



## MIS Employee Submission Report, Fall 2025

### Introduction

The Foothill-De Anza Community College District (FHDA) submitted the fall 2025 MIS employee reports (*Employee Demographics* and *Employee Assignments*) to the California Community Colleges Chancellor's Office (CCCCO) on January 16, 2026. As part of the data validation efforts, this document provides a summary of the data submitted in these reports. The purpose of the document is to facilitate a review of the information submitted by data custodians in the human resources area.

The MIS employee annual reports 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 shown in this document relates to employee characteristics (employee category, EE06 occupational activity, gender, age, race/ethnic group and employment status) and job assignment attributes (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 submissions, this document includes data for the last three fall terms (fall 2023, fall 2024, and fall 2025) disaggregated by institution (Central Services, De Anza College, Foothill College, FHDA) and employee characteristics or job assignment attributes. Data highlights are also provided here 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 2023, fall 2024, and fall 2025. Findings at the district level (FHDA) and differences across employee groups are the main focus of the analysis.

#### *Employee Headcount*

- Data in Table 1 shows that the number of full-time and part-time faculty employees at FHDA increased 1.3% in fall 2025 from the previous fall term (1,813 from 1,790). The largest percentage increase between the last two fall terms was at Central Services, 11.2% (209 from 188).

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

- FHDA data disaggregated by employee group (i.e., *administrator, academic temporary, classified professional, classified support*) in Table 2.A shows that in fall 2025 the *classified support* and *classified professional* groups had the highest headcount increase when compared to the previous fall term: 5.1% (287 from 273) and 4.3% (267 from 256), respectively.
- Data in Table 2.B shows that in fall 2025 the *academic temporary* group (i.e., part-time faculty) accounted for 41.2% of the total FHDA employee headcount; at De Anza, the group accounted for 45.1%; at Foothill, 50.3%.
- Specific to faculty classification, data in Table 2.C shows that during fall 2025 the *academic tenured/tenured track* group (i.e., *full-time faculty*) accounted for 35.7% and 33.9% of the total faculty at De Anza and Foothill, respectively. Data in the same table shows that 64.8% of the faculty at FHDA were classified as *academic temporary* in fall 2025; *academic tenured/tenured track*, 35.2%.
- 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 shows that the number of *skilled crafts* employees at FHDA dropped 30% (7 from 10) in fall 2025 from the previous fall term. On the other hand, the number of *service/maintenance, clerical/secretarial, and professional, non-faculty* employees increased 14.3% (80 from 70), 7.6% (99 from 92) and 4.3% (267 from 256), respectively.

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

- Data disaggregated by *gender* in Table 4 shows that the number of female employees at FHDA increased 1.9% (1,047 from 1,027) in fall 2025 when compared to the previous fall term; for male employees, it increased 0.3% (764 from 762). At Central Services, the number of male employees increased 13.8% (85 from 79); female employees, 7.6% (124 from 109). At FHDA, females accounted for 57.7% of the total employee headcount in fall 2025; male, 42.1%.
- FHDA data disaggregated by *EE06 occupational activity and gender* in Table 5 shows that there was a higher-than-expected percentage increase for the number of males in the *service/maintenance* (21.6%; 62 from 51) and *female professional, non-faculty* (6.0%; 176 from 166) groups in fall 2025 when compared to the previous fall term.
- Data disaggregated by *age* group in Table 6 and Figure 6.C shows that 40.3% of FHDA employees were *55 years or older* at the beginning of the fall 2025 term, about the same when compared to the previous fall term (40.5%). Data in Table 7 shows that the median age for employees at FHDA was 51 in fall 2025. Data disaggregated by occupational activity in this table show that the *executive/administrative/management and faculty* were the groups with the older employees (median age, 53); *clerical/secretarial* employees tended to be younger (median age, 43).
- Data disaggregated by *race/ethnicity* in Table 8 and Figure 8 shows that 87.6% of FHDA employees in fall 2025 were either White (43.7%), Asian (25.3%), or Hispanic (18.5%). Data in Table 8 shows that between fall 2024 and fall 2025 the number of Hispanics increased 6.0% (336 from 317).

- FHDA data disaggregated by *race/ethnicity* and *EE06 occupational activity* in Table 8.A shows that 40.0% and 52.3% of *executive/administrator/manager* and *faculty* employees, respectively, in fall 2025 were White. Asian employees accounted for 33.3% and 34.3% of the headcount for the *professional, non-faculty* and *clerical/secretarial* groups, respectively. Hispanics accounted for 45.5% of the *service/maintenance* headcount.

### *Employment Status*

- Data in Table 9 shows that the number of *new hire and promoted* employees at FHDA in fall 2025 increased 225.0% (26 from 8) and 166.7% (8 from 3), respectively, from the previous fall term. The number of *retiree-continuing* dropped 11.3% (47 from 53).

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

- Data in Table 10 shows that the average annual salary for FHDA employees increased 3.0% in fall 2025 from the previous fall term (\$123,218 from \$119,668). The highest percentage increase in annual salary was for the *faculty*, 7.4% (\$130,388 from \$121,387).
- Data in Table 11 shows that the average hourly rate for *part-time faculty* and *overload assignments* for *regular faculty* at FHDA in fall 2025 was \$152; the hourly rate for overload assignment for *executive/administrator/manager* employees, \$173.

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

- Data for FHDA in Table 15 shows that the total annualized<sup>i</sup> FTEE in fall 2025 was 1,543.5, an increase of 2.2% from the prior fall term. Data in this table shows an increase of 11.7% (207.91 from 186.05) in FTEE at Central Services and 2.1% (519.45 from 508.96) at Foothill; the FTEE at De Anza stayed relatively flat. Central Services, De Anza, and Foothill accounted for 13.5%, 52.9%, and 33.7% of the total FTEE in fall 2025, respectively.
- FHDA data disaggregated by *EE06 occupational activity* in Figure 14 shows that the *faculty* accounted for 58.2% (898.2) of the total FTEE in fall 2025 at the district; *professional/non-faculty* employees, 17.2% (266.1). Excluding *skilled crafts*, which accounted for less than 1% (7), each of the remaining employee groups made up between 5.2% and 6.5% of the total FTEE.
- FHDA FTEE data for instructional assignments in Table 12 shows that the top three areas in fall 2025 were *Mathematics, General* (81.94, 9.3% of total), *English* (81.16, 9.3% of total), and *Living Skills, Disabled* (47.67, 5.4% of total).
- In Table 13, FHDA FTEE data for administrative support assignments shows that the top three areas in fall 2025 were *Matriculation and Student Assessment* (68.33, 10.3% of total), *Academic Administration* (66.2, 9.9% of total), and *Management Information Systems* (59.39, 8.9%).

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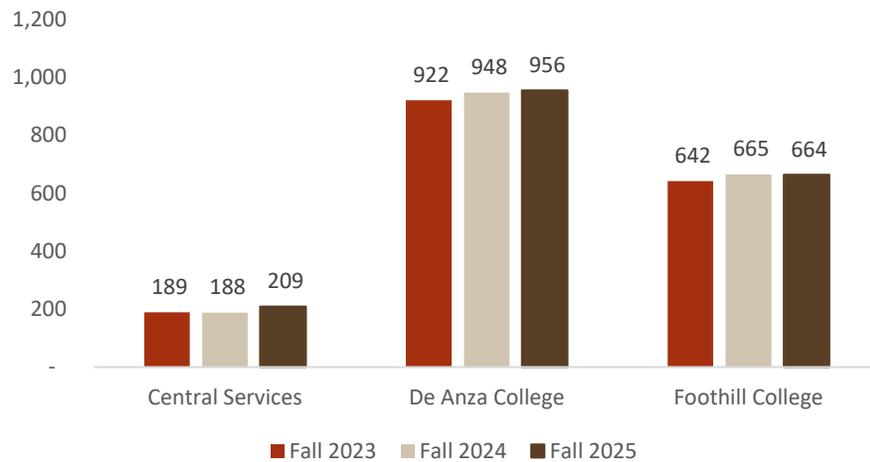
<sup>i</sup> To annualize, the fall workload is multiplied by 3 (number of primary terms in an academic year for a quarter system, not including the summer intermission). It assumes the same instructional activity during the fall as in other terms of the academic year. This will likely result in an overestimate of workload/FTEE, particularly for instructional assignments given that colleges tend to offer more classes during the fall term when compared to other terms of the academic year.

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

Institution	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
Central Services	189	188	209	(1)	21	-0.5%	11.2%	5.3%
De Anza College	922	948	956	26	8	2.8%	0.8%	1.8%
Foothill College	642	665	664	23	(1)	3.6%	-0.2%	1.7%
<b>FHDA CCD</b>	<b>1,738</b>	<b>1,790</b>	<b>1,813</b>	<b>52</b>	<b>23</b>	<b>3.0%</b>	<b>1.3%</b>	<b>2.1%</b>

	Percent of FHDA Headcount		
	Fall 2023	Fall 2024	Fall 2025
Central Services	10.9%	10.5%	11.5%
De Anza College	53.0%	53.0%	52.7%
Foothill College	36.9%	37.2%	36.6%
<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**



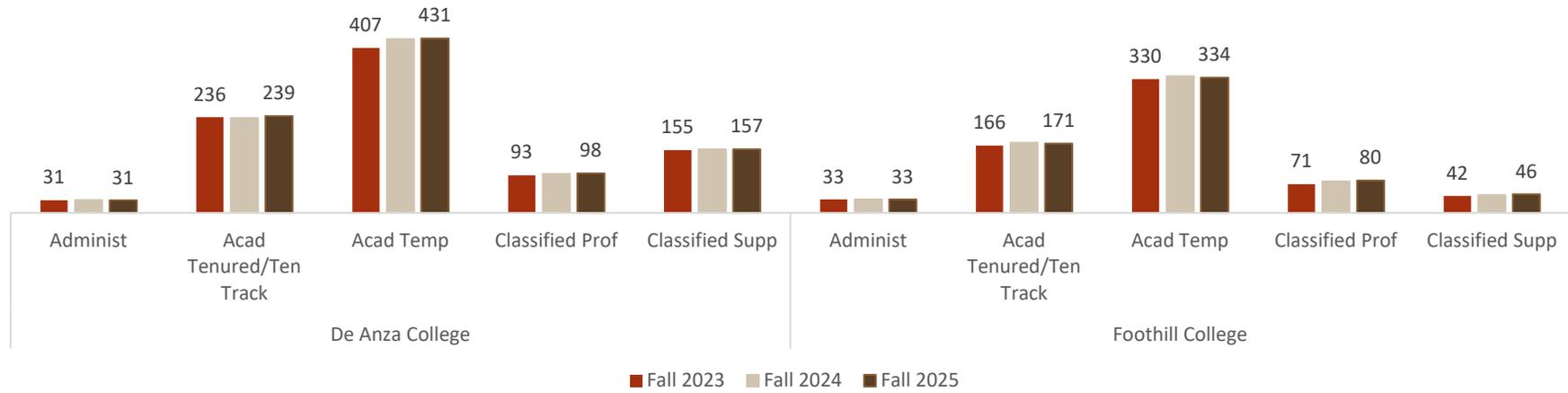
**Notes**

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

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

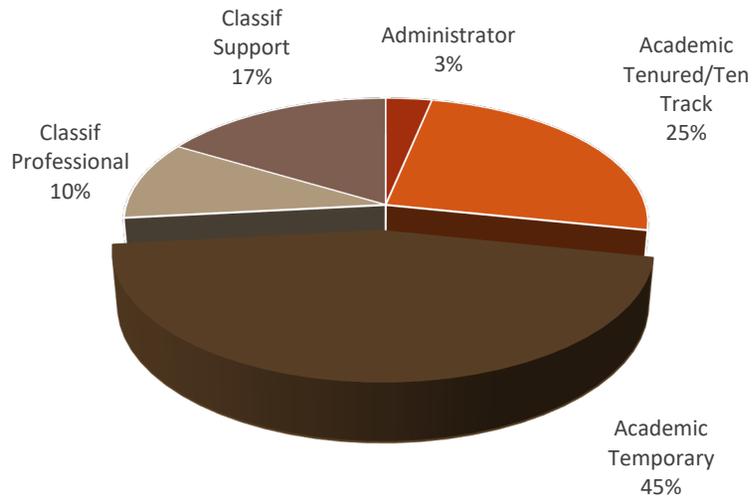
Employee Group	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2023	Fall 2024	Fall 2025	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
<b>Central Services</b>								
Administrator	32	33	36	1	3	3.1%	9.1%	6.1%
Academic Temporary	1	1	-	-	(1)	-	-100.0%	-
Classified Professional	79	82	89	3	7	3.8%	8.5%	6.2%
Classified Support	77	72	84	(5)	12	-6.5%	16.7%	5.1%
<b>Total</b>	<b>189</b>	<b>188</b>	<b>209</b>	<b>(1)</b>	<b>21</b>	<b>-0.5%</b>	<b>11.2%</b>	<b>5.3%</b>
<b>De Anza College</b>								
Administrator	31	32	31	1	(1)	3.2%	-3.1%	0.1%
Academic Tenured/Tenure Track	236	234	239	(2)	5	-0.8%	2.1%	0.6%
Academic Temporary	407	429	431	22	2	5.4%	0.5%	2.9%
Classified Professional	93	96	98	3	2	3.2%	2.1%	2.7%
Classified Support	155	157	157	2	-	1.3%	0.0%	0.6%
<b>Total</b>	<b>922</b>	<b>948</b>	<b>956</b>	<b>26</b>	<b>8</b>	<b>2.8%</b>	<b>0.8%</b>	<b>1.8%</b>
<b>Foothill College</b>								
Administrator	33	33	33	-	-	0.0%	0.0%	0.0%
Academic Tenured/Tenure Track	166	173	171	7	(2)	4.2%	-1.2%	1.5%
Academic Temporary	330	337	334	7	(3)	2.1%	-0.9%	0.6%
Classified Professional	71	78	80	7	2	9.9%	2.6%	6.2%
Classified Support	42	44	46	2	2	4.8%	4.5%	4.7%
<b>Total</b>	<b>642</b>	<b>665</b>	<b>664</b>	<b>23</b>	<b>(1)</b>	<b>3.6%</b>	<b>-0.2%</b>	<b>1.7%</b>
<b>FHDA CCD</b>								
Administrator	96	98	100	2	2	2.1%	2.0%	2.1%
Academic Tenured/Tenure Track	402	407	408	5	1	1.2%	0.2%	0.7%
Academic Temporary	724	756	751	32	(5)	4.4%	-0.7%	1.9%
Classified Professional	242	256	267	14	11	5.8%	<b>4.3%</b>	5.0%
Classified Support	274	273	287	(1)	14	-0.4%	<b>5.1%</b>	2.4%
<b>Total</b>	<b>1,738</b>	<b>1,790</b>	<b>1,813</b>	<b>52</b>	<b>23</b>	<b>3.0%</b>	<b>1.3%</b>	<b>2.1%</b>

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

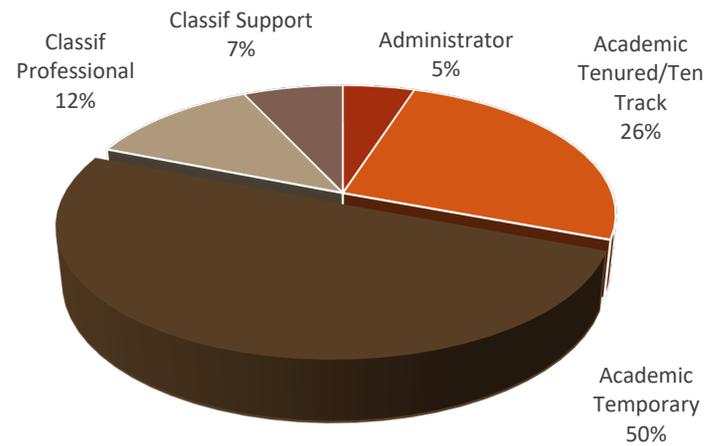


**Figure 2.A2 Headcount by College and Employee Group, Fall 2025**

*De Anza College*



*Foothill College*



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

Employee Group	Fall 2023		Fall 2024		Fall 2025	
	Count	Percent	Count	Percent	Count	Percent
<b>Central Services</b>						
Administrator	32	16.9%	33	17.6%	36	17.2%
Academic Temporary	1	0.5%	1	0.5%	-	0.0%
Classified Professional	79	41.8%	82	43.6%	89	42.6%
Classified Support	77	40.7%	72	38.3%	84	40.2%
<b>Total</b>	<b>189</b>	<b>100.0%</b>	<b>188</b>	<b>100.0%</b>	<b>209</b>	<b>100.0%</b>
<b>De Anza College</b>						
Administrator	31	3.4%	32	3.4%	31	3.2%
Academic Tenured/Tenure Track	236	25.6%	234	24.7%	239	25.0%
Academic Temporary	407	44.1%	429	45.3%	431	<b>45.1%</b>
Classified Professional	93	10.1%	96	10.1%	98	10.3%
Classified Support	155	16.8%	157	<b>16.6%</b>	157	16.4%
<b>Total</b>	<b>922</b>	<b>100.0%</b>	<b>948</b>	<b>100.0%</b>	<b>956</b>	<b>100.0%</b>
<b>Foothill College</b>						
Administrator	33	5.1%	33	5.0%	33	5.0%
Academic Tenured/Tenure Track	166	25.9%	173	26.0%	171	25.8%
Academic Temporary	330	51.4%	337	50.7%	334	<b>50.3%</b>
Classified Professional	71	11.1%	78	11.7%	80	12.0%
Classified Support	42	6.5%	44	<b>6.6%</b>	46	6.9%
<b>Total</b>	<b>642</b>	<b>100.0%</b>	<b>665</b>	<b>100.0%</b>	<b>664</b>	<b>100.0%</b>
<b>FHDA CCD</b>						
Administrator	96	5.5%	98	5.5%	100	5.5%
Academic Tenured/Tenure Track	402	23.1%	407	22.7%	408	22.5%
Academic Temporary	724	41.7%	756	42.2%	751	<b>41.4%</b>
Classified Professional	242	13.9%	256	14.3%	267	14.7%
Classified Support	274	15.8%	273	15.3%	287	15.8%
<b>Total</b>	<b>1,738</b>	<b>100.0%</b>	<b>1,790</b>	<b>100.0%</b>	<b>1,813</b>	<b>100.0%</b>

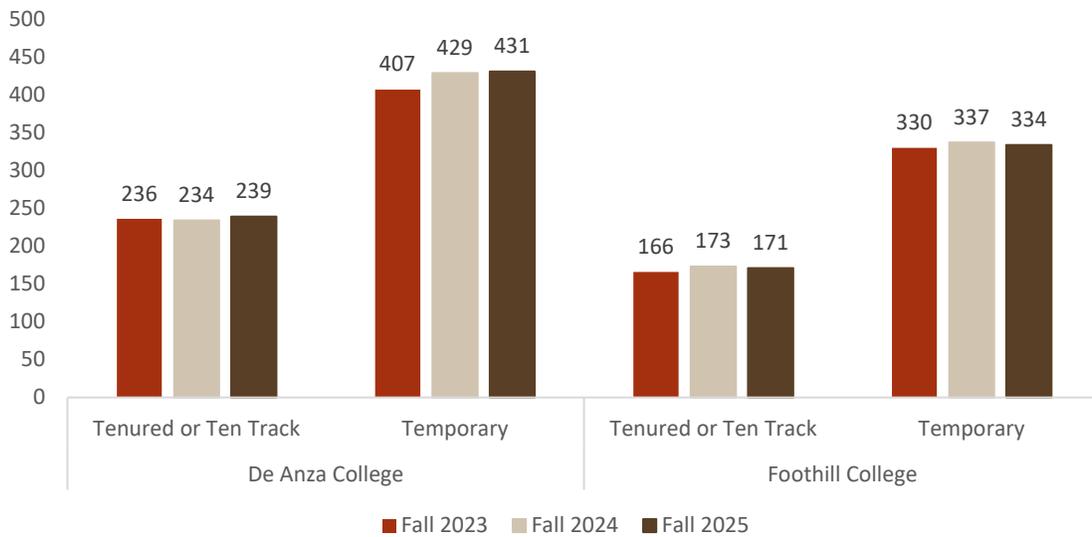
**Notes**

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 2023		Fall 2024		Fall 2025	
	Count	Percent	Count	Percent	Count	Percent
<b>De Anza College</b>						
Academic Tenured/Tenure Track	236	36.7%	234	35.3%	239	35.7%
Academic Temporary	407	63.3%	429	64.7%	431	64.3%
<b>Total Faculty</b>	<b>643</b>	<b>100.0%</b>	<b>663</b>	<b>100.0%</b>	<b>670</b>	<b>100.0%</b>
<b>Foothill College</b>						
Academic Tenured/Tenure Track	166	33.5%	173	33.9%	171	33.9%
Academic Temporary	330	66.5%	337	66.1%	334	66.1%
<b>Total Faculty</b>	<b>496</b>	<b>100.0%</b>	<b>510</b>	<b>100.0%</b>	<b>505</b>	<b>100.0%</b>
<b>FHDA CCD</b>						
Academic Tenured/Tenure Track	402	35.7%	407	35.0%	408	35.2%
Academic Temporary	724	64.3%	756	65.0%	751	64.8%
<b>Total Faculty</b>	<b>1,126</b>	<b>100.0%</b>	<b>1,163</b>	<b>100.0%</b>	<b>1,159</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.

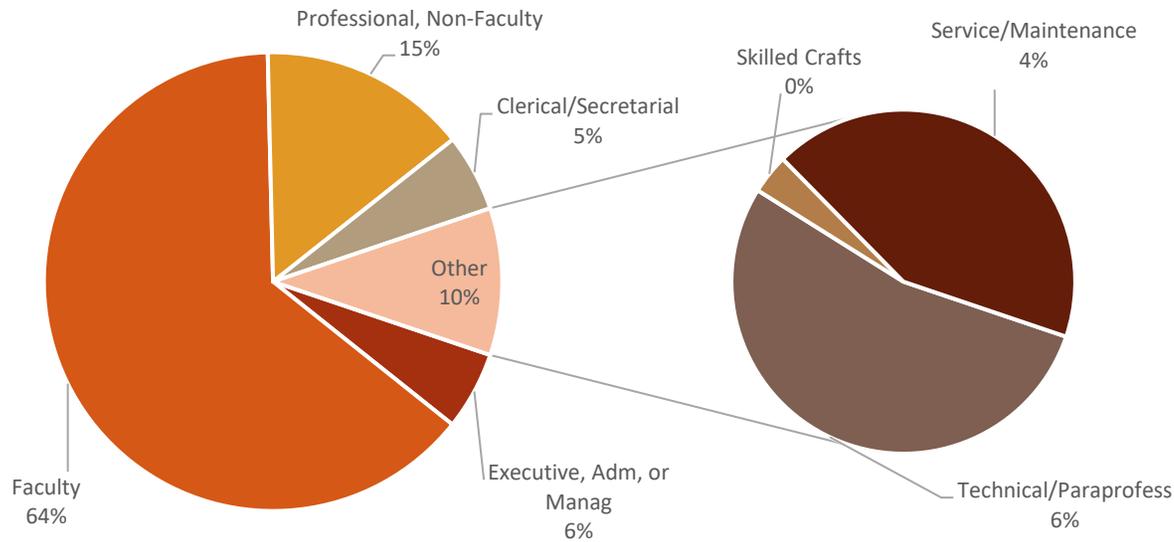
**Table 3. Employee Headcount by Institution, EE06 Occupational Activity and Fall Term**

EE06 Occupational Activity	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
<b>Central Services</b>								
Executive, Adm, or Manag	32	33	36	1	3	3.1%	9.1%	6.1%
Faculty	1	1	-	-	(1)	-	-	-
Professional, Non-Faculty	79	82	89	3	7	3.8%	8.5%	6.2%
Clerical/Secretarial	16	19	21	3	2	18.8%	<b>10.5%</b>	14.6%
Technical/Paraprofess	6	4	4	(2)	-	-33.3%	0.0%	-16.7%
Skilled Crafts	9	10	7	1	(3)	11.1%	<b>-30.0%</b>	-9.4%
Service/Maintenance	46	39	52	(7)	13	-15.2%	<b>33.3%</b>	9.1%
<b>Total</b>	<b>189</b>	<b>188</b>	<b>209</b>	<b>(1)</b>	<b>21</b>	<b>-0.5%</b>	<b>11.2%</b>	<b>5.3%</b>
<b>De Anza College</b>								
Executive, Adm, or Manag	31	32	31	1	(1)	3.2%	-3.1%	0.1%
Faculty	643	663	670	20	7	3.1%	1.1%	2.1%
Professional, Non-Faculty	93	96	98	3	2	3.2%	2.1%	2.7%
Clerical/Secretarial	50	47	49	(3)	2	-6.0%	<b>4.3%</b>	-0.9%
Technical/Paraprofess	71	79	80	8	1	11.3%	1.3%	6.3%
Service/Maintenance	34	31	28	(3)	(3)	-8.8%	<b>-9.7%</b>	-9.3%
<b>Total</b>	<b>922</b>	<b>948</b>	<b>956</b>	<b>26</b>	<b>8</b>	<b>2.8%</b>	<b>0.8%</b>	<b>1.8%</b>
<b>Foothill College</b>								
Executive, Adm, or Manag	33	33	33	-	-	0.0%	0.0%	0.0%
Faculty	496	510	505	14	(5)	2.8%	-1.0%	0.9%
Professional, Non-Faculty	71	78	80	7	2	9.9%	2.6%	6.2%
Clerical/Secretarial	24	26	29	2	3	8.3%	<b>11.5%</b>	9.9%
Technical/Paraprofess	18	18	17	-	(1)	0.0%	-5.6%	-2.8%
<b>Total</b>	<b>642</b>	<b>665</b>	<b>664</b>	<b>23</b>	<b>(1)</b>	<b>3.6%</b>	<b>-0.2%</b>	<b>1.7%</b>

**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
<b>FHDA CCD</b>								
Executive, Adm, or Manag	96	98	100	2	2	2.1%	2.0%	2.1%
Faculty	1,126	1,163	1,159	37	(4)	3.3%	-0.3%	1.5%
Professional, Non-Faculty	242	256	267	14	11	5.8%	<b>4.3%</b>	5.0%
Clerical/Secretarial	90	92	99	2	7	2.2%	<b>7.6%</b>	4.9%
Technical/Paraprofess	95	101	101	6	-	6.3%	0.0%	3.2%
Skilled Crafts	9	10	7	1	(3)	11.1%	<b>-30.0%</b>	-9.4%
Service/Maintenance	80	70	80	(10)	10	-12.5%	<b>14.3%</b>	<b>0.9%</b>
<b>Total</b>	<b>1,738</b>	<b>1,790</b>	<b>1,813</b>	<b>52</b>	<b>23</b>	<b>3.0%</b>	<b>1.3%</b>	<b>2.1%</b>

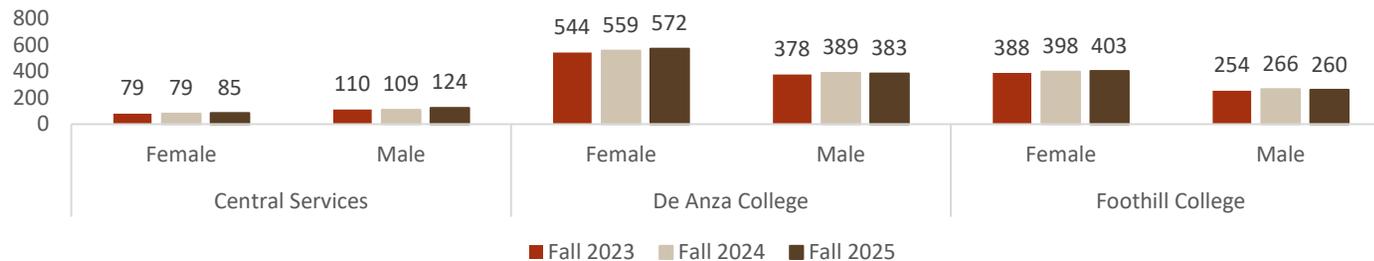
**Figure 3. FHDA CCD Employee Headcount, Fall 2025**



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

Gender	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
<b>Central Services</b>								
Female	79	79	85	0	6	0.0%	7.6%	3.8%
Male	110	109	124	-1	15	-0.9%	13.8%	6.4%
<b>Total</b>	<b>189</b>	<b>188</b>	<b>209</b>	<b>-1</b>	<b>21</b>	<b>-0.5%</b>	<b>11.2%</b>	<b>5.3%</b>
<b>De Anza College</b>								
Female	544	559	572	15	13	2.8%	2.3%	2.5%
Male	378	389	383	11	-6	2.9%	-1.5%	0.7%
Non-binary	-	-	1	0	1			
<b>Total</b>	<b>922</b>	<b>948</b>	<b>956</b>	<b>26</b>	<b>8</b>	<b>2.8%</b>	<b>0.8%</b>	<b>1.8%</b>
<b>Foothill College</b>								
Female	388	398	403	10	5	2.6%	1.3%	1.9%
Male	254	266	260	12	-6	4.7%	-2.3%	1.2%
Non-binary	-	1	1	1	0	-	-	-
<b>Total</b>	<b>642</b>	<b>665</b>	<b>664</b>	<b>23</b>	<b>-1</b>	<b>3.6%</b>	<b>-0.2%</b>	<b>1.7%</b>
<b>FHDA CCD</b>								
Female	999	1,027	1,047	28	20	2.8%	1.9%	2.4%
Male	739	762	764	23	2	3.1%	0.3%	1.7%
Non-binary	-	1	2	1	1	-	-	-
<b>Total</b>	<b>1,738</b>	<b>1,790</b>	<b>1,813</b>	<b>52</b>	<b>23</b>	<b>3.0%</b>	<b>1.3%</b>	<b>2.1%</b>

**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025		
<b>Central Services</b>										
Executive, Adm, or Manag	Female	17	15	15	(2)	-	-11.8%	0.0%	-5.9%	
	Male	15	18	21	3	3	20.0%	<b>16.7%</b>	18.3%	
Faculty	Female	1	1	-	-	(1)	0.0%	-100.0%	-50.0%	
Professional, Non-Faculty	Female	36	36	40	-	4	0.0%	11.1%	5.6%	
	Male	43	46	49	3	3	7.0%	6.5%	6.7%	
Clerical/Secretarial	Female	14	18	20	4	2	28.6%	11.1%	19.8%	
	Male	2	1	1	(1)	-	-50.0%	0.0%	-25.0%	
Technical/Paraprofess	Female	3	2	2	(1)	-	-33.3%	0.0%	-16.7%	
	Male	3	2	2	(1)	-	-33.3%	0.0%	-16.7%	
Skilled Crafts	Male	9	10	7	1	(3)	11.1%	<b>-30.0%</b>	-9.4%	
Service/Maintenance	Female	8	7	8	(1)	1	-12.5%	14.3%	0.9%	
	Male	38	32	44	(6)	<b>12</b>	-15.8%	<b>37.5%</b>	10.9%	
<b>Total</b>	<b>Female</b>	<b>79</b>	<b>79</b>	<b>85</b>	<b>-</b>	<b>6</b>	<b>0.0%</b>	<b>7.6%</b>	<b>3.8%</b>	
	<b>Male</b>	<b>110</b>	<b>109</b>	<b>124</b>	<b>(1)</b>	<b>15</b>	<b>-0.9%</b>	<b>13.8%</b>	<b>6.4%</b>	

**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
<b>De Anza College</b>									
Executive, Adm, or Manag	Female	16	17	17	1	-	6.3%	0.0%	3.1%
	Male	15	15	14	-	(1)	0.0%	-6.7%	-3.3%
Faculty	Female	358	366	374	8	8	2.2%	2.2%	2.2%
	Male	285	297	296	12	(1)	4.2%	-0.3%	1.9%
Professional, Non-Faculty	Female	69	71	75	2	4	2.9%	5.6%	4.3%
	Male	24	25	23	1	(2)	4.2%	-8.0%	-1.9%
Clerical/Secretarial	Female	43	39	41	(4)	2	-9.3%	5.1%	-2.1%
	Male	7	8	8	1	-	14.3%	0.0%	7.1%
Technical/Paraprofess	Female	45	54	55	9	1	20.0%	1.9%	10.9%
	Male	26	25	24	(1)	(1)	-3.8%	-4.0%	-3.9%
Service/Maintenance	Female	13	12	10	(1)	(2)	-7.7%	-16.7%	-12.2%
	Male	21	19	18	(2)	(1)	-9.5%	-5.3%	-7.4%
<b>Total</b>	<b>Female</b>	<b>544</b>	<b>559</b>	<b>572</b>	<b>15</b>	<b>13</b>	<b>2.8%</b>	<b>2.3%</b>	<b>2.5%</b>
	<b>Male</b>	<b>378</b>	<b>389</b>	<b>383</b>	<b>11</b>	<b>(6)</b>	<b>2.9%</b>	<b>-1.5%</b>	<b>0.7%</b>
<b>Foothill College</b>									
Executive, Adm, or Manag	Female	17	18	18	1	-	5.9%	0.0%	2.9%
	Male	16	15	15	(1)	-	-6.3%	0.0%	-3.1%
Faculty	Female	294	296	297	2	1	0.7%	0.3%	0.5%
	Male	202	213	207	11	(6)	5.4%	-2.8%	1.3%
Professional, Non-Faculty	Female	54	59	61	5	2	9.3%	3.4%	6.3%
	Male	17	19	19	2	-	11.8%	0.0%	5.9%
Clerical/Secretarial	Female	19	21	23	2	2	10.5%	9.5%	10.0%
	Male	5	5	6	-	1	0.0%	20.0%	10.0%
Technical/Paraprofess	Female	4	4	4	-	-	0.0%	0.0%	0.0%
	Male	14	14	13	-	(1)	0.0%	-7.1%	-3.6%
<b>Total</b>	<b>Female</b>	<b>388</b>	<b>398</b>	<b>403</b>	<b>10</b>	<b>5</b>	<b>2.6%</b>	<b>1.3%</b>	<b>1.9%</b>
	<b>Male</b>	<b>254</b>	<b>266</b>	<b>260</b>	<b>12</b>	<b>(6)</b>	<b>4.7%</b>	<b>-2.3%</b>	<b>1.2%</b>

**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025		
<b>FHDA CCD</b>										
Executive, Adm, or Manag	Female	50	50	50	-	-	0.0%	0.0%	0.0%	
	Male	46	48	50	2	2	4.3%	4.2%	4.3%	
Faculty	Female	642	654	658	12	4	1.9%	0.6%	1.2%	
	Male	484	508	500	24	(8)	5.0%	-1.6%	1.7%	
Professional, Non-Faculty	Female	158	166	176	8	<b>10</b>	5.1%	<b>6.0%</b>	5.5%	
	Male	84	90	91	6	1	7.1%	1.1%	4.1%	
Clerical/Secretarial	Female	76	78	84	2	6	2.6%	7.7%	5.2%	
	Male	14	14	15	-	1	0.0%	7.1%	3.6%	
Technical/Paraprofess	Female	52	60	61	8	1	15.4%	1.7%	8.5%	
	Male	43	41	39	(2)	(2)	-4.7%	-4.9%	-4.8%	
Skilled Crafts	Male	9	10	7	1	(3)	11.1%	-	-	
Service/Maintenance	Female	21	19	18	(2)	(1)	-9.5%	-5.3%	-7.4%	
	Male	59	51	62	(8)	<b>11</b>	-13.6%	<b>21.6%</b>	4.0%	
<b>Total</b>	<b>Female</b>	<b>999</b>	<b>1,027</b>	<b>1,047</b>	<b>28</b>	<b>20</b>	<b>2.8%</b>	<b>1.9%</b>	<b>2.4%</b>	
	<b>Male</b>	<b>739</b>	<b>762</b>	<b>764</b>	<b>23</b>	<b>2</b>	<b>3.1%</b>	<b>0.3%</b>	<b>1.7%</b>	

**Notes**

Due to cell sample size, only female and male categories are included.

**Table 5.A FHDA CCD Employee Headcount by EE06 Occupational Activity and Gender, Fall 2025**

EE06 Occupational Activity	Gender	Headcount	Percent
Executive, Adm, or Manag	Female	50	50.0%
	Male	50	50.0%
Faculty	Female	658	56.8%
	Male	500	43.2%
Professional, Non-Faculty	Female	176	65.9%
	Male	91	34.1%
Clerical/Secretarial	Female	84	<b>84.8%</b>
	Male	15	15.2%
Technical/Paraprofess	Female	61	61.0%
	Male	39	39.0%
Skilled Crafts	Male	7	<b>100.0%</b>
Service/Maintenance	Female	18	22.5%
	Male	62	<b>77.5%</b>
Total	Female	1,047	57.8%
	Male	764	42.2%

*Notes*

Due to cell sample size, only female and male categories are included.

**Figure 5.A FHDA CCD Employee Headcount by EE06 Occupational Activity and Gender, Fall 2025**

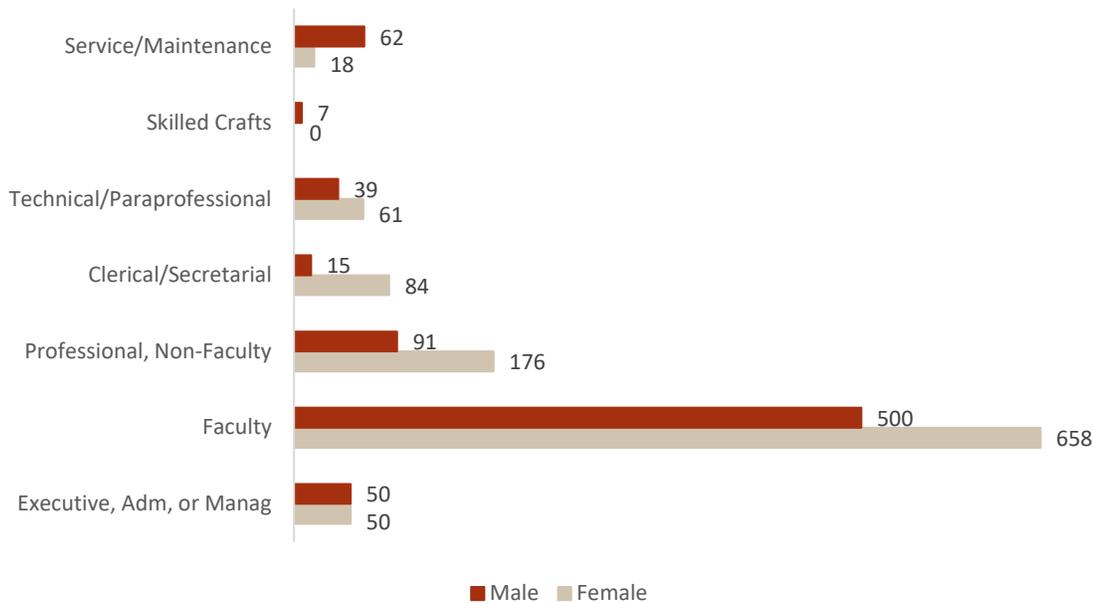


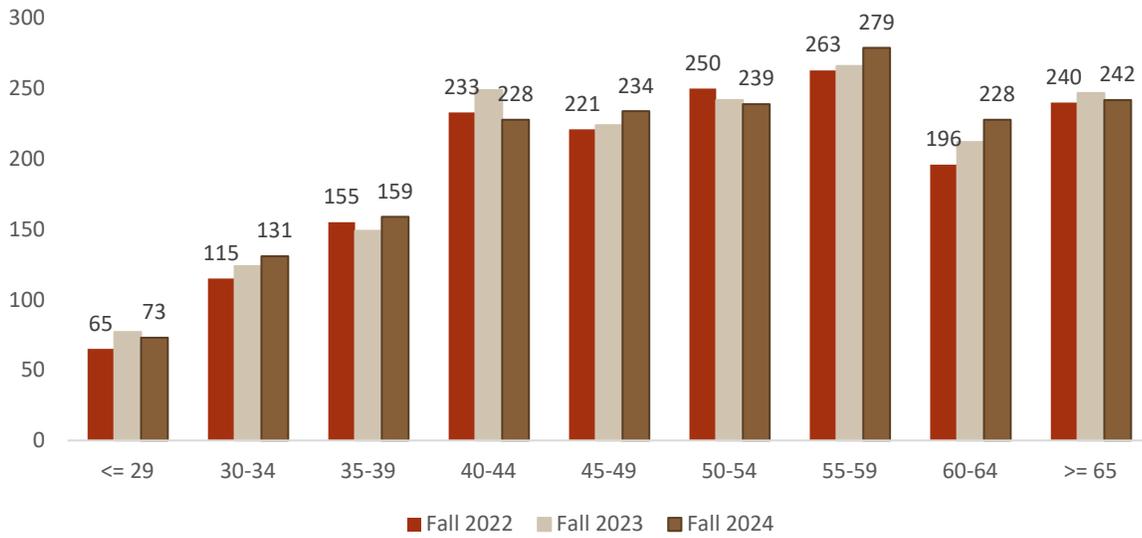
Table 6. Employee Headcount by Institution, Age Group and Fall Term

Age Group	Headcount			Change		Percent Change		2-Year Avg Percent Change	
	Fall 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025		
<b>Central Services</b>									
29 or less	11	11	13	-	2	0.0%	18.2%	9.1%	
30-34	12	15	18	3	3	25.0%	20.0%	22.5%	
35-39	14	13	19	(1)	6	-7.1%	46.2%	19.5%	
40-44	20	22	24	2	2	10.0%	9.1%	9.5%	
45-49	32	25	26	(7)	1	-21.9%	4.0%	-8.9%	
50-54	24	29	32	5	3	20.8%	10.3%	15.6%	
55-59	31	28	29	(3)	1	-9.7%	3.6%	-3.1%	
60-64	26	23	27	(3)	4	-11.5%	17.4%	2.9%	
65 or more	19	22	21	3	(1)	15.8%	-4.5%	5.6%	
<b>Total</b>	<b>189</b>	<b>188</b>	<b>209</b>	<b>(1)</b>	<b>21</b>	<b>-0.5%</b>	<b>11.2%</b>	<b>5.3%</b>	
<b>De Anza College</b>									
29 or less	32	36	37	4	1	12.5%	2.8%	7.6%	
30-34	68	69	67	1	(2)	1.5%	-2.9%	-0.7%	
35-39	71	78	82	7	4	9.9%	5.1%	7.5%	
40-44	118	115	102	(3)	(13)	-2.5%	-11.3%	-6.9%	
45-49	93	109	118	16	9	17.2%	8.3%	12.7%	
50-54	140	123	125	(17)	2	-12.1%	1.6%	-5.3%	
55-59	144	146	154	2	8	1.4%	5.5%	3.4%	
60-64	112	124	128	12	4	10.7%	3.2%	7.0%	
65 or more	144	148	143	4	(5)	2.8%	-3.4%	-0.3%	
<b>Total</b>	<b>922</b>	<b>948</b>	<b>956</b>	<b>26</b>	<b>8</b>	<b>2.8%</b>	<b>0.8%</b>	<b>1.8%</b>	

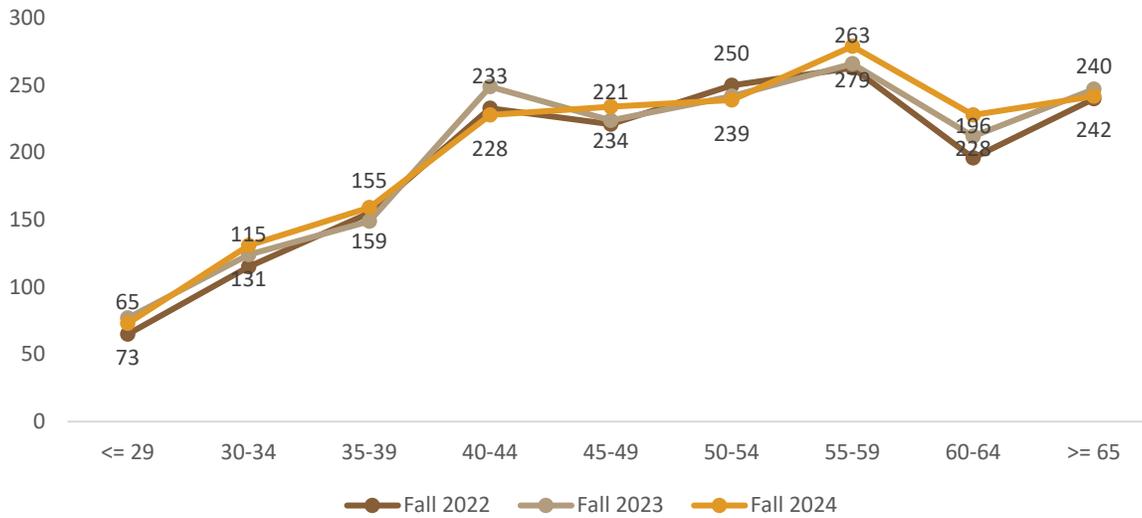
Table 6. Employee Headcount by Institution, Age Group and Fall Term

Age Group	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
<b>Foothill College</b>								
29 or less	23	30	23	7	(7)	30.4%	<b>-23.3%</b>	3.6%
30-34	36	40	46	4	6	11.1%	15.0%	13.1%
35-39	71	58	58	(13)	-	-18.3%	0.0%	-9.2%
40-44	100	117	106	17	<b>(11)</b>	17.0%	<b>-9.4%</b>	3.8%
45-49	96	91	92	(5)	1	-5.2%	1.1%	-2.1%
50-54	86	91	85	5	(6)	5.8%	-6.6%	-0.4%
55-59	93	93	99	-	6	0.0%	6.5%	3.2%
60-64	59	66	75	7	9	11.9%	13.6%	12.8%
65 or more	78	79	80	1	1	1.3%	1.3%	1.3%
<b>Total</b>	<b>642</b>	<b>665</b>	<b>664</b>	<b>23</b>	<b>(1)</b>	<b>3.6%</b>	<b>-0.2%</b>	<b>1.7%</b>
<b>FHDA CCD</b>								
29 or less	65	77	73	12	(4)	18.5%	-5.2%	6.6%
30-34	115	124	131	9	7	7.8%	5.6%	6.7%
35-39	155	149	159	(6)	10	-3.9%	6.7%	1.4%
40-44	233	249	228	16	<b>(21)</b>	6.9%	<b>-8.4%</b>	-0.8%
45-49	221	224	234	3	10	1.4%	4.5%	2.9%
50-54	250	242	239	(8)	(3)	-3.2%	-1.2%	-2.2%
55-59	263	266	279	3	13	1.1%	4.9%	3.0%
60-64	196	212	228	16	<b>16</b>	8.2%	<b>7.5%</b>	7.9%
65 or more	240	247	242	7	(5)	2.9%	-2.0%	0.4%
<b>Total</b>	<b>1,738</b>	<b>1,790</b>	<b>1,813</b>	<b>52</b>	<b>23</b>	<b>3.0%</b>	<b>1.3%</b>	<b>2.1%</b>

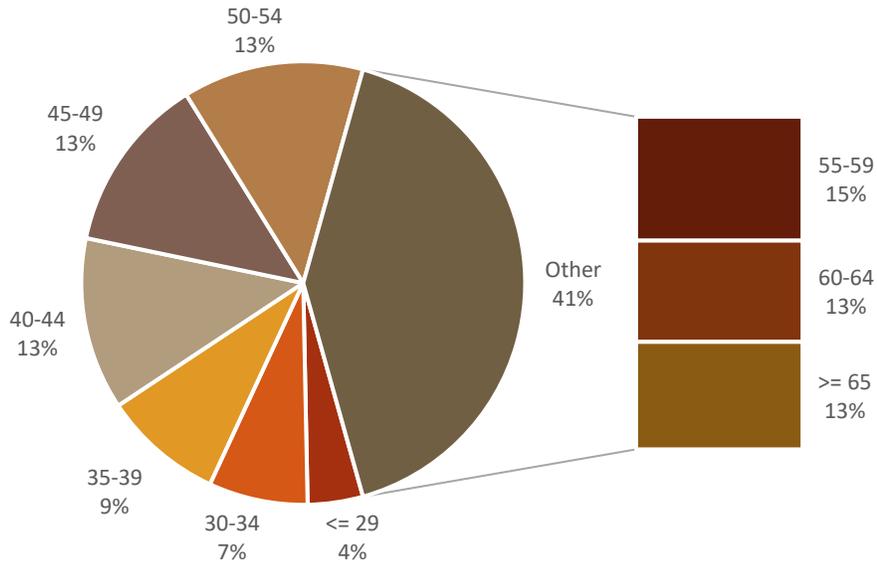
**Figure 6.A FHDA CCD Employee Headcount by Age Group and Fall Term**



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



**Figure 6.C FHDA CCD Employee Age Group Percentage, Fall 2024**



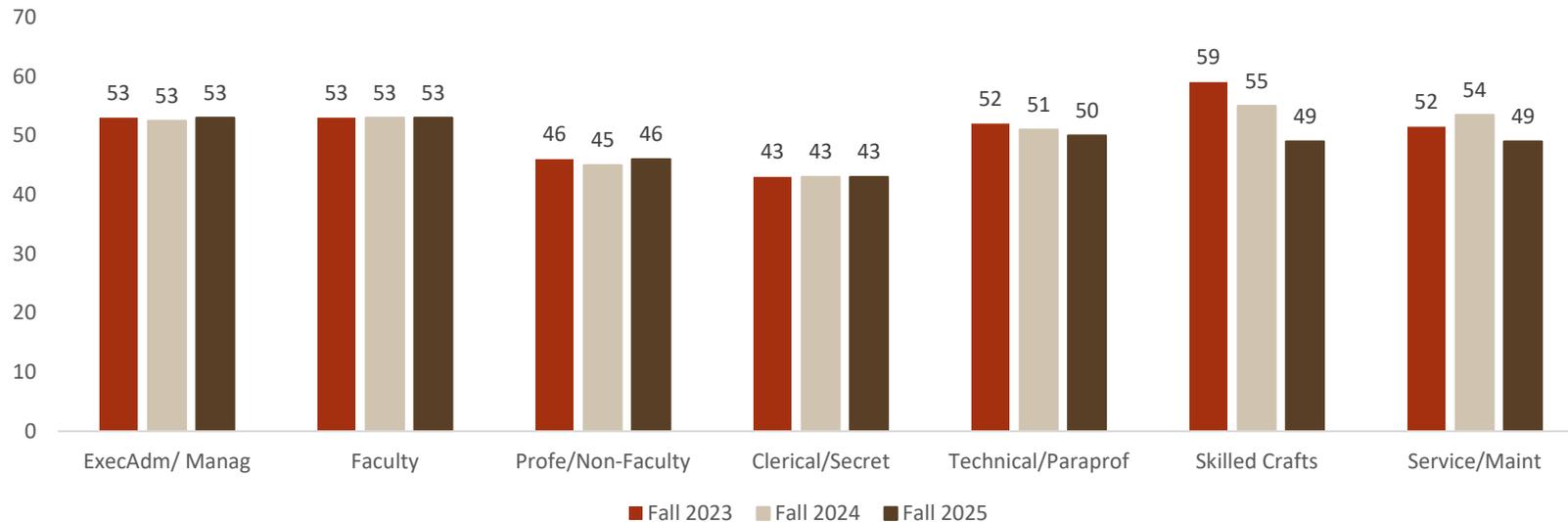
**Table 7. Employee Median Age by Institution, EE06 Occupational Activity and Fall Term**

EE06 Occupational Activity	Median Age			Change		Percent Change		2-Year Avg Percent Change
	Fall 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
<b>Central Services</b>								
Executive, Adm, or Manag	51	49	51	(2)	2	-3.9%	3.1%	-0.4%
Faculty	-	-	-	-	-	-	-	-
Professional, Non-Faculty	51	52	52	1	-	2.0%	0.0%	1.0%
Clerical/Secretarial	43	42	42	(1)	-	-2.3%	0.0%	-1.2%
Technical/Paraprofess	48	44	45	(4)	1	-7.4%	2.3%	-2.5%
Skilled Crafts	59	55	49	(4)	(6)	-6.8%	<b>-10.9%</b>	-8.8%
Service/Maintenance	51	52	47	1	(5)	2.0%	-9.6%	-3.8%
<b>Total</b>	<b>51</b>	<b>50</b>	<b>50</b>	<b>(1)</b>	<b>-</b>	<b>-2.0%</b>	<b>0.0%</b>	<b>-1.0%</b>
<b>De Anza College</b>								
Executive, Adm, or Manag	54	55	53	1	(2)	1.9%	-3.6%	-0.9%
Faculty	54	54	54	-	-	0.0%	0.0%	0.0%
Professional, Non-Faculty	45	45	46	-	1	0.0%	1.1%	0.6%
Clerical/Secretarial	43	44	45	1	1	2.3%	2.3%	2.3%
Technical/Paraprofess	52	52	50	-	(2)	0.0%	-3.8%	-1.9%
Service/Maintenance	53	55	55	2	-	3.8%	0.0%	1.9%
<b>Total</b>	<b>53</b>	<b>53</b>	<b>53</b>	<b>-</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Foothill College</b>								
Executive, Adm, or Manag	53	52	53	(1)	1	-1.9%	1.9%	0.0%
Faculty	51	51	51	-	-	0.0%	0.0%	0.0%
Professional, Non-Faculty	42	42	42	-	(1)	0.0%	-1.2%	-0.6%
Clerical/Secretarial	42	40	39	(2)	(1)	-4.8%	-1.3%	-3.0%
Technical/Paraprofess	52	48	53	(4)	5	-7.7%	10.4%	1.4%
<b>Total</b>	<b>49</b>	<b>49</b>	<b>50</b>	<b>-</b>	<b>1</b>	<b>0.0%</b>	<b>2.0%</b>	<b>1.0%</b>

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

EE06 Occupational Activity	Median Age			Change		Percent Change		2-Year Avg Percent Change
	Fall 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
<b>FHDA CCD</b>								
Executive, Adm, or Manag	53	53	<b>53</b>	(1)	1	-0.9%	1.0%	0.0%
Faculty	53	53	<b>53</b>	-	-	0.0%	0.0%	0.0%
Professional, Non-Faculty	46	45	46	(1)	1	-2.2%	2.2%	0.0%
Clerical/Secretarial	43	43	43	-	-	0.0%	0.0%	0.0%
Technical/Paraprofess	52	51	50	(1)	(1)	-1.9%	-2.0%	-1.9%
Skilled Crafts	59	55	49	(4)	(6)	-6.8%	<b>-10.9%</b>	-8.8%
Service/Maintenance	52	54	49	2	(5)	3.9%	<b>-8.4%</b>	-2.3%
<b>Total</b>	<b>52</b>	<b>51</b>	<b>51</b>	<b>(1)</b>	-	<b>-1.9%</b>	<b>0.0%</b>	<b>-1.0%</b>

**Figure 7. FHDA CCD Employee Median Age by EE06 Occupational Activity, Fall 2025**



**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
<b>Central Services</b>								
African American/Black	5	5	7	-	2	0.0%	40.0%	20.0%
Asian	57	61	65	4	4	7.0%	6.6%	6.8%
Hispanic	53	49	58	(4)	9	-7.5%	<b>18.4%</b>	5.4%
Pacific Islander	1	-	-	(1)	-			
White	57	57	57	-	-	0.0%	0.0%	0.0%
Two or more races	6	6	6	-	-	0.0%	0.0%	0.0%
Not reported	10	10	16	-	6	0.0%	<b>60.0%</b>	30.0%
<b>Total</b>	<b>189</b>	<b>188</b>	<b>209</b>	<b>(1)</b>	<b>21</b>	<b>-0.5%</b>	<b>11.2%</b>	<b>5.3%</b>
<b>De Anza College</b>								
African American/Black	42	40	42	(2)	2	-4.8%	5.0%	0.1%
American Indian/Alaska Native	5	3	3	(2)	-	-40.0%	0.0%	-20.0%
Asian	238	253	256	15	3	6.3%	1.2%	3.7%
Hispanic	142	148	153	6	5	4.2%	3.4%	3.8%
Pacific Islander	6	6	5	-	(1)	0.0%	-16.7%	-8.3%
White	424	427	422	3	(5)	0.7%	-1.2%	-0.2%
Two or more races	23	24	24	1	-	4.3%	0.0%	2.2%
Not reported	42	47	51	5	4	11.9%	8.5%	10.2%
<b>Total</b>	<b>922</b>	<b>948</b>	<b>956</b>	<b>26</b>	<b>8</b>	<b>2.8%</b>	<b>0.8%</b>	<b>1.8%</b>
<b>Foothill College</b>								
African American/Black	21	29	27	8	(2)	38.1%	-6.9%	15.6%
American Indian/Alaska Native	4	5	6	1	1	25.0%	20.0%	22.5%
Asian	126	142	143	16	1	12.7%	0.7%	6.7%
Hispanic	116	120	126	4	6	3.4%	<b>5.0%</b>	4.2%
Pacific Islander	3	4	3	1	(1)	33.3%	-25.0%	4.2%
White	333	325	323	(8)	(2)	-2.4%	-0.6%	-1.5%
Two or more races	16	17	17	1	-	6.3%	0.0%	3.1%
Not reported	23	23	19	-	(4)	0.0%	-17.4%	-8.7%
<b>Total</b>	<b>642</b>	<b>665</b>	<b>664</b>	<b>23</b>	<b>(1)</b>	<b>3.6%</b>	<b>-0.2%</b>	<b>1.7%</b>

**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
<b>FHDA CCD</b>								
African American/Black	68	74	76	6	2	8.8%	2.7%	5.8%
American Indian/Alaska Native	9	8	9	(1)	1	-11.1%	12.5%	0.7%
Asian	420	454	459	34	5	8.1%	1.1%	4.6%
Hispanic	310	317	336	7	19	2.3%	6.0%	4.1%
Pacific Islander	10	10	8	-	(2)	0.0%	-20.0%	-10.0%
White	804	803	793	(1)	(10)	-0.1%	-1.2%	-0.7%
Two or more races	45	47	47	2	-	4.4%	0.0%	2.2%
Not reported	72	77	85	5	8	6.9%	10.4%	8.7%
<b>Total</b>	<b>1,738</b>	<b>1,790</b>	<b>1,813</b>	<b>52</b>	<b>23</b>	<b>3.0%</b>	<b>1.3%</b>	<b>2.1%</b>

**Figure 8. FHDA CCD Employee Headcount Percentage by Race/Ethnic Group, Fall 2024**

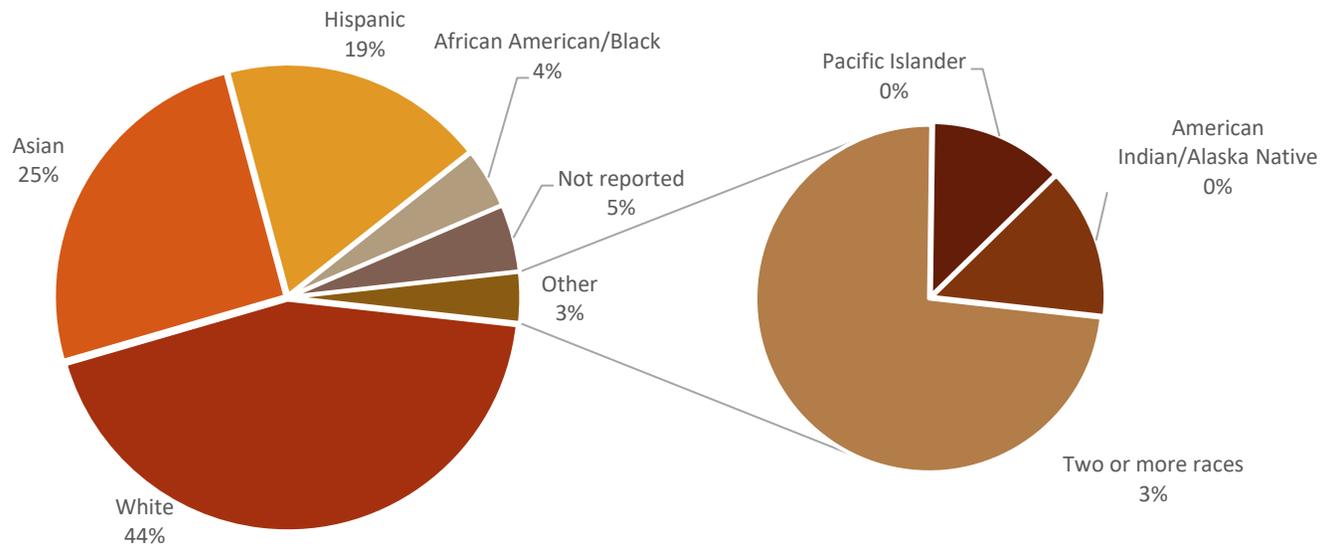


Table 8.A FHDA Employee Headcount by EE06 Occupational Activity, Race/Ethnic Group and Fall Term

		Fall 2023		Fall 2024		Fall 2025		Percent Chance		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	2-Year Avg
										Percent Change
<b>Central Services</b>										
Executive, Adm, or Manag	African American/Black	-	0.0%	1	3.0%	2	5.6%	-	100.0%	100.0%
	Asian	8	25.0%	8	24.2%	7	19.4%	0.0%	-12.5%	-6.3%
	Hispanic	6	18.8%	6	18.2%	8	22.2%	0.0%	33.3%	16.7%
	White	13	40.6%	12	36.4%	12	<b>33.3%</b>	-7.7%	0.0%	-3.8%
	Two or more races	3	9.4%	3	9.1%	3	8.3%	0.0%	0.0%	0.0%
	Not reported	2	6.3%	3	9.1%	4	11.1%	50.0%	33.3%	41.7%
	<b>Total</b>	<b>32</b>	<b>100.0%</b>	<b>33</b>	<b>100.0%</b>	<b>36</b>	<b>100.0%</b>	<b>3.1%</b>	<b>9.1%</b>	<b>6.1%</b>
Faculty	Not reported	1	100.0%	1	100.0%	-	0.0%	0.0%	-100.0%	-50.0%
	<b>Total</b>	<b>1</b>	<b>100.0%</b>	<b>1</b>	<b>100.0%</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>-100.0%</b>	<b>-50.0%</b>
Professional, Non-Faculty	African American/Black	2	2.5%	1	1.2%	1	1.1%	-50.0%	0.0%	-25.0%
	Asian	36	45.6%	37	45.1%	40	<b>44.9%</b>	2.8%	8.1%	5.4%
	Hispanic	9	11.4%	10	12.2%	12	13.5%	11.1%	20.0%	15.6%
	White	26	32.9%	29	35.4%	28	31.5%	11.5%	-3.4%	4.0%
	Two or more races	1	1.3%	1	1.2%	1	1.1%	0.0%	0.0%	0.0%
	Not reported	5	6.3%	4	4.9%	7	7.9%	-20.0%	75.0%	27.5%
	<b>Total</b>	<b>79</b>	<b>100.0%</b>	<b>82</b>	<b>100.0%</b>	<b>89</b>	<b>100.0%</b>	<b>3.8%</b>	<b>8.5%</b>	<b>6.2%</b>
Clerical/Secretarial	Asian	7	43.8%	8	42.1%	10	<b>47.6%</b>	14.3%	25.0%	19.6%
	Hispanic	3	18.8%	6	31.6%	6	28.6%	100.0%	0.0%	50.0%
	White	5	31.3%	4	21.1%	4	19.0%	-20.0%	0.0%	-10.0%
	Not reported	1	6.3%	1	5.3%	1	4.8%	0.0%	0.0%	0.0%
	<b>Total</b>	<b>16</b>	<b>100.0%</b>	<b>19</b>	<b>100.0%</b>	<b>21</b>	<b>100.0%</b>	<b>18.8%</b>	<b>10.5%</b>	<b>14.6%</b>
Technical/Paraprofess	Hispanic	3	50.0%	2	50.0%	2	50.0%	-33.3%	0.0%	-16.7%
	White	3	50.0%	2	50.0%	2	50.0%	-33.3%	0.0%	-16.7%
	<b>Total</b>	<b>6</b>	<b>100.0%</b>	<b>4</b>	<b>100.0%</b>	<b>4</b>	<b>100.0%</b>	<b>-33.3%</b>	<b>0.0%</b>	<b>-16.7%</b>

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

		Fall 2023		Fall 2024		Fall 2025		Percent Change		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	2-Year Avg
										Percent Change
Skilled Crafts	Asian	2	22.2%	3	30.0%	2	28.6%	50.0%	-33.3%	8.3%
	Hispanic	2	22.2%	2	20.0%	2	28.6%	0.0%	0.0%	0.0%
	White	4	44.4%	4	40.0%	2	28.6%	0.0%	-50.0%	-25.0%
	Two or more races	1	11.1%	1	10.0%	1	14.3%	0.0%	0.0%	0.0%
	<b>Total</b>		<b>9</b>	<b>100.0%</b>	<b>10</b>	<b>100.0%</b>	<b>7</b>	<b>100.0%</b>	<b>11.1%</b>	<b>-30.0%</b>
Service/Maintenance	African American/Black	3	6.5%	3	7.7%	4	7.7%	0.0%	33.3%	16.7%
	Asian	4	8.7%	5	12.8%	6	11.5%	25.0%	20.0%	22.5%
	Hispanic	30	65.2%	23	59.0%	28	53.8%	-23.3%	21.7%	-0.8%
	Pacific Islander	1	2.2%	-	0.0%	-	0.0%	-100.0%	-	-100.0%
	White	6	13.0%	6	15.4%	9	17.3%	0.0%	50.0%	25.0%
	Two or more races	1	2.2%	1	2.6%	1	1.9%	0.0%	0.0%	0.0%
	Not reported	1	2.2%	1	2.6%	4	7.7%	0.0%	300.0%	150.0%
<b>Total</b>		<b>46</b>	<b>100.0%</b>	<b>39</b>	<b>100.0%</b>	<b>52</b>	<b>100.0%</b>	<b>-15.2%</b>	<b>33.3%</b>	<b>9.1%</b>

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

		Fall 2023		Fall 2024		Fall 2025		Percent Chance		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	2-Year Avg
										Percent Change
<b>De Anza College</b>										
Executive, Adm, or Manag	African American/Black	5	16.1%	4	12.5%	4	12.9%	-20.0%	0.0%	-10.0%
	American Indian/Alaska N	1	3.2%	1	3.1%	1	3.2%	0.0%	0.0%	0.0%
	Asian	5	16.1%	7	21.9%	8	25.8%	40.0%	14.3%	27.1%
	Hispanic	6	19.4%	6	18.8%	4	12.9%	0.0%	-33.3%	-16.7%
	White	12	38.7%	13	40.6%	13	<b>41.9%</b>	8.3%	0.0%	4.2%
	Two or more races	1	3.2%	-	0.0%	-	0.0%	-100.0%	-	-100.0%
	Not reported	1	3.2%	1	3.1%	1	3.2%	0.0%	0.0%	0.0%
	<b>Total</b>		<b>31</b>	<b>100.0%</b>	<b>32</b>	<b>100.0%</b>	<b>31</b>	<b>100.0%</b>	<b>3.2%</b>	<b>-3.1%</b>
Faculty	African American/Black	33	5.1%	30	4.5%	30	4.5%	-9.1%	0.0%	-4.5%
	American Indian/Alaska N	4	0.6%	2	0.3%	2	0.3%	-50.0%	0.0%	-25.0%
	Asian	162	25.2%	173	26.1%	179	26.7%	6.8%	3.5%	5.1%
	Hispanic	65	10.1%	69	10.4%	73	10.9%	6.2%	5.8%	6.0%
	Pacific Islander	3	0.5%	3	0.5%	2	0.3%	0.0%	-33.3%	-16.7%
	White	332	51.6%	338	51.0%	333	<b>49.7%</b>	1.8%	-1.5%	0.2%
	Two or more races	16	2.5%	17	2.6%	17	2.5%	6.3%	0.0%	3.1%
	Not reported	28	4.4%	31	4.7%	34	5.1%	10.7%	9.7%	10.2%
<b>Total</b>		<b>643</b>	<b>100.0%</b>	<b>663</b>	<b>100.0%</b>	<b>670</b>	<b>100.0%</b>	<b>3.1%</b>	<b>1.1%</b>	<b>2.1%</b>
Professional, Non-Faculty	African American/Black	3	3.2%	4	4.2%	3	3.1%	33.3%	-25.0%	4.2%
	Asian	24	25.8%	26	27.1%	23	23.5%	8.3%	-11.5%	-1.6%
	Hispanic	29	31.2%	30	31.3%	32	32.7%	3.4%	6.7%	5.1%
	Pacific Islander	1	1.1%	1	1.0%	1	1.0%	0.0%	0.0%	0.0%
	White	31	33.3%	29	30.2%	33	33.7%	-6.5%	13.8%	3.7%
	Two or more races	3	3.2%	3	3.1%	3	3.1%	0.0%	0.0%	0.0%
	Not reported	2	2.2%	3	3.1%	3	3.1%	50.0%	0.0%	25.0%
	<b>Total</b>		<b>93</b>	<b>100.0%</b>	<b>96</b>	<b>100.0%</b>	<b>98</b>	<b>100.0%</b>	<b>3.2%</b>	<b>2.1%</b>

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

		Fall 2023		Fall 2024		Fall 2025		Percent Chance		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	2-Year Avg
										Percent Change
Clerical/Secretarial	African American/Black	-	0.0%	-	0.0%	1	2.0%	-	-	
	Asian	14	28.0%	12	25.5%	12	24.5%	-14.3%	0.0%	-7.1%
	Hispanic	16	32.0%	16	34.0%	17	<b>34.7%</b>	0.0%	6.3%	3.1%
	White	17	34.0%	14	29.8%	13	26.5%	-17.6%	-7.1%	-12.4%
	Two or more races	2	4.0%	3	6.4%	4	8.2%	50.0%	33.3%	41.7%
	Not reported	1	2.0%	2	4.3%	2	4.1%	100.0%	0.0%	50.0%
	<b>Total</b>	<b>50</b>	<b>100.0%</b>	<b>47</b>	<b>100.0%</b>	<b>49</b>	<b>100.0%</b>	<b>-6.0%</b>	<b>4.3%</b>	<b>-0.9%</b>
Technical/Paraprofess	African American/Black	1	1.4%	2	2.5%	4	5.0%	100.0%	100.0%	100.0%
	Asian	23	32.4%	27	34.2%	28	<b>35.0%</b>	17.4%	3.7%	10.5%
	Hispanic	17	23.9%	18	22.8%	19	23.8%	5.9%	5.6%	5.7%
	White	22	31.0%	24	30.4%	21	26.3%	9.1%	-12.5%	-1.7%
	Two or more races	1	1.4%	1	1.3%	-	0.0%	0.0%	-100.0%	-50.0%
	Not reported	7	9.9%	7	8.9%	8	10.0%	0.0%	14.3%	7.1%
	<b>Total</b>	<b>71</b>	<b>100.0%</b>	<b>79</b>	<b>100.0%</b>	<b>80</b>	<b>100.0%</b>	<b>11.3%</b>	<b>1.3%</b>	<b>6.3%</b>
Service/Maintenance	Asian	10	29.4%	8	25.8%	6	21.4%	-20.0%	-25.0%	-22.5%
	Hispanic	9	26.5%	9	29.0%	8	28.6%	0.0%	-11.1%	-5.6%
	Pacific Islander	2	5.9%	2	6.5%	2	7.1%	0.0%	0.0%	0.0%
	White	10	29.4%	9	29.0%	9	<b>32.1%</b>	-10.0%	0.0%	-5.0%
	Not reported	3	8.8%	3	9.7%	3	10.7%	0.0%	0.0%	0.0%
	<b>Total</b>	<b>34</b>	<b>100.0%</b>	<b>31</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>	<b>-8.8%</b>	<b>-9.7%</b>	<b>-9.3%</b>

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

		Fall 2023		Fall 2024		Fall 2025		Percent Change		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	2-Year Avg
										Percent Change
<b>Foothill College</b>										
Executive, Adm, or Manag	African American/Black	3	9.1%	3	9.1%	3	9.1%	0.0%	0.0%	0.0%
	Asian	7	21.2%	6	18.2%	6	18.2%	-14.3%	0.0%	-7.1%
	Hispanic	6	18.2%	7	21.2%	7	21.2%	16.7%	0.0%	8.3%
	White	14	42.4%	15	45.5%	15	<b>45.5%</b>	7.1%	0.0%	3.6%
	Two or more races	2	6.1%	1	3.0%	1	3.0%	-50.0%	0.0%	-25.0%
	Not reported	1	3.0%	1	3.0%	1	3.0%	0.0%	0.0%	0.0%
	<b>Total</b>		<b>33</b>	<b>100.0%</b>	<b>33</b>	<b>100.0%</b>	<b>33</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Faculty	African American/Black	13	2.6%	16	3.2%	16	3.2%	23.1%	0.0%	11.5%
	American Indian/Alaska N	4	0.8%	6	1.2%	6	1.2%	50.0%	0.0%	25.0%
	Asian	89	17.9%	97	19.2%	97	19.2%	9.0%	0.0%	4.5%
	Hispanic	72	14.5%	79	15.6%	79	15.6%	9.7%	0.0%	4.9%
	White	291	58.7%	282	55.8%	282	<b>55.8%</b>	-3.1%	0.0%	-1.5%
	Two or more races	10	2.0%	13	2.6%	13	2.6%	30.0%	0.0%	15.0%
	Not reported	17	3.4%	12	2.4%	12	2.4%	-29.4%	0.0%	-14.7%
<b>Total</b>		<b>496</b>	<b>100.0%</b>	<b>505</b>	<b>100.0%</b>	<b>505</b>	<b>100.0%</b>	<b>1.8%</b>	<b>0.0%</b>	<b>0.9%</b>
Professional, Non-Faculty	African American/Black	4	5.6%	7	8.8%	7	8.8%	75.0%	0.0%	37.5%
	Asian	21	29.6%	26	32.5%	26	32.5%	23.8%	0.0%	11.9%
	Hispanic	24	33.8%	27	33.8%	27	33.8%	12.5%	0.0%	6.3%
	Pacific Islander	2	2.8%	2	2.5%	2	2.5%	0.0%	0.0%	0.0%
	White	17	23.9%	15	18.8%	15	18.8%	-11.8%	0.0%	-5.9%
	Two or more races	3	4.2%	2	2.5%	2	2.5%	-33.3%	0.0%	-16.7%
	Not reported	-	0.0%	1	1.3%	1	1.3%	-	0.0%	0.0%
<b>Total</b>		<b>71</b>	<b>100.0%</b>	<b>80</b>	<b>100.0%</b>	<b>80</b>	<b>100.0%</b>	<b>12.7%</b>	<b>0.0%</b>	<b>6.3%</b>
Clerical/Secretarial	African American/Black	1	4.2%	1	3.4%	1	3.4%	0.0%	0.0%	0.0%

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

		Fall 2023		Fall 2024		Fall 2025		Percent Change		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	2-Year Avg
										Percent Change
	Asian	7	29.2%	12	41.4%	12	41.4%	71.4%	0.0%	35.7%
	Hispanic	7	29.2%	6	20.7%	6	20.7%	-14.3%	0.0%	-7.1%
	Pacific Islander	1	4.2%	1	3.4%	1	3.4%	0.0%	0.0%	0.0%
	White	6	25.0%	6	20.7%	6	20.7%	0.0%	0.0%	0.0%
	Two or more races	1	4.2%	1	3.4%	1	3.4%	0.0%	0.0%	0.0%
	Not reported	1	4.2%	2	6.9%	2	6.9%	100.0%	0.0%	50.0%
	<b>Total</b>		<b>24</b>	<b>100.0%</b>	<b>29</b>	<b>100.0%</b>	<b>29</b>	<b>100.0%</b>	<b>20.8%</b>	<b>0.0%</b>
Technical/Paraprofess	Asian	2	11.1%	2	11.8%	2	11.8%	0.0%	0.0%	0.0%
	Hispanic	7	38.9%	7	41.2%	7	41.2%	0.0%	0.0%	0.0%
	White	5	27.8%	5	29.4%	5	29.4%	0.0%	0.0%	0.0%
	Not reported	4	22.2%	3	17.6%	3	17.6%	-25.0%	0.0%	-12.5%
	<b>Total</b>		<b>18</b>	<b>100.0%</b>	<b>17</b>	<b>100.0%</b>	<b>17</b>	<b>100.0%</b>	<b>-5.6%</b>	<b>0.0%</b>

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

		Fall 2023		Fall 2024		Fall 2025		Percent Chance		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	2-Year Avg
										Percent Change
<b>FHDA CCD</b>										
Executive, Adm, or Manag	African American/Black	8	8.3%	8	8.2%	9	9.0%	0.0%	12.5%	6.3%
	American Indian/Alaska N	1	1.0%	1	1.0%	1	1.0%	0.0%	0.0%	0.0%
	Asian	20	20.8%	21	21.4%	21	21.0%	5.0%	0.0%	2.5%
	Hispanic	18	18.8%	18	18.4%	19	19.0%	0.0%	5.6%	2.8%
	White	39	40.6%	40	40.8%	40	<b>40.0%</b>	2.6%	0.0%	1.3%
	Two or more races	6	6.3%	5	5.1%	4	4.0%	-16.7%	-20.0%	-18.3%
	Not reported	4	4.2%	5	5.1%	6	6.0%	25.0%	20.0%	22.5%
	<b>Total</b>		<b>96</b>	<b>100.0%</b>	<b>98</b>	<b>100.0%</b>	<b>100</b>	<b>100.0%</b>	<b>2.1%</b>	<b>2.0%</b>
Faculty	African American/Black	46	4.1%	48	4.1%	46	4.0%	4.3%	-4.2%	0.1%
	American Indian/Alaska N	8	0.7%	7	0.6%	8	0.7%	-12.5%	14.3%	0.9%
	Asian	250	22.2%	270	23.2%	271	23.4%	8.0%	0.4%	4.2%
	Hispanic	137	12.2%	145	12.5%	151	13.0%	5.8%	4.1%	5.0%
	Pacific Islander	3	0.3%	3	0.3%	2	0.2%	0.0%	-33.3%	-16.7%
	White	613	54.4%	616	53.0%	606	<b>52.3%</b>	0.5%	-1.6%	-0.6%
	Two or more races	26	2.3%	29	2.5%	30	2.6%	11.5%	3.4%	7.5%
	Not reported	43	3.8%	45	3.9%	45	3.9%	4.7%	0.0%	2.3%
<b>Total</b>		<b>1,126</b>	<b>100.0%</b>	<b>1,163</b>	<b>100.0%</b>	<b>1,159</b>	<b>100.0%</b>	<b>3.3%</b>	<b>-0.3%</b>	<b>1.5%</b>
Professional, Non-Faculty	African American/Black	9	3.7%	12	4.7%	11	4.1%	33.3%	-8.3%	12.5%
	Asian	81	33.5%	88	34.4%	89	<b>33.3%</b>	8.6%	1.1%	4.9%
	Hispanic	61	25.2%	66	25.8%	71	26.6%	8.2%	7.6%	7.9%
	Pacific Islander	3	1.2%	4	1.6%	3	1.1%	33.3%	-25.0%	4.2%
	White	74	30.6%	72	28.1%	76	28.5%	-2.7%	5.6%	1.4%
	Two or more races	7	2.9%	6	2.3%	6	2.2%	-14.3%	0.0%	-7.1%
	Not reported	7	2.9%	8	3.1%	11	4.1%	14.3%	37.5%	25.9%
	<b>Total</b>		<b>242</b>	<b>100.0%</b>	<b>256</b>	<b>100.0%</b>	<b>267</b>	<b>100.0%</b>	<b>5.8%</b>	<b>4.3%</b>

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

		Fall 2023		Fall 2024		Fall 2025		Percent Change		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	2-Year Avg
										Percent Change
Clerical/Secretarial	African American/Black	1	1.1%	1	1.1%	2	2.0%	0.0%	100.0%	50.0%
	Asian	28	31.1%	30	32.6%	34	34.3%	7.1%	13.3%	10.2%
	Hispanic	26	28.9%	27	29.3%	29	29.3%	3.8%	7.4%	5.6%
	Pacific Islander	1	1.1%	1	1.1%	1	1.0%	0.0%	0.0%	0.0%
	White	28	31.1%	24	26.1%	23	23.2%	-14.3%	-4.2%	-9.2%
	Two or more races	3	3.3%	4	4.3%	5	5.1%	33.3%	25.0%	29.2%
	Not reported	3	3.3%	5	5.4%	5	5.1%	66.7%	0.0%	33.3%
	<b>Total</b>		<b>90</b>	<b>100.0%</b>	<b>92</b>	<b>100.0%</b>	<b>99</b>	<b>100.0%</b>	<b>2.2%</b>	<b>7.6%</b>
Technical/Paraprofess	African American/Black	1	1.1%	2	2.0%	4	4.0%	100.0%	100.0%	100.0%
	Asian	25	26.3%	29	28.7%	30	29.7%	16.0%	3.4%	9.7%
	Hispanic	27	28.4%	27	26.7%	28	27.7%	0.0%	3.7%	1.9%
	White	30	31.6%	32	31.7%	28	27.7%	6.7%	-	6.7%
	Two or more races	1	1.1%	1	1.0%	-	0.0%	0.0%	-100.0%	-50.0%
	Not reported	11	11.6%	10	9.9%	11	10.9%	-9.1%	10.0%	0.5%
	<b>Total</b>		<b>95</b>	<b>100.0%</b>	<b>101</b>	<b>100.0%</b>	<b>101</b>	<b>100.0%</b>	<b>6.3%</b>	<b>0.0%</b>
Skilled Crafts	Asian	2	22.2%	3	30.0%	2	28.6%	50.0%	-33.3%	8.3%
	Hispanic	2	22.2%	2	20.0%	2	28.6%	0.0%	0.0%	0.0%
	White	4	44.4%	4	40.0%	2	28.6%	0.0%	-50.0%	-25.0%
	Two or more races	1	11.1%	1	10.0%	1	14.3%	0.0%	0.0%	0.0%
	<b>Total</b>		<b>9</b>	<b>100.0%</b>	<b>10</b>	<b>100.0%</b>	<b>7</b>	<b>100.0%</b>	<b>11.1%</b>	<b>-30.0%</b>
Service/Maintenance	African American/Black	3	3.8%	3	4.3%	4	5.0%	0.0%	33.3%	16.7%
	Asian	14	17.5%	13	18.6%	12	15.0%	-7.1%	-7.7%	-7.4%
	Hispanic	39	48.8%	32	45.7%	36	45.0%	-17.9%	12.5%	-2.7%
	Pacific Islander	3	3.8%	2	2.9%	2	2.5%	-33.3%	0.0%	-16.7%
	White	16	20.0%	15	21.4%	18	22.5%	-6.3%	20.0%	6.9%
	Two or more races	1	1.3%	1	1.4%	1	1.3%	0.0%	0.0%	0.0%
	Not reported	4	5.0%	4	5.7%	7	8.8%	0.0%	75.0%	37.5%
	<b>Total</b>		<b>80</b>	<b>100.0%</b>	<b>70</b>	<b>100.0%</b>	<b>80</b>	<b>100.0%</b>	<b>-12.5%</b>	<b>14.3%</b>

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

Employment Status	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
<b>Central Services</b>								
Continuing	182	184	198	2	14	1.1%	7.6%	4.4%
New Hire	3	4	6	1	2	33.3%	50.0%	41.7%
Promoted	4	-	5	(4)	5	-100.0%	-	-100.0%
<b>Total</b>	<b>189</b>	<b>188</b>	<b>209</b>	<b>(1)</b>	<b>21</b>	<b>-0.5%</b>	<b>11.2%</b>	<b>5.3%</b>
<b>De Anza College</b>								
Continuing	892	902	905	10	3	1.1%	0.3%	0.7%
New Hire	1	3	14	2	11	200.0%	366.7%	283.3%
Promoted	-	2	2	2	-	-	0.0%	-
Reclassification	-	3	2	3	(1)	-	-33.3%	-
Retiree, Continuing	29	38	33	9	(5)	31.0%	-13.2%	8.9%
<b>Total</b>	<b>922</b>	<b>948</b>	<b>956</b>	<b>26</b>	<b>8</b>	<b>2.8%</b>	<b>0.8%</b>	<b>1.8%</b>
<b>Foothill College</b>								
Continuing	629	647	641	18	(6)	2.9%	-0.9%	1.0%
New Hire	2	1	6	(1)	5	-50.0%	500.0%	225.0%
Promoted	-	1	1	1	-	-	0.0%	-
Reclassification	-	1	1	1	-	-	0.0%	-
Retiree, Continuing	11	15	15	4	-	36.4%	0.0%	18.2%
<b>Total</b>	<b>642</b>	<b>665</b>	<b>664</b>	<b>23</b>	<b>(1)</b>	<b>3.6%</b>	<b>-0.2%</b>	<b>1.7%</b>
<b>FHDA CCD</b>								
Continuing	1,688	1,722	1,729	34	7	2.0%	0.4%	1.2%
New Hire	6	8	26	2	18	33.3%	225.0%	129.2%
Promoted	4	3	8	(1)	5	-25.0%	166.7%	70.8%
Reclassification	-	4	3	4	(1)	-	-25.0%	-
Retiree, Continuing	40	53	47	13	(6)	32.5%	-11.3%	10.6%
<b>Total</b>	<b>1,738</b>	<b>1,790</b>	<b>1,813</b>	<b>52</b>	<b>23</b>	<b>3.0%</b>	<b>1.3%</b>	<b>2.1%</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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
<b>Central Services</b>									
Executive, Adm, or Manag	Continuing	30	31	35	1	4	3.3%	12.9%	8.1%
	New Hire	1	2	-	1	(2)	100.0%	-100.0%	0.0%
	Promoted	1	-	1	(1)	1	-100.0%	-	-100.0%
	<b>Total</b>	<b>32</b>	<b>33</b>	<b>36</b>	<b>1</b>	<b>3</b>	<b>3.1%</b>	<b>9.1%</b>	<b>6.1%</b>
Faculty	Continuing	1	1	-	-	(1)	0.0%	-100.0%	-50.0%
	<b>Total</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>(1)</b>	<b>0.0%</b>	<b>-100.0%</b>	<b>-50.0%</b>
Professional, Non-Faculty	Continuing	75	80	84	5	4	6.7%	5.0%	5.8%
	New Hire	1	2	2	1	-	100.0%	0.0%	50.0%
	Promoted	3	-	3	(3)	3	-100.0%	-	-100.0%
	<b>Total</b>	<b>79</b>	<b>82</b>	<b>89</b>	<b>3</b>	<b>7</b>	<b>3.8%</b>	<b>8.5%</b>	<b>6.2%</b>
Clerical/Secretarial	Continuing	16	19	21	3	2	18.8%	10.5%	14.6%
	<b>Total</b>	<b>16</b>	<b>19</b>	<b>21</b>	<b>3</b>	<b>2</b>	<b>18.8%</b>	<b>10.5%</b>	<b>14.6%</b>
Technical/Paraprofess	Continuing	5	4	4	(1)	-	-20.0%	0.0%	-10.0%
	New Hire	1	-	-	(1)	-	-100.0%	-	-100.0%
	<b>Total</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>(2)</b>	<b>-</b>	<b>-33.3%</b>	<b>0.0%</b>	<b>-16.7%</b>
Skilled Crafts	Continuing	9	10	7	1	(3)	11.1%	-30.0%	-9.4%
	<b>Total</b>	<b>9</b>	<b>10</b>	<b>7</b>	<b>1</b>	<b>(3)</b>	<b>11.1%</b>	<b>-30.0%</b>	<b>-9.4%</b>
Service/Maintenance	Continuing	46	39	47	(7)	8	-15.2%	20.5%	2.6%
	New Hire	-	-	4	-	4	-	-	-
	Promoted	-	-	1	-	1	-	-	-
	<b>Total</b>	<b>46</b>	<b>39</b>	<b>52</b>	<b>(7)</b>	<b>13</b>	<b>-15.2%</b>	<b>33.3%</b>	<b>9.1%</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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
<b>De Anza College</b>									
Executive, Adm, or Manag	Continuing	31	31	29	-	(2)	0.0%	-6.5%	-3.2%
	New Hire	-	-	1	-	1	-	-	-
	Promoted	-	-	1	-	1	-	-	-
	Retiree, Continuing	-	1	-	1	(1)	-	-100.0%	-100.0%
	<b>Total</b>	<b>31</b>	<b>32</b>	<b>31</b>	<b>1</b>	<b>(1)</b>	<b>3.2%</b>	<b>-3.1%</b>	<b>0.1%</b>
Faculty	Continuing	613	623	626	10	3	1.6%	0.5%	1.1%
	New Hire	1	3	11	2	8	200.0%	266.7%	233.3%
	Retiree, Continuing	29	37	33	8	(4)	27.6%	-10.8%	8.4%
	<b>Total</b>	<b>643</b>	<b>663</b>	<b>670</b>	<b>20</b>	<b>7</b>	<b>3.1%</b>	<b>1.1%</b>	<b>2.1%</b>
Professional, Non-Faculty	Continuing	93	96	94	3	(2)	3.2%	-2.1%	0.6%
	New Hire	-	-	2	-	2	-	-	-
	Promoted	-	-	1	-	1	-	-	-
	Reclassification	-	-	1	-	1	-	-	-
	<b>Total</b>	<b>93</b>	<b>96</b>	<b>98</b>	<b>3</b>	<b>2</b>	<b>3.2%</b>	<b>2.1%</b>	<b>2.7%</b>
Clerical/Secretarial	Continuing	50	43	48	(7)	5	-14.0%	11.6%	-1.2%
	Promoted	-	1	-	1	(1)	-	-100.0%	-100.0%
	Reclassification	-	3	1	3	(2)	-	-66.7%	-66.7%
	<b>Total</b>	<b>50</b>	<b>47</b>	<b>49</b>	<b>(3)</b>	<b>2</b>	<b>-6.0%</b>	<b>4.3%</b>	<b>-0.9%</b>
Technical/Paraprofess	Continuing	71	79	80	8	1	11.3%	1.3%	6.3%
	<b>Total</b>	<b>71</b>	<b>79</b>	<b>80</b>	<b>8</b>	<b>1</b>	<b>11.3%</b>	<b>1.3%</b>	<b>6.3%</b>
Service/Maintenance	Continuing	34	30	28	(4)	(2)	-11.8%	-6.7%	-9.2%
	Promoted	-	1	-	1	(1)	-	-100.0%	-100.0%
	<b>Total</b>	<b>34</b>	<b>31</b>	<b>28</b>	<b>(3)</b>	<b>(3)</b>	<b>-8.8%</b>	<b>-9.7%</b>	<b>-9.3%</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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
<b>Foothill College</b>									
Executive, Adm, or Manag	Continuing	33	33	33	-	-	0.0%	0.0%	0.0%
	<b>Total</b>	<b>33</b>	<b>33</b>	<b>33</b>	<b>-</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Faculty	Continuing	485	495	486	10	(9)	2.1%	-1.8%	0.1%
	New Hire	-	-	4	-	4	-	-	-
	Retiree, Continuing	11	15	15	4	-	36.4%	0.0%	18.2%
	<b>Total</b>	<b>496</b>	<b>510</b>	<b>505</b>	<b>14</b>	<b>(5)</b>	<b>2.8%</b>	<b>-1.0%</b>	<b>0.9%</b>
Professional, Non-Faculty	Continuing	69	75	77	6	2	8.7%	2.7%	5.7%
	New Hire	2	1	1	(1)	-	-50.0%	0.0%	-25.0%
	Promoted	-	1	1	1	-	-	0.0%	-
	Reclassification	-	1	1	1	-	-	0.0%	-
	<b>Total</b>	<b>71</b>	<b>78</b>	<b>80</b>	<b>7</b>	<b>2</b>	<b>9.9%</b>	<b>2.6%</b>	<b>6.2%</b>
Clerical/Secretarial	Continuing	24	26	28	2	2	8.3%	7.7%	8.0%
	New Hire	-	-	1	-	1	-	-	-
	<b>Total</b>	<b>24</b>	<b>26</b>	<b>29</b>	<b>2</b>	<b>3</b>	<b>8.3%</b>	<b>11.5%</b>	<b>9.9%</b>
Technical/Paraprofess	Continuing	18	18	17	-	(1)	0.0%	-5.6%	-2.8%
	<b>Total</b>	<b>18</b>	<b>18</b>	<b>17</b>	<b>-</b>	<b>(1)</b>	<b>0.0%</b>	<b>-5.6%</b>	<b>-2.8%</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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
<b>FHDA CCD</b>									
Executive, Adm, or Manag	Continuing	94	95	97	1	2	1.1%	2.1%	1.6%
	New Hire	1	2	1	1	(1)	100.0%	-50.0%	25.0%
	Promoted	1	-	2	(1)	2	-100.0%	-	-100.0%
	Retiree, Continuing	-	1	-	1	(1)	-	-100.0%	-
	<b>Total</b>	<b>96</b>	<b>98</b>	<b>100</b>	<b>2</b>	<b>2</b>	<b>2.1%</b>	<b>2.0%</b>	<b>2.1%</b>
Faculty	Continuing	1,085	1,108	1,097	23	(11)	2.1%	-1.0%	0.6%
	New Hire	1	3	15	2	12	200.0%	400.0%	300.0%
	Retiree, Continuing	40	52	47	12	(5)	30.0%	-9.6%	10.2%
	<b>Total</b>	<b>1,126</b>	<b>1,163</b>	<b>1,159</b>	<b>37</b>	<b>(4)</b>	<b>3.3%</b>	<b>-0.3%</b>	<b>1.5%</b>
Professional, Non-Faculty	Continuing	236	251	255	15	4	6.4%	1.6%	4.0%
	New Hire	3	3	5	-	2	0.0%	66.7%	33.3%
	Promoted	3	1	5	(2)	4	-66.7%	400.0%	166.7%
	Reclassification	-	1	2	1	1	-	100.0%	-
	<b>Total</b>	<b>242</b>	<b>256</b>	<b>267</b>	<b>14</b>	<b>11</b>	<b>5.8%</b>	<b>4.3%</b>	<b>5.0%</b>
Clerical/Secretarial	Continuing	90	88	97	(2)	9	-2.2%	10.2%	4.0%
	New Hire	-	-	1	-	1	-	-	-
	Promoted	-	1	-	1	(1)	-	-100.0%	-
	Reclassification	-	3	1	3	(2)	-	-66.7%	-
	<b>Total</b>	<b>90</b>	<b>92</b>	<b>99</b>	<b>2</b>	<b>7</b>	<b>2.2%</b>	<b>7.6%</b>	<b>4.9%</b>
Technical/Paraprofess	Continuing	94	101	101	7	-	7.4%	0.0%	3.7%
	New Hire	1	-	-	(1)	-	-100.0%	-	-100.0%
	<b>Total</b>	<b>95</b>	<b>101</b>	<b>101</b>	<b>6</b>	<b>-</b>	<b>6.3%</b>	<b>0.0%</b>	<b>3.2%</b>
Skilled Crafts	Continuing	9	10	7	1	(3)	11.1%	-30.0%	-9.4%
	<b>Total</b>	<b>9</b>	<b>10</b>	<b>7</b>	<b>1</b>	<b>(3)</b>	<b>11.1%</b>	<b>-30.0%</b>	<b>-9.4%</b>
Service/Maintenance	Continuing	80	69	75	(11)	6	-13.8%	8.7%	-2.5%
	New Hire	-	-	4	-	4	-	-	-
	Promoted	-	1	1	1	-	-	0.0%	-
	<b>Total</b>	<b>80</b>	<b>70</b>	<b>80</b>	<b>(10)</b>	<b>10</b>	<b>-12.5%</b>	<b>14.3%</b>	<b>0.9%</b>

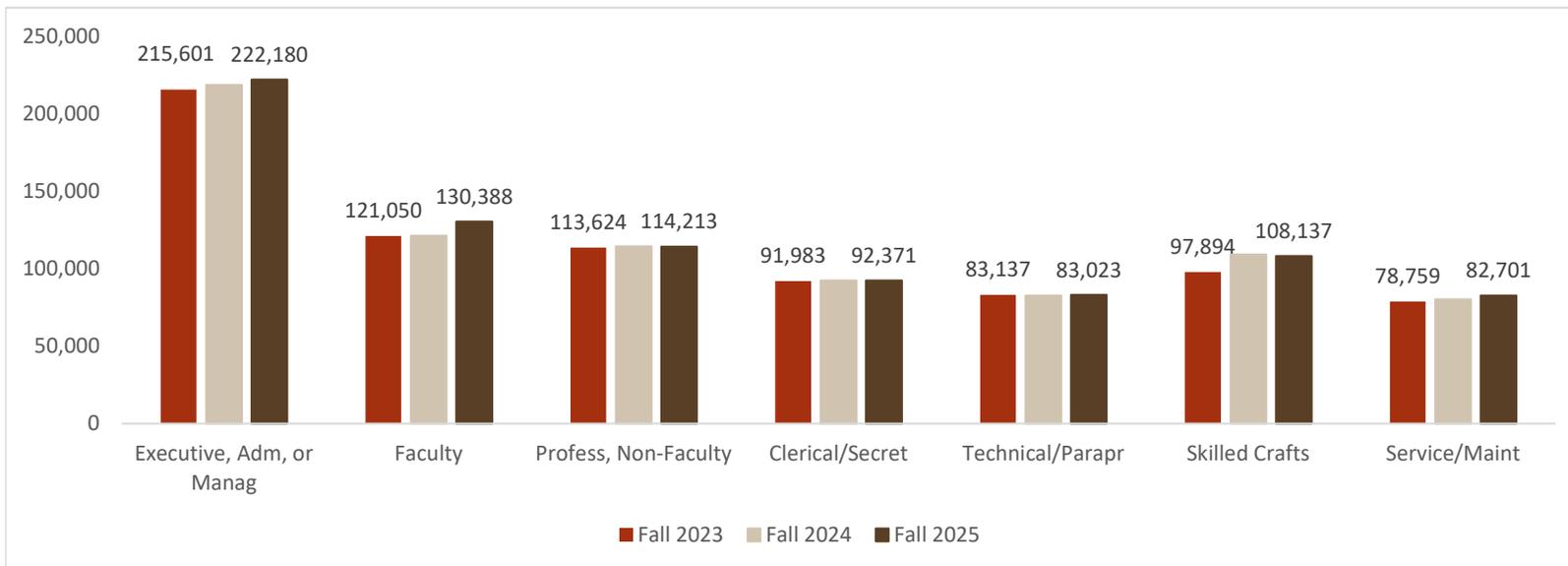
**Table 10. Average Employee Annual Salary by EEO6 Occupational Activity and Fall Term**

EEO6 Occupational Activity	Average Annual Salary			Change		Percent Change		2-Year Avg Percent Change	
	Fall 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025		
<b>Central Services</b>									
Executive, Adm, or Manag	\$ 232,037	\$ 234,497	\$ 230,711	\$ 2,459	\$ (3,785)	1.1%	-1.6%	-0.3%	
Faculty	\$ 160,252	\$ 161,967	\$ -	\$ 1,715		1.1%			
Professional, Non-Faculty	\$ 132,113	\$ 133,719	\$ 131,047	\$ 1,606	\$ (2,671)	1.2%	-2.0%	-0.4%	
Clerical/Secretarial	\$ 99,619	\$ 102,100	\$ 100,256	\$ 2,482	\$ (1,844)	2.5%	-1.8%	0.3%	
Technical/Paraprofess	\$ 107,911	\$ 103,913	\$ 106,700	\$ (3,999)	\$ 2,788	-3.7%	2.7%	-0.5%	
Skilled Crafts	\$ 97,894	\$ 109,104	\$ 108,137	\$ 11,210	\$ (967)	11.5%	-0.9%	5.3%	
Service/Maintenance	\$ 84,854	\$ 88,661	\$ 87,437	\$ 3,808	\$ (1,224)	4.5%	-1.4%	1.6%	
<b>Total</b>	<b>\$ 132,529</b>	<b>\$ 137,073</b>	<b>\$ 133,037</b>	<b>\$ 4,544</b>	<b>\$ (4,036)</b>	<b>3.4%</b>	<b>-2.9%</b>	<b>0.2%</b>	
<b>De Anza College</b>									
Executive, Adm, or Manag	\$ 214,845	\$ 213,416	\$ 223,077	\$ (1,430)	\$ 9,661	-0.7%	4.5%	1.9%	
Faculty	\$ 118,192	\$ 118,179	\$ 128,188	\$ (13)	\$ 10,009	0.0%	<b>8.5%</b>	4.2%	
Professional, Non-Faculty	\$ 105,181	\$ 104,628	\$ 104,737	\$ (553)	\$ 110	-0.5%	0.1%	-0.2%	
Clerical/Secretarial	\$ 90,734	\$ 92,045	\$ 92,830	\$ 1,311	\$ 786	1.4%	0.9%	1.1%	
Technical/Paraprofess	\$ 79,491	\$ 79,865	\$ 80,968	\$ 374	\$ 1,103	0.5%	1.4%	0.9%	
Service/Maintenance	\$ 70,513	\$ 69,600	\$ 73,905	\$ (913)	\$ 4,305	-1.3%	6.2%	2.4%	
<b>Total</b>	<b>\$ 110,571</b>	<b>\$ 110,576</b>	<b>\$ 116,092</b>	<b>\$ 5</b>	<b>\$ 5,516</b>	<b>0.0%</b>	<b>5.0%</b>	<b>2.5%</b>	
<b>Foothill College</b>									
Executive, Adm, or Manag	\$ 200,372	\$ 208,058	\$ 212,032	\$ 7,686	\$ 3,974	3.8%	1.9%	2.9%	
Faculty	\$ 124,923	\$ 125,659	\$ 133,483	\$ 736	\$ 7,824	0.6%	<b>6.2%</b>	3.4%	
Professional, Non-Faculty	\$ 104,113	\$ 106,481	\$ 107,094	\$ 2,368	\$ 613	2.3%	0.6%	1.4%	
Clerical/Secretarial	\$ 89,497	\$ 86,017	\$ 85,886	\$ (3,480)	\$ (131)	-3.9%	-0.2%	-2.0%	
Technical/Paraprofess	\$ 89,259	\$ 90,683	\$ 87,126	\$ 1,424	\$ (3,557)	1.6%	-3.9%	-1.2%	
<b>Total</b>	<b>\$ 123,390</b>	<b>\$ 124,327</b>	<b>\$ 128,385</b>	<b>\$ 937</b>	<b>\$ 4,058</b>	<b>0.8%</b>	<b>3.3%</b>	<b>2.0%</b>	

**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
	FHDA CCD							
Executive, Adm, or Manag	\$ 215,601	\$ 218,710	\$ 222,180	\$ 3,109	\$ 3,470	1.4%	1.6%	1.5%
Faculty	\$ 121,050	\$ 121,387	\$ 130,388	\$ 337	\$ 9,000	0.3%	<b>7.4%</b>	3.8%
Professional, Non-Faculty	\$ 113,624	\$ 114,510	\$ 114,213	\$ 886	\$ (297)	0.8%	-0.3%	0.3%
Clerical/Secretarial	\$ 91,983	\$ 92,418	\$ 92,371	\$ 435	\$ (47)	0.5%	-0.1%	0.2%
Technical/Paraprofess	\$ 83,137	\$ 82,745	\$ 83,023	\$ (392)	\$ 278	-0.5%	0.3%	-0.1%
Skilled Crafts	\$ 97,894	\$ 109,104	\$ 108,137	\$ 11,210	\$ (967)	11.5%	-0.9%	5.3%
Service/Maintenance	\$ 78,759	\$ 80,220	\$ 82,701	\$ 1,461	\$ 2,481	1.9%	3.1%	2.5%
<b>Total</b>	<b>\$ 118,565</b>	<b>\$ 119,668</b>	<b>\$ 123,218</b>	<b>\$ 1,102</b>	<b>\$ 3,550</b>	<b>0.9%</b>	<b>3.0%</b>	<b>1.9%</b>

**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. The maximum salary that can be reported in MIS is \$500,000.

**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
<b>De Anza College</b>								
Executive, Administrative, and Managerial	\$ 169	\$ 166	\$ 172	\$ (4)	\$ 6	-2.1%	3.5%	0.7%
Faculty	\$ 153	\$ 152	\$ 163	\$ (1)	\$ 11	-0.7%	7.4%	3.3%
<b>Total</b>	<b>\$ 153</b>	<b>\$ 152</b>	<b>\$ 163</b>	<b>\$ (1)</b>	<b>\$ 11</b>	<b>-0.7%</b>	<b>7.4%</b>	<b>3.3%</b>
<b>Foothill College</b>								
Executive, Administrative, and Managerial	\$ 159	\$ 169	\$ 175	\$ 10	\$ 6	6.3%	3.4%	-
Faculty	\$ 130	\$ 131	\$ 139	\$ 0	\$ 9	0.3%	6.6%	3.4%
<b>Total</b>	<b>\$ 131</b>	<b>\$ 131</b>	<b>\$ 140</b>	<b>\$ 0</b>	<b>\$ 9</b>	<b>0.2%</b>	<b>6.6%</b>	<b>3.4%</b>
<b>FHDA CCD</b>								
Executive, Administrative, and Managerial	\$ 163	\$ 167	\$ 173	\$ 4	\$ 6	2.3%	3.8%	-
Faculty	\$ 142	\$ 142	\$ 152	\$ 0	\$ 10	0.0%	7.1%	3.5%
<b>Total</b>	<b>\$ 142</b>	<b>\$ 142</b>	<b>\$ 152</b>	<b>\$ (0)</b>	<b>\$ 10</b>	<b>0.0%</b>	<b>7.0%</b>	<b>3.5%</b>

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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
<b>Central Services</b>								
History	0.07	0.07	0.07	-	-	0.0%	0.0%	0.0%
Other Interdisciplinary Stud	2.00	-	-	(2.00)	-	-100.0%		-100.0%
<b>Total</b>	<b>2.07</b>	<b>0.07</b>	<b>0.07</b>	<b>(2.00)</b>	<b>-</b>	<b>-96.6%</b>	<b>0.0%</b>	<b>-48.3%</b>
<b>De Anza College</b>								
Academic Guidance	2.77	2.77	2.94	-	0.17	0.0%	6.1%	3.1%
Accounting	9.25	9.84	10.14	0.59	0.30	6.4%	3.0%	4.7%
Adapted Physical Education	2.10	2.10	2.10	-	-	0.0%	0.0%	0.0%
Administration of Justice	3.20	2.50	2.50	(0.70)	-	-21.9%	0.0%	-10.9%
American Studies	0.87	0.87	1.17	-	0.30	0.0%	34.5%	17.2%
Anatomy, Physiology	4.96	5.02	5.02	0.06	-	1.2%	0.0%	0.6%
Animation	1.34	1.34	1.68	-	0.34	0.0%	25.4%	12.7%
Anthropology	7.60	8.10	7.40	0.50	(0.70)	6.6%	-8.6%	-1.0%
Applied Design	1.05	1.05	1.39	-	0.34	0.0%	32.4%	16.2%
Applied Photography	1.96	1.97	1.97	0.01	-	0.5%	0.0%	0.3%
Area Studies	0.90	0.90	0.60	-	(0.30)	0.0%	-33.3%	-16.7%
Art	1.80	1.90	1.69	0.10	(0.21)	5.6%	-11.1%	-2.7%
Asian, South Asian, Pacif Isl	0.33	0.67	0.67	0.34	-	103.0%	0.0%	51.5%
Astronomy	3.81	4.76	4.96	0.95	0.20	24.9%	4.2%	14.6%
Automotive Technology	12.87	14.10	14.30	1.23	0.20	9.6%	1.4%	5.5%
Banking, Finance	0.30	0.30	0.30	-	-	0.0%	0.0%	0.0%
Biology, General	12.35	12.16	11.83	(0.19)	(0.33)	-1.5%	-2.7%	-2.1%
Business Administration	10.40	10.40	10.80	-	0.40	0.0%	3.8%	1.9%
Business Management	2.17	1.42	2.24	(0.75)	0.82	-34.6%	57.7%	11.6%
Business, Commerce, General	-	0.38	0.38	0.38	-		0.0%	0.0%
Career Guidance, Orientation	-	0.07	0.07	0.07	-		0.0%	0.0%
Ceramics	2.39	2.39	2.42	-	0.03	0.0%	1.3%	0.6%
Chemistry, General	16.84	17.64	18.55	0.80	0.91	4.8%	5.2%	5.0%
Child Devel Administrat, Man	0.27	0.27	0.54	-	0.27	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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
Child Develop/Early Care, Educ	6.52	6.42	7.62	(0.10)	1.20	-1.5%	18.7%	8.6%
Children with Special Needs	0.20	0.20	0.20	-	-	0.0%	0.0%	0.0%
Chinese	2.26	2.26	1.67	-	(0.59)	0.0%	-26.1%	-13.1%
Coaching	0.66	0.66	0.66	-	-	0.0%	0.0%	0.0%
Comparative Literature	1.20	1.20	1.20	-	-	0.0%	0.0%	0.0%
Computer Graphics, Digital Im	0.34	0.34	0.34	-	-	0.0%	0.0%	0.0%
Computer Infrastructure, Supp	0.68	0.95	1.56	0.27	0.61	39.7%	64.2%	52.0%
Computer Networking	0.34	0.34	0.34	-	-	0.0%	0.0%	0.0%
Computer Programming	16.31	15.54	14.02	(0.77)	(1.52)	-4.7%	-9.8%	-7.3%
Corrections	-	0.30	0.30	0.30	-		0.0%	0.0%
Creative Writing	0.76	0.76	0.76	-	-	0.0%	0.0%	0.0%
Dance	1.90	2.02	0.91	0.12	(1.11)	6.3%	-55.0%	-24.3%
Database Design, Administrat	1.36	1.36	1.80	-	0.44	0.0%	32.4%	16.2%
Desktop Publishing	0.35	0.35	0.35	-	-	0.0%	0.0%	0.0%
Drafting Technology	2.63	3.49	4.55	0.86	1.06	32.7%	30.4%	31.5%
Dramatic Arts	1.23	1.23	1.24	-	0.01	0.0%	0.8%	0.4%
ESL-Integrated	13.17	12.06	12.79	(1.11)	0.73	-8.4%	6.1%	-1.2%
ESL-Reading	2.19	1.83	1.70	(0.36)	(0.13)	-16.4%	-7.1%	-11.8%
ESL-Speaking/Listening	2.47	2.88	2.46	0.41	(0.42)	16.6%	-14.6%	1.0%
ESL-Writing	3.71	3.00	2.30	(0.71)	(0.70)	-19.1%	-23.3%	-21.2%
Economics	7.80	7.87	8.80	0.07	0.93	0.9%	11.8%	6.4%
Education, General	0.33	0.33	0.33	-	-	0.0%	0.0%	0.0%
Energy Systems Technology	0.40	0.39	0.53	(0.01)	0.14	-2.5%	35.9%	16.7%
Engineering, General	1.93	2.40	2.26	0.47	(0.14)	24.4%	-5.8%	9.3%
English	61.52	61.61	55.10	0.09	(6.51)	0.1%	-10.6%	-5.2%
Environmental Science	3.94	4.19	3.73	0.25	(0.46)	6.3%	-11.0%	-2.3%
Environmental Studies	3.73	3.39	3.58	(0.34)	0.19	-9.1%	5.6%	-1.8%
Environmental Technology	1.01	1.08	1.29	0.07	0.21	6.9%	19.4%	13.2%
Ethnic Studies	7.38	8.20	11.98	0.82	3.78	11.1%	46.1%	28.6%

**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
Film Production	0.90	1.21	1.21	0.31	-	34.4%	0.0%	17.2%
Film Studies	2.10	2.10	2.10	-	-	0.0%	0.0%	0.0%
Fine Arts, General	4.90	3.90	4.52	(1.00)	0.62	-20.4%	15.9%	-2.3%
Forensics, Evidence, Invest	-	0.30	0.30	0.30	-		0.0%	0.0%
French	0.67	0.67	0.67	-	-	0.0%	0.0%	0.0%
General Stud-Not for Courses	0.67	0.47	0.22	(0.20)	(0.25)	-29.9%	-53.2%	-41.5%
Geography	2.50	2.10	2.10	(0.40)	-	-16.0%	0.0%	-8.0%
Geology	1.88	1.88	1.88	-	-	0.0%	0.0%	0.0%
German	0.67	0.67	0.67	-	-	0.0%	0.0%	0.0%
Graphic Art, Design	1.74	3.12	1.73	1.38	(1.39)	79.3%	-44.6%	17.4%
Health Education	1.14	0.87	0.87	(0.27)	-	-23.7%	0.0%	-11.8%
History	7.90	8.37	8.92	0.47	0.55	5.9%	6.6%	6.3%
Infants, Toddlers	0.33	0.66	0.33	0.33	(0.33)	100.0%	-50.0%	25.0%
Information Technology, Gener	6.32	6.94	7.66	0.62	0.72	9.8%	10.4%	10.1%
Intercollegiate Athletics	4.65	5.15	5.45	0.50	0.30	10.8%	5.8%	8.3%
International Studies	-	1.40	0.60	1.40	(0.80)		-57.1%	-57.1%
Italian	0.67	0.67	0.33	-	(0.34)	0.0%	-50.7%	-25.4%
Japanese	0.99	0.99	0.99	-	-	0.0%	0.0%	0.0%
Job Seeking/Changing Skills	1.33	1.20	1.41	(0.13)	0.21	-9.8%	17.5%	3.9%
Journalism	0.57	0.57	0.57	-	-	0.0%	0.0%	0.0%
Kinesiology	1.00	1.00	1.33	-	0.33	0.0%	33.0%	16.5%
Korean	1.34	1.34	1.34	-	-	0.0%	0.0%	0.0%
Language Arts	-	-	-	-	-			
Leadership Skills Development	0.40	0.40	0.53	-	0.13	0.0%	32.5%	16.3%
Learning Skills, Disabled	-	-	-	-	-			
Learning Skills, Learn Disabl	-	0.37	0.10	0.37	(0.27)		-73.0%	-73.0%
Legal, Community Interpretat	-	-	0.30	-	0.30			
Library Science, General	-	-	0.07	-	0.07			
Linguistics	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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
Living Skills, Disabled	36.61	38.73	36.62	2.12	(2.11)	5.8%	-5.4%	0.2%
Manufacturing, Industrial Tech	4.54	4.48	4.72	(0.06)	0.24	-1.3%	5.4%	2.0%
Marketing, Distribution	1.81	1.81	1.44	-	(0.37)	0.0%	-20.4%	-10.2%
Mass Communications	1.20	1.20	0.90	-	(0.30)	0.0%	-25.0%	-12.5%
Mathematics, General	50.79	54.79	55.14	4.00	0.35	7.9%	0.6%	4.3%
Media, Communications, General	-	0.43	0.43	0.43	-		0.0%	0.0%
Medical Assisting	3.72	4.47	4.36	0.75	(0.11)	20.2%	-2.5%	8.9%
Medical Laboratory Technology	1.82	1.82	1.61	-	(0.21)	0.0%	-11.5%	-5.8%
Microbiology	1.74	1.74	1.74	-	-	0.0%	0.0%	0.0%
Music	4.13	5.09	4.73	0.96	(0.36)	23.2%	-7.1%	8.1%
Nursing	1.76	0.72	1.26	(1.04)	0.54	-59.1%	75.0%	8.0%
Nutrition, Foods, Culin Arts	2.47	2.74	2.74	0.27	-	10.9%	0.0%	5.5%
Oceanography	0.27	0.27	0.27	-	-	0.0%	0.0%	0.0%
Office Tech/Office Comput Appl	1.00	1.00	1.00	-	-	0.0%	0.0%	0.0%
Other Education	-	0.03	0.13	0.03	0.10		333.3%	333.3%
Other Humanities	8.78	9.31	10.10	0.53	0.79	6.0%	8.5%	7.3%
Other Interdisciplinary Stud	3.00	5.05	4.05	2.05	(1.00)	68.3%	-19.8%	24.3%
Other Physical Sciences	1.90	1.90	1.90	-	-	0.0%	0.0%	0.0%
Painting, Drawing	3.43	3.12	3.12	(0.31)	-	-9.0%	0.0%	-4.5%
Paralegal	2.25	1.90	2.05	(0.35)	0.15	-15.6%	7.9%	-3.8%
Philosophy	5.52	5.29	5.82	(0.23)	0.53	-4.2%	10.0%	2.9%
Phlebotomy	0.43	-	-	(0.43)	-	-100.0%		-100.0%
Photography	1.60	1.77	1.60	0.17	(0.17)	10.6%	-9.6%	0.5%
Physical Education	8.25	8.27	8.07	0.02	(0.20)	0.2%	-2.4%	-1.1%
Physical Sciences, General	-	0.08	-	0.08	(0.08)		-100.0%	-100.0%
Physics, General	7.63	9.59	10.13	1.96	0.54	25.7%	5.6%	15.7%
Political Science	5.14	5.24	5.19	0.10	(0.05)	1.9%	-1.0%	0.5%
Psychology, General	14.57	13.77	14.65	(0.80)	0.88	-5.5%	6.4%	0.4%
Reading	0.26	0.37	1.09	0.11	0.72	42.3%	194.6%	118.5%

**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
Real Estate	2.04	2.04	2.05	-	0.01	0.0%	0.5%	0.2%
Registered Nursing	11.28	12.74	11.66	1.46	(1.08)	12.9%	-8.5%	2.2%
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	0.67	0.67	0.67	-	-	0.0%	0.0%	0.0%
Small Business, Entrepren	0.38	0.38	0.76	-	0.38	0.0%	100.0%	50.0%
Social Sciences, General	-	-	0.30	-	0.30			
Sociology	3.70	3.40	4.36	(0.30)	0.96	-8.1%	28.2%	10.1%
Spanish	2.00	2.33	2.67	0.33	0.34	16.5%	14.6%	15.5%
Speech Communication	18.31	19.25	20.18	0.94	0.93	5.1%	4.8%	5.0%
Supervised Tutoring	7.27	7.10	8.47	(0.17)	1.37	-2.3%	19.3%	8.5%
Tax Studies	0.93	0.93	0.93	-	-	0.0%	0.0%	0.0%
Television-incl TV/film/video	3.65	3.25	2.64	(0.40)	(0.61)	-11.0%	-18.8%	-14.9%
Vietnamese	0.67	0.67	0.67	-	-	0.0%	0.0%	0.0%
Women Studies	1.20	1.20	-	-	(1.20)	0.0%	-100.0%	-50.0%
World Wide Web Administration	0.68	0.68	0.68	-	-	0.0%	0.0%	0.0%
<b>Total</b>	<b>517.24</b>	<b>536.86</b>	<b>538.45</b>	<b>19.62</b>	<b>1.59</b>	<b>3.8%</b>	<b>0.3%</b>	<b>2.0%</b>
<b>Foothill College</b>								
Accounting	13.27	13.55	14.19	0.28	0.64	2.1%	4.7%	3.4%
Adapted Physical Education	0.15	0.15	0.30	-	0.15	0.0%	100.0%	50.0%
Anatomy, Physiology	4.69	6.03	7.38	1.34	1.35	28.6%	22.4%	25.5%
Anthropology	4.81	5.30	5.14	0.49	(0.16)	10.2%	-3.0%	3.6%
Applied Photography	2.07	1.74	2.44	(0.33)	0.70	-15.9%	40.2%	12.1%
Archaeology	0.29	0.29	0.59	-	0.30	0.0%	103.4%	51.7%
Art	1.05	1.04	1.04	(0.01)	-	-1.0%	0.0%	-0.5%
Astronomy	1.20	1.15	1.00	(0.05)	(0.15)	-4.2%	-13.0%	-8.6%
Athletic Training, Sports Med	1.13	1.29	1.29	0.16	-	14.2%	0.0%	7.1%
Biology, General	12.15	11.79	12.85	(0.36)	1.06	-3.0%	9.0%	3.0%
Biotechnology, Biomedical Tech	1.00	0.20	-	(0.80)	(0.20)	-80.0%	-100.0%	-90.0%

**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
Business Administration	4.49	5.59	5.67	1.10	0.08	24.5%	1.4%	13.0%
Business Management	2.27	1.72	1.03	(0.55)	(0.69)	-24.2%	-40.1%	-32.2%
Career Guidance, Orientation	4.84	3.47	3.77	(1.37)	0.30	-28.3%	8.6%	-9.8%
Ceramics	1.72	2.04	2.04	0.32	-	18.6%	0.0%	9.3%
Chemistry, General	13.65	14.23	17.28	0.58	3.05	4.2%	21.4%	12.8%
Child Devel Administrat, Man	0.27	0.27	0.27	-	-	0.0%	0.0%	0.0%
Child Develop/Early Care, Educ	5.55	5.66	5.96	0.11	0.30	2.0%	5.3%	3.6%
Commercial Music	2.70	2.46	3.40	(0.24)	0.94	-8.9%	38.2%	14.7%
Community Health Care Worker	-	-	0.33	-	0.33			
Comparative Literature	-	0.30	-	0.30	(0.30)		-100.0%	-100.0%
Computer Infrastructure, Supp	1.09	1.09	1.09	-	-	0.0%	0.0%	0.0%
Computer Programming	-	-	0.36	-	0.36			
Computer Science (transfer)	1.27	1.16	0.27	(0.11)	(0.89)	-8.7%	-76.7%	-42.7%
Computer Software Development	12.06	11.22	12.49	(0.84)	1.27	-7.0%	11.3%	2.2%
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	3.66	4.28	3.90	0.62	(0.38)	16.9%	-8.9%	4.0%
Dental Hygienist	9.78	8.76	9.17	(1.02)	0.41	-10.4%	4.7%	-2.9%
Diagnostic Medical Sonography	1.07	2.68	1.13	1.61	(1.55)	150.5%	-57.8%	46.3%
Dramatic Arts	2.90	2.22	3.16	(0.68)	0.94	-23.4%	42.3%	9.4%
ESL-Integrated	2.68	4.24	4.03	1.56	(0.21)	58.2%	-5.0%	26.6%
ESL-Reading	0.99	0.67	0.67	(0.32)	-	-32.3%	0.0%	-16.2%
ESL-Speaking/Listening	1.06	0.90	0.91	(0.16)	0.01	-15.1%	1.1%	-7.0%
ESL-Writing	2.42	1.95	2.01	(0.47)	0.06	-19.4%	3.1%	-8.2%
Earth Science	0.30	-	0.30	(0.30)	0.30	-100.0%		-100.0%
Economics	3.77	3.67	4.02	(0.10)	0.35	-2.7%	9.5%	3.4%
Education, General	0.46	0.46	0.46	-	-	0.0%	0.0%	0.0%
Educational Technology	2.72	3.19	3.38	0.47	0.19	17.3%	6.0%	11.6%
Emergency Medical Services	1.56	3.31	2.05	1.75	(1.26)	112.2%	-38.1%	37.1%

**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
Engineering, General	0.87	1.35	1.67	0.48	0.32	55.2%	23.7%	39.4%
English	26.39	27.02	26.06	0.63	(0.96)	2.4%	-3.6%	-0.6%
Environmental Control Techn	4.53	4.78	4.65	0.25	(0.13)	5.5%	-2.7%	1.4%
Environmental Science	0.30	0.30	0.30	-	-	0.0%	0.0%	0.0%
Ethnic Studies	1.50	3.10	3.80	1.60	0.70	106.7%	22.6%	64.6%
Fine Arts, General	3.33	3.33	3.32	-	(0.01)	0.0%	-0.3%	-0.2%
General Stud-Not for Courses	0.08	-	0.82	(0.08)	0.82	-100.0%		-100.0%
General Work Experience	0.24	0.24	0.14	-	(0.10)	0.0%	-41.7%	-20.8%
Geographic Information Systems	1.10	0.70	0.70	(0.40)	-	-36.4%	0.0%	-18.2%
Geography	3.35	4.72	3.88	1.37	(0.84)	40.9%	-17.8%	11.5%
Graphic Art, Design	3.55	2.83	3.52	(0.72)	0.69	-20.3%	24.4%	2.0%
Health Occupations, General	4.94	4.70	4.77	(0.24)	0.07	-4.9%	1.5%	-1.7%
Health Prof, Transf Core Curr	2.03	1.65	1.65	(0.38)	-	-18.7%	0.0%	-9.4%
History	2.80	3.41	3.62	0.61	0.21	21.8%	6.2%	14.0%
Horticulture	3.05	2.32	2.31	(0.73)	(0.01)	-23.9%	-0.4%	-12.2%
Indust Syst Technol, Mainte	-	0.33	0.33	0.33	-		0.0%	0.0%
Intercollegiate Athletics	4.07	3.76	3.61	(0.31)	(0.15)	-7.6%	-4.0%	-5.8%
International Studies	0.30	0.60	0.60	0.30	-	100.0%	0.0%	50.0%
Japanese	2.60	2.94	2.94	0.34	-	13.1%	0.0%	6.5%
Journalism	0.41	0.41	0.81	-	0.40	0.0%	97.6%	48.8%
Kinesiology	2.70	2.97	3.30	0.27	0.33	10.0%	11.1%	10.6%
Leadership Skills Development	0.20	0.20	0.27	-	0.07	0.0%	35.0%	17.5%
Learning Skills, Disabled	2.77	2.02	2.32	(0.75)	0.30	-27.1%	14.9%	-6.1%
Library Science, General	0.07	0.07	0.14	-	0.07	0.0%	100.0%	50.0%
Living Skills, Disabled	8.61	10.60	11.05	1.99	0.45	23.1%	4.2%	13.7%
Mass Communications	0.66	0.33	0.33	(0.33)	-	-50.0%	0.0%	-25.0%
Mathematics Skills	0.68	0.17	0.88	(0.51)	0.71	-75.0%	417.6%	171.3%
Mathematics, General	35.73	28.71	26.80	(7.02)	(1.91)	-19.6%	-6.7%	-13.2%
Media, Communications, General	0.05	1.00	0.05	0.95	(0.95)	1900.0%	-95.0%	902.5%

**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
Multimedia	2.23	1.90	1.91	(0.33)	0.01	-14.8%	0.5%	-7.1%
Music	3.44	3.42	3.42	(0.02)	-	-0.6%	0.0%	-0.3%
Office Tech/Office Comput Appl	0.15	-	-	(0.15)	-	-100.0%		-100.0%
Other Biological Sciences	0.27	0.27	0.27	-	-	0.0%	0.0%	0.0%
Other Engin, Related Industr	0.25	0.28	-	0.03	(0.28)	12.0%	-100.0%	-44.0%
Other Interdisciplinary Stud	0.09	0.09	-	-	(0.09)	0.0%	-100.0%	-50.0%
Other Mathematics	-	-	-	-	-			
Painting, Drawing	2.43	1.76	2.09	(0.67)	0.33	-27.6%	18.8%	-4.4%
Paramedic	3.51	3.95	4.42	0.44	0.47	12.5%	11.9%	12.2%
Pharmacy Technology	2.02	2.29	2.00	0.27	(0.29)	13.4%	-12.7%	0.4%
Philosophy	2.36	2.08	2.08	(0.28)	-	-11.9%	0.0%	-5.9%
Photography	1.80	1.58	2.57	(0.22)	0.99	-12.2%	62.7%	25.2%
Physical Education	4.91	4.70	4.77	(0.21)	0.07	-4.3%	1.5%	-1.4%
Physical Sciences, General	0.03	1.01	0.93	0.98	(0.08)	3266.7%	-7.9%	1629.4%
Physics, General	5.55	5.13	6.13	(0.42)	1.00	-7.6%	19.5%	6.0%
Plumbing, Pipefitting, Steamf	6.16	6.90	6.59	0.74	(0.31)	12.0%	-4.5%	3.8%
Political Science	2.47	2.75	2.86	0.28	0.11	11.3%	4.0%	7.7%
Psychology, General	10.84	8.78	9.32	(2.06)	0.54	-19.0%	6.2%	-6.4%
Radiologic Technology	4.11	4.19	4.91	0.08	0.72	1.9%	17.2%	9.6%
Reading	0.67	0.69	0.43	0.02	(0.26)	3.0%	-37.7%	-17.3%
Respiratory Care/Therapy	4.28	4.49	4.40	0.21	(0.09)	4.9%	-2.0%	1.5%
Retail Store Operations, Manag	-	0.30	0.30	0.30	-		0.0%	0.0%
Social Sciences, General	2.93	2.40	1.60	(0.53)	(0.80)	-18.1%	-33.3%	-25.7%
Sociology	5.09	4.25	4.48	(0.84)	0.23	-16.5%	5.4%	-5.5%
Spanish	2.66	2.53	2.53	(0.13)	-	-4.9%	0.0%	-2.4%
Speech Communication	11.35	11.36	10.69	0.01	(0.67)	0.1%	-5.9%	-2.9%
Supervised Tutoring	-	0.01	-	0.01	(0.01)		-100.0%	-100.0%
Tax Studies	-	-	0.33	-	0.33			
Technical Communication	0.38	-	-	(0.38)	-	-100.0%		-100.0%

**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
Technical Theater	1.09	1.56	1.76	0.47	0.20	43.1%	12.8%	28.0%
Veterinary Technic (Licensed)	6.64	5.98	6.20	(0.66)	0.22	-9.9%	3.7%	-3.1%
Vocational ESL	0.09	0.09	0.36	-	0.27	0.0%	300.0%	150.0%
Women Studies	0.30	0.30	0.30	-	-	0.0%	0.0%	0.0%
<b>Total</b>	<b>330.81</b>	<b>328.38</b>	<b>338.37</b>	<b>(2.43)</b>	<b>9.99</b>	<b>-0.7%</b>	<b>3.0%</b>	<b>1.2%</b>
<b>FHDA CCD</b>								
Academic Guidance	2.77	2.77	2.94	-	0.17	0.0%	6.1%	3.1%
Accounting	22.52	23.39	24.33	0.87	0.94	3.9%	4.0%	3.9%
Adapted Physical Education	2.25	2.25	2.40	-	0.15	0.0%	6.7%	3.3%
Administration of Justice	3.20	2.50	2.50	(0.70)	-	-21.9%	0.0%	-10.9%
American Studies	0.87	0.87	1.17	-	0.30	0.0%	34.5%	17.2%
Anatomy, Physiology	9.65	11.05	12.40	1.40	1.35	14.5%	12.2%	13.4%
Animation	1.34	1.34	1.68	-	0.34	0.0%	25.4%	12.7%
Anthropology	12.41	13.40	12.54	0.99	(0.86)	8.0%	-6.4%	0.8%
Applied Design	1.05	1.05	1.39	-	0.34	0.0%	32.4%	16.2%
Applied Photography	4.03	3.71	4.41	(0.32)	0.70	-7.9%	18.9%	5.5%
Archaeology	0.29	0.29	0.59	-	0.30	0.0%	103.4%	51.7%
Area Studies	0.90	0.90	0.60	-	(0.30)	0.0%	-33.3%	-16.7%
Art	2.85	2.94	2.73	0.09	(0.21)	3.2%	-7.1%	-2.0%
Asian, South Asian, Pacif Isl	0.33	0.67	0.67	0.34	-	103.0%	0.0%	51.5%
Astronomy	5.01	5.91	5.96	0.90	0.05	18.0%	0.8%	9.4%
Athletic Training, Sports Med	1.13	1.29	1.29	0.16	-	14.2%	0.0%	7.1%
Automotive Technology	12.87	14.10	14.30	1.23	0.20	9.6%	1.4%	5.5%
Banking, Finance	0.30	0.30	0.30	-	-	0.0%	0.0%	0.0%
Biology, General	24.50	23.95	24.68	(0.55)	0.73	-2.2%	3.0%	-
Biotechnology, Biomedical Tech	1.00	0.20	-	(0.80)	(0.20)	-80.0%	-100.0%	-90.0%
Business Administration	14.89	15.99	16.47	1.10	0.48	7.4%	3.0%	5.2%
Business Management	4.44	3.14	3.27	(1.30)	0.13	-29.3%	4.1%	-12.6%
Business, Commerce, General	-	0.38	0.38	0.38	-	-	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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
Career Guidance, Orientation	4.84	3.54	3.84	(1.30)	0.30	-26.9%	8.5%	-
Ceramics	4.11	4.43	4.46	0.32	0.03	7.8%	0.7%	4.2%
Chemistry, General	30.49	31.87	35.83	1.38	3.96	4.5%	12.4%	8.5%
Child Devel Administrat, Man	0.54	0.54	0.81	-	0.27	0.0%	50.0%	25.0%
Child Develop/Early Care, Educ	12.07	12.08	13.58	0.01	1.50	0.1%	12.4%	6.3%
Children with Special Needs	0.20	0.20	0.20	-	-	0.0%	0.0%	0.0%
Chinese	2.26	2.26	1.67	-	(0.59)	0.0%	-26.1%	-13.1%
Coaching	0.66	0.66	0.66	-	-	0.0%	0.0%	0.0%
Commercial Music	2.70	2.46	3.40	(0.24)	0.94	-8.9%	38.2%	14.7%
Community Health Care Worker	-	-	0.33	-	0.33	-	-	-
Comparative Literature	1.20	1.50	1.20	0.30	(0.30)	25.0%	-20.0%	2.5%
Computer Graphics, Digital Im	0.34	0.34	0.34	-	-	0.0%	0.0%	0.0%
Computer Infrastructure, Supp	1.77	2.04	2.65	0.27	0.61	15.3%	29.9%	22.6%
Computer Networking	0.34	0.34	0.34	-	-	0.0%	0.0%	0.0%
Computer Programming	16.31	15.54	14.38	(0.77)	(1.16)	-4.7%	-7.5%	-6.1%
Computer Science (transfer)	1.27	1.16	0.27	(0.11)	(0.89)	-8.7%	-76.7%	-42.7%
Computer Software Development	12.06	11.22	12.49	(0.84)	1.27	-7.0%	11.3%	2.2%
Corrections	-	0.30	0.30	0.30	-	-	0.0%	-
Creative Writing	1.14	1.14	1.14	-	-	0.0%	0.0%	0.0%
Dance	2.23	2.35	1.24	0.12	(1.11)	5.4%	-47.2%	-20.9%
Database Design, Administrat	1.36	1.36	1.80	-	0.44	0.0%	32.4%	16.2%
Dental Assistant	3.66	4.28	3.90	0.62	(0.38)	16.9%	-8.9%	4.0%
Dental Hygienist	9.78	8.76	9.17	(1.02)	0.41	-10.4%	4.7%	-2.9%
Desktop Publishing	0.35	0.35	0.35	-	-	0.0%	0.0%	0.0%
Diagnostic Medical Sonography	1.07	2.68	1.13	1.61	(1.55)	150.5%	-57.8%	46.3%
Drafting Technology	2.63	3.49	4.55	0.86	1.06	32.7%	30.4%	31.5%
Dramatic Arts	4.13	3.45	4.40	(0.68)	0.95	-16.5%	27.5%	5.5%
ESL-Integrated	15.85	16.30	16.82	0.45	0.52	2.8%	3.2%	3.0%
ESL-Reading	3.18	2.50	2.37	(0.68)	(0.13)	-21.4%	-5.2%	-13.3%

**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
ESL–Speaking/Listening	3.53	3.78	3.37	0.25	(0.41)	7.1%	-10.8%	-1.9%
ESL–Writing	6.13	4.95	4.31	(1.18)	(0.64)	-19.2%	-12.9%	-16.1%
Earth Science	0.30	-	0.30	(0.30)	0.30	-100.0%	-	-100.0%
Economics	11.57	11.54	12.82	(0.03)	1.28	-0.3%	11.1%	5.4%
Education, General	0.79	0.79	0.79	-	-	0.0%	0.0%	0.0%
Educational Technology	2.72	3.19	3.38	0.47	0.19	17.3%	6.0%	11.6%
Emergency Medical Services	1.56	3.31	2.05	1.75	(1.26)	112.2%	-38.1%	37.1%
Energy Systems Technology	0.40	0.39	0.53	(0.01)	0.14	-2.5%	35.9%	16.7%
Engineering, General	2.80	3.75	3.93	0.95	0.18	33.9%	4.8%	19.4%
English	87.91	88.63	81.16	0.72	(7.47)	0.8%	-8.4%	-3.8%
Environmental Control Techn	4.53	4.78	4.65	0.25	(0.13)	5.5%	-2.7%	1.4%
Environmental Science	4.24	4.49	4.03	0.25	(0.46)	5.9%	-10.2%	-2.2%
Environmental Studies	3.73	3.39	3.58	(0.34)	0.19	-9.1%	5.6%	-1.8%
Environmental Technology	1.01	1.08	1.29	0.07	0.21	6.9%	19.4%	13.2%
Ethnic Studies	8.88	11.30	15.78	2.42	4.48	27.3%	39.6%	33.4%
Film Production	0.90	1.21	1.21	0.31	-	34.4%	0.0%	17.2%
Film Studies	2.10	2.10	2.10	-	-	0.0%	0.0%	0.0%
Fine Arts, General	8.23	7.23	7.84	(1.00)	0.61	-12.2%	8.4%	-1.9%
Forensics, Evidence, Invest	-	0.30	0.30	0.30	-	-	0.0%	0.0%
French	0.67	0.67	0.67	-	-	0.0%	0.0%	0.0%
General Stud-Not for Courses	0.75	0.47	1.04	(0.28)	0.57	-37.3%	121.3%	42.0%
General Work Experience	0.24	0.24	0.14	-	(0.10)	0.0%	-41.7%	-20.8%
Geographic Information Systems	1.10	0.70	0.70	(0.40)	-	-36.4%	0.0%	-18.2%
Geography	5.85	6.82	5.98	0.97	(0.84)	16.6%	-12.3%	2.1%
Geology	1.88	1.88	1.88	-	-	0.0%	0.0%	0.0%
German	0.67	0.67	0.67	-	-	0.0%	0.0%	0.0%
Graphic Art, Design	5.29	5.95	5.25	0.66	(0.70)	12.5%	-11.8%	0.4%
Health Education	1.14	0.87	0.87	(0.27)	-	-23.7%	0.0%	-11.8%
Health Occupations, General	4.94	4.70	4.77	(0.24)	0.07	-4.9%	1.5%	-1.7%

**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
Health Prof, Transf Core Curr	2.03	1.65	1.65	(0.38)	-	-18.7%	0.0%	-9.4%
History	10.77	11.85	12.61	1.08	0.76	10.0%	6.4%	8.2%
Horticulture	3.05	2.32	2.31	(0.73)	(0.01)	-23.9%	-0.4%	-12.2%
Indust Syst Technol, Mainte	-	0.33	0.33	0.33	-	-	0.0%	-
Infants, Toddlers	0.33	0.66	0.33	0.33	(0.33)	100.0%	-50.0%	25.0%
Information Technology, Gener	6.32	6.94	7.66	0.62	0.72	9.8%	10.4%	10.1%
Intercollegiate Athletics	8.72	8.91	9.06	0.19	0.15	2.2%	1.7%	1.9%
International Studies	0.30	2.00	1.20	1.70	(0.80)	566.7%	-40.0%	263.3%
Italian	0.67	0.67	0.33	-	(0.34)	0.0%	-50.7%	-25.4%
Japanese	3.59	3.93	3.93	0.34	-	9.5%	0.0%	4.7%
Job Seeking/Changing Skills	1.33	1.20	1.41	(0.13)	0.21	-9.8%	17.5%	3.9%
Journalism	0.98	0.98	1.38	-	0.40	0.0%	40.8%	20.4%
Kinesiology	3.70	3.97	4.63	0.27	0.66	7.3%	16.6%	12.0%
Korean	1.34	1.34	1.34	-	-	0.0%	0.0%	0.0%
Language Arts	-	-	-	-	-	-	-	-
Leadership Skills Development	0.60	0.60	0.80	-	0.20	0.0%	33.3%	16.7%
Learning Skills, Disabled	2.77	2.02	2.32	(0.75)	0.30	-27.1%	14.9%	-
Learning Skills, Learn Disabl	-	0.37	0.10	0.37	(0.27)	-	-73.0%	-73.0%
Legal, Community Interpretat	-	-	0.30	-	0.30	-	-	-
Library Science, General	0.07	0.07	0.21	-	0.14	0.0%	200.0%	100.0%
Linguistics	0.30	0.30	0.30	-	-	0.0%	0.0%	0.0%
Living Skills, Disabled	45.22	49.33	47.67	4.11	(1.66)	9.1%	-3.4%	2.9%
Manufacturing, Industrial Tech	4.54	4.48	4.72	(0.06)	0.24	-1.3%	5.4%	2.0%
Marketing, Distribution	1.81	1.81	1.44	-	(0.37)	0.0%	-20.4%	-10.2%
Mass Communications	1.86	1.53	1.23	(0.33)	(0.30)	-17.7%	-19.6%	-18.7%
Mathematics Skills	0.68	0.17	0.88	(0.51)	0.71	-75.0%	417.6%	171.3%
Mathematics, General	86.52	83.50	81.94	(3.02)	(1.56)	-3.5%	-1.9%	-2.7%
Media, Communications, General	0.05	1.43	0.48	1.38	(0.95)	2760.0%	-66.4%	1346.8%
Medical Assisting	3.72	4.47	4.36	0.75	(0.11)	20.2%	-2.5%	8.9%

**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
Medical Laboratory Technology	1.82	1.82	1.61	-	(0.21)	0.0%	-11.5%	-5.8%
Microbiology	1.74	1.74	1.74	-	-	0.0%	0.0%	0.0%
Multimedia	2.23	1.90	1.91	(0.33)	0.01	-14.8%	0.5%	-7.1%
Music	7.57	8.51	8.15	0.94	(0.36)	12.4%	-4.2%	4.1%
Nursing	1.76	0.72	1.26	(1.04)	0.54	-59.1%	75.0%	8.0%
Nutrition, Foods, Culin Arts	2.47	2.74	2.74	0.27	-	10.9%	0.0%	5.5%
Oceanography	0.27	0.27	0.27	-	-	0.0%	0.0%	0.0%
Office Tech/Office Comput Appl	1.15	1.00	1.00	(0.15)	-	-13.0%	0.0%	-6.5%
Other Biological Sciences	0.27	0.27	0.27	-	-	0.0%	0.0%	0.0%
Other Education	-	0.03	0.13	0.03	0.10	-	333.3%	333.3%
Other Engin, Related Industr	0.25	0.28	-	0.03	(0.28)	12.0%	-100.0%	-44.0%
Other Humanities	8.78	9.31	10.10	0.53	0.79	6.0%	8.5%	7.3%
Other Interdisciplinary Stud	5.09	5.14	4.05	0.05	(1.09)	1.0%	-21.2%	-
Other Mathematics	-	-	-	-	-	-	-	-
Other Physical Sciences	1.90	1.90	1.90	-	-	0.0%	0.0%	0.0%
Painting, Drawing	5.86	4.88	5.21	(0.98)	0.33	-16.7%	6.8%	-5.0%
Paralegal	2.25	1.90	2.05	(0.35)	0.15	-15.6%	7.9%	-3.8%
Paramedic	3.51	3.95	4.42	0.44	0.47	12.5%	11.9%	12.2%
Pharmacy Technology	2.02	2.29	2.00	0.27	(0.29)	13.4%	-12.7%	0.4%
Philosophy	7.88	7.37	7.90	(0.51)	0.53	-6.5%	7.2%	0.4%
Phlebotomy	0.43	-	-	(0.43)	-	-100.0%	-	-100.0%
Photography	3.40	3.35	4.17	(0.05)	0.82	-1.5%	24.5%	11.5%
Physical Education	13.16	12.97	12.84	(0.19)	(0.13)	-1.4%	-1.0%	-1.2%
Physical Sciences, General	0.03	1.09	0.93	1.06	(0.16)	3533.3%	-14.7%	1759.3%
Physics, General	13.18	14.72	16.26	1.54	1.54	11.7%	10.5%	11.1%
Plumbing, Pipefitting, Steamf	6.16	6.90	6.59	0.74	(0.31)	12.0%	-4.5%	3.8%
Political Science	7.61	7.99	8.05	0.38	0.06	5.0%	0.8%	2.9%
Psychology, General	25.41	22.55	23.97	(2.86)	1.42	-11.3%	6.3%	-2.5%
Radiologic Technology	4.11	4.19	4.91	0.08	0.72	1.9%	17.2%	9.6%

**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
Reading	0.93	1.06	1.52	0.13	0.46	14.0%	43.4%	28.7%
Real Estate	2.04	2.04	2.05	-	0.01	0.0%	0.5%	0.2%
Registered Nursing	11.28	12.74	11.66	1.46	(1.08)	12.9%	-8.5%	2.2%
Respiratory Care/Therapy	4.28	4.49	4.40	0.21	(0.09)	4.9%	-2.0%	1.5%
Retail Store Operations, Manag	-	0.30	0.30	0.30	-	-	0.0%	0.0%
Russian	0.67	0.67	0.67	-	-	0.0%	0.0%	-
Sculpture	0.35	0.35	0.35	-	-	0.0%	0.0%	0.0%
Sign Language	0.67	0.67	0.67	-	-	0.0%	0.0%	0.0%
Small Business, Entrepren	0.38	0.38	0.76	-	0.38	0.0%	100.0%	50.0%
Social Sciences, General	2.93	2.40	1.90	(0.53)	(0.50)	-18.1%	-20.8%	-19.5%
Sociology	8.79	7.65	8.84	(1.14)	1.19	-13.0%	15.6%	1.3%
Spanish	4.66	4.86	5.20	0.20	0.34	4.3%	7.0%	5.6%
Speech Communication	29.66	30.61	30.87	0.95	0.26	3.2%	0.8%	2.0%
Supervised Tutoring	7.27	7.11	8.47	(0.16)	1.36	-2.2%	19.1%	8.5%
Tax Studies	0.93	0.93	1.26	-	0.33	0.0%	35.5%	17.7%
Technical Communication	0.38	-	-	(0.38)	-	-100.0%	-	-100.0%
Technical Theater	1.09	1.56	1.76	0.47	0.20	43.1%	12.8%	28.0%
Television-incl TV/film/video	3.65	3.25	2.64	(0.40)	(0.61)	-11.0%	-18.8%	-14.9%
Veterinary Technic (Licensed)	6.64	5.98	6.20	(0.66)	0.22	-9.9%	3.7%	-3.1%
Vietnamese	0.67	0.67	0.67	-	-	0.0%	0.0%	0.0%
Vocational ESL	0.09	0.09	0.36	-	0.27	0.0%	300.0%	150.0%
Women Studies	1.50	1.50	0.30	-	(1.20)	0.0%	-80.0%	-40.0%
World Wide Web Administration	0.68	0.68	0.68	-	-	0.0%	0.0%	0.0%
<b>Total</b>	<b>850.12</b>	<b>865.31</b>	<b>876.89</b>	<b>15.19</b>	<b>11.58</b>	<b>1.8%</b>	<b>1.3%</b>	<b>1.6%</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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
<b>Central Services</b>								
Academic Administration	-	-	0.9	-	0.9			
Building Maintenance and Repairs	16.5	16.0	17.0	(0.5)	1.0	-3.0%	6.3%	1.6%
Community Use of Facilities	-	-	0.1	-	0.1			
Custodial Services	16.0	14.0	15.0	(2.0)	1.0	-12.5%	7.1%	-2.7%
Fiscal Operations	23.3	24.0	24.0	0.8	(0.1)	3.2%	-0.2%	1.5%
Food Services	0.0	0.0	-	-	(0.0)	0.0%	-100.0%	-50.0%
Grounds Maintenance and Repairs	6.0	5.0	6.0	(1.0)	1.0	-16.7%	20.0%	1.7%
Human Resources Management	9.4	7.8	14.2	(1.6)	6.4	-16.6%	82.1%	32.7%
Job Placement Services	0.6	-	-	(0.6)	-	-100.0%	-	-100.0%
Logistical Services	17.1	17.8	20.0	0.7	2.2	4.3%	12.2%	8.3%
Management Information Systems	54.0	56.4	57.5	2.4	1.1	4.4%	2.0%	3.2%
Matriculation and Student Assessment	-	1.0	1.0	1.0	-	-	0.0%	0.0%
Other Ancillary Services	7.8	8.0	7.5	0.3	(0.5)	3.2%	-6.3%	-1.5%
Other Auxiliary Operations	0.4	-	-	(0.4)	-	-100.0%	-	-100.0%
Other Community Services and Economic Develc	-	1.0	2.0	1.0	1.0	-	100.0%	100.0%
Other General Institutional Support Services	4.6	4.6	5.6	-	1.0	0.0%	21.7%	10.9%
Other Instructional Support Services	0.5	-	-	(0.5)	-	-100.0%	-	-100.0%
Other Operation and Maintenance of Plant	13.8	13.2	17.2	(0.7)	4.0	-4.8%	30.4%	12.8%
Parking	5.4	5.8	7.5	0.4	1.7	6.7%	29.9%	18.3%
Physical Property and Related Acquisitions	4.6	5.6	6.6	1.0	1.0	22.0%	18.0%	20.0%
Planning, Policymaking, and Coordination	3.9	4.9	4.9	1.0	-	25.6%	0.0%	12.8%
Staff Development	2.0	1.0	1.0	(1.0)	-	-50.0%	0.0%	-25.0%
<b>Total</b>	<b>185.8</b>	<b>186.0</b>	<b>207.8</b>	<b>0.2</b>	<b>21.9</b>	<b>0.1%</b>	<b>11.8%</b>	<b>5.9%</b>
<b>De Anza College</b>								
Academic Administration	39.3	36.0	37.5	(3.2)	1.5	-8.2%	4.1%	-2.0%
Academic/Faculty Senate	1.4	2.0	1.7	0.6	(0.3)	45.7%	-15.4%	15.1%
Admissions and Records	22.3	24.9	22.5	2.6	(2.4)	11.7%	-9.5%	1.1%
Child Development Centers	18.0	26.0	29.2	8.0	3.2	44.4%	12.4%	28.4%

**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 Percent Change
	Fall 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
Community Relations	1.4	3.0	3.1	1.6	0.1	118.0%	2.0%	60.0%
Community Service Classes	5.4	5.5	5.0	0.0	(0.5)	0.9%	-8.3%	-3.7%
Community Use of Facilities	7.1	6.2	7.8	(0.9)	1.6	-12.7%	26.4%	6.8%
Counseling and Guidance	7.2	7.1	7.7	(0.2)	0.6	-2.5%	8.5%	3.0%
Course and Curriculum Development	1.0	1.0	2.1	-	1.1	0.0%	111.0%	55.5%
Custodial Services	13.5	13.5	12.0	-	(1.5)	0.0%	-11.3%	-5.7%
Extended Opportunities Programs and Services (	10.6	9.8	9.2	(0.7)	(0.6)	-6.9%	-6.4%	-6.7%
Financial Aid Administration	8.7	8.8	8.0	0.1	(0.8)	1.1%	-9.1%	-4.0%
Fiscal Operations	10.0	9.0	8.2	(1.0)	(0.8)	-10.1%	-8.8%	-9.4%
Food Services	7.4	6.4	2.1	(1.0)	(4.3)	-13.6%	-66.7%	-40.1%
Grounds Maintenance and Repairs	4.4	4.4	4.4	-	-	0.0%	0.0%	0.0%
Health Services	9.6	6.9	7.3	(2.7)	0.5	-28.2%	6.7%	-10.8%
Human Resources Management	2.6	1.7	1.2	(1.0)	(0.4)	-36.5%	-24.8%	-30.7%
Learning Center	3.0	3.8	3.2	0.8	(0.6)	26.7%	-15.8%	5.4%
Library	14.1	13.1	14.1	(1.0)	1.0	-7.2%	7.4%	0.1%
Logistical Services	8.7	8.1	9.8	(0.6)	1.7	-6.5%	21.0%	7.3%
Management Information Systems	1.2	1.4	0.9	0.2	(0.5)	16.0%	-34.8%	-9.4%
Matriculation and Student Assessment	40.0	42.3	37.6	2.3	(4.6)	5.6%	-11.0%	-2.7%
Miscellaneous Student Services	3.6	5.2	6.3	1.5	1.1	41.5%	21.4%	31.4%
Other Ancillary Services	5.0	4.4	3.8	(0.5)	(0.7)	-10.5%	-14.9%	-12.7%
Other Auxiliary Operations	4.3	3.5	5.1	(0.8)	1.6	-18.5%	46.0%	13.7%
Other Community Services and Economic Develc	1.5	1.9	0.9	0.4	(1.0)	26.7%	-51.6%	-12.5%
Other General Institutional Support Services	1.0	-	1.0	(1.0)	1.0	-100.0%	-	-100.0%
Other Instructional Support Services	3.9	7.2	8.2	3.4	1.0	87.0%	13.6%	50.3%
Other Student Counseling and Guidance	1.9	2.0	3.1	0.1	1.0	5.7%	49.5%	27.6%
Other Student Services	0.5	0.5	1.8	(0.0)	1.4	-6.0%	289.4%	141.7%
Planning, Policymaking, and Coordination	3.0	2.0	2.0	(1.0)	(0.0)	-32.5%	-2.0%	-17.2%
Staff Development	2.0	2.5	2.0	0.5	(0.5)	25.0%	-19.6%	2.7%
Staff Diversity	1.0	-	2.0	(1.0)	2.0	-100.0%	-	-100.0%

**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
Student Aid	4.0	4.5	2.6	0.5	(1.9)	11.8%	-41.6%	-14.9%
Student and Co-Curricular Activities	2.4	2.4	3.4	-	1.0	0.0%	42.6%	21.3%
Transfer Programs	1.2	1.4	1.0	0.2	(0.4)	12.9%	-28.6%	-7.8%
Veterans Services	0.1	0.1	0.1	0.0	(0.0)	20.0%	-16.7%	1.7%
<b>Total</b>	<b>271.9</b>	<b>278.1</b>	<b>277.7</b>	<b>6.2</b>	<b>(0.4)</b>	<b>2.3%</b>	<b>-0.1%</b>	<b>1.1%</b>
<b>Foothill College</b>								
Academic Administration	28.7	29.1	27.8	0.4	(1.3)	1.4%	-4.5%	-1.6%
Academic/Faculty Senate	2.4	2.1	2.2	(0.4)	0.1	-15.2%	6.3%	-4.4%
Admissions and Records	6.0	6.0	8.0	-	2.0	0.0%	33.3%	16.7%
Community Relations	6.9	5.0	5.0	(1.9)	-	-27.0%	0.0%	-13.5%
Community Service Classes	0.0	0.1	0.1	0.1	(0.1)	450.0%	-54.5%	197.7%
Community Use of Facilities	2.6	3.1	3.1	0.5	-	17.3%	0.0%	8.7%
Contract Education	0.0	-	-	(0.0)	-	-100.0%	-	-100.0%
Counseling and Guidance	10.1	12.9	11.7	2.8	(1.2)	27.6%	-9.1%	9.2%
Course and Curriculum Development	2.0	2.2	2.0	0.2	(0.2)	11.0%	-9.5%	0.8%
Disabled Students Programs and Services (DSPS)	1.0	0.5	0.5	(0.5)	-	-50.0%	0.0%	-25.0%
Extended Opportunities Programs and Services (	5.6	4.5	5.6	(1.2)	1.2	-20.4%	25.6%	2.6%
Financial Aid Administration	6.0	7.0	5.0	1.0	(2.0)	16.7%	-28.6%	-6.0%
Fiscal Operations	2.0	2.6	1.9	0.5	(0.6)	25.5%	-25.0%	0.2%
Health Services	4.6	4.6	4.3	(0.1)	(0.2)	-1.7%	-5.3%	-3.5%
Human Resources Management	1.1	2.9	3.6	1.7	0.7	155.4%	25.2%	90.3%
Job Placement Services	2.0	3.5	2.7	1.5	(0.8)	75.0%	-22.6%	26.2%
Learning Center	1.4	1.0	1.0	(0.4)	-	-27.5%	0.0%	-13.8%
Library	9.6	8.6	10.1	(1.0)	1.5	-10.8%	17.8%	3.5%
Logistical Services	1.9	2.7	1.9	0.8	(0.8)	40.8%	-31.2%	4.8%
Management Information Systems	1.0	1.0	1.0	-	-	0.0%	0.0%	0.0%
Matriculation and Student Assessment	28.3	30.3	29.7	2.0	(0.6)	7.0%	-1.9%	2.6%
Miscellaneous Student Services	3.0	5.4	6.3	2.4	0.9	79.1%	16.6%	47.9%
Other Ancillary Services	7.5	7.4	7.8	(0.1)	0.4	-1.5%	5.5%	2.0%

**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
Other Auxiliary Operations	9.8	8.6	7.9	(1.2)	(0.7)	-11.8%	-8.6%	-10.2%
Other Community Services and Economic Develc	2.5	2.5	2.4	(0.0)	(0.2)	-1.2%	-6.4%	-3.8%
Other General Institutional Support Services	3.0	4.0	5.0	1.0	1.0	33.3%	25.0%	29.2%
Other Instructional Administration and Instructic	-	1.5	1.0	1.5	(0.5)	-	-33.3%	-
Other Instructional Support Services	5.9	4.7	6.8	(1.2)	2.1	-20.1%	45.3%	12.6%
Other Student Counseling and Guidance	-	1.3	1.0	1.3	(0.3)	-	-24.8%	-
Planning, Policymaking, and Coordination	6.0	6.0	6.0	-	-	0.0%	0.0%	0.0%
Staff Development	-	0.4	-	0.4	(0.4)	-	-100.0%	-100.0%
Student Aid	-	2.0	2.0	2.0	-	-	0.0%	-
Student Personnel Administration	0.5	1.0	1.0	0.5	-	100.0%	0.0%	50.0%
Student and Co-Curricular Activities	4.5	4.5	4.4	-	(0.1)	0.0%	-1.6%	-0.8%
Transfer Programs	-	-	0.0	-	0.0	-	-	-
Veterans Services	1.5	1.9	2.4	0.4	0.6	24.2%	29.7%	26.9%
<b>Total</b>	<b>167.5</b>	<b>180.6</b>	<b>181.1</b>	<b>13.1</b>	<b>0.5</b>	<b>7.8%</b>	<b>0.3%</b>	<b>4.0%</b>
<b>FHDA CCD</b>								
Academic Administration	67.9	65.1	66.2	(2.8)	1.1	-4.1%	1.6%	-1.2%
Academic/Faculty Senate	3.8	4.1	3.9	0.3	(0.2)	6.8%	-4.4%	1.2%
Admissions and Records	28.3	30.9	30.5	2.6	(0.4)	9.2%	-1.2%	4.0%
Building Maintenance and Repairs	16.5	16.0	17.0	(0.5)	1.0	-3.0%	6.3%	1.6%
Child Development Centers	18.0	26.0	29.2	8.0	3.2	44.4%	12.4%	28.4%
Community Relations	8.2	8.0	8.1	(0.2)	0.1	-2.5%	0.7%	-0.9%
Community Service Classes	5.4	5.6	5.1	0.1	(0.5)	2.6%	-9.2%	-3.3%
Community Use of Facilities	9.7	9.2	11.0	(0.4)	1.7	-4.7%	18.8%	7.1%
Contract Education	0.0	-	-	(0.0)	-	-100.0%	-	-100.0%
Counseling and Guidance	17.3	19.9	19.4	2.6	(0.6)	15.0%	-2.9%	6.1%
Course and Curriculum Development	3.0	3.2	4.1	0.2	0.9	7.3%	28.0%	17.6%
Custodial Services	29.5	27.5	27.0	(2.0)	(0.5)	-6.8%	-1.9%	-4.4%
Disabled Students Programs and Services (DSPS)	1.0	0.5	0.5	(0.5)	-	-50.0%	0.0%	-25.0%
Extended Opportunities Programs and Services (	16.2	14.3	14.8	(1.9)	0.5	-11.6%	3.6%	-4.0%

**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
Financial Aid Administration	14.7	15.8	13.0	1.1	(2.8)	7.5%	-17.7%	-5.1%
Fiscal Operations	35.2	35.5	34.0	0.3	(1.5)	0.8%	-4.2%	-1.7%
Food Services	7.4	6.4	2.1	(1.0)	(4.3)	-13.5%	-66.9%	-40.2%
Grounds Maintenance and Repairs	10.4	9.4	10.4	(1.0)	1.0	-9.7%	10.7%	0.5%
Health Services	14.2	11.4	11.6	(2.8)	0.2	-19.6%	1.9%	-8.8%
Human Resources Management	13.1	12.3	19.0	(0.8)	6.7	-5.8%	54.5%	24.3%
Job Placement Services	2.6	3.5	2.7	0.9	(0.8)	33.6%	-22.6%	5.5%
Learning Center	4.4	4.8	4.2	0.4	(0.6)	9.6%	-12.5%	-1.5%
Library	23.8	21.7	24.2	(2.1)	2.5	-8.7%	11.5%	1.4%
Logistical Services	27.7	28.6	31.7	1.0	3.0	3.5%	10.6%	7.0%
Management Information Systems	56.2	58.7	59.4	2.5	0.7	4.5%	1.1%	2.8%
Matriculation and Student Assessment	68.3	73.5	68.3	5.2	(5.2)	7.7%	-7.1%	0.3%
Miscellaneous Student Services	6.7	10.6	12.6	3.9	2.0	58.6%	18.9%	38.7%
Other Ancillary Services	20.2	19.8	19.1	(0.4)	(0.8)	-1.9%	-3.8%	-2.8%
Other Auxiliary Operations	14.4	12.1	13.0	(2.3)	0.9	-16.1%	7.1%	-4.5%
Other Community Services and Economic Develc	4.0	5.4	5.3	1.4	(0.1)	33.9%	-2.6%	15.7%
Other General Institutional Support Services	8.6	8.6	11.6	-	3.0	0.0%	34.9%	17.4%
Other Instructional Administration and Instructic	-	1.5	1.0	1.5	(0.5)	-	-33.3%	-
Other Instructional Support Services	10.2	11.9	15.0	1.7	3.1	16.4%	26.1%	21.2%
Other Operation and Maintenance of Plant	13.8	13.2	17.2	(0.7)	4.0	-4.8%	30.4%	12.8%
Other Student Counseling and Guidance	1.9	3.4	4.1	1.4	0.7	74.6%	20.2%	47.4%
Other Student Services	0.5	0.5	1.8	(0.0)	1.4	-6.0%	289.4%	141.7%
Parking	5.4	5.8	7.5	0.4	1.7	6.7%	29.9%	18.3%
Physical Property and Related Acquisitions	4.6	5.6	6.6	1.0	1.0	22.0%	18.0%	20.0%
Planning, Policymaking, and Coordination	12.9	12.9	12.9	0.0	(0.0)	0.2%	-0.3%	-0.1%
Staff Development	4.0	3.9	3.0	(0.1)	(0.9)	-2.0%	-23.2%	-12.6%
Staff Diversity	1.0	-	2.0	(1.0)	2.0	-100.0%	-	-100.0%
Student Aid	4.0	6.5	4.6	2.5	(1.9)	61.8%	-28.7%	16.5%
Student Personnel Administration	0.5	1.0	1.0	0.5	-	100.0%	0.0%	50.0%

**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 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
Student and Co-Curricular Activities	6.8	6.8	7.7	-	0.9	0.0%	13.7%	6.8%
Transfer Programs	1.2	1.4	1.0	0.2	(0.4)	12.9%	-25.7%	-6.4%
Veterans Services	1.5	1.9	2.5	0.4	0.5	24.0%	28.3%	26.1%
<b>Total</b>	<b>625.1</b>	<b>644.7</b>	<b>666.6</b>	<b>19.6</b>	<b>22.0</b>	<b>3.1%</b>	<b>3.4%</b>	<b>3.3%</b>

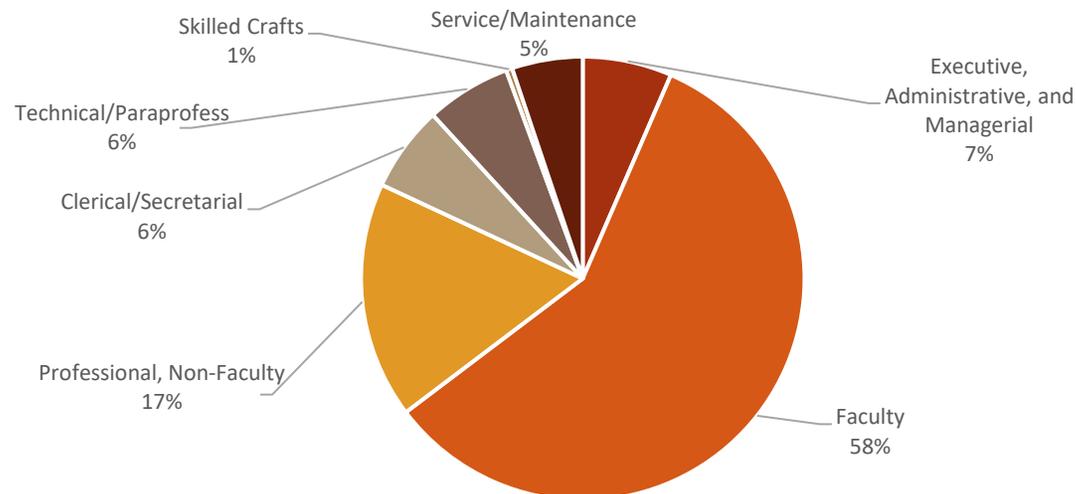
**Table 14. Full-Time Employee Equivalent by Institution, EE06 Occupational Activity and Fall Term**

EE06 Occupational Activity	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
<b>Central Services</b>								
Executive, Administrative, and Managerial	31.9	33.0	35.9	1.1	2.9	3.4%	8.8%	6.1%
Faculty	1.0	1.0	-	-	(1.0)	0.0%	-100.0%	-50.0%
Professional, Non-Faculty	79.0	80.1	88.8	1.1	8.8	1.3%	11.0%	6.2%
Clerical/Secretarial	15.8	19.0	20.5	3.3	1.5	20.6%	7.9%	14.3%
Technical/Paraprofessional	6.0	4.0	4.0	(2.0)	-	-33.3%	0.0%	-16.7%
Skilled Crafts	8.2	10.0	7.0	1.8	(3.0)	22.4%	-30.0%	-3.8%
Service/Maintenance	46.0	39.0	51.7	(7.0)	12.7	-15.2%	32.5%	8.6%
<b>Total</b>	<b>187.8</b>	<b>186.1</b>	<b>207.9</b>	<b>(1.8)</b>	<b>21.9</b>	<b>-0.9%</b>	<b>11.7%</b>	<b>5.4%</b>
<b>De Anza College</b>								
Executive, Administrative, and Managerial	32.2	32.4	31.3	0.2	(1.1)	0.6%	-3.5%	-1.4%
Faculty	513.7	534.4	535.9	20.7	1.4	4.0%	0.3%	2.2%
Professional, Non-Faculty	92.2	95.9	97.4	3.6	1.5	4.0%	1.6%	2.8%
Clerical/Secretarial	49.2	46.0	48.0	(3.2)	2.0	-6.4%	4.3%	-1.0%
Technical/Paraprofessional	67.8	75.2	75.6	7.4	0.3	11.0%	0.5%	5.7%
Service/Maintenance	34.0	31.0	28.0	(3.0)	(3.0)	-8.8%	-9.7%	-9.3%
<b>Total</b>	<b>789.1</b>	<b>815.0</b>	<b>816.1</b>	<b>25.8</b>	<b>1.2</b>	<b>3.3%</b>	<b>0.1%</b>	<b>1.7%</b>
<b>Foothill College</b>								
Executive, Administrative, and Managerial	33.4	33.4	33.3	(0.0)	(0.1)	0.0%	-0.3%	-0.1%
Faculty	354.4	355.1	362.4	0.7	7.3	0.2%	2.1%	1.1%
Professional, Non-Faculty	69.6	78.2	79.8	8.6	1.6	12.3%	2.1%	7.2%
Clerical/Secretarial	23.5	24.8	28.0	1.3	3.2	5.5%	12.7%	9.1%
Technical/Paraprofessional	17.4	17.5	16.0	0.1	(1.5)	0.9%	-8.6%	-3.9%
<b>Total</b>	<b>498.3</b>	<b>509.0</b>	<b>519.5</b>	<b>10.7</b>	<b>10.5</b>	<b>2.1%</b>	<b>2.1%</b>	<b>2.1%</b>

**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 Change
	Fall 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
<b>FHDA CCD</b>								
Executive, Administrative, and Managerial	97.5	98.8	100.5	1.3	1.7	1.3%	1.7%	1.5%
Faculty	869.1	890.5	898.2	21.4	7.7	2.5%	0.9%	1.7%
Professional, Non-Faculty	240.9	254.1	266.1	13.3	12.0	5.5%	<b>4.7%</b>	5.1%
Clerical/Secretarial	88.4	89.8	96.5	1.4	6.6	1.6%	<b>7.4%</b>	4.5%
Technical/Paraprofessional	91.2	96.7	95.6	5.6	(1.2)	6.1%	-1.2%	2.5%
Skilled Crafts	8.2	10.0	7.0	1.8	(3.0)	22.4%	<b>-30.0%</b>	-3.8%
Service/Maintenance	80.0	70.0	79.7	(10.0)	9.7	-12.5%	<b>13.8%</b>	0.7%
<b>Total</b>	<b>1,475.2</b>	<b>1,510.0</b>	<b>1,543.5</b>	<b>34.7</b>	<b>33.5</b>	<b>2.4%</b>	<b>2.2%</b>	<b>2.3%</b>

**Figure 14. FHDA CCD Full-Time Employee Equivalent by EE06 Occupational Activity, Fall 2025**

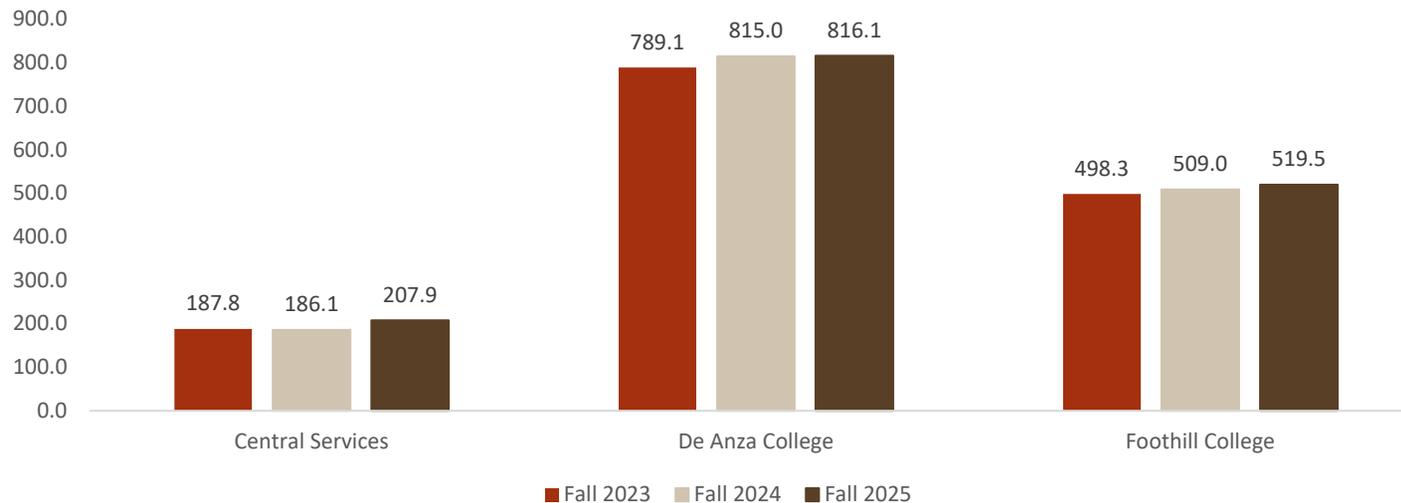


**Table 15. Full-Time Equivalent Employee by Institution and Fall Term**

Institution	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2023	Fall 2024	Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	Fall 2023 to Fall 2024	Fall 2024 to Fall 2025	
Central Services	187.82	186.05	207.91	(1.77)	21.86	-0.9%	11.7%	5.4%
De Anza College	789.11	814.95	816.14	25.84	1.19	3.3%	0.1%	1.7%
Foothill College	498.29	508.96	519.45	10.67	10.49	2.1%	2.1%	2.1%
<b>FHDA CCD</b>	<b>1,475.22</b>	<b>1,509.96</b>	<b>1,543.50</b>	<b>34.74</b>	<b>33.54</b>	<b>2.4%</b>	<b>2.2%</b>	<b>2.3%</b>

Institution	Percent of Total		
	Fall 2022	Fall 2023	Fall 2024
Central Services	12.7%	12.3%	13.5%
De Anza College	53.5%	54.0%	52.9%
Foothill College	33.8%	33.7%	33.7%
<b>FHDA CCD</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

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



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

Assignment Type	Fall 2023		Fall 2024		Fall 2025	
	FTEE	Percent	FTEE	Percent	FTEE	Percent
Administrative Support	625.10	42.4%	644.65	42.7%	666.61	43.2%
Instruction (TOP code)	850.12	57.6%	865.31	57.3%	876.89	56.8%
<b>Total</b>	<b>1,475.22</b>	<b>100.0%</b>	<b>1,509.96</b>	<b>100.0%</b>	<b>1,543.50</b>	<b>100.0%</b>

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

