

# ORS 350.360 Higher Education Employees Annual Report, November 2024



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## OVERVIEW

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Senate Bill 1520, Sec. 12 (2018) amended ORS 350.360 and directs the Higher Education Coordinating Commission (HECC) to conduct an annual review of employment at each public university and community college in Oregon and to report the results of that review to the Legislative Assembly and the Governor. Following the requirements of this statute and the workgroups that preceded it, this report presents information about staff at the institutions in three groups: administrators/managers, classified/professional non-teaching staff, and faculty. Each group is further divided into full-time and part-time employees to display the following information for the Fall term of the 2022-23 academic year:

- (a) The total number of employees in the employee group;
- (b) The total number of full-time equivalent positions (FTE) in the employee group;
- (c) The average number of supervisors in the employee group;
- (d) The average salary of a member of the employee group;
- (e) The ratio of students to employees in the employee group;
- (f) The ratio of instruction among faculty groups;
- (g) The number of employees in the employee group eligible for health care and other benefits.

The annual reporting from each public institution of higher education required by ORS 350.360 was originally adopted in 2009 (through House Bill, HB, 2557) to establish baselines for the employment of full-time, and less than full-time, faculty. Subsequent legislation (HB 2152 (2013)) added reporting for additional employee groups.

Though all institutions respond to the same definitions, different processes at the institutions mean that the data shown here can have slightly different meanings in different organizations. For example, supervisory practices can be carried out in different ways in different organizations. As a result, comparing across the institutions is not always meaningful. Comparing employee group trends within an institution over time is consistent, and this year's report includes the data for each of the preceding four years to show a five-year trend at each institution. More detailed definitions of each measure can be found in Appendix A, and a historical description of related statute can be found in Appendix B.

# UNIVERSITY EMPLOYEE DATA

## EASTERN OREGON UNIVERSITY

### Administrative/Management

		Eastern Oregon University					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		2,978	3,067	2,853	2,825	2,674	
Total student full-time equivalent (FTE)		2,171.0	2,133.0	2,124.0	2,049.7	1,973.2	
Administration /Management	Full time	N	28	27	27	29	28
		FTE	28	27.0	27.0	29.0	28.0
		N that supervise others (not incl. grad. assts./research students)	27	26	25	25	26
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:78	1:79	1:79	1:71	1:70
		Employee-to-Student decimal	0.00940	0.01266	0.00956	0.01027	0.01047
		Average salary for full time - 1.0 FTE	\$105,617	\$113,546	\$115,317	\$107,321	\$104,641
		N eligible for benefits	28	27	27	29	28
	Part time	N	1	1	1	1	5
		FTE	0.8	0.8	0.8	0.8	1.6
		N that supervise others (not incl. grad. assts./research students)	1	1	1	1	1
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:2,616	1:2,570	1:2,559	1:2,449	1:1,249
		Employee-to-Student decimal	0.00028	0.00039	0.00029	0.00030	0.00059
		Average Annual Salary for Actual Hours Contracted	\$75,530	\$77,432	\$79,691	\$85,693	\$52,485
		Average annual salary rate (at 1.0 FTE)	\$91,000	\$93,291	\$96,014	\$102,381	\$87,024
	N eligible for benefits	1	1	1	1	4	
	<b>Total Employees</b>	<b>N</b>	<b>29</b>	<b>28</b>	<b>28</b>	<b>30</b>	<b>33</b>
<b>FTE</b>		<b>28.8</b>	<b>27.8</b>	<b>27.8</b>	<b>29.9</b>	<b>29.6</b>	
<b>Total Supervisors</b>	<b>N</b>	<b>28</b>	<b>27</b>	<b>26</b>	<b>26</b>	<b>27</b>	

**Classified/Professional, Non-Teaching**

		Eastern Oregon University					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		2,978	3,067	2,853	2,825	2,674	
Total student full-time equivalent (FTE)		2,171.0	2,133.0	2,124.0	2,049.7	1,973.2	
Classified/ Professional Non-teaching staff	Full time	N	184	189	168	181	178
		FTE	184.0	189.0	168.0	182.2	179.0
		N that supervise others (not incl. grad. assts./research students)	27	32	20	51	27
		N that supervise only grad. assts. /research students	2	0	0	1	3
		Employee-to-Student ratio	1:12	1:11	1:13	1:11	1:11
		Employee-to-Student decimal	0.06179	0.08861	0.07910	0.06448	0.06694
		Average salary for full time - 1.0 FTE	\$45,385	\$47,495	\$55,687	\$51,874	\$53,973
		N eligible for benefits	184	189	168	181	178
	Part time	N	58	53	43	25	35
		FTE	16.6	15.1	25.0	11.1	11.6
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:131	1:141	1:85	1:185	1:170
		Employee-to-Student decimal	0.00763	0.00707	0.01175	0.00540	0.00587
		Average Annual Salary for Actual Hours Contracted	\$19,881	\$18,384	\$32,846	\$26,157	\$24,463
		Average annual salary rate (at 1.0 FTE)	\$77,843	\$103,671	\$57,644	\$49,773	\$61,812
	N eligible for benefits	27	30	25	18	23	
	<b>Total Employees</b>	<b>N</b>	<b>242</b>	<b>242</b>	<b>211</b>	<b>206</b>	<b>213</b>
		<b>FTE</b>	<b>200.6</b>	<b>204.1</b>	<b>193.0</b>	<b>193.2</b>	<b>190.6</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>29</b>	<b>32</b>	<b>20</b>	<b>52</b>	<b>30</b>

## Faculty

		Eastern Oregon University					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		2,978	3,067	2,853	2,825	2,674	
Total student full-time equivalent (FTE)		2,171.0	2,133.0	2,124.0	2,049.7	1,973.2	
Faculty	Full time	N	103	97	102	106	113
		FTE	103.0	97.0	102.2	106.4	113.3
		% of instruction	77%	69%	66%	84%	84%
		N that supervise others (not incl. grad. assts./research students)	1	0	0	13	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:21	1:22	1:21	1:19	1:17
		Employee-to-Student decimal	0.04746	0.04548	0.04810	0.05192	0.05743
		Average salary for full time - 1.0 FTE	\$66,267	\$67,580	\$70,157	\$72,521	\$73,502
		N eligible for benefits	103	97	102	106	113
	Part time >=.5	N	6	5	3	4	2
		FTE	3.8	3.5	1.9	2.9	1.2
		% of instruction	2%	2%	1%	3%	0%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:570	1:616	1:1,118	1:698	1:1,644
		Employee-to-Student decimal	0.00175	0.00162	0.00089	0.00143	0.00061
		Average Annual Salary for Actual Hours Contracted	\$54,311	\$52,890	\$64,424	\$64,717	\$69,721
		Average annual salary rate (at 1.0 FTE)	\$87,259	\$79,570	\$110,094	\$86,794	\$116,201
	N eligible for benefits	6	5	3	4	2	

**Faculty, continued**

		EOU					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		2,978	3,067	2,853	2,825	2,674	
Total student full-time equivalent (FTE)		2,171.0	2,133.0	2,124.0	2,049.7	1,973.2	
Faculty	Part time < .5	N	62	80	88	96	96
		FTE	5.6	26.3	29.1	8.8	8.2
		% of instruction	16%	22%	28%	28%	31%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:387	1:81	1:73	1:233	1:242
		Employee-to-Student decimal	0.00258	0.01233	0.01372	0.00429	0.00414
		Average Annual Salary for Actual Hours Contracted	\$15,429	\$16,483	\$18,419	\$17,982	\$17,623
		Average annual salary rate (at 1.0 FTE)	\$189,691	\$192,066	\$197,892	\$211,187	\$209,978
		N eligible for benefits	28	37	3	52	56
	Graduate Teaching Assistants	N	6	6	7	6	5
		FTE	1.3	0.2	0.3	2.2	1.3
		% of instruction	0%	0%	0%	0%	0%
		N that supervise	0	0	0	0	0
		Employee-to-Student ratio	1:1,718	1:10,061	1:7,401	1:953	1:1,474
		Employee-to-Student decimal	0.00056	0.00010	0.00014	0.00105	0.00068
		Average Annual Salary for Actual Hours Contracted	\$4,998	\$3,782	\$3,250	\$5,984	\$4,044
		Average annual salary rate (at 1.0 FTE)	\$107,215	\$93,225	\$122,614	\$92,752	\$61,035
	N eligible for benefits	0	0	0	0	0	
	<b>Total Employees</b>	<b>N</b>	<b>177</b>	<b>188</b>	<b>200</b>	<b>212</b>	<b>216</b>
		<b>FTE</b>	<b>113.7</b>	<b>127.0</b>	<b>133.5</b>	<b>120.3</b>	<b>124.0</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>0</b>
	<b>TOTALS</b>	<b>Total Number of Employees</b>	<b>448</b>	<b>458</b>	<b>439</b>	<b>448</b>	<b>462</b>
<b>Total FTE of Employees</b>		<b>343.1</b>	<b>358.9</b>	<b>354.3</b>	<b>343.4</b>	<b>344.2</b>	
<b>Total Number of Supervisors</b>		<b>58</b>	<b>59</b>	<b>46</b>	<b>91</b>	<b>57</b>	

**OREGON INSTITUTE OF TECHNOLOGY**

**Administrative/Management**

		Oregon Institute of Technology					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		5,341	5,319	5,325	4,910	4,913	
Total student full-time equivalent (FTE)		3,218.0	3,247.0	3,214.0	2,989.8	2,906.8	
Administration /Management	Full time	N	41	40	37	40	49
		FTE	41.0	40.0	37.0	40.0	49.0
		N that supervise others (not incl. grad. assts./research students)	37	37	34	34	41
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:78	1:81	1:87	1:75	1:59
		Employee-to-Student decimal	0.01274	0.01232	0.01151	0.01338	0.01686
		Average salary for full time - 1.0 FTE	\$110,270	\$114,956	\$122,878	\$120,123	\$120,585
		N eligible for benefits	41	40	37	40	49
	Part time	N	0	0	0	0	0
		FTE	0.0	0.0	0.0	0.0	0.0
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	0:3,218	0:3,247	0:3,214	0:2,990	0:2,907
		Employee-to-Student decimal	0.00000	0.00000	0.00000	0.00000	0.00000
		Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
		Average annual salary rate (at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	N eligible for benefits	0	0	0	0	0	
	<b>Total Employees</b>	<b>N</b>	<b>41</b>	<b>40</b>	<b>37</b>	<b>40</b>	<b>49</b>
		<b>FTE</b>	<b>41.0</b>	<b>40.0</b>	<b>37.0</b>	<b>40.0</b>	<b>49</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>37</b>	<b>37</b>	<b>34</b>	<b>34</b>	<b>41</b>

**Classified/Professional, Non-Teaching**

		Oregon Institute of Technology					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		5,341	5,319	5,325	4,910	4,913	
Total student full-time equivalent (FTE)		3,218.0	3,247.0	3,214.0	2,989.8	2,906.8	
Classified/ Professional Non-teaching staff	Full time	N	212	222	219	216	213
		FTE	212.0	222.0	219.0	216.0	213.0
		N that supervise others (not incl. grad. assts./research students)	25	22	18	22	17
		N that supervise only grad. assts. /research students	1	0	0	0	0
		Employee-to-Student ratio	1:15	1:15	1:15	1:14	1:14
		Employee-to-Student decimal	0.06588	0.06837	0.06814	0.07225	0.07328
		Average salary for full time - 1.0 FTE	\$50,355	\$51,575	\$55,062	\$55,276	\$56,106
		N eligible for benefits	212	222	219	216	213
	Part time	N	37.00	36	25	34	25
		FTE	12.0	10.0	7.8	9.6	7.8
		N that supervise others (not incl. grad. assts./research students)	1	0	0	0	1
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:269	1:324	1:415	1:311	1:372
		Employee-to-Student decimal	0.00372	0.00308	0.00241	0.00322	0.00269
		Average Annual Salary for Actual Hours Contracted	\$17,929	\$13,551	\$16,333	\$14,511	\$16,752
		Average annual salary rate (at 1.0 FTE)	\$57,473	\$51,614	\$56,276	\$52,398	\$54,774
	N eligible for benefits	9	7	8	9	6	
	<b>Total Employees</b>	<b>N</b>	<b>249</b>	<b>263</b>	<b>244</b>	<b>250</b>	<b>238</b>
		<b>FTE</b>	<b>223.7</b>	<b>242.8</b>	<b>229.2</b>	<b>225.6</b>	<b>220.8</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>27</b>	<b>0</b>	<b>18</b>	<b>22</b>	<b>18</b>

## Faculty

		Oregon Institute of Technology					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		5,341	5,319	5,325	4,910	4,913	
Total student full-time equivalent (FTE)		3,218.0	3,247.0	3,214.0	2,989.8	2,906.8	
Faculty	Full time	N	175	169	170	157	161
		FTE	175.0	169.0	170.0	157.0	161.0
		% of instruction	73%	72%	74%	68%	69%
		N that supervise others (not incl. grad. assts./research students)	32	29	32	26	24
		N that supervise only grad. assts. /research students	0	2	2	3	2
		Employee-to-Student ratio	1:18	1:19	1:19	1:19	1:18
		Employee-to-Student decimal	0.05438	0.05205	0.05289	0.05251	0.05539
		Average salary for full time - 1.0 FTE	\$71,365	\$73,632	\$78,511	\$80,861	\$80,976
		N eligible for benefits	175	169	170	157	161
	Part time >=.5	N	12	12	7	7	9
		FTE	8.0	8.1	4.5	4.5	5.5
		% of instruction	1%	2%	2%	1%	1%
		N that supervise others (not incl. grad. assts./research students)	4	0	1	2	1
		N that supervise only grad. assts. /research students	0	0	1	0	0
		Employee-to-Student ratio	1:402	1:403	1:714	1:664	1:533
		Employee-to-Student decimal	0.00249	0.00248	0.00140	0.00151	0.00187
		Average Annual Salary for Actual Hours Contracted	\$51,307	\$49,568	\$44,391	\$44,962	\$45,614
		Average annual salary rate (at 1.0 FTE)	\$75,006	\$73,666	\$68,858	\$69,017	\$74,341
	N eligible for benefits	12	12	7	7	9	

**Faculty, continued**

		Oregon Institute of Technology					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		5,341	5,319	5,325	4,910	4,913	
Total student full-time equivalent (FTE)		3,218.0	3,247.0	3,214.0	2,989.8	2,906.8	
Faculty	Part time < .5	N	150	116	125	135	116
		FTE	17.6	12.2	13.1	11.7	11.0
		% of instruction	11%	12%	12%	16%	13%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	2	1
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:182	1:266	1:245	1:254	1:263
		Employee-to-Student decimal	0.00548	0.00376	0.00408	0.00393	0.00380
		Average Annual Salary for Actual Hours Contracted	\$5,959	\$5,399	\$5,986	\$4,681	\$5,049
		Average annual salary rate (at 1.0 FTE)	\$51,437	\$51,962	\$56,292	\$56,353	\$52,584
		N eligible for benefits	0	0	0	0	0
	Graduate Teaching Assistants	N	1	3	5	10	10
		FTE	0.1	0.4	0.3	0.7	1.3
		% of instruction	0%	0%	0%	0%	0.2%
		N that supervise	0	0	0	0	0
		Employee-to-Student ratio	1:26,269	1:8,835	1:9,418	1:4,194	1:2,269
		Employee-to-Student decimal	0.00004	0.00011	0.00011	0.00024	0.00044
		Average Annual Salary for Actual Hours Contracted	\$3,000	\$3,000	\$2,273	\$2,158	\$3,228
		Average annual salary rate (at 1.0 FTE)	\$24,490	\$24,490	\$32,079	\$32,290	\$33,348
	N eligible for benefits	0	0	0	0	0	
	Total Employees	N	338	300	307	309	296
FTE		200.8	189.7	188.0	174.0	178.8	
Total Supervisors	N	36	31	36	33	28	
TOTALS	Total Number of Employees	628	603	588	599	583	
	Total FTE of Employees	465.4	472.4	454.2	439.6	448.6	
	Total Number of Supervisors	100	68	88	89	87	

**OREGON STATE UNIVERSITY**

**Administrative/Management**

		Oregon State University					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		32,012	32,774	33,359	34,108	35,239	
Total student full-time equivalent (FTE)		26,779.0	27,120.0	27,005.9	27,574.5	28,585.9	
Administration /Management	Full time	N	244	274	262	209	260
		FTE	244.0	274.0	262.0	208.7	259.9
		N that supervise others (not incl. grad. assts./research students)	243	274	262	209	239
		N that supervise only grad. assts. /research students	1	0	0	0	1
		Employee-to-Student ratio	1:110	1:99	1:103	1:132	1:110
		Employee-to-Student decimal	0.00911	0.01010	0.00970	0.00757	0.00738
		Average salary for full time - 1.0 FTE	\$152,561	\$130,216	\$163,053	\$173,339	\$196,865
		N eligible for benefits	244	274	262	209	260
	Part time	N	7	6	7	20	14
		FTE	4.3	2.7	3.5	12.1	8.5
		N that supervise others (not incl. grad. assts./research students)	6	6	7	20	12
		N that supervise only grad. assts. /research students	1	0	0	0	0
		Employee-to-Student ratio	1:6,228	1:10,044	1:7,716	1:2,279	1:3,363
		Employee-to-Student decimal	0.00016	0.00010	0.00013	0.00044	0.00024
		Average Annual Salary for Actual Hours Contracted	Not available	Not available	Not available	Not available	\$90,654
		Average annual salary rate (at 1.0 FTE)	\$113,675	\$142,907	\$108,912	\$117,381	\$140,169
	N eligible for benefits	5	6	7	20	14	
	<b>Total Employees</b>	<b>N</b>	<b>251</b>	<b>280</b>	<b>269</b>	<b>229</b>	<b>274</b>
		<b>FTE</b>	<b>248.3</b>	<b>276.7</b>	<b>265.5</b>	<b>220.8</b>	<b>268.4</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>251</b>	<b>280</b>	<b>269</b>	<b>229</b>	<b>252</b>

**Classified/Professional, Non-Teaching**

		Oregon State University					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		32,012	32,774	33,359	34,108	35,239	
Total student full-time equivalent (FTE)		26,779.0	27,120.0	27,005.9	27,574.5	28,585.9	
Classified/ Professional Non-teaching staff	Full time	N	3,657	3,638	3,529	3,374	3,506
		FTE	3,656.0	3,634.0	3,526.0	3,370.8	3,502.0
		N that supervise others (not incl. grad. assts./research students)	658	668	645	606	608
		N that supervise only grad. assts. /research students	26	29	13	12	20
		Employee-to-Student ratio	1:7	1:7	1:8	1:8	1:8
		Employee-to-Student decimal	0.13652	0.13400	0.13056	0.12224	0.12251
		Average salary for full time - 1.0 FTE	\$60,293	\$50,980	\$64,459	\$65,719	\$69,676
		N eligible for benefits	3,590	3,638	3,529	3,374	3,506
	Part time	N	826	780	717	884	920
		FTE	357.2	321.5	301.7	385.7	408.9
		N that supervise others (not incl. grad. assts./research students)	27	23	32	69	76
		N that supervise only grad. assts. /research students	1	4	2	4	5
		Employee-to-Student ratio	1:75	1:84	1:90	1:71	1:70
		Employee-to-Student decimal	0.01334	0.01185	0.01117	0.01399	0.01430
		Average Annual Salary for Actual Hours Contracted	Not available	Not available	Not available	Not available	\$29,067
		Average annual salary rate (at 1.0 FTE)	\$23,712	\$44,477	\$56,474	\$57,081	\$67,199
		N eligible for benefits	328	780	717	618	800
	Total Employees	N	4,483	4,418	4,246	4,258	4,426
		FTE	4,013.2	3,955.5	3,827.7	3,756.5	3,910.9
	Total Supervisors	N	712	724	692	691	709

## Faculty

		Oregon State University					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		32,012	32,774	33,359	34,108	35,239	
Total student full-time equivalent (FTE)		26,779.0	27,120.0	27,005.9	27,574.5	28,585.9	
Faculty	Full time	N	1,369	1,391	1,341	1,226	1,276
		FTE	1,368.0	1,388.0	1,340.0	1,223.7	1,273.1
		% of instruction	79%	77%	77%	75%	78%
		N that supervise others (not incl. grad. assts./research students)	292	289	298	268	288
		N that supervise only grad. assts. /research students	248	226	200	173	157
		Employee-to-Student ratio	1:20	1:20	1:20	1:23	1:22
		Employee-to-Student decimal	0.05108	0.05118	0.04962	0.04438	0.04454
		Average salary for full time - 1.0 FTE	\$96,413	\$91,683	\$96,637	\$102,112	\$113,975
		N eligible for benefits	1,369	1,391	1,341	1,226	1,276
	Part time >=.5	N	139	120	254	269	235
		FTE	93.8	78.7	73.6	174.8	154
		% of instruction	7%	6%	4%	12%	12%
		N that supervise others (not incl. grad. assts./research students)	12	11	21	65	46
		N that supervise only grad. assts. /research students	8	6	7	17	29
		Employee-to-Student ratio	1:285	1:345	1:367	1:158	1:186
		Employee-to-Student decimal	0.00350	0.00290	0.00273	0.00634	0.00539
		Average Annual Salary for Actual Hours Contracted	Not available	Not available	Not available	Not available	\$64,428
		Average annual salary rate (at 1.0 FTE)	\$53,016	\$77,202	\$84,830	\$83,240	\$95,229
		N eligible for benefits	137	120	254	269	235

**Faculty, continued**

		Oregon State University					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		32,012	32,774	33,359	34,108	35,239	
Total student full-time equivalent (FTE)		26,779.0	27,120.0	27,005.9	27,574.5	28,585.9	
Faculty	Part time < .5	N	268	281	129	278	285
		FTE	68.2	76.0	88.6	74.5	79.9
		% of instruction	4%	9%	6%	9%	9%
		N that supervise others (not incl. grad. assts./research students)	3	3	4	4	8
		N that supervise only grad. assts. /research students	1	6	3	2	3
		Employee-to-Student ratio	1:393	1:357	1:305	1:370	1:358
		Employee-to-Student decimal	0.00255	0.00280	0.00328	0.00270	0.00280
		Average Annual Salary for Actual Hours Contracted	Not available	Not available	Not available	Not available	\$15,917
		Average annual salary rate (at 1.0 FTE)	\$12,345	\$49,210	\$54,143	\$52,240	\$57,149
		N eligible for benefits	8	281	129	230	243
	Graduate Teaching Assistants	N	1,873	1,763	1,672	1,770	1,761
		FTE	826.2	792.3	745.2	791.5	752.5
		% of instruction	10%	8%	8%	0%	0
		N that supervise	0	0	0	0	0
		Employee-to-Student ratio	1:32	1:34	1:36	1:35	1:38
		Employee-to-Student decimal	0.03085	0.02921	0.02759	0.02870	0.02633
		Average Annual Salary for Actual Hours Contracted	Not available	Not available	Not available	Not available	\$26,787
		Average annual salary rate (at 1.0 FTE)	\$23,416	\$54,184	\$55,460	\$56,037	\$63,025
		N eligible for benefits	1,873	1,763	1,672	1,770	1,761
	Total Employees	N	3,649	3,555	3,396	3,543	3,557
		FTE	2,356.2	2,335.0	2,247.4	2,264.5	2,259.5
	Total Supervisors	N	564	541	533	529	531
	TOTALS	Total Number of Employees	8,383	8,253	7,911	8,030	8,257
		Total FTE of Employees	6,617.7	6,567.2	6,340.6	6,241.8	6,438.8
		Total Number of Supervisors	1,527	1,545	1,494	1,449	1,492

**PORTLAND STATE UNIVERSITY**

**Administrative/Management**

		Portland State University					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		26,379	26,021	23,979	23,177	22,104	
Total student full-time equivalent (FTE)		19,545.0	18,809.0	17,428.0	16,522.0	15,672.7	
Administration /Management	Full time	N	89	80	92	89	91
		FTE	88.9	80.0	91.9	88.9	90.9
		N that supervise others (not incl. grad. assts./research students)	87	72	79	89	75
		N that supervise only grad. assts. /research students	0	0	0	0	6
		Employee-to-Student ratio	1:220	1:235	1:190	1:186	1:173
		Employee-to-Student decimal	0.00450	0.00425	0.00538	0.00538	0.00580
		Average salary for full time - 1.0 FTE	\$138,099	\$142,889	\$141,058	\$146,852	\$153,728
		N eligible for benefits	89	80	92	89	91
	Part time	N	3	6	4	3	2
		FTE	2.1	4.1	2.3	2.1	1.5
		N that supervise others (not incl. grad. assts./research students)	3	4	2	2	0
		N that supervise only grad. assts. /research students	0	1	0	0	0
		Employee-to-Student ratio	1:9,307	1:4,588	1:7,577	1:8,060	1:10,448
		Employee-to-Student decimal	0.00011	0.00022	0.00012	0.00012	0.00010
		Average Annual Salary for Actual Hours Contracted	\$152,146	\$112,777	\$98,548	\$138,284	\$97,772
		Average annual salary rate (at 1.0 FTE)	\$216,680	\$158,056	\$157,605	\$191,904	\$130,362
	N eligible for benefits	2	6	4	3	2	
	<b>Total Employees</b>	<b>N</b>	<b>92</b>	<b>86</b>	<b>96</b>	<b>92</b>	<b>93</b>
		<b>FTE</b>	<b>91.0</b>	<b>84.1</b>	<b>94.2</b>	<b>91.0</b>	<b>92.4</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>90</b>	<b>77</b>	<b>81</b>	<b>91</b>	<b>81</b>

**Classified/Professional, Non-Teaching**

		Portland State University					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		26,379	26,021	23,979	23,177	22,104	
Total student full-time equivalent (FTE)		19,545.0	18,809.0	17,428.0	16,522.0	15,672.7	
Classified/ Professional Non-teaching staff	Full time	N	1,370	1,364	1,274	1,201	1,239
		FTE	1,369.6	1,363.5	1,284.1	1,200.3	1,238.5
		N that supervise others (not incl. grad. assts./research students)	295	313	257	224	240
		N that supervise only grad. assts. /research students	3	6	2	1	1
		Employee-to-Student ratio	1:14	1:14	1:14	1:14	1:13
		Employee-to-Student decimal	0.07007	0.07249	0.07368	0.07265	0.07903
		Average salary for full time - 1.0 FTE	\$60,685	\$62,487	\$62,197	\$63,042	\$67,144
		N eligible for benefits	1,370	1,364	1,274	1,201	1,237
	Part time	N	106	97	124	105	206
		FTE	65.7	59.9	63.1	68.7	126.41
		N that supervise others (not incl. grad. assts./research students)	7	0	8	5	2
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:297	1:314	1:276	1:240	1:124
		Employee-to-Student decimal	0.00336	0.00319	0.00362	0.00416	0.00807
		Average Annual Salary for Actual Hours Contracted	\$36,781	\$37,818	\$30,913	\$42,453	\$32,374
		Average annual salary rate (at 1.0 FTE)	\$58,150	\$59,747	\$55,971	\$64,744	\$58,337
	N eligible for benefits	106	9	77	98	90	
	<b>Total Employees</b>	<b>N</b>	<b>1,476</b>	<b>1,461</b>	<b>1,398</b>	<b>1,306</b>	<b>1,445</b>
		<b>FTE</b>	<b>1,435.3</b>	<b>1,423.4</b>	<b>1,347.2</b>	<b>1,269.0</b>	<b>1,364.9</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>305</b>	<b>319</b>	<b>267</b>	<b>230</b>	<b>243</b>

## Faculty

		Portland State University					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		26,379	26,021	23,979	23,177	22,104	
Total student full-time equivalent (FTE)		19,545.0	18,809.0	17,428.0	16,522.0	15,672.7	
Faculty	Full time	N	779	758	810	778	773
		FTE	778.4	757.4	809.0	777.4	772.6
		% of instruction	56%	Not available	56%	55%	0%
		N that supervise others (not incl. grad. assts./research students)	23	19	79	62	61
		N that supervise only grad. assts. /research students	0	1	3	1	1
		Employee-to-Student ratio	1:25	1:25	1:22	1:21	1:20
		Employee-to-Student decimal	0.03983	0.04027	0.04642	0.04705	0.04930
		Average salary for full time - 1.0 FTE	\$85,094	\$89,481	\$92,577	\$94,051	\$94,709
		N eligible for benefits	779	758	810	778	772
	Part time >=.5	N	124	113	84	110	101
		FTE	86.0	78.4	57.0	74.2	69.8
		% of instruction	15%	Not available	15%	15%	Not available
		N that supervise others (not incl. grad. assts./research students)	8	5	5	1	2
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:227	1:240	1:306	1:223	1:224
		Employee-to-Student decimal	0.00440	0.00417	0.00327	0.00449	0.00446
		Average Annual Salary for Actual Hours Contracted	\$63,287	\$65,658	\$63,654	\$64,434	\$70,907
		Average annual salary rate (at 1.0 FTE)	\$91,458	\$94,107	\$94,910	\$95,377	\$102,732
	N eligible for benefits	129	113	84	110	101	

**Faculty, continued**

		Portland State University					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		26,379	26,021	23,979	23,177	22,104	
Total student full-time equivalent (FTE)		19,545.0	18,809.0	17,428.0	16,522.0	15,672.7	
Faculty	Part time < .5	N	682	810	796	778	701
		FTE	167.3	237.9	146.7	229.2	165.6
		% of instruction	24%	Not available	26%	30%	0
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:117	1:79	1:119	1:72	1:95
		Employee-to-Student decimal	0.00856	0.01265	0.00842	0.01387	0.01056
		Average Annual Salary for Actual Hours Contracted	\$8,124	\$11,221	\$9,712	\$10,945	\$8,758
		Average annual salary rate (at 1.0 FTE)	\$49,941	\$52,681	\$51,872	\$53,287	\$54,670
		N eligible for benefits	0	0	3	778	1
	Graduate Teaching Assistants	N	680	605	523	541	522
		FTE	250.8	225.0	130.4	202.9	195.06
		% of instruction	5%	Not available	4%	3%	Not available
		N that supervise	0	0	0	0	0
		Employee-to-Student ratio	1:78	1:84	1:134	1:81	1:80
		Employee-to-Student decimal	0.01283	0.01196	0.00748	0.01228	0.01245
		Average Annual Salary for Actual Hours Contracted	\$8,777	\$8,813	\$9,279	\$11,367	\$10,691
		Average annual salary rate (at 1.0 FTE)	\$34,703	\$37,106	\$38,442	\$38,994	\$39,202
		N eligible for benefits	0	0	0	0	0
	Total Employees	N	2,265	2,286	2,213	2,207	2,097
		FTE	1,282.5	1,298.7	1,143.1	1,283.7	1,203.1
	Total Supervisors	N	31	25	87	64	64
	TOTALS	Total Number of Employees	3,833	3,833	3,707	3,605	3,635
		Total FTE of Employees	2,808.8	2,806.2	2,584.5	2,643.6	2,660.3
		Total Number of Supervisors	426	421	435	385	388

**SOUTHERN OREGON UNIVERSITY**

**Administrative/Management**

		Southern Oregon University					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		6,016	6,007	4,893	4,908	5,049	
Total student full-time equivalent (FTE)		4,271.0	4,031.0	3,500.7	3,329.6	3,286.1	
Administration /Management	Full time	N	6	191	178	187	194
		FTE	6.0	191.0	166.5	186.9	194.0
		N that supervise others (not incl. grad. assts./research students)	6	78	71	69	64
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:712	1:21	1:21	1:18	1:17
		Employee-to-Student decimal	0.00140	0.04738	0.04756	0.05613	0.05904
		Average salary for full time - 1.0 FTE	\$168,860	\$69,284	\$66,951	\$70,594	\$71,667
		N eligible for benefits	6	191	178	187	194
	Part time	N	1	77	89	35	96
		FTE	Not available	27.5	32.0	15.0	28.0
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:94911	1:147	1:109	1:222	1:117
		Employee-to-Student decimal	0.00001	0.00682	0.00914	0.00451	0.00852
		Average Annual Salary for Actual Hours Contracted	Not available	Not available	Not available	Not available	\$15,491
		Average annual salary rate (at 1.0 FTE)	\$58,813	\$53,174	\$58,813	\$51,410	\$54,490
	N eligible for benefits	0	17	27	25	20	
	<b>Total Employees</b>	<b>N</b>	<b>7</b>	<b>268</b>	<b>267</b>	<b>222</b>	<b>290</b>
		<b>FTE</b>	<b>6.0</b>	<b>218.5</b>	<b>198.5</b>	<b>201.9</b>	<b>222.0</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>6</b>	<b>78</b>	<b>71</b>	<b>69</b>	<b>64</b>

**Classified/Professional, Non-Teaching**

		Southern Oregon University					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		6,016	6,007	4,893	4,908	5,049	
Total student full-time equivalent ((FTE)		4,271.0	4,031.0	3,500.7	3,329.6	3,286.1	
Classified/ Professional Non-teaching staff	Full time	N	181	162	154	147	142
		FTE	181.0	162.0	154.0	146.8	141.9
		N that supervise others (not incl. grad. assts./research students)	71	6	2	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:24	1:25	1:23	1:23	1:23
		Employee-to-Student decimal	0.04238	0.04019	0.04399	0.04409	0.04318
		Average salary for full time - 1.0 FTE	\$63,165	\$43,667	\$46,746	\$48,631	\$48,632
		N eligible for benefits	181	162	148	141	135
	Part time	N	95	18	19	21	17
		FTE	31.1	11.9	11.9	13.5	11.9
		N that supervise others (not incl. grad. assts./research students)	3	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:137	1:340	1:295	1:247	1:277
		Employee-to-Student decimal	0.00728	0.00294	0.00339	0.00405	0.00361
		Average Annual Salary for Actual Hours Contracted	Not available	Not available	Not available	Not available	\$45,419
		Average annual salary rate (at 1.0 FTE)	\$56,849	\$55,601	\$56,115	\$54,308	\$63,684
	N eligible for benefits	0	16	12	0	0	
	<b>Total Employees</b>	<b>N</b>	<b>276</b>	<b>180</b>	<b>173</b>	<b>168</b>	<b>159</b>
		<b>FTE</b>	<b>212.1</b>	<b>173.9</b>	<b>165.9</b>	<b>160.3</b>	<b>153.8</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>74</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>0</b>

**Faculty**

		Southern Oregon University					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		6,016	6,007	4,893	4,908	5,049	
Total student full-time equivalent (FTE)		4,271.0	4,031.0	3,500.7	3,329.6	3,286.1	
Faculty	Full time	N	165	169	162	152	155
		FTE	164.9	169.0	162.0	151.9	155.0
		% of instruction	70%	87%	70%	68%	69%
		N that supervise others (not incl. grad. assts./research students)	29	26	0	0	0
		N that supervise only grad. assts. /research students	25	21	0	0	0
		Employee-to-Student ratio	1:26	1:24	1:22	1:22	1:21
		Employee-to-Student decimal	0.03861	0.04193	0.04628	0.04562	0.04717
		Average salary for full time - 1.0 FTE	\$70,610	\$75,644	\$76,156	\$76,890	\$78,051
		N eligible for benefits	165	169	162	152	155
	Part time >=.5	N	29	22	21	25	20
		FTE	18.0	14.6	13.2	16.0	12.7
		% of instruction	6%	15%	4%	4%	3%
		N that supervise others (not incl. grad. assts./research students)	1	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:237	1:276	1:265	1:208	1:260
		Employee-to-Student decimal	0.00421	0.00362	0.00377	0.00482	0.00385
		Average Annual Salary for Actual Hours Contracted	Not available	Not available	Not available	Not available	\$63,395
		Average annual salary rate (at 1.0 FTE)	\$67,458	\$67,541	\$67,538	\$64,042	\$99,919
		N eligible for benefits	29	0	0	0	0

Faculty, continued

		Southern Oregon University					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		6,016	6,007	4,893	4,908	5,049	
Total student full-time equivalent (FTE)		4,271.0	4,031.0	3,500.7	3,329.6	3,286.1	
Faculty	Part time < .5	N	129	119	106	105	94
		FTE	28.3	29.1	22.3	24.2	19.4
		% of instruction	12%	41%	29%	29%	28%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:151	1:138	1:157	1:138	1:170
		Employee-to-Student decimal	0.00663	0.00722	0.00637	0.00727	0.00590
		Average Annual Salary for Actual Hours Contracted	Not available	Not available	Not available	Not available	\$17,833
		Average annual salary rate (at 1.0 FTE)	\$29,510	\$32,200	\$66,782	\$37,637	\$38,136
		N eligible for benefits	0	0	0	0	0
	Graduate Teaching Assistants	N	25	22	22	24	18
		FTE	25.0	11.0	7.7	8.1	7.4
		% of instruction	0%	0%	0%	0%	0%
		N that supervise	0	0	0	0	0
		Employee-to-Student ratio	1:171	1:366	1:455	1:411	1:444
		Employee-to-Student decimal	0.00585	0.00273	0.00220	0.00243	0.00225
		Average Annual Salary for Actual Hours Contracted	Not available	Not available	Not available	Not available	\$11,544
		Average annual salary rate (at 1.0 FTE)	\$21,933	Not available	Not available	Not available	\$28,080
		N eligible for benefits	0	0	0	0	0
	Total Employees	N	348	332	311	306	287
FTE		236.2	223.7	205.2	200.2	194.4	
Total Supervisors	N	55	47	0	0	0	
TOTALS	Total Number of Employees	631	780	751	696	736	
	Total FTE of Employees	454.3	616.1	569.6	562.4	570.2	
	Total Number of Supervisors	135	131	73	69	64	

UNIVERSITY OF OREGON

Administrative/Management

		University of Oregon					
Report Year		2020	2021*	2022*	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		22,760	22,615	21,800	22,298	23,202	
Total student full-time equivalent (FTE)		22,081.0	22,105.4	21,264.0	21,781.0	22,706.6	
Administration/ Management	Full time	N	281	310	172	192	224
		FTE	274.9	304.9	171.0	191.9	223.9
		N that supervise others (not incl. grad. assts./research students)	232	252	147	177	189
		N that supervise only grad. assts./research students	0	0	0	0	1
		Employee-to-Student ratio	1:80	1:72	1:124	1:114	1:101
		Employee-to-Student decimal	0.01245	0.01379	0.00804	0.00881	0.00986
		Average salary for full time - 1.0 FTE	\$165,050	\$160,760	\$167,846	\$176,883	\$176,169
		N eligible for benefits	274	301	168	202	223
	Part time	N	6	7	9	15	6
		FTE	2.5	2.5	7.1	11.1	2.5
		N that supervise others (not incl. grad. assts./research students)	0	2	7	10	1
		N that supervise only grad. assts./research students	0	0	0	0	0
		Employee-to-Student ratio	1:8,832	1:8,842	1:3,012	1:1,955	1:9,268
		Employee-to-Student decimal	0.00011	0.00011	0.00033	0.00051	0.00011
		Average Annual Salary for Actual Hours Contracted	\$47,355	\$40,339	\$107,889	\$90,810	\$80,182
		Average annual salary rate (at 1.0 FTE)	\$113,651	\$143,415	\$193,720	\$161,992	\$209,330
	N eligible for benefits	4	2	8	12	3	
	<b>Total Employees</b>	<b>N</b>	<b>287</b>	<b>317</b>	<b>181</b>	<b>207</b>	<b>230</b>
		<b>FTE</b>	<b>277.4</b>	<b>307.4</b>	<b>178.0</b>	<b>203.0</b>	<b>226.4</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>232</b>	<b>254</b>	<b>154</b>	<b>187</b>	<b>191</b>

\* **Notes:** In the spring of 2020, the methodology for including employees in the Fall Term Census, which feeds the IPEDS Human Resources (HR) submission, changed at the University of Oregon. The primary change was that only employees who had received pay in the month of November or who were on leave with pay (Family and Medical Leave Act or sabbatical) or without pay (employees on leave without pay are not included in IPEDS HR) were included. The FT/Part time designation also changed from using employee class to using a calculated FTE from November pay with full time = .90 or greater (to align with the definitions in this report). The result of this change was that fewer non-faculty employees were included in the IPEDS HR submission in 2020, and that there were shifts in the amount of full-time and part-time faculty reported. This change, along with underlying operational changes in 2020 due to the COVID pandemic caused significant changes in total reported faculty and the distribution of FT/Part time faculty.

**Classified/Professional, Non-Teaching**

		University of Oregon					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		22,760	22,615	21,800	22,298	23,202	
Total student full-time equivalent (FTE)		22,081.0	22,105.4	21,264.0	21,781.0	22,706.6	
Classified/ Professional Non-teaching staff	Full time	N	3,107	3,142	2,507	2,505	2,623
		FTE	3,039.4	3,047.1	2,492.7	2,501.6	2,616.4
		N that supervise others (not incl. grad. assts./research students)	509	529	551	488	498
		N that supervise only grad. assts. /research students	7	19	0	26	63
		Employee-to-Student ratio	1:7	1:7	1:9	1:9	1:9
		Employee-to-Student decimal	0.13765	0.13784	0.11723	0.11485	0.11523
		Average salary for full time - 1.0 FTE	\$57,463	\$58,614	\$65,231	\$66,158	\$72,170
		N eligible for benefits	3,041	3,059	2,455	2,498	2,621
	Part time	N	298	299	315	258	319
		FTE	160.1	181.3	194.5	158.2	196.4
		N that supervise others (not incl. grad. assts./research students)	14	24	26	25	12
		N that supervise only grad. assts. /research students	0	1	0	4	5
		Employee-to-Student ratio	1:138	1:122	1:109	1:138	1:116
		Employee-to-Student decimal	0.00725	0.00820	0.00915	0.00726	0.00865
		Average Annual Salary for Actual Hours Contracted	\$26,090	\$27,580	\$37,093	\$38,915	\$39,505
		Average annual salary rate (at 1.0 FTE)	\$47,886	\$48,503	\$56,138	\$57,723	\$54,986
	N eligible for benefits	217	216	283	237	295	
	<b>Total Employees</b>	<b>N</b>	<b>3,405</b>	<b>3,441</b>	<b>2,822</b>	<b>2,763</b>	<b>2,942</b>
		<b>FTE</b>	<b>3,199.5</b>	<b>3,228.4</b>	<b>2,687.2</b>	<b>2,659.8</b>	<b>2,812.8</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>530</b>	<b>573</b>	<b>577</b>	<b>543</b>	<b>578</b>

## Faculty

		University of Oregon					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		22,760	22,615	21,800	22,298	23,202	
Total student full-time equivalent (FTE)		22,081.0	22,105.4	21,264.0	21,781.0	22,706.6	
Faculty	Full time	N	1,150	1,192	1,325	1,363	1,394
		FTE	1,096.3	1,136.0	1,319.1	1,349.6	1375.2
		% of instruction	80%	82%	75%	75%	72%
		N that supervise others (not incl. grad. assts./research students)	200	258	239	243	229
		N that supervise only grad. assts. /research students	23	25	29	54	45
		Employee-to-Student ratio	1:20	1:19	1:16	1:16	1:17
		Employee-to-Student decimal	0.04965	0.05139	0.06203	0.06196	0.06056
		Average salary for full time - 1.0 FTE	\$97,541	\$99,963	\$94,890	\$92,655	\$98,891
		N eligible for benefits	1,129	1,134	1,256	1,339	1,393
	Part time >=.5	N	36	38	356	331	344
		FTE	19.6	21.9	243.6	231.0	240.3
		% of instruction	2%	3%	10%	10%	13%
		N that supervise others (not incl. grad. assts./research students)	1	2	42	33	18
		N that supervise only grad. assts. /research students	0	0	4	4	3
		Employee-to-Student ratio	1:1,127	1:1,010	1:87	1:94	1:95
		Employee-to-Student decimal	0.00089	0.00099	0.01146	0.01061	0.01058
		Average Annual Salary for Actual Hours Contracted	\$68,390	\$74,900	\$50,043	\$50,220	\$50,325
		Average annual salary rate (at 1.0 FTE)	\$125,679	\$130,313	\$75,237	\$73,567	\$73,715
	N eligible for benefits	30	31	323	317	339	

**Faculty, continued**

		University of Oregon					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		22,760	22,615	21,800	22,298	23,202	
Total student full-time equivalent (FTE)		22,081.0	22,105.4	21,264.0	21,781.0	22,706.6	
Faculty	Part time < .5	N	224	216	245	255	254
		FTE	56.8	56.3	63.5	66.0	69.4
		% of instruction	5%	5%	5%	5%	5%
		N that supervise others (not incl. grad. assts./research students)	4	6	7	9	10
		N that supervise only grad. assts. /research students	1	2	1	2	2
		Employee-to-Student ratio	1:389	1:393	1:335	1:330	1:327
		Employee-to-Student decimal	0.00257	0.00255	0.00299	0.00303	0.00306
		Average Annual Salary for Actual Hours Contracted	\$14,681	\$16,071	\$16,608	\$15,492	\$17,865
		Average annual salary rate (at 1.0 FTE)	\$57,896	\$67,396	\$62,742	\$63,070	\$68,064
		N eligible for benefits	26	34	62	49	44
	Graduate Teaching Assistants	N	1,463	1,498	1,431	1,437	1,470
		FTE	651.5	674.2	646.6	650.2	665.6
		% of instruction	10%	9%	8%	8%	8%
		N that supervise	0	0	0	0	0
		Employee-to-Student ratio	1:34	1:33	1:33	1:34	1:34
		Employee-to-Student decimal	0.02951	0.03050	0.03041	0.02985	0.02931
		Average Annual Salary for Actual Hours Contracted	\$16,660	\$16,770	\$17,679	\$18,290	\$19,119
		Average annual salary rate (at 1.0 FTE)	\$36,638	\$36,785	\$38,776	\$39,936	\$41,724
	N eligible for benefits	1,463	1,498	1,431	1,437	1,470	
	<b>Total Employees</b>	<b>N</b>	<b>2,873</b>	<b>2,944</b>	<b>3,357</b>	<b>3,386</b>	<b>3,462</b>
		<b>FTE</b>	<b>1,824.2</b>	<b>1,888.4</b>	<b>2,272.8</b>	<b>2,296.8</b>	<b>2,350.4</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>229</b>	<b>293</b>	<b>322</b>	<b>345</b>	<b>307</b>
	<b>TOTALS</b>	<b>Total Number of Employees</b>	<b>6,565</b>	<b>6,702</b>	<b>6,360</b>	<b>6,356</b>	<b>6,634</b>
		<b>Total FTE of Employees</b>	<b>5,301.1</b>	<b>5,424.2</b>	<b>5,138.0</b>	<b>5,159.6</b>	<b>5,389.5</b>
		<b>Total Number of Supervisors</b>	<b>991</b>	<b>1,120</b>	<b>1,053</b>	<b>1,075</b>	<b>1,076</b>

**WESTERN OREGON UNIVERSITY**

**Administrative/Management**

		Western Oregon University					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		5,185	4,929	4,554	4,029	3,752	
Total student full-time equivalent (FTE)		4,368.0	4,131.3	3,836.0	3,370.7	3,135.0	
Administration /Management	Full time	N	28	30	30	34	32
		FTE	28.0	30.0	29.8	34.0	32.0
		N that supervise others (not incl. grad. assts./research students)	24	26	25	29	28
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:156	1:138	1:129	1:99	1:98
		Employee-to-Student decimal	0.00641	0.00726	0.00777	0.01009	0.01021
		Average salary for full time - 1.0 FTE	\$116,225	\$117,961	\$114,759	\$117,242	\$120,503
		N eligible for benefits	28	30	30	33	32
	Part time	N	2	2	2	4	4
		FTE	1.1	1.3	1.0	2.1	2.1
		N that supervise others (not incl. grad. assts./research students)	2	1	2	3	3
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:3,971	1:3,178	1:3,836	1:1,605	1:1,493
		Employee-to-Student decimal	0.00025	0.00030	0.00026	0.00062	0.00067
		Average Annual Salary for Actual Hours Contracted	\$65,938	\$68,876	\$53,693	\$61,375	\$46,454
		Average annual salary rate (at 1.0 FTE)	\$117,291	\$100,486	\$107,385	\$106,592	\$103,999
	N eligible for benefits	2	2	2	4	3	
	<b>Total Employees</b>	<b>N</b>	<b>30</b>	<b>32</b>	<b>32</b>	<b>38</b>	<b>36</b>
		<b>FTE</b>	<b>29.1</b>	<b>31.3</b>	<b>30.8</b>	<b>36.1</b>	<b>34.1</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>26</b>	<b>27</b>	<b>27</b>	<b>32</b>	<b>31</b>

**Classified/Professional, Non-Teaching**

		Western Oregon University					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		5,185	4,929	4,554	4,029	3,752	
Total student full-time equivalent (FTE)		4,368.0	4,131.3	3,836.0	3,370.7	3,135.0	
Classified/ Professional Non-teaching staff	Full time	N	356	414	367	340	377
		FTE	356.0	416.9	369.1	340.9	376.9
		N that supervise others (not incl. grad. assts./research students)	43	62	57	58	64
		N that supervise only grad. assts. /research students	0	0	0	1	0
		Employee-to-Student ratio	1:12	1:10	1:10	1:10	1:8
		Employee-to-Student decimal	0.08150	0.10091	0.09622	0.10114	0.12022
		Average salary for full time - 1.0 FTE	\$48,508	\$50,856	\$52,334	\$54,867	\$59,305
		N eligible for benefits	356	389	345	314	357
	Part time	N	50.00	49	60	65	65
		FTE	18.00	19.1	27.3	25.0	24.8
		N that supervise others (not incl. grad. assts./research students)	2	2	3	2	1
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:243	1:216	1:141	1:135	1:126
		Employee-to-Student decimal	0.00412	0.00462	0.00712	0.00742	0.00791
		Average Annual Salary for Actual Hours Contracted	\$13,754	\$18,749	\$21,032	\$17,551	\$20,609
		Average annual salary rate (at 1.0 FTE)	\$54,053	\$58,200	\$57,909	\$52,754	\$52,778
	N eligible for benefits	20	22	31	23	16	
	<b>Total Employees</b>	<b>N</b>	<b>406</b>	<b>463</b>	<b>427</b>	<b>405</b>	<b>442</b>
		<b>FTE</b>	<b>374.0</b>	<b>436.0</b>	<b>396.4</b>	<b>365.9</b>	<b>401.7</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>45</b>	<b>64</b>	<b>60</b>	<b>61</b>	<b>65</b>

## Faculty

		Western Oregon University					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		5,185	4,929	4,554	4,029	3,752	
Total student full-time equivalent (FTE)		4,368.0	4,131.3	3,836.0	3,370.7	3,135.0	
Faculty	Full time	N	212	204	218	181	160
		FTE	212.0	203.9	218.0	180.8	159.9
		% of instruction	48%	61%	67%	66%	59%
		N that supervise others (not incl. grad. assts./research students)	9	21	17	14	16
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:21	1:20	1:18	1:19	1:20
		Employee-to-Student decimal	0.04853	0.04936	0.05683	0.05364	0.05100
		Average salary for full time - 1.0 FTE	\$68,827	\$67,980	\$67,831	\$67,169	\$69,983
		N eligible for benefits	212	204	214	179	159
	Part time >=.5	N	23	18	16	16	14
		FTE	15.0	11.3	10.3	11.1	9.6
		% of instruction	1%	1%	2%	3%	2%
		N that supervise others (not incl. grad. assts./research students)	0	0	1	1	1
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:291	1:366	1:372	1:304	1:327
		Employee-to-Student decimal	0.00343	0.00274	0.00269	0.00329	0.00306
		Average Annual Salary for Actual Hours Contracted	\$45,676	\$45,192	\$41,259	\$43,052	\$46,116
		Average annual salary rate (at 1.0 FTE)	\$69,539	\$70,208	\$64,680	\$63,187	\$68,527
	N eligible for benefits	23	18	16	16	14	

**Faculty, continued**

		Western Oregon University					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		5,185	4,929	4,554	4,029	3,752	
Total student full-time equivalent (FTE)		4,368.0	4,131.3	3,836.0	3,370.7	3,135.0	
Faculty	Part time < .5	N	166	154	112	120	134
		FTE	28.0	26.6	22.8	20.2	22.7
		% of instruction	34%	31%	25%	27%	31%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:156	1:155	1:168	1:167	1:138
		Employee-to-Student decimal	0.00641	0.00644	0.00594	0.00599	0.00724
		Average Annual Salary for Actual Hours Contracted	\$8,456	\$8,119	\$10,029	\$8,010	\$8,780
		Average annual salary rate (at 1.0 FTE)	\$46,651	\$45,384	\$49,051	\$46,070	\$50,345
	N eligible for benefits	79	75	73	55	49	
	Graduate Teaching Assistants	N	27	27	20	25	26
		FTE	11.0	4.7	3.3	4.1	4.2
		% of instruction	0%	0%	0%	0%	0%
		N that supervise	0	0	0	0	0
		Employee-to-Student ratio	1:397	1:879	1:1162	1:822	1:746
		Employee-to-Student decimal	0.00252	0.00114	0.00086	0.00122	0.00134
		Average Annual Salary for Actual Hours Contracted	\$8,845	\$3,782	\$3,521	\$3,521	\$3,521
		Average annual salary rate (at 1.0 FTE)	\$22,675	\$21,600	\$21,600	\$21,600	\$21,600
	N eligible for benefits	0	0	0	0	0	
	<b>Total Employees</b>	<b>N</b>	<b>428</b>	<b>403</b>	<b>366</b>	<b>342</b>	<b>334</b>
		<b>FTE</b>	<b>266.0</b>	<b>246.5</b>	<b>254.4</b>	<b>216.2</b>	<b>196.4</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>9</b>	<b>21</b>	<b>18</b>	<b>15</b>	<b>17</b>
	<b>TOTALS</b>	<b>Total Number of Employees</b>	<b>864</b>	<b>898</b>	<b>825</b>	<b>785</b>	<b>812</b>
		<b>Total FTE of Employees</b>	<b>669.1</b>	<b>713.8</b>	<b>681.6</b>	<b>618.2</b>	<b>632.2</b>
<b>Total Number of Supervisors</b>		<b>80</b>	<b>112</b>	<b>105</b>	<b>108</b>	<b>113</b>	

# COMMUNITY COLLEGE EMPLOYEE DATA

## BLUE MOUNTAIN COMMUNITY COLLEGE

### Administrative/Management

		Blue Mountain Community College					
		2020	2021	2022	2023	2024	
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		2,734	2,430	1,656	1,593	1,764	
Total student full-time equivalent (FTE)		566.9	525.0	394.4	378.4	372.0	
Administration /Management	Full time	N	35	35	30	28	26
		FTE	35.0	35.0	30.0	28.0	26.0
		N that supervise others (not incl. grad. assts./research students)	30	30	30	28	26
		N that supervise only grad. assts./research students	0	0	0	0	0
		Employee-to-Student ratio	1:16	1:15	1:13	1:14	1:14
		Employee-to-Student decimal	0.06173	0.07172	0.07607	0.07400	0.06989
		Average salary for full time - 1.0 FTE	\$71,084	\$72,744	\$75,094	\$73,553	\$74,736
		N eligible for benefits	35	35	30	28	26
	Part time	N	2	0	3	0	0
		FTE	1.0	0.0	1.5	0.0	0.0
		N that supervise others (not incl. grad. assts./research students)	0	0	2	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:567	0:525	1:263	0:378	0:372
		Employee-to-Student decimal	0.00176	0.00000	0.00380	0.00000	0.00000
		Average Annual Salary for Actual Hours Contracted	\$15,873	\$0	\$28,860	\$0	\$0
		Average annual salary rate (at 1.0 FTE)	\$57,720	\$0	\$57,720	\$0	\$0
	N eligible for benefits	0	0	0	0	0	
	Total Employees	N	37	35	33	28	26
		FTE	36.0	35.0	31.5	28.0	26.0
	Total Supervisors	N	30	30	32	28	26

**Classified/Professional, Non-Teaching**

		Blue Mountain Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		2,734	2,430	1,656	1,593	1,764	
Total student full-time equivalent (FTE)		566.9	525.0	394.4	378.4	372.0	
Classified/ Professional Non-teaching staff	Full time	N	37	55	68	67	65
		FTE	37.0	55.0	68.0	67.0	65.0
		N that supervise others (not incl. grad. assts./research students)	3	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:15	1:10	1:6	1:6	1:6
		Employee-to-Student decimal	0.06526	0.10476	0.17242	0.17706	0.17473
		Average salary for full time - 1.0 FTE	\$81,505	\$40,710	\$57,641	\$48,274	\$49,722
		N eligible for benefits	37	55	68	67	65
	Part time	N	91	67	50	44	42
		FTE	45.0	34.0	20.0	20.0	18.0
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:13	1:15	1:20	1:19	1:21
		Employee-to-Student decimal	0.07937	0.06476	0.05071	0.05285	0.04839
		Average Annual Salary for Actual Hours Contracted	\$18,387	\$18,616	\$25,116	\$26,468	\$27,820
		Average annual salary rate (at 1.0 FTE)	\$36,774	\$37,232	\$40,186	\$42,349	\$44,512
	N eligible for benefits	0	0	0	0	0	
	<b>Total Employees</b>	<b>N</b>	<b>128</b>	<b>122</b>	<b>118</b>	<b>111</b>	<b>107</b>
		<b>FTE</b>	<b>82.0</b>	<b>89.0</b>	<b>88.0</b>	<b>87.0</b>	<b>83.0</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Faculty**

		Blue Mountain Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		2,734	2,430	1,656	1,593	1,764	
Total student full-time equivalent (FTE)		566.9	525.0	394.4	378.4	372.0	
Faculty	Full time	N	57	55	50	46	44
		FTE	57.0	55.0	50.0	46.0	44.0
		% of instruction	58%	60%	60%	44%	47%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:10	1:10	1:8	1:8	1:8
		Employee-to-Student decimal	0.10054	0.10476	0.12678	0.12156	0.11828
		Average salary for full time - 1.0 FTE	\$68,986	\$85,497	\$84,865	\$86,701	\$89,309
		N eligible for benefits	57	55	50	46	44
	Part time >=.5	N	0	0	1	19	18
		FTE	0.0	0.0	0.5	0.7	0.8
		% of instruction	0%	0%	0%	14%	13%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	0:566	0:525	1:758	1:548	1:465
		Employee-to-Student decimal	0.00000	0.00000	0.00132	0.00182	0.00215
		Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$25,837	\$25,837	\$25,837
		Average annual salary rate (at 1.0 FTE)	\$0	\$0	\$34,450	\$34,450	\$34,450
		N eligible for benefits	0	0	0	0	0

**Faculty, continued**

		Blue Mountain Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		2,734	2,430	1,656	1,593	1,764	
Total student full-time equivalent (FTE)		566.9	525.0	394.4	378.4	372.0	
Faculty	Part time < .5	N	83	83	65	42	41
		FTE	41.0	41.0	0.1	0.3	0.3
		% of instruction	34%	27%	32%	11%	21%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:14	1:13	1:2817	1:1401	1:1240
		Employee-to-Student decimal	0.07232	0.07809	0.00035	0.00071	0.00081
		Average Annual Salary for Actual Hours Contracted	\$5,172	\$5,327	\$6,264	\$6,264	12,527
		Average annual salary rate (at 1.0 FTE)	\$28,443	\$29,297	34,450	34,450	34,450
		N eligible for benefits	0	0	0	0	0
	Total Employees	N	140	138	116	107	103
		FTE	98.0	96.0	50.7	47.0	45.1
	Total Supervisors	N	0	0	0	0	0
TOTALS	Total Number of Employees	305	295	267	246	236	
	Total FTE of Employees	216.0	220.0	170.2	162.0	154.1	
	Total Number of Supervisors	33	30	32	28	26	

**CENTRAL OREGON COMMUNITY COLLEGE**

**Administrative/Management**

		Central Oregon Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		8,127	7,753	5,903	6,101	6,225	
Total student full-time equivalent (FTE)		1,595.5	1,541.4	1,284.0	1,229.1	1,265.9	
Administration /Management	Full time	N	46	49	48	49	50
		FTE	46.0	49.0	48.0	49.0	50.0
		N that supervise others (not incl. grad. assts./research students)	42	46	44	43	44
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:35	1:31	1:27	1:25	1:25
		Employee-to-Student decimal	0.02882	0.03180	0.08919	0.03987	0.03953
		Average salary for full time - 1.0 FTE	\$85,290	\$86,197	\$89,731	\$90,899	\$92,774
		N eligible for benefits	46	49	104	48	50
	Part time	N	1	0	0	0	1
		FTE	0.8	0.0	0.0	0.0	0.8
		N that supervise others (not incl. grad. assts./research students)	1	0	0	0	1
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:2,127	0:1,541	0:1,284	0:1,229	1:1,687
		Employee-to-Student decimal	0.00047	0.00000	0.00688	0.00000	0.00059
		Average Annual Salary for Actual Hours Contracted	\$30,030	\$0	\$0	\$0	\$82,500
		Average annual salary rate (at 1.0 FTE)	\$37,538	\$0	\$0	\$0	\$110,000
	N eligible for benefits	1	0	12	10	1	
	<b>Total Employees</b>	<b>N</b>	<b>47</b>	<b>49</b>	<b>48</b>	<b>49</b>	<b>51</b>
		<b>FTE</b>	<b>46.8</b>	<b>49.0</b>	<b>48.0</b>	<b>49.0</b>	<b>50.75</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>43</b>	<b>46</b>	<b>44</b>	<b>43</b>	<b>45</b>

**Classified/Professional, Non-Teaching**

		Central Oregon Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		8,127	7,753	5,903	6,101	6,225	
Total student full-time equivalent (FTE)		1,595.5	1,541.4	1,284.0	1,229.1	1,265.9	
Classified/ Professional Non-teaching staff	Full time	N	55	53	50	50	50
		FTE	54.90	52.9	49.9	49.9	50
		N that supervise others (not incl. grad. assts./research students)	10	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:29	1:29	1:26	1:25	1:25
		Employee-to-Student decimal	0.03441	0.03432	0.03886	0.04060	0.03953
		Average salary for full time - 1.0 FTE	\$38,384	\$39,978	\$39,717	\$42,539	\$44,860
		N eligible for benefits	55	53	50	50	50
	Part time	N	10.00	9	9	6	7
		FTE	6.9	6.0	6.1	4.4	5.3
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:233	1:257	1:210	1:283	1:241
		Employee-to-Student decimal	0.00429	0.00389	0.00475	0.00354	0.00415
		Average Annual Salary for Actual Hours Contracted	\$20,345	\$22,889	\$23,073	\$25,649	\$30,959
		Average annual salary rate (at 1.0 FTE)	\$29,701	\$33,521	\$34,041	\$34,976	\$41,278
	N eligible for benefits	10	9	9	6	7	
	<b>Total Employees</b>	<b>N</b>	<b>65</b>	<b>62</b>	<b>59</b>	<b>56</b>	<b>57</b>
		<b>FTE</b>	<b>61.8</b>	<b>58.9</b>	<b>56.0</b>	<b>54.3</b>	<b>55.3</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Faculty

		Central Oregon Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		8,127	7,753	5,903	6,101	6,225	
Total student full-time equivalent (FTE)		1,595.5	1,541.4	1,284.0	1,229.1	1,265.9	
Faculty	Full time	N	126	128	132	131	115
		FTE	126.0	128.0	132.0	131.0	115
		% of instruction	53%	56%	67%	63%	57%
		N that supervise others (not incl. grad. assts./research students)	17	28	29	32	34
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:13	1:12	1:10	1:9	1:11
		Employee-to-Student decimal	0.07897	0.08304	0.10280	0.10658	0.09092
		Average salary for full time - 1.0 FTE	\$66,612	\$69,068	\$70,632	\$71,718	\$73,517
		N eligible for benefits	126	128	132	131	115
	Part time >=.5	N	49	43	42	37	35
		FTE	29.4	25.8	25.2	22.2	21.0
		% of instruction	15%	14%	17%	12%	12%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:54	1:60	1:51	1:55	1:60
		Employee-to-Student decimal	0.01843	0.01674	0.01963	0.01806	0.01660
		Average Annual Salary for Actual Hours Contracted	\$50,717	\$25,546	\$26,984	\$28,357	\$21,304
		Average annual salary rate (at 1.0 FTE)	\$84,529	\$42,577	\$44,974	\$47,262	\$35,506
		N eligible for benefits	49	43	42	37	35

**Faculty, continued**

		Central Oregon Community College					
<b>Report Year</b>		<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	
<b>Data Year</b>		<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Total student headcount		<b>8,127</b>	<b>7,753</b>	<b>5,903</b>	<b>6,101</b>	<b>6,225</b>	
Total student full-time equivalent (FTE)		<b>1,595.5</b>	<b>1,541.4</b>	<b>1,284.0</b>	<b>1,229.1</b>	<b>1,265.9</b>	
Faculty	Part time < .5	N	140	118	155	86	94
		FTE	49.0	41.3	54.3	30.1	32.9
		% of instruction	22%	20%	16%	15%	16%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:33	1:37	1:24	1:41	1:38
		Employee-to-Student decimal	0.03071	0.02679	0.04225	0.02449	0.02601
		Average Annual Salary for Actual Hours Contracted	\$25,486	\$9,470	\$8,381	\$10,448	\$10,078
		Average annual salary rate (at 1.0 FTE)	\$72,817	\$27,056	\$23,946	\$29,850	\$28,794
		N eligible for benefits	0	0	0	0	0
	<b>Total Employees</b>	<b>N</b>	<b>315</b>	<b>289</b>	<b>329</b>	<b>254</b>	<b>244</b>
		<b>FTE</b>	<b>204.4</b>	<b>195.1</b>	<b>211.5</b>	<b>183.3</b>	<b>168.9</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>17</b>	<b>28</b>	<b>29</b>	<b>32</b>	<b>34</b>
	<b>TOTALS</b>	<b>Total Number of Employees</b>	<b>427</b>	<b>400</b>	<b>436</b>	<b>359</b>	<b>352</b>
<b>Total FTE of Employees</b>		<b>312.9</b>	<b>303.0</b>	<b>315.5</b>	<b>286.6</b>	<b>274.9</b>	
<b>Total Number of Supervisors</b>		<b>70</b>	<b>74</b>	<b>73</b>	<b>75</b>	<b>79</b>	

**CHEMEKETA COMMUNITY COLLEGE**

**Administrative/Management**

		Chemeketa Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		14,176	13,192	10,668	10,126	9,958	
Total student full-time equivalent (FTE)		3,155.0	3,155.0	2,563.4	2,405.4	2,447.4	
Administration /Management	Full time	N	101	97	94	102	101
		FTE	101.0	97.0	94.0	102.0	101.0
		N that supervise others (not incl. grad. assts./research students)	95	91	81	82	82
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:31	1:33	1:27	1:24	1:24
		Employee-to-Student decimal	0.03201	0.03074	0.03667	0.04241	0.04127
		Average salary for full time - 1.0 FTE	\$94,298	\$100,358	\$103,113	\$107,691	\$110,209
		N eligible for benefits	101	97	94	102	101
	Part time	N	1	1	0	1	1
		FTE	0.6	0.6	0.0	0.8	0.75
		N that supervise others (not incl. grad. assts./research students)	1	0	0	1	1
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:5,258	0:3,155	0:2,563	1:3,007	1:3,263
		Employee-to-Student decimal	0.00019	0.00000	0.00000	0.00033	0.00031
		Average Annual Salary for Actual Hours Contracted	\$64,937	\$64,937	\$0	\$119,482	\$107,088
		Average annual salary rate (at 1.0 FTE)	\$108,228	\$108,228	\$0	\$149,352	\$142,784
	N eligible for benefits	1	1	0	1	1	
	<b>Total Employees</b>	<b>N</b>	<b>102</b>	<b>98</b>	<b>94</b>	<b>103</b>	<b>102</b>
		<b>FTE</b>	<b>101.6</b>	<b>97.0</b>	<b>94.0</b>	<b>102.8</b>	<b>101.8</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>96</b>	<b>91</b>	<b>81</b>	<b>83</b>	<b>83</b>

**Classified/Professional, Non-Teaching**

		Chemeketa Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		14,176	13,192	10,668	10,126	9,958	
Total student full-time equivalent (FTE)		3,155.0	3,155.0	2,563.4	2,405.4	2,447.4	
Classified/ Professional Non-teaching staff	Full time	N	353	353	323	331	321
		FTE	353.0	353.0	323.0	331.0	321.0
		N that supervise others (not incl. grad. assts./research students)	54	46	11	27	21
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:9	1:9	1:8	1:7	1:8
		Employee-to-Student decimal	0.11189	0.11189	0.12600	0.13761	0.13116
		Average salary for full time - 1.0 FTE	\$53,501	\$52,477	\$43,489	\$57,950	\$60,658
		N eligible for benefits	353	353	323	331	321
	Part time	N	17	14	10	9	4
		FTE	10.8	3.6	5.6	5.0	2.3
		N that supervise others (not incl. grad. assts./research students)	2	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:293	1:876	1:458	1:481	1:1,064
		Employee-to-Student decimal	0.00342	0.00114	0.00218	0.00208	0.00094
		Average Annual Salary for Actual Hours Contracted	\$24,714	\$25,348	\$25,301	\$25,450	\$25,412
		Average annual salary rate (at 1.0 FTE)	\$38,974	\$98,576	\$45,180	\$45,810	\$44,195
	N eligible for benefits	2	14	10	9	4	
	<b>Total Employees</b>	<b>N</b>	<b>370</b>	<b>367</b>	<b>333</b>	<b>340</b>	<b>325</b>
		<b>FTE</b>	<b>363.8</b>	<b>356.6</b>	<b>328.6</b>	<b>336.0</b>	<b>323.3</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>56</b>	<b>46</b>	<b>11</b>	<b>27</b>	<b>21</b>

**Faculty**

		Chemeketa Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		14,176	13,192	10,668	10,126	9,958	
Total student full-time equivalent (FTE)		3,155.0	3,155.0	2,563.4	2,405.4	2,447.4	
Faculty	Full time	N	204	192	187	189	177
		FTE	204.0	192.0	187.0	189.0	177.0
		% of instruction	55%	59%	65%	66%	64%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	4	1
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:15	1:16	1:14	1:13	1:14
		Employee-to-Student decimal	0.06466	0.06086	0.07295	0.07857	0.07232
		Average salary for full time - 1.0 FTE	\$74,706	\$71,455	\$80,152	\$76,165	\$89,544
		N eligible for benefits	204	192	187	189	177
	Part time >=.5	N	3	3	3	1	1
		FTE	1.5	1.0	1.5	0.5	0.5
		% of instruction	0%	0%	0%	0%	0%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:2,103	1:3,155	1:1,709	1:4,811	1:4,895
		Employee-to-Student decimal	0.00048	0.00032	0.00059	0.00021	0.00020
		Average Annual Salary for Actual Hours Contracted	\$34,146	\$44,372	\$34,940	\$46,845	\$47,783
		Average annual salary rate (at 1.0 FTE)	\$68,292	\$133,116	\$69,880	\$93,690	\$95,565
	N eligible for benefits	3	3	3	1	1	

**Faculty, continued**

		Chemeketa Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		14,176	13,192	10,668	10,126	9,958	
Total student full-time equivalent (FTE)		3,155.0	3,155.0	2,563.4	2,405.4	2,447.4	
Faculty	Part time < .5	N	356	333	275	251	266
		FTE	119.0	111.0	67.6	56.8	60.8
		% of instruction	40%	34%	33%	32%	35%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:27	1:28	1:38	1:42	1:40
		Employee-to-Student decimal	0.03772	0.03518	0.02639	0.02362	0.02483
		Average Annual Salary for Actual Hours Contracted	\$30,703	\$37,856	\$26,471	\$28,876	\$30,621
		Average annual salary rate (at 1.0 FTE)	\$91,852	\$113,568	\$107,622	\$127,557	\$132,940
		N eligible for benefits	0	0	0	0	**
	<b>Total Employees</b>	<b>N</b>	<b>563</b>	<b>528</b>	<b>465</b>	<b>441</b>	<b>444</b>
		<b>FTE</b>	<b>324.5</b>	<b>304.0</b>	<b>256.1</b>	<b>246.3</b>	<b>238.3</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>1</b>
<b>TOTALS</b>	<b>Total Number of Employees</b>	<b>1,035</b>	<b>993</b>	<b>892</b>	<b>884</b>	<b>871</b>	
	<b>Total FTE of Employees</b>	<b>789.9</b>	<b>757.6</b>	<b>678.7</b>	<b>685.1</b>	<b>663.3</b>	
	<b>Total Number of Supervisors</b>	<b>152</b>	<b>137</b>	<b>92</b>	<b>114</b>	<b>105</b>	

**\*\* Note:** The number of part-time faculty eligible for benefits cannot be determined due to SB 551 legislation, part-time faculty eligibility is determined based on total hours worked across the Higher Ed system and part-time faculty may select the institution they wish to receive benefits from making it difficult to determine who are eligible and who are not based on the data we have.

**CLACKAMAS COMMUNITY COLLEGE**

**Administrative/Management**

		Clackamas Community College					
		2020	2021	2022	2023	2024	
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		24,565	13,969	10,925	11,708	11,271	
Total student full-time equivalent (FTE)		6,353.1	2,017.0	1,552.0	1,481.7	1,523.1	
Administration /Management	Full time	N	43	41	42	43	58
		FTE	43.0	41.0	42.0	43.0	58.0
		N that supervise others (not incl. grad. assts./research students)	42	39	41	42	49
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:148	1:49	1:37	1:34	1:26
		Employee-to-Student decimal	0.00677	0.02033	0.02706	0.02902	0.03808
		Average salary for full time - 1.0 FTE	\$98,638	\$111,700	\$119,716	\$123,399	\$124,921
		N eligible for benefits	44	41	42	43	58
	Part time	N	1	1	1	1	2
		FTE	0.5	0.5	0.5	0.5	0.5
		N that supervise others (not incl. grad. assts./research students)	1	1	1	1	2
		N that supervise only grad. assts./research students	0	0	0	0	0
		Employee-to-Student ratio	1:12,457	1:4,034	1:3,104	1:2,963	1:3,046
		Employee-to-Student decimal	0.00008	0.00025	0.00032	0.00034	0.00033
		Average Annual Salary for Actual Hours Contracted	\$74.67 (hourly)	\$40,708	\$55,872	\$55,176	\$39,901
		Average annual salary rate (at 1.0 FTE)	\$97,455	\$100,281	\$103,290	\$104,529	\$116,576
	N eligible for benefits	0	0	0	0	0	
	<b>Total Employees</b>	<b>N</b>	<b>44</b>	<b>42</b>	<b>43</b>	<b>44</b>	<b>60</b>
		<b>FTE</b>	<b>43.5</b>	<b>41.5</b>	<b>42.5</b>	<b>43.5</b>	<b>58.5</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>43</b>	<b>40</b>	<b>42</b>	<b>43</b>	<b>51</b>

**Classified/Professional, Non-Teaching**

		Clackamas Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		24,565	13,969	10,925	11,708	11,271	
Total student full-time equivalent (FTE)		6,353.1	2,017.0	1,552.0	1,481.7	1,523.1	
Classified/ Professional Non-teaching staff	Full time	N	197	206	186	179	188
		FTE	193.9	203.4	183.5	179.0	186.2
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:33	1:10	1:8	1:8	1:8
		Employee-to-Student decimal	0.03052	0.10086	0.11823	0.12080	0.12223
		Average salary for full time - 1.0 FTE	\$59,370	\$154,480	\$65,518	\$62,674	\$66,508
		N eligible for benefits	197	206	186	179	188
	Part time	N	204	100	103	139	60
		FTE	39.0	48.8	29.3	22.3	14.1
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:163	1:41	1:53	1:66	1:108
		Employee-to-Student decimal	0.00614	0.02417	0.01889	0.01506	0.00927
		Average Annual Salary for Actual Hours Contracted	\$6,828	\$18,992	\$19,415	\$27,251	\$18,994
		Average annual salary rate (at 1.0 FTE)	\$34,861	\$38,952	\$59,826	\$42,836	\$45,614
	N eligible for benefits	0	0	0	0	0	
	<b>Total Employees</b>	<b>N</b>	<b>401</b>	<b>306</b>	<b>289</b>	<b>318</b>	<b>248</b>
		<b>FTE</b>	<b>233.0</b>	<b>252.2</b>	<b>212.8</b>	<b>201.3</b>	<b>200.3</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Faculty

		Clackamas Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		24,565	13,969	10,925	11,708	11,271	
Total student full-time equivalent (FTE)		6,353.1	2,017.0	1,552.0	1,481.7	1,523.1	
Faculty	Full time	N	135	135	123	117	114
		FTE	135.0	135.0	123.0	117.0	114.0
		% of instruction	45%	45%	50%	44%	43%
		N that supervise others (not incl. grad. assts./research students)	22	21	22	0	22
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:47	1:15	1:13	1:13	1:13
		Employee-to-Student decimal	0.02125	0.06693	0.07925	0.07896	0.07485
		Average salary for full time - 1.0 FTE	\$62,626	\$82,395	\$86,255	\$88,313	\$90,445
		N eligible for benefits	135	135	123	124	114
	Part time >=.5	N	90	136	71	138	119
		FTE	61.1	123.6	54.0	126.7	109.2
		% of instruction	36%	37%	39%	42%	41%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:104	1:16	1:29	1:12	1:14
		Employee-to-Student decimal	0.00962	0.06126	0.03476	0.08551	0.07170
		Average Annual Salary for Actual Hours Contracted	\$10,252	\$10,588	\$11,540	\$12,094	\$12,127
		Average annual salary rate (at 1.0 FTE)	\$41,008	\$42,350	\$46,161	\$48,375	\$48,510
		N eligible for benefits	82	110	71	85	73

**Faculty, continued**

		Clackamas Community College					
<b>Report Year</b>		<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	
<b>Data Year</b>		<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Total student headcount		<b>24,565</b>	<b>13,969</b>	<b>10,925</b>	<b>11,708</b>	<b>11,271</b>	
Total student full-time equivalent (FTE)		<b>6,353.1</b>	<b>2,017.0</b>	<b>1,552.0</b>	<b>1,481.7</b>	<b>1,523.1</b>	
Faculty	Part time < .5	N	205	216	149	240	175
		FTE	49.2	48.9	39.3	51.6	41.7
		% of instruction	19%	17%	12%	14%	16%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:129	1:41	1:39	1:29	1:36
		Employee-to-Student decimal	0.00774	0.02423	0.02533	0.03480	0.02741
		Average Annual Salary for Actual Hours Contracted	\$2,243	\$2,376	\$2,688	\$2,672	\$2,690
		Average annual salary rate (at 1.0 FTE)	\$8,970	\$9,503	\$10,753	\$10,689	\$10,761
		N eligible for benefits	0	0	44	23	26
	<b>Total Employees</b>	<b>N</b>	<b>430</b>	<b>487</b>	<b>343</b>	<b>495</b>	<b>408</b>
		<b>FTE</b>	<b>245.3</b>	<b>307.4</b>	<b>216.3</b>	<b>295.3</b>	<b>264.9</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>22</b>	<b>21</b>	<b>22</b>	<b>0</b>	<b>22</b>
<b>TOTALS</b>	<b>Total Number of Employees</b>	<b>875</b>	<b>835</b>	<b>675</b>	<b>857</b>	<b>716</b>	
	<b>Total FTE of Employees</b>	<b>521.8</b>	<b>601.1</b>	<b>471.6</b>	<b>540.1</b>	<b>523.7</b>	
	<b>Total Number of Supervisors</b>	<b>65</b>	<b>61</b>	<b>64</b>	<b>43</b>	<b>73</b>	

**CLATSOP COMMUNITY COLLEGE**

**Administrative/Management**

		Clatsop Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		2,336	2,241	1,024	1,273	Not Available	
Total student full-time equivalent (FTE)		469.0	398.0	308.0	271.7	--	
Administration /Management	Full time	N	37	37	37	35	39
		FTE	37.0	36.7	36.7	33.9	37.9
		N that supervise others (not incl. grad. assts./research students)	32	22	26	25	21
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:13	1:11	1:8	1:8	--
		Employee-to-Student decimal	0.07889	0.09216	0.11908	0.12462	--
		Average salary for full time - 1.0 FTE	(monthly) \$5540.26	\$72,340	\$77,922	\$77,789	\$72,133
		N eligible for benefits	37	37	37	35	4
	Part time	N	2	8	6	7	4
		FTE	1.0	5.6	4.6	4.8	7
		N that supervise others (not incl. grad. assts./research students)	2	4	2	3	4.8
		N that supervise only grad. assts. /research students	0	0	0	0	2
		Employee-to-Student ratio	1:469	1:71	1:67	1:57	--
		Employee-to-Student decimal	0.00213	0.01410	0.01503	0.01752	--
		Average Annual Salary for Actual Hours Contracted	--	--	--	--	\$40,223
		Average annual salary rate (at 1.0 FTE)	--	--	--	--	\$55,428
	N eligible for benefits	0	5	4	4	4	
	<b>Total Employees</b>	<b>N</b>	<b>39</b>	<b>45</b>	<b>43</b>	<b>42</b>	<b>46</b>
		<b>FTE</b>	<b>38.0</b>	<b>42.3</b>	<b>41.3</b>	<b>38.6</b>	<b>42.6</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>34</b>	<b>26</b>	<b>28</b>	<b>28</b>	<b>23</b>

**Classified/Professional, Non-Teaching**

		Clatsop Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		2,336	2,241	1,024	1,273	--	
Total student full-time equivalent (FTE)		469.0	398.0	308.0	271.7	--	
Classified/ Professional Non-teaching staff	Full time	N	35	27	29	36	34
		FTE	35.0	27.0	28.9	35.9	34.0
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:13	1:15	1:11	1:8	--
		Employee-to-Student decimal	0.07463	0.06779	0.09383	0.13228	--
		Average salary for full time - 1.0 FTE	(monthly) \$2678.63	\$43,294	\$42,370	\$43,801	\$45,771
		N eligible for benefits	35	27	29	36	34
	Part time	N	10.00	16	54	39	47
		FTE	5.0	10.1	18.7	10.5	6.1
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:94	1:40	1:16	1:26	--
		Employee-to-Student decimal	0.01066	0.02525	0.06074	0.03876	--
		Average Annual Salary for Actual Hours Contracted	--	--	--	--	\$11,473
		Average annual salary rate (at 1.0 FTE)	--	--	--	--	--
	N eligible for benefits	0	6	10	7	6	
	<b>Total Employees</b>	<b>N</b>	<b>45</b>	<b>43</b>	<b>83</b>	<b>75</b>	<b>81</b>
		<b>FTE</b>	<b>40.0</b>	<b>37.0</b>	<b>47.6</b>	<b>46.5</b>	<b>40.1</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Faculty**

		Clatsop Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		2,336	2,241	1,024	1,273	--	
Total student full-time equivalent (FTE)		469.0	398.0	308.0	271.7	--	
Faculty	Full time	N	27	27	26	29	26
		FTE	27.0	27.0	26.0	29.0	26.0
		% of instruction	25%	25%	36%	47%	--
		N that supervise others (not incl. grad. assts./research students)	4	0	0	0	1
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:17	1:15	1:12	1:9	--
		Employee-to-Student decimal	0.05757	0.06784	0.08441	0.10674	--
		Average salary for full time - 1.0 FTE	(monthly) \$6059.16	\$76,419	\$80,290	\$79,284	--
		N eligible for benefits	27	27	26	29	26
	Part time >=.5	N	1	0	1	1	--
		FTE	0.5	0.0	0.5	0.6	--
		% of instruction	1%	0%	1%	1%	--
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	--
		N that supervise only grad. assts. /research students	0		0	0	--
		Employee-to-Student ratio	1:920	0:398	1:604	1:494	--
		Employee-to-Student decimal	0.00109	0.00000	0.00166	0.00202	--
		Average Annual Salary for Actual Hours Contracted	(monthly) \$7829.41	\$0	\$45,303	\$57,628	--
		Average annual salary rate (at 1.0 FTE)	--	--	--	--	--
	N eligible for benefits	1	0	1	1	--	

## Faculty

		Clatsop Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		2,336	2,241	1,024	1,273	--	
Total student full-time equivalent (FTE)		469.0	398.0	308.0	271.7	--	
Faculty	Part time < .5	N	Not available	78	47	58	--
		FTE	Not available	0.1	7.6	17.1	--
		% of instruction	Not available	23%	25%	34%	--
		N that supervise others (not incl. grad. assts./research students)	Not available	0	0	0	--
		N that supervise only grad. assts. /research students	Not available	0	0	0	--
		Employee-to-Student ratio	Not available	1:3008	1:40	1:16	--
		Employee-to-Student decimal	Not available	0.00033	0.02480	0.06294	--
		Average Annual Salary for Actual Hours Contracted	\$0	\$2,759	\$12,362	\$10,672	--
		Average annual salary rate (at 1.0 FTE)	--	--	--	--	--
		N eligible for benefits	0	0	0	0	--
	Total Employees	N	28.00	105	74	88	--
		FTE	Not available	27.1	34.2	46.7	--
	Total Supervisors	N	Not available	0	0	0	--
	TOTALS	Total Number of Employees	112	193	200	205	127
Total FTE of Employees		Not available	106.5	123.1	131.7	82.7	
Total Number of Supervisors		Not available	26	28	28	23	

**COLUMBIA GORGE COMMUNITY COLLEGE**

**Administrative/Management**

		Columbia Gorge Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		1,883	1,587	1,125	1,272	1,500	
Total student full-time equivalent (FTE)		270.3	251.3	251.0	239.8	270.6	
Administration /Management	Full time	N	19	19	19	22	23
		FTE	19.0	19.0	19.0	22.0	23.0
		N that supervise others (not incl. grad. assts./research students)	19	19	19	22	23
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:14	1:13	1:13	1:11	1:12
		Employee-to-Student decimal	0.07037	0.08261	0.07570	0.09175	0.08501
		Average salary for full time - 1.0 FTE	\$70,814	\$78,014	\$72,439	\$71,513	\$77,481
		N eligible for benefits	19	19	19	22	23
	Part time	N	0	0	0	0	0
		FTE	0.0	0.0	0.0	0.0	0.0
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	0:270.3	0:251.26	0:250.99	0:239.78	0:270.55
		Employee-to-Student decimal	0.00000	0.00000	0.00000	0.00000	0.00000
		Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
		Average annual salary rate (at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	N eligible for benefits	0	0	0	0	0	
	<b>Total Employees</b>	<b>N</b>	<b>19</b>	<b>19</b>	<b>19</b>	<b>22</b>	<b>23</b>
		<b>FTE</b>	<b>19.0</b>	<b>19.0</b>	<b>19.0</b>	<b>22.0</b>	<b>23.0</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>19</b>	<b>19</b>	<b>19</b>	<b>22</b>	<b>23</b>

**Classified/Professional, Non-Teaching**

		Columbia Gorge Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		1,883	1,587	1,125	1,272	1,500	
Total student full-time equivalent (FTE)		270.3	251.3	251.0	239.8	270.6	
Classified/ Professional Non-teaching staff	Full time	N	33	33	32	33	43
		FTE	33.0	33.0	32.0	33.0	43.0
		N that supervise others (not incl. grad. assts./research students)	3	3	4	0	5
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:8	1:8	1:8	1:7	1:6
		Employee-to-Student decimal	0.12209	0.13134	0.12750	0.13763	0.15894
		Average salary for full time - 1.0 FTE	\$42,640	\$42,640	\$42,283	\$41,867	\$50,480
		N eligible for benefits	33	33	32	33	43
	Part time	N	7	7	10	13	9
		FTE	3.0	3.0	5.0	6.5	3.0
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:90	1:84	1:50	1:37	1:90
		Employee-to-Student decimal	0.01110	0.01194	0.01992	0.02711	0.01109
		Average Annual Salary for Actual Hours Contracted	\$21,667	\$21,667	\$17,376	\$14,977	\$17,517
		Average annual salary rate (at 1.0 FTE)	\$50,556	\$50,556	\$34,752	\$29,953	\$52,551
	N eligible for benefits	2	2	2	0	2	
	<b>Total Employees</b>	<b>N</b>	<b>40</b>	<b>40</b>	<b>42</b>	<b>46</b>	<b>52</b>
		<b>FTE</b>	<b>36.0</b>	<b>36.0</b>	<b>37.0</b>	<b>39.5</b>	<b>46.0</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>5</b>

## Faculty

		Columbia Gorge Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		1,883	1,587	1,125	1,272	1,500	
Total student full-time equivalent (FTE)		270.3	251.3	251.0	239.8	270.6	
Faculty	Full time	N	21	21	22	28	26
		FTE	21.0	21.0	22.0	28.0	26.0
		% of instruction	38%	43%	52%	36%	35%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:13	1:12	1:11	1:9	1:10
		Employee-to-Student decimal	0.07769	0.08358	0.08765	0.11677	0.09610
		Average salary for full time - 1.0 FTE	\$65,232	\$65,232	\$58,838	\$65,594	\$66,752
		N eligible for benefits	21	21	22	28	26
	Part time >=.5	N	10	10	18	12	19
		FTE	4.0	4.0	9.0	6.0	8.0
		% of instruction	14%	20%	25%	17%	21%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:68	1:63	1:28	1:40	1:34
		Employee-to-Student decimal	0.01480	0.01592	0.03586	0.02502	0.02957
		Average Annual Salary for Actual Hours Contracted	\$77,525	\$28,517	\$32,714	\$32,360	\$22,748
		Average annual salary rate (at 1.0 FTE)	\$193,813	\$71,294	\$65,427	\$64,721	\$54,027
		N eligible for benefits	10	10	15	12	19

**Faculty, continued**

		<b>Columbia Gorge Community College</b>					
<b>Report Year</b>		<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	
<b>Data Year</b>		<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Total student headcount		<b>1,883</b>	<b>1,587</b>	<b>1,125</b>	<b>1,272</b>	<b>1,500</b>	
Total student full-time equivalent (FTE)		<b>270.3</b>	<b>251.3</b>	<b>251.0</b>	<b>239.8</b>	<b>270.6</b>	
Faculty	Part time < .5	N	51	51	44	24	36
		FTE	16.0	16.0	22.0	8.0	10.0
		% of instruction	45%	35%	21%	13%	9%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:17	1:16	1:11	1:30	1:27
		Employee-to-Student decimal	0.05919	0.06368	0.08765	0.03336	0.03696
		Average Annual Salary for Actual Hours Contracted	\$33,135	\$11,748	\$10,769	\$8,324	\$12,619
		Average annual salary rate (at 1.0 FTE)	\$105,618	\$37,445	\$21,539	\$24,971	\$45,428
		N eligible for benefits	51	51	0	24	36
	<b>Total Employees</b>	<b>N</b>	<b>82</b>	<b>82</b>	<b>84</b>	<b>64</b>	<b>81</b>
		<b>FTE</b>	<b>41.0</b>	<b>41.0</b>	<b>53.0</b>	<b>42.0</b>	<b>44.0</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTALS</b>	<b>Total Number of Employees</b>	<b>141</b>	<b>141</b>	<b>145</b>	<b>132</b>	<b>156</b>	
	<b>Total FTE of Employees</b>	<b>96.0</b>	<b>96.0</b>	<b>109.0</b>	<b>103.5</b>	<b>113.0</b>	
	<b>Total Number of Supervisors</b>	<b>22</b>	<b>22</b>	<b>23</b>	<b>22</b>	<b>28</b>	

**KLAMATH COMMUNITY COLLEGE**

**Administrative/Management**

		Klamath Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		2,310	2,518	1,946	1,733	2,369	
Total student full-time equivalent (FTE)		412.2	459.5	441.8	338.3	437.0	
Administration /Management	Full time	N	16	21	25	22	24
		FTE	16.0	21.0	25.0	22.0	24.0
		N that supervise others (not incl. grad. assts./research students)	16	16	21	22	24
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:26	1:22	1:18	1:15	1:18
		Employee-to-Student decimal	0.03882	0.04570	0.05659	0.06503	0.05492
		Average salary for full time - 1.0 FTE	\$94,986	\$85,476	\$80,941	\$91,967	\$96,325
		N eligible for benefits	16	21	25	22	24
	Part time	N	1	2	1	0	1
		FTE	0.5	1.0	0.5	0.0	0.5
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:824	1:460	1:884	0:338.3	1:874
		Employee-to-Student decimal	0.00121	0.00218	0.00113	0.00000	0.00114
		Average Annual Salary for Actual Hours Contracted	\$47,493	\$36,601	\$40,471	\$0	\$48,133
		Average annual salary rate (at 1.0 FTE)	\$94,986	\$73,202	\$80,941	\$0	\$96,325
	N eligible for benefits	1	1	0	0	1	
	<b>Total Employees</b>	<b>N</b>	<b>17</b>	<b>23</b>	<b>26</b>	<b>22</b>	<b>25</b>
		<b>FTE</b>	<b>16.5</b>	<b>22.0</b>	<b>25.5</b>	<b>22.0</b>	<b>24.5</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>16</b>	<b>16</b>	<b>21</b>	<b>22</b>	<b>24</b>

**Classified/Professional, Non-Teaching**

		Klamath Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		2,310	2,518	1,946	1,733	2,369	
Total student full-time equivalent (FTE)		412.2	459.5	441.8	338.3	437.0	
Classified/ Professional Non-teaching staff	Full time	N	70	69	64	86	87
		FTE	70.0	69.0	64.0	86.0	87.0
		N that supervise others (not incl. grad. assts./research students)	15	15	12	13	11
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:6	1:7	1:7	1:4	1:5
		Employee-to-Student decimal	0.16984	0.15016	0.14488	0.25421	0.19908
		Average salary for full time - 1.0 FTE	\$43,810	\$44,171	\$44,938	\$45,702	\$49,477
		N eligible for benefits	70	69	64	86	87
	Part time	N	56	67	43	39	55
		FTE	18.5	23.5	14.6	13.3	16.0
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:22	1:20	1:30	1:25	1:27
		Employee-to-Student decimal	0.04489	0.05114	0.03309	0.03931	0.03657
		Average Annual Salary for Actual Hours Contracted	\$8,805	\$9,769	\$9,707	\$10,849	\$9,413
		Average annual salary rate (at 1.0 FTE)	\$26,654	\$27,853	\$28,549	\$31,813	\$32,396
	N eligible for benefits	8	9	0	0	5	
	<b>Total Employees</b>	<b>N</b>	<b>126</b>	<b>136</b>	<b>107</b>	<b>125</b>	<b>142</b>
		<b>FTE</b>	<b>88.5</b>	<b>92.5</b>	<b>78.6</b>	<b>99.3</b>	<b>103.0</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>15</b>	<b>15</b>	<b>12</b>	<b>13</b>	<b>11</b>

## Faculty

		Klamath Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		2,310	2,518	1,946	1,733	2,369	
Total student full-time equivalent (FTE)		412.2	459.5	441.8	338.3	437.0	
Faculty	Full time	N	33	35	32	32	34
		FTE	33.0	35.0	32.0	32.0	34.0
		% of instruction	54%	48%	38%	42%	45%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:12	1:13	1:14	1:11	1:13
		Employee-to-Student decimal	0.08007	0.07617	0.07244	0.09459	0.07780
		Average salary for full time - 1.0 FTE	\$62,180	\$61,969	\$64,009	\$66,088	\$71,876
		N eligible for benefits	32	35	32	32	34
	Part time >=.5	N	18	21	20	22	24
		FTE	10.8	18.3	17.5	19.2	20.7
		% of instruction	20%	26%	24%	21%	23%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:38	1:25	1:25	1:18	1:21
		Employee-to-Student decimal	0.02620	0.03989	0.03952	0.05675	0.04737
		Average Annual Salary for Actual Hours Contracted	\$24,079	\$38,639	\$40,578	\$41,882	\$42,359
		Average annual salary rate (at 1.0 FTE)	\$40,132	\$44,267	\$46,481	\$47,990	\$49,112
		N eligible for benefits	6	6	0	0	0

**Faculty, continued**

		<b>Klamath Community College</b>					
<b>Report Year</b>		<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	
<b>Data Year</b>		<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Total student headcount		<b>2,310</b>	<b>2,518</b>	<b>1,946</b>	<b>1,733</b>	<b>2,369</b>	
Total student full-time equivalent (FTE)		<b>412.2</b>	<b>459.5</b>	<b>441.8</b>	<b>338.3</b>	<b>437.0</b>	
Faculty	Part time < .5	N	68	61	61	63	61
		FTE	20.4	14.0	14.3	14.5	19.9
		% of instruction	26%	26%	23%	19%	15%
		N that supervise others (not incl. grad. assts./research students)	6	0	0	0	0
		N that supervise only grad. assts. /research students	68	0	0	0	0
		Employee-to-Student ratio	1:20	1:33	1:31	1:23	1:22
		Employee-to-Student decimal	0.04950	0.03047	0.03226	0.04286	0.04554
		Average Annual Salary for Actual Hours Contracted	\$13,877	\$10,357	\$10,824	\$11,045	\$16,021
		Average annual salary rate (at 1.0 FTE)	\$40,132	\$44,267	\$46,481	\$47,990	\$49,112
		N eligible for benefits	0	0	0	0	0
	<b>Total Employees</b>	<b>N</b>	<b>119</b>	<b>117</b>	<b>113</b>	<b>117</b>	<b>119</b>
		<b>FTE</b>	<b>64.2</b>	<b>67.3</b>	<b>63.7</b>	<b>65.7</b>	<b>74.6</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>74</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTALS</b>	<b>Total Number of Employees</b>	<b>262</b>	<b>276</b>	<b>246</b>	<b>264</b>	<b>286</b>	
	<b>Total FTE of Employees</b>	<b>169.2</b>	<b>181.8</b>	<b>167.8</b>	<b>187.0</b>	<b>202.1</b>	
	<b>Total Number of Supervisors</b>	<b>105</b>	<b>31</b>	<b>33</b>	<b>35</b>	<b>35</b>	

**LANE COMMUNITY COLLEGE**

**Administrative/Management**

		Lane Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		15,735	15,411	14,282	11,976	11,555	
Total student full-time equivalent (FTE)		6,784.0	6,622.8	6,205.9	5,444.2	4,928.2	
Administration /Management	Full time	N	67	71	68	65	65
		FTE	66.8	70.8	68.0	65.0	65.0
		N that supervise others (not incl. grad. assts./research students)	67	67	68	61	61
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:102	1:94	1:91	1:84	1:76
		Employee-to-Student decimal	0.00984	0.01068	0.01096	0.01194	0.01319
		Average salary for full time - 1.0 FTE	\$96,249	\$94,454	\$99,294	\$102,154	\$103,789
		N eligible for benefits	67	71	68	65	65
	Part time	N	0	0	0	0	0
		FTE	0.0	0.0	0.0	0.0	0.0
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	0:6,784	0:6,623	0:6,205	0:5,444	0:4,928
		Employee-to-Student decimal	0.00000	0.00000	0.00000	0.00000	0.00000
		Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
		Average annual salary rate (at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	N eligible for benefits	0	0	0	0	0	
	<b>Total Employees</b>	<b>N</b>	<b>67</b>	<b>71</b>	<b>68</b>	<b>65</b>	<b>65</b>
		<b>FTE</b>	<b>66.8</b>	<b>70.8</b>	<b>68.0</b>	<b>65.0</b>	<b>65.0</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>67</b>	<b>67</b>	<b>68</b>	<b>61</b>	<b>61</b>

**Classified/Professional, Non-Teaching**

		Lane Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		15,735	15,411	14,282	11,976	11,555	
Total student full-time equivalent (FTE)		6,784.0	6,622.8	6,205.9	5,444.2	4,928.2	
Classified/ Professional Non-teaching staff	Full time	N	274	277	273	273	256
		FTE	271.5	274.5	270.6	271.1	253.3
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:25	1:24	1:23	1:20	1:19
		Employee-to-Student decimal	0.04002	0.04145	0.04360	0.04979	0.05140
		Average salary for full time - 1.0 FTE	\$43,295	\$54,076	\$54,406	\$55,223	\$62,648
		N eligible for benefits	274	277	273	273	256
	Part time	N	45	37	33	30	33
		FTE	33.9	29.4	25.15	23.3	25.8
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:200	1:225	1:247	1:234	1:191
		Employee-to-Student decimal	0.00500	0.00444	0.00405	0.00427	0.00524
		Average Annual Salary for Actual Hours Contracted	\$27,464	\$38,186	\$37,000	\$37,782	\$40,541
		Average annual salary rate (at 1.0 FTE)	Not available	Not available	Not available	\$49,161	\$51,771
	N eligible for benefits	45	37	33	30	33	
	<b>Total Employees</b>	<b>N</b>	<b>319</b>	<b>314</b>	<b>306</b>	<b>303</b>	<b>289</b>
		<b>FTE</b>	<b>305.4</b>	<b>303.9</b>	<b>295.8</b>	<b>294.4</b>	<b>279.1</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Faculty**

		Lane Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		15,735	15,411	14,282	11,976	11,555	
Total student full-time equivalent (FTE)		6,784.0	6,622.8	6,205.9	5,444.2	4,928.2	
Faculty	Full time	N	207	202	200	196	201
		FTE	203.2	199.4	197.4	193.3	197.3
		% of instruction	34%	36%	39%	44%	44%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:33	1:33	1:31	1:28	1:25
		Employee-to-Student decimal	0.02995	0.03011	0.03181	0.03550	0.04003
		Average salary for full time - 1.0 FTE	\$71,098	\$77,862	\$81,654	\$83,570	\$89,958
		N eligible for benefits	207	202	200	196	201
	Part time >=.5	N	276	0	0	116	87
		FTE	135.1	0.0	0.0	78.7	54.2
		% of instruction	50%	48%	47%	44%	40%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:50	0:6,623	0:6,206	1:69	1:91
		Employee-to-Student decimal	0.01991	0.00000	0.00000	0.01445	0.01100
		Average Annual Salary for Actual Hours Contracted	\$15,060	\$0	\$0	\$38,303	\$35,571
		Average annual salary rate (at 1.0 FTE)	Not available	\$0	\$0	\$66,835	\$70,005
		N eligible for benefits	UNK	0	0	UNK	UNK

**Faculty, continued**

		Lane Community College					
<b>Report Year</b>		<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	
<b>Data Year</b>		<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Total student headcount		<b>15,735</b>	<b>15,411</b>	<b>14,282</b>	<b>11,976</b>	<b>11,555</b>	
Total student full-time equivalent (FTE)		<b>6,784.0</b>	<b>6,622.8</b>	<b>6,205.9</b>	<b>5,444.2</b>	<b>4,928.2</b>	
Faculty	Part time < .5	N	0	278	237	147	139
		FTE	0.0	134.2	118.2	43.3	36.4
		% of instruction	1%	1%	1%	1%	1%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	0:6,784	1:49	1:53	1:126	1:135
		Employee-to-Student decimal	0.00000	0.02026	0.01905	0.00796	0.00739
		Average Annual Salary for Actual Hours Contracted	Not available	\$21,000	\$27,265	\$15,677	\$16,366
		Average annual salary rate (at 1.0 FTE)	Not available	Not available	Not available	\$52,284	\$57,556
		N eligible for benefits	0	0	UNK	UNK	UNK
	<b>Total Employees</b>	<b>N</b>	<b>483</b>	<b>480</b>	<b>437</b>	<b>459</b>	<b>427</b>
		<b>FTE</b>	<b>338.3</b>	<b>333.6</b>	<b>315.6</b>	<b>315.3</b>	<b>287.9</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTALS</b>	<b>Total Number of Employees</b>	<b>869</b>	<b>865</b>	<b>811</b>	<b>827</b>	<b>781</b>	
	<b>Total FTE of Employees</b>	<b>710.5</b>	<b>708.2</b>	<b>679.4</b>	<b>674.6</b>	<b>632.0</b>	
	<b>Total Number of Supervisors</b>	<b>67</b>	<b>67</b>	<b>68</b>	<b>61</b>	<b>61</b>	

**LINN-BENTON COMMUNITY COLLEGE**

**Administrative/Management**

		Linn-Benton Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		8,882	8,639	6,738	6,332	6,667	
Total student full-time equivalent (FTE)		1,815.3	1,775.6	1,502.2	1,274.9	1,323.5	
Administration /Management	Full time	N	46	50	49	54	68
		FTE	46.0	50.0	49.0	53.7	67.9
		N that supervise others (not incl. grad. assts./research students)	46	50	49	54	48
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:39	1:36	1:31	1:24	1:19
		Employee-to-Student decimal	0.02534	0.02816	0.03262	0.04213	0.05130
		Average salary for full time - 1.0 FTE	\$94,910	\$96,312	\$97,359	\$96,607	\$92,462
		N eligible for benefits	46	50	49	54	68
	Part time	N	1	0	3	0	4
		FTE	0.0	0.0	2.0	0.0	1.3
		N that supervise others (not incl. grad. assts./research students)	1	0	3	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:1,815	0:1,776	1:736	0:1,275	1:1,003
		Employee-to-Student decimal	0.00000	0.00000	0.00136	0.00000	0.00100
		Average Annual Salary for Actual Hours Contracted	\$44,408	\$0	\$28,283	\$0	\$36,308
		Average annual salary rate (at 1.0 FTE)	\$11M	\$0	\$41,593	\$0	\$110,024
	N eligible for benefits	0	0	1	0	0	
	<b>Total Employees</b>	<b>N</b>	<b>47</b>	<b>50</b>	<b>52</b>	<b>54</b>	<b>72</b>
		<b>FTE</b>	<b>46.0</b>	<b>50.0</b>	<b>51.0</b>	<b>53.7</b>	<b>69.2</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>47</b>	<b>50</b>	<b>52</b>	<b>54</b>	<b>48</b>

**Classified/Professional, Non-Teaching**

		Linn-Benton Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		8,882	8,639	6,738	6,332	6,667	
Total student full-time equivalent (FTE)		1,815.3	1,775.6	1,502.2	1,274.9	1,323.5	
Classified/ Professional Non-teaching staff	Full time	N	274	239	211	178	164
		FTE	271.5	214.3	210.8	171.8	163.8
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:7	1:8	1:7	1:7	1:8
		Employee-to-Student decimal	0.14956	0.12069	0.14032	0.13479	0.12379
		Average salary for full time - 1.0 FTE	\$43,295	\$52,015	\$53,840	\$49,262	\$60,772
		N eligible for benefits	274	239	211	178	164
	Part time	N	45	369	115	139	157
		FTE	33.9	84.7	29.2	6.7	42.8
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:54	1:21	1:51	1:189	1:31
		Employee-to-Student decimal	0.01867	0.04770	0.01943	0.00528	0.03235
		Average Annual Salary for Actual Hours Contracted	\$27,464	\$6,503	\$3,095	\$11,472	\$21,776
		Average annual salary rate (at 1.0 FTE)	\$36,457	\$28,331	\$12,197	\$236,870	\$79,897
	N eligible for benefits	45	5	11	0	25	
	<b>Total Employees</b>	<b>N</b>	<b>319</b>	<b>608</b>	<b>326</b>	<b>317</b>	<b>321</b>
		<b>FTE</b>	<b>305.4</b>	<b>299.0</b>	<b>240.0</b>	<b>178.6</b>	<b>206.7</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Faculty

		Linn-Benton Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		8,882	8,639	6,738	6,332	6,667	
Total student full-time equivalent (FTE)		1,815.3	1,775.6	1,502.2	1,274.9	1,323.5	
Faculty	Full time	N	207	128	127	122	146
		FTE	203.2	128.4	126.9	122.0	146.0
		% of instruction	71%	49%	55%	59%	54%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:9	1:14	1:12	1:10	1:9
		Employee-to-Student decimal	0.11194	0.07230	0.08448	0.09569	0.11031
		Average salary for full time - 1.0 FTE	\$71,098	\$78,287	\$80,888	\$83,687	\$85,234
		N eligible for benefits	207	127	126	122	145
	Part time >=.5	N	276	75	34	14	54
		FTE	135.1	47.5	20.8	9.0	35.32
		% of instruction	68%	16%	9%	4%	12%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:13	1:37	1:72	1:141	1:37
		Employee-to-Student decimal	0.07442	0.02677	0.01386	0.00708	0.02669
		Average Annual Salary for Actual Hours Contracted	\$15,060	\$90,468	\$7,569	\$9,295	\$79,153
		Average annual salary rate (at 1.0 FTE)	\$30,766	\$142,745	\$12,365	\$14,427	\$121,015
	N eligible for benefits	276	14	5	0	2	

**Faculty, continued**

		Linn-Benton Community College					
<b>Report Year</b>		<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	
<b>Data Year</b>		<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Total student headcount		<b>8,882</b>	<b>8,639</b>	<b>6,738</b>	<b>6,332</b>	<b>6,667</b>	
Total student full-time equivalent (FTE)		<b>1,815.3</b>	<b>1,775.6</b>	<b>1,502.2</b>	<b>1,274.9</b>	<b>1,323.5</b>	
Faculty	Part time < .5	N	0	250	158	112	257
		FTE	0.0	60.5	30.9	18.6	53.3
		% of instruction	0%	19%	14%	10%	30%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	0:1,815	1:29	1:49	1:68	1:25
		Employee-to-Student decimal	0.00000	0.03405	0.02059	0.01462	0.04025
		Average Annual Salary for Actual Hours Contracted	\$0	\$2,301	\$2,503	\$2,822	\$16,631
		Average annual salary rate (at 1.0 FTE)	\$0	\$9,513	\$12,786	\$16,962	\$80,191
		N eligible for benefits	0	10	3	1	3
<b>Total Employees</b>	<b>N</b>	<b>483</b>	<b>453</b>	<b>319</b>	<b>248</b>	<b>457</b>	
	<b>FTE</b>	<b>338.3</b>	<b>236.4</b>	<b>178.7</b>	<b>149.7</b>	<b>234.6</b>	
<b>Total Supervisors</b>	<b>N</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>TOTALS</b>	<b>Total Number of Employees</b>	<b>849</b>	<b>1,111</b>	<b>697</b>	<b>619</b>	<b>850</b>	
	<b>Total FTE of Employees</b>	<b>689.7</b>	<b>585.4</b>	<b>469.7</b>	<b>381.9</b>	<b>510.5</b>	
	<b>Total Number of Supervisors</b>	<b>47</b>	<b>50</b>	<b>52</b>	<b>54</b>	<b>48</b>	

**MOUNT HOOD COMMUNITY COLLEGE**

**Administrative/Management**

		Mount Hood Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		12,796	12,405	9,694	9,602	9,689	
Total student full-time equivalent (FTE)		2,391.0	2,281.0	1,790.0	1,685.0	1,779.0	
Administration /Management	Full time	N	42	42	43	42	47
		FTE	42.0	42.0	43.0	42.0	47.0
		N that supervise others (not incl. grad. assts./research students)	42	42	42	41	46
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:57	1:54	1:42	1:40	1:38
		Employee-to-Student decimal	0.01757	0.01841	0.02402	0.02493	0.02642
		Average salary for full time - 1.0 FTE	\$104,013	\$111,481	\$113,492	\$117,252	\$122,059
		N eligible for benefits	42	42	43	42	47
	Part time	N	0	0	0	0	0
		FTE	0.0	0.0	0.0	0.0	0.0
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	0:2,391	0:2,281	0:1,790	0:1,685	0:1,779
		Employee-to-Student decimal	0.00000	0.00000	0.00000	0.00000	0.00000
		Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
		Average annual salary rate (at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	N eligible for benefits	0	0	0	0	0	
	<b>Total Employees</b>	<b>N</b>	<b>42</b>	<b>42</b>	<b>43</b>	<b>42</b>	<b>47</b>
		<b>FTE</b>	<b>42.0</b>	<b>42.0</b>	<b>43.0</b>	<b>42.0</b>	<b>47.0</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>42</b>	<b>42</b>	<b>42</b>	<b>41</b>	<b>46</b>

**Classified/Professional, Non-Teaching**

		Mount Hood Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		12,796	12,405	9,694	9,602	9,689	
Total student full-time equivalent (FTE)		2,391.0	2,281.0	1,790.0	1,685.0	1,779.0	
Classified/ Professional Non-teaching staff	Full time	N	188	186	182	177	180
		FTE	188.0	186.0	182.0	177.0	180.0
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:13	1:12	1:10	1:10	1:10
		Employee-to-Student decimal	0.07863	0.08154	0.10168	0.10504	0.10118
		Average salary for full time - 1.0 FTE	\$58,487	\$61,509	\$61,570	\$64,177	\$66,326
		N eligible for benefits	188.0	186.0	182.0	177.0	180.0
	Part time	N	226.00	187	77	89	110
		FTE	50.0	35.8	22.6	25.6	31.9
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:48	1:64	1:79	1:66	1:56
		Employee-to-Student decimal	0.02091	0.01569	0.01265	0.01518	0.01790
		Average Annual Salary for Actual Hours Contracted	\$11,094	\$8,513	\$17,980	\$14,677	\$14,282
		Average annual salary rate (at 1.0 FTE)	\$39,935	\$44,473	\$61,140	\$51,070	\$48,882
	N eligible for benefits	0	0	0	0	0	
	<b>Total Employees</b>	<b>N</b>	<b>414</b>	<b>373</b>	<b>259</b>	<b>266</b>	<b>290</b>
		<b>FTE</b>	<b>238.0</b>	<b>221.8</b>	<b>204.6</b>	<b>202.6</b>	<b>211.9</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Faculty**

		<b>Mount Hood Community College</b>					
<b>Report Year</b>		<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	
<b>Data Year</b>		<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Total student headcount		<b>12,796</b>	<b>12,405</b>	<b>9,694</b>	<b>9,602</b>	<b>9,689</b>	
Total student full-time equivalent (FTE)		<b>2,391.0</b>	<b>2,281.0</b>	<b>1,790.0</b>	<b>1,685.0</b>	<b>1,779.0</b>	
Faculty	Full time	N	156	154	148	135	126
		FTE	156.0	154.0	148.0	135.0	126.0
		% of instruction	50%	52%	58%	53%	50%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:15	1:15	1:12	1:12	1:14
		Employee-to-Student decimal	0.06524	0.06751	0.08268	0.08012	0.07083
		Average salary for full time - 1.0 FTE	\$75,554	\$78,356	\$81,846	\$92,655	\$93,092
		N eligible for benefits	156	154	148	135	126
	Part time >=.5	N	77	63	31	36	43
		FTE	54.0	44.9	22.4	25.3	30.7
		% of instruction	12%	11%	5%	7%	9%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:44	1:51	1:80	1:67	1:58
		Employee-to-Student decimal	0.02258	0.01966	0.01251	0.01499	0.01726
		Average Annual Salary for Actual Hours Contracted	\$31,468	\$34,469	\$33,410	\$35,651	\$42,884
		Average annual salary rate (at 1.0 FTE)	\$36,302	\$37,391	\$38,513	\$42,660	\$43,273
	N eligible for benefits	0	9	0	9	12	

**Faculty, continued**

		<b>Mount Hood Community College</b>					
<b>Report Year</b>		<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	
<b>Data Year</b>		<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Total student headcount		<b>12,796</b>	<b>12,405</b>	<b>9,694</b>	<b>9,602</b>	<b>9,689</b>	
Total student full-time equivalent (FTE)		<b>2,391.0</b>	<b>2,281.0</b>	<b>1,790.0</b>	<b>1,685.0</b>	<b>1,779.0</b>	
Faculty	Part time < .5	N	243	243	166	163	164
		FTE	57.0	45.8	40.0	38.1	35.0
		% of instruction	19%	16%	17%	18%	14%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:42	1:50	1:45	1:44	1:51
		Employee-to-Student decimal	0.02384	0.02006	0.02235	0.02259	0.01969
		Average Annual Salary for Actual Hours Contracted	\$9,930	\$8,709	\$11,019	\$11,954	\$11,782
		Average annual salary rate (at 1.0 FTE)	\$36,302	\$37,391	\$38,513	\$42,660	\$43,273
		N eligible for benefits	0	0	0	0	0
	<b>Total Employees</b>	<b>N</b>	<b>476</b>	<b>460</b>	<b>345</b>	<b>334</b>	<b>333</b>
		<b>FTE</b>	<b>267.0</b>	<b>244.6</b>	<b>210.4</b>	<b>198.3</b>	<b>191.7</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTALS</b>	<b>Total Number of Employees</b>	<b>932</b>	<b>875</b>	<b>647</b>	<b>642</b>	<b>670</b>	
	<b>Total FTE of Employees</b>	<b>547.0</b>	<b>508.4</b>	<b>458.0</b>	<b>442.9</b>	<b>450.6</b>	
	<b>Total Number of Supervisors</b>	<b>42</b>	<b>42</b>	<b>42</b>	<b>41</b>	<b>46</b>	

**OREGON COAST COMMUNITY COLLEGE**

**Administrative/Management**

		Oregon Coast Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		973	966	584	865	962	
Total student full-time equivalent (FTE)		144.0	149.5	147.4	162.0	167.0	
Administration /Management	Full time	N	13	13	12	12	14
		FTE	13.0	13.0	12.0	12.0	14.0
		N that supervise others (not incl. grad. assts./research students)	10	10	8	8	9
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:11	1:12	1:12	1:14	1:12
		Employee-to-Student decimal	0.09028	0.08696	0.08142	0.07407	0.08383
		Average salary for full time - 1.0 FTE	\$77,840	\$77,840	\$79,954	\$81,553	\$82,344
		N eligible for benefits	13	13	12	12	12
	Part time	N	0	0	2	1	0
		FTE	0.0	0.0	0.8	0.5	0.0
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	0:144	0:149.5	1:184	1:324	0:167
		Employee-to-Student decimal	0.00000	0.00000	0.00543	0.00309	0.00000
		Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$41,360	\$37,402	0
		Average annual salary rate (at 1.0 FTE)	\$0	\$0	\$66,913	\$62,337	0
	N eligible for benefits	0	0	1	0	0	
	<b>Total Employees</b>	<b>N</b>	<b>13</b>	<b>13</b>	<b>14</b>	<b>13</b>	<b>14</b>
		<b>FTE</b>	<b>13.0</b>	<b>13.0</b>	<b>12.8</b>	<b>12.5</b>	<b>14.0</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>10</b>	<b>10</b>	<b>8</b>	<b>8</b>	<b>9</b>

**Classified/Professional, Non-Teaching**

		Oregon Coast Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		973	966	584	865	962	
Total student full-time equivalent (FTE)		144.0	149.5	147.4	162.0	167.0	
Classified/ Professional Non-teaching staff	Full time	N	20	20	22	22	23
		FTE	20.0	20.0	22.0	22.0	23.0
		N that supervise others (not incl. grad. assts./research students)	2	2	4	3	4
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:7	1:7	1:7	1:7	1:7
		Employee-to-Student decimal	0.13889	0.13378	0.14927	0.13580	0.13772
		Average salary for full time - 1.0 FTE	\$42,668	\$42,668	\$45,629	\$46,541	\$43,517
		N eligible for benefits	20	20	22	22	23
	Part time	N	12	12	7	7	11
		FTE	4.2	4.2	3.0	2.8	2.4
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:34	1:35	1:49	1:58	1:70
		Employee-to-Student decimal	0.02931	0.02823	0.02036	0.01728	0.01437
		Average Annual Salary for Actual Hours Contracted	\$12,482	\$12,542	\$17,570	\$19,831	\$16,426
		Average annual salary rate (at 1.0 FTE)	\$35,664	\$35,831	\$39,045	\$42,046	\$39,187
	N eligible for benefits	4	4	3	0	1	
	<b>Total Employees</b>	<b>N</b>	<b>32</b>	<b>32</b>	<b>29</b>	<b>29</b>	<b>34</b>
		<b>FTE</b>	<b>24.2</b>	<b>24.2</b>	<b>25.0</b>	<b>24.8</b>	<b>25.4</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>4</b>

## Faculty

		Oregon Coast Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		973	966	584	865	962	
Total student full-time equivalent (FTE)		144.0	149.5	147.4	162.0	167.0	
Faculty	Full time	N	10	10	13	13	11
		FTE	10.0	10.0	13.0	13.0	11.0
		% of instruction	33%	27%	34%	14%	35%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students		0	0	0	0
		Employee-to-Student ratio	1:14	1:15	1:11	1:12	1:15
		Employee-to-Student decimal	0.06944	0.06689	0.08821	0.08025	0.06587
		Average salary for full time - 1.0 FTE	\$56,679	\$56,679	\$57,161	\$58,304	\$59,712
		N eligible for benefits	10	10	13	13	11
	Part time >=.5	N	2	2	0	0	0
		FTE	1.5	1.5	0.0	0.0	0.0
		% of instruction	8%	10%	0%	0%	0%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:96	1:99	0:147	0:147	0:
		Employee-to-Student decimal	0.01042	0.01007	0.00000	0.00000	0.00000
		Average Annual Salary for Actual Hours Contracted	\$59,704	\$59,074	\$0	\$0	\$0
		Average annual salary rate (at 1.0 FTE)	\$78,765	\$78,765	\$0	\$0	\$0
	N eligible for benefits	2	2	0	0	0	

**Faculty, continued**

		Oregon Coast Community College					
<b>Report Year</b>		<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	
<b>Data Year</b>		<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Total student headcount		<b>973</b>	<b>966</b>	<b>584</b>	<b>865</b>	<b>962</b>	
Total student full-time equivalent (FTE)		<b>144.0</b>	<b>149.5</b>	<b>147.4</b>	<b>162.0</b>	<b>167.0</b>	
Faculty	Part time < .5	N	57	57	52	52	40
		FTE	11.5	11.5	15.6	15.6	16.5
		% of instruction	58%	62%	38%	46%	42%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:13	1:13	1:9	1:10	1:10
		Employee-to-Student decimal	0.07986	0.07692	0.10585	0.09630	0.09880
		Average Annual Salary for Actual Hours Contracted	\$11,755	\$11,755	\$12,432	\$12,680	\$13,592
		Average annual salary rate (at 1.0 FTE)	\$33,586	\$34,573	\$27,626	\$28,178	\$33,981
		N eligible for benefits	0	0	0	0	0
	<b>Total Employees</b>	<b>N</b>	<b>69</b>	<b>69</b>	<b>65</b>	<b>65</b>	<b>51</b>
		<b>FTE</b>	<b>23.0</b>	<b>23.0</b>	<b>28.6</b>	<b>28.6</b>	<b>27.5</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>TOTALS</b>	<b>Total Number of Employees</b>	<b>114</b>	<b>114</b>	<b>108</b>	<b>107</b>	<b>99</b>
<b>Total FTE of Employees</b>		<b>60.2</b>	<b>60.2</b>	<b>66.4</b>	<b>65.9</b>	<b>66.9</b>	
<b>Total Number of Supervisors</b>		<b>12</b>	<b>12</b>	<b>12</b>	<b>11</b>	<b>13</b>	

**PORTLAND COMMUNITY COLLEGE**

**Administrative/Management**

		Portland Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		35,107	35,660	27,695	26,773	26,153	
Total student full-time equivalent (FTE)		7,903.6	7,727.9	6,310.5	5,981.9	5,580.1	
Administration /Management	Full time	N	219	213	216	202	217
		FTE	212.0	213.0	215.9	202.0	217.0
		N that supervise others (not incl. grad. assts./research students)	187	190	189	168	181
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:37	1:36	1:29	1:30	1:26
		Employee-to-Student decimal	0.02682	0.02756	0.03421	0.03377	0.03889
		Average salary for full time - 1.0 FTE	\$96,562	\$96,837	\$103,305	\$106,899	\$109,899
		N eligible for benefits	219	213	216	203	217
	Part time	N	2	2	0	1	1
		FTE	1.4	1.6	0.0	0.5	0.5
		N that supervise others (not incl. grad. assts./research students)	1	2	0	1	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:5,811	1:4,830	0:6,310	1:11,964	1:11,160
		Employee-to-Student decimal	0.00017	0.00021	0.00000	0.00008	0.00009
		Average Annual Salary for Actual Hours Contracted	\$63,563	\$75,665	\$0	\$46,488	\$46,083
		Average annual salary rate (at 1.0 FTE)	\$94,069	\$84,737	\$0	\$92,970	\$92,161
	N eligible for benefits	2	2	0	1	1	
	<b>Total Employees</b>	<b>N</b>	<b>221</b>	<b>215</b>	<b>216</b>	<b>203</b>	<b>218</b>
		<b>FTE</b>	<b>213.4</b>	<b>214.6</b>	<b>215.9</b>	<b>202.5</b>	<b>217.5</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>188</b>	<b>192</b>	<b>189</b>	<b>169</b>	<b>181</b>

**Classified/Professional, Non-Teaching**

		Portland Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		35,107	35,660	27,695	26,773	26,153	
Total student full-time equivalent (FTE)		7,903.6	7,727.9	6,310.5	5,981.9	5,580.1	
Classified/ Professional Non-teaching staff	Full time	N	945	944	868	912	883
		FTE	944.5	943.7	867.7	911.8	883.0
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:8	1:8	1:7	1:7	1:6
		Employee-to-Student decimal	0.11950	0.12211	0.13750	0.15242	0.15824
		Average salary for full time - 1.0 FTE	\$54,154	\$54,015	\$60,498	\$64,173	\$67,437
		N eligible for benefits	945	944	868	912	883
	Part time	N	148	158	132	108	82
		FTE	96.5	104.2	87	68.4	54.5
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:82	1:74	1:73	1:87	1:102
		Employee-to-Student decimal	0.01221	0.01348	0.01379	0.01143	0.00977
		Average Annual Salary for Actual Hours Contracted	\$30,419	\$29,759	\$35,035	\$35,962	\$38,630
		Average annual salary rate (at 1.0 FTE)	\$46,670	\$45,108	\$53,153	\$56,782	\$58,096
	N eligible for benefits	148	158	132	108	82	
	<b>Total Employees</b>	<b>N</b>	<b>1,093</b>	<b>1,102</b>	<b>1,000</b>	<b>1,020</b>	<b>965</b>
		<b>FTE</b>	<b>1,041.0</b>	<b>1,047.9</b>	<b>954.7</b>	<b>980.2</b>	<b>937.5</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Faculty

		Portland Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		35,107	35,660	27,695	26,773	26,153	
Total student full-time equivalent (FTE)		7,903.6	7,727.9	6,310.5	5,981.9	5,580.1	
Faculty	Full time	N	417	402	385	388	396
		FTE	414.0	396.9	379.0	384.0	393.5
		% of instruction	50%	41%	37%	38%	52%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:19	1:19	1:17	1:16	1:14
		Employee-to-Student decimal	0.05238	0.05136	0.06006	0.06419	0.07052
		Average salary for full time - 1.0 FTE	\$67,179	\$68,013	\$74,009	\$74,770	\$77,849
		N eligible for benefits	417	402	379	388	396
	Part time >=.5	N	578	576	482	468	423
		FTE	446.0	437.1	367.1	352.5	330.8
		% of instruction	45%	45%	47%	46%	40%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:18	1:18	1:17	1:17	1:17
		Employee-to-Student decimal	0.05642	0.05656	0.05818	0.05893	0.05928
		Average Annual Salary for Actual Hours Contracted	\$41,253	\$44,536	\$44,025	\$46,284	\$52,422
		Average annual salary rate (at 1.0 FTE)	\$96,982	\$102,980	\$105,059	\$109,620	\$127,155
		N eligible for benefits	477	464	419	368	359

**Faculty, continued**

		Portland Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		35,107	35,660	27,695	26,773	26,153	
Total student full-time equivalent (FTE)		7,903.6	7,727.9	6,310.5	5,981.9	5,580.1	
Faculty	Part time < .5	N	492	480	436	400	379
		FTE	141.8	140.6	128.0	119.3	151.8
		% of instruction	5%	14%	16%	16%	8%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:56	1:55	1:49	1:50	1:37
		Employee-to-Student decimal	0.01793	0.01819	0.02028	0.01994	0.02720
		Average Annual Salary for Actual Hours Contracted	\$13,401	\$17,093	\$15,476	\$17,901	\$19,934
		Average annual salary rate (at 1.0 FTE)	\$91,615	\$93,812	\$97,033	\$99,943	\$112,087
		N eligible for benefits	112	112	133	91	94
	Total Employees	N	1,487	1,458	1,303	1,256	1,198
		FTE	1,001.7	974.6	874.1	855.8	876.1
	Total Supervisors	N	0	0	0	0	0
TOTALS	Total Number of Employees	2,801	2,775	2,519	2,479	2,381	
	Total FTE of Employees	2,256.1	2,237.0	2,044.7	2,038.5	2,031.1	
	Total Number of Supervisors	188	192	189	169	181	

**ROGUE COMMUNITY COLLEGE**

**Administrative/Management**

		Rogue Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		6,445	6,315	3,799	3,937	4,209	
Total student full-time equivalent (FTE)		1,405.8	1,333.2	909.3	880.3	956.0	
Administration /Management	Full time	N	36	36	37	35	31
		FTE	36.0	36.0	37.0	35.0	31.0
		N that supervise others (not incl. grad. assts./research students)	36	36	37	35	31
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:39	1:37	1:25	1:25	1:31
		Employee-to-Student decimal	0.02561	0.02700	0.04069	0.03976	0.03243
		Average salary for full time - 1.0 FTE	\$86,838	\$90,468	\$93,788	\$98,409	\$108,422
		N eligible for benefits	36	36	37	35	31
	Part time	N	1	1	1	1	1
		FTE	0.5	0.5	0.5	0.5	0.5
		N that supervise others (not incl. grad. assts./research students)	0	1	1	1	1
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:2,603	1:2,469	1:1,684	1:1,630	1:1,768
		Employee-to-Student decimal	0.00038	0.00041	0.00059	0.00061	0.00057
		Average Annual Salary for Actual Hours Contracted	\$5,920	\$38,363	\$39,748	\$40,941	\$43,754
		Average annual salary rate (at 1.0 FTE)	\$11,841	\$76,727	\$79,497	\$81,882	\$87,508
	N eligible for benefits	1	1	1	1	1	
	<b>Total Employees</b>	<b>N</b>	<b>37</b>	<b>37</b>	<b>38</b>	<b>36</b>	<b>32</b>
		<b>FTE</b>	<b>36.5</b>	<b>36.5</b>	<b>37.5</b>	<b>35.5</b>	<b>31.5</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>36</b>	<b>37</b>	<b>38</b>	<b>36</b>	<b>32</b>

**Classified/Professional, Non-Teaching**

		Rogue Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		6,445	6,315	3,799	3,937	4,209	
Total student full-time equivalent (FTE)		1,405.8	1,333.2	909.3	880.3	956.0	
Classified/ Professional Non-teaching staff	Full time	N	180	177	110	152	161
		FTE	180.0	175.5	109.6	151.5	160.9
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:8	1:8	1:8	1:6	1:6
		Employee-to-Student decimal	0.12804	0.13166	0.12047	0.17209	0.16835
		Average salary for full time - 1.0 FTE	\$46,827	\$48,577	\$47,502	\$51,146	\$55,882
		N eligible for benefits	180	177	110	152	161
	Part time	N	17.00	22	9	20	20
		FTE	9.0	11.8	4.7	10.0	10.3
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:157	1:113	1:194	1:88	1:93
		Employee-to-Student decimal	0.00638	0.00884	0.00515	0.01141	0.01080
		Average Annual Salary for Actual Hours Contracted	\$35,252	\$36,340	\$37,877	\$29,044	\$28,987
		Average annual salary rate (at 1.0 FTE)	\$70,505	\$72,679	\$75,754	\$58,088	\$57,973
	N eligible for benefits	4	6	3	4	5	
	<b>Total Employees</b>	<b>N</b>	<b>197</b>	<b>199</b>	<b>119</b>	<b>172</b>	<b>181</b>
		<b>FTE</b>	<b>189.0</b>	<b>187.3</b>	<b>114.2</b>	<b>161.5</b>	<b>171.3</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Faculty

		Rogue Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		6,445	6,315	3,799	3,937	4,209	
Total student full-time equivalent (FTE)		1,405.8	1,333.2	909.3	880.3	956.0	
Faculty	Full time	N	66	70	71	64	65
		FTE	57.8	61.3	71.0	64.0	65.0
		% of instruction	Not available				
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:24	1:22	1:13	1:14	1:15
		Employee-to-Student decimal	0.04108	0.04594	0.07808	0.00114	0.00114
		Average salary for full time - 1.0 FTE	\$91,321	\$89,774	\$80,635	\$72,993	\$90,355
		N eligible for benefits	66	70	71	64	65
	Part time >=.5	N	135	105	82	84	78
		FTE	89.9	66.7	54.6	53.3	49.0
		% of instruction	Not available				
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:16	1:20	1:17	1:17	1:19
		Employee-to-Student decimal	0.06397	0.05003	0.05999	0.06055	0.05129
		Average Annual Salary for Actual Hours Contracted	\$23,850	\$23,670	\$25,161	\$23,701	\$24,463
		Average annual salary rate (at 1.0 FTE)	\$34,071	\$39,450	\$35,945	\$39,502	\$40,772
	N eligible for benefits	89	66	39	42	39	

**Faculty, continued**

		Rogue Community College					
<b>Report Year</b>		<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	
<b>Data Year</b>		<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Total student headcount		<b>6,445</b>	<b>6,315</b>	<b>3,799</b>	<b>3,937</b>	<b>4,209</b>	
Total student full-time equivalent (FTE)		<b>1,405.8</b>	<b>1,333.2</b>	<b>909.3</b>	<b>880.3</b>	<b>956.0</b>	
Faculty	Part time < .5	N	390	285	216	209	203
		FTE	62.4	57.8	44.5	41.6	41.1
		% of instruction	Not available	Not available	Not available	Not available	Not available
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:23	1:23	1:20	1:21	1:23
		Employee-to-Student decimal	0.04435	0.04338	0.04889	0.04724	0.04297
		Average Annual Salary for Actual Hours Contracted	\$5,373	\$6,987	\$7,779	\$7,387	\$8,163
		Average annual salary rate (at 1.0 FTE)	\$26,865	\$34,936	\$38,896	\$36,937	\$40,813
		N eligible for benefits	19	25	27	18	18
	<b>Total Employees</b>	<b>N</b>	<b>591</b>	<b>460</b>	<b>369</b>	<b>357</b>	<b>346</b>
		<b>FTE</b>	<b>210.0</b>	<b>185.8</b>	<b>170.0</b>	<b>158.9</b>	<b>155.1</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>TOTALS</b>	<b>Total Number of Employees</b>	<b>825</b>	<b>696</b>	<b>526</b>	<b>565</b>	<b>559</b>
<b>Total FTE of Employees</b>		<b>435.5</b>	<b>409.6</b>	<b>321.8</b>	<b>355.9</b>	<b>357.9</b>	
<b>Total Number of Supervisors</b>		<b>36</b>	<b>37</b>	<b>38</b>	<b>36</b>	<b>32</b>	

**SOUTHWESTERN OREGON COMMUNITY COLLEGE**

**Administrative/Management**

		Southwestern Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		3,550	4,033	1,976	2,733	3,060	
Total student full-time equivalent (FTE)		735.7	702.7	537.0	515.8	542.0	
Administration /Management	Full time	N	34	33	30	17	17
		FTE	34.0	33.0	30.0	17.0	17.0
		N that supervise others (not incl. grad. assts./research students)	31	28	29	17	16
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:22	1:21	1:18	1:30	1:32
		Employee-to-Student decimal	0.04621	0.04696	0.05587	0.03296	0.03137
		Average salary for full time - 1.0 FTE	\$73,222	\$76,715	\$80,775	\$97,369	96830
		N eligible for benefits	34	33	30	17	17
	Part time	N	1	2	2	0	0
		FTE	0.5	1.1	1.0	0.0	0.0
		N that supervise others (not incl. grad. assts./research students)	1	2	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:1471	1:639	1:537	0:515.75	0:542
		Employee-to-Student decimal	0.00068	0.00157	0.00186	0.00000	0.00000
		Average Annual Salary for Actual Hours Contracted	\$23,548	\$28,982	\$34,792	\$0	\$0
		Average annual salary rate (at 1.0 FTE)	\$47,096	\$56,624	\$69,585	\$0	\$0
	N eligible for benefits	1	0	2	0	0	
	<b>Total Employees</b>	<b>N</b>	<b>35</b>	<b>35</b>	<b>32</b>	<b>17</b>	<b>17</b>
		<b>FTE</b>	<b>34.5</b>	<b>34.1</b>	<b>31.0</b>	<b>17.0</b>	<b>17.0</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>32</b>	<b>30</b>	<b>29</b>	<b>17</b>	<b>16</b>

**Classified/Professional, Non-Teaching**

		Southwestern Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		3,550	4,033	1,976	2,733	3,060	
Total student full-time equivalent (FTE)		735.7	702.7	537.0	515.8	542.0	
Classified/ Professional Non-teaching staff	Full time	N	114	124	105	60	111
		FTE	114.0	124.0	105.0	59.3	111.0
		N that supervise others (not incl. grad. assts./research students)	9	4	10	25	22
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:6	1:6	1:5	1:9	1:5
		Employee-to-Student decimal	0.15495	0.17647	0.19553	0.11490	0.20480
		Average salary for full time - 1.0 FTE	\$42,392	\$43,436	\$45,324	\$52,116	\$47,331
		N eligible for benefits	114	124	105	60	111
	Part time	N	26.00	18	22	21	14
		FTE	14.5	10.7	14.0	3.6	8.9
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:51	1:65	1:38	1:142	1:61
		Employee-to-Student decimal	0.01974	0.01528	0.02607	0.00704	0.01638
		Average Annual Salary for Actual Hours Contracted	\$23,548	\$19,686	\$24,121	\$23,630	\$27,256
		Average annual salary rate (at 1.0 FTE)	\$37,148	\$36,713	\$37,233	\$38,990	\$42,910
	N eligible for benefits	13	7	15	5	11	
	<b>Total Employees</b>	<b>N</b>	<b>140</b>	<b>142</b>	<b>127</b>	<b>81</b>	<b>125</b>
		<b>FTE</b>	<b>128.5</b>	<b>134.7</b>	<b>119.0</b>	<b>62.9</b>	<b>119.9</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>9</b>	<b>4</b>	<b>10</b>	<b>25</b>	<b>22</b>

## Faculty

		Southwestern Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		3,550	4,033	1,976	2,733	3,060	
Total student full-time equivalent (FTE)		735.7	702.7	537.0	515.8	542.0	
Faculty	Full time	N	53	51	45	42	50
		FTE	53.0	51.0	45.0	42.0	50.0
		% of instruction	46%	55%	47%	51%	30%
		N that supervise others (not incl. grad. assts./research students)	0	1	1	0	1
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:14	1:14	1:12	1:12	1:11
		Employee-to-Student decimal	0.07204	0.07258	0.08380	0.08143	0.09225
		Average salary for full time - 1.0 FTE	\$58,824	\$59,115	\$62,633	\$63,908	\$64,499
		N eligible for benefits	53	51	45	42	50
	Part time >=.5	N	Not available	16	9	5	15
		FTE	Not available	10.0	5.3	2.7	9.3
		% of instruction	Not available	9%	7%	4%	4%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	0:735	1:71	1:101	1:194	1:59
		Employee-to-Student decimal	0.00000	0.01417	0.00993	0.00516	0.01708
		Average Annual Salary for Actual Hours Contracted	\$11,278	\$4,383	\$6,638	\$11,465	\$4,614
		Average annual salary rate (at 1.0 FTE)	\$46,991	\$51,687	\$60,192	\$51,412	\$63,383
N eligible for benefits	0	0	0	0	0		

**Faculty, continued**

		Southwestern Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		3,550	4,033	1,976	2,733	3,060	
Total student full-time equivalent (FTE)		735.7	702.7	537.0	515.8	542.0	
Faculty	Part time < .5	N	119	167	45	68	56
		FTE	15.5	20.4	10.8	16.3	9.2
		% of instruction	27%	16%	19%	22%	16%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:47	1:34	1:50	1:32	1:59
		Employee-to-Student decimal	0.02112	0.02900	0.02011	0.03166	0.01697
		Average Annual Salary for Actual Hours Contracted	\$3,961	\$4,567	\$6,615	\$7,872	\$7,055
		Average annual salary rate (at 1.0 FTE)	\$38,797	\$42,164	\$61,323	\$40,773	\$63,497
		N eligible for benefits	0	0	0	0	0
	<b>Total Employees</b>	<b>N</b>	<b>172</b>	<b>234</b>	<b>99</b>	<b>115</b>	<b>121</b>
		<b>FTE</b>	<b>68.5</b>	<b>81.3</b>	<b>61.1</b>	<b>61.0</b>	<b>68.5</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>
	<b>TOTALS</b>	<b>Total Number of Employees</b>	<b>347</b>	<b>411</b>	<b>258</b>	<b>213</b>	<b>263</b>
<b>Total FTE of Employees</b>		<b>231.6</b>	<b>250.2</b>	<b>211.1</b>	<b>140.9</b>	<b>205.3</b>	
<b>Total Number of Supervisors</b>		<b>41</b>	<b>35</b>	<b>40</b>	<b>42</b>	<b>39</b>	

**TILLAMOOK BAY COMMUNITY COLLEGE**

**Administrative/Management**

		Tillamook Bay Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		1,168	1,135	928	1,040	1,146	
Total student full-time equivalent (FTE)		149.4	150.4	152.9	141.9	144.0	
Administration /Management	Full time	N	10	12	13	13	14
		FTE	10.0	12.0	13.0	13.0	14.0
		N that supervise others (not incl. grad. assts./research students)	9	9	9	10	13
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:15	1:13	1:12	1:11	1:10
		Employee-to-Student decimal	0.06693	0.07979	0.08502	0.09161	0.09722
		Average salary for full time - 1.0 FTE	\$81,099	\$83,968	\$81,971	\$64,833	\$79,034
		N eligible for benefits	10	12	13	13	14
	Part time	N	0	0	0	0	0
		FTE	0.0	0.0	0.0	0.0	0.0
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	0:149	0:150	0:153	0:141	0:144
		Employee-to-Student decimal	0.00000	0.00000	0.00000	0.00000	0.00000
		Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
		Average annual salary rate (at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	N eligible for benefits	0	0	0	0	0	
	<b>Total Employees</b>	<b>N</b>	<b>10</b>	<b>12</b>	<b>13</b>	<b>13</b>	<b>14</b>
		<b>FTE</b>	<b>10.0</b>	<b>12.0</b>	<b>13.0</b>	<b>13.0</b>	<b>14.0</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>10</b>	<b>13</b>

**Classified/Professional, Non-Teaching**

		Tillamook Bay Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		1,168	1,135	928	1,040	1,146	
Total student full-time equivalent (FTE)		149.4	150.4	152.9	141.9	144.0	
Classified/ Professional Non-teaching staff	Full time	N	17	19	20	19	22
		FTE	17.0	19.0	20.0	19.0	22.0
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:9	1:8	1:8	1:7	1:7
		Employee-to-Student decimal	0.11379	0.12633	0.13080	0.13390	0.15278
		Average salary for full time - 1.0 FTE	\$43,177	\$39,877	\$47,496	\$41,999	\$46,982
		N eligible for benefits	17	19	20	19	22
	Part time	N	7	9	8	6	2
		FTE	3.4	3.2	2.1	3.5	1.2
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:45	1:47	1:72	1:41	1:120
		Employee-to-Student decimal	0.02242	0.02128	0.01387	0.02467	0.00833
		Average Annual Salary for Actual Hours Contracted	\$32,770	\$12,304	\$12,214	\$16,320	\$43,140
		Average annual salary rate (at 1.0 FTE)	\$37,952	\$31,093	\$31,002	\$29,188	\$71,544
	N eligible for benefits	0	0	2	3	0	
	<b>Total Employees</b>	<b>N</b>	<b>24</b>	<b>28</b>	<b>28</b>	<b>25</b>	<b>24</b>
		<b>FTE</b>	<b>20.4</b>	<b>22.2</b>	<b>22.1</b>	<b>22.5</b>	<b>23.2</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Faculty**

		Tillamook Bay Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		1,168	1,135	928	1,040	1,146	
Total student full-time equivalent (FTE)		149.4	150.4	152.9	141.9	144.0	
Faculty	Full time	N	6	10	10	8	9
		FTE	6.0	10.0	10.0	8.0	9.0
		% of instruction	27%	22%	32%	28%	23%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:25	1:15	1:15	1:18	1:16
		Employee-to-Student decimal	0.04016	0.06649	0.06540	0.05638	0.06250
		Average salary for full time - 1.0 FTE	\$72,880	\$57,102	\$62,923	\$71,664	\$62,883
		N eligible for benefits	6	10	10	8	9
	Part time >=.5	N	0	0	0	0	0
		FTE	0.0	0.0	0.0	0.0	0.0
		% of instruction	0%	0%	0%	0%	0%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	0:149	0:150	0:153	0:142	0:144
		Employee-to-Student decimal	0.00000	0.00000	0.00000	0.00000	0.00000
		Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
		Average annual salary rate (at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
		N eligible for benefits	0	0	0	0	0

**Faculty, continued**

		Tillamook Bay Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		1,168	1,135	928	1,040	1,146	
Total student full-time equivalent (FTE)		149.4	150.4	152.9	141.9	144.0	
Faculty	Part time < .5	N	44	53	33	34	27
		FTE	16.0	15.4	3.8	9.0	6.8
		% of instruction	41%	53%	46%	29%	24%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:9	1:10	1:40	1:16	1:21
		Employee-to-Student decimal	0.10710	0.10239	0.02485	0.06328	0.04722
		Average Annual Salary for Actual Hours Contracted	\$5,235	\$6,548	\$9,106	\$13,788	\$14,688
		Average annual salary rate (at 1.0 FTE)	\$47,026	\$37,683	\$32,373	\$46,321	\$71,370
		N eligible for benefits	0	0	0	0	0
	<b>Total Employees</b>	<b>N</b>	<b>50</b>	<b>63</b>	<b>43</b>	<b>42</b>	<b>36</b>
		<b>FTE</b>	<b>22.0</b>	<b>25.4</b>	<b>13.8</b>	<b>17.0</b>	<b>15.8</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTALS</b>	<b>Total Number of Employees</b>	<b>84</b>	<b>103</b>	<b>84</b>	<b>80</b>	<b>74</b>	
	<b>Total FTE of Employees</b>	<b>52.4</b>	<b>59.6</b>	<b>48.9</b>	<b>52.5</b>	<b>53.0</b>	
	<b>Total Number of Supervisors</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>10</b>	<b>13</b>	

**TREASURE VALLEY COMMUNITY COLLEGE**

**Administrative/Management**

		Treasure Valley Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		2,175	3,016	2,221	2,273	2,294	
Total student full-time equivalent (FTE)		559.4	673.0	526.0	533.4	547.8	
Administration /Management	Full time	N	7	7	8	7	10
		FTE	7.0	7.0	8.0	7.0	10.0
		N that supervise others (not incl. grad. assts./research students)	7	7	8	7	10
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:80	1:96	1:66	1:76	1:55
		Employee-to-Student decimal	0.01251	0.01040	0.01521	0.01312	0.01825
		Average salary for full time - 1.0 FTE	\$89,602	\$96,457	\$98,858	\$112,261	\$102,998
		N eligible for benefits	7	7	8	7	10
	Part time	N	1	1	1	1	1
		FTE	1.0	1.0	1.0	0.5	0.5
		N that supervise others (not incl. grad. assts./research students)	1	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:559	1:673	1:526	1:1,089	1:1,096
		Employee-to-Student decimal	0.00179	0.00149	0.00190	0.00092	0.00091
		Average Annual Salary for Actual Hours Contracted	\$0	\$48,000	\$48,000	\$48,250	\$48,000
		Average annual salary rate (at 1.0 FTE)	\$0	\$96,000	\$96,000	\$96,500	\$96,000
	N eligible for benefits	0	0	0	0	0	
	<b>Total Employees</b>	<b>N</b>	<b>8</b>	<b>8</b>	<b>9</b>	<b>8</b>	<b>11</b>
		<b>FTE</b>	<b>8.0</b>	<b>8.0</b>	<b>9.0</b>	<b>7.5</b>	<b>10.5</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>8</b>	<b>7</b>	<b>8</b>	<b>7</b>	<b>10</b>

**Classified/Professional, Non-Teaching**

		Treasure Valley Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		2,175	3,016	2,221	2,273	2,294	
Total student full-time equivalent (FTE)		559.4	673.0	526.0	533.4	547.8	
Classified/ Professional Non-teaching staff	Full time	N	60	69	54	60	61
		FTE	60.0	69.0	54.0	60.0	61.0
		N that supervise others (not incl. grad. assts./research students)	21	20	35	34	35
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:9	1:10	1:10	1:9	1:9
		Employee-to-Student decimal	0.10726	0.10253	0.10266	0.11248	0.11135
		Average salary for full time - 1.0 FTE	\$58,031	\$53,716	\$62,070	\$59,614	\$63,781
		N eligible for benefits	60	69	54	60	61
	Part time	N	166.00	141	151	121	148
		FTE	166.0	141.0	111.7	89.5	109.5
		N that supervise others (not incl. grad. assts./research students)	2	9	6	6	5
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:3	1:5	1:5	1:6	1:5
		Employee-to-Student decimal	0.29676	0.20951	0.21243	0.16786	0.19993
		Average Annual Salary for Actual Hours Contracted	Not available	\$20,187	\$11,000	\$11,000	\$18,720
		Average annual salary rate (at 1.0 FTE)	Not available	\$80,748	\$44,000	\$44,000	\$74,880
		N eligible for benefits	2	6	2	2	2
	<b>Total Employees</b>	<b>N</b>	<b>226</b>	<b>210</b>	<b>205</b>	<b>181</b>	<b>209</b>
		<b>FTE</b>	<b>226.0</b>	<b>210.0</b>	<b>165.7</b>	<b>149.5</b>	<b>170.5</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>23</b>	<b>29</b>	<b>41</b>	<b>40</b>	<b>40</b>

**Faculty**

		Treasure Valley Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		2,175	3,016	2,221	2,273	2,294	
Total student full-time equivalent (FTE)		559.4	673.0	526.0	533.4	547.8	
Faculty	Full time	N	43	39	37	39	39
		FTE	43.0	39.0	37.0	39.0	39.0
		% of instruction	0%	6%	47%	31%	58%
		N that supervise others (not incl. grad. assts./research students)	0	0	2	2	2
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:13	1:17	1:14	1:14	1:14
		Employee-to-Student decimal	0.07687	0.05795	0.07034	0.07311	0.07119
		Average salary for full time - 1.0 FTE	\$55,146	\$66,611	\$59,674	\$63,485	\$58,842
		N eligible for benefits	43	39	37	39	39
	Part time >=.5	N	11	10	12	14	7
		FTE	10.0	8.5	10.1	13.1	6.4
		% of instruction	13%	22%	25%	17%	10%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:56	1:79	1:52	1:41	1:86
		Employee-to-Student decimal	0.01788	0.01263	0.01920	0.02456	0.01161
		Average Annual Salary for Actual Hours Contracted	\$4,273	\$1,417	\$4,208	\$4,673	\$4,545
		Average annual salary rate (at 1.0 FTE)	\$17,092	\$5,668	\$16,832	\$18,692	\$18,179
		N eligible for benefits	0	0	1	1	0

**Faculty, continued**

		Treasure Valley Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		2,175	3,016	2,221	2,273	2,294	
Total student full-time equivalent (FTE)		559.4	673.0	526.0	533.4	547.8	
Faculty	Part time < .5	N	118	75	56	60	42
		FTE	0.3	29.8	21.4	23.0	13.6
		% of instruction	30%	43%	29%	52%	20%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:1,865	1:23	1:25	1:23	1:40
		Employee-to-Student decimal	0.00054	0.04428	0.04068	0.04312	0.02483
		Average Annual Salary for Actual Hours Contracted	\$1,500	\$671	\$1,911	\$2,017	\$1,951
		Average annual salary rate (at 1.0 FTE)	\$6,000	\$2,684	\$7,644	\$8,068	\$7,802
		N eligible for benefits	5	0	0	0	0
	<b>Total Employees</b>	<b>N</b>	<b>172</b>	<b>124</b>	<b>105</b>	<b>113</b>	<b>88</b>
		<b>FTE</b>	<b>53.3</b>	<b>77.3</b>	<b>68.5</b>	<b>75.1</b>	<b>59.0</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>2</b>
<b>TOTALS</b>	<b>Total Number of Employees</b>	<b>406</b>	<b>342</b>	<b>319</b>	<b>302</b>	<b>308</b>	
	<b>Total FTE of Employees</b>	<b>287.3</b>	<b>295.3</b>	<b>243.2</b>	<b>232.1</b>	<b>240.0</b>	
	<b>Total Number of Supervisors</b>	<b>31</b>	<b>36</b>	<b>51</b>	<b>49</b>	<b>52</b>	

**UMPQUA COMMUNITY COLLEGE**

**Administrative/Management**

		Umpqua Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		5,733	5,402	4,216	3,882	4,561	
Total student full-time equivalent (FTE)		887.8	843.9	682.4	690.0	692.2	
Administration /Management	Full time	N	38	39	30	35	50
		FTE	38.0	39.0	30.0	35.0	50.0
		N that supervise others (not incl. grad. assts./research students)	24	27	22	25	29
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:23	1:22	1:23	1:20	1:14
		Employee-to-Student decimal	0.04280	0.04622	0.04396	0.05072	0.07223
		Average salary for full time - 1.0 FTE	\$67,470	\$72,400	\$78,710	\$69,716	\$63,314
		N eligible for benefits	38	39	30	35	50
	Part time	N	0	1	1	1	1
		FTE	0.0	0.5	0.5	0.1	0.3
		N that supervise others (not incl. grad. assts./research students)	0	1	1	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	0:888	1:1,688	1:1,365	1:6,900	1:2,307
		Employee-to-Student decimal	0.00000	0.00059	0.00073	0.00014	0.00043
		Average Annual Salary for Actual Hours Contracted	\$0	\$32,954	\$34,561	\$6,517	\$37,154
		Average annual salary rate (at 1.0 FTE)	\$0	\$67,616	\$69,487	\$69,520	\$125,243
	N eligible for benefits	0	0	0	0	0	
	<b>Total Employees</b>	<b>N</b>	<b>38</b>	<b>40</b>	<b>31</b>	<b>36</b>	<b>51</b>
		<b>FTE</b>	<b>38.0</b>	<b>39.5</b>	<b>30.5</b>	<b>35.1</b>	<b>50.3</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>24</b>	<b>28</b>	<b>23</b>	<b>25</b>	<b>29</b>

**Classified/Professional, Non-Teaching**

		Umpqua Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		5,733	5,402	4,216	3,882	4,561	
Total student full-time equivalent (FTE)		887.8	843.9	682.4	690.0	692.2	
Classified/ Professional Non-teaching staff	Full time	N	94	92	82	78	75
		FTE	94.0	92.0	82.0	78.0	75.0
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:9	1:9	1:8	1:9	1:9
		Employee-to-Student decimal	0.10588	0.10902	0.12016	0.11304	0.10835
		Average salary for full time - 1.0 FTE	\$34,986	\$37,870	\$39,122	\$41,821	\$40,554
		N eligible for benefits	94	92	82	78	75
	Part time	N	58	32	28	33	25
		FTE	19.6	12.0	11.2	11.2	10.9
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:45	1:70	1:61	1:62	1:64
		Employee-to-Student decimal	0.02208	0.01422	0.01641	0.01623	0.01575
		Average Annual Salary for Actual Hours Contracted	\$10,951	\$14,908	\$19,546	\$16,185	\$22,928
		Average annual salary rate (at 1.0 FTE)	\$33,989	\$43,062	\$49,633	\$50,065	\$54,405
	N eligible for benefits	7	4	3	2	2	
	<b>Total Employees</b>	<b>N</b>	<b>152</b>	<b>124</b>	<b>110</b>	<b>111</b>	<b>100</b>
		<b>FTE</b>	<b>113.6</b>	<b>104.0</b>	<b>93.2</b>	<b>89.2</b>	<b>85.9</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Faculty

		Umpqua Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		5,733	5,402	4,216	3,882	4,561	
Total student full-time equivalent (FTE)		887.8	843.9	682.4	690.0	692.2	
Faculty	Full time	N	45	47	41	46	48
		FTE	45.0	47.0	41.0	46.0	48.0
		% of instruction	40%	39%	37%	38%	41%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:20	1:18	1:17	1:15	1:14
		Employee-to-Student decimal	0.05069	0.05570	0.06008	0.06667	0.06934
		Average salary for full time - 1.0 FTE	\$67,675	\$72,661	\$76,540	\$77,420	\$77,565
		N eligible for benefits	45	47	41	46	48
	Part time >=.5	N	2	4	4	9	5
		FTE	1.5	3.1	2.6	6.0	2.7
		% of instruction	0%	1%	2%	5%	4%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:592	1:272	1:262	1:115	1:256
		Employee-to-Student decimal	0.00169	0.00367	0.00381	0.00870	0.00390
		Average Annual Salary for Actual Hours Contracted	\$53,176	\$35,133	\$46,555	\$59,021	\$71,076
		Average annual salary rate (at 1.0 FTE)	\$60,540	\$58,200	\$85,211	\$90,560	\$131,298
	N eligible for benefits	0	0	0	0	0	

**Faculty, continued**

		Umpqua Community College					
Report Year		2020	2021	2022	2023	2024	
Data Year		2018	2019	2020	2021	2022	
Total student headcount		5,733	5,402	4,216	3,882	4,561	
Total student full-time equivalent (FTE)		887.8	843.9	682.4	690.0	692.2	
Faculty	Part time < .5	N	188	180	145	140	143
		FTE	25.1	22.7	19.7	19.6	17.1
		% of instruction	43%	38%	41%	38%	37%
		N that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
		N that supervise only grad. assts. /research students	0	0	0	0	0
		Employee-to-Student ratio	1:35	1:37	1:35	1:35	1:40
		Employee-to-Student decimal	0.02827	0.02690	0.02887	0.02841	0.02470
		Average Annual Salary for Actual Hours Contracted	\$15,644	\$15,383	\$17,655	\$16,893	\$16,244
		Average annual salary rate (at 1.0 FTE)	\$123,306	\$130,067	\$134,255	\$127,815	\$138,956
		N eligible for benefits	0	0	0	0	0
	<b>Total Employees</b>	<b>N</b>	<b>235</b>	<b>231</b>	<b>190</b>	<b>195</b>	<b>196</b>
		<b>FTE</b>	<b>71.6</b>	<b>72.8</b>	<b>63.3</b>	<b>71.6</b>	<b>67.8</b>
	<b>Total Supervisors</b>	<b>N</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>TOTALS</b>	<b>Total Number of Employees</b>	<b>425</b>	<b>395</b>	<b>331</b>	<b>342</b>	<b>347</b>
<b>Total FTE of Employees</b>		<b>223.2</b>	<b>216.3</b>	<b>187.0</b>	<b>195.9</b>	<b>204.0</b>	
<b>Total Number of Supervisors</b>		<b>24</b>	<b>28</b>	<b>23</b>	<b>25</b>	<b>29</b>	

## Table Footnotes

1. Unless otherwise noted here, the employee salary data for each employee group is an annual figure based on averages across employees within each employee group using Fall term data only. Additional salary conversion for part-time employee salary to 1.0 full-time equivalent (FTE) is intended to show what these part-time employees would make if they worked full-time for the whole year.
2. Rogue Community College, Treasure Valley Community College, did not report percentage of instruction data.
3. Percent of instruction totals may not sum to 100 due to the fact that some schools have instructors teach classes who are not assigned to the faculty category as well as the exclusion of student FTE who are accelerated learning/dual credit students.
4. Additional notes for Umpqua Community College:

FTE of students taught by all faculty groups does not add up to 100%: This situation has been documented in previous years' reporting and is caused by the following situations:

- Dual credit FTE is excluded. The instructions state that dual credit FTE should be excluded from the % of instruction calculations. However, dual credit FTE is included in the total student FTE value on row 8 of the spreadsheet.
- Courses taught by non-faculty employees. Some FTE-generating courses are instructed by administrators and classified staff. The FTE from these courses will not appear in the faculty FTE totals.

## APPENDIX A

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### Definitions

The different employee groups and the data collected for each are based on the recommendations of the workgroups convened by HECC in response to Senate Bill 113 Section 1. Detailed discussion can be found in *Senate Bill 113 Final Report: Employment Data Collection and Reporting for Universities and Community Colleges in Oregon, December 2016*. The HECC provided the following definitions and guidance to the reporting institutions. Within the bounds of these definitions, the HECC accepted local decisions as necessary within each measure, recognizing that each institution is unique.

1. The dataset each institution submitted reflects the Fall term to coincide with the Integrated Postsecondary Education Data System (IPEDS) human resources reporting and allow for a snapshot in time. This avoided the institutions having to make complicated calculations to arrive at annual figures.
2. Total Employees is the total number of employees in each employee group. However, instructors who are not employed by the institution are excluded even if the student full-time equivalency (FTE) is appropriated to the institution.
3. The salary and FTE figures reported for each employee group are annual numbers as reported to IPEDS. However, the number of employees in each group does represent the actual number employed during the fall term. Salary for part-time employees converted to 1.0FTE is intended to show what these part-time employees would make if they worked full-time all year. Institutions may have different approaches for calculating this converted salary.
4. Student headcount and FTE include all students. However, the calculation for percent of instruction among faculty groups necessarily excludes high school students so the total percentage of instruction may not add to 100 since community college instructors do not actually instruct high school students taking courses at their high school.
5. Distribution of employees into the three categories is based on Standard Occupational Classification (SOC) codes promulgated by the Bureau of Labor Statistics. The SOC system is a federal statistical standard used by federal agencies to classify workers in occupational categories for the purpose of collecting, calculating, or disseminating data. Occupations in the SOC with similar job duties, and in some cases skills, education, and/or training are grouped together. Given that employees may cross categories throughout the year, it is recommended that institutions use the employee's "primary job" when placing employees in a category. The HECC provided examples as guidance, but the final distribution of employees into categories remained a local decision.

6. For the purposes of this report, the HECC defined a “supervisor” as a member of an employee group who has supervisory responsibility over another member of an employee group. In general, a “supervisor” is a person who makes hiring/firing/disciplinary decisions.
7. “N that supervise” is the number of employees in each group that supervise other employees. Supervisors that oversee both employees and graduate students are put in the category of “number that supervise others” while the other category of supervisor is reserved for employees who only supervise graduate students.
8. The definition of FTE, whether referring to students or employees remained a local decision.
9. For the purpose of this report, full-time is defined as .9 FTE. Part-time is split between less than half time (<.5 FTE) and greater than or equal to half time (>=.5 FTE) because some institutions provide benefits for part-time employees classified as at least .5 FTE. Colleges were instructed to use the hold harmless adjustment to normalize a ten vs. eleven-week term across the institutions. Additionally, the determination of whether an employee is full-time or part-time is based solely on their work hours during Fall term.
10. Employee-to-Student ratio is Employee FTE divided by the Student FTE.
11. Percentage of instruction by faculty group is the proportion of the total instruction delivered by institutional employees among the faculty groups. The total of all groups should equal 100%, except when high school students are excluded from the calculation.
12. Average salary is the weighted average salary for each employee group normalized for an annual appointment.
13. The number of employees eligible for benefits is the number of employees in each group that are eligible for any/all benefits regardless of whether the benefits are offered directly through the institution or through an organization such as OEBC.

## APPENDIX B

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### Previous and Related Statute

ORS 350.360 as currently written is the result of multiple statutes beginning in 2009. We describe each of these below.

#### HB 2030 (2019)

This bill covers a range of administrative needs, including corrections to the institutional reporting on faculty and supervisor data in ORS 350.360. The corrections are in Section 23.

#### SB 1520 (2018)

Sections 12 and 13 of the bill address reporting requirements placed on the HECC related to certain employee groups by consolidating into one single reporting requirement what had previously been two separate reporting requirements that were related but distinct. The result of these changes is the current annual report on community college and public university employees with a focus on ratios of supervisors to employees, students to employees, and salaries. The consolidation and current focus come from the workgroup that was formed in response to Senate Bill 113 (2015).

#### SB 113 (2015)

This bill repealed ORS 351.708 with the “baseline” language originally adopted in HB 2557. ORS 351.708 regulated the review of employees at public universities and community colleges, while ORS 351.711 regulated reporting on employees and supervisory employees at public universities.

#### HB 2152 (2013)

This bill expanded the reporting requirements under ORS 371.708 to include employee groups in addition to those who teach: administrative or management employees and classified or professional non-faculty employees. It also added a requirement to include the ratio of employees in each employee group to the number of students enrolled in each institution, both full-time and part-time, in the report. ORS 371.708 previously required the State Board of Education and State Board of Higher Education to report only on the number of full-time faculty, part-time faculty, and graduate assistants who were teaching classes on Oregon campuses.

#### HB 2557 (2009)

This bill required The State Board of Education and the State Board of Higher Education to establish baselines for and to report on the employment of full-time and part-time faculty at each public institution of higher education.

#### Reports

2022 Report

2020 Report

2018 Report

2016 Report

2015 SB 113 Report

