



## MIS Employee Submission Report, Fall 2023

### Introduction

The MIS employee reports (*Employee Demographics* and *Employee Assignments*) for fall 2023 were submitted by the Foothill-De Anza Community College District (FHDA CCD) to the California Community Colleges Chancellor's Office (CCCCO) on January 8, 2024. This document provides a summary of the data submitted; its purpose is to give data custodians across the District the opportunity to review the information and identify issues that may undermine the validity of the data.

The MIS employee reports only include data for all full-time employees and part-time faculty with at least one assignment during the reporting fall term.<sup>1</sup> Data summarized in this document relate to employee characteristics (i.e., employee category, EE06 occupational activity, gender, age, race/ethnic group and employment status) and job assignment attributes (i.e., average hourly rate for overload or part-time assignments and full-time equivalent employee by TOP—Taxonomy of Programs-- or ASA code—Administrative Support Areas). To identify unexpected changes across time or fall terms, this document includes data for the last three fall terms (fall 2021, fall 2022, and fall 2023) disaggregated by institution (Central Services, De Anza College, Foothill College, FHDA CCD) and employee characteristics or job assignment attributes. Data highlights are also provided to help readers better understand the data shown in the tables at the end of this document.

### Data Highlights

This section identifies significant changes or key findings shown by the data submitted in the MIS employee reports for the last three fall terms: fall 2021, fall 2022, and fall 2023. Findings at the District level (FHDA CCD) and differences across employee groups are the main focus of the analysis.

#### *Employee Headcount*

- Data in Table 1 show a total of 1,738 full-time and part-time faculty employees at the FHDA CCD in fall 2023—a 1.6% drop from fall 2022. About 53% (922) of these were assigned to De Anza College, 36.9% (642) to Foothill College, and 10.9% (189) to Central Services (i.e., the administrative unit of the District). Data in Table 1 and Figure 1 show

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<sup>1</sup> More information available at: <https://webdata.cccco.edu/ded/ded.htm>.

that the District had an average annual drop of 1.6% in employee headcount during the last three fall terms. The same data show that Foothill had the most significant average annual drop in employee headcount during this period, -3.0%.

- FHDA CCD data disaggregated by employee group (*administrator, academic temporary, classified professional, classified support*) in Table 2.A show a higher than expected increase in the number of *academic temporary* in fall 2023 over the prior fall term, 1.8% (724 from 711). Data for Foothill in this table show an increase of 5.4% (330 from 313) for *part-time faculty* over the same period.
- Data in Table 2.B show that the *academic temporary* group accounted for 41.7% of the FHDA CCD employee headcount in fall 2023, compared to 40.8% in fall 2022 (0.9 percentage point increase). The percentage of the total employee headcount in 2023 for *academic temporary* employees at De Anza showed a 0.5 point increase from the previous fall (44.1% from 43.6%), while at Foothill the data show a 1.4 point increase (51.4% from 50%) for this group.
- Data in Table 2.C show that in fall 2023 *academic tenured/tenured track* employees accounted for 36.7% and 33.5% of the headcount for all faculty at De Anza and Foothill, respectively. When compared to percentage figures for this group in fall 2022, the data show a drop of 0.8 and 1.6 points at De Anza and Foothill, respectively, in fall 2023.
- Data disaggregated by *EE06 Occupational Activity (executive, administrative, or management; faculty; professional, non-faculty; clerical/secretarial; technical/paraprofessional; skilled crafts; service/maintenance)* in Table 3 show a higher than expected drop in the FHDA CCD headcount for *skilled crafts*—a drop of 18.2% (9 in fall 2023 from 11 the previous fall). The data show that the headcount for *technical/paraprofessional* employees at FHDA CCD increased 3.3% (95 from 92 the previous fall).

### *Demographics: Gender, Age, and Race/Ethnicity*

- Data disaggregated by *gender* in Table 4 show that the number of female employees at FHDA CCD dropped 1.3% in fall 2023 when compared to the prior fall term (999 from 1,012), while the number of male employees increased 1.0% (739 from 732) during the same period. The percentage of female employees at FHDA CCD in fall 2023 was 57.5%; males, 42.5%.
- FHDA CCD data disaggregated by *EE06 occupational activity and gender* in Table 5 show a higher than expected drop between fall 2022 and fall 2023 in the number of *female administrator* (-7.4%; 50 from 54) and a higher than expected increase in the number of *clerical/secretarial* males (16.7%; 14 from 12).
- FHDA CCD data in Table 5.A and Figure 5.A show that in fall 2023 female employees outnumbered male employees across most groups. The number of female employees was significantly higher (i.e., more than 60%) for the *clerical/secretarial* (84.4%) and *professional, non-faculty* (65.3%) groups. Male employees significantly outnumbered females in the *service/maintenance* (73.8%) and *skilled crafts* (100%) groups.
- Data disaggregated by age group in Table 6 and Figure 6.C show that 40.2% of all FHDA CCD employees were 55 years or older at the beginning of the fall 2023 term. Data in

Table 7 shows that the median age for employees at the District was 52 in fall 2023; a year older when compared to the previous fall term. Data in this table also shows the *skilled crafts* as the group with the oldest employees (median age, 59); the youngest, the *clerical/secretarial* (median age, 43).

- Data disaggregated by *race/ethnicity* in Table 8 and Figure 8 show that 88.3% of FHDA CCD employees in fall 2023 were either White (46%), Asian (24%), or Hispanic (18%). Data in Table 8 show that between fall 2022 and fall 2023 the headcount for Asian employees increased 3.4% (420 from 406) while the number of Hispanic and White employees at the District dropped 1.9% (310 from 316) and 1.8% (804 from 819), respectively.
- FHDA CCD data for fall 2023 disaggregated by *race/ethnicity* and *EE06 occupational activity* in Table 8.B show that the number of White employees in the following occupational activities is at least twice the number for any other ethnic groups: *executive, administrator, or manager* (40.6%), *faculty* (54.4%) and *skilled crafts* (44.4%). Data for the last three fall terms show that close to half (48.1% to 48.8%) of all *service/maintenance* employees at FHDA CCD were Hispanics.

### *Employment Status*

- Data in Table 9 show that the number of *retiree, continuing* employees (i.e., continue working after retirement) at FHDA CCD dropped 9.1% in fall 2023 (40 from 44 in fall 2022). Data in Table 9.A for the last three fall terms show the most significant decline in new hires was for the *faculty*, an average drop of 65.9% (e.g., 1 in fall 2023 from 11 in fall 2021).

### *Compensation: Annual Salary and Hourly Rate*

- Data in Table 10 show that the average annual salary for a FHDA CCD employee increased to \$118,565 in fall 2023 from \$110,621 in fall 2020 (7.2% increase). Data disaggregated by *EE06 occupational activity* in this table show that the highest average annual salary at the District in fall 2023 was for the *executive/administrator/manager* group, \$215,601; the lowest, for the *service/maintenance* group, \$78,759. The highest percentage increase in annual salary between fall 2022 and fall 2023 was for the *executive/administrator/manager* group (8.7%); the lowest, for the *Skilled Crafts* (-1.6%, likely due to retirements).
- Data in Table 11 show that the average hourly rate for *part-time faculty or overload assignments* at FHDA CCD increased to \$142 in fall 2023 from \$133 in fall 2022 (7.2% increase); for the *executive/administrator/manager* group at the District, the average hourly rate increased to \$163 from \$151 (8.4% increase) during the same period.

### *Full-Time Equivalent Employee (FTEE) by Program of Studies (TOP) and Administrative Support Areas (ASA)*

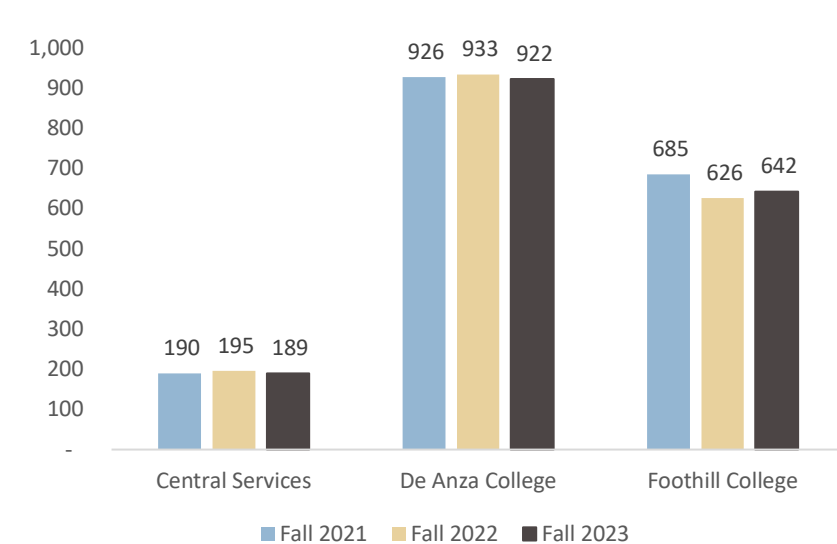
- Data in Table 15 show an annualized FTEE of 1,475.22 at FHDA CCD in fall 2023, an increase of 0.5% when compared to the FTEE for the prior fall term. Data in this table show that Central Services had the largest drop in FTEE (-3.5%, minus 6.8 FTEF) in fall 2023, compared to the prior fall term; the FTEE at De Anza and Foothill increased 1.2% and 1.0%, respectively, during this period. Data in Figure 16 show that instructional assignments (i.e., assignments with TOP code accounts) and administrative support assignments (i.e., assignments with ASA codes) accounted for 57.6% and 42.4%, respectively, of the total FTEE in fall 2023.
- FHDA CCD data disaggregated by *EE06 occupational activity* in Figure 14 show that *faculty* accounted for 59% (869.09) of the total FTEE in fall 2023 at the District, followed by *professional/non-faculty* employees with 16% (240.85). Excluding *skilled crafts*, which accounted for 1.0% (8.17), each of the remaining employee groups accounted between 5% and 6% of the total FTEE.
- FHDA CCD FTEE data for instructional assignments in Table 12 show the following areas with the highest FTEE in fall 2023: *English* (87.9, 10.3% of total), *Mathematics, General* (86.52, 10.2% of total), and *Living Skills, Disabled* (45.22, 5.3% of total).
- In Table 13, FHDA CCD FTEE data for administrative support assignments show the following as the areas with the highest FTEE in fall 2023: *Matriculation and Student Assessment* (68.3, 10.9% of total), *Academic Administration* (67.93, 10.9% of total), and *Management Information Systems* (56.19, 9.0%).

**Table 1. Employee Headcount by Institution and Fall Term**

Institution	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
Central Services	190	195	189	5	(6)	2.6%	-3.1%	-0.2%
De Anza College	926	933	922	7	(11)	0.8%	-1.2%	-0.2%
Foothill College	685	626	642	(59)	16	-8.6%	2.6%	-3.0%
<b>FHDA CCD</b>	<b>1,795</b>	<b>1,744</b>	<b>1,738</b>	<b>(51)</b>	<b>(6)</b>	<b>-2.8%</b>	<b>-0.3%</b>	<b>-1.6%</b>

	Percent of Total		
	Fall 2021	Fall 2022	Fall 2023
Central Services	10.6%	11.2%	10.9%
De Anza College	51.6%	53.5%	53.0%
Foothill College	38.2%	35.9%	36.9%
<b>FHDA CCD</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

**Figure 1. Employee Headcount by Institution and Fall Term**



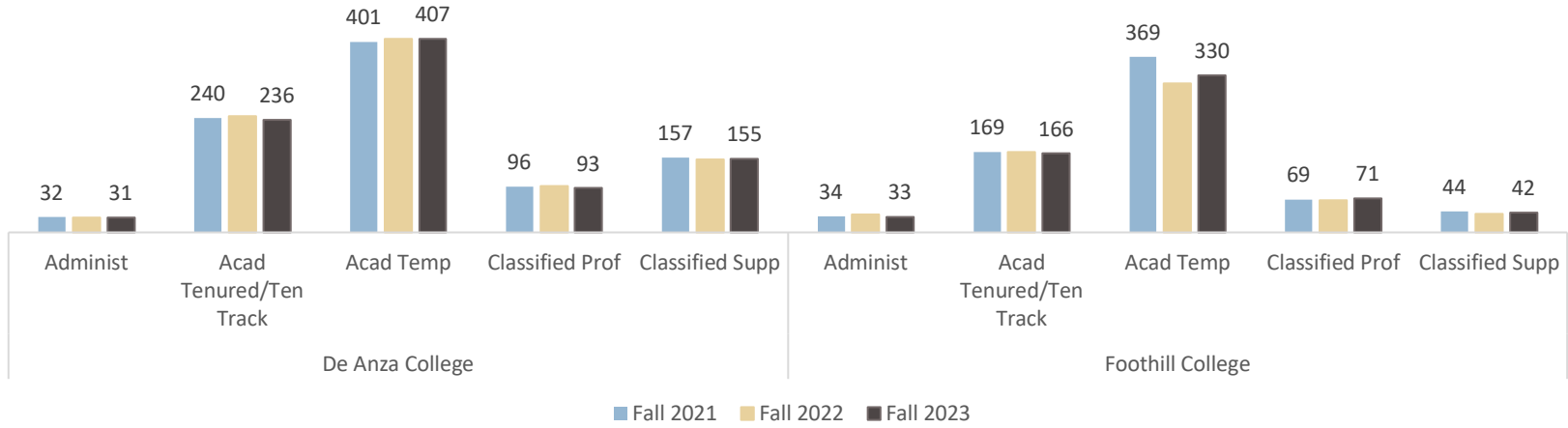
**Notes**

Data only includes all full-time employees and part-time faculty with at least one assignment during the fall term.

**Table 2.A Headcount by Institution, Employee Group and Fall Term**

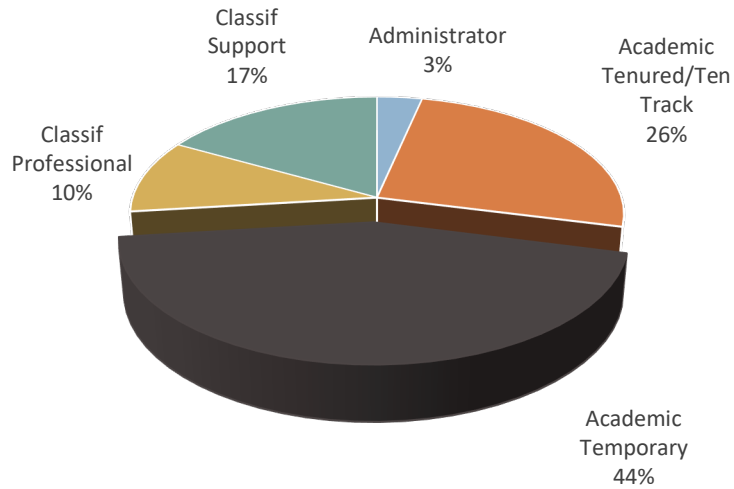
Employee Group	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>Central Services</b>								
Administrator	28	32	32	4	-	14.3%	0.0%	7.1%
Academic Temporary	2	1	1	(1)	-	-	0.0%	-
Classified Professional	81	83	79	2	(4)	2.5%	-4.8%	-1.2%
Classified Support	79	79	77	-	(2)	0.0%	-2.5%	-1.3%
Total	190	195	189	5	(6)	2.6%	-3.1%	-0.2%
<b>De Anza College</b>								
Administrator	32	31	31	(1)	-	-3.1%	0.0%	-1.6%
Academic Tenured/Tenure Track	240	244	236	4	(8)	1.7%	-3.3%	-0.8%
Academic Temporary	401	407	407	6	-	1.5%	0.0%	0.7%
Classified Professional	96	97	93	1	(4)	1.0%	-4.1%	-1.5%
Classified Support	157	154	155	(3)	1	-1.9%	0.6%	-0.6%
Total	926	933	922	7	(11)	0.8%	-1.2%	-0.2%
<b>Foothill College</b>								
Administrator	34	37	33	3	(4)	8.8%	-10.8%	-1.0%
Academic Tenured/Tenure Track	169	169	166	-	(3)	0.0%	-1.8%	-0.9%
Academic Temporary	369	313	330	(56)	17	-15.2%	5.4%	-4.9%
Classified Professional	69	68	71	(1)	3	-1.4%	4.4%	1.5%
Classified Support	44	39	42	(5)	3	-11.4%	7.7%	-1.8%
Total	685	626	642	(59)	16	-8.6%	2.6%	-3.0%
<b>FHDA CCD</b>								
Administrator	94	100	96	6	(4)	6.4%	-4.0%	1.2%
Academic Tenured/Tenure Track	409	413	402	4	(11)	1.0%	-2.7%	-0.8%
Academic Temporary	766	711	724	(55)	13	-7.2%	1.8%	-2.7%
Classified Professional	246	248	242	2	(6)	0.8%	-2.4%	-0.8%
Classified Support	280	272	274	(8)	2	-2.9%	0.7%	-1.1%
Total	1,795	1,744	1,738	(51)	(6)	-2.8%	-0.3%	-1.6%

**Figure 2.A Headcount by College, Employee Group and Fall Term**

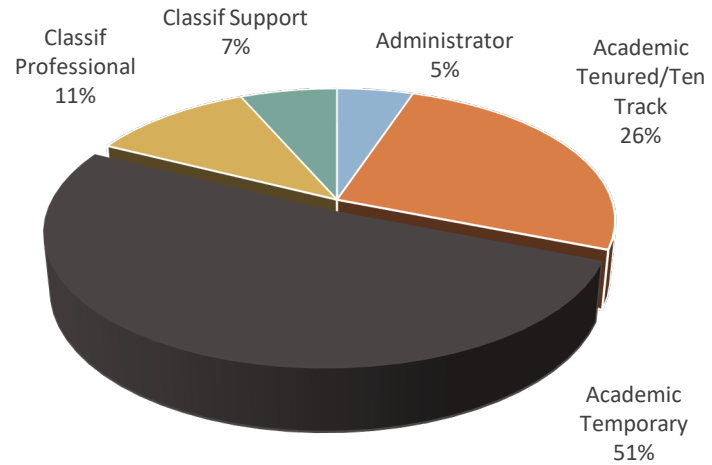


**Figure 2.A2 Headcount by College and Employee Group, Fall 2023**

*De Anza College*



*Foothill College*



**Table 2.B Headcount Percentage by Institution, Employee Group and Fall Term**

Employee Group	Fall 2021		Fall 2022		Fall 2023	
	Count	Percent	Count	Percent	Count	Percent
<b>Central Services</b>						
Administrator	28	14.7%	32	16.4%	32	16.9%
Academic Temporary	2	1.1%	1	0.5%	1	0.5%
Classified Professional	81	42.6%	83	42.6%	79	41.8%
Classified Support	79	41.6%	79	40.5%	77	40.7%
Total	190	100.0%	195	100.0%	189	100.0%
<b>De Anza College</b>						
Administrator	32	3.5%	31	3.3%	31	3.4%
Academic Tenured/Tenure Track	240	25.9%	244	26.2%	236	25.6%
Academic Temporary	401	43.3%	407	43.6%	407	44.1%
Classified Professional	96	10.4%	97	10.4%	93	10.1%
Classified Support	157	17.0%	154	16.5%	155	16.8%
Total	926	100.0%	933	100.0%	922	100.0%
<b>Foothill College</b>						
Administrator	34	5.0%	37	5.9%	33	5.1%
Academic Tenured/Tenure Track	169	24.7%	169	27.0%	166	25.9%
Academic Temporary	369	53.9%	313	50.0%	330	51.4%
Classified Professional	69	10.1%	68	10.9%	71	11.1%
Classified Support	44	6.4%	39	6.2%	42	6.5%
Total	685	100.0%	626	100.0%	642	100.0%
<b>FHDA CCD</b>						
Administrator	94	5.2%	100	5.7%	96	5.5%
Academic Tenured/Tenure Track	409	22.8%	413	23.7%	402	23.1%
Academic Temporary	766	42.7%	711	40.8%	724	41.7%
Classified Professional	246	13.7%	248	14.2%	242	13.9%
Classified Support	280	15.6%	272	15.6%	274	15.8%
Total	1,795	100.0%	1,744	100.0%	1,738	100.0%

**Notes**

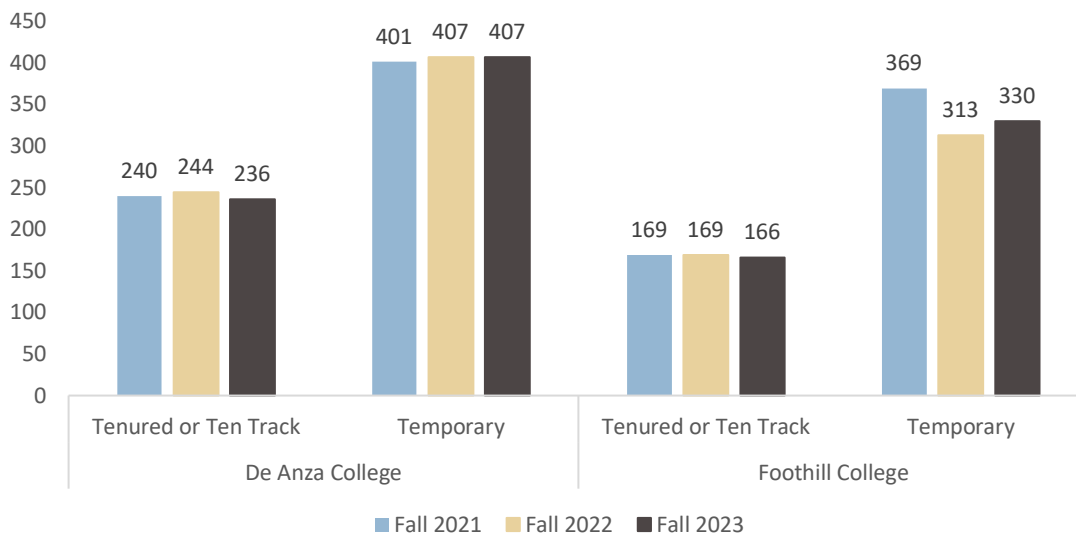
Service/Maintenance employees (subgroup for classified support employees) are not assigned to Foothill.



**Table 2.C Faculty Headcount by Institution, Employee Group and Fall Term**

Employee Group	Fall 2021		Fall 2022		Fall 2023	
	Count	Percent	Count	Percent	Count	Percent
<b>De Anza College</b>						
Academic Tenured/Tenure Track	240	37.4%	244	37.5%	236	36.7%
Academic Temporary	401	62.6%	407	62.5%	407	63.3%
<b>Total Faculty</b>	<b>641</b>	<b>100.0%</b>	<b>651</b>	<b>100.0%</b>	<b>643</b>	<b>100.0%</b>
<b>Foothill College</b>						
Academic Tenured/Tenure Track	169	31.4%	169	35.1%	166	33.5%
Academic Temporary	369	68.6%	313	64.9%	330	66.5%
<b>Total Faculty</b>	<b>538</b>	<b>100.0%</b>	<b>482</b>	<b>100.0%</b>	<b>496</b>	<b>100.0%</b>
<b>FHDA CCD</b>						
Academic Tenured/Tenure Track	409	34.8%	413	36.7%	402	35.7%
Academic Temporary	766	65.2%	711	63.3%	724	64.3%
<b>Total Faculty</b>	<b>1,175</b>	<b>100.0%</b>	<b>1,124</b>	<b>100.0%</b>	<b>1,126</b>	<b>100.0%</b>

**Figure 2.C Faculty Headcount by Institution, Employee Group and Fall Term**



**Notes**

Temporary faculty includes any full-time or part-time faculty not tenured or on tenure track.

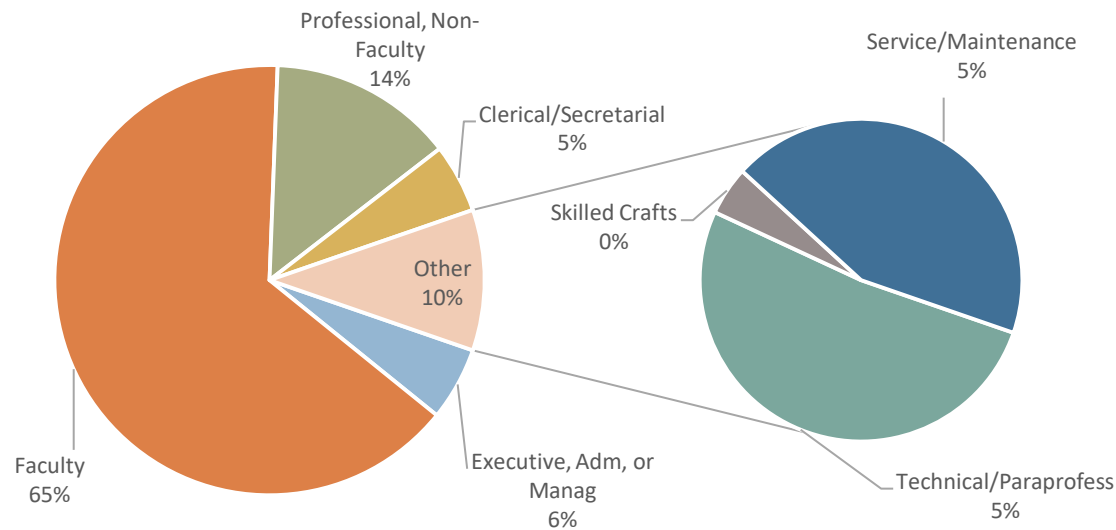
**Table 3. Employee Headcount by Institution, EE06 Occupational Activity and Fall Term**

EE06 Occupational Activity	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>Central Services</b>								
Executive, Adm, or Manag	28	32	32	4	-	14.3%	0.0%	7.1%
Faculty	2	1	1	(1)	-	-	-	-
Professional, Non-Faculty	81	83	79	2	(4)	2.5%	-4.8%	-1.2%
Clerical/Secretarial	18	16	16	(2)	-	-11.1%	0.0%	-5.6%
Technical/Paraprofess	5	6	6	1	-	20.0%	0.0%	10.0%
Skilled Crafts	12	11	9	(1)	(2)	-8.3%	-18.2%	-13.3%
Service/Maintenance	44	46	46	2	-	4.5%	0.0%	2.3%
Total	190	195	189	5	(6)	2.6%	-3.1%	-0.2%
<b>De Anza College</b>								
Executive, Adm, or Manag	32	31	31	(1)	-	-3.1%	0.0%	-1.6%
Faculty	641	651	643	10	(8)	1.6%	-1.2%	0.2%
Professional, Non-Faculty	96	97	93	1	(4)	1.0%	-4.1%	-1.5%
Clerical/Secretarial	58	52	50	(6)	(2)	-10.3%	-3.8%	-7.1%
Technical/Paraprofess	66	68	71	2	3	3.0%	4.4%	3.7%
Service/Maintenance	33	34	34	1	-	3.0%	0.0%	1.5%
Total	926	933	922	7	(11)	0.8%	-1.2%	-0.2%
<b>Foothill College</b>								
Executive, Adm, or Manag	34	37	33	3	(4)	8.8%	-10.8%	-1.0%
Faculty	538	482	496	(56)	14	-10.4%	2.9%	-3.8%
Professional, Non-Faculty	69	68	71	(1)	3	-1.4%	4.4%	1.5%
Clerical/Secretarial	25	21	24	(4)	3	-16.0%	14.3%	-0.9%
Technical/Paraprofess	19	18	18	(1)	-	-5.3%	0.0%	-2.6%
Total	685	626	642	(59)	16	-8.6%	2.6%	-3.0%

**Table 3. Employee Headcount by Institution, EE06 Occupational Activity and Fall Term**

EE06 Occupational Activity	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>FHDA CCD</b>								
Executive, Adm, or Manag	94	100	96	6	(4)	6.4%	-4.0%	1.2%
Faculty	1,175	1,124	1,126	(51)	2	-4.3%	0.2%	-2.1%
Professional, Non-Faculty	246	248	242	2	(6)	0.8%	-2.4%	-0.8%
Clerical/Secretarial	101	89	90	(12)	1	-11.9%	1.1%	-5.4%
Technical/Paraprofess	90	92	95	2	3	2.2%	<b>3.3%</b>	2.7%
Skilled Crafts	12	11	9	(1)	(2)	-8.3%	<b>-18.2%</b>	-13.3%
Service/Maintenance	77	80	80	3	-	3.9%	0.0%	1.9%
Total	1,795	1,744	1,738	(51)	(6)	-2.8%	-0.3%	-1.6%

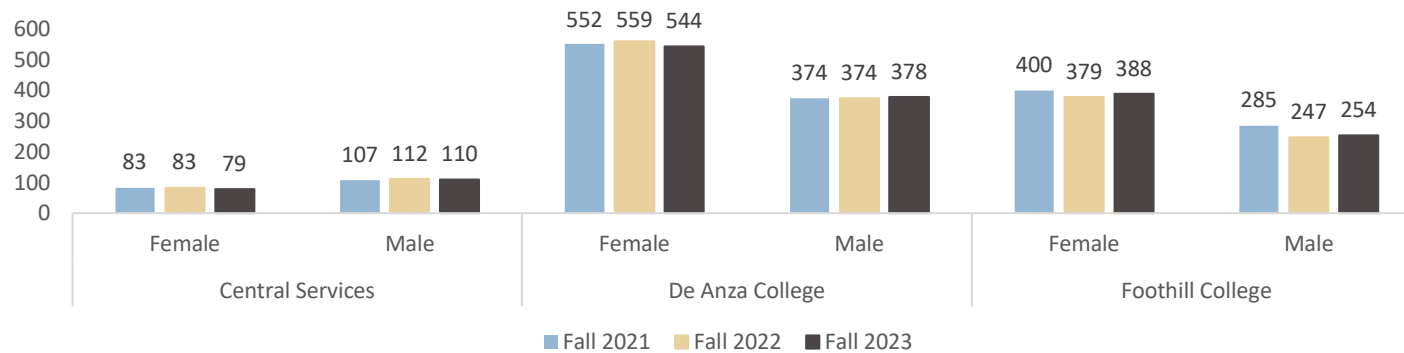
**Figure 3. FHDA CCD Employee Headcount, Fall 2023**



**Table 4. Employee Headcount by Institution, Gender and Fall Term**

Gender	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>Central Services</b>								
Female	83	83	79	0	-4	0.0%	-4.8%	-2.4%
Male	107	112	110	5	-2	4.7%	-1.8%	1.4%
Total	190	195	189	5	-6	2.6%	-3.1%	-0.2%
<b>De Anza College</b>								
Female	552	559	544	7	-15	1.3%	-2.7%	-0.7%
Male	374	374	378	0	4	0.0%	1.1%	0.5%
Total	926	933	922	7	-11	0.8%	-1.2%	-0.2%
<b>Foothill College</b>								
Female	400	379	388	-21	9	-5.3%	2.4%	-1.4%
Male	285	247	254	-38	7	-13.3%	2.8%	-5.2%
Total	685	626	642	-59	16	-8.6%	2.6%	-3.0%
<b>FHDA CCD</b>								
Female	1,029	1,012	999	-17	-13	-1.7%	-1.3%	-1.5%
Male	766	732	739	-34	7	-4.4%	1.0%	-1.7%
Total	1,795	1,744	1,738	-51	-6	-2.8%	-0.3%	-1.6%

**Figure 4. Employee Headcount by Institution, Gender and Fall Term**



**Table 5. Employee Headcount by Institution, EE06 Occupational Activity and Fall Term**

EE06 Occupational Activity	Gender	Headcount			Change		Percent Change		2-Year Avg Percent Change
		Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>Central Services</b>									
Executive, Adm, or Manag	Female	17	18	17	1	(1)	5.9%	-5.6%	0.2%
	Male	11	14	15	3	1	27.3%	7.1%	17.2%
Faculty	Female	2	1	1	(1)	-	-50.0%	0.0%	-25.0%
	Male	39	40	36	1	(4)	2.6%	-10.0%	-3.7%
Professional, Non-Faculty	Female	42	43	43	1	-	2.4%	0.0%	1.2%
	Male	14	13	14	(1)	1	-7.1%	7.7%	0.3%
Clerical/Secretarial	Female	4	3	2	(1)	(1)	-25.0%	-33.3%	-29.2%
	Male	3	3	3	-	-	0.0%	0.0%	0.0%
Technical/Paraprofess	Female	2	3	3	1	-	50.0%	0.0%	25.0%
	Male	12	11	9	(1)	(2)	-8.3%	-	-
Skilled Crafts	Female	8	8	8	-	-	0.0%	0.0%	0.0%
	Male	36	38	38	2	-	5.6%	0.0%	2.8%
Service/Maintenance	Female	83	83	79	-	(4)	0.0%	-4.8%	-2.4%
	Male	107	112	110	5	(2)	4.7%	-1.8%	1.4%

**Table 5. Employee Headcount by Institution, EE06 Occupational Activity and Fall Term**

EE06 Occupational Activity	Gender	Headcount			Change		Percent Change		2-Year Avg Percent Change
		Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>De Anza College</b>									
Executive, Adm, or Manag	Female	17	17	16	-	(1)	0.0%	-5.9%	-2.9%
	Male	15	14	15	(1)	1	-6.7%	7.1%	0.2%
Faculty	Female	359	371	358	12	(13)	3.3%	-3.5%	-0.1%
	Male	282	280	285	(2)	5	-0.7%	1.8%	0.5%
Professional, Non-Faculty	Female	70	70	69	-	(1)	0.0%	-1.4%	-0.7%
	Male	26	27	24	1	(3)	3.8%	-11.1%	-3.6%
Clerical/Secretarial	Female	50	45	43	(5)	(2)	-10.0%	-4.4%	-7.2%
	Male	8	7	7	(1)	-	-12.5%	0.0%	-6.3%
Technical/Paraprofess	Female	43	42	45	(1)	3	-2.3%	7.1%	2.4%
	Male	23	26	26	3	-	13.0%	0.0%	6.5%
Service/Maintenance	Female	13	14	13	1	(1)	7.7%	-7.1%	0.3%
	Male	20	20	21	-	1	0.0%	5.0%	2.5%
Total	Female	552	559	544	7	(15)	1.3%	-2.7%	-0.7%
	Male	374	374	378	-	4	0.0%	1.1%	0.5%
<b>Foothill College</b>									
Executive, Adm, or Manag	Female	18	19	17	1	(2)	5.6%	-10.5%	-2.5%
	Male	16	18	16	2	(2)	12.5%	-11.1%	0.7%
Faculty	Female	303	287	294	(16)	7	-5.3%	2.4%	-1.4%
	Male	235	195	202	(40)	7	-17.0%	3.6%	-6.7%
Professional, Non-Faculty	Female	52	50	54	(2)	4	-3.8%	8.0%	2.1%
	Male	17	18	17	1	(1)	5.9%	-5.6%	0.2%
Clerical/Secretarial	Female	23	19	19	(4)	-	-17.4%	0.0%	-8.7%
	Male	2	2	5	-	3	0.0%	150.0%	75.0%
Technical/Paraprofess	Female	4	4	4	-	-	0.0%	0.0%	0.0%
	Male	15	14	14	(1)	-	-6.7%	0.0%	-3.3%
Total	Female	400	379	388	(21)	9	-	-	-
	Male	285	247	254	(38)	7	-13.3%	2.8%	-5.2%

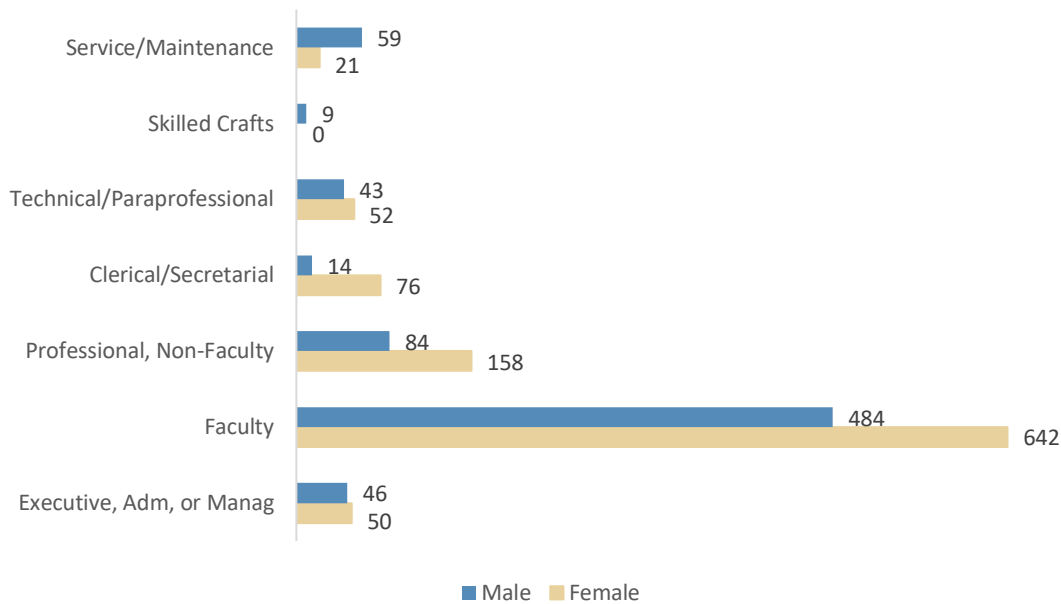
**Table 5. Employee Headcount by Institution, EE06 Occupational Activity and Fall Term**

EE06 Occupational Activity	Gender	Headcount			Change		Percent Change		2-Year Avg Percent Change
		Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>FHDA CCD</b>									
Executive, Adm, or Manag	Female	52	54	50	2	(4)	3.8%	<b>-7.4%</b>	-1.8%
	Male	42	46	46	4	-	9.5%	0.0%	4.8%
Faculty	Female	658	650	642	(8)	(8)	-1.2%	-1.2%	-1.2%
	Male	517	474	484	(43)	10	-8.3%	2.1%	-3.1%
Professional, Non-Faculty	Female	161	160	158	(1)	(2)	-0.6%	-1.3%	-0.9%
	Male	85	88	84	3	(4)	3.5%	-4.5%	-0.5%
Clerical/Secretarial	Female	87	77	76	(10)	(1)	-11.5%	-1.3%	-6.4%
	Male	14	12	14	(2)	2	-14.3%	<b>16.7%</b>	1.2%
Technical/Paraprofess	Female	50	49	52	(1)	3	-2.0%	6.1%	2.1%
	Male	40	43	43	3	-	7.5%	0.0%	3.8%
Skilled Crafts	Male	12	11	9	(1)	(2)	-8.3%	-	-
Service/Maintenance	Female	21	22	21	1	(1)	4.8%	-4.5%	0.1%
	Male	56	58	59	2	1	3.6%	1.7%	2.6%
Total	Female	1,029	1,012	999	(17)	(13)	-1.7%	-1.3%	-1.5%
	Male	766	732	739	(34)	7	-4.4%	1.0%	-1.7%

**Table 5.A FHDA CCD Employee Headcount by EE06 Occupational Activity and Gender, Fall 2023**

EE06 Occupational Activity	Gender	Headcount	Percent
Executive, Adm, or Manag	Female	50	52.1%
	Male	46	47.9%
Faculty	Female	642	57.0%
	Male	484	43.0%
Professional, Non-Faculty	Female	158	65.3%
	Male	84	34.7%
Clerical/Secretarial	Female	76	84.4%
	Male	14	15.6%
Technical/Paraprofess	Female	52	54.7%
	Male	43	45.3%
Skilled Crafts	Male	9	100.0%
Service/Maintenance	Female	21	26.3%
	Male	59	73.8%
Total	Female	999	57.5%
	Male	739	42.5%

**Figure 5.A FHDA CCD Employee Headcount by EE06 Occupational Activity and Gender, Fall 2023**





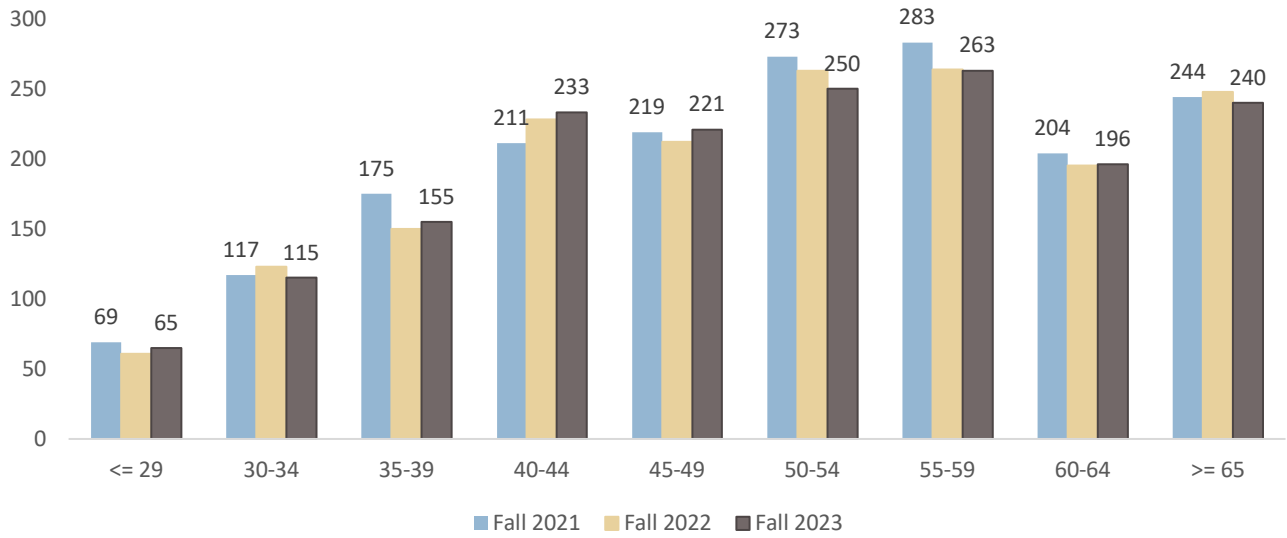
**Table 6. Employee Headcount by Institution, Age Group and Fall Term**

Age Group	Headcount			Change		Percent Change		2-Year Avg	
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Percent Change	
<b>Central Services</b>									
29 or less	11	12	11	1	(1)	9.1%	-8.3%	0.4%	
30-34	13	9	12	(4)	3	-30.8%	33.3%	1.3%	
35-39	14	13	14	(1)	1	-7.1%	7.7%	0.3%	
40-44	15	22	20	7	(2)	46.7%	-9.1%	18.8%	
45-49	30	30	32	-	2	0.0%	6.7%	3.3%	
50-54	29	24	24	(5)	-	-17.2%	0.0%	-8.6%	
55-59	36	36	31	-	(5)	0.0%	-13.9%	-6.9%	
60-64	26	30	26	4	(4)	15.4%	-13.3%	1.0%	
65 or more	16	19	19	3	-	18.8%	0.0%	9.4%	
Total	190	195	189	5	(6)	2.6%	-3.1%	-0.2%	
<b>De Anza College</b>									
29 or less	37	28	32	(9)	4	-24.3%	14.3%	-5.0%	
30-34	65	76	68	11	(8)	16.9%	-10.5%	3.2%	
35-39	70	68	71	(2)	3	-2.9%	4.4%	0.8%	
40-44	104	111	118	7	7	6.7%	6.3%	6.5%	
45-49	96	95	93	(1)	(2)	-1.0%	-2.1%	-1.6%	
50-54	151	153	140	2	(13)	1.3%	-8.5%	-3.6%	
55-59	153	150	144	(3)	(6)	-2.0%	-4.0%	-3.0%	
60-64	113	102	112	(11)	10	-9.7%	9.8%	0.0%	
65 or more	137	150	144	13	(6)	9.5%	-4.0%	2.7%	
Total	926	933	922	7	(11)	0.8%	-1.2%	-0.2%	

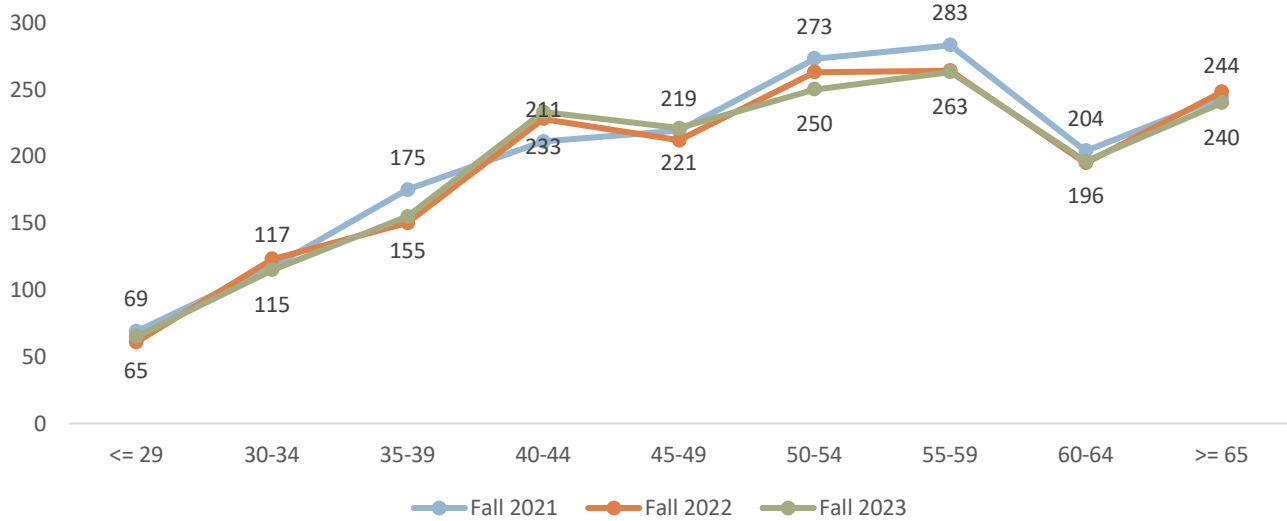
**Table 6. Employee Headcount by Institution, Age Group and Fall Term**

Age Group	Headcount			Change		Percent Change		2-Year Avg	
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Percent Change	
<b>Foothill College</b>									
29 or less	21	21	23	-	2	0.0%	9.5%	4.8%	
30-34	40	38	36	(2)	(2)	-5.0%	-5.3%	-5.1%	
35-39	91	70	71	(21)	1	-23.1%	1.4%	-10.8%	
40-44	95	98	100	3	2	3.2%	2.0%	2.6%	
45-49	93	87	96	(6)	9	-6.5%	10.3%	1.9%	
50-54	94	86	86	(8)	-	-8.5%	0.0%	-4.3%	
55-59	95	82	93	(13)	11	-13.7%	13.4%	-0.1%	
60-64	65	64	59	(1)	(5)	-1.5%	-7.8%	-4.7%	
65 or more	91	80	78	(11)	(2)	-12.1%	-2.5%	-7.3%	
Total	685	626	642	(59)	16	-8.6%	2.6%	-3.0%	
<b>FHDA CCD</b>									
29 or less	69	61	65	(8)	4	-11.6%	6.6%	-2.5%	
30-34	117	123	115	6	(8)	5.1%	-6.5%	-0.7%	
35-39	175	150	155	(25)	5	-14.3%	3.3%	-5.5%	
40-44	211	228	233	17	5	8.1%	2.2%	5.1%	
45-49	219	212	221	(7)	9	-3.2%	4.2%	0.5%	
50-54	273	263	250	(10)	(13)	-3.7%	-4.9%	-4.3%	
55-59	283	264	263	(19)	(1)	-6.7%	-0.4%	-3.5%	
60-64	204	195	196	(9)	1	-4.4%	0.5%	-1.9%	
65 or more	244	248	240	4	(8)	1.6%	-3.2%	-0.8%	
Total	1,795	1,744	1,738	(51)	(6)	-2.8%	-0.3%	-1.6%	

**Figure 6.A FHDA CCD Employee Headcount by Age Group and Fall Term**



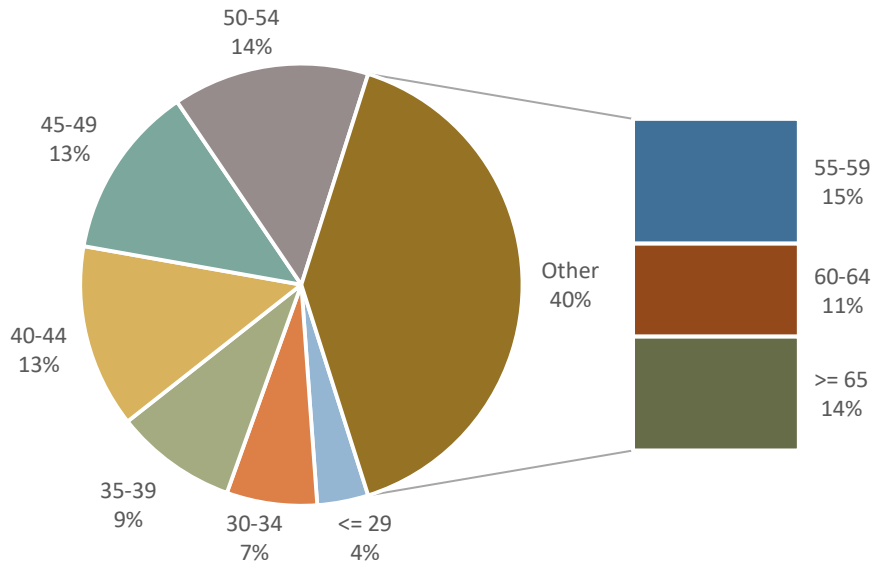
**Figure 6.B FHDA CCD Employee Headcount by Age Group and Fall Term**



**Notes**

Data label shown is for fall 2021 (above the line) and fall 2023 (below the line).

Figure 6.C FHDA CCD Employee Age Group Percentage, Fall 2023



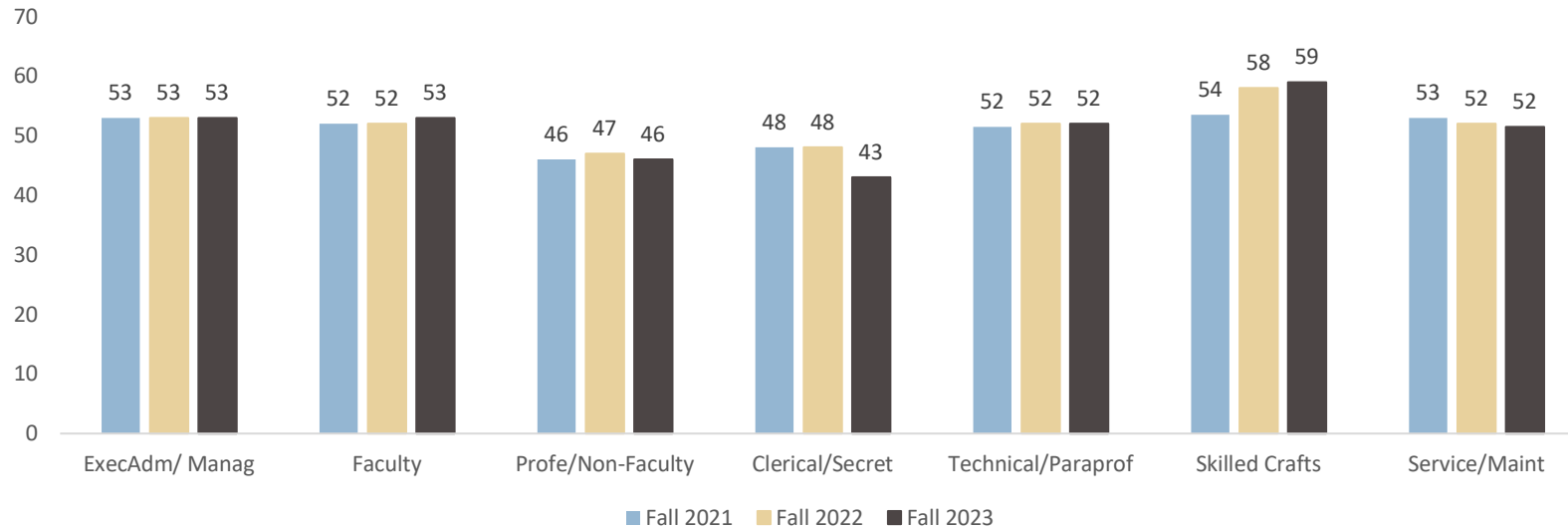
**Table 7. Employee Median Age by Institution, EE06 Occupational Activity and Fall Term**

EE06 Occupational Activity	Median Age			Change		Percent Change		2-Year Avg
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Percent Change
<b>Central Services</b>								
Executive, Adm, or Manag Faculty	56	54	51	(2)	(3)	-3.6%	-5.6%	-4.6%
Professional, Non-Faculty	49	52	51	3	(1)	6.1%	-1.9%	2.1%
Clerical/Secretarial	54	55	43	1	(12)	1.9%	-21.8%	-10.0%
Technical/Paraprofess	63	56	48	(8)	(8)	-11.9%	-14.4%	-13.2%
Skilled Crafts	54	58	59	5	1	8.4%	1.7%	5.1%
Service/Maintenance	54	49	51	(5)	2	-8.4%	4.1%	-2.2%
Total	53	52	51	(1)	(1)	-1.0%	-1.9%	-1.4%
<b>De Anza College</b>								
Executive, Adm, or Manag Faculty	54	55	54	1	(1)	1.9%	-1.8%	0.0%
Professional, Non-Faculty	45	45	45	-	-	0.0%	0.0%	0.0%
Clerical/Secretarial	46	45	43	(1)	(2)	-1.1%	-4.4%	-2.8%
Technical/Paraprofess	52	52	52	1	-	1.0%	0.0%	0.5%
Service/Maintenance	53	56	53	3	(3)	4.7%	-4.5%	0.1%
Total	52	52	53	-	1	0.0%	1.9%	1.0%
<b>Foothill College</b>								
Executive, Adm, or Manag Faculty	49	50	53	2	3	3.1%	6.0%	4.5%
Professional, Non-Faculty	42	42	42	-	-	0.0%	0.0%	0.0%
Clerical/Secretarial	50	48	42	(2)	(7)	-4.0%	-13.5%	-8.8%
Technical/Paraprofess	51	51	52	-	1	0.0%	2.0%	1.0%
Total	50	49	49	(1)	-	-2.0%	0.0%	-1.0%

**Table 7. Employee Median Age by Institution, EE06 Occupational Activity and Fall Term**

EE06 Occupational Activity	Median Age			Change		Percent Change		2-Year Avg
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Percent Change
<b>FHDA CCD</b>								
Executive, Adm, or Manag	53	53	53	-	-	0.0%	0.0%	0.0%
Faculty	52	52	53	-	1	0.0%	1.9%	1.0%
Professional, Non-Faculty	46	47	46	1	(1)	2.2%	-2.1%	0.0%
Clerical/Secretarial	48	48	43	-	(5)	0.0%	-10.4%	-5.2%
Technical/Paraprofess	52	52	52	1	-	1.0%	0.0%	0.5%
Skilled Crafts	54	58	59	5	1	8.4%	1.7%	5.1%
Service/Maintenance	53	52	52	(1)	(1)	-1.9%	-1.0%	-1.4%
Total	51	51	52	-	1	0.0%	2.0%	1.0%

**Figure 7. FHDA CCD Employee Median Age by EE06 Occupational Activity, Fall 2023**



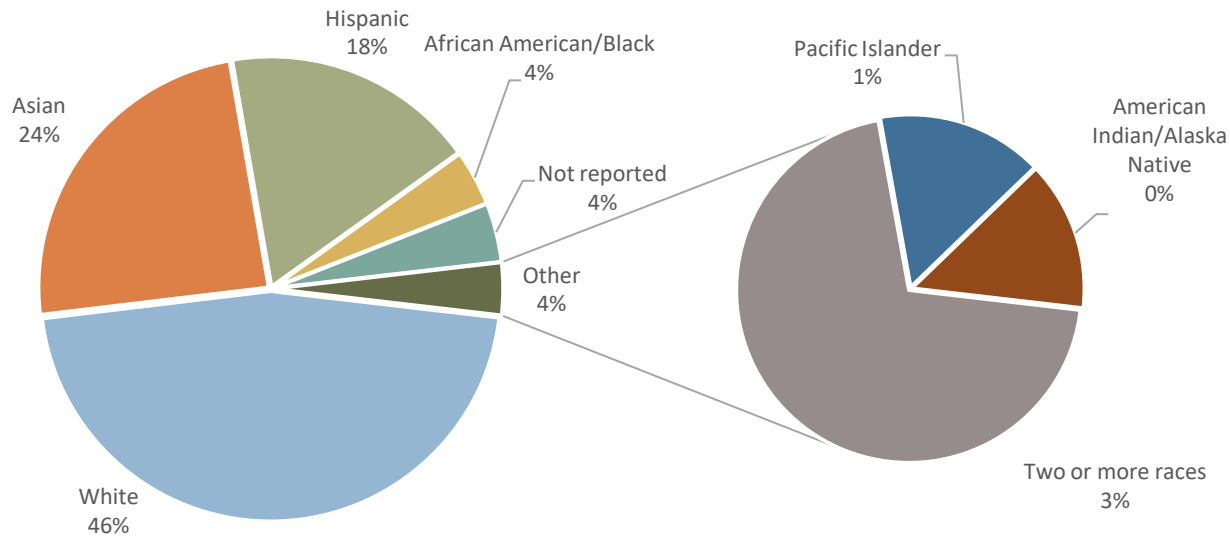
**Table 8. Employee Headcount by Institution, Race/Ethnic Group and Fall Term**

Race/Ethnic Group	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>Central Services</b>								
African American/Black	7	5	5	(2)	-	-28.6%	0.0%	-14.3%
Asian	51	57	57	6	-	11.8%	0.0%	5.9%
Hispanic	58	59	53	1	(6)	1.7%	-10.2%	-4.2%
Pacific Islander	1	1	1	-	-	0.0%	0.0%	0.0%
White	60	58	57	(2)	(1)	-3.3%	-1.7%	-2.5%
Two or more races	4	5	6	1	1	25.0%	20.0%	22.5%
Not reported	9	10	10	1	-	11.1%	0.0%	5.6%
Total	190	195	189	5	(6)	2.6%	-3.1%	-0.2%
<b>De Anza College</b>								
African American/Black	40	43	42	3	(1)	7.5%	-2.3%	2.6%
American Indian/Alaska Native	5	5	5	-	-	0.0%	0.0%	0.0%
Asian	226	229	238	3	9	1.3%	3.9%	2.6%
Hispanic	130	140	142	10	2	7.7%	1.4%	4.6%
Pacific Islander	6	6	6	-	-	0.0%	0.0%	0.0%
White	456	443	424	(13)	(19)	-2.9%	-4.3%	-3.6%
Two or more races	22	23	23	1	-	4.5%	0.0%	2.3%
Not reported	41	44	42	3	(2)	7.3%	-4.5%	1.4%
Total	926	933	922	7	(11)	0.8%	-1.2%	-0.2%
<b>Foothill College</b>								
African American/Black	28	23	21	(5)	(2)	-17.9%	-8.7%	-13.3%
American Indian/Alaska Native	5	4	4	(1)	-	-20.0%	0.0%	-10.0%
Asian	126	122	126	(4)	4	-3.2%	3.3%	0.1%
Hispanic	120	117	116	(3)	(1)	-2.5%	-0.9%	-1.7%
Pacific Islander	4	4	3	-	(1)	0.0%	-25.0%	-12.5%
White	363	322	333	(41)	11	-11.3%	3.4%	-3.9%
Two or more races	19	16	16	(3)	-	-15.8%	0.0%	-7.9%
Not reported	20	18	23	(2)	5	-10.0%	27.8%	8.9%
Total	685	626	642	(59)	16	-8.6%	2.6%	-3.0%

**Table 8. Employee Headcount by Institution, Race/Ethnic Group and Fall Term**

Race/Ethnic Group	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>FHDA CCD</b>								
African American/Black	75	71	68	(4)	(3)	-5.3%	-4.2%	-4.8%
American Indian/Alaska Native	10	9	9	(1)	-	-10.0%	0.0%	-5.0%
Asian	403	406	420	3	14	0.7%	3.4%	2.1%
Hispanic	308	316	310	8	(6)	2.6%	-1.9%	0.3%
Pacific Islander	11	11	10	-	(1)	0.0%	-9.1%	-4.5%
White	875	819	804	(56)	(15)	-6.4%	-1.8%	-4.1%
Two or more races	45	44	45	(1)	1	-2.2%	2.3%	0.0%
Not reported	68	68	72	-	4	0.0%	5.9%	2.9%
<b>Total</b>	<b>1,795</b>	<b>1,744</b>	<b>1,738</b>	<b>(51)</b>	<b>(6)</b>	<b>-2.8%</b>	<b>-0.3%</b>	<b>-1.6%</b>

**Figure 8. FHDA CCD Employee Headcount Percentage by Race/Ethnic Group, Fall 2023**





**Table 8.B FHDA Employee Headcount by EE06 Occupational Activity, Race/Ethnic Group and Fall Term**

		Fall 2021		Fall 2022		Fall 2023		Percent Change		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	2-Year Avg Percent Change
<b>Central Services</b>										
Executive, Adm, or Manag	African American/Black	2	7.1%	1	3.1%	0	0.0%	-50.0%	-100.0%	-75.0%
	Asian	4	14.3%	7	21.9%	8	25.0%	75.0%	14.3%	44.6%
	Hispanic	6	21.4%	7	21.9%	6	18.8%	16.7%	-14.3%	1.2%
	White	14	50.0%	13	40.6%	13	40.6%	-7.1%	0.0%	-3.6%
	Two or more races	1	3.6%	2	6.3%	3	9.4%	100.0%	50.0%	75.0%
	Not reported	1	3.6%	2	6.3%	2	6.3%	100.0%	0.0%	50.0%
	<b>Total</b>		<b>28</b>	<b>100.0%</b>	<b>32</b>	<b>100.0%</b>	<b>32</b>	<b>100.0%</b>	<b>14.3%</b>	<b>0.0%</b>
Faculty	African American/Black	1	50.0%	0	0.0%	0	0.0%	-100.0%	-	-
	Not reported	1	50.0%	1	100.0%	1	100.0%	0.0%	0.0%	0.0%
	<b>Total</b>	<b>2</b>	<b>100.0%</b>	<b>1</b>	<b>100.0%</b>	<b>1</b>	<b>100.0%</b>	<b>-50.0%</b>	<b>0.0%</b>	<b>-25.0%</b>
Professional, Non-Faculty	African American/Black	1	1.2%	1	1.2%	2	2.5%	0.0%	100.0%	50.0%
	Asian	34	42.0%	36	43.4%	36	45.6%	5.9%	0.0%	2.9%
	Hispanic	14	17.3%	13	15.7%	9	11.4%	-7.1%	-30.8%	-19.0%
	White	26	32.1%	27	32.5%	26	32.9%	3.8%	-3.7%	0.1%
	Two or more races	1	1.2%	1	1.2%	1	1.3%	0.0%	0.0%	0.0%
	Not reported	5	6.2%	5	6.0%	5	6.3%	0.0%	0.0%	0.0%
	<b>Total</b>		<b>81</b>	<b>100.0%</b>	<b>83</b>	<b>100.0%</b>	<b>79</b>	<b>100.0%</b>	<b>2.5%</b>	<b>-4.8%</b>
Clerical/Secretarial	Asian	7	38.9%	7	43.8%	7	43.8%	0.0%	0.0%	0.0%
	Hispanic	3	16.7%	2	12.5%	3	18.8%	-33.3%	50.0%	8.3%
	White	7	38.9%	6	37.5%	5	31.3%	-14.3%	-16.7%	-15.5%
	Not reported	1	5.6%	1	6.3%	1	6.3%	0.0%	0.0%	0.0%
	<b>Total</b>		<b>18</b>	<b>100.0%</b>	<b>16</b>	<b>100.0%</b>	<b>16</b>	<b>100.0%</b>	<b>-11.1%</b>	<b>0.0%</b>
Technical/Paraprofess	Hispanic	3	60.0%	3	75.0%	3	75.0%	0.0%	0.0%	0.0%
	White	2	40.0%	3	75.0%	3	75.0%	50.0%	0.0%	25.0%
	<b>Total</b>		<b>5</b>	<b>100.0%</b>	<b>6</b>	<b>150.0%</b>	<b>6</b>	<b>150.0%</b>	<b>20.0%</b>	<b>0.0%</b>

**Table 8.B FHDA Employee Headcount by EE06 Occupational Activity, Race/Ethnic Group and Fall Term**

		Fall 2021		Fall 2022		Fall 2023		Percent Change		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2021	Fall 2022	2-Year Avg
								to Fall 2022	to Fall 2023	Percent Change
Skilled Crafts	Asian	2	16.7%	2	18.2%	2	22.2%	0.0%	0.0%	0.0%
	Hispanic	4	33.3%	4	36.4%	2	22.2%	0.0%	-50.0%	-25.0%
	White	5	41.7%	4	36.4%	4	44.4%	-20.0%	0.0%	-10.0%
	Two or more races	1	8.3%	1	9.1%	1	11.1%	0.0%	0.0%	0.0%
	Total	12	100.0%	11	100.0%	9	100.0%	-8.3%	-18.2%	-13.3%
Service/Maintenance	African American/Black	3	6.8%	3	6.5%	3	6.5%	0.0%	0.0%	0.0%
	Asian	4	9.1%	5	10.9%	4	8.7%	25.0%	-20.0%	2.5%
	Hispanic	28	63.6%	30	65.2%	30	65.2%	7.1%	0.0%	3.6%
	Pacific Islander	1	2.3%	1	2.2%	1	2.2%	0.0%	0.0%	0.0%
	White	6	13.6%	5	10.9%	6	13.0%	-16.7%	20.0%	1.7%
	Two or more races	1	2.3%	1	2.2%	1	2.2%	0.0%	0.0%	0.0%
	Not reported	1	2.3%	1	2.2%	1	2.2%	0.0%	0.0%	0.0%
Total	44	100.0%	46	100.0%	46	100.0%	4.5%	0.0%	2.3%	

**Table 8.B FHDA Employee Headcount by EE06 Occupational Activity, Race/Ethnic Group and Fall Term**

		Fall 2021		Fall 2022		Fall 2023		Percent Chance		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2021	Fall 2022	2-Year Avg
								to Fall 2022	to Fall 2023	Percent Change
<b>De Anza College</b>										
Executive, Adm, or Manag	African American/Black	3	9.4%	3	9.7%	5	16.1%	0.0%	66.7%	33.3%
	American Indian/Alaska	1	3.1%	1	3.2%	1	3.2%	0.0%	0.0%	0.0%
	Asian	6	18.8%	5	16.1%	5	16.1%	-16.7%	0.0%	-8.3%
	Hispanic	8	25.0%	7	22.6%	6	19.4%	-12.5%	-14.3%	-13.4%
	White	13	40.6%	14	45.2%	12	38.7%	7.7%	-14.3%	-3.3%
	Two or more races	1	3.1%	1	3.2%	1	3.2%	0.0%	0.0%	0.0%
	Not reported	0	0.0%	0	0.0%	1	3.2%	-	-	-
	Total	32	100.0%	31	100.0%	31	100.0%	-3.1%	0.0%	-1.6%
Faculty	African American/Black	33	5.1%	35	5.4%	33	5.1%	6.1%	-5.7%	0.2%
	American Indian/Alaska	4	0.6%	4	0.6%	4	0.6%	0.0%	0.0%	0.0%
	Asian	147	22.9%	152	23.3%	162	25.2%	3.4%	6.6%	5.0%
	Hispanic	62	9.7%	67	10.3%	65	10.1%	8.1%	-3.0%	2.5%
	Pacific Islander	2	0.3%	3	0.5%	3	0.5%	50.0%	0.0%	25.0%
	White	351	54.8%	342	52.5%	332	51.6%	-2.6%	-2.9%	-2.7%
	Two or more races	14	2.2%	16	2.5%	16	2.5%	14.3%	0.0%	7.1%
	Not reported	28	4.4%	32	4.9%	28	4.4%	14.3%	-12.5%	0.9%
Total	641	100.0%	651	100.0%	643	100.0%	1.6%	-1.2%	0.2%	
Professional, Non-Faculty	African American/Black	2	2.1%	3	3.1%	3	3.2%	50.0%	0.0%	25.0%
	Asian	25	26.0%	24	24.7%	24	25.8%	-4.0%	0.0%	-2.0%
	Hispanic	28	29.2%	28	28.9%	29	31.2%	0.0%	3.6%	1.8%
	Pacific Islander	1	1.0%	1	1.0%	1	1.1%	0.0%	0.0%	0.0%
	White	35	36.5%	35	36.1%	31	33.3%	0.0%	-11.4%	-5.7%
	Two or more races	3	3.1%	4	4.1%	3	3.2%	33.3%	-25.0%	4.2%
	Not reported	2	2.1%	2	2.1%	2	2.2%	0.0%	0.0%	0.0%
Total	96	100.0%	97	100.0%	93	100.0%	1.0%	-4.1%	-1.5%	

**Table 8.B FHDA Employee Headcount by EE06 Occupational Activity, Race/Ethnic Group and Fall Term**

		Fall 2021		Fall 2022		Fall 2023		Percent Chance		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2021	Fall 2022	2-Year Avg
								to Fall 2022	to Fall 2023	Percent Change
Clerical/Secretarial	African American/Black	1	1.7%	1	1.9%	0	0.0%	0.0%	-100.0%	-50.0%
	Asian	17	29.3%	16	30.8%	14	28.0%	-5.9%	-12.5%	-9.2%
	Hispanic	14	24.1%	15	28.8%	16	32.0%	7.1%	6.7%	6.9%
	White	21	36.2%	18	34.6%	17	34.0%	-14.3%	-5.6%	-9.9%
	Two or more races	3	5.2%	1	1.9%	2	4.0%	-66.7%	100.0%	16.7%
	Not reported	2	3.4%	1	1.9%	1	2.0%	-50.0%	0.0%	-25.0%
	Total	58	100.0%	52	100.0%	50	100.0%	-10.3%	-3.8%	-7.1%
Technical/Paraprofess	African American/Black	1	1.5%	1	1.5%	1	1.4%	0.0%	0.0%	0.0%
	Asian	22	33.3%	22	32.4%	23	32.4%	0.0%	4.5%	2.3%
	Hispanic	9	13.6%	14	20.6%	17	23.9%	55.6%	21.4%	38.5%
	Pacific Islander	1	1.5%	0	0.0%	0	0.0%	-100.0%	-	-100.0%
	White	26	39.4%	24	35.3%	22	31.0%	-7.7%	-8.3%	-8.0%
	Two or more races	1	1.5%	1	1.5%	1	1.4%	0.0%	0.0%	0.0%
	Not reported	6	9.1%	6	8.8%	7	9.9%	0.0%	16.7%	8.3%
	Total	66	100.0%	68	100.0%	71	100.0%	3.0%	4.4%	3.7%
Service/Maintenance	Asian	9	27.3%	10	29.4%	10	29.4%	11.1%	0.0%	5.6%
	Hispanic	9	27.3%	9	26.5%	9	26.5%	0.0%	0.0%	0.0%
	Pacific Islander	2	6.1%	2	5.9%	2	5.9%	0.0%	0.0%	0.0%
	White	10	30.3%	10	29.4%	10	29.4%	0.0%	0.0%	0.0%
	Not reported	3	9.1%	3	8.8%	3	8.8%	0.0%	0.0%	0.0%
	Total	33	100.0%	34	100.0%	34	100.0%	3.0%	0.0%	1.5%

**Table 8.B FHDA Employee Headcount by EE06 Occupational Activity, Race/Ethnic Group and Fall Term**

		Fall 2021		Fall 2022		Fall 2023		Percent Change		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2021	Fall 2022	2-Year Avg
								to Fall 2022	to Fall 2023	Percent Change
<b>Foothill College</b>										
Executive, Adm, or Manag	African American/Black	3	8.8%	3	9.1%	3	9.1%	0.0%	0.0%	0.0%
	Asian	8	23.5%	7	21.2%	7	21.2%	-12.5%	0.0%	-6.3%
	Hispanic	7	20.6%	6	18.2%	6	18.2%	-14.3%	0.0%	-7.1%
	White	13	38.2%	14	42.4%	14	42.4%	7.7%	0.0%	3.8%
	Two or more races	3	8.8%	2	6.1%	2	6.1%	-33.3%	0.0%	-16.7%
	Not reported	0	0.0%	1	3.0%	1	3.0%	-	0.0%	0.0%
	Total	34	100.0%	33	100.0%	33	100.0%	-2.9%	0.0%	-1.5%
Faculty	African American/Black	18	3.3%	13	2.6%	13	2.6%	-27.8%	0.0%	-13.9%
	American Indian/Alaska	5	0.9%	4	0.8%	4	0.8%	-20.0%	0.0%	-10.0%
	Asian	91	16.9%	89	17.9%	89	17.9%	-2.2%	0.0%	-1.1%
	Hispanic	77	14.3%	72	14.5%	72	14.5%	-6.5%	0.0%	-3.2%
	Pacific Islander	1	0.2%	0	0.0%	0	0.0%	-100.0%	-	-100.0%
	White	319	59.3%	291	58.7%	291	58.7%	-8.8%	0.0%	-4.4%
	Two or more races	12	2.2%	10	2.0%	10	2.0%	-16.7%	0.0%	-8.3%
	Total	538	100.0%	496	100.0%	496	100.0%	-7.8%	0.0%	-3.9%
Professional, Non-Faculty	African American/Black	6	8.7%	4	5.6%	4	5.6%	-33.3%	0.0%	-16.7%
	Asian	20	29.0%	21	29.6%	21	29.6%	5.0%	0.0%	2.5%
	Hispanic	19	27.5%	24	33.8%	24	33.8%	26.3%	0.0%	13.2%
	Pacific Islander	1	1.4%	2	2.8%	2	2.8%	100.0%	0.0%	50.0%
	White	19	27.5%	17	23.9%	17	23.9%	-10.5%	0.0%	-5.3%
	Two or more races	4	5.8%	3	4.2%	3	4.2%	-25.0%	0.0%	-12.5%
Total	69	100.0%	71	100.0%	71	100.0%	2.9%	0.0%	1.4%	

**Table 8.B FHDA Employee Headcount by EE06 Occupational Activity, Race/Ethnic Group and Fall Term**

		Fall 2021		Fall 2022		Fall 2023		Percent Chance		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2021	Fall 2022	2-Year Avg
								to Fall 2022	to Fall 2023	Percent Change
Clerical/Secretarial	African American/Black	1	4.0%	1	4.2%	1	4.2%	0.0%	0.0%	0.0%
	Asian	4	16.0%	7	29.2%	7	29.2%	75.0%	0.0%	37.5%
	Hispanic	10	40.0%	7	29.2%	7	29.2%	-30.0%	0.0%	-15.0%
	Pacific Islander	2	8.0%	1	4.2%	1	4.2%	-50.0%	0.0%	-25.0%
	White	7	28.0%	6	25.0%	6	25.0%	-14.3%	0.0%	-7.1%
	Two or more races	0	0.0%	1	4.2%	1	4.2%	-	0.0%	0.0%
	Not reported	1	4.0%	1	4.2%	1	4.2%	0.0%	0.0%	0.0%
	Total	25	100.0%	24	100.0%	24	100.0%	-4.0%	0.0%	-2.0%
Technical/Paraprofess	Asian	3	15.8%	2	11.1%	2	11.1%	-33.3%	0.0%	-16.7%
	Hispanic	7	36.8%	7	38.9%	7	38.9%	0.0%	0.0%	0.0%
	White	5	26.3%	5	27.8%	5	27.8%	0.0%	0.0%	0.0%
	Not reported	4	21.1%	4	22.2%	4	22.2%	0.0%	0.0%	0.0%
	Total	19	100.0%	18	100.0%	18	100.0%	-5.3%	0.0%	-2.6%

**Table 8.B FHDA Employee Headcount by EE06 Occupational Activity, Race/Ethnic Group and Fall Term**

		Fall 2021		Fall 2022		Fall 2023		Percent Chance		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2021	Fall 2022	2-Year Avg
								to Fall 2022	to Fall 2023	Percent Change
<b>FHDA CCD</b>										
Executive, Adm, or Manag	African American/Black	8	8.5%	7	7.0%	8	8.3%	-12.5%	14.3%	0.9%
	American Indian/Alaska	1	1.1%	1	1.0%	1	1.0%	0.0%	0.0%	0.0%
	Asian	18	19.1%	19	19.0%	20	20.8%	5.6%	5.3%	5.4%
	Hispanic	21	22.3%	23	23.0%	18	18.8%	9.5%	-21.7%	-6.1%
	White	40	42.6%	42	42.0%	39	40.6%	5.0%	-7.1%	-1.1%
	Two or more races	5	5.3%	6	6.0%	6	6.3%	20.0%	0.0%	10.0%
	Not reported	1	1.1%	2	2.0%	4	4.2%	100.0%	100.0%	100.0%
	Total	94	100.0%	100	100.0%	96	100.0%	6.4%	-4.0%	1.2%
Faculty	African American/Black	52	4.4%	49	4.4%	46	4.1%	-5.8%	-6.1%	-5.9%
	American Indian/Alaska	9	0.8%	8	0.7%	8	0.7%	-11.1%	0.0%	-5.6%
	Asian	238	20.3%	237	21.1%	250	22.2%	-0.4%	5.5%	2.5%
	Hispanic	139	11.8%	139	12.4%	137	12.2%	0.0%	-1.4%	-0.7%
	Pacific Islander	3	0.3%	4	0.4%	3	0.3%	33.3%	-25.0%	4.2%
	White	666	56.7%	621	55.2%	613	54.4%	-6.8%	-1.3%	-4.0%
	Two or more races	26	2.2%	25	2.2%	26	2.3%	-3.8%	4.0%	0.1%
	Not reported	42	3.6%	41	3.6%	43	3.8%	-2.4%	4.9%	1.2%
Total	1175	100.0%	1124	100.0%	1126	100.0%	-4.3%	0.2%	-2.1%	
Professional, Non-Faculty	African American/Black	9	3.7%	9	3.6%	9	3.7%	0.0%	0.0%	0.0%
	Asian	79	32.1%	81	32.7%	81	33.5%	2.5%	0.0%	1.3%
	Hispanic	61	24.8%	64	25.8%	61	25.2%	4.9%	-4.7%	0.1%
	Pacific Islander	2	0.8%	2	0.8%	3	1.2%	0.0%	50.0%	25.0%
	White	80	32.5%	77	31.0%	74	30.6%	-3.8%	-3.9%	-3.8%
	Two or more races	8	3.3%	8	3.2%	7	2.9%	0.0%	-12.5%	-6.3%
	Not reported	7	2.8%	7	2.8%	7	2.9%	0.0%	0.0%	0.0%
	Total	246	100.0%	248	100.0%	242	100.0%	0.8%	-2.4%	-0.8%

**Table 8.B FHDA Employee Headcount by EE06 Occupational Activity, Race/Ethnic Group and Fall Term**

		Fall 2021		Fall 2022		Fall 2023		Percent Chance		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2021	Fall 2022	2-Year Avg
								to Fall 2022	to Fall 2023	Percent Change
Clerical/Secretarial	African American/Black	2	2.0%	2	2.2%	1	1.1%	0.0%	-50.0%	-25.0%
	Asian	28	27.7%	27	30.3%	28	31.1%	-3.6%	3.7%	0.1%
	Hispanic	27	26.7%	23	25.8%	26	28.9%	-14.8%	13.0%	-0.9%
	Pacific Islander	2	2.0%	2	2.2%	1	1.1%	0.0%	-50.0%	-25.0%
	White	35	34.7%	29	32.6%	28	31.1%	-17.1%	-3.4%	-10.3%
	Two or more races	3	3.0%	2	2.2%	3	3.3%	-33.3%	50.0%	8.3%
	Not reported	4	4.0%	4	4.5%	3	3.3%	0.0%	-25.0%	-12.5%
	Total	101	100.0%	89	100.0%	90	100.0%	-11.9%	1.1%	-5.4%
Technical/Paraprofess	African American/Black	1	1.1%	1	1.1%	1	1.1%	0.0%	0.0%	0.0%
	Asian	25	27.8%	25	27.2%	25	26.3%	0.0%	0.0%	0.0%
	Hispanic	19	21.1%	24	26.1%	27	28.4%	26.3%	12.5%	19.4%
	Pacific Islander	1	1.1%	0	0.0%	0	0.0%	-100.0%	-	-100.0%
	White	33	36.7%	31	33.7%	30	31.6%	-6.1%	-3.2%	-4.6%
	Two or more races	1	1.1%	1	1.1%	1	1.1%	0.0%	0.0%	0.0%
	Not reported	10	11.1%	10	10.9%	11	11.6%	0.0%	10.0%	5.0%
	Total	90	100.0%	92	100.0%	95	100.0%	2.2%	3.3%	2.7%
Skilled Crafts	Asian	2	16.7%	2	18.2%	2	22.2%	0.0%	0.0%	0.0%
	Hispanic	4	33.3%	4	36.4%	2	22.2%	0.0%	-50.0%	-25.0%
	White	5	41.7%	4	36.4%	4	44.4%	-20.0%	0.0%	-10.0%
	Two or more races	1	8.3%	1	9.1%	1	11.1%	0.0%	0.0%	0.0%
	Total	12	100.0%	11	100.0%	9	100.0%	-8.3%	-18.2%	-13.3%
Service/Maintenance	African American/Black	3	3.9%	3	3.8%	3	3.8%	0.0%	0.0%	0.0%
	Asian	13	16.9%	15	18.8%	14	17.5%	15.4%	-6.7%	4.4%
	Hispanic	37	48.1%	39	48.8%	39	48.8%	5.4%	0.0%	2.7%
	Pacific Islander	3	3.9%	3	3.8%	3	3.8%	0.0%	0.0%	0.0%
	White	16	20.8%	15	18.8%	16	20.0%	-6.3%	6.7%	0.2%
	Two or more races	1	1.3%	1	1.3%	1	1.3%	0.0%	0.0%	0.0%
	Not reported	4	5.2%	4	5.0%	4	5.0%	0.0%	0.0%	0.0%
Total	77	100.0%	80	100%	80	100.0%	3.9%	0.0%	1.9%	



**Table 9. Employee Headcount by Institution, Employment Status and Fall Term**

Employment Status	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>Central Services</b>								
Continuing	185	194	182	9	(12)	4.9%	-6.2%	-0.7%
New Hire	2	1	3	(1)	2	-50.0%	200.0%	75.0%
Promoted	2	-	4	(2)	4	-100.0%	-	-
Reclassification	1	-	-	(1)	-	-	-	-
<b>Total</b>	<b>190</b>	<b>195</b>	<b>189</b>	<b>5</b>	<b>(6)</b>	<b>2.6%</b>	<b>-3.1%</b>	<b>-0.2%</b>
<b>De Anza College</b>								
Continuing	892	896	892	4	(4)	0.4%	-0.4%	0.0%
New Hire	7	3	1	(4)	(2)	-57.1%	-66.7%	-61.9%
Promoted	1	-	-	(1)	-	-100.0%	-	-100.0%
Retiree, New	1	-	-	(1)	-	-	-	-
Retiree, Continuing	25	34	29	9	(5)	-	-	-
<b>Total</b>	<b>926</b>	<b>933</b>	<b>922</b>	<b>7</b>	<b>(11)</b>	<b>-</b>	<b>-1.2%</b>	<b>-</b>
<b>Foothill College</b>								
Continuing	654	614	629	(40)	15	-6.1%	2.4%	-1.8%
New Hire	10	2	2	(8)	-	-80.0%	0.0%	-40.0%
Promoted	3	-	-	(3)	-	-100.0%	-	-
Retiree, Continuing	18	10	11	(8)	1	-	10.0%	-
<b>Total</b>	<b>685</b>	<b>626</b>	<b>642</b>	<b>(59)</b>	<b>16</b>	<b>-8.6%</b>	<b>2.6%</b>	<b>-3.0%</b>
<b>FHDA CCD</b>								
Continuing	1,725	1,694	1,688	(31)	(6)	-1.8%	-0.4%	-1.1%
New Hire	19	6	6	(13)	-	-68.4%	0.0%	-34.2%
Promoted	6	-	4	(6)	4	-100.0%	-	-100.0%
Reclassification	1	-	-	(1)	-	-100.0%	-	-100.0%
Retiree, New	1	-	-	(1)	-	-100.0%	-	-100.0%
Retiree, Continuing	43	44	40	1	(4)	2.3%	-9.1%	-3.4%
<b>Total</b>	<b>1,795</b>	<b>1,744</b>	<b>1,738</b>	<b>(51)</b>	<b>(6)</b>	<b>-2.8%</b>	<b>-0.3%</b>	<b>-1.6%</b>

**Table 9.A Employee Headcount by Institution, Occupational Activity, Employment Status and Fall Term**

EE06 Occupational Activity	Employment Status	Headcount			Change		Percent Change		2-Year Avg Percent Change
		Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>Central Services</b>									
Executive, Adm, or Manag	Continuing	27	32	30	5	(2)	18.5%	-6.3%	6.1%
	New Hire	1	-	1	(1)	1	-100.0%	-	-100.0%
	Promoted	-	-	1	-	1	-	-	-
	Total	28	32	32	4	-	14.3%	0.0%	7.1%
Faculty	Continuing	2	1	1	(1)	-	-50.0%	0.0%	-25.0%
	Total	2	1	1	(1)	-	-50.0%	0.0%	-25.0%
Professional, Non-Faculty	Continuing	78	83	75	5	(8)	6.4%	-9.6%	-1.6%
	New Hire	1	-	1	(1)	1	-100.0%	-	-100.0%
	Promoted	2	-	3	(2)	3	-100.0%	-	-100.0%
	Total	81	83	79	2	(4)	2.5%	-4.8%	-1.2%
Clerical/Secretarial	Continuing	18	16	16	(2)	-	-11.1%	0.0%	-5.6%
	Total	18	16	16	(2)	-	-11.1%	0.0%	-5.6%
Technical/Paraprofess	Continuing	5	6	5	1	(1)	20.0%	-16.7%	1.7%
	New Hire	-	-	1	-	1	-	-	-
	Total	5	6	6	1	-	20.0%	0.0%	10.0%
Skilled Crafts	Continuing	12	10	9	(2)	(1)	-16.7%	-10.0%	-13.3%
	New Hire	-	1	-	1	(1)	-	-100.0%	-100.0%
	Total	12	11	9	(1)	(2)	-8.3%	-18.2%	-13.3%
Service/Maintenance	Continuing	43	46	46	3	-	7.0%	0.0%	3.5%
	Reclassification	1	-	-	(1)	-	-100.0%	-	-100.0%
	Total	44	46	46	2	-	4.5%	0.0%	2.3%

**Table 9.A Employee Headcount by Institution, Occupational Activity, Employment Status and Fall Term**

EE06 Occupational Activity	Employment Status	Headcount			Change		Percent Change		2-Year Avg Percent Change
		Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>De Anza College</b>									
Executive, Adm, or Manag	Continuing	31	31	31	-	-	0.0%	0.0%	0.0%
	New Hire	1	-	-	(1)	-	-100.0%	-	-100.0%
	<b>Total</b>	<b>32</b>	<b>31</b>	<b>31</b>	<b>(1)</b>	<b>-</b>	<b>-3.1%</b>	<b>0.0%</b>	<b>-1.6%</b>
Faculty	Continuing	610	615	613	5	(2)	0.8%	-0.3%	0.2%
	New Hire	5	2	1	(3)	(1)	-60.0%	-50.0%	-55.0%
	Retiree, New	1	-	-	(1)	-	-100.0%	-	-100.0%
	Retiree, Continuing	25	34	29	9	(5)	36.0%	-14.7%	10.6%
	<b>Total</b>	<b>641</b>	<b>651</b>	<b>643</b>	<b>10</b>	<b>(8)</b>	<b>1.6%</b>	<b>-1.2%</b>	<b>0.2%</b>
Professional, Non-Faculty	Continuing	95	97	93	2	(4)	2.1%	-4.1%	-1.0%
	Promoted	1	-	-	(1)	-	-100.0%	-	-100.0%
	<b>Total</b>	<b>96</b>	<b>97</b>	<b>93</b>	<b>1</b>	<b>(4)</b>	<b>1.0%</b>	<b>-4.1%</b>	<b>-1.5%</b>
Clerical/Secretarial	Continuing	57	52	50	(5)	(2)	-8.8%	-3.8%	-6.3%
	New Hire	1	-	-	(1)	-	-100.0%	-	-100.0%
	<b>Total</b>	<b>58</b>	<b>52</b>	<b>50</b>	<b>(6)</b>	<b>(2)</b>	<b>-10.3%</b>	<b>-3.8%</b>	<b>-7.1%</b>
Technical/Paraprofess	Continuing	66	67	71	1	4	1.5%	6.0%	3.7%
	New Hire	-	1	-	1	(1)	-	-100.0%	-100.0%
	<b>Total</b>	<b>66</b>	<b>68</b>	<b>71</b>	<b>2</b>	<b>3</b>	<b>3.0%</b>	<b>4.4%</b>	<b>3.7%</b>
Service/Maintenance	Continuing	33	34	34	1	-	3.0%	0.0%	1.5%
	<b>Total</b>	<b>33</b>	<b>34</b>	<b>34</b>	<b>1</b>	<b>-</b>	<b>3.0%</b>	<b>0.0%</b>	<b>1.5%</b>

**Table 9.A Employee Headcount by Institution, Occupational Activity, Employment Status and Fall Term**

EE06 Occupational Activity	Employment Status	Headcount			Change		Percent Change		2-Year Avg Percent Change
		Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>Foothill College</b>									
Executive, Adm, or Manag	Continuing	28	36	33	8	(3)	28.6%	-8.3%	10.1%
	New Hire	3	1	-	(2)	(1)	-66.7%	-100.0%	-83.3%
	Promoted	3	-	-	(3)	-	-100.0%	-	-100.0%
	<b>Total</b>	<b>34</b>	<b>37</b>	<b>33</b>	<b>3</b>	<b>(4)</b>	<b>8.8%</b>	<b>-10.8%</b>	<b>-1.0%</b>
Faculty	Continuing	514	472	485	(42)	13	-8.2%	2.8%	-2.7%
	New Hire	6	-	-	(6)	-	-100.0%	-	-100.0%
	Retiree, Continuing	18	10	11	(8)	1	-44.4%	10.0%	-17.2%
	<b>Total</b>	<b>538</b>	<b>482</b>	<b>496</b>	<b>(56)</b>	<b>14</b>	<b>-10.4%</b>	<b>2.9%</b>	<b>-3.8%</b>
Professional, Non-Faculty	Continuing	69	68	69	(1)	1	-1.4%	1.5%	0.0%
	New Hire	-	-	2	-	2	-	-	-
	<b>Total</b>	<b>69</b>	<b>68</b>	<b>71</b>	<b>(1)</b>	<b>3</b>	<b>-1.4%</b>	<b>4.4%</b>	<b>1.5%</b>
Clerical/Secretarial	Continuing	25	20	24	(5)	4	-20.0%	20.0%	0.0%
	New Hire	-	1	-	1	(1)	-	-100.0%	-100.0%
	<b>Total</b>	<b>25</b>	<b>21</b>	<b>24</b>	<b>(4)</b>	<b>3</b>	<b>-16.0%</b>	<b>14.3%</b>	<b>-0.9%</b>
Technical/Paraprofess	Continuing	18	18	18	-	-	0.0%	0.0%	0.0%
	New Hire	1	-	-	(1)	-	-100.0%	-	-100.0%
	<b>Total</b>	<b>19</b>	<b>18</b>	<b>18</b>	<b>(1)</b>	<b>-</b>	<b>-5.3%</b>	<b>0.0%</b>	<b>-2.6%</b>

**Table 9.A Employee Headcount by Institution, Occupational Activity, Employment Status and Fall Term**

EE06 Occupational Activity	Employment Status	Headcount			Change		Percent Change		2-Year Avg Percent Change
		Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>FHDA CCD</b>									
Executive, Adm, or Manag	Continuing	86	99	94	13	(5)	15.1%	-5.1%	5.0%
	New Hire	5	1	1	(4)	-	-80.0%	0.0%	-40.0%
	Promoted	3	-	1	(3)	1	-100.0%	-	-100.0%
	Total	94	100	96	6	(4)	6.4%	-4.0%	1.2%
Faculty	Continuing	1,120	1,078	1,085	(42)	7	-3.8%	0.6%	-1.6%
	New Hire	11	2	1	(9)	(1)	-81.8%	-50.0%	-65.9%
	Retiree, New	1	-	-	(1)	-	-100.0%	-	-100.0%
	Retiree, Continuing	43	44	40	1	(4)	2.3%	-9.1%	-3.4%
Total	1,175	1,124	1,126	(51)	2	-4.3%	0.2%	-2.1%	
Professional, Non-Faculty	Continuing	242	248	236	6	(12)	2.5%	-4.8%	-1.2%
	New Hire	1	-	3	(1)	3	-100.0%	-	-100.0%
	Promoted	3	-	3	(3)	3	-100.0%	-	-100.0%
	Total	246	248	242	2	(6)	0.8%	-2.4%	-0.8%
Clerical/Secretarial	Continuing	100	88	90	(12)	2	-12.0%	2.3%	-4.9%
	New Hire	1	1	-	-	(1)	0.0%	-100.0%	-50.0%
	Total	101	89	90	(12)	1	-11.9%	1.1%	-5.4%
Technical/Paraprofess	Continuing	89	91	94	2	3	2.2%	3.3%	2.8%
	New Hire	1	1	1	-	-	0.0%	0.0%	0.0%
	Total	90	92	95	2	3	2.2%	3.3%	2.7%
Skilled Crafts	Continuing	12	10	9	(2)	(1)	-16.7%	-10.0%	-13.3%
	New Hire	-	1	-	1	(1)	-	-100.0%	-100.0%
	Total	12	11	9	(1)	(2)	-8.3%	-18.2%	-13.3%
Service/Maintenance	Continuing	76	80	80	4	-	5.3%	0.0%	2.6%
	Reclassification	1	-	-	(1)	-	-100.0%	-	-100.0%
	Total	77	80	80	3	-	3.9%	0.0%	1.9%

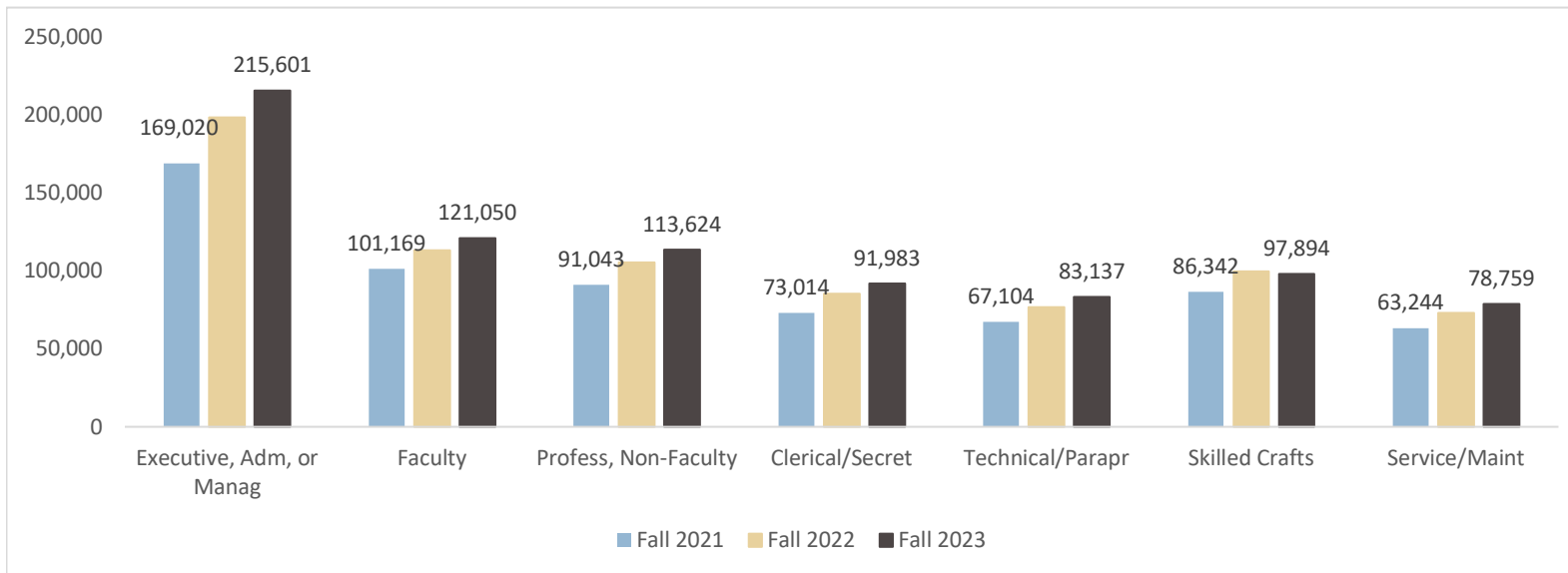
**Table 10. Average Employee Annual Salary by EEO6 Occupational Activity and Fall Term**

EEO6 Occupational Activity	Average Annual Salary			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>Central Services</b>								
Executive, Adm, or Manag	\$ 187,954	\$ 214,365	\$ 232,037	\$ 26,411	\$ 17,673	14.1%	8.2%	11.1%
Faculty	\$ 134,757	\$ 149,461	\$ 160,252	\$ 14,704	\$ 10,791	10.9%	7.2%	9.1%
Professional, Non-Faculty	\$ 108,391	\$ 124,037	\$ 132,113	\$ 15,646	\$ 8,075	14.4%	6.5%	10.5%
Clerical/Secretarial	\$ 78,967	\$ 94,873	\$ 99,619	\$ 15,906	\$ 4,746	20.1%	5.0%	12.6%
Technical/Paraprofess	\$ 86,158	\$ 96,475	\$ 107,911	\$ 10,317	\$ 11,436	12.0%	11.9%	11.9%
Skilled Crafts	\$ 86,342	\$ 99,520	\$ 97,894	\$ 13,178	\$ (1,626)	15.3%	-1.6%	6.8%
Service/Maintenance	\$ 71,507	\$ 79,360	\$ 84,854	\$ 7,853	\$ 5,494	11.0%	6.9%	9.0%
Total	\$ 106,941	\$ 123,827	\$ 132,529	\$ 16,887	\$ 8,702	15.8%	7.0%	11.4%
<b>De Anza College</b>								
Executive, Adm, or Manag	\$ 169,907	\$ 200,057	\$ 214,845	\$ 30,151	\$ 14,788	17.7%	7.4%	12.6%
Faculty	\$ 100,141	\$ 109,989	\$ 118,192	\$ 9,849	\$ 8,203	9.8%	7.5%	8.6%
Professional, Non-Faculty	\$ 82,510	\$ 95,416	\$ 105,181	\$ 12,906	\$ 9,765	15.6%	10.2%	12.9%
Clerical/Secretarial	\$ 71,995	\$ 83,296	\$ 90,734	\$ 11,301	\$ 7,438	15.7%	8.9%	12.3%
Technical/Paraprofess	\$ 64,695	\$ 74,795	\$ 79,491	\$ 10,101	\$ 4,696	15.6%	6.3%	10.9%
Service/Maintenance	\$ 52,227	\$ 64,313	\$ 70,513	\$ 12,086	\$ 6,199	23.1%	9.6%	16.4%
tal	\$ 90,646	\$ 102,497	\$ 110,571	\$ 11,851	\$ 8,073	13.1%	7.9%	10.5%
<b>Foothill College</b>								
Executive, Adm, or Manag	\$ 152,592	\$ 183,299	\$ 200,372	\$ 30,708	\$ 17,072	20.1%	9.3%	14.7%
Faculty	\$ 102,418	\$ 117,342	\$ 124,923	\$ 14,924	\$ 7,581	14.6%	6.5%	10.5%
Professional, Non-Faculty	\$ 82,549	\$ 96,802	\$ 104,113	\$ 14,253	\$ 7,310	17.3%	7.6%	12.4%
Clerical/Secretarial	\$ 71,091	\$ 82,995	\$ 89,497	\$ 11,904	\$ 6,502	16.7%	7.8%	12.3%
Technical/Paraprofess	\$ 70,460	\$ 77,073	\$ 89,259	\$ 6,613	\$ 12,186	9.4%	15.8%	12.6%
Total	\$ 99,120	\$ 116,065	\$ 123,390	\$ 16,945	\$ 7,325	17.1%	6.3%	11.7%

**Table 10. Average Employee Annual Salary by EEO6 Occupational Activity and Fall Term**

EEO6 Occupational Activity	Average Annual Salary			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>FHDA CCD</b>								
Executive, Adm, or Manag	\$ 169,020	\$ 198,435	\$ 215,601	\$ 29,416	\$ 17,166	17.4%	8.7%	13.0%
Faculty	\$ 101,169	\$ 113,092	\$ 121,050	\$ 11,923	\$ 7,959	11.8%	7.0%	9.4%
Professional, Non-Faculty	\$ 91,043	\$ 105,375	\$ 113,624	\$ 14,332	\$ 8,249	15.7%	7.8%	11.8%
Clerical/Secretarial	\$ 73,014	\$ 85,306	\$ 91,983	\$ 12,292	\$ 6,677	16.8%	7.8%	12.3%
Technical/Paraprofess	\$ 67,104	\$ 76,655	\$ 83,137	\$ 9,551	\$ 6,482	14.2%	8.5%	11.3%
Skilled Crafts	\$ 86,342	\$ 99,520	\$ 97,894	\$ 13,178	\$ (1,626)	15.3%	-1.6%	6.8%
Service/Maintenance	\$ 63,244	\$ 72,965	\$ 78,759	\$ 9,721	\$ 5,794	15.4%	7.9%	11.7%
Total	\$ 96,231	\$ 110,622	\$ 118,565	\$ 14,391	\$ 7,944	15.0%	7.2%	11.1%

**Figure 10. Average Employee Annual Salary by EEO6 Occupational Activity and Fall Term**



Notes: Data for employees with a contract of at least 9 months.

**Table 11. Average Hourly Rate by Institution, EE06 Occupational Activity and Fall Term**

EE06 Occupational Activity	Average Hourly Rate			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>Central Services</b>								
Faculty	\$ 69	\$ -	\$ -	-	-	-	-	-
Total	\$ 69	\$ -	\$ -	-	-	-	-	-
<b>De Anza College</b>								
Executive, Administrative, and Managerial	\$ 129	\$ 148	\$ 169	-	\$ 22	-	-	-
Faculty	\$ 127	\$ 144	\$ 153	\$ 16	\$ 9	12.8%	6.6%	9.7%
Total	\$ 127	\$ 144	\$ 153	\$ 16	\$ 9	12.8%	6.6%	9.7%
<b>Foothill College</b>								
Executive, Administrative, and Managerial	\$ 139	\$ 156	\$ 159	\$ 17	\$ 3	-	1.9%	-
Faculty	\$ 104	\$ 120	\$ 130	\$ 17	\$ 10	16.1%	8.5%	12.3%
Total	\$ 104	\$ 120	\$ 131	\$ 17	\$ 10	16.1%	8.5%	12.3%
<b>FHDA CCD</b>								
Executive, Administrative, and Managerial	\$ 134	\$ 151	\$ 163	\$ 16	\$ 13	-	8.4%	-
Faculty	\$ 116	\$ 133	\$ 142	\$ 17	\$ 10	14.7%	7.2%	10.9%
Total	\$ 116	\$ 133	\$ 142	\$ 17	\$ 10	14.7%	7.2%	10.9%

Note: Data only includes hourly rates for part-time faculty or classroom instruction overload assignments.



**Table 12. FHDA CCD Full-Time Equivalent Employee for Instructional Assignments by Program of Studies (TOP) and Fall Term**

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>Central Services</b>								
History	0.07	0.07	0.07	-	-	0.0%	0.0%	0.0%
Other Interdisciplinary Stud	-	-	2.00	-	2.00	-	-	-
<b>Total</b>	<b>0.07</b>	<b>0.07</b>	<b>2.07</b>	<b>-</b>	<b>2.00</b>	<b>0.0%</b>	<b>2857.1%</b>	<b>1428.6%</b>
<b>De Anza College</b>								
Academic Guidance	2.72	3.32	2.77	0.60	(0.55)	22.1%	-16.6%	2.7%
Accounting	11.25	8.80	9.25	(2.45)	0.45	-21.8%	5.1%	-8.3%
Adapted Physical Education	2.18	2.10	2.10	(0.08)	-	-3.7%	0.0%	-1.8%
Administration of Justice	4.50	3.10	3.20	(1.40)	0.10	-31.1%	3.2%	-13.9%
American Studies	0.57	0.60	0.87	0.03	0.27	5.3%	45.0%	25.1%
Anatomy, Physiology	4.35	4.35	4.96	-	0.61	0.0%	14.0%	7.0%
Animation	1.34	1.34	1.34	-	-	0.0%	0.0%	0.0%
Anthropology	6.70	6.40	7.60	(0.30)	1.20	-4.5%	18.8%	7.1%
Applied Design	1.05	1.05	1.05	-	-	0.0%	0.0%	0.0%
Applied Photography	1.96	2.24	1.96	0.28	(0.28)	14.3%	-12.5%	0.9%
Area Studies	0.90	0.90	0.90	-	-	0.0%	0.0%	0.0%
Art	1.80	1.80	1.80	-	-	0.0%	0.0%	0.0%
Asian, South Asian, Pacif Isl	0.67	0.67	0.33	-	(0.34)	0.0%	-50.7%	-25.4%
Astronomy	3.26	3.44	3.81	0.18	0.37	5.5%	10.8%	8.1%
Automotive Technology	12.03	12.21	12.87	0.18	0.66	1.5%	5.4%	3.5%
Banking, Finance	0.30	0.30	0.30	-	-	0.0%	0.0%	0.0%
Biology, General	14.22	11.03	12.35	(3.19)	1.32	-22.4%	12.0%	-5.2%
Business Administration	9.66	10.05	10.40	0.39	0.35	4.0%	3.5%	3.8%
Business Management	2.39	1.97	2.17	(0.42)	0.20	-17.6%	10.2%	-3.7%
Ceramics	2.04	2.04	2.39	-	0.35	0.0%	17.2%	8.6%
Chemistry, General	14.37	16.94	16.84	2.57	(0.10)	17.9%	-0.6%	8.6%
Child Devel Administrat, Man	0.27	0.27	0.27	-	-	0.0%	0.0%	0.0%
Child Develop/Early Care, Educ	7.15	7.03	6.52	(0.12)	(0.51)	-1.7%	-7.3%	-4.5%
Children with Special Needs	0.20	0.20	0.20	-	-	0.0%	0.0%	0.0%

**Table 12. FHDA CCD Full-Time Equivalent Employee for Instructional Assignments by Program of Studies (TOP) and Fall Term**

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
Chinese	1.96	1.93	2.26	(0.03)	0.33	-1.5%	17.1%	7.8%
Coaching	0.33	0.66	0.66	0.33	-	100.0%	0.0%	50.0%
Comparative Literature	0.60	1.20	1.20	0.60	-	100.0%	0.0%	50.0%
Computer Graphics, Digital Im	0.34	0.34	0.34	-	-	0.0%	0.0%	0.0%
Computer Infrastructure, Supp	0.95	0.95	0.68	-	(0.27)	0.0%	-28.4%	-14.2%
Computer Networking	0.34	0.34	0.34	-	-	0.0%	0.0%	0.0%
Computer Programming	16.99	15.97	16.31	(1.02)	0.34	-6.0%	2.1%	-1.9%
Creative Writing	0.76	0.76	0.76	-	-	0.0%	0.0%	0.0%
Dance	1.87	1.72	1.90	(0.15)	0.18	-8.0%	10.5%	1.2%
Database Design, Administrat	1.36	1.36	1.36	-	-	0.0%	0.0%	0.0%
Desktop Publishing	-	0.35	0.35	0.35	-	-	0.0%	0.0%
Drafting Technology	2.11	3.64	2.63	1.53	(1.01)	72.5%	-27.7%	22.4%
Dramatic Arts	0.88	0.88	1.23	-	0.35	0.0%	39.8%	19.9%
ESL-Integrated	8.37	9.54	13.17	1.17	3.63	14.0%	38.1%	26.0%
ESL-Reading	1.80	2.00	2.19	0.20	0.19	11.1%	9.5%	10.3%
ESL-Speaking/Listening	1.44	1.70	2.47	0.26	0.77	18.1%	45.3%	31.7%
ESL-Writing	1.84	2.91	3.71	1.07	0.80	58.2%	27.5%	42.8%
Economics	6.90	7.20	7.80	0.30	0.60	4.3%	8.3%	6.3%
Education, General	0.33	0.33	0.33	-	-	0.0%	0.0%	0.0%
Energy Systems Technology	0.33	0.40	0.40	0.07	-	21.2%	0.0%	10.6%
Engineering, General	2.26	1.93	1.93	(0.33)	-	-14.6%	0.0%	-7.3%
English	59.79	59.62	61.52	(0.17)	1.90	-0.3%	3.2%	1.5%
Environmental Science	3.68	3.94	3.94	0.26	-	7.1%	0.0%	3.5%
Environmental Studies	3.20	3.45	3.73	0.25	0.28	7.8%	8.1%	8.0%
Environmental Technology	1.28	1.28	1.01	-	(0.27)	0.0%	-21.1%	-10.5%
Ethnic Studies	8.95	8.94	7.38	(0.01)	(1.56)	-0.1%	-17.4%	-8.8%
Film Production	1.20	1.51	0.90	0.31	(0.61)	25.8%	-40.4%	-7.3%
Film Studies	2.10	2.10	2.10	-	-	0.0%	0.0%	0.0%
Fine Arts, General	4.20	4.20	4.90	-	0.70	0.0%	16.7%	8.3%

**Table 12. FHDA CCD Full-Time Equivalent Employee for Instructional Assignments by Program of Studies (TOP) and Fall Term**

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
Foreign Languages, General	0.03	-	-	(0.03)	-	-100.0%	-	-100.0%
Forensics, Evidence, Invest	-	0.30	-	0.30	(0.30)	-	-100.0%	-100.0%
French	0.67	0.67	0.67	-	-	0.0%	0.0%	0.0%
General Stud-Not for Courses	1.00	1.40	0.67	0.40	(0.73)	40.0%	-52.1%	-6.1%
Geography	2.50	2.20	2.50	(0.30)	0.30	-12.0%	13.6%	0.8%
Geology	1.45	1.57	1.88	0.12	0.31	8.3%	19.7%	14.0%
German	0.67	0.67	0.67	-	-	0.0%	0.0%	0.0%
Graphic Art, Design	2.08	1.74	1.74	(0.34)	-	-16.3%	0.0%	-8.2%
Health Education	0.80	0.87	1.14	0.07	0.27	8.7%	31.0%	19.9%
History	8.26	6.70	7.90	(1.56)	1.20	-18.9%	17.9%	-0.5%
Infants, Toddlers	0.33	0.33	0.33	-	-	0.0%	0.0%	0.0%
Information Technology, Gener	5.67	7.05	6.32	1.38	(0.73)	24.3%	-10.4%	7.0%
Intercollegiate Athletics	5.65	4.50	4.65	(1.15)	0.15	-20.4%	3.3%	-8.5%
Italian	0.67	0.67	0.67	-	-	0.0%	0.0%	0.0%
Japanese	1.67	0.99	0.99	(0.68)	-	-40.7%	0.0%	-20.4%
Job Seeking/Changing Skills	1.60	1.47	1.33	(0.13)	(0.14)	-8.1%	-9.5%	-8.8%
Journalism	0.57	0.57	0.57	-	-	0.0%	0.0%	0.0%
Kinesiology	1.33	1.33	1.00	-	(0.33)	0.0%	-24.8%	-12.4%
Korean	1.34	1.34	1.34	-	-	0.0%	0.0%	0.0%
Leadership Skills Development	0.40	0.40	0.40	-	-	0.0%	0.0%	0.0%
Learning Skills, Disabled	-	-	-	-	-	-	-	-
Library Science, General	-	-	-	-	-	-	-	-
Linguistics	0.30	0.30	0.30	-	-	0.0%	0.0%	0.0%
Living Skills, Disabled	36.65	36.05	36.61	(0.60)	0.56	-1.6%	1.6%	0.0%
Manufacturing, Industrial Tech	4.37	4.54	4.54	0.17	-	3.9%	0.0%	1.9%
Marketing, Distribution	2.20	2.20	1.81	-	(0.39)	0.0%	-17.7%	-8.9%
Mass Communications	1.20	1.20	1.20	-	-	0.0%	0.0%	0.0%
Mathematics, General	54.18	49.92	50.79	(4.26)	0.87	-7.9%	1.7%	-3.1%
Media, Communications, General	0.43	0.43	-	-	(0.43)	0.0%	-100.0%	-50.0%

**Table 12. FHDA CCD Full-Time Equivalent Employee for Instructional Assignments by Program of Studies (TOP) and Fall Term**

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
Medical Assisting	3.08	3.77	3.72	0.69	(0.05)	22.4%	-1.3%	10.5%
Medical Laboratory Technology	1.81	1.79	1.82	(0.02)	0.03	-1.1%	1.7%	0.3%
Microbiology	1.74	1.74	1.74	-	-	0.0%	0.0%	0.0%
Music	4.81	3.66	4.13	(1.15)	0.47	-23.9%	12.8%	-5.5%
Nursing	2.37	1.97	1.76	(0.40)	(0.21)	-16.9%	-10.7%	-13.8%
Nutrition, Foods, Culin Arts	2.60	2.54	2.47	(0.06)	(0.07)	-2.3%	-2.8%	-2.5%
Oceanography	0.27	0.27	0.27	-	-	0.0%	0.0%	0.0%
Office Tech/Office Comput Appl	1.06	1.00	1.00	(0.06)	-	-5.7%	0.0%	-2.8%
Other Foreign Languages	0.33	0.33	-	-	(0.33)	0.0%	-100.0%	-50.0%
Other Humanities	8.54	9.34	8.78	0.80	(0.56)	9.4%	-6.0%	1.7%
Other Interdisciplinary Stud	3.00	2.00	3.00	(1.00)	1.00	-33.3%	50.0%	8.3%
Other Physical Sciences	1.90	1.90	1.90	-	-	0.0%	0.0%	0.0%
Painting, Drawing	3.25	2.78	3.43	(0.47)	0.65	-14.5%	23.4%	4.5%
Paralegal	1.20	1.65	2.25	0.45	0.60	37.5%	36.4%	36.9%
Philosophy	4.66	4.59	5.52	(0.07)	0.93	-1.5%	20.3%	9.4%
Phlebotomy	0.43	-	0.43	(0.43)	0.43	-100.0%	-	-100.0%
Photography	1.60	1.31	1.60	(0.29)	0.29	-18.1%	22.1%	2.0%
Physical Education	9.91	10.45	8.25	0.54	(2.20)	5.4%	-21.1%	-7.8%
Physics, General	8.36	7.76	7.63	(0.60)	(0.13)	-7.2%	-1.7%	-4.4%
Political Science	7.85	5.64	5.14	(2.21)	(0.50)	-28.2%	-8.9%	-18.5%
Psychology, General	13.39	13.82	14.57	0.43	0.75	3.2%	5.4%	4.3%
Reading	2.57	1.39	0.26	(1.18)	(1.13)	-45.9%	-81.3%	-63.6%
Real Estate	1.71	2.04	2.04	0.33	-	19.3%	0.0%	9.6%
Registered Nursing	11.12	10.58	11.28	(0.54)	0.70	-4.9%	6.6%	0.9%
Russian	0.67	0.67	0.67	-	-	0.0%	0.0%	0.0%
Sculpture	0.35	0.35	0.35	-	-	0.0%	0.0%	0.0%
Sign Language	1.00	0.67	0.67	(0.33)	-	-33.0%	0.0%	-16.5%
Small Business, Entrepren	0.68	0.38	0.38	(0.30)	-	-44.1%	0.0%	-22.1%
Sociology	5.40	4.50	3.70	(0.90)	(0.80)	-16.7%	-17.8%	-17.2%

**Table 12. FHDA CCD Full-Time Equivalent Employee for Instructional Assignments by Program of Studies (TOP) and Fall Term**

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
	Spanish	1.66	2.00	2.00	0.34	-	20.5%	
Speech Communication	18.37	18.55	18.31	0.18	(0.24)	1.0%	-1.3%	-0.2%
Supervised Tutoring	6.60	7.60	7.27	1.00	(0.33)	15.2%	-4.3%	5.4%
Tax Studies	0.60	0.93	0.93	0.33	-	55.0%	0.0%	27.5%
Television-incl TV/film/video	3.66	2.49	3.65	(1.17)	1.16	-32.0%	46.6%	7.3%
Vietnamese	0.67	0.67	0.67	-	-	0.0%	0.0%	0.0%
Women Studies	1.50	1.20	1.20	(0.30)	-	-20.0%	0.0%	-10.0%
World Wide Web Administration	0.68	0.68	0.68	-	-	0.0%	0.0%	0.0%
Total	517.46	505.72	517.24	(11.74)	11.52	-2.3%	2.3%	0.0%

**Table 12. FHDA CCD Full-Time Equivalent Employee for Instructional Assignments by Program of Studies (TOP) and Fall Term**

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>Foothill College</b>								
Accounting	12.21	12.84	13.27	0.63	0.43	5.2%	3.3%	4.3%
Adapted Physical Education	0.15	0.15	0.15	-	-	0.0%	0.0%	0.0%
Anatomy, Physiology	6.37	4.30	4.69	(2.07)	0.39	-32.5%	9.1%	-11.7%
Anthropology	5.90	4.59	4.81	(1.31)	0.22	-22.2%	4.8%	-8.7%
Applied Photography	0.70	0.35	2.07	(0.35)	1.72	-50.0%	491.4%	220.7%
Archaeology	0.30	0.59	0.29	0.29	(0.30)	96.7%	-50.8%	22.9%
Art	1.73	1.96	1.05	0.23	(0.91)	13.3%	-46.4%	-16.6%
Astronomy	1.00	1.00	1.20	-	0.20	0.0%	20.0%	10.0%
Athletic Training, Sports Med	0.56	0.28	1.13	(0.28)	0.85	-50.0%	303.6%	126.8%
Biological, Physical Sci, Math	-	-	-	-	-	-	-	-
Biology, General	16.13	13.03	12.15	(3.10)	(0.88)	-19.2%	-6.8%	-13.0%
Biotechnology, Biomedical Tech	0.22	0.41	1.00	0.19	0.59	86.4%	143.9%	115.1%
Business Administration	4.98	4.53	4.49	(0.45)	(0.04)	-9.0%	-0.9%	-5.0%
Business Management	1.28	2.33	2.27	1.05	(0.06)	82.0%	-2.6%	39.7%
Career Guidance, Orientation	5.55	5.17	4.84	(0.38)	(0.33)	-6.8%	-6.4%	-6.6%
Ceramics	1.69	1.69	1.72	-	0.03	0.0%	1.8%	0.9%
Chemistry, General	15.87	13.55	13.65	(2.32)	0.10	-14.6%	0.7%	-6.9%
Child Devel Administrat, Man	0.27	0.27	0.27	-	-	0.0%	0.0%	0.0%
Child Develop/Early Care, Educ	5.68	4.90	5.55	(0.78)	0.65	-13.7%	13.3%	-0.2%
Commercial Music	2.74	2.69	2.70	(0.05)	0.01	-1.8%	0.4%	-0.7%
Comparative Literature	0.30	0.30	-	-	(0.30)	0.0%	-100.0%	-50.0%
Computer Infrastructure, Supp	1.08	1.08	1.09	-	0.01	0.0%	0.9%	0.5%
Computer Programming	0.36	-	-	(0.36)	-	-100.0%	-	-100.0%
Computer Science (transfer)	0.27	0.36	1.27	0.09	0.91	33.3%	252.8%	143.1%
Computer Software Development	12.26	12.37	12.06	0.11	(0.31)	0.9%	-2.5%	-0.8%
Creative Writing	0.38	0.38	0.38	-	-	0.0%	0.0%	0.0%
Dance	0.33	0.33	0.33	-	-	0.0%	0.0%	0.0%
Dental Assistant	4.39	4.20	3.66	(0.19)	(0.54)	-4.3%	-12.9%	-8.6%

**Table 12. FHDA CCD Full-Time Equivalent Employee for Instructional Assignments by Program of Studies (TOP) and Fall Term**

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
Dental Hygienist	8.59	8.54	9.78	(0.05)	1.24	-0.6%	14.5%	7.0%
Diagnostic Medical Sonography	-	-	1.07	-	1.07	-	-	-
Dramatic Arts	3.40	2.22	2.90	(1.18)	0.68	-34.7%	30.6%	-2.0%
ESL-Integrated	2.34	2.94	2.68	0.60	(0.26)	25.6%	-8.8%	8.4%
ESL-Reading	0.99	1.01	0.99	0.02	(0.02)	2.0%	-2.0%	0.0%
ESL-Speaking/Listening	1.19	1.14	1.06	(0.05)	(0.08)	-4.2%	-7.0%	-5.6%
ESL-Writing	1.90	2.28	2.42	0.38	0.14	20.0%	6.1%	13.1%
Earth Science	-	0.30	0.30	0.30	-	-	0.0%	0.0%
Economics	3.32	4.61	3.77	1.29	(0.84)	38.9%	-18.2%	10.3%
Education, General	0.46	0.46	0.46	-	-	0.0%	0.0%	0.0%
Educational Technology	3.90	2.65	2.72	(1.25)	0.07	-32.1%	2.6%	-14.7%
Emergency Medical Services	1.11	0.47	1.56	(0.64)	1.09	-57.7%	231.9%	87.1%
Engineering, General	0.60	0.87	0.87	0.27	-	45.0%	0.0%	22.5%
English	26.88	24.47	26.39	(2.41)	1.92	-9.0%	7.8%	-0.6%
Environmental Control Techn	-	-	4.53	-	4.53	-	-	-
Environmental Science	-	-	0.30	-	0.30	-	-	-
Ethnic Studies	1.00	1.20	1.50	0.20	0.30	20.0%	25.0%	22.5%
Fine Arts, General	3.66	2.99	3.33	(0.67)	0.34	-18.3%	11.4%	-3.5%
General Stud-Not for Courses	0.45	0.38	0.08	(0.07)	(0.30)	-15.6%	-78.9%	-47.3%
General Work Experience	0.24	0.24	0.24	-	-	0.0%	0.0%	0.0%
Geographic Information Systems	1.10	1.10	1.10	-	-	0.0%	0.0%	0.0%
Geography	2.65	3.72	3.35	1.07	(0.37)	40.4%	-9.9%	15.2%
Graphic Art, Design	4.20	4.41	3.55	0.21	(0.86)	5.0%	-19.5%	-7.3%
Health Occupations, General	1.69	5.50	4.94	3.81	(0.56)	225.4%	-10.2%	107.6%
Health Prof, Transf Core Curr	2.63	2.03	2.03	(0.60)	-	-22.8%	0.0%	-11.4%
History	4.10	2.95	2.80	(1.15)	(0.15)	-28.0%	-5.1%	-16.6%
Horticulture	2.14	2.89	3.05	0.75	0.16	35.0%	5.5%	20.3%
Intercollegiate Athletics	4.72	4.57	4.07	(0.15)	(0.50)	-3.2%	-10.9%	-7.1%
International Studies	0.30	0.30	0.30	-	-	0.0%	0.0%	0.0%

**Table 12. FHDA CCD Full-Time Equivalent Employee for Instructional Assignments by Program of Studies (TOP) and Fall Term**

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
Japanese	2.61	2.60	2.60	(0.01)	-	-0.4%	0.0%	-0.2%
Journalism	-	0.41	0.41	0.41	-	-	0.0%	0.0%
Kinesiology	2.47	2.59	2.70	0.12	0.11	4.9%	4.2%	4.6%
Language Arts	0.02	-	-	(0.02)	-	-100.0%	-	-100.0%
Leadership Skills Development	0.20	0.27	0.20	0.07	(0.07)	35.0%	-25.9%	4.5%
Learning Skills, Disabled	0.18	2.11	2.77	1.93	0.66	1072.2%	31.3%	551.8%
Learning Skills, Speech Impair	0.09	-	-	(0.09)	-	-100.0%	-	-100.0%
Library Science, General	-	-	0.07	-	0.07	-	-	-
Living Skills, Disabled	11.03	10.50	8.61	(0.53)	(1.89)	-4.8%	-18.0%	-11.4%
Mass Communications	0.33	0.33	0.66	-	0.33	0.0%	100.0%	50.0%
Mathematics Skills	0.68	0.68	0.68	-	-	0.0%	0.0%	0.0%
Mathematics, General	44.24	31.02	35.73	(13.22)	4.71	-29.9%	15.2%	-7.3%
Media, Communications, General	0.05	0.05	0.05	-	-	0.0%	0.0%	0.0%
Multimedia	2.21	2.23	2.23	0.02	-	0.9%	0.0%	0.5%
Music	4.17	3.85	3.44	(0.32)	(0.41)	-7.7%	-10.6%	-9.2%
Office Tech/Office Comput Appl	-	0.39	0.15	0.39	(0.24)	-	-61.5%	-61.5%
Other Biological Sciences	0.27	0.27	0.27	-	-	0.0%	0.0%	0.0%
Other Education	0.10	0.01	-	(0.09)	(0.01)	-90.0%	-100.0%	-95.0%
Other Engin, Related Industr	0.26	0.38	0.25	0.12	(0.13)	46.2%	-34.2%	6.0%
Other Interdisciplinary Stud	3.33	0.45	0.09	(2.88)	(0.36)	-86.5%	-80.0%	-83.2%
Painting, Drawing	2.08	1.74	2.43	(0.34)	0.69	-16.3%	39.7%	11.7%
Paramedic	3.06	3.66	3.51	0.60	(0.15)	19.6%	-4.1%	7.8%
Parenting, Family Education	0.60	0.30	-	(0.30)	(0.30)	-50.0%	-100.0%	-75.0%
Pharmacy Technology	1.78	1.98	2.02	0.20	0.04	11.2%	2.0%	6.6%
Philosophy	2.28	1.98	2.36	(0.30)	0.38	-13.2%	19.2%	3.0%
Photography	2.43	2.97	1.80	0.54	(1.17)	22.2%	-39.4%	-8.6%
Physical Education	9.10	7.44	4.91	(1.66)	(2.53)	-18.2%	-34.0%	-26.1%
Physical Fitness, Body Movem	-	0.10	-	0.10	(0.10)	-	-100.0%	-100.0%
Physical Sciences, General	-	0.01	0.03	0.01	0.02	-	200.0%	200.0%



**Table 12. FHDA CCD Full-Time Equivalent Employee for Instructional Assignments by Program of Studies (TOP) and Fall Term**

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
Physics, General	5.21	5.41	5.55	0.20	0.14	3.8%	2.6%	3.2%
Plumbing, Pipefitting, Steamf	9.45	7.24	6.16	(2.21)	(1.08)	-23.4%	-14.9%	-19.2%
Political Science	2.86	3.68	2.47	0.82	(1.21)	28.7%	-32.9%	-2.1%
Psychology, General	9.21	10.09	10.84	0.88	0.75	9.6%	7.4%	8.5%
Radiologic Technology	4.43	4.00	4.11	(0.43)	0.11	-9.7%	2.8%	-3.5%
Reading	3.25	3.52	0.67	0.27	(2.85)	8.3%	-81.0%	-36.3%
Respiratory Care/Therapy	4.12	3.69	4.28	(0.43)	0.59	-10.4%	16.0%	2.8%
Social Sciences, General	2.70	2.93	2.93	0.23	-	8.5%	0.0%	4.3%
Sociology	5.34	4.54	5.09	(0.80)	0.55	-15.0%	12.1%	-1.4%
Spanish	3.67	2.66	2.66	(1.01)	-	-27.5%	0.0%	-13.8%
Speech Communication	10.01	9.32	11.35	(0.69)	2.03	-6.9%	21.8%	7.4%
Supervised Tutoring	0.01	-	-	(0.01)	-	-100.0%	-	-100.0%
Technical Communication	0.38	-	0.38	(0.38)	0.38	-100.0%	-	-100.0%
Technical Theater	0.64	1.61	1.09	0.97	(0.52)	151.6%	-32.3%	59.6%
Veterinary Technic (Licensed)	7.22	7.94	6.64	0.72	(1.30)	10.0%	-16.4%	-3.2%
Vocational ESL	0.36	-	0.09	(0.36)	0.09	-100.0%	-	-100.0%
Women Studies	0.30	0.30	0.30	-	-	0.0%	0.0%	0.0%
Total	348.99	323.14	330.81	(25.85)	7.67	-7.4%	2.4%	-2.5%

**Table 12. FHDA CCD Full-Time Equivalent Employee for Instructional Assignments by Program of Studies (TOP) and Fall Term**

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>FHDA CCD</b>								
Academic Guidance	2.72	3.32	2.77	0.60	(0.55)	22%	-17%	3%
Accounting	23.46	21.64	22.52	(1.82)	0.88	-8%	4%	-2%
Adapted Physical Education	2.33	2.25	2.25	(0.08)	-	-3%	0%	-2%
Administration of Justice	4.50	3.10	3.20	(1.40)	0.10	-31%	3%	-14%
American Studies	0.57	0.60	0.87	0.03	0.27	5%	45%	25%
Anatomy, Physiology	10.72	8.65	9.65	(2.07)	1.00	-19%	12%	-4%
Animation	1.34	1.34	1.34	-	-	0%	0%	0%
Anthropology	12.60	10.99	12.41	(1.61)	1.42	-13%	13%	0%
Applied Design	1.05	1.05	1.05	-	-	0%	0%	0%
Applied Photography	2.66	2.59	4.03	(0.07)	1.44	-3%	56%	26%
Archaeology	0.30	0.59	0.29	0.29	(0.30)	97%	-51%	23%
Area Studies	0.90	0.90	0.90	-	-	0%	0%	0%
Art	3.53	3.76	2.85	0.23	(0.91)	7%	-24%	-9%
Asian, South Asian, Pacif Isl	0.67	0.67	0.33	-	(0.34)	0%	-51%	-25%
Astronomy	4.26	4.44	5.01	0.18	0.57	4%	13%	9%
Athletic Training, Sports Med	0.56	0.28	1.13	(0.28)	0.85	-50%	304%	127%
Automotive Technology	12.03	12.21	12.87	0.18	0.66	1%	5%	3%
Banking, Finance	0.30	0.30	0.30	-	-	0%	0%	0%
Biological, Physical Sci, Math	-	-	-	-	-	-	-	-
Biology, General	30.35	24.06	24.50	(6.29)	0.44	-21%	2%	-9%
Biotechnology, Biomedical Tech	0.22	0.41	1.00	0.19	0.59	86%	144%	115%
Business Administration	14.64	14.58	14.89	(0.06)	0.31	0%	2%	1%
Business Management	3.67	4.30	4.44	0.63	0.14	17%	3%	10%
Career Guidance, Orientation	5.55	5.17	4.84	(0.38)	(0.33)	-7%	-6%	-7%
Ceramics	3.73	3.73	4.11	-	0.38	0%	10%	5%
Chemistry, General	30.24	30.49	30.49	0.25	-	1%	0%	0%
Child Devel Administrat, Man	0.54	0.54	0.54	-	-	0%	0%	0%
Child Develop/Early Care, Educ	12.83	11.93	12.07	(0.90)	0.14	-7%	1%	-3%

**Table 12. FHDA CCD Full-Time Equivalent Employee for Instructional Assignments by Program of Studies (TOP) and Fall Term**

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
Children with Special Needs	0.20	0.20	0.20	-	-	0%	0%	0%
Chinese	1.96	1.93	2.26	(0.03)	0.33	-2%	17%	8%
Coaching	0.33	0.66	0.66	0.33	-	100%	0%	50%
Commercial Music	2.74	2.69	2.70	(0.05)	0.01	-2%	0%	-1%
Comparative Literature	0.90	1.50	1.20	0.60	(0.30)	67%	-20%	23%
Computer Graphics, Digital Im	0.34	0.34	0.34	-	-	0%	0%	0%
Computer Infrastructure, Supp	2.03	2.03	1.77	-	(0.26)	0%	-13%	-6%
Computer Networking	0.34	0.34	0.34	-	-	0%	0%	0%
Computer Programming	17.35	15.97	16.31	(1.38)	0.34	-8%	2%	-3%
Computer Science (transfer)	0.27	0.36	1.27	0.09	0.91	33%	253%	143%
Computer Software Development	12.26	12.37	12.06	0.11	(0.31)	1%	-3%	-1%
Creative Writing	1.14	1.14	1.14	-	-	0%	0%	0%
Dance	2.20	2.05	2.23	(0.15)	0.18	-7%	9%	1%
Database Design, Administrat	1.36	1.36	1.36	-	-	0%	0%	0%
Dental Assistant	4.39	4.20	3.66	(0.19)	(0.54)	-4%	-13%	-9%
Dental Hygienist	8.59	8.54	9.78	(0.05)	1.24	-1%	15%	7%
Desktop Publishing	-	0.35	0.35	0.35	-	-	0%	0%
Diagnostic Medical Sonography	-	-	1.07	-	1.07	-	-	-
Drafting Technology	2.11	3.64	2.63	1.53	(1.01)	73%	-28%	22%
Dramatic Arts	4.28	3.10	4.13	(1.18)	1.03	-28%	33%	3%
ESL-Integrated	10.71	12.48	15.85	1.77	3.37	17%	27%	22%
ESL-Reading	2.79	3.01	3.18	0.22	0.17	8%	6%	7%
ESL-Speaking/Listening	2.63	2.84	3.53	0.21	0.69	8%	24%	16%
ESL-Writing	3.74	5.19	6.13	1.45	0.94	39%	18%	28%
Earth Science	-	0.30	0.30	0.30	-	-	0%	0%
Economics	10.22	11.81	11.57	1.59	(0.24)	16%	-2%	7%
Education, General	0.79	0.79	0.79	-	-	0%	0%	0%
Educational Technology	3.90	2.65	2.72	(1.25)	0.07	-32%	3%	-15%
Emergency Medical Services	1.11	0.47	1.56	(0.64)	1.09	-58%	232%	87%

**Table 12. FHDA CCD Full-Time Equivalent Employee for Instructional Assignments by Program of Studies (TOP) and Fall Term**

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Percent Change
Energy Systems Technology	0.33	0.40	0.40	0.07	-	21%	0%	11%
Engineering, General	2.86	2.80	2.80	(0.06)	-	-2%	0%	-1%
English	86.67	84.09	87.91	(2.58)	3.82	-3%	5%	1%
Environmental Control Techn	-	-	4.53	-	4.53	-	-	-
Environmental Science	3.68	3.94	4.24	0.26	0.30	7%	8%	7%
Environmental Studies	3.20	3.45	3.73	0.25	0.28	8%	8%	8%
Environmental Technology	1.28	1.28	1.01	-	(0.27)	0%	-21%	-11%
Ethnic Studies	9.95	10.14	8.88	0.19	(1.26)	2%	-12%	-5%
Film Production	1.20	1.51	0.90	0.31	(0.61)	26%	-40%	-7%
Film Studies	2.10	2.10	2.10	-	-	0%	0%	0%
Fine Arts, General	7.86	7.19	8.23	(0.67)	1.04	-9%	14%	3%
Foreign Languages, General	0.03	-	-	(0.03)	-	-100%	-	-100%
Forensics, Evidence, Invest	-	0.30	-	0.30	(0.30)	-	-100%	-100%
French	0.67	0.67	0.67	-	-	0%	0%	0%
General Stud-Not for Courses	1.45	1.78	0.75	0.33	(1.03)	23%	-58%	-18%
General Work Experience	0.24	0.24	0.24	-	-	0%	0%	0%
Geographic Information Systems	1.10	1.10	1.10	-	-	0%	0%	0%
Geography	5.15	5.92	5.85	0.77	(0.07)	15%	-1%	7%
Geology	1.45	1.57	1.88	0.12	0.31	8%	20%	14%
German	0.67	0.67	0.67	-	-	0%	0%	0%
Graphic Art, Design	6.28	6.15	5.29	(0.13)	(0.86)	-2%	-14%	-8%
Health Education	0.80	0.87	1.14	0.07	0.27	9%	31%	20%
Health Occupations, General	1.69	5.50	4.94	3.81	(0.56)	225%	-10%	108%
Health Prof, Transf Core Curr	2.63	2.03	2.03	(0.60)	-	-23%	0%	-11%
History	12.43	9.72	10.77	(2.71)	1.05	-22%	11%	-5%
Horticulture	2.14	2.89	3.05	0.75	0.16	35%	6%	20%
Infants, Toddlers	0.33	0.33	0.33	-	-	0%	0%	0%
Information Technology, Gener	5.67	7.05	6.32	1.38	(0.73)	24%	-10%	7%
Intercollegiate Athletics	10.37	9.07	8.72	(1.30)	(0.35)	-13%	-4%	-8%

**Table 12. FHDA CCD Full-Time Equivalent Employee for Instructional Assignments by Program of Studies (TOP) and Fall Term**

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Percent Change
International Studies	0.30	0.30	0.30	-	-	0%	0%	0%
Italian	0.67	0.67	0.67	-	-	0%	0%	0%
Japanese	4.28	3.59	3.59	(0.69)	-	-16%	0%	-8%
Job Seeking/Changing Skills	1.60	1.47	1.33	(0.13)	(0.14)	-8%	-10%	-9%
Journalism	0.57	0.98	0.98	0.41	-	72%	0%	36%
Kinesiology	3.80	3.92	3.70	0.12	(0.22)	3%	-6%	-1%
Korean	1.34	1.34	1.34	-	-	0%	0%	0%
Language Arts	0.02	-	-	(0.02)	-	-100%	-	-100%
Leadership Skills Development	0.60	0.67	0.60	0.07	(0.07)	12%	-10%	1%
Learning Skills, Disabled	0.18	2.11	2.77	1.93	0.66	1072%	31%	552%
Learning Skills, Speech Impair	0.09	-	-	(0.09)	-	-100%	-	-100%
Library Science, General	-	-	0.07	-	0.07	-	-	-
Linguistics	0.30	0.30	0.30	-	-	0%	0%	0%
Living Skills, Disabled	47.68	46.55	45.22	(1.13)	(1.33)	-2%	-3%	-3%
Manufacturing, Industrial Tech	4.37	4.54	4.54	0.17	-	4%	0%	2%
Marketing, Distribution	2.20	2.20	1.81	-	(0.39)	0%	-18%	-9%
Mass Communications	1.53	1.53	1.86	-	0.33	0%	22%	11%
Mathematics Skills	0.68	0.68	0.68	-	-	0%	0%	0%
Mathematics, General	98.42	80.94	86.52	(17.48)	5.58	-18%	7%	-5%
Media, Communications, General	0.48	0.48	0.05	-	(0.43)	0%	-90%	-45%
Medical Assisting	3.08	3.77	3.72	0.69	(0.05)	22%	-1%	11%
Medical Laboratory Technology	1.81	1.79	1.82	(0.02)	0.03	-1%	2%	0%
Microbiology	1.74	1.74	1.74	-	-	0%	0%	0%
Multimedia	2.21	2.23	2.23	0.02	-	1%	0%	0%
Music	8.98	7.51	7.57	(1.47)	0.06	-16%	1%	-8%
Nursing	2.37	1.97	1.76	(0.40)	(0.21)	-17%	-11%	-14%
Nutrition, Foods, Culin Arts	2.60	2.54	2.47	(0.06)	(0.07)	-2%	-3%	-3%
Oceanography	0.27	0.27	0.27	-	-	0%	0%	0%
Office Tech/Office Comput Appl	1.06	1.39	1.15	0.33	(0.24)	31%	-17%	7%

**Table 12. FHDA CCD Full-Time Equivalent Employee for Instructional Assignments by Program of Studies (TOP) and Fall Term**

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
Other Biological Sciences	0.27	0.27	0.27	-	-	0%	0%	0%
Other Education	0.10	0.01	-	(0.09)	(0.01)	-90%	-100%	-95%
Other Engin, Related Industr	0.26	0.38	0.25	0.12	(0.13)	46%	-34%	6%
Other Foreign Languages	0.33	0.33	-	-	(0.33)	0%	-100%	-50%
Other Humanities	8.54	9.34	8.78	0.80	(0.56)	9%	-6%	2%
Other Interdisciplinary Stud	6.33	2.45	5.09	(3.88)	2.64	-61%	108%	23%
Other Physical Sciences	1.90	1.90	1.90	-	-	0%	0%	0%
Painting, Drawing	5.33	4.52	5.86	(0.81)	1.34	-15%	30%	7%
Paralegal	1.20	1.65	2.25	0.45	0.60	38%	36%	37%
Paramedic	3.06	3.66	3.51	0.60	(0.15)	20%	-4%	8%
Parenting, Family Education	0.60	0.30	-	(0.30)	(0.30)	-50%	-100%	-75%
Pharmacy Technology	1.78	1.98	2.02	0.20	0.04	11%	2%	7%
Philosophy	6.94	6.57	7.88	(0.37)	1.31	-5%	20%	7%
Phlebotomy	0.43	-	0.43	(0.43)	0.43	-100%	-	-100%
Photography	4.03	4.28	3.40	0.25	(0.88)	6%	-21%	-7%
Physical Education	19.01	17.89	13.16	(1.12)	(4.73)	-6%	-26%	-16%
Physical Fitness, Body Movem	-	0.10	-	0.10	(0.10)	-	-100%	-100%
Physical Sciences, General	-	0.01	0.03	0.01	0.02	-	200%	200%
Physics, General	13.57	13.17	13.18	(0.40)	0.01	-3%	0%	-1%
Plumbing, Pipefitting, Steamf	9.45	7.24	6.16	(2.21)	(1.08)	-23%	-15%	-19%
Political Science	10.71	9.32	7.61	(1.39)	(1.71)	-13%	-18%	-16%
Psychology, General	22.60	23.91	25.41	1.31	1.50	6%	6%	6%
Radiologic Technology	4.43	4.00	4.11	(0.43)	0.11	-10%	3%	-3%
Reading	5.82	4.91	0.93	(0.91)	(3.98)	-16%	-81%	-48%
Real Estate	1.71	2.04	2.04	0.33	-	19%	0%	10%
Registered Nursing	11.12	10.58	11.28	(0.54)	0.70	-5%	7%	1%
Respiratory Care/Therapy	4.12	3.69	4.28	(0.43)	0.59	-10%	16%	3%
Russian	0.67	0.67	0.67	-	-	0%	0%	0%
Sculpture	0.35	0.35	0.35	-	-	0%	0%	0%

**Table 12. FHDA CCD Full-Time Equivalent Employee for Instructional Assignments by Program of Studies (TOP) and Fall Term**

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
Sign Language	1.00	0.67	0.67	(0.33)	-	-33%	0%	-17%
Small Business, Entrepren	0.68	0.38	0.38	(0.30)	-	-44%	0%	-22%
Social Sciences, General	2.70	2.93	2.93	0.23	-	9%	0%	4%
Sociology	10.74	9.04	8.79	(1.70)	(0.25)	-16%	-3%	-9%
Spanish	5.33	4.66	4.66	(0.67)	-	-13%	0%	-6%
Speech Communication	28.38	27.87	29.66	(0.51)	1.79	-2%	6%	2%
Supervised Tutoring	6.61	7.60	7.27	0.99	(0.33)	15%	-4%	5%
Tax Studies	0.60	0.93	0.93	0.33	-	55%	0%	28%
Technical Communication	0.38	-	0.38	(0.38)	0.38	-100%	-	-100%
Technical Theater	0.64	1.61	1.09	0.97	(0.52)	152%	-32%	60%
Television-incl TV/film/video	3.66	2.49	3.65	(1.17)	1.16	-32%	47%	7%
Veterinary Technic (Licensed)	7.22	7.94	6.64	0.72	(1.30)	10%	-16%	-3%
Vietnamese	0.67	0.67	0.67	-	-	0%	0%	0%
Vocational ESL	0.36	-	0.09	(0.36)	0.09	-100%	-	-100%
Women Studies	1.80	1.50	1.50	(0.30)	-	-17%	0%	-8%
World Wide Web Administration	0.68	0.68	0.68	-	-	0%	0%	0%
<b>Total</b>	<b>866.52</b>	<b>828.93</b>	<b>850.12</b>	<b>(37.59)</b>	<b>21.19</b>	<b>-4%</b>	<b>3%</b>	<b>-1%</b>

**Table 13. FHDA CCD Full-Time Equivalent Employee for Administrative Support Assignments by Area and Fall Term**

Administrative Support Area (ASA)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>Central Services</b>								
Building Maintenance and Repairs	19.0	18.0	16.5	(1.0)	(1.5)	-5.3%	-8.3%	-6.8%
Custodial Services	16.0	15.7	16.0	(0.3)	0.3	-2.1%	2.1%	0.0%
Fiscal Operations	22.7	23.9	23.3	1.2	(0.6)	5.2%	-2.7%	1.3%
Food Services	-	0.0	0.0	0.0	-	-	0.0%	0.0%
Grounds Maintenance and Repairs	5.0	5.0	6.0	-	1.0	0.0%	20.0%	10.0%
Human Resources Management	8.5	7.5	9.4	(1.0)	1.9	-11.8%	25.5%	6.8%
Job Placement Services	-	-	0.6	-	0.6	-	-	-
Logistical Services	17.1	17.5	17.1	0.4	(0.4)	2.2%	-2.2%	0.0%
Management Information Systems	66.6	65.5	54.0	(1.1)	(11.5)	-1.6%	-17.6%	-9.6%
Other Ancillary Services	7.1	7.9	7.8	0.8	(0.2)	11.8%	-2.3%	4.8%
Other Auxiliary Operations	-	-	0.4	-	0.4	-	-	-
Other General Institutional Support Services	4.6	3.6	4.6	(1.0)	1.0	-21.7%	27.8%	3.0%
Other Instructional Support Services	-	-	0.5	-	0.5	-	-	-
Other Operation and Maintenance of Plant	11.2	14.2	13.8	3.0	(0.3)	26.9%	-2.3%	12.3%
Parking	5.4	6.1	5.4	0.7	(0.7)	13.3%	-11.8%	0.8%
Physical Property and Related Acquisitions	1.6	3.6	4.6	2.0	1.0	129.0%	28.2%	78.6%
Planning, Policymaking, and Coordination	2.9	5.2	3.9	2.3	(1.3)	78.3%	-24.6%	26.9%
Staff Development	1.0	1.0	2.0	-	1.0	0.0%	100.0%	50.0%
<b>Total</b>	<b>188.5</b>	<b>194.6</b>	<b>185.8</b>	<b>6.1</b>	<b>(8.8)</b>	<b>3.2%</b>	<b>-4.5%</b>	<b>-0.7%</b>



**Table 13. FHDA CCD Full-Time Equivalent Employee for Administrative Support Assignments by Area and Fall Term**

Administrative Support Area (ASA)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Percent Change
<b>De Anza College</b>								
Academic Administration	39.7	40.3	39.3	0.6	(1.1)	1.5%	-2.7%	-0.6%
Academic/Faculty Senate	0.8	1.3	1.4	0.5	0.1	61.7%	5.3%	33.5%
Admissions and Records	17.9	18.9	22.3	1.0	3.4	5.6%	18.0%	11.8%
Child Development Centers	18.9	19.4	18.0	0.5	(1.4)	2.8%	-7.1%	-2.2%
Community Relations	0.5	0.7	1.4	0.2	0.7	38.0%	101.4%	69.7%
Community Service Classes	5.4	5.4	5.4	-	-	0.0%	0.0%	0.0%
Community Use of Facilities	6.8	6.9	7.1	0.1	0.2	1.5%	2.2%	1.8%
Counseling and Guidance	8.4	6.9	7.2	(1.5)	0.3	-17.6%	4.2%	-6.7%
Course and Curriculum Development	1.0	1.0	1.0	-	-	0.0%	0.0%	0.0%
Custodial Services	13.6	14.5	13.5	0.9	(1.0)	6.6%	-6.9%	-0.1%
Extended Opportunities Programs and Services	10.1	10.2	10.6	0.1	0.4	1.4%	3.4%	2.4%
Financial Aid Administration	11.0	8.8	8.7	(2.2)	(0.1)	-20.0%	-1.1%	-10.6%
Fiscal Operations	11.7	10.7	10.0	(1.1)	(0.7)	-9.0%	-6.6%	-7.8%
Food Services	-	6.7	7.4	6.7	0.7	-	10.5%	10.5%
Grounds Maintenance and Repairs	4.4	4.4	4.4	-	-	0.0%	0.0%	0.0%
Health Services	9.9	9.7	9.6	(0.2)	(0.2)	-1.5%	-1.7%	-1.6%
Human Resources Management	1.0	2.0	2.6	1.0	0.6	96.1%	28.7%	62.4%
Learning Center	2.0	2.0	3.0	-	1.0	0.0%	50.0%	25.0%
Library	14.1	14.1	14.1	0.1	0.0	0.5%	0.1%	0.3%
Logistical Services	9.1	9.0	8.7	(0.2)	(0.3)	-1.6%	-3.2%	-2.4%
Management Information Systems	1.1	2.0	1.2	0.9	(0.8)	88.7%	-40.5%	24.1%
Matriculation and Student Assessment	44.5	41.4	40.0	(3.1)	(1.4)	-6.9%	-3.4%	-5.1%
Miscellaneous Student Services	2.1	3.6	3.6	1.5	0.1	72.8%	2.2%	37.5%
Other Ancillary Services	10.9	4.0	5.0	(6.9)	1.0	-63.7%	25.3%	-19.2%
Other Auxiliary Operations	5.9	3.8	4.3	(2.2)	0.5	-36.4%	13.9%	-11.3%
Other Community Services and Economic Deve	1.0	1.3	1.5	0.3	0.3	25.0%	20.0%	22.5%
Other General Institutional Support Services	3.0	1.5	1.0	(1.5)	(0.5)	-50.0%	-33.3%	-41.7%
Other Instructional Support Services	3.1	4.0	3.9	0.9	(0.1)	30.3%	-3.5%	13.4%
Other Student Counseling and Guidance	0.9	1.9	1.9	1.0	-	107.5%	0.0%	53.8%

**Table 13. FHDA CCD Full-Time Equivalent Employee for Administrative Support Assignments by Area and Fall Term**

Administrative Support Area (ASA)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
Other Student Services	-	-	0.5	-	0.5	-	-	-
Physical Property and Related Acquisitions	0.7	0.7	-	-	(0.7)	0.0%	-100.0%	-50.0%
Planning, Policymaking, and Coordination	5.0	5.0	3.0	-	(2.0)	0.0%	-39.6%	-19.8%
Staff Development	2.0	2.0	2.0	(0.0)	-	-0.5%	0.0%	-0.2%
Staff Diversity	2.0	2.0	1.0	-	(1.0)	0.0%	-50.0%	-25.0%
Student Aid	4.0	5.0	4.0	1.0	(1.0)	25.0%	-20.0%	2.5%
Student and Co-Curricular Activities	2.4	2.4	2.4	-	-	0.0%	0.0%	0.0%
Transfer Programs	-	1.0	1.2	1.0	0.2	-	24.0%	24.0%
Veterans Services	-	-	0.1	-	0.1	-	-	-
<b>Total</b>	<b>274.6</b>	<b>274.2</b>	<b>271.9</b>	<b>(0.3)</b>	<b>(2.4)</b>	<b>-0.1%</b>	<b>-0.9%</b>	<b>-0.5%</b>

**Table 13. FHDA CCD Full-Time Equivalent Employee for Administrative Support Assignments by Area and Fall Term**

Administrative Support Area (ASA)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Percent Change
<b>Foothill College</b>								
Academic Administration	27.4	30.5	28.7	3.1	(1.8)	11.2%	-5.8%	2.7%
Academic/Faculty Senate	1.8	2.0	2.4	0.1	0.5	7.1%	25.1%	16.1%
Admissions and Records	5.0	6.0	6.0	1.0	-	20.0%	0.0%	10.0%
Community Relations	7.9	6.9	6.9	(1.0)	(0.1)	-12.7%	-0.7%	-6.7%
Community Service Classes	-	-	0.0	-	0.0	-	-	-
Community Use of Facilities	2.6	2.5	2.6	(0.2)	0.2	-5.8%	6.1%	0.2%
Contract Education	1.1	0.1	0.0	(1.0)	(0.1)	-90.9%	-70.0%	-80.5%
Counseling and Guidance	9.6	10.9	10.1	1.2	(0.8)	12.8%	-7.2%	2.8%
Course and Curriculum Development	2.0	2.0	2.0	-	-	0.0%	0.0%	0.0%
Disabled Students Programs and Services (DSP)	-	-	1.0	-	1.0	-	-	-
Extended Opportunities Programs and Services	5.6	5.6	5.6	0.0	-	0.2%	0.0%	0.1%
Financial Aid Administration	8.0	9.0	6.0	1.0	(3.0)	12.5%	-33.3%	-10.4%
Fiscal Operations	1.1	1.0	2.0	(0.1)	1.0	-6.5%	104.0%	48.7%
Health Services	4.8	5.7	4.6	0.9	(1.1)	17.8%	-18.5%	-0.3%
Human Resources Management	1.5	2.0	1.1	0.5	(0.9)	32.2%	-43.1%	-5.5%
Job Placement Services	2.0	2.0	2.0	-	-	0.0%	0.0%	0.0%
Learning Center	-	1.0	1.4	1.0	0.4	-	38.0%	38.0%
Library	9.2	10.7	9.6	1.5	(1.1)	16.2%	-9.8%	3.2%
Logistical Services	0.8	0.8	1.9	-	1.2	0.0%	154.7%	77.3%
Management Information Systems	1.3	1.0	1.0	(0.3)	-	-24.2%	0.0%	-12.1%
Matriculation and Student Assessment	33.7	27.0	28.3	(6.7)	1.3	-19.9%	4.7%	-7.6%
Miscellaneous Student Services	1.5	2.0	3.0	0.6	1.0	37.9%	51.0%	44.5%
Other Ancillary Services	12.3	8.0	7.5	(4.3)	(0.5)	-34.8%	-6.5%	-20.7%
Other Auxiliary Operations	10.6	11.8	9.8	1.2	(2.1)	11.1%	-17.4%	-3.2%
Other Community Services and Economic Deve	1.5	2.6	2.5	1.1	(0.1)	74.2%	-3.4%	35.4%
Other General Institutional Support Services	2.0	2.0	3.0	-	1.0	0.0%	50.0%	25.0%
Other Instructional Support Services	5.6	5.6	5.9	0.1	0.2	1.3%	4.3%	2.8%
Physical Property and Related Acquisitions	0.7	0.7	-	-	(0.7)	0.0%	-100.0%	-50.0%
Planning, Policymaking, and Coordination	6.0	6.5	6.0	0.5	(0.5)	8.8%	-8.1%	0.4%

**Table 13. FHDA CCD Full-Time Equivalent Employee for Administrative Support Assignments by Area and Fall Term**

Administrative Support Area (ASA)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Percent Change
Staff Development	0.1	-	-	(0.1)	-	-100.0%	-	-100.0%
Student Aid	1.3	1.0	-	(0.3)	(1.0)	-23.1%	-100.0%	-61.5%
Student Personnel Administration	1.0	1.0	0.5	-	(0.5)	0.0%	-50.0%	-25.0%
Student and Co-Curricular Activities	2.6	1.3	4.5	(1.3)	3.1	-48.8%	239.7%	95.4%
Transfer Programs	0.3	-	-	(0.3)	-	-100.0%	-	-100.0%
Veterans Services	1.2	1.0	1.5	(0.2)	0.5	-18.0%	49.0%	15.5%
Total	172.1	170.1	167.5	(2.0)	(2.6)	-1.2%	-1.5%	-1.4%

**Table 13. FHDA CCD Full-Time Equivalent Employee for Administrative Support Assignments by Area and Fall Term**

Administrative Support Area (ASA)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Percent Change
<b>FHDA CCD</b>								
Academic Administration	67.1	70.8	67.9	3.7	(2.8)	5.5%	-4.0%	0.7%
Academic/Faculty Senate	2.6	3.3	3.8	0.6	0.6	24.0%	17.2%	20.6%
Admissions and Records	22.9	24.9	28.3	2.0	3.4	8.7%	13.6%	11.2%
Building Maintenance and Repairs	19.0	18.0	16.5	(1.0)	(1.5)	-5.3%	-8.3%	-6.8%
Child Development Centers	18.9	19.4	18.0	0.5	(1.4)	2.8%	-7.1%	-2.2%
Community Relations	8.4	7.6	8.2	(0.8)	0.7	-9.6%	8.6%	-0.5%
Community Service Classes	5.4	5.4	5.4	-	0.0	0.0%	0.4%	0.2%
Community Use of Facilities	9.4	9.4	9.7	(0.1)	0.3	-0.5%	3.2%	1.3%
Contract Education	1.1	0.1	0.0	(1.0)	(0.1)	-90.9%	-70.0%	-80.5%
Counseling and Guidance	18.1	17.8	17.3	(0.3)	(0.5)	-1.4%	-2.8%	-2.1%
Course and Curriculum Development	3.0	3.0	3.0	-	-	0.0%	0.0%	0.0%
Custodial Services	29.6	30.2	29.5	0.6	(0.7)	1.9%	-2.2%	-0.1%
Disabled Students Programs and Services (DSP)	-	-	1.0	-	1.0	-	-	-
Extended Opportunities Programs and Services	15.7	15.9	16.2	0.2	0.4	1.0%	2.2%	1.6%
Financial Aid Administration	19.0	17.8	14.7	(1.2)	(3.1)	-6.3%	-17.4%	-11.9%
Fiscal Operations	35.5	35.6	35.2	0.1	(0.3)	0.2%	-0.9%	-0.3%
Food Services	-	6.7	7.4	6.7	0.7	-	10.4%	10.4%
Grounds Maintenance and Repairs	9.4	9.4	10.4	-	1.0	0.0%	10.7%	5.3%
Health Services	14.7	15.4	14.2	0.7	(1.2)	4.8%	-7.9%	-1.5%
Human Resources Management	11.0	11.4	13.1	0.5	1.6	4.3%	14.2%	9.3%
Job Placement Services	2.0	2.0	2.6	-	0.6	0.0%	31.0%	15.5%
Learning Center	2.0	3.0	4.4	1.0	1.4	50.0%	46.0%	48.0%
Library	23.2	24.8	23.8	1.6	(1.0)	6.7%	-4.2%	1.3%
Logistical Services	27.0	27.2	27.7	0.2	0.5	0.9%	1.8%	1.3%
Management Information Systems	68.9	68.5	56.2	(0.4)	(12.3)	-0.6%	-18.0%	-9.3%
Matriculation and Student Assessment	78.2	68.4	68.3	(9.8)	(0.1)	-12.5%	-0.2%	-6.4%
Miscellaneous Student Services	3.5	5.6	6.7	2.1	1.1	58.4%	19.8%	39.1%
Other Ancillary Services	30.3	19.9	20.2	(10.4)	0.3	-34.3%	1.5%	-16.4%
Other Auxiliary Operations	16.5	15.6	14.4	(1.0)	(1.2)	-5.9%	-7.5%	-6.7%

**Table 13. FHDA CCD Full-Time Equivalent Employee for Administrative Support Assignments by Area and Fall Term**

Administrative Support Area (ASA)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
Other Community Services and Economic Deve	2.5	3.9	4.0	1.4	0.2	54.6%	4.1%	29.4%
Other General Institutional Support Services	9.6	7.1	8.6	(2.5)	1.5	-26.0%	21.1%	-2.5%
Other Instructional Support Services	8.6	9.6	10.2	1.0	0.6	11.6%	6.2%	8.9%
Other Operation and Maintenance of Plant	11.2	14.2	13.8	3.0	(0.3)	26.9%	-2.3%	12.3%
Other Student Counseling and Guidance	0.9	1.9	1.9	1.0	-	107.5%	0.0%	53.8%
Other Student Services	-	-	0.5	-	0.5	-	-	-
Parking	5.4	6.1	5.4	0.7	(0.7)	13.3%	-11.8%	0.8%
Physical Property and Related Acquisitions	3.0	5.0	4.6	2.0	(0.4)	67.8%	-8.1%	29.9%
Planning, Policymaking, and Coordination	13.9	16.7	12.9	2.8	(3.8)	20.1%	-22.6%	-1.2%
Staff Development	3.1	3.0	4.0	(0.1)	1.0	-4.2%	33.3%	14.6%
Staff Diversity	2.0	2.0	1.0	-	(1.0)	0.0%	-50.0%	-25.0%
Student Aid	5.3	6.0	4.0	0.7	(2.0)	13.2%	-33.3%	-10.1%
Student Personnel Administration	1.0	1.0	0.5	-	(0.5)	0.0%	-50.0%	-25.0%
Student and Co-Curricular Activities	4.9	3.7	6.8	(1.3)	3.1	-25.5%	85.8%	30.2%
Transfer Programs	0.3	1.0	1.2	0.7	0.2	257.1%	24.0%	140.6%
Veterans Services	1.2	1.0	1.5	(0.2)	0.5	-18.0%	54.0%	18.0%
Total	635.2	638.9	625.1	3.7	(13.8)	0.6%	-2.2%	-0.8%

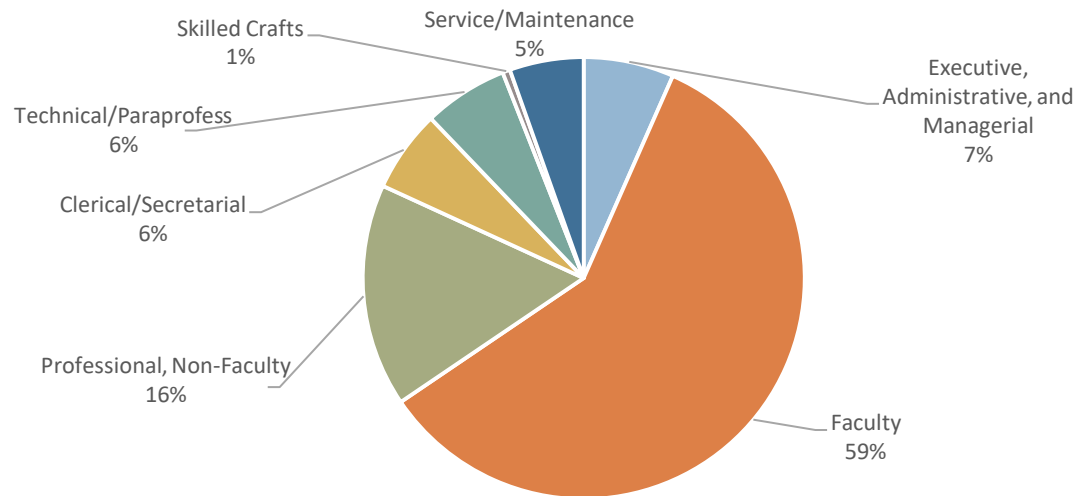
**Table 14. Full-Time Employee Equivalent by Institution, EE06 Occupational Activity and Fall Term**

EE06 Occupational Activity	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Percent
<b>Central Services</b>								
Executive, Administrative, and Managerial	28.0	32.3	31.9	4.3	(0.4)	15%	-1%	7%
Faculty	1.1	1.0	1.0	(0.1)	-	-	0%	-
Professional, Non-Faculty	80.8	83.0	79.0	2.2	(4.0)	3%	-5%	-1%
Clerical/Secretarial	17.8	15.7	15.8	(2.1)	0.1	-12%	0%	-6%
Technical/Paraprofessional	5.0	6.0	6.0	1.0	-	20%	0%	10%
Skilled Crafts	12.0	11.0	8.2	(1.0)	(2.8)	-8%	-26%	-17%
Service/Maintenance	44.0	45.7	46.0	1.7	0.3	4%	1%	2%
Total	188.6	194.6	187.8	6.1	(6.8)	3%	-3%	0%
<b>De Anza College</b>								
Executive, Administrative, and Managerial	32.3	31.3	32.2	(0.9)	0.9	-3%	3%	0%
Faculty	511.2	503.9	513.7	(7.2)	9.8	-1%	2%	0%
Professional, Non-Faculty	95.8	96.2	92.2	0.4	(4.0)	0%	-4%	-2%
Clerical/Secretarial	57.5	50.5	49.2	(7.0)	(1.3)	-12%	-3%	-7%
Technical/Paraprofessional	62.3	63.9	67.8	1.7	3.9	3%	6%	4%
Service/Maintenance	33.0	34.0	34.0	1.0	-	3%	0%	2%
Total	792.0	780.0	789.1	(12.1)	9.2	-2%	1%	0%
<b>Foothill College</b>								
Executive, Administrative, and Managerial	34.4	37.4	33.4	3.0	(4.0)	9%	-11%	-1%
Faculty	375.2	350.0	354.4	(25.2)	4.4	-7%	1%	-3%
Professional, Non-Faculty	68.6	67.9	69.6	(0.7)	1.8	-1%	3%	1%
Clerical/Secretarial	24.5	20.5	23.5	(4.0)	3.0	-16%	15%	-1%
Technical/Paraprofessional	18.5	17.5	17.4	(1.0)	(0.1)	-5%	-1%	-3%
Total	521.1	493.2	498.3	(27.9)	5.1	-	-	-

**Table 14. Full-Time Employee Equivalent by Institution, EE06 Occupational Activity and Fall Term**

EE06 Occupational Activity	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
<b>FHDA CCD</b>								
Executive, Administrative, and Managerial	94.7	101.0	97.5	6.4	(3.5)	7%	-3%	2%
Faculty	887.4	854.9	869.1	(32.5)	14.2	-4%	2%	-1%
Professional, Non-Faculty	245.2	247.1	240.9	1.9	(6.2)	1%	-3%	-1%
Clerical/Secretarial	99.8	86.7	88.4	(13.1)	1.7	-13%	2%	-6%
Technical/Paraprofessional	85.8	87.4	91.2	1.7	3.7	2%	4%	3%
Skilled Crafts	12.0	11.0	8.2	(1.0)	(2.8)	-8%	-26%	-17%
Service/Maintenance	77.0	79.7	80.0	2.7	0.3	3%	0%	2%

**Figure 14. FHDA CCD Full-Time Employee Equivalent by EE06 Occupational Activity, Fall 2023**



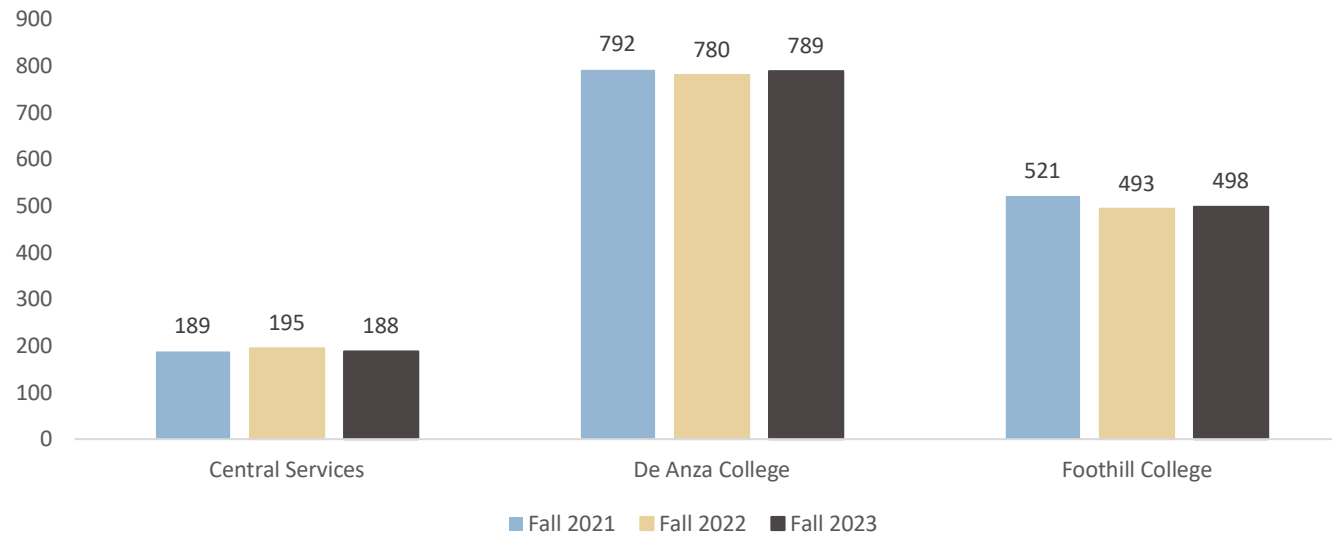


**Table 15. Full-Time Equivalent Employee by Institution and Fall Term**

Institution	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2021	Fall 2022	Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023	
	Central Services	188.57	194.62	187.82	6.05	(6.80)	3.2%	
De Anza College	792.04	779.95	789.11	(12.09)	9.16	-1.5%	1.2%	-0.2%
Foothill College	521.12	493.24	498.29	(27.88)	5.05	-5.4%	1.0%	-2.2%
FHDA CCD	1,501.73	1,467.81	1,475.22	(33.92)	7.41	-2.3%	0.5%	-0.9%

Institution	Percent of Total		
	Fall 2021	Fall 2022	Fall 2023
Central Services	12.6%	13.3%	12.7%
De Anza College	52.7%	53.1%	53.5%
Foothill College	34.7%	33.6%	33.8%
FHDA CCD	100.0%	100.0%	100.0%

**Figure 15. Full-Time Equivalent Employee by Institution and Fall Term**



**Table 16. FHDA CCD Full-Time Equivalent Employee by Assignment Type and Fall Term**

Assignment Type	Fall 2021		Fall 2022		Fall 2023	
	FTEE	Percent	FTEE	Percent	FTEE	Percent
Administrative Support	635.21	42.3%	638.88	43.5%	625.10	42.4%
Instruction (TOP code)	866.52	57.7%	828.93	56.5%	850.12	57.6%
Total	1,501.73	100.0%	1,467.81	100.0%	1,475.22	100.0%

**Figure 16. FHDA CCD Percentage of Total Full-Time Equivalent Employee by Assignment Type and Fall Term**

