63	20	15	89	4	191
Big Bend	57	13	18	91	5	185
Cascadia	34	17	16	86	8	160
Centralia	59	29	23	106	6	223
Clark	245	35	25	465	26	796
Clover Park	83	17	36	143	9	287
Columbia Basin	106	25	36	193	15	375
Edmonds	175	31	57	292	7	563
Everett	160	30	28	243	17	478
Grays Harbor	50	13	18	75	9	164
Green River	170	24	55	329	12	589
Highline	117	23	60	263	31	492
Lake Washington	90	11	0	149	5	255
Lower Columbia	66	10	27	147	3	253
Olympic	134	20	28	243	9	434
Peninsula	42	17	26	100	9	194
Pierce District	49	12	18	3	0	82
Pierce Fort Steilacoom	95	12	10	150	15	282
Pierce Puyallup	61	7	11	96	10	185
Renton	77	23	10	115	7	232
Seattle District	35	7	24	0	1	66
Seattle Central	166	30	27	263	17	503
Seattle North	105	23	27	188	10	352
Seattle South	104	19	29	173	7	332
Seattle Voc Institute	13	5	6	29	0	53
Shoreline	135	22	16	229	25	427
Skagit Valley	108	15	27	191	28	369
South Puget Sound	109	12	38	193	12	365
Spokane District	69	12	25	0	0	106
Spokane	154	12	16	292	22	498
Spokane Falls	158	22	31	320	31	562
Tacoma	118	27	59	235	31	470
Walla Walla	92	17	45	153	13	322
Wenatchee Valley	59	13	26	134	5	237
Whatcom	67	10	38	165	8	288
Yakima Valley	120	19	26	175	22	362
SBCTC	38	7	93	0	0	139
<b>SYSTEM TOTAL</b>	<b>3,854</b>	<b>713</b>	<b>1,194</b>	<b>6,638</b>	<b>499</b>	<b>12,899</b>
% of Total	30%	6%	9%	51%	4%	

**COMMUNITY AND TECHNICAL COLLEGE EMPLOYEES FTE  
ALL FUNDS  
FALL 2010**

	<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	117	17	34	100	46	314
Bellevue	269	40	139	490	43	980
Bellingham	70	21	20	93	4	208
Big Bend	78	17	36	91	8	229
Cascadia	36	19	18	92	12	177
Centralia	84	30	34	108	9	266
Clark	292	38	37	469	27	862
Clover Park	104	18	41	150	13	324
Columbia Basin	122	29	56	200	17	424
Edmonds	277	41	116	352	9	794
Everett	200	38	32	279	20	568
Grays Harbor	62	13	24	90	13	201
Green River	197	27	85	355	12	676
Highline	137	25	89	265	53	569
Lake Washington	126	12	0	154	10	303
Lower Columbia	125	15	38	148	13	339
Olympic	160	24	34	249	9	477
Peninsula	53	21	48	115	10	247
Pierce District	54	13	21	3	0	91
Pierce Fort Steilacoom	120	15	29	263	22	450
Pierce Puyallup	65	7	12	96	10	190
Renton	109	23	18	126	11	286
Seattle District	36	9	30	0	1	75
Seattle Central	211	35	41	279	44	610
Seattle North	126	29	41	194	20	411
Seattle South	128	27	43	190	16	404
Seattle Voc Institute	13	6	11	30	0	60
Shoreline	151	27	19	240	26	462
Skagit Valley	186	17	50	192	32	476
South Puget Sound	124	13	45	203	15	401
Spokane District	73	14	26	0	0	113
Spokane	184	12	19	302	22	540
Spokane Falls	301	27	53	352	36	769
Tacoma	145	32	82	254	55	567
Walla Walla	108	19	71	211	16	425
Wenatchee Valley	63	13	39	136	5	256
Whatcom	75	11	57	179	15	336
Yakima Valley	144	25	40	187	42	438
SBCTC	40	7	103	0	0	150
<b>SYSTEM TOTAL</b>	<b>4,965</b>	<b>823</b>	<b>1,730</b>	<b>7,235</b>	<b>715</b>	<b>15,469</b>
% of Total	32%	5%	11%	47%	5%	

**TEACHING FACULTY  
FALL 2006 THROUGH FALL 2010**

In fall 2010, 7,088 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 increased by 3 percent in fall 2010 from the previous fall. On the other hand, student FTE increased by less than 1 percent. This difference is occurring because colleges are pulling back slightly from increases in class size. Such increases the past two years were in response to budget cuts, but the reversal suggest that limits are being reached in growing class size to keep up with student demand.

In fall 2010, 54 percent of the state-supported teaching FTE-F was taught by full-time faculty, while 46 percent was taught by part-time instructors. About 6 percent of teaching was done by faculty not on the payroll.

**STATE SUPPORTED FTE FACULTY**

	2006	2007	2008	2009	2010
<b>Full-Time Teaching FTE Faculty</b>					
Faculty, Regular Assignment	3,040	3,072	3,129	3,089	3,119
% Regular Assignment	49.4%	48.7%	48.1%	47.7%	46.7%
Moonlight	379	392	415	441	453
<b>TOTAL Full-Time</b>	<b>3,418</b>	<b>3,464</b>	<b>3,544</b>	<b>3,529</b>	<b>3,572</b>
% Full-Time	55.5%	54.9%	54.4%	54.5%	53.5%
% Change	2.6%	1.3%	2.3%	-0.4%	1.2%
<b>Part-Time Teaching FTE Faculty</b>					
Part-time Only	2,738	2,835	2,965	2,943	3,096
Other Staff, Teaching Part-Time	3	7	1	7	9
<b>TOTAL Part-Time</b>	<b>2,741</b>	<b>2,843</b>	<b>2,966</b>	<b>2,950</b>	<b>3,105</b>
% Part-Time	44.5%	45.1%	45.6%	45.5%	46.5%
% Change	3.0%	3.7%	4.3%	-0.5%	5.3%
<b>TOTAL Teaching FTE Faculty on Payroll</b>	<b>6,159</b>	<b>6,307</b>	<b>6,510</b>	<b>6,479</b>	<b>6,677</b>
% Change	2.8%	2.4%	3.2%	-0.5%	3.0%
<b>Contracted Out and Volunteer FTE-F (not on College Payroll)</b>					
Contracted Out	291	271	371	264	291
Volunteer	120	130	121	128	121
<b>TOTAL Teaching Faculty (on and not on Payroll)</b>					
Teach FTE Faculty Total	6,570	6,708	7,002	6,871	7,088
% Change	3.1%	2.1%	4.4%	-1.9%	3.2%
<b>Non-Teaching FTE Faculty</b>					
Counselors/Librarians/Release Time	486	519	548	509	499
<b>TOTAL Teaching and Non-Teaching FTE Faculty</b>	<b>7,057</b>	<b>7,227</b>	<b>7,550</b>	<b>7,379</b>	<b>7,588</b>
% Change	3.0%	2.4%	4.5%	-2.3%	2.8%

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 2010**

	<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	93	96.7%	0	0.0%	3	3.3%	96	76	1
Bellevue	152	35.4%	26	6.1%	252	58.6%	429	2	2
Bellingham	56	62.8%	0	0.4%	33	36.8%	89	0	1
Big Bend	46	49.1%	14	14.5%	34	36.4%	94	0	1
Cascadia	38	44.9%	2	2.7%	44	52.4%	85	7	1
Centralia	52	47.6%	15	13.5%	42	39.0%	109	0	2
Clark	198	42.2%	30	6.3%	241	51.5%	469	5	4
Clover Park	89	61.8%	2	1.5%	53	36.7%	143	8	3
Columbia Basin	105	53.3%	25	12.5%	67	34.2%	197	0	8
Edmonds	112	37.9%	17	5.6%	166	56.4%	295	0	3
Everett	103	42.5%	26	10.5%	114	47.0%	243	9	6
Grays Harbor	42	55.8%	12	15.5%	22	28.8%	75	16	4
Green River	129	39.1%	39	11.7%	162	49.1%	330	1	2
Highline	119	44.7%	11	4.0%	137	51.4%	266	2	4
Lake Washington	64	43.1%	3	1.7%	82	55.2%	148	16	6
Lower Columbia	67	45.8%	12	8.0%	68	46.3%	147	2	8
Olympic	105	42.9%	21	8.6%	118	48.5%	244	3	7
Peninsula	46	44.7%	10	10.0%	46	45.3%	102	1	14
Pierce Fort Steilacoom	62	40.4%	12	7.7%	79	51.9%	152	0	2
Pierce Puyallup	37	38.5%	5	5.2%	55	56.3%	97	0	0
Renton	67	58.2%	2	1.5%	46	40.2%	115	46	0
Seattle Central	130	49.6%	10	3.7%	123	46.7%	263	0	11
Seattle North	84	44.2%	9	4.7%	97	51.1%	189	0	2
Seattle South	77	44.7%	11	6.1%	85	49.3%	173	25	1
Seattle Voc Institute	9	31.2%	1	3.0%	20	65.8%	30	0	2
Shoreline	106	46.1%	10	4.2%	114	49.7%	229	2	4
Skagit Valley	88	45.5%	13	6.7%	92	47.7%	192	15	1
South Puget Sound	85	45.5%	10	5.3%	93	49.3%	188	14	3
Spokane	182	62.0%	36	12.4%	75	25.6%	294	13	1
Spokane Falls	161	50.0%	26	8.1%	135	41.9%	321	8	4
Tacoma	99	42.5%	13	5.4%	121	52.1%	233	15	5
Walla Walla	93	58.9%	11	7.2%	54	33.9%	159	2	1
Wenatchee Valley	67	48.8%	12	8.9%	58	42.3%	136	3	2
Whatcom	66	39.0%	2	1.4%	100	59.6%	168	0	1
Yakima Valley	92	52.3%	9	5.2%	75	42.4%	176	0	3
<b>COLLEGE TOTAL</b>	<b>3,119</b>	<b>46.7%</b>	<b>453</b>	<b>6.8%</b>	<b>3,105</b>	<b>46.5%</b>	<b>6,677</b>	<b>291</b>	<b>121</b>

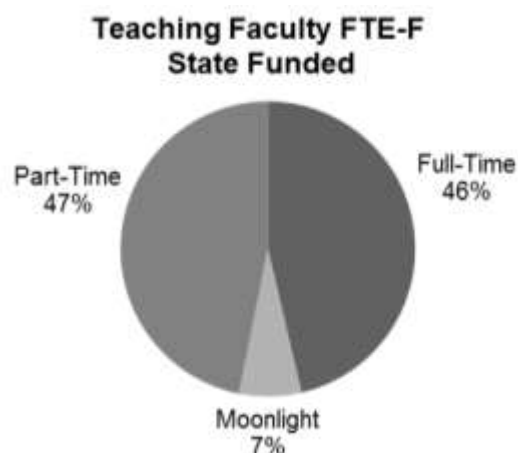
Source: SBCTC data warehouse and SR2102, Version 1.

Note: Staff are not counted separately at Spokane Institute of Extended Learning. FTEF full-time may be different from the count of full-time faculty on page 92 because SR2102 included teaching FTEF of exempt staff.

**TEACHING FACULTY BY COURSE AREA  
FALL 2006 THROUGH FALL 2010**

In fall 2010, colleges increased FTE-F teaching (and non-teaching) faculty. This increase helped to somewhat reverse cuts made in fall 2009 that may have been too deep. Faculty were increased in all areas. The biggest increases were in part-time faculty in all course areas. In academic courses, part-time faculty increased 121 FTE-F or nearly 10 percent.

In addition to the faculty in the classroom, about 499 FTE-F were counselors, librarians, or on release time from teaching responsibilities for assessment, curriculum development, or student service functions in fall 2010.



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

	2006	2007	2008	2009	2010	% Change from 2009
<b>Academic</b>						
Full-time	1,321	1,331	1,374	1,363	1,376	1.0%
Moonlight	192	202	214	219	237	8.1%
Part-time	1,183	1,193	1,228	1,267	1,388	9.6%
<b>TOTAL</b>	<b>2,697</b>	<b>2,727</b>	<b>2,817</b>	<b>2,849</b>	<b>3,001</b>	<b>5.4%</b>
% Full-time/Moonlight	56.1%	56.2%	56.4%	55.5%	53.7%	
<b>Workforce</b>						
Full-time	1,336	1,347	1,348	1,327	1,333	0.4%
Moonlight	143	147	153	178	174	-2.2%
Part-time	852	888	922	938	958	2.0%
<b>TOTAL</b>	<b>2,330</b>	<b>2,382</b>	<b>2,423</b>	<b>2,443</b>	<b>2,465</b>	<b>0.9%</b>
% Full-time/Moonlight	63.5%	62.7%	62.0%	61.6%	61.1%	
<b>Pre-College</b>						
Full-time	234	235	242	242	249	2.6%
Moonlight	32	30	29	35	32	-7.2%
Part-time	272	287	308	320	333	4.0%
<b>TOTAL</b>	<b>537</b>	<b>551</b>	<b>579</b>	<b>597</b>	<b>614</b>	<b>2.8%</b>
% Full-time/Moonlight	49.4%	47.9%	46.9%	46.4%	45.8%	
<b>Basic Skills</b>						
Full-time	149	159	165	157	161	2.8%
Moonlight	11	13	19	8	10	14.9%
Part-time	434	475	508	424	426	0.4%
<b>TOTAL</b>	<b>595</b>	<b>647</b>	<b>692</b>	<b>590</b>	<b>597</b>	<b>1.2%</b>
% Full-time/Moonlight	27.0%	26.7%	26.5%	28.0%	28.6%	

Source: SBCTC Data Warehouse Course table using Instit\_Intent\_Recat.

Note: Totals may not add to 100 percent due to rounding. Excludes 121 FTE-F volunteer faculty and 371 contracted-out.

**TEACHING AND NON-TEACHING FACULTY DEMOGRAPHICS  
FALL 2006 THROUGH FALL 2010**

Full-time faculty of color was 15 percent of all full-time faculty in fall 2010. This percentage dipped slightly for the second year. 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 2010, 58 percent of all faculty were female.

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

	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
<b>Full-Time</b>					
Asian/Pacific Islander	200	213	233	223	224
African American	102	99	104	105	107
Native American	67	67	68	65	63
Hispanic	118	117	127	127	123
Other Race	1	2	2	2	2
<b>TOTAL Of Color (Full-Time)</b>	<b>488</b>	<b>498</b>	<b>534</b>	<b>522</b>	<b>519</b>
<b>% Of Color</b>	<b>13.8%</b>	<b>13.9%</b>	<b>14.7%</b>	<b>14.6%</b>	<b>14.5%</b>
White	3,043	3,073	3,107	3,052	3,072
Total Reporting	3,531	3,571	3,641	3,574	3,591
Not Reporting Race	9	12	14	11	20
<b>Part-Time</b>					
Asian/Pacific Islander	217	234	239	258	299
African American	120	139	138	121	133
Native American	41	46	50	44	41
Hispanic	146	174	207	169	168
Other Race	7	5	3	3	5
<b>TOTAL Of Color (Part-Time)</b>	<b>531</b>	<b>598</b>	<b>637</b>	<b>595</b>	<b>646</b>
<b>% Of Color</b>	<b>9.8%</b>	<b>10.8%</b>	<b>11.0%</b>	<b>10.5%</b>	<b>11.1%</b>
White	4,870	4,961	5,145	5,090	5,195
Total Reporting	5,401	5,559	5,782	5,685	5,841
Not Reporting Race	55	89	110	92	97
<b>Full-Time</b>					
Number Female	1,779	1,838	1,890	1,860	1,877
<b>% Female</b>	<b>50.3%</b>	<b>51.3%</b>	<b>51.7%</b>	<b>51.9%</b>	<b>52.0%</b>
<b>Part-Time</b>					
Number Female	3,274	3,417	3,654	3,512	3,659
<b>% Female</b>	<b>60.0%</b>	<b>60.5%</b>	<b>62.0%</b>	<b>60.8%</b>	<b>61.7%</b>
<b>TOTAL Number Female</b>	<b>5,053</b>	<b>5,255</b>	<b>5,544</b>	<b>5,372</b>	<b>5,536</b>
<b>% Female</b>	<b>56.2%</b>	<b>56.9%</b>	<b>58.1%</b>	<b>57.4%</b>	<b>58.0%</b>

Source: SBCTC data warehouse, PMIS, EMPYRQ Table.

**TEACHING AND NON-TEACHING FACULTY OF COLOR (HEADCOUNT)  
STATE SUPPORTED  
FALL 2010**

	Full-Time		Part-Time		Total	
	Faculty Of Color	% of Total	Faculty Of Color	% of Total	Faculty Of Color	% of Total
Bates	12	9.4%	11	11.0%	23	10.1%
Bellevue	39	22.7%	69	16.7%	108	18.4%
Bellingham	4	5.6%	2	2.1%	6	3.6%
Big Bend	3	5.8%	17	18.5%	20	13.9%
Cascadia	7	17.1%	21	21.6%	28	20.3%
Centralia	2	3.2%	7	5.7%	9	4.9%
Clark	27	12.1%	48	9.6%	75	10.3%
Clover Park	10	10.2%	6	6.3%	16	8.2%
Columbia Basin	17	13.9%	17	11.6%	34	12.7%
Edmonds	20	16.7%	39	13.9%	59	14.7%
Everett	21	16.9%	14	8.0%	35	11.7%
Grays Harbor	1	2.1%	5	5.7%	6	4.4%
Green River	20	14.3%	28	11.5%	48	12.5%
Highline	35	23.3%	47	17.9%	82	19.9%
Lake Washington	7	9.9%	22	12.6%	29	11.8%
Lower Columbia	5	7.5%	4	3.1%	9	4.6%
Olympic	21	18.3%	10	3.8%	31	8.2%
Peninsula	5	10.0%	3	2.7%	8	5.0%
Pierce Fort Steilacoom	12	16.0%	12	7.8%	24	10.5%
Pierce Puyallup	6	12.5%	3	3.2%	9	6.4%
Renton	11	14.7%	16	15.1%	27	14.9%
Seattle Central	43	28.7%	61	22.5%	104	24.7%
Seattle North	31	33.0%	29	13.3%	60	19.2%
Seattle South	23	26.4%	31	15.8%	54	19.1%
Seattle Voc Institute	4	40.0%	22	55.0%	26	52.0%
Shoreline	20	15.6%	28	11.9%	48	13.2%
Skagit Valley	9	8.0%	11	5.6%	20	6.5%
South Puget Sound	9	9.2%	7	4.5%	16	6.3%
Spokane	15	7.4%	3	2.4%	18	5.5%
Spokane Falls	18	9.2%	18	6.5%	36	7.6%
Tacoma	24	19.0%	26	10.0%	50	12.9%
Walla Walla	7	7.1%	21	13.0%	28	10.8%
Wenatchee Valley	7	9.9%	9	6.1%	16	7.3%
Whatcom	10	13.9%	9	5.1%	19	7.6%
Yakima Valley	14	12.1%	28	14.9%	42	13.8%
<b>COLLEGE TOTAL</b>	<b>519</b>	<b>13.9%</b>	<b>704</b>	<b>10.7%</b>	<b>1,223</b>	<b>11.9%</b>
<b>SYSTEM TOTAL</b>	<b>522</b>	<b>14.5%</b>	<b>595</b>	<b>10.0%</b>	<b>1,117</b>	<b>11.7%</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 2010**

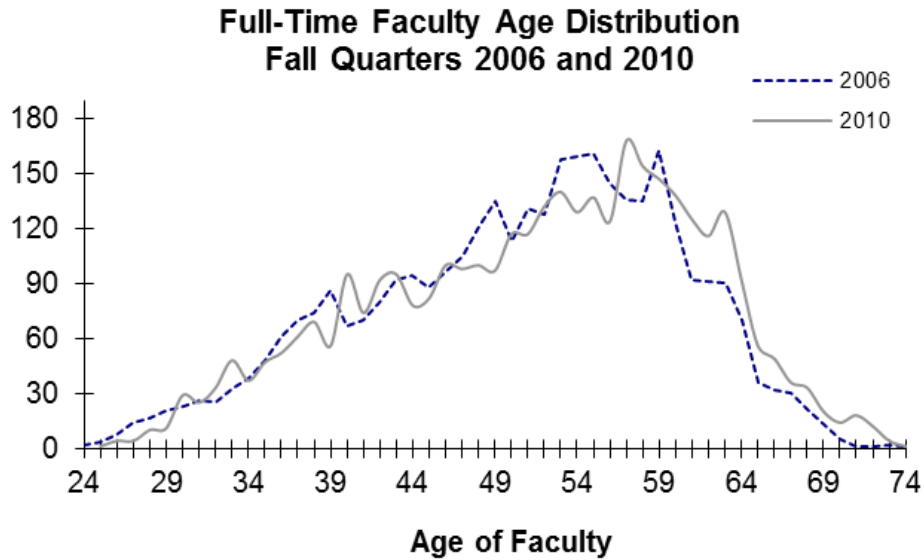
	<u>Full-Time Faculty</u>		<u>Part-Time Faculty</u>		<u>All Faculty</u>	
	Female	% of Total Faculty	Female	% of Total Faculty	Female	% of Total Faculty
Bates	57	44.9%	25	25.0%	82	36.1%
Bellevue	95	55.2%	263	63.5%	358	61.1%
Bellingham	41	57.7%	58	61.7%	99	60.0%
Big Bend	17	32.7%	62	67.4%	79	54.9%
Cascadia	22	53.7%	59	60.8%	81	58.7%
Centralia	33	53.2%	79	64.2%	112	60.5%
Clark	128	57.1%	296	59.0%	424	58.4%
Clover Park	54	55.1%	59	61.5%	113	58.2%
Columbia Basin	63	51.6%	99	67.8%	162	60.4%
Edmonds	71	59.2%	184	65.5%	255	63.6%
Everett	69	55.6%	113	64.6%	182	60.9%
Grays Harbor	21	43.8%	52	59.1%	73	53.7%
Green River	66	47.1%	126	52.5%	192	50.5%
Highline	82	54.7%	157	59.7%	239	57.9%
Lake Washington	31	43.7%	124	70.9%	155	63.0%
Lower Columbia	29	43.3%	90	70.3%	119	61.0%
Olympic	56	48.7%	154	58.8%	210	55.7%
Peninsula	22	44.0%	64	57.7%	86	53.4%
Pierce District	0	0.0%	3	60.0%	3	60.0%
Pierce Fort Steilacoom	41	54.7%	107	69.5%	148	64.6%
Pierce Puyallup	24	50.0%	55	59.1%	79	56.0%
Renton	34	45.3%	67	63.2%	101	55.8%
Seattle Central	75	50.0%	174	64.2%	249	59.1%
Seattle North	55	58.5%	144	66.1%	199	63.8%
Seattle South	36	41.4%	103	52.6%	139	49.1%
Seattle Voc Institute	8	80.0%	21	52.5%	29	58.0%
Shoreline	72	56.3%	144	61.0%	216	59.3%
Skagit Valley	69	61.6%	119	60.1%	188	60.6%
South Puget Sound	50	51.0%	95	61.7%	145	57.5%
Spokane	94	46.3%	74	58.7%	168	51.1%
Spokane Falls	107	54.9%	167	60.5%	274	58.2%
Tacoma	68	54.0%	173	66.3%	241	62.3%
Walla Walla	42	42.4%	110	68.3%	152	58.5%
Wenatchee Valley	35	49.3%	98	66.2%	133	60.7%
Whatcom	43	59.7%	109	61.6%	152	61.0%
Yakima Valley	67	57.8%	102	54.3%	169	55.6%
<b>COLLEGE TOTAL</b>	<b>1,877</b>	<b>51.9%</b>	<b>3,929</b>	<b>61.4%</b>	<b>5,806</b>	<b>58.0%</b>
<b>SYSTEM TOTAL</b>	<b>1,877</b>	<b>52.0%</b>	<b>3,659</b>	<b>61.7%</b>	<b>5,536</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 2006 THROUGH FALL 2010**

**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	2006	2007	2008	2009	2010	2006 to 2010 % Change
Under 30	64	58	70	44	28	-36%
30-39	484	487	494	429	430	0%
40-49	950	939	966	858	862	0%
50-59	1,432	1412	1396	1310	1295	-1%
60-69	600	674	707	701	752	7%
70-79	17	21	30	46	52	13%
<b>TOTAL</b>	<b>3,547</b>	<b>3,591</b>	<b>3,663</b>	<b>3,388</b>	<b>3,419</b>	<b>1%</b>

Source: SBCTC PMIS Database, PMIS EMPYRQ Table.

**CLASSIFIED STAFF FTE  
STATE SUPPORTED  
FALL 2006 THROUGH FALL 2010**

Classified staff provides the computer support, record keeping, communication, maintenance, custodial and other general support functions for the colleges. In fall 2010, classified FTE staff decreased nearly 1 percent, following a 3 percent decrease in fall 2009 from fall 2008.

Most classified staff (97 percent) were employed on a full-time basis in fall 2010. 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**

	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
<b>EMPLOYMENT STATUS</b>					
Full-Time	3,542	3,678	3,839	3,727	3,728
Part-Time	175	152	148	151	125
<b>TOTAL</b>	<b>3,716</b>	<b>3,830</b>	<b>3,987</b>	<b>3,879</b>	<b>3,853</b>
% Change	0.0%	3.1%	4.1%	-2.7%	-0.7%

	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
<b>PROGRAM AREA</b>					
01 Instruction	618	620	648	607	586
04 Primary Support (academic computing, academic administration)	302	326	342	332	330
05 Libraries	189	184	188	179	176
06 Student Services	765	791	833	805	829
08 Institutional Support (administrative functions)	774	808	824	805	792
09 Plant Operations	900	936	981	976	967
Other Including SBCTC-IT and SBCTC	169	166	171	176	173
<b>TOTAL</b>	<b>3,716</b>	<b>3,830</b>	<b>3,987</b>	<b>3,879</b>	<b>3,853</b>

Source: SBCTC PMIS Database.

Note: Totals may not add due to rounding.

**CLASSIFIED STAFF FTES  
STATE SUPPORTED  
FALL 2010**

**PROGRAM ASSIGNMENT**

	<b>Instr- uction 01</b>	<b>Primary Support 04</b>	<b>Libraries 05</b>	<b>Student Services 06</b>	<b>Instruction Support 08</b>	<b>Plant Operations 09</b>	<b>Fed</b>	<b>Other Codes</b>	<b>Total FTE</b>
Bates	7	10	3	13	22	26	0	0	81
Bellevue	32	2	7	55	37	46	5	7	190
Bellingham	2	10	3	17	10	18	4	0	63
Big Bend	8	4	4	7	15	20	0	0	57
Cascadia	10	4	0	11	8	1	0	0	34
Centralia	12	2	2	9	13	16	4	1	59
Clark	47	28	8	64	40	53	0	5	245
Clover Park	2	16	3	12	15	32	3	1	83
Columbia Basin	25	0	4	16	28	28	0	5	106
Edmonds	20	11	9	42	48	45	0	1	175
Everett	31	4	11	35	39	35	0	5	160
Grays Harbor	3	3	2	10	18	14	0	0	50
Green River	22	27	5	31	41	33	3	8	170
Highline	21	1	12	11	31	36	0	4	117
Lake Washington	9	15	2	22	25	15	2	1	90
Lower Columbia	6	14	3	10	14	18	0	0	66
Olympic	22	12	6	31	27	30	0	6	134
Peninsula	3	3	3	8	14	11	0	0	42
Pierce District	5	0	2	2	28	11	0	2	49
Pierce Fort Steilacoom	21	2	3	40	5	23	0	1	95
Pierce Puyallup	12	1	5	25	4	15	0	0	61
Renton	5	8	2	18	20	25	0	0	77
Seattle District	1	0	0	0	34	0	0	0	35
Seattle Central	38	8	7	44	20	43	1	5	166
Seattle North	26	10	5	19	11	30	1	3	105
Seattle South	24	9	4	18	13	34	1	2	104
Seattle Voc Institute	4	0	0	6	2	2	0	0	13
Shoreline	27	10	7	42	22	21	1	6	135
Skagit Valley	14	11	5	29	17	31	2	0	108
South Puget Sound	11	11	5	24	22	33	0	3	109
Spokane District	0	0	0	1	46	18	0	4	69
Spokane	20	28	12	37	6	44	7	1	154
Spokane Falls*	25	29	12	48	2	38	2	1	158
Tacoma	15	12	3	19	29	33	1	5	118
Walla Walla	19	7	4	11	25	21	4	0	91
Wenatchee Valley	7	5	4	9	12	21	1	2	59
Whatcom	6	9	4	15	14	16	0	3	67
Yakima Valley	26	6	5	20	20	33	9	2	120
SBCTC	0	0	0	0	0	0	0	38	38
<b>SYSTEM TOTAL</b>	<b>586</b>	<b>330</b>	<b>176</b>	<b>829</b>	<b>792</b>	<b>967</b>	<b>50</b>	<b>123</b>	<b>3,853</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 2006 THROUGH 2010**

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 FTE staff decreased by 2 percent in fall 2010. This was the second straight year for such decreases.

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**

	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
<b>EMPLOYMENT STATUS</b>					
Full-Time	702	730	743	720	709
Part-Time	6	3	5	10	4
<b>TOTAL</b>	<b>708</b>	<b>732</b>	<b>749</b>	<b>730</b>	<b>713</b>
% Change	4.1%	3.4%	2.3%	-2.4%	-2.4%

	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
<b>PROGRAM AREA</b>					
01 Instruction	108	107	109	110	105
04 Primary Support (academic computing, academic administration)	108	106	113	102	103
05 Libraries	25	28	23	23	22
06 Student Services	172	185	195	191	189
08 Institutional Support (administrative functions)	253	258	259	259	250
09 Plant Operations	27	31	31	28	28
Other Including SBCTC-IT and SBCTC	16	18	18	16	17
<b>TOTAL</b>	<b>708</b>	<b>732</b>	<b>749</b>	<b>730</b>	<b>713</b>

Source: SBCTC PMIS Database.

Note: Totals may not add due to rounding.

**PROFESSIONAL/TECHNICAL STAFF FTE  
STATE SUPPORTED  
FALL 2006 THROUGH FALL 2010**

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 1 percent in fall 2010 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**

	2006	2007	2008	2009	2010
<b>EMPLOYMENT STATUS</b>					
Full-Time	1,075	1,085	1175	1,166	1,160
Part-Time	35	36	42	35	34
<b>TOTAL</b>	1,110	1,120	1216.54	1,201	1,194
% Change	-2.0%	1.0%	8.6%	-1.3%	-0.5%

	2006	2007	2008	2009	2010
<b>PROGRAM AREA</b>					
01 Instruction	195	203	217	213	220
04 Primary Support (academic computing, academic administration)	99	98	99	98	97
05 Libraries	17	16	15	15	16
06 Student Services	239	249	275	282	280
08 Institutional Support (administrative functions)	374	373	407	397	387
09 Plant Operations	39	37	46	39	37
Other *	146	144	157	156	158
<b>TOTAL</b>	1,110	1,120	1,217	1,201	1,194

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 AND SUPPORT STAFF FTES  
STATE SUPPORTED  
FALL 2010**

	Administrative FTE	Professionals FTE	Total Administrative and Prof/Tech FTE
Bates	16	20	36
Bellevue	35	103	138
Bellingham	20	15	35
Big Bend	13	18	32
Cascadia	17	16	33
Centralia	29	23	52
Clark	35	25	61
Clover Park	17	36	52
Columbia Basin	25	36	61
Edmonds	31	57	89
Everett	30	28	58
Grays Harbor	13	18	30
Green River	24	55	79
Highline	23	60	82
Lake Washington	11	0	11
Lower Columbia	10	27	37
Olympic	20	28	49
Peninsula	17	26	42
Pierce District	12	18	30
Pierce Fort Steilacoom	12	10	22
Pierce Puyallup	7	11	18
Renton	23	10	33
Seattle District	7	24	31
Seattle Central	30	27	57
Seattle North	23	27	50
Seattle South	19	29	48
Seattle Voc Institute	5	6	11
Shoreline	22	16	38
Skagit Valley	15	27	42
South Puget Sound	12	38	50
Spokane District	12	25	37
Spokane	12	16	29
Spokane Falls	22	31	53
Tacoma	27	59	86
Walla Walla	17	45	62
Wenatchee Valley	13	26	39
Whatcom	10	38	48
Yakima Valley	19	26	45
SBCTC	7	93	100
<b>SYSTEM TOTAL</b>	<b>713</b>	<b>1,194</b>	<b>1,907</b>

Source: SBCTC PMIS Database.

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