

IRP@FHDA

MIS Employee Submission Report, Fall 2024

Introduction

The MIS employee reports (*Employee Demographics* and *Employee Assignments*) for fall 2024 were submitted by the Foothill-De Anza Community College District (FHDA CCD) to the California Community Colleges Chancellor's Office (CCCCO) on February 7, 2025. This document provides a summary of the data submitted in these reports and gives data custodians across the district the opportunity to review and identify issues that may undermine their validity.

The MIS employee reports include data for all full-time employees and part-time faculty with at least one assignment during the reporting fall term.¹ Data shown on 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, this document includes data for the last three fall terms (fall 2022, fall 2023, and fall 2024) disaggregated by institution (Central Services, De Anza College, Foothill College, FHDA CCD) 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 2022, fall 2023, and fall 2024. Findings at the district level (FHDA CCD) and differences across employee groups are the main focus of the analyses.

Employee Headcount

- Data in Table 1 show a total of 1,790 full-time and part-time faculty employees at the FHDA CCD in fall 2024, a drop of 0.3% when compared to fall 2023. About 53% (948) of these were assigned to De Anza College, 37.2% (665) to Foothill College, and 10.5% (188) to Central Services (i.e., the administrative unit of the district). Data in Table 1 and Figure 1 show that the district had an average annual drop of 1.6% in employee headcount during the last three fall terms. Data for the last two fall terms show an

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

increase in the employee headcount only for Foothill, 2.6% (665 in fall 2024 from 642 the previous fall term) during this period.

- FHDA CCD data disaggregated by employee group (*administrator, academic temporary, classified professional, classified support*) in Table 2.A shows a headcount increase most across groups, excluding *classified support*, in fall 2024 over the prior fall term. Headcount data for the *classified professional* group shows the highest percentage increase between the last two fall terms, 5.8% (256 from 242); data for *temporary faculty* shows the highest average percentage increase (3.1%) for the last three fall terms.
- Data in Table 2.B show that the *academic temporary* group accounted for 42.2% of the total FHDA CCD employee headcount in fall 2024; at De Anza, this group accounted for 45.3%; at Foothill, 50.7%.
- Specific to faculty groups, data in Table 2.C shows that during fall 2024 the *academic tenured/tenured track* group accounted for 35.3% and 33.9% of the total faculty at De Anza and Foothill, respectively. Data in the same table shows that 65.0% of the faculty at FHDA CCD were classified as *academic temporary* in fall 2024.
- 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 *service/maintenance* employees at FHDA CCD dropped 12.5% (70 from 80) in fall 2024, compared to the prior fall term; this group accounted for 3.9% of the total employee headcount in fall 2024 and 4.6% in fall 2023.

Demographics: Gender, Age, and Race/Ethnicity

- Data disaggregated by *gender* in Table 4 show that the number of male employees at FHDA CCD have increased at a higher rate than the number of females (two-year average percent change for males: 2.0%; females: 0.8%). However, females continued to account for a significantly larger percentage of FHDA employees in fall 2024. During this term, females accounted for 57.4% of all employees at the district; males, 42.6%.
- FHDA CCD data disaggregated by *EE06 occupational activity* and *gender* in Table 5 show that there was a higher-than-expected percentage increase for the number of male employees among the *executives* (4.3%), *faculty* (5.0%), and *professional, non-faculty* (7.1%) in fall 2024 over the prior fall term. However, data in Table 5 show that the number of females within most employee classifications continued to be significantly higher when compared to the number of males. Data in Table 5.A show that in fall 2024 the only classifications with a significantly higher number of males than females included *skilled crafts* (males: 100%) and *services/maintenance* (males:72.9%; females: 27.1%).
- Data disaggregated by age group in Table 6 and Figure 6.C show that 40.5% of all FHDA CCD employees were *55 years or older* at the beginning of the fall 2024 term, compared to 39.1% the previous fall term. Data in Table 7 shows that the median age for employees at FHDA CCD was 51 in fall 2024, compared to 52 the previous fall. Data disaggregated by occupational activity in this table show the *skilled crafts* group as the oldest (median age, 55); the youngest, the *clerical/secretarial* (median age, 43).

- Data disaggregated by *race/ethnicity* in Table 8 and Figure 8 show that 87.9% of FHDA CCD employees in fall 2024 were either White (44.9%), Asian (25.4%), or Hispanic (17.7%). Data in Table 8 shows that between fall 2023 and fall 2024 the number of African-Americans/Blacks increased 8.8% (74 from 68); Asians increased 8.1% (454 from 420); Hispanics increased 2.3% (317 from 310).
- FHDA CCD data for fall 2024 disaggregated by *race/ethnicity* and *EE06 occupational activity* in Table 8.A show that the number of White employees in the following occupational activities is at least 40% of the group total: *executive, administrator, or manager* (40.8%), *faculty* (53.0%) and *skilled crafts* (40.0%). Asian employees accounted for at least 30% of the total for the *professional, non-faculty* (34.4%) and *clerical/secretarial* (32.6%) groups. Data for the last three fall terms show that close to half (45.7% to 48.8%) of all *service/maintenance* employees at FHDA CCD were Hispanics.

Employment Status

- Data in Table 9 show that the number of *retiree, continuing* employees (i.e., continue working after retirement) at FHDA CCD increased 32.5% in fall 2024 (53 from 40 in fall 2023). Data in Table 9.A show that 52 of the 53 *retiree, continuing* employees in fall 2024 worked as faculty—15 at Foothill and 37 at De Anza.

Compensation: Annual Salary and Hourly Rate

- Data in Table 10 show that the average annual salary for FHDA CCD employees increased to \$ 119,668 in fall 2024 from \$ 118,565 in fall 2023 (0.9% increase). Data disaggregated by *EE06 occupational activity* in this table show that the highest average annual salary at the district in fall 2024 was for the *executive/administrator/manager* group, \$ 218,710; the lowest, for the *service/maintenance* group, \$80,220. The highest percentage increase in annual salary between fall 2023 and fall 2024 was for the *skilled crafts* group (11.5%); the lowest, for the *technical/paraprofessional* (-0.5%).
- Data in Table 11 show that the average hourly rate for *part-time faculty or overload assignments* for *regular faculty* at FHDA CCD in fall 2024 was \$142; the hourly rate for overload assignment for *executive/administrator/manager* employees, \$167.

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

- Data for FHDA CCD in Table 15 show that the total annualized¹ FTEE in fall 2024 was 1,509.96, an increase of 2.4% when compared to the FTEE for the prior fall term. Data in this table show that only Central Services had a drop in FTEE (-0.9%, minus 1.77 FTEE) in fall 2024, compared to the prior fall term. The FTEE at De Anza and Foothill increased 3.3% and 2.1%, respectively, during this period. Data in Figure 16 show that instructional assignments (i.e., assignments with TOP code accounts) and administrative support assignments (i.e., assignments with ASA codes) accounted for 57.3% and 42.7%, respectively, of the total FTEE in fall 2024.

- FHDA CCD data disaggregated by *EE06 occupational activity* in Figure 14 show that *faculty* accounted for 59% (890.5) of the total FTEE in fall 2024 at the district; *professional/non-faculty* employees, 17% (254.1). Excluding *skilled crafts*, which accounted for 1% (10), each of the remaining employee groups accounted between 5% and 6% of the total FTEE.
- FHDA CCD FTEE data for instructional assignments in Table 12 show that the following areas had the highest FTEE in fall 2024: *English* (88.63, 10.2% of total), *Mathematics, General* (83.5, 9.6% of total), and *Living Skills, Disabled* (49.33, 5.7% of total).
- In Table 13, FHDA CCD FTEE data for administrative support assignments show the following as the areas with the highest FTEE in fall 2024: *Matriculation and Student Assessment* (73.53, 11.4% of total), *Academic Administration* (65.13, 10.1% of total), and *Management Information Systems* (58.73, 9.1%).

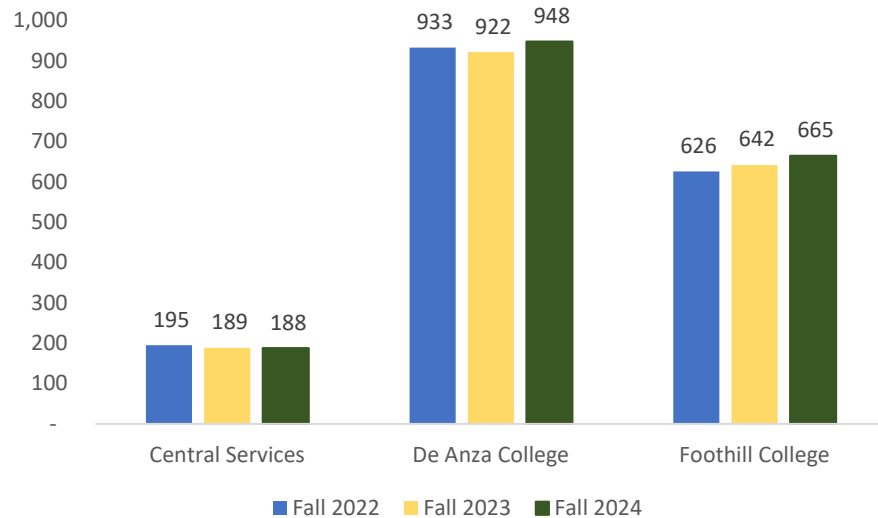
ⁱ To annualize, workload is multiplied by 3 (quarters, not including summer intermission, in the academic year. Assumes same instructional activity in fall as in other quarters of the academic year.

Table 1. Employee Headcount by Institution and Fall Term

Institution	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Central Services	195	189	188	5	(6)	2.6%	-3.1%	-0.2%
De Anza College	933	922	948	7	(11)	0.8%	-1.2%	-0.2%
Foothill College	626	642	665	(59)	16	-8.6%	2.6%	-3.0%
FHDA CCD	1,744	1,738	1,790	(51)	(6)	-2.8%	-0.3%	-1.6%

	Percent of FHDA Headcount		
	Fall 2022	Fall 2023	Fall 2024
Central Services	11.2%	10.9%	10.5%
De Anza College	53.5%	53.0%	53.0%
Foothill College	35.9%	36.9%	37.2%
FHDA CCD	100.0%	100.0%	100.0%

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Central Services								
Administrator	32	32	33	-	1	0.0%	3.1%	1.6%
Academic Temporary	1	1	1	-	-	-	0.0%	-
Classified Professional	83	79	82	(4)	3	-4.8%	3.8%	-0.5%
Classified Support	79	77	72	(2)	(5)	-2.5%	-6.5%	-4.5%
Total	195	189	188	(6)	(1)	-3.1%	-0.5%	-1.8%
De Anza College								
Administrator	31	31	32	-	1	0.0%	3.2%	1.6%
Academic Tenured/Tenure Track	244	236	234	(8)	(2)	-3.3%	-0.8%	-2.1%
Academic Temporary	407	407	429	-	22	0.0%	5.4%	2.7%
Classified Professional	97	93	96	(4)	3	-4.1%	3.2%	-0.4%
Classified Support	154	155	157	1	2	0.6%	1.3%	1.0%
Total	933	922	948	(11)	26	-1.2%	2.8%	0.8%
Foothill College								
Administrator	37	33	33	(4)	-	-10.8%	0.0%	-5.4%
Academic Tenured/Tenure Track	169	166	173	(3)	7	-1.8%	4.2%	1.2%
Academic Temporary	313	330	337	17	7	5.4%	2.1%	3.8%
Classified Professional	68	71	78	3	7	4.4%	9.9%	7.1%
Classified Support	39	42	44	3	2	7.7%	4.8%	6.2%
Total	626	642	665	16	23	2.6%	3.6%	3.1%
FHDA CCD								
Administrator	100	96	98	(4)	2	-4.0%	2.1%	-1.0%
Academic Tenured/Tenure Track	413	402	407	(11)	5	-2.7%	1.2%	-0.7%
Academic Temporary	711	724	756	13	32	1.8%	4.4%	3.1%
Classified Professional	248	242	256	(6)	14	-2.4%	5.8%	1.7%
Classified Support	272	274	273	2	(1)	0.7%	-0.4%	0.2%
Total	1,744	1,738	1,790	(6)	52	-0.3%	3.0%	1.3%

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

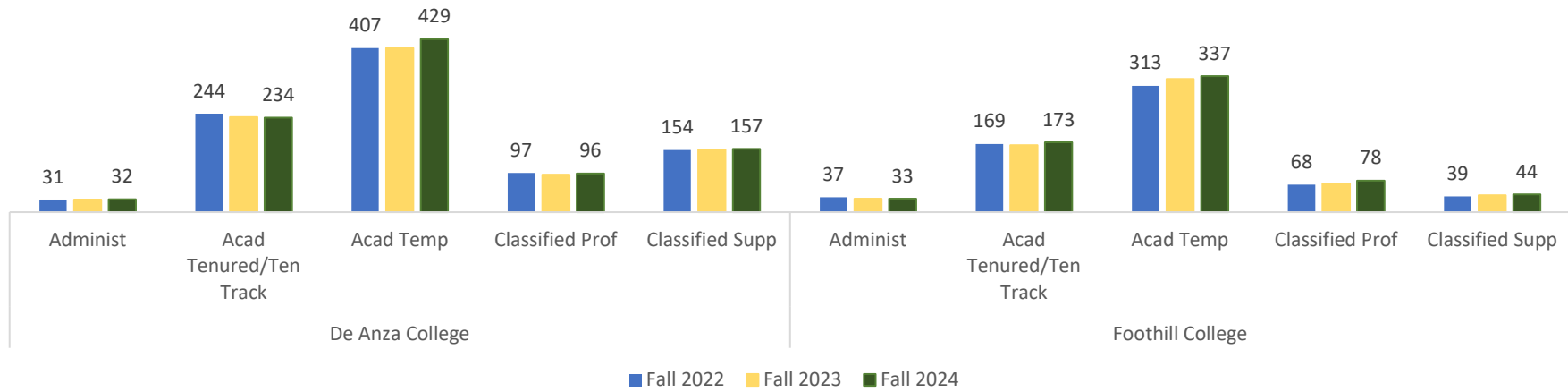
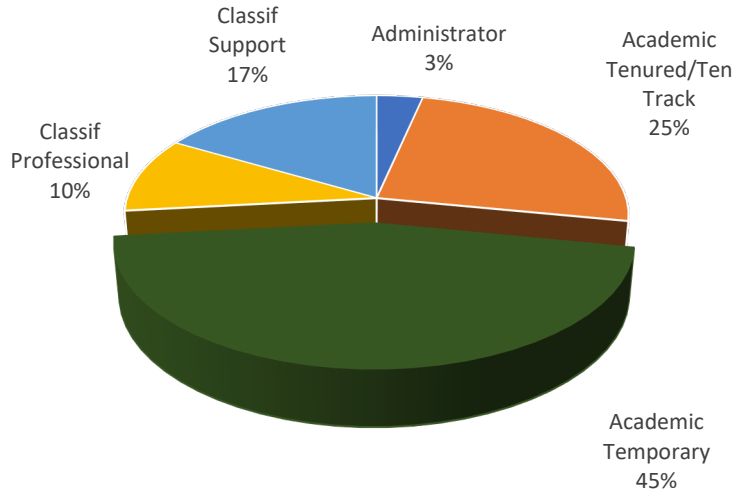


Figure 2.A2 Headcount by College and Employee Group, Fall 2024

De Anza College



Foothill College

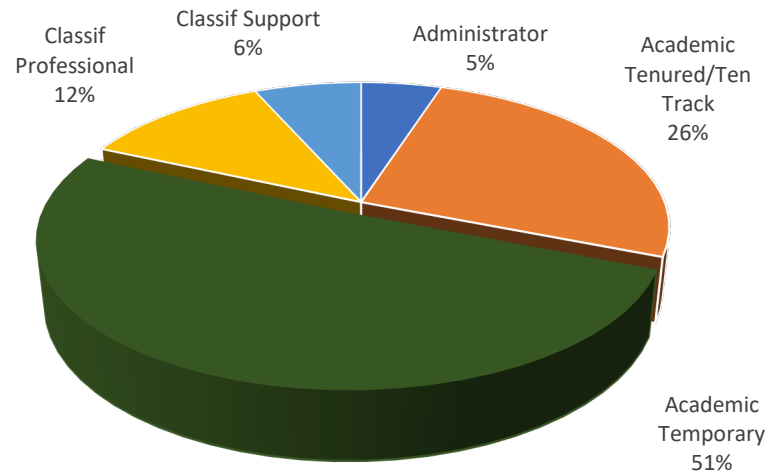


Table 2.B Headcount Percentage by Institution, Employee Group and Fall Term

Employee Group	Fall 2022		Fall 2023		Fall 2024	
	Count	Percent	Count	Percent	Count	Percent
Central Services						
Administrator	32	16.4%	32	16.9%	33	17.6%
Academic Temporary	1	0.5%	1	0.5%	1	0.5%
Classified Professional	83	42.6%	79	41.8%	82	43.6%
Classified Support	79	40.5%	77	40.7%	72	38.3%
Total	195	100.0%	189	100.0%	188	100.0%
De Anza College						
Administrator	31	3.3%	31	3.4%	32	3.4%
Academic Tenured/Tenure Track	244	26.2%	236	25.6%	234	24.7%
Academic Temporary	407	43.6%	407	44.1%	429	45.3%
Classified Professional	97	10.4%	93	10.1%	96	10.1%
Classified Support	154	16.5%	155	16.8%	157	16.6%
Total	933	100.0%	922	100.0%	948	100.0%
Foothill College						
Administrator	37	5.9%	33	5.1%	33	5.0%
Academic Tenured/Tenure Track	169	27.0%	166	25.9%	173	26.0%
Academic Temporary	313	50.0%	330	51.4%	337	50.7%
Classified Professional	68	10.9%	71	11.1%	78	11.7%
Classified Support	39	6.2%	42	6.5%	44	6.6%
Total	626	100.0%	642	100.0%	665	100.0%
FHDA CCD						
Administrator	100	5.7%	96	5.5%	98	5.5%
Academic Tenured/Tenure Track	413	23.7%	402	23.1%	407	22.7%
Academic Temporary	711	40.8%	724	41.7%	756	42.2%
Classified Professional	248	14.2%	242	13.9%	256	14.3%
Classified Support	272	15.6%	274	15.8%	273	15.3%
Total	1,744	100.0%	1,738	100.0%	1,790	100.0%

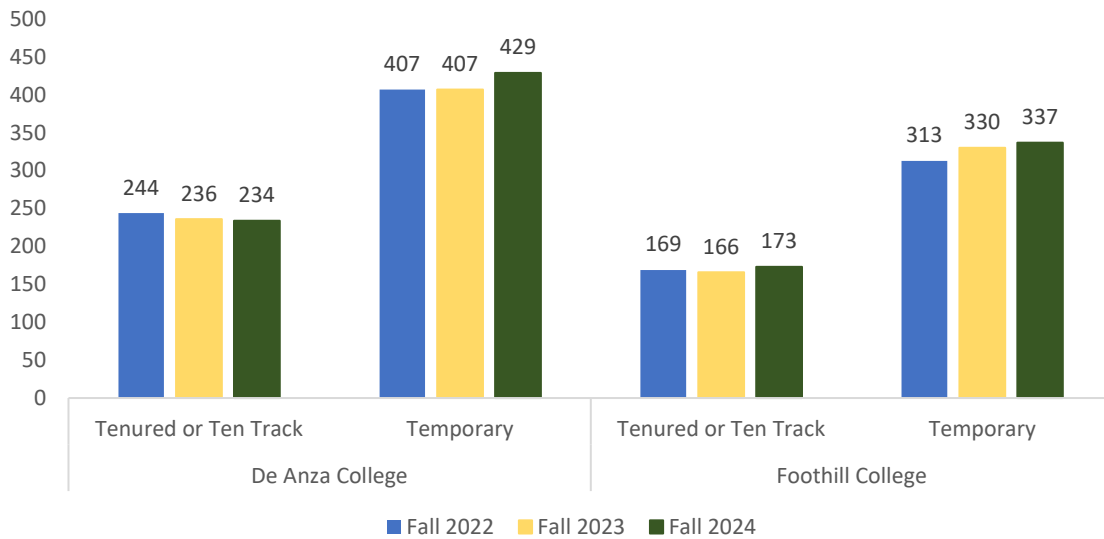
Notes

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

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

Employee Group	Fall 2022		Fall 2023		Fall 2024	
	Count	Percent	Count	Percent	Count	Percent
De Anza College						
Academic Tenured/Tenure Track	244	37.5%	236	36.7%	234	35.3%
Academic Temporary	407	62.5%	407	63.3%	429	64.7%
Total Faculty	651	100.0%	643	100.0%	663	100.0%
Foothill College						
Academic Tenured/Tenure Track	169	35.1%	166	33.5%	173	33.9%
Academic Temporary	313	64.9%	330	66.5%	337	66.1%
Total Faculty	482	100.0%	496	100.0%	510	100.0%
FHDA CCD						
Academic Tenured/Tenure Track	413	36.7%	402	35.7%	407	35.0%
Academic Temporary	711	63.3%	724	64.3%	756	65.0%
Total Faculty	1,124	100.0%	1,126	100.0%	1,163	100.0%

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Central Services								
Executive, Adm, or Manag	32	32	33	-	1	0.0%	3.1%	1.6%
Faculty	1	1	1	-	-	-	-	-
Professional, Non-Faculty	83	79	82	(4)	3	-4.8%	3.8%	-0.5%
Clerical/Secretarial	16	16	19	-	3	0.0%	18.8%	9.4%
Technical/Paraprofess	6	6	4	-	(2)	0.0%	-33.3%	-16.7%
Skilled Crafts	11	9	10	(2)	1	-18.2%	11.1%	-3.5%
Service/Maintenance	46	46	39	-	(7)	0.0%	-15.2%	-7.6%
Total	195	189	188	(6)	(1)	-3.1%	-0.5%	-1.8%
De Anza College								
Executive, Adm, or Manag	31	31	32	-	1	0.0%	3.2%	1.6%
Faculty	651	643	663	(8)	20	-1.2%	3.1%	0.9%
Professional, Non-Faculty	97	93	96	(4)	3	-4.1%	3.2%	-0.4%
Clerical/Secretarial	52	50	47	(2)	(3)	-3.8%	-6.0%	-4.9%
Technical/Paraprofess	68	71	79	3	8	4.4%	11.3%	7.8%
Service/Maintenance	34	34	31	-	(3)	0.0%	-8.8%	-4.4%
Total	933	922	948	(11)	26	-1.2%	2.8%	0.8%
Foothill College								
Executive, Adm, or Manag	37	33	33	(4)	-	-10.8%	0.0%	-5.4%
Faculty	482	496	510	14	14	2.9%	2.8%	2.9%
Professional, Non-Faculty	68	71	78	3	7	4.4%	9.9%	7.1%
Clerical/Secretarial	21	24	26	3	2	14.3%	8.3%	11.3%
Technical/Paraprofess	18	18	18	-	-	0.0%	0.0%	0.0%
Total	626	642	665	16	23	2.6%	3.6%	3.1%

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
FHDA CCD								
Executive, Adm, or Manag	100	96	98	(4)	2	-4.0%	2.1%	-1.0%
Faculty	1,124	1,126	1,163	2	37	0.2%	3.3%	1.7%
Professional, Non-Faculty	248	242	256	(6)	14	-2.4%	5.8%	1.7%
Clerical/Secretarial	89	90	92	1	2	1.1%	2.2%	1.7%
Technical/Paraprofess	92	95	101	3	6	3.3%	6.3%	4.8%
Skilled Crafts	11	9	10	(2)	1	-18.2%	11.1%	-3.5%
Service/Maintenance	80	80	70	-	(10)	0.0%	-12.5%	-6.3%
Total	1,744	1,738	1,790	(6)	52	-0.3%	3.0%	1.3%

Figure 3. FHDA CCD Employee Headcount, Fall 2024

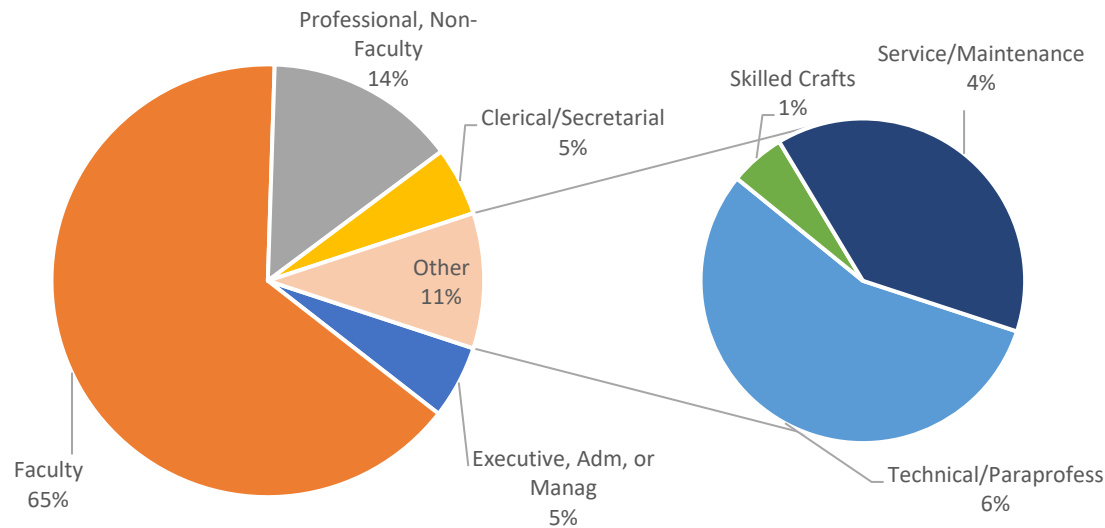


Table 4. Employee Headcount by Institution, Gender and Fall Term

Gender	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Central Services								
Female	83	79	79	-4	0	-4.8%	0.0%	-2.4%
Male	112	110	109	-2	-1	-1.8%	-0.9%	-1.3%
Total	195	189	188	-6	-1	-3.1%	-0.5%	-1.8%
De Anza College								
Female	559	544	559	-15	15	-2.7%	2.8%	0.0%
Male	374	378	389	4	11	1.1%	2.9%	2.0%
Total	933	922	948	-11	26	-1.2%	2.8%	0.8%
Foothill College								
Female	379	388	398	9	10	2.4%	2.6%	2.5%
Male	247	254	266	7	12	2.8%	4.7%	3.8%
Non-binary	-	-	1	0	1	-	-	-
Total	626	642	665	16	23	2.6%	3.6%	3.1%
FHDA CCD								
Female	1,012	999	1,027	-13	28	-1.3%	2.8%	0.8%
Male	732	739	762	7	23	1.0%	3.1%	2.0%
Non-binary	-	-	1	0	1	-	-	-
Total	1,744	1,738	1,790	-6	52	-0.3%	3.0%	1.3%

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

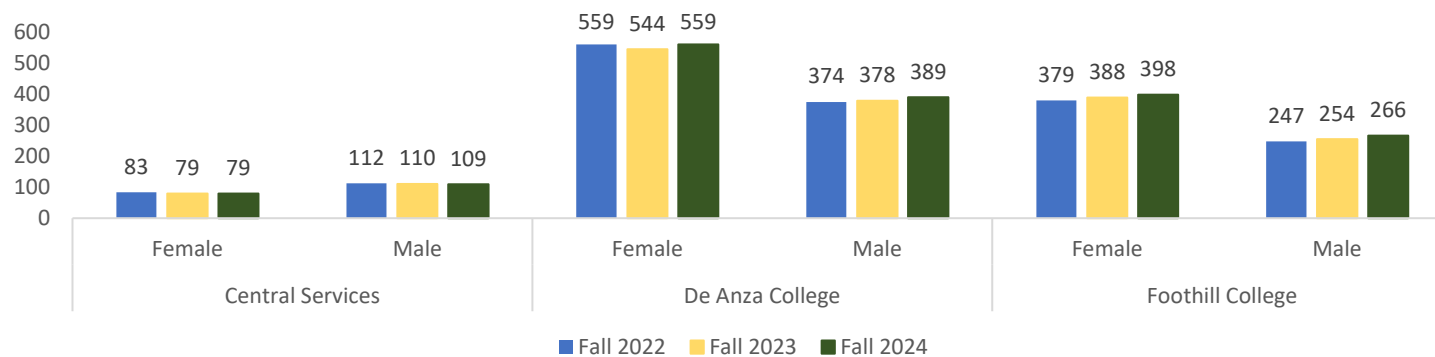


Table 5. Employee Headcount by Institution, EE06 Occupational Activity and Fall Term

EE06 Occupational Activity	Gender	Headcount			Change		Percent Change		2-Year Avg Percent Change
		Fall 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Central Services									
Executive, Adm, or Manag	Female	18	17	15	(1)	(2)	-5.6%	-11.8%	-8.7%
	Male	14	15	18	1	3	7.1%	20.0%	13.6%
Faculty	Female	1	1	1	-	-	0.0%	0.0%	0.0%
Professional, Non-Faculty	Female	40	36	36	(4)	-	-10.0%	0.0%	-5.0%
	Male	43	43	46	-	3	0.0%	7.0%	3.5%
Clerical/Secretarial	Female	13	14	18	1	4	7.7%	28.6%	18.1%
	Male	3	2	1	(1)	(1)	-33.3%	-50.0%	-41.7%
Technical/Paraprofess	Female	3	3	2	-	(1)	0.0%	-33.3%	-16.7%
	Male	3	3	2	-	(1)	0.0%	-33.3%	-16.7%
Skilled Crafts	Male	11	9	10	(2)	1	-18.2%	-	-
Service/Maintenance	Female	8	8	7	-	(1)	0.0%	-12.5%	-6.3%
	Male	38	38	32	-	(6)	0.0%	-15.8%	-7.9%
Total	Female	83	79	79	(4)	-	-4.8%	0.0%	-2.4%
	Male	112	110	109	(2)	(1)	-1.8%	-0.9%	-1.3%

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
De Anza College									
Executive, Adm, or Manag	Female	17	16	17	(1)	1	-5.9%	6.3%	0.2%
	Male	14	15	15	1	-	7.1%	0.0%	3.6%
Faculty	Female	371	358	366	(13)	8	-3.5%	2.2%	-0.6%
	Male	280	285	297	5	12	1.8%	4.2%	3.0%
Professional, Non-Faculty	Female	70	69	71	(1)	2	-1.4%	2.9%	0.7%
	Male	27	24	25	(3)	1	-11.1%	4.2%	-3.5%
Clerical/Secretarial	Female	45	43	39	(2)	(4)	-4.4%	-9.3%	-6.9%
	Male	7	7	8	-	1	0.0%	14.3%	7.1%
Technical/Paraprofess	Female	42	45	54	3	9	7.1%	20.0%	13.6%
	Male	26	26	25	-	(1)	0.0%	-3.8%	-1.9%
Service/Maintenance	Female	14	13	12	(1)	(1)	-7.1%	-7.7%	-7.4%
	Male	20	21	19	1	(2)	5.0%	-9.5%	-2.3%
Total	Female	559	544	559	(15)	15	-2.7%	2.8%	0.0%
	Male	374	378	389	4	11	1.1%	2.9%	2.0%
Foothill College									
Executive, Adm, or Manag	Female	19	17	18	(2)	1	-10.5%	5.9%	-2.3%
	Male	18	16	15	(2)	(1)	-11.1%	-6.3%	-8.7%
Faculty	Female	287	294	296	7	2	2.4%	0.7%	1.6%
	Male	195	202	213	7	11	3.6%	5.4%	4.5%
Professional, Non-Faculty	Female	50	54	59	4	5	8.0%	9.3%	8.6%
	Male	18	17	19	(1)	2	-5.6%	11.8%	3.1%
Clerical/Secretarial	Female	19	19	21	-	2	0.0%	10.5%	5.3%
	Male	2	5	5	3	-	150.0%	0.0%	75.0%
Technical/Paraprofess	Female	4	4	4	-	-	0.0%	0.0%	0.0%
	Male	14	14	14	-	-	0.0%	0.0%	0.0%
Total	Female	379	388	398	9	10	-	-	-
	Male	247	254	266	7	12	2.8%	4.7%	3.8%

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
FHDA CCD									
Executive, Adm, or Manag	Female	54	50	50	(4)	-	-7.4%	0.0%	-3.7%
	Male	46	46	48	-	2	0.0%	4.3%	2.2%
Faculty	Female	650	642	654	(8)	12	-1.2%	1.9%	0.3%
	Male	474	484	508	10	24	2.1%	5.0%	3.5%
Professional, Non-Faculty	Female	160	158	166	(2)	8	-1.3%	5.1%	1.9%
	Male	88	84	90	(4)	6	-4.5%	7.1%	1.3%
Clerical/Secretarial	Female	77	76	78	(1)	2	-1.3%	2.6%	0.7%
	Male	12	14	14	2	-	16.7%	0.0%	8.3%
Technical/Paraprofess	Female	49	52	60	3	8	6.1%	15.4%	10.8%
	Male	43	43	41	-	(2)	0.0%	-4.7%	-2.3%
Skilled Crafts	Male	11	9	10	(2)	1	-18.2%	-	-
Service/Maintenance	Female	22	21	19	(1)	(2)	-4.5%	-9.5%	-7.0%
	Male	58	59	51	1	(8)	1.7%	-13.6%	-5.9%
Total	Female	1,012	999	1,027	(13)	28	-1.3%	2.8%	0.8%
	Male	732	739	762	7	23	1.0%	3.1%	2.0%

Notes

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

Table 5.A FHDA CCD Employee Headcount by EE06 Occupational Activity and Gender, Fall 2024

EE06 Occupational Activity	Gender	Headcount	Percent
Executive, Adm, or Manag	Female	50	51.0%
	Male	48	49.0%
Faculty	Female	654	56.3%
	Male	508	43.7%
Professional, Non-Faculty	Female	166	64.8%
	Male	90	35.2%
Clerical/Secretarial	Female	78	84.8%
	Male	14	15.2%
Technical/Paraprofess	Female	60	59.4%
	Male	41	40.6%
Skilled Crafts	Male	10	100.0%
Service/Maintenance	Female	19	27.1%
	Male	51	72.9%
Total	Female	1,027	57.4%
	Male	762	42.6%

Notes

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

Figure 5.A FHDA CCD Employee Headcount by EE06 Occupational Activity and Gender, Fall 2024

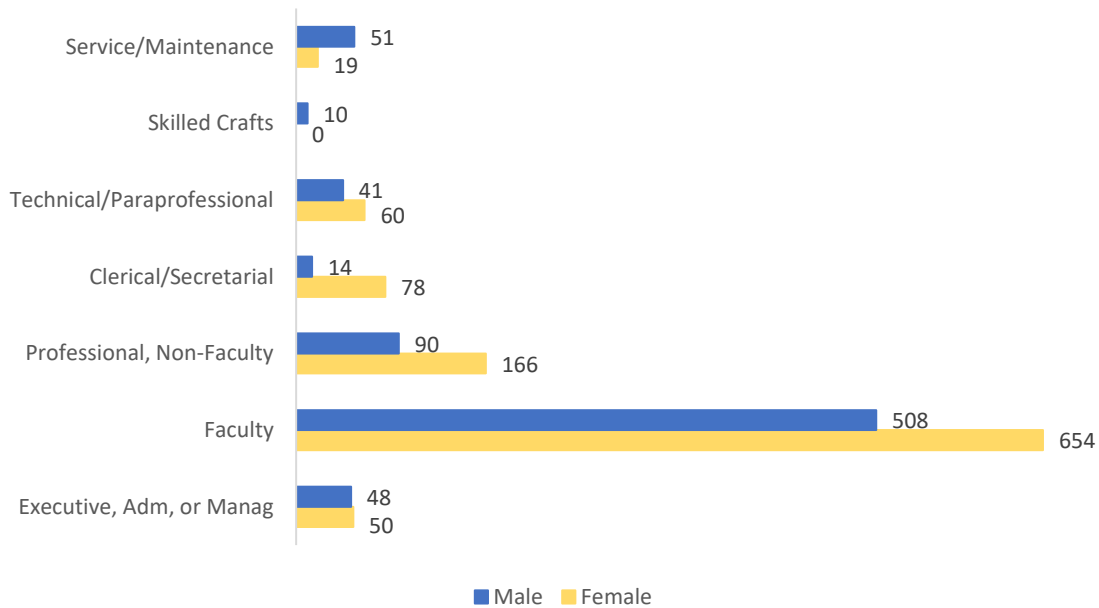


Table 6. Employee Headcount by Institution, Age Group and Fall Term

Age Group	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Central Services								
29 or less	12	11	11	(1)	-	-8.3%	0.0%	-4.2%
30-34	9	12	15	3	3	33.3%	25.0%	29.2%
35-39	13	14	13	1	(1)	7.7%	-7.1%	0.3%
40-44	22	20	22	(2)	2	-9.1%	10.0%	0.5%
45-49	30	32	25	2	(7)	6.7%	-21.9%	-7.6%
50-54	24	24	29	-	5	0.0%	20.8%	10.4%
55-59	36	31	28	(5)	(3)	-13.9%	-9.7%	-11.8%
60-64	30	26	23	(4)	(3)	-13.3%	-11.5%	-12.4%
65 or more	19	19	22	-	3	0.0%	15.8%	7.9%
Total	195	189	188	(6)	(1)	-3.1%	-0.5%	-1.8%
De Anza College								
29 or less	28	32	36	4	4	14.3%	12.5%	13.4%
30-34	76	68	69	(8)	1	-10.5%	1.5%	-4.5%
35-39	68	71	78	3	7	4.4%	9.9%	7.1%
40-44	111	118	115	7	(3)	6.3%	-2.5%	1.9%
45-49	95	93	109	(2)	16	-2.1%	17.2%	7.5%
50-54	153	140	123	(13)	(17)	-8.5%	-12.1%	-10.3%
55-59	150	144	146	(6)	2	-4.0%	1.4%	-1.3%
60-64	102	112	124	10	12	9.8%	10.7%	10.3%
65 or more	150	144	148	(6)	4	-4.0%	2.8%	-0.6%
Total	933	922	948	(11)	26	-1.2%	2.8%	0.8%

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

Age Group	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Foothill College								
29 or less	21	23	30	2	7	9.5%	30.4%	20.0%
30-34	38	36	40	(2)	4	-5.3%	11.1%	2.9%
35-39	70	71	58	1	(13)	1.4%	-18.3%	-8.4%
40-44	98	100	117	2	17	2.0%	17.0%	9.5%
45-49	87	96	91	9	(5)	10.3%	-5.2%	2.6%
50-54	86	86	91	-	5	0.0%	5.8%	2.9%
55-59	82	93	93	11	-	13.4%	0.0%	6.7%
60-64	64	59	66	(5)	7	-7.8%	11.9%	2.0%
65 or more	80	78	79	(2)	1	-2.5%	1.3%	-0.6%
Total	626	642	665	16	23	2.6%	3.6%	3.1%
FHDA CCD								
29 or less	61	65	77	4	12	6.6%	18.5%	12.5%
30-34	123	115	124	(8)	9	-6.5%	7.8%	0.7%
35-39	150	155	149	5	(6)	3.3%	-3.9%	-0.3%
40-44	228	233	249	5	16	2.2%	6.9%	4.5%
45-49	212	221	224	9	3	4.2%	1.4%	2.8%
50-54	263	250	242	(13)	(8)	-4.9%	-3.2%	-4.1%
55-59	264	263	266	(1)	3	-0.4%	1.1%	0.4%
60-64	195	196	212	1	16	0.5%	8.2%	4.3%
65 or more	248	240	247	(8)	7	-3.2%	2.9%	-0.2%
Total	1,744	1,738	1,790	(6)	52	-0.3%	3.0%	1.3%

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

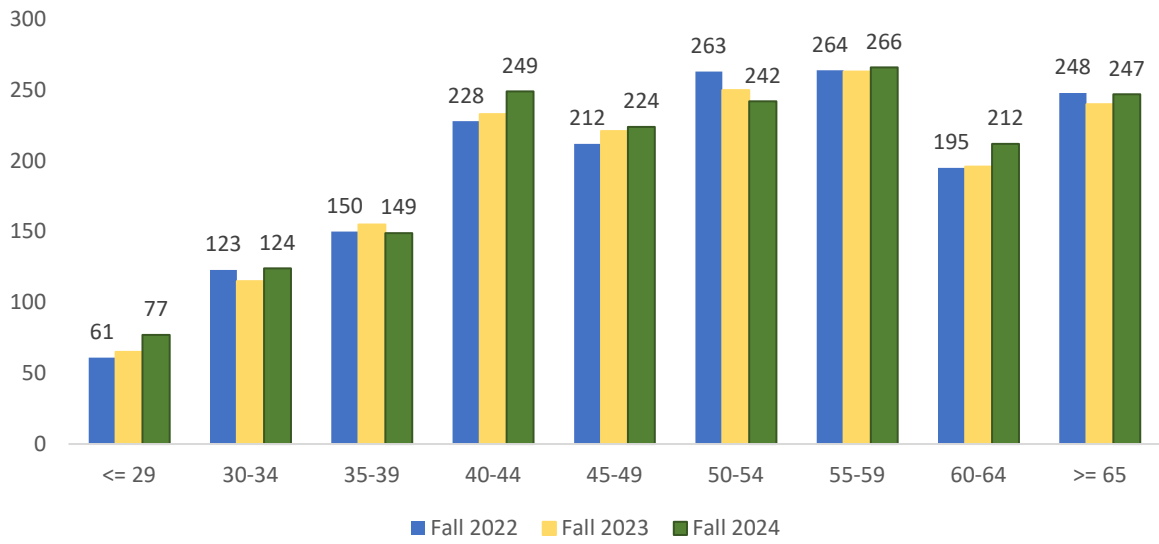


Figure 6.B FHDA CCD Employee Headcount by Age Group and Fall Term

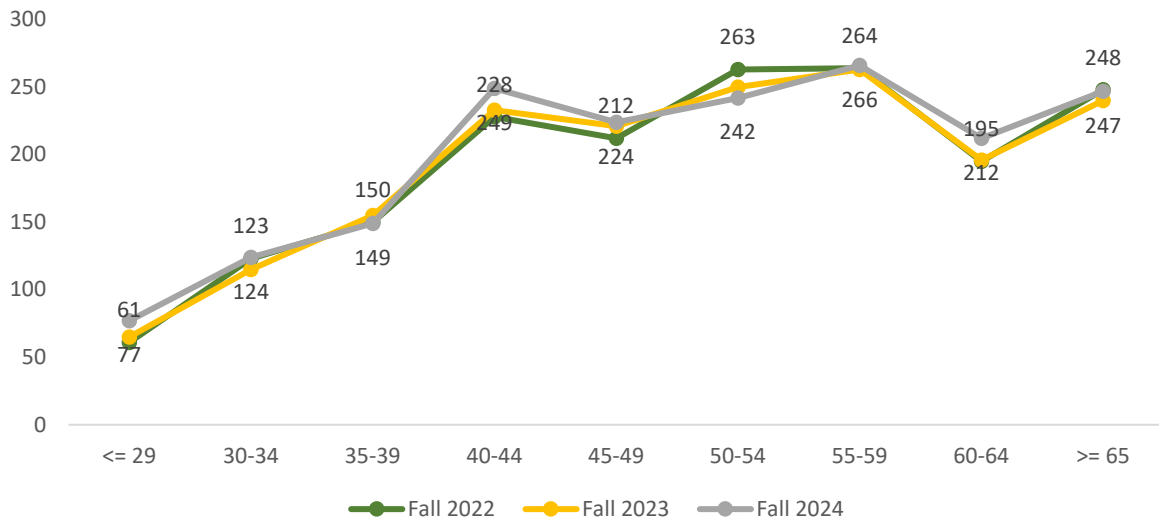


Figure 6.C FHDA CCD Employee Age Group Percentage, Fall 2024

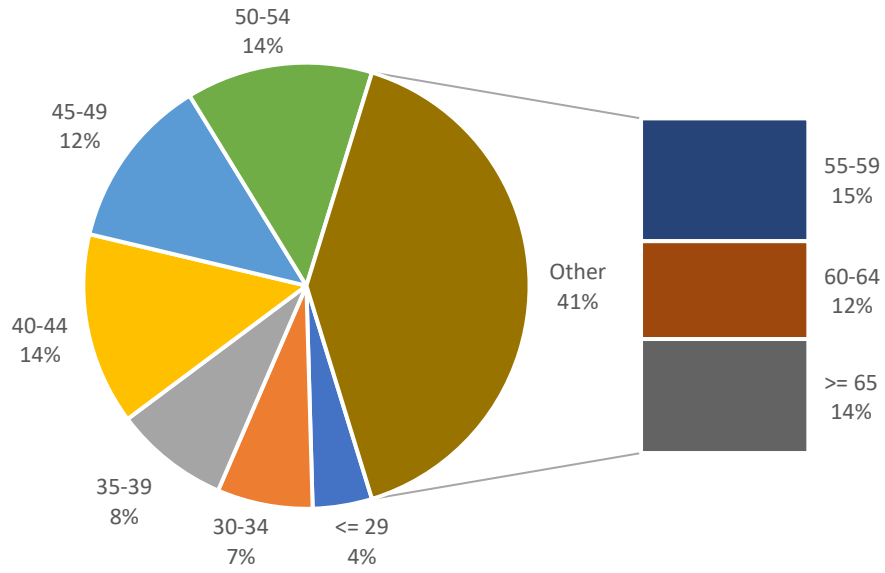


Table 7. Employee Median Age by Institution, EE06 Occupational Activity and Fall Term

EE06 Occupational Activity	Median Age			Change		Percent Change		2-Year Avg Percent Change
	Fall 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Central Services								
Executive, Adm, or Manag	54	51	49	(3)	(2)	-5.6%	-3.9%	-4.7%
Faculty	-	-	-	-	-	-	-	-
Professional, Non-Faculty	52	51	52	(1)	1	-1.9%	2.0%	0.0%
Clerical/Secretarial	55	43	42	(12)	(1)	-21.8%	-2.3%	-12.1%
Technical/Paraprofess	56	48	44	(8)	(4)	-14.4%	-7.4%	-10.9%
Skilled Crafts	58	59	55	1	(4)	1.7%	-6.8%	-2.5%
Service/Maintenance	49	51	52	2	1	4.1%	2.0%	3.0%
Total	52	51	50	(1)	(1)	-1.9%	-2.0%	-1.9%
De Anza College								
Executive, Adm, or Manag	55	54	55	(1)	1	-1.8%	1.9%	0.0%
Faculty	53	54	54	1	-	1.9%	0.0%	0.9%
Professional, Non-Faculty	45	45	45	-	-	0.0%	0.0%	0.0%
Clerical/Secretarial	45	43	44	(2)	1	-4.4%	2.3%	-1.1%
Technical/Paraprofess	52	52	52	-	-	0.0%	0.0%	0.0%
Service/Maintenance	56	53	55	(3)	2	-4.5%	3.8%	-0.4%
Total	52	53	53	1	-	1.9%	0.0%	1.0%
Foothill College								
Executive, Adm, or Manag	50	53	52	3	(1)	6.0%	-1.9%	2.1%
Faculty	51	51	51	-	-	0.0%	0.0%	0.0%
Professional, Non-Faculty	42	42	42	-	-	0.0%	0.0%	0.0%
Clerical/Secretarial	48	42	40	(7)	(2)	-13.5%	-4.8%	-9.2%
Technical/Paraprofess	51	52	48	1	(4)	2.0%	-7.7%	-2.9%
Total	49	49	49	-	-	0.0%	0.0%	0.0%

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

EE06 Occupational Activity	Median Age			Change		Percent Change		2-Year Avg Percent Change
	Fall 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
FHDA CCD								
Executive, Adm, or Manag	53	53	53	-	(1)	0.0%	-0.9%	-0.5%
Faculty	52	53	53	1	-	1.9%	0.0%	1.0%
Professional, Non-Faculty	47	46	45	(1)	(1)	-2.1%	-2.2%	-2.2%
Clerical/Secretarial	48	43	43	(5)	-	-10.4%	0.0%	-5.2%
Technical/Paraprofess	52	52	51	-	(1)	0.0%	-1.9%	-1.0%
Skilled Crafts	58	59	55	1	(4)	1.7%	-6.8%	-2.5%
Service/Maintenance	52	52	54	(1)	2	-1.0%	3.9%	1.5%
Total	51	52	51	1	(1)	2.0%	-1.9%	0.0%

Figure 7. FHDA CCD Employee Median Age by EE06 Occupational Activity, Fall 2024

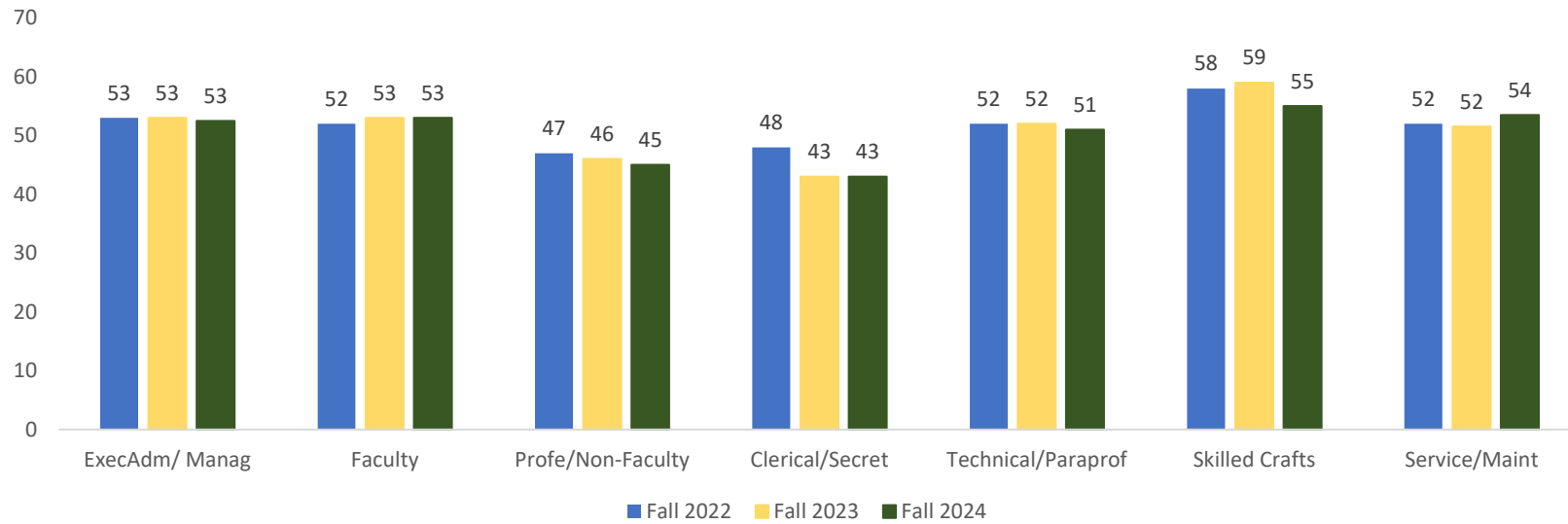


Table 8. Employee Headcount by Institution, Race/Ethnic Group and Fall Term

Race/Ethnic Group	Headcount			Change		Percent Change		2-Year Avg
	Fall 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Percent Change
Central Services								
African American/Black	5	5	5	-	-	0.0%	0.0%	0.0%
Asian	57	57	61	-	4	0.0%	7.0%	3.5%
Hispanic	59	53	49	(6)	(4)	-10.2%	-7.5%	-8.9%
Pacific Islander	1	1	-	-	(1)	0.0%	-100.0%	-50.0%
White	58	57	57	(1)	-	-1.7%	0.0%	-0.9%
Two or more races	5	6	6	1	-	20.0%	0.0%	10.0%
Not reported	10	10	10	-	-	0.0%	0.0%	0.0%
Total	195	189	188	(6)	(1)	-3.1%	-0.5%	-1.8%
De Anza College								
African American/Black	43	42	40	(1)	(2)	-2.3%	-4.8%	-3.5%
American Indian/Alaska Native	5	5	3	-	(2)	0.0%	-40.0%	-20.0%
Asian	229	238	253	9	15	3.9%	6.3%	5.1%
Hispanic	140	142	148	2	6	1.4%	4.2%	2.8%
Pacific Islander	6	6	6	-	-	0.0%	0.0%	0.0%
White	443	424	427	(19)	3	-4.3%	0.7%	-1.8%
Two or more races	23	23	24	-	1	0.0%	4.3%	2.2%
Not reported	44	42	47	(2)	5	-4.5%	11.9%	3.7%
Total	933	922	948	(11)	26	-1.2%	2.8%	0.8%
Foothill College								
African American/Black	23	21	29	(2)	8	-8.7%	38.1%	14.7%
American Indian/Alaska Native	4	4	5	-	1	0.0%	25.0%	12.5%
Asian	122	126	142	4	16	3.3%	12.7%	8.0%
Hispanic	117	116	120	(1)	4	-0.9%	3.4%	1.3%
Pacific Islander	4	3	4	(1)	1	-25.0%	33.3%	4.2%
White	322	333	325	11	(8)	3.4%	-2.4%	0.5%
Two or more races	16	16	17	-	1	0.0%	6.3%	3.1%
Not reported	18	23	23	5	-	27.8%	0.0%	13.9%
Total	626	642	665	16	23	2.6%	3.6%	3.1%
FHDA CCD								

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
African American/Black	71	68	74	(3)	6	-4.2%	8.8%	2.3%
American Indian/Alaska Native	9	9	8	-	(1)	0.0%	-11.1%	-5.6%
Asian	406	420	454	14	34	3.4%	8.1%	5.8%
Hispanic	316	310	317	(6)	7	-1.9%	2.3%	0.2%
Pacific Islander	11	10	10	(1)	-	-9.1%	0.0%	-4.5%
White	819	804	803	(15)	(1)	-1.8%	-0.1%	-1.0%
Two or more races	44	45	47	1	2	2.3%	4.4%	3.4%
Not reported	68	72	77	4	5	5.9%	6.9%	6.4%
Total	1,744	1,738	1,790	(6)	52	-0.3%	3.0%	1.3%

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

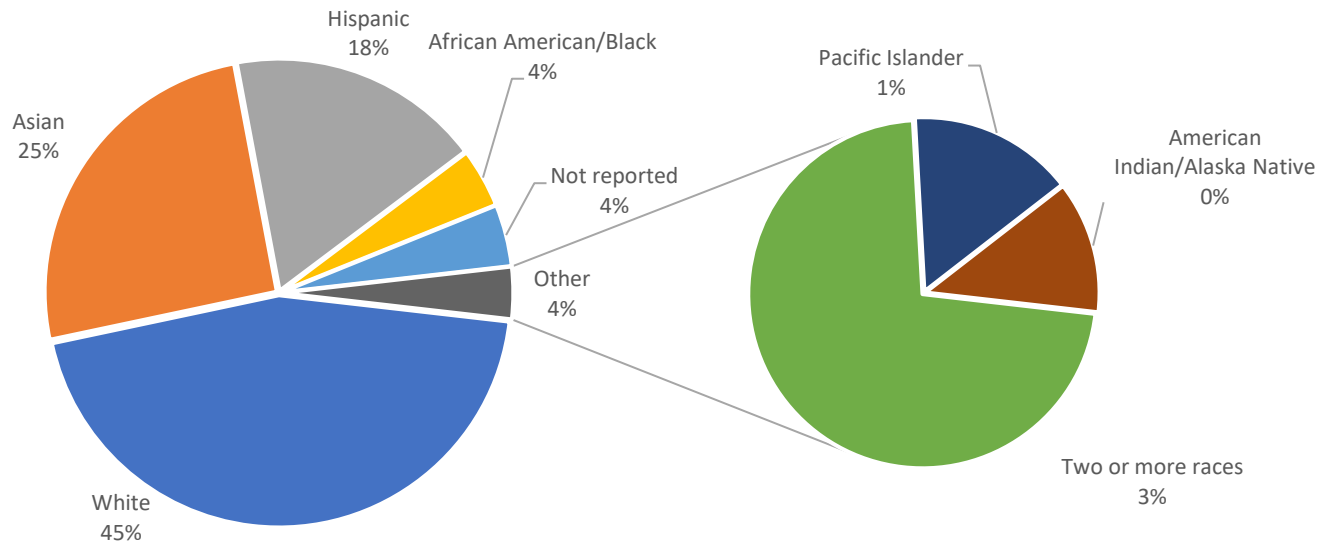


Table 8.A FHDA Employee Headcount by EE06 Occupational Activity, Race/Ethnic Group and Fall Term

		Fall 2022		Fall 2023		Fall 2024		Percent Change		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	2-Year Avg
										Percent Change
Central Services										
Executive, Adm, or Manag	African American/Black	1	3.1%	0	0.0%	1	3.0%	-100.0%	-	-100.0%
	Asian	7	21.9%	8	25.0%	8	24.2%	14.3%	0.0%	7.1%
	Hispanic	7	21.9%	6	18.8%	6	18.2%	-14.3%	0.0%	-7.1%
	White	13	40.6%	13	40.6%	12	36.4%	0.0%	-7.7%	-3.8%
	Two or more races	2	6.3%	3	9.4%	3	9.1%	50.0%	0.0%	25.0%
	Not reported	2	6.3%	2	6.3%	3	9.1%	0.0%	50.0%	25.0%
	Total	32	100.0%	32	100.0%	33	100.0%	0.0%	3.1%	1.6%
Faculty	Not reported	1	100.0%	1	100.0%	1	100.0%	0.0%	0.0%	0.0%
	Total	1	100.0%	1	100.0%	1	100.0%	0.0%	0.0%	0.0%
Professional, Non-Faculty	African American/Black	1	1.2%	2	2.5%	1	1.2%	100.0%	-50.0%	25.0%
	Asian	36	43.4%	36	45.6%	37	45.1%	0.0%	2.8%	1.4%
	Hispanic	13	15.7%	9	11.4%	10	12.2%	-30.8%	11.1%	-9.8%
	White	27	32.5%	26	32.9%	29	35.4%	-3.7%	11.5%	3.9%
	Two or more races	1	1.2%	1	1.3%	1	1.2%	0.0%	0.0%	0.0%
	Not reported	5	6.0%	5	6.3%	4	4.9%	0.0%	-20.0%	-10.0%
	Total	83	100.0%	79	100.0%	82	100.0%	-4.8%	3.8%	-0.5%
Clerical/Secretarial	Asian	7	43.8%	7	43.8%	8	42.1%	0.0%	14.3%	7.1%
	Hispanic	2	12.5%	3	18.8%	6	31.6%	50.0%	100.0%	75.0%
	White	6	37.5%	5	31.3%	4	21.1%	-16.7%	-20.0%	-18.3%
	Not reported	1	6.3%	1	6.3%	1	5.3%	0.0%	0.0%	0.0%
	Total	16	100.0%	16	100.0%	19	100.0%	0.0%	18.8%	9.4%
Technical/Paraprofess	Hispanic	3	50.0%	3	50.0%	2	50.0%	0.0%	-33.3%	-16.7%
	White	3	50.0%	3	50.0%	2	50.0%	0.0%	-33.3%	-16.7%
	Total	6	100.0%	6	100.0%	4	100.0%	0.0%	-33.3%	-16.7%

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

		Fall 2022		Fall 2023		Fall 2024		Percent Change		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	2-Year Avg
										Percent Change
Skilled Crafts	Asian	2	18.2%	2	22.2%	3	30.0%	0.0%	50.0%	25.0%
	Hispanic	4	36.4%	2	22.2%	2	20.0%	-50.0%	0.0%	-25.0%
	White	4	36.4%	4	44.4%	4	40.0%	0.0%	0.0%	0.0%
	Two or more races	1	9.1%	1	11.1%	1	10.0%	0.0%	0.0%	0.0%
	Total	11	100.0%	9	100.0%	10	100.0%	-18.2%	11.1%	-3.5%
Service/Maintenance	African American/Black	3	6.5%	3	6.5%	3	7.7%	0.0%	0.0%	0.0%
	Asian	5	10.9%	4	8.7%	5	12.8%	-20.0%	25.0%	2.5%
	Hispanic	30	65.2%	30	65.2%	23	59.0%	0.0%	-23.3%	-11.7%
	Pacific Islander	1	2.2%	1	2.2%	0	0.0%	0.0%	-100.0%	-50.0%
	White	5	10.9%	6	13.0%	6	15.4%	20.0%	0.0%	10.0%
	Two or more races	1	2.2%	1	2.2%	1	2.6%	0.0%	0.0%	0.0%
	Not reported	1	2.2%	1	2.2%	1	2.6%	0.0%	0.0%	0.0%
	Total	46	100.0%	46	100.0%	39	100.0%	0.0%	-15.2%	-7.6%

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

		Fall 2022		Fall 2023		Fall 2024		Percent Chance		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	2-Year Avg
										Percent Change
De Anza College										
Executive, Adm, or Manag	African American/Black	3	9.7%	5	16.1%	4	12.5%	66.7%	-20.0%	23.3%
	American Indian/Alaska N	1	3.2%	1	3.2%	1	3.1%	0.0%	0.0%	0.0%
	Asian	5	16.1%	5	16.1%	7	21.9%	0.0%	40.0%	20.0%
	Hispanic	7	22.6%	6	19.4%	6	18.8%	-14.3%	0.0%	-7.1%
	White	14	45.2%	12	38.7%	13	40.6%	-14.3%	8.3%	-3.0%
	Two or more races	1	3.2%	1	3.2%	0	0.0%	0.0%	-100.0%	-50.0%
	Not reported	0	0.0%	1	3.2%	1	3.1%	-	0.0%	0.0%
	Total	31	100.0%	31	100.0%	32	100.0%	0.0%	3.2%	1.6%
Faculty	African American/Black	35	5.4%	33	5.1%	30	4.5%	-5.7%	-9.1%	-7.4%
	American Indian/Alaska N	4	0.6%	4	0.6%	2	0.3%	0.0%	-50.0%	-25.0%
	Asian	152	23.3%	162	25.2%	173	26.1%	6.6%	6.8%	6.7%
	Hispanic	67	10.3%	65	10.1%	69	10.4%	-3.0%	6.2%	1.6%
	Pacific Islander	3	0.5%	3	0.5%	3	0.5%	0.0%	0.0%	0.0%
	White	342	52.5%	332	51.6%	338	51.0%	-2.9%	1.8%	-0.6%
	Two or more races	16	2.5%	16	2.5%	17	2.6%	0.0%	6.3%	3.1%
	Not reported	32	4.9%	28	4.4%	31	4.7%	-12.5%	10.7%	-0.9%
Total	651	100.0%	643	100.0%	663	100.0%	-1.2%	3.1%	0.9%	
Professional, Non-Faculty	African American/Black	3	3.1%	3	3.2%	4	4.2%	0.0%	33.3%	16.7%
	Asian	24	24.7%	24	25.8%	26	27.1%	0.0%	8.3%	4.2%
	Hispanic	28	28.9%	29	31.2%	30	31.3%	3.6%	3.4%	3.5%
	Pacific Islander	1	1.0%	1	1.1%	1	1.0%	0.0%	0.0%	0.0%
	White	35	36.1%	31	33.3%	29	30.2%	-11.4%	-6.5%	-8.9%
	Two or more races	4	4.1%	3	3.2%	3	3.1%	-25.0%	0.0%	-12.5%
	Not reported	2	2.1%	2	2.2%	3	3.1%	0.0%	50.0%	25.0%
	Total	97	100.0%	93	100.0%	96	100.0%	-4.1%	3.2%	-0.4%

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

		Fall 2022		Fall 2023		Fall 2024		Percent Chance		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	2-Year Avg
										Percent Change
Clerical/Secretarial	African American/Black	1	1.9%	0	0.0%	0	0.0%	-100.0%	-	-100.0%
	Asian	16	30.8%	14	28.0%	12	25.5%	-12.5%	-14.3%	-13.4%
	Hispanic	15	28.8%	16	32.0%	16	34.0%	6.7%	0.0%	3.3%
	White	18	34.6%	17	34.0%	14	29.8%	-5.6%	-17.6%	-11.6%
	Two or more races	1	1.9%	2	4.0%	3	6.4%	100.0%	50.0%	75.0%
	Not reported	1	1.9%	1	2.0%	2	4.3%	0.0%	100.0%	50.0%
	Total	52	100.0%	50	100.0%	47	100.0%	-3.8%	-6.0%	-4.9%
Technical/Paraprofess	African American/Black	1	1.5%	1	1.4%	2	2.5%	0.0%	100.0%	50.0%
	Asian	22	32.4%	23	32.4%	27	34.2%	4.5%	17.4%	11.0%
	Hispanic	14	20.6%	17	23.9%	18	22.8%	21.4%	5.9%	13.7%
	White	24	35.3%	22	31.0%	24	30.4%	-8.3%	9.1%	0.4%
	Two or more races	1	1.5%	1	1.4%	1	1.3%	0.0%	0.0%	0.0%
	Not reported	6	8.8%	7	9.9%	7	8.9%	16.7%	0.0%	8.3%
	Total	68	100.0%	71	100.0%	79	100.0%	4.4%	11.3%	7.8%
Service/Maintenance	Asian	10	29.4%	10	29.4%	8	25.8%	0.0%	-20.0%	-10.0%
	Hispanic	9	26.5%	9	26.5%	9	29.0%	0.0%	0.0%	0.0%
	Pacific Islander	2	5.9%	2	5.9%	2	6.5%	0.0%	0.0%	0.0%
	White	10	29.4%	10	29.4%	9	29.0%	0.0%	-10.0%	-5.0%
	Not reported	3	8.8%	3	8.8%	3	9.7%	0.0%	0.0%	0.0%
	Total	34	100.0%	34	100.0%	31	100.0%	0.0%	-8.8%	-4.4%

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

		Fall 2022		Fall 2023		Fall 2024		Percent Change		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	2-Year Avg
										Percent Change
Foothill College										
Executive, Adm, or Manag	African American/Black	3	8.1%	3	9.1%	3	9.1%	0.0%	0.0%	0.0%
	Asian	7	18.9%	6	18.2%	6	18.2%	-14.3%	0.0%	-7.1%
	Hispanic	9	24.3%	6	18.2%	6	18.2%	-33.3%	0.0%	-16.7%
	White	15	40.5%	15	45.5%	15	45.5%	0.0%	0.0%	0.0%
	Two or more races	3	8.1%	2	6.1%	2	6.1%	-33.3%	0.0%	-16.7%
	Not reported	0	0.0%	1	3.0%	1	3.0%	-	0.0%	0.0%
	Total		37	100.0%	33	100.0%	33	100.0%	-10.8%	0.0%	-5.4%
Faculty	African American/Black	14	2.9%	18	3.5%	18	3.5%	28.6%	0.0%	14.3%
	American Indian/Alaska N	4	0.8%	5	1.0%	5	1.0%	25.0%	0.0%	12.5%
	Asian	87	18.0%	99	19.4%	99	19.4%	13.8%	0.0%	6.9%
	Hispanic	72	14.9%	76	14.9%	76	14.9%	5.6%	0.0%	2.8%
	Pacific Islander	1	0.2%	0	0.0%	0	0.0%	-100.0%	-	-100.0%
	White	283	58.7%	284	55.7%	284	55.7%	0.4%	0.0%	0.2%
	Two or more races	9	1.9%	12	2.4%	12	2.4%	33.3%	0.0%	16.7%
	Total		482	100.0%	510	100.0%	510	100.0%	5.8%	0.0%	2.9%
Professional, Non-Faculty	African American/Black	5	7.4%	7	9.0%	7	9.0%	40.0%	0.0%	20.0%
	Asian	21	30.9%	25	32.1%	25	32.1%	19.0%	0.0%	9.5%
	Hispanic	23	33.8%	26	33.3%	26	33.3%	13.0%	0.0%	6.5%
	Pacific Islander	1	1.5%	3	3.8%	3	3.8%	200.0%	0.0%	100.0%
	White	15	22.1%	14	17.9%	14	17.9%	-6.7%	0.0%	-3.3%
	Two or more races	3	4.4%	2	2.6%	2	2.6%	-33.3%	0.0%	-16.7%
	Not reported	0	0.0%	1	1.3%	1	1.3%	-	0.0%	0.0%
	Total		68	100.0%	78	100.0%	78	100.0%	14.7%	0.0%	7.4%

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

		Fall 2022		Fall 2023		Fall 2024		Percent Change		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	2-Year Avg
										Percent Change
Clerical/Secretarial	African American/Black	1	4.8%	1	3.8%	1	3.8%	0.0%	0.0%	0.0%
	Asian	4	19.0%	10	38.5%	10	38.5%	150.0%	0.0%	75.0%
	Hispanic	6	28.6%	5	19.2%	5	19.2%	-16.7%	0.0%	-8.3%
	Pacific Islander	2	9.5%	1	3.8%	1	3.8%	-50.0%	0.0%	-25.0%
	White	5	23.8%	6	23.1%	6	23.1%	20.0%	0.0%	10.0%
	Two or more races	1	4.8%	1	3.8%	1	3.8%	0.0%	0.0%	0.0%
	Not reported	2	9.5%	2	7.7%	2	7.7%	0.0%	0.0%	0.0%
	Total	21	100.0%	26	100.0%	26	100.0%	23.8%	0.0%	11.9%
Technical/Paraprofess	Asian	3	16.7%	2	11.1%	2	11.1%	-33.3%	0.0%	-16.7%
	Hispanic	7	38.9%	7	38.9%	7	38.9%	0.0%	0.0%	0.0%
	White	4	22.2%	6	33.3%	6	33.3%	50.0%	0.0%	25.0%
	Not reported	4	22.2%	3	16.7%	3	16.7%	-25.0%	0.0%	-12.5%
		Total	18	100.0%	18	100.0%	18	100.0%	0.0%	0.0%	0.0%

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

		Fall 2022		Fall 2023		Fall 2024		Percent Change		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	2-Year Avg
										Percent Change
FHDA CCD										
Executive, Adm, or Manag	African American/Black	7	7.0%	8	8.3%	8	8.2%	14.3%	0.0%	7.1%
	American Indian/Alaska N	1	1.0%	1	1.0%	1	1.0%	0.0%	0.0%	0.0%
	Asian	19	19.0%	20	20.8%	21	21.4%	5.3%	5.0%	5.1%
	Hispanic	23	23.0%	18	18.8%	18	18.4%	-21.7%	0.0%	-10.9%
	White	42	42.0%	39	40.6%	40	40.8%	-7.1%	2.6%	-2.3%
	Two or more races	6	6.0%	6	6.3%	5	5.1%	0.0%	-16.7%	-8.3%
	Not reported	2	2.0%	4	4.2%	5	5.1%	100.0%	25.0%	62.5%
	Total	100	100.0%	96	100.0%	98	100.0%	-4.0%	2.1%	-1.0%
Faculty	African American/Black	49	4.4%	46	4.1%	48	4.1%	-6.1%	4.3%	-0.9%
	American Indian/Alaska N	8	0.7%	8	0.7%	7	0.6%	0.0%	-12.5%	-6.3%
	Asian	237	21.1%	250	22.2%	270	23.2%	5.5%	8.0%	6.7%
	Hispanic	139	12.4%	137	12.2%	145	12.5%	-1.4%	5.8%	2.2%
	Pacific Islander	4	0.4%	3	0.3%	3	0.3%	-25.0%	0.0%	-12.5%
	White	621	55.2%	613	54.4%	616	53.0%	-1.3%	0.5%	-0.4%
	Two or more races	25	2.2%	26	2.3%	29	2.5%	4.0%	11.5%	7.8%
	Not reported	41	3.6%	43	3.8%	45	3.9%	4.9%	4.7%	4.8%
Total	1124	100.0%	1126	100.0%	1163	100.0%	0.2%	3.3%	1.7%	
Professional, Non-Faculty	African American/Black	9	3.6%	9	3.7%	12	4.7%	0.0%	33.3%	16.7%
	Asian	81	32.7%	81	33.5%	88	34.4%	0.0%	8.6%	4.3%
	Hispanic	64	25.8%	61	25.2%	66	25.8%	-4.7%	8.2%	1.8%
	Pacific Islander	2	0.8%	3	1.2%	4	1.6%	50.0%	33.3%	41.7%
	White	77	31.0%	74	30.6%	72	28.1%	-3.9%	-2.7%	-3.3%
	Two or more races	8	3.2%	7	2.9%	6	2.3%	-12.5%	-14.3%	-13.4%
	Not reported	7	2.8%	7	2.9%	8	3.1%	0.0%	14.3%	7.1%
Total	248	100.0%	242	100.0%	256	100.0%	-2.4%	5.8%	1.7%	

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

		Fall 2022		Fall 2023		Fall 2024		Percent Chance		
EE06 Occupational Activity	Race/Ethnic Group	Count	Group Percent	Count	Group Percent	Count	Group Percent	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	2-Year Avg
										Percent Change
Clerical/Secretarial	African American/Black	2	2.2%	1	1.1%	1	1.1%	-50.0%	0.0%	-25.0%
	Asian	27	30.3%	28	31.1%	30	32.6%	3.7%	7.1%	5.4%
	Hispanic	23	25.8%	26	28.9%	27	29.3%	13.0%	3.8%	8.4%
	Pacific Islander	2	2.2%	1	1.1%	1	1.1%	-50.0%	0.0%	-25.0%
	White	29	32.6%	28	31.1%	24	26.1%	-3.4%	-14.3%	-8.9%
	Two or more races	2	2.2%	3	3.3%	4	4.3%	50.0%	33.3%	41.7%
	Not reported	4	4.5%	3	3.3%	5	5.4%	-25.0%	66.7%	20.8%
	Total	89	100.0%	90	100.0%	92	100.0%	1.1%	2.2%	1.7%
Technical/Paraprofess	African American/Black	1	1.1%	1	1.1%	2	2.0%	0.0%	100.0%	50.0%
	Asian	25	27.2%	25	26.3%	29	28.7%	0.0%	16.0%	8.0%
	Hispanic	24	26.1%	27	28.4%	27	26.7%	12.5%	0.0%	6.3%
	White	31	33.7%	30	31.6%	32	31.7%	-3.2%	-	-3.2%
	Two or more races	1	1.1%	1	1.1%	1	1.0%	0.0%	0.0%	0.0%
	Not reported	10	10.9%	11	11.6%	10	9.9%	10.0%	-9.1%	0.5%
	Total	92	100.0%	95	100.0%	101	100.0%	3.3%	6.3%	4.8%
Skilled Crafts	Asian	2	18.2%	2	22.2%	3	30.0%	0.0%	50.0%	25.0%
	Hispanic	4	36.4%	2	22.2%	2	20.0%	-50.0%	0.0%	-25.0%
	White	4	36.4%	4	44.4%	4	40.0%	0.0%	0.0%	0.0%
	Two or more races	1	9.1%	1	11.1%	1	10.0%	0.0%	0.0%	0.0%
	Total	11	100.0%	9	100.0%	10	100.0%	-18.2%	11.1%	-3.5%
Service/Maintenance	African American/Black	3	3.8%	3	3.8%	3	4.3%	0.0%	0.0%	0.0%
	Asian	15	18.8%	14	17.5%	13	18.6%	-6.7%	-7.1%	-6.9%
	Hispanic	39	48.8%	39	48.8%	32	45.7%	0.0%	-17.9%	-9.0%
	Pacific Islander	3	3.8%	3	3.8%	2	2.9%	0.0%	-33.3%	-16.7%
	White	15	18.8%	16	20.0%	15	21.4%	6.7%	-6.3%	0.2%
	Two or more races	1	1.3%	1	1.3%	1	1.4%	0.0%	0.0%	0.0%
	Total	80	100.0%	80	100.0%	70	100.0%	0.0%	-12.5%	-6.3%

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

Employment Status	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Central Services								
Continuing	194	182	184	(12)	2	-6.2%	1.1%	-2.5%
New Hire	1	3	4	2	1	200.0%	33.3%	116.7%
Promoted	-	4	-	4	(4)	-	-100.0%	-100.0%
Total	195	189	188	(6)	(1)	-3.1%	-0.5%	-1.8%
De Anza College								
Continuing	896	892	902	(4)	10	-0.4%	1.1%	0.3%
New Hire	3	1	3	(2)	2	-66.7%	200.0%	66.7%
Promoted	-	-	2	-	2	-	-	-
Reclassification	-	-	3	-	3	-	-	-
Retiree, Continuing	34	29	38	(5)	9	-14.7%	31.0%	8.2%
Total	933	922	948	(11)	26	-1.2%	2.8%	0.8%
Foothill College								
Continuing	614	629	647	15	18	2.4%	2.9%	2.7%
New Hire	2	2	1	-	(1)	0.0%	-50.0%	-25.0%
Promoted	-	-	1	-	1	-	-	-
Reclassification	-	-	1	-	1	-	-	-
Foothill College	10	11	15	1	4	10.0%	36.4%	23.2%
Total	626	642	665	16	23	2.6%	3.6%	3.1%
FHDA CCD								
Continuing	1,694	1,688	1,722	(6)	34	-0.4%	2.0%	0.8%
New Hire	6	6	8	-	2	0.0%	33.3%	16.7%
Promoted	-	4	3	4	(1)	-	-25.0%	-25.0%
Reclassification	-	-	4	-	4	-	-	-
Retiree, Continuing	44	40	53	(4)	13	-9.1%	32.5%	11.7%
Total	1,744	1,738	1,790	(6)	52	-0.3%	3.0%	1.3%

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

EE06 Occupational Activity	Employment Status	Headcount			Change		Percent Change		2-Year Avg Percent Change
		Fall 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Central Services									
Executive, Adm, or Manag	Continuing	32	30	31	(2)	1	-6.3%	3.3%	-1.5%
	New Hire	-	1	2	1	1	-	100.0%	100.0%
	Promoted	-	1	-	1	(1)	-	-100.0%	-100.0%
	Total	32	32	33	-	1	0.0%	3.1%	1.6%
Faculty	Continuing	1	1	1	-	-	0.0%	0.0%	0.0%
	Total	1	1	1	-	-	0.0%	0.0%	0.0%
Professional, Non-Faculty	Continuing	83	75	80	(8)	5	-9.6%	6.7%	-1.5%
	New Hire	-	1	2	1	1	-	100.0%	100.0%
	Promoted	-	3	-	3	(3)	-	-100.0%	-100.0%
	Total	83	79	82	(4)	3	-4.8%	3.8%	-0.5%
Clerical/Secretarial	Continuing	16	16	19	-	3	0.0%	18.8%	9.4%
	Total	16	16	19	-	3	0.0%	18.8%	9.4%
Technical/Paraprofess	Continuing	6	5	4	(1)	(1)	-16.7%	-20.0%	-18.3%
	New Hire	-	1	-	1	(1)	-	-100.0%	-100.0%
	Total	6	6	4	-	(2)	0.0%	-33.3%	-16.7%
Skilled Crafts	Continuing	10	9	10	(1)	1	-10.0%	11.1%	0.6%
	New Hire	1	-	-	(1)	-	-100.0%	-	-100.0%
	Total	11	9	10	(2)	1	-18.2%	11.1%	-3.5%
Service/Maintenance	Continuing	46	46	39	-	(7)	0.0%	-15.2%	-7.6%
	Total	46	46	39	-	(7)	0.0%	-15.2%	-7.6%

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
De Anza College									
Executive, Adm, or Manag	Continuing	31	31	31	-	-	0.0%	0.0%	0.0%
	Retiree, Continuing	-	-	1	-	1	-	-	-
	Total	31	31	32	-	1	0.0%	3.2%	1.6%
Faculty	Continuing	615	613	623	(2)	10	-0.3%	1.6%	0.7%
	New Hire	2	1	3	(1)	2	-50.0%	200.0%	75.0%
	Retiree, Continuing	34	29	37	(5)	8	-14.7%	27.6%	6.4%
	Total	651	643	663	(8)	20	-1.2%	3.1%	0.9%
Professional, Non-Faculty	Continuing	97	93	96	(4)	3	-4.1%	3.2%	-0.4%
	Total	97	93	96	(4)	3	-4.1%	3.2%	-0.4%
Clerical/Secretarial	Continuing	52	50	43	(2)	(7)	-3.8%	-14.0%	-8.9%
	Promoted	-	-	1	-	1	-	-	-
	Reclassification	-	-	3	-	3	-	-	-
	Total	52	50	47	(2)	(3)	-3.8%	-6.0%	-4.9%
Technical/Paraprofess	Continuing	67	71	79	4	8	6.0%	11.3%	8.6%
	New Hire	1	-	-	(1)	-	-100.0%	-	-100.0%
	Total	68	71	79	3	8	4.4%	11.3%	7.8%
Service/Maintenance	Continuing	34	34	30	-	(4)	0.0%	-11.8%	-5.9%
	Promoted	-	-	1	-	1	-	-	-
	Total	34	34	31	-	(3)	0.0%	-8.8%	-4.4%

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Foothill College									
Executive, Adm, or Manag	Continuing	36	33	33	(3)	-	-8.3%	0.0%	-4.2%
	New Hire	1	-	-	(1)	-	-100.0%	-	-100.0%
	Total	37	33	33	(4)	-	-10.8%	0.0%	-5.4%
Faculty	Continuing	472	485	495	13	10	2.8%	2.1%	2.4%
	Retiree, Continuing	10	11	15	1	4	10.0%	36.4%	23.2%
	Total	482	496	510	14	14	2.9%	2.8%	2.9%
Professional, Non-Faculty	Continuing	68	69	75	1	6	1.5%	8.7%	5.1%
	New Hire	-	2	1	2	(1)	-	-50.0%	-50.0%
	Promoted	-	-	1	-	1	-	-	-
	Reclassification	-	-	1	-	1	-	-	-
	Total	68	71	78	3	7	4.4%	9.9%	7.1%
Clerical/Secretarial	Continuing	20	24	26	4	2	20.0%	8.3%	14.2%
	New Hire	1	-	-	(1)	-	-100.0%	-	-100.0%
	Total	21	24	26	3	2	14.3%	8.3%	11.3%
Technical/Paraprofess	Continuing	18	18	18	-	-	0.0%	0.0%	0.0%
	Total	18	18	18	-	-	0.0%	0.0%	0.0%

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
FHDA CCD									
Executive, Adm, or Manag	Continuing	99	94	95	(5)	1	-5.1%	1.1%	-2.0%
	New Hire	1	1	2	-	1	0.0%	100.0%	50.0%
	Promoted	-	1	-	1	(1)	-	-100.0%	-100.0%
	Retiree, Continuing	-	-	1	-	1	-	-	-
	Total	100	96	98	(4)	2	-4.0%	2.1%	-1.0%
Faculty	Continuing	1,078	1,085	1,108	7	23	0.6%	2.1%	1.4%
	New Hire	2	1	3	(1)	2	-50.0%	200.0%	75.0%
	Retiree, Continuing	44	40	52	(4)	12	-9.1%	30.0%	10.5%
	Total	1,124	1,126	1,163	2	37	0.2%	3.3%	1.7%
Professional, Non-Faculty	Continuing	248	236	251	(12)	15	-4.8%	6.4%	0.8%
	New Hire	-	3	3	3	-	-	0.0%	0.0%
	Promoted	-	3	1	3	(2)	-	-66.7%	-66.7%
	Reclassification	-	-	1	-	1	-	-	-
	Total	248	242	256	(6)	14	-2.4%	5.8%	1.7%
Clerical/Secretarial	Continuing	88	90	88	2	(2)	2.3%	-2.2%	0.0%
	New Hire	1	-	-	(1)	-	-100.0%	-	-100.0%
	Promoted	-	-	1	-	1	-	-	-
	Reclassification	-	-	3	-	3	-	-	-
	Total	89	90	92	1	2	1.1%	2.2%	1.7%
Technical/Paraprofess	Continuing	91	94	101	3	7	3.3%	7.4%	5.4%
	New Hire	1	1	-	-	(1)	0.0%	-100.0%	-50.0%
	Total	92	95	101	3	6	3.3%	6.3%	4.8%
Skilled Crafts	Continuing	10	9	10	(1)	1	-10.0%	11.1%	0.6%
	New Hire	1	-	-	(1)	-	-100.0%	-	-100.0%
	Total	11	9	10	(2)	1	-18.2%	11.1%	-3.5%

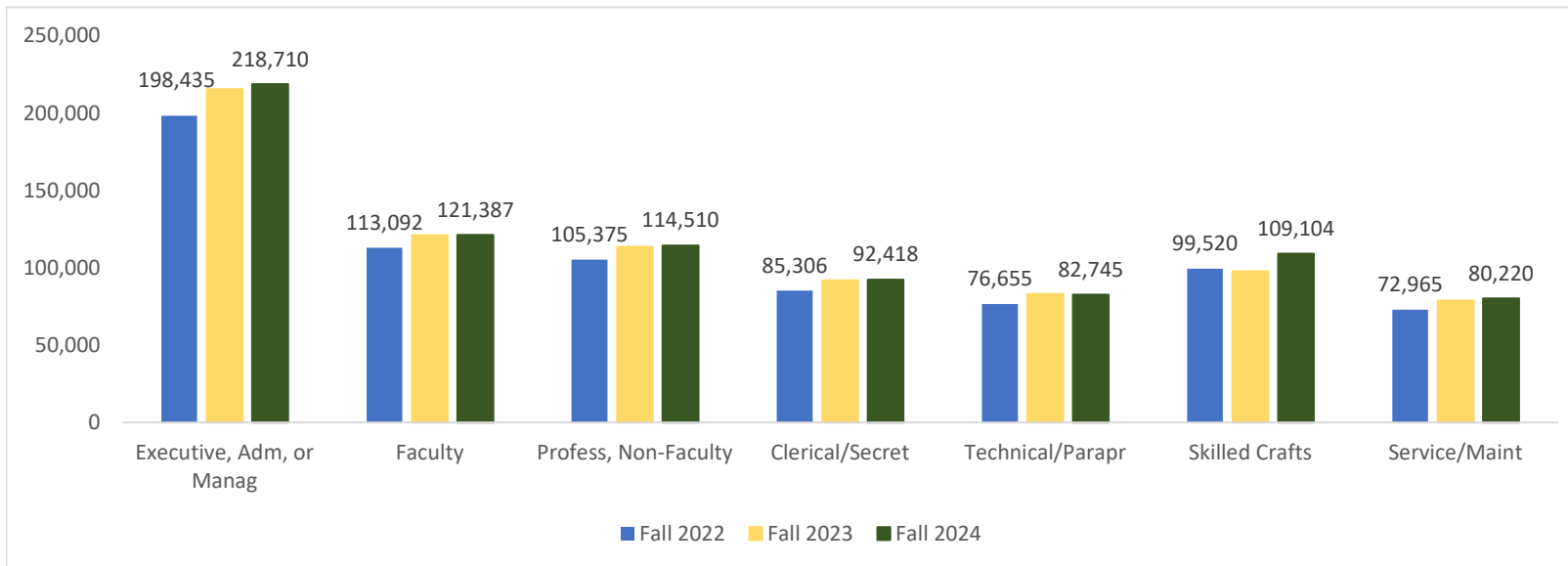
Table 10. Average Employee Annual Salary by EEO6 Occupational Activity and Fall Term

EEO6 Occupational Activity	Average Annual Salary			Change		Percent Change		2-Year Avg Percent Change
	Fall 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Central Services								
Executive, Adm, or Manag	\$ 214,365	\$ 232,037	\$ 234,497	\$ 17,673	\$ 2,459	8.2%	1.1%	4.7%
Faculty	\$ 149,461	\$ 160,252	\$ 161,967	\$ 10,791	\$ 1,715	7.2%	1.1%	4.1%
Professional, Non-Faculty	\$ 124,037	\$ 132,113	\$ 133,719	\$ 8,075	\$ 1,606	6.5%	1.2%	3.9%
Clerical/Secretarial	\$ 94,873	\$ 99,619	\$ 102,100	\$ 4,746	\$ 2,482	5.0%	2.5%	3.7%
Technical/Paraprofess	\$ 96,475	\$ 107,911	\$ 103,913	\$ 11,436	\$ (3,999)	11.9%	-3.7%	4.1%
Skilled Crafts	\$ 99,520	\$ 97,894	\$ 109,104	\$ (1,626)	\$ 11,210	-1.6%	11.5%	4.9%
Service/Maintenance	\$ 79,360	\$ 84,854	\$ 88,661	\$ 5,494	\$ 3,808	6.9%	4.5%	5.7%
Total	\$ 123,827	\$ 132,529	\$ 137,073	\$ 8,702	\$ 4,544	7.0%	3.4%	5.2%
De Anza College								
Executive, Adm, or Manag	\$ 200,057	\$ 214,845	\$ 213,416	\$ 14,788	\$ (1,430)	7.4%	-0.7%	3.4%
Faculty	\$ 109,989	\$ 118,192	\$ 118,179	\$ 8,203	\$ (13)	7.5%	0.0%	3.7%
Professional, Non-Faculty	\$ 95,416	\$ 105,181	\$ 104,628	\$ 9,765	\$ (553)	10.2%	-0.5%	4.9%
Clerical/Secretarial	\$ 83,296	\$ 90,734	\$ 92,045	\$ 7,438	\$ 1,311	8.9%	1.4%	5.2%
Technical/Paraprofess	\$ 74,795	\$ 79,491	\$ 79,865	\$ 4,696	\$ 374	6.3%	0.5%	3.4%
Service/Maintenance	\$ 64,313	\$ 70,513	\$ 69,600	\$ 6,199	\$ (913)	9.6%	-1.3%	4.2%
Total	\$ 102,497	\$ 110,571	\$ 110,576	\$ 8,073	\$ 5	7.9%	0.0%	3.9%
Foothill College								
Executive, Adm, or Manag	\$ 183,299	\$ 200,372	\$ 208,058	\$ 17,072	\$ 7,686	9.3%	3.8%	6.6%
Faculty	\$ 117,342	\$ 124,923	\$ 125,659	\$ 7,581	\$ 736	6.5%	0.6%	3.5%
Professional, Non-Faculty	\$ 96,802	\$ 104,113	\$ 106,481	\$ 7,310	\$ 2,368	7.6%	2.3%	4.9%
Clerical/Secretarial	\$ 82,995	\$ 89,497	\$ 86,017	\$ 6,502	\$ (3,480)	7.8%	-3.9%	2.0%
Technical/Paraprofess	\$ 77,073	\$ 89,259	\$ 90,683	\$ 12,186	\$ 1,424	15.8%	1.6%	8.7%
Total	\$ 116,065	\$ 123,390	\$ 124,327	\$ 7,325	\$ 937	6.3%	0.8%	3.5%

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
FHDA CCD								
Executive, Adm, or Manag	\$ 198,435	\$ 215,601	\$ 218,710	\$ 17,166	\$ 3,109	8.7%	1.4%	5.0%
Faculty	\$ 113,092	\$ 121,050	\$ 121,387	\$ 7,959	\$ 337	7.0%	0.3%	3.7%
Professional, Non-Faculty	\$ 105,375	\$ 113,624	\$ 114,510	\$ 8,249	\$ 886	7.8%	0.8%	4.3%
Clerical/Secretarial	\$ 85,306	\$ 91,983	\$ 92,418	\$ 6,677	\$ 435	7.8%	0.5%	4.2%
Technical/Paraprofess	\$ 76,655	\$ 83,137	\$ 82,745	\$ 6,482	\$ (392)	8.5%	-0.5%	4.0%
Skilled Crafts	\$ 99,520	\$ 97,894	\$ 109,104	\$ (1,626)	\$ 11,210	-1.6%	11.5%	4.9%
Service/Maintenance	\$ 72,965	\$ 78,759	\$ 80,220	\$ 5,794	\$ 1,461	7.9%	1.9%	4.9%
Total	\$ 110,622	\$ 118,565	\$ 119,668	\$ 7,944	\$ 1,102	7.2%	0.9%	4.1%

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



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

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

EE06 Occupational Activity	Average Hourly Rate			Change		Percent Change		2-Year Avg Percent Change
	Fall 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
De Anza College								
Executive, Administrative, and Mar	\$ 148	\$ 169	\$ 166	\$ 22	\$ (4)	14.5%	-2.1%	6.2%
Faculty	\$ 144	\$ 153	\$ 152	\$ 9	\$ (1)	6.6%	-0.7%	2.9%
Total	\$ 144	\$ 153	\$ 152	\$ 9	\$ (1)	6.6%	-0.7%	2.9%
Foothill College								
Executive, Administrative, and Mar	\$ 156	\$ 159	\$ 169	\$ 3	\$ 10	1.9%	6.3%	-
Faculty	\$ 120	\$ 130	\$ 131	\$ 10	\$ 0	8.5%	0.3%	4.4%
Total	\$ 120	\$ 131	\$ 131	\$ 10	\$ 0	8.5%	0.2%	4.4%
FHDA CCD								
Executive, Administrative, and Mar	\$ 151	\$ 163	\$ 167	\$ 13	\$ 4	8.4%	2.3%	-
Faculty	\$ 133	\$ 142	\$ 142	\$ 10	\$ 0	7.2%	0.0%	3.6%
Total	\$ 133	\$ 142	\$ 142	\$ 10	\$ (0)	7.2%	0.0%	3.6%

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Central Services								
History	0.07	0.07	0.07	-	-	0.0%	0.0%	0.0%
Other Interdisciplinary Stud	-	2.00	-	2.00	(2.00)	-	-100.0%	-
Total	0.07	2.07	0.07	2.00	(2.00)	2857.1%	-96.6%	1380.3%
De Anza College								
Academic Guidance	3.32	2.77	2.77	(0.55)	-	-16.6%	0.0%	-8.3%
Accounting	8.80	9.25	9.84	0.45	0.59	5.1%	6.4%	5.7%
Adapted Physical Education	2.10	2.10	2.10	-	-	0.0%	0.0%	0.0%
Administration of Justice	3.10	3.20	2.50	0.10	(0.70)	3.2%	-21.9%	-9.3%
American Studies	0.60	0.87	0.87	0.27	-	45.0%	0.0%	22.5%
Anatomy, Physiology	4.35	4.96	5.02	0.61	0.06	14.0%	1.2%	7.6%
Animation	1.34	1.34	1.34	-	-	0.0%	0.0%	0.0%
Anthropology	6.40	7.60	8.10	1.20	0.50	18.8%	6.6%	12.7%
Applied Design	1.05	1.05	1.05	-	-	0.0%	0.0%	0.0%
Applied Photography	2.24	1.96	1.97	(0.28)	0.01	-12.5%	0.5%	-6.0%
Area Studies	0.90	0.90	0.90	-	-	0.0%	0.0%	0.0%
Art	1.80	1.80	1.90	-	0.10	0.0%	5.6%	2.8%
Asian, South Asian, Pacif Isl	0.67	0.33	0.67	(0.34)	0.34	-50.7%	103.0%	26.1%
Astronomy	3.44	3.81	4.76	0.37	0.95	10.8%	24.9%	17.8%
Automotive Technology	12.21	12.87	14.10	0.66	1.23	5.4%	9.6%	7.5%
Banking, Finance	0.30	0.30	0.30	-	-	0.0%	0.0%	0.0%
Biology, General	11.03	12.35	12.16	1.32	(0.19)	12.0%	-1.5%	5.2%
Business Administration	10.05	10.40	10.40	0.35	-	3.5%	0.0%	1.7%
Business Management	1.97	2.17	1.42	0.20	(0.75)	10.2%	-34.6%	-12.2%
Business, Commerce, General	-	-	0.38	-	0.38	-	-	-
Career Guidance, Orientation	-	-	0.07	-	0.07	-	-	-
Ceramics	2.04	2.39	2.39	0.35	-	17.2%	0.0%	8.6%
Chemistry, General	16.94	16.84	17.64	(0.10)	0.80	-0.6%	4.8%	2.1%
Child Devel Administrat, Man	0.27	0.27	0.27	-	-	0.0%	0.0%	0.0%
Child Develop/Early Care, Educ	7.03	6.52	6.42	(0.51)	(0.10)	-7.3%	-1.5%	-4.4%

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Children with Special Needs	0.20	0.20	0.20	-	-	0.0%	0.0%	0.0%
Chinese	1.93	2.26	2.26	0.33	-	17.1%	0.0%	8.5%
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	0.95	0.68	0.95	(0.27)	0.27	-28.4%	39.7%	5.6%
Computer Networking	0.34	0.34	0.34	-	-	0.0%	0.0%	0.0%
Computer Programming	15.97	16.31	15.54	0.34	(0.77)	2.1%	-4.7%	-1.3%
Corrections	-	-	0.30	-	0.30	-	-	-
Creative Writing	0.76	0.76	0.76	-	-	0.0%	0.0%	0.0%
Dance	1.72	1.90	2.02	0.18	0.12	10.5%	6.3%	8.4%
Database Design, Administrat	1.36	1.36	1.36	-	-	0.0%	0.0%	0.0%
Desktop Publishing	0.35	0.35	0.35	-	-	0.0%	0.0%	0.0%
Drafting Technology	3.64	2.63	3.49	(1.01)	0.86	-27.7%	32.7%	2.5%
Dramatic Arts	0.88	1.23	1.23	0.35	-	39.8%	0.0%	19.9%
ESL-Integrated	9.54	13.17	12.06	3.63	(1.11)	38.1%	-8.4%	14.8%
ESL-Reading	2.00	2.19	1.83	0.19	(0.36)	9.5%	-16.4%	-3.5%
ESL-Speaking/Listening	1.70	2.47	2.88	0.77	0.41	45.3%	16.6%	30.9%
ESL-Writing	2.91	3.71	3.00	0.80	(0.71)	27.5%	-19.1%	4.2%
Economics	7.20	7.80	7.87	0.60	0.07	8.3%	0.9%	4.6%
Education, General	0.33	0.33	0.33	-	-	0.0%	0.0%	0.0%
Energy Systems Technology	0.40	0.40	0.39	-	(0.01)	0.0%	-2.5%	-1.3%
Engineering, General	1.93	1.93	2.40	-	0.47	0.0%	24.4%	12.2%
English	59.62	61.52	61.61	1.90	0.09	3.2%	0.1%	1.7%
Environmental Science	3.94	3.94	4.19	-	0.25	0.0%	6.3%	3.2%
Environmental Studies	3.45	3.73	3.39	0.28	(0.34)	8.1%	-9.1%	-0.5%
Environmental Technology	1.28	1.01	1.08	(0.27)	0.07	-21.1%	6.9%	-7.1%
Ethnic Studies	8.94	7.38	8.20	(1.56)	0.82	-17.4%	11.1%	-3.2%
Film Production	1.51	0.90	1.21	(0.61)	0.31	-40.4%	34.4%	-3.0%
Film Studies	2.10	2.10	2.10	-	-	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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Fine Arts, General	4.20	4.90	3.90	0.70	(1.00)	16.7%	-20.4%	-1.9%
Forensics, Evidence, Invest	0.30	-	0.30	(0.30)	0.30	-100.0%	-	-100.0%
French	0.67	0.67	0.67	-	-	0.0%	0.0%	0.0%
General Stud-Not for Courses	1.40	0.67	0.47	(0.73)	(0.20)	-52.1%	-29.9%	-41.0%
Geography	2.20	2.50	2.10	0.30	(0.40)	13.6%	-16.0%	-1.2%
Geology	1.57	1.88	1.88	0.31	-	19.7%	0.0%	9.9%
German	0.67	0.67	0.67	-	-	0.0%	0.0%	0.0%
Graphic Art, Design	1.74	1.74	3.12	-	1.38	0.0%	79.3%	39.7%
Health Education	0.87	1.14	0.87	0.27	(0.27)	31.0%	-23.7%	3.7%
History	6.70	7.90	8.37	1.20	0.47	17.9%	5.9%	11.9%
Infants, Toddlers	0.33	0.33	0.66	-	0.33	0.0%	100.0%	50.0%
Information Technology, Gener	7.05	6.32	6.94	(0.73)	0.62	-10.4%	9.8%	-0.3%
Intercollegiate Athletics	4.50	4.65	5.15	0.15	0.50	3.3%	10.8%	7.0%
International Studies	-	-	1.40	-	1.40	-	-	-
Italian	0.67	0.67	0.67	-	-	0.0%	0.0%	0.0%
Japanese	0.99	0.99	0.99	-	-	0.0%	0.0%	0.0%
Job Seeking/Changing Skills	1.47	1.33	1.20	(0.14)	(0.13)	-9.5%	-9.8%	-9.6%
Journalism	0.57	0.57	0.57	-	-	0.0%	0.0%	0.0%
Kinesiology	1.33	1.00	1.00	(0.33)	-	-24.8%	0.0%	-
Korean	1.34	1.34	1.34	-	-	0.0%	0.0%	-
Leadership Skills Development	0.40	0.40	0.40	-	-	0.0%	0.0%	0.0%
Learning Skills, Disabled	-	-	-	-	-	-	-	-
Learning Skills, Learn Disabl	-	-	0.37	-	0.37	-	-	-
Library Science, General	-	-	-	-	-	-	-	-
Linguistics	0.30	0.30	0.30	-	-	0.0%	0.0%	0.0%
Living Skills, Disabled	36.05	36.61	38.73	0.56	2.12	1.6%	5.8%	3.7%
Manufacturing, Industrial Tech	4.54	4.54	4.48	-	(0.06)	0.0%	-1.3%	-0.7%
Marketing, Distribution	2.20	1.81	1.81	(0.39)	-	-17.7%	0.0%	-8.9%
Mass Communications	1.20	1.20	1.20	-	-	0.0%	0.0%	0.0%
Mathematics, General	49.92	50.79	54.79	0.87	4.00	1.7%	7.9%	4.8%

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Media, Communications, General	0.43	-	0.43	(0.43)	0.43	-100.0%	-	-100.0%
Medical Assisting	3.77	3.72	4.47	(0.05)	0.75	-1.3%	20.2%	9.4%
Medical Laboratory Technology	1.79	1.82	1.82	0.03	-	1.7%	0.0%	0.8%
Microbiology	1.74	1.74	1.74	-	-	0.0%	0.0%	0.0%
Music	3.66	4.13	5.09	0.47	0.96	12.8%	23.2%	18.0%
Nursing	1.97	1.76	0.72	(0.21)	(1.04)	-10.7%	-59.1%	-34.9%
Nutrition, Foods, Culin Arts	2.54	2.47	2.74	(0.07)	0.27	-2.8%	10.9%	4.1%
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	-	0.03	-	-	-
Other Foreign Languages	0.33	-	-	(0.33)	-	-100.0%	-	-100.0%
Other Humanities	9.34	8.78	9.31	(0.56)	0.53	-6.0%	6.0%	0.0%
Other Interdisciplinary Stud	2.00	3.00	5.05	1.00	2.05	50.0%	68.3%	59.2%
Other Physical Sciences	1.90	1.90	1.90	-	-	0.0%	0.0%	0.0%
Painting, Drawing	2.78	3.43	3.12	0.65	(0.31)	23.4%	-9.0%	7.2%
Paralegal	1.65	2.25	1.90	0.60	(0.35)	36.4%	-15.6%	10.4%
Philosophy	4.59	5.52	5.29	0.93	(0.23)	20.3%	-4.2%	8.0%
Phlebotomy	-	0.43	-	0.43	(0.43)	-	-100.0%	-100.0%
Photography	1.31	1.60	1.77	0.29	0.17	22.1%	10.6%	16.4%
Physical Education	10.45	8.25	8.27	(2.20)	0.02	-21.1%	0.2%	-10.4%
Physical Sciences, General	-	-	0.08	-	0.08	-	-	-
Physics, General	7.76	7.63	9.59	(0.13)	1.96	-1.7%	25.7%	12.0%
Political Science	5.64	5.14	5.24	(0.50)	0.10	-8.9%	1.9%	-3.5%
Psychology, General	13.82	14.57	13.77	0.75	(0.80)	5.4%	-5.5%	0.0%
Reading	1.39	0.26	0.37	(1.13)	0.11	-81.3%	42.3%	-19.5%
Real Estate	2.04	2.04	2.04	-	-	0.0%	0.0%	0.0%
Registered Nursing	10.58	11.28	12.74	0.70	1.46	6.6%	12.9%	9.8%
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%

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Small Business, Entrepren	0.38	0.38	0.38	-	-	0.0%	0.0%	0.0%
Sociology	4.50	3.70	3.40	(0.80)	(0.30)	-17.8%	-8.1%	-12.9%
Spanish	2.00	2.00	2.33	-	0.33	0.0%	16.5%	8.3%
Speech Communication	18.55	18.31	19.25	(0.24)	0.94	-1.3%	5.1%	1.9%
Supervised Tutoring	7.60	7.27	7.10	(0.33)	(0.17)	-4.3%	-2.3%	-3.3%
Tax Studies	0.93	0.93	0.93	-	-	0.0%	0.0%	0.0%
Television-incl TV/film/video	2.49	3.65	3.25	1.16	(0.40)	46.6%	-11.0%	17.8%
Vietnamese	0.67	0.67	0.67	-	-	0.0%	0.0%	0.0%
Women Studies	1.20	1.20	1.20	-	-	0.0%	0.0%	0.0%
World Wide Web Administration	0.68	0.68	0.68	-	-	0.0%	0.0%	0.0%
Total	505.72	517.24	536.86	11.52	19.62	2.3%	3.8%	3.0%
Foothill College								
Accounting	12.84	13.27	13.55	0.43	0.28	3.3%	2.1%	2.7%
Adapted Physical Education	0.15	0.15	0.15	-	-	0.0%	0.0%	0.0%
Anatomy, Physiology	4.30	4.69	6.03	0.39	1.34	9.1%	28.6%	18.8%
Anthropology	4.59	4.81	5.30	0.22	0.49	4.8%	10.2%	7.5%
Applied Photography	0.35	2.07	1.74	1.72	(0.33)	491.4%	-15.9%	237.7%
Archaeology	0.59	0.29	0.29	(0.30)	-	-50.8%	0.0%	-25.4%
Art	1.96	1.05	1.04	(0.91)	(0.01)	-46.4%	-1.0%	-23.7%
Astronomy	1.00	1.20	1.15	0.20	(0.05)	20.0%	-4.2%	7.9%
Athletic Training, Sports Med	0.28	1.13	1.29	0.85	0.16	303.6%	14.2%	158.9%
Biological, Physical Sci, Math	-	-	-	-	-	-	-	-
Biology, General	13.03	12.15	11.79	(0.88)	(0.36)	-6.8%	-3.0%	-4.9%
Biotechnology, Biomedical Tech	0.41	1.00	0.20	0.59	(0.80)	143.9%	-80.0%	32.0%
Business Administration	4.53	4.49	5.59	(0.04)	1.10	-0.9%	24.5%	11.8%
Business Management	2.33	2.27	1.72	(0.06)	(0.55)	-2.6%	-24.2%	-13.4%
Career Guidance, Orientation	5.17	4.84	3.47	(0.33)	(1.37)	-6.4%	-28.3%	-17.3%
Ceramics	1.69	1.72	2.04	0.03	0.32	1.8%	18.6%	10.2%
Chemistry, General	13.55	13.65	14.23	0.10	0.58	0.7%	4.2%	2.5%
Child Devel Administrat, Man	0.27	0.27	0.27	-	-	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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Child Develop/Early Care, Educ	4.90	5.55	5.66	0.65	0.11	13.3%	2.0%	7.6%
Commercial Music	2.69	2.70	2.46	0.01	(0.24)	0.4%	-8.9%	-4.3%
Comparative Literature	0.30	-	0.30	(0.30)	0.30	-100.0%	-	-100.0%
Computer Infrastructure, Supp	1.08	1.09	1.09	0.01	-	0.9%	0.0%	0.5%
Computer Programming	-	-	-	-	-	-	-	-
Computer Science (transfer)	0.36	1.27	1.16	0.91	(0.11)	252.8%	-8.7%	122.1%
Computer Software Development	12.37	12.06	11.22	(0.31)	(0.84)	-2.5%	-7.0%	-4.7%
Creative Writing	0.38	0.38	0.38	-	-	0.0%	0.0%	0.0%
Dance	0.33	0.33	0.33	-	-	0.0%	0.0%	0.0%
Dental Assistant	4.20	3.66	4.28	(0.54)	0.62	-12.9%	16.9%	2.0%
Dental Hygienist	8.54	9.78	8.76	1.24	(1.02)	14.5%	-10.4%	2.0%
Diagnostic Medical Sonography	-	1.07	2.68	1.07	1.61	-	150.5%	150.5%
Dramatic Arts	2.22	2.90	2.22	0.68	(0.68)	30.6%	-23.4%	3.6%
ESL-Integrated	2.94	2.68	4.24	(0.26)	1.56	-8.8%	58.2%	24.7%
ESL-Reading	1.01	0.99	0.67	(0.02)	(0.32)	-2.0%	-32.3%	-17.2%
ESL-Speaking/Listening	1.14	1.06	0.90	(0.08)	(0.16)	-7.0%	-15.1%	-11.1%
ESL-Writing	2.28	2.42	1.95	0.14	(0.47)	6.1%	-19.4%	-6.6%
Earth Science	0.30	0.30	-	-	(0.30)	0.0%	-100.0%	-50.0%
Economics	4.61	3.77	3.67	(0.84)	(0.10)	-18.2%	-2.7%	-10.4%
Education, General	0.46	0.46	0.46	-	-	0.0%	0.0%	0.0%
Educational Technology	2.65	2.72	3.19	0.07	0.47	2.6%	17.3%	10.0%
Emergency Medical Services	0.47	1.56	3.31	1.09	1.75	231.9%	112.2%	172.0%
Engineering, General	0.87	0.87	1.35	-	0.48	0.0%	55.2%	27.6%
English	24.47	26.39	27.02	1.92	0.63	7.8%	2.4%	5.1%
Environmental Control Techn	-	4.53	4.78	4.53	0.25	-	5.5%	5.5%
Environmental Science	-	0.30	0.30	0.30	-	-	0.0%	0.0%
Ethnic Studies	1.20	1.50	3.10	0.30	1.60	25.0%	106.7%	65.8%
Fine Arts, General	2.99	3.33	3.33	0.34	-	11.4%	0.0%	5.7%
General Stud-Not for Courses	0.38	0.08	-	(0.30)	(0.08)	-78.9%	-100.0%	-89.5%
General Work Experience	0.24	0.24	0.24	-	-	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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Geographic Information Systems	1.10	1.10	0.70	-	(0.40)	0.0%	-36.4%	-18.2%
Geography	3.72	3.35	4.72	(0.37)	1.37	-9.9%	40.9%	15.5%
Graphic Art, Design	4.41	3.55	2.83	(0.86)	(0.72)	-19.5%	-20.3%	-19.9%
Health Occupations, General	5.50	4.94	4.70	(0.56)	(0.24)	-10.2%	-4.9%	-7.5%
Health Prof, Transf Core Curr	2.03	2.03	1.65	-	(0.38)	0.0%	-18.7%	-9.4%
History	2.95	2.80	3.41	(0.15)	0.61	-5.1%	21.8%	8.4%
Horticulture	2.89	3.05	2.32	0.16	(0.73)	5.5%	-23.9%	-9.2%
Indust Syst Technol, Mainte	-	-	0.33	-	0.33	-	-	-
Intercollegiate Athletics	4.57	4.07	3.76	(0.50)	(0.31)	-10.9%	-7.6%	-9.3%
International Studies	0.30	0.30	0.60	-	0.30	0.0%	100.0%	50.0%
Japanese	2.60	2.60	2.94	-	0.34	0.0%	13.1%	6.5%
Journalism	0.41	0.41	0.41	-	-	0.0%	0.0%	0.0%
Kinesiology	2.59	2.70	2.97	0.11	0.27	4.2%	10.0%	7.1%
Leadership Skills Development	0.27	0.20	0.20	(0.07)	-	-25.9%	0.0%	-13.0%
Learning Skills, Disabled	2.11	2.77	2.02	0.66	(0.75)	31.3%	-27.1%	2.1%
Library Science, General	-	0.07	0.07	0.07	-	-	0.0%	0.0%
Living Skills, Disabled	10.50	8.61	10.60	(1.89)	1.99	-18.0%	23.1%	2.6%
Mass Communications	0.33	0.66	0.33	0.33	(0.33)	100.0%	-50.0%	25.0%
Mathematics Skills	0.68	0.68	0.17	-	(0.51)	0.0%	-75.0%	-37.5%
Mathematics, General	31.02	35.73	28.71	4.71	(7.02)	15.2%	-19.6%	-2.2%
Media, Communications, General	0.05	0.05	1.00	-	0.95	0.0%	1900.0%	950.0%
Multimedia	2.23	2.23	1.90	-	(0.33)	0.0%	-14.8%	-7.4%
Music	3.85	3.44	3.42	(0.41)	(0.02)	-10.6%	-0.6%	-5.6%
Office Tech/Office Comput Appl	0.39	0.15	-	(0.24)	(0.15)	-61.5%	-100.0%	-80.8%
Other Biological Sciences	0.27	0.27	0.27	-	-	0.0%	0.0%	0.0%
Other Education	0.01	-	-	(0.01)	-	-100.0%	-	-100.0%
Other Engin, Related Industr	0.38	0.25	0.28	(0.13)	0.03	-34.2%	12.0%	-11.1%
Other Interdisciplinary Stud	0.45	0.09	0.09	(0.36)	-	-80.0%	0.0%	-40.0%
Other Mathematics	-	-	-	-	-	-	-	-
Painting, Drawing	1.74	2.43	1.76	0.69	(0.67)	39.7%	-27.6%	6.0%

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Paramedic	3.66	3.51	3.95	(0.15)	0.44	-4.1%	12.5%	4.2%
Parenting, Family Education	0.30	-	-	(0.30)	-	-100.0%	-	-100.0%
Pharmacy Technology	1.98	2.02	2.29	0.04	0.27	2.0%	13.4%	7.7%
Philosophy	1.98	2.36	2.08	0.38	(0.28)	19.2%	-11.9%	3.7%
Photography	2.97	1.80	1.58	(1.17)	(0.22)	-39.4%	-12.2%	-25.8%
Physical Education	7.44	4.91	4.70	(2.53)	(0.21)	-34.0%	-4.3%	-19.1%
Physical Fitness, Body Movem	0.10	-	-	(0.10)	-	-100.0%	-	-100.0%
Physical Sciences, General	0.01	0.03	1.01	0.02	0.98	200.0%	3266.7%	1733.3%
Physics, General	5.41	5.55	5.13	0.14	(0.42)	2.6%	-7.6%	-2.5%
Plumbing, Pipefitting, Steamf	7.24	6.16	6.90	(1.08)	0.74	-14.9%	12.0%	-1.5%
Political Science	3.68	2.47	2.75	(1.21)	0.28	-32.9%	11.3%	-10.8%
Psychology, General	10.09	10.84	8.78	0.75	(2.06)	7.4%	-19.0%	-5.8%
Radiologic Technology	4.00	4.11	4.19	0.11	0.08	2.8%	1.9%	2.3%
Reading	3.52	0.67	0.69	(2.85)	0.02	-81.0%	3.0%	-39.0%
Respiratory Care/Therapy	3.69	4.28	4.49	0.59	0.21	16.0%	4.9%	10.4%
Retail Store Operations, Manag	-	-	0.30	-	0.30	-	-	-
Social Sciences, General	2.93	2.93	2.40	-	(0.53)	0.0%	-18.1%	-9.0%
Sociology	4.54	5.09	4.25	0.55	(0.84)	12.1%	-16.5%	-2.2%
Spanish	2.66	2.66	2.53	-	(0.13)	0.0%	-4.9%	-2.4%
Speech Communication	9.32	11.35	11.36	2.03	0.01	21.8%	0.1%	10.9%
Supervised Tutoring	-	-	0.01	-	0.01	-	-	-
Technical Communication	-	0.38	-	0.38	(0.38)	-	-100.0%	-100.0%
Technical Theater	1.61	1.09	1.56	(0.52)	0.47	-32.3%	43.1%	5.4%
Veterinary Technic (Licensed)	7.94	6.64	5.98	(1.30)	(0.66)	-16.4%	-9.9%	-13.2%
Vocational ESL	-	0.09	0.09	0.09	-	-	0.0%	0.0%
Women Studies	0.30	0.30	0.30	-	-	0.0%	0.0%	0.0%
Total	323.14	330.81	328.38	7.67	(2.43)	2.4%	-0.7%	0.8%
FHDA CCD								
Academic Guidance	3.32	2.77	2.77	(0.55)	-	-16.6%	0.0%	-8.3%
Accounting	21.64	22.52	23.39	0.88	0.87	4.1%	3.9%	4.0%

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

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	Fall 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Adapted Physical Education	2.25	2.25	2.25	-	-	0.0%	0.0%	0.0%
Administration of Justice	3.10	3.20	2.50	0.10	(0.70)	3.2%	-21.9%	-9.3%
American Studies	0.60	0.87	0.87	0.27	-	45.0%	0.0%	22.5%
Anatomy, Physiology	8.65	9.65	11.05	1.00	1.40	11.6%	14.5%	13.0%
Animation	1.34	1.34	1.34	-	-	0.0%	0.0%	0.0%
Anthropology	10.99	12.41	13.40	1.42	0.99	12.9%	8.0%	10.4%
Applied Design	1.05	1.05	1.05	-	-	0.0%	0.0%	0.0%
Applied Photography	2.59	4.03	3.71	1.44	(0.32)	55.6%	-7.9%	23.8%
Archaeology	0.59	0.29	0.29	(0.30)	-	-50.8%	0.0%	-25.4%
Area Studies	0.90	0.90	0.90	-	-	0.0%	0.0%	0.0%
Art	3.76	2.85	2.94	(0.91)	0.09	-24.2%	3.2%	-10.5%
Asian, South Asian, Pacif Isl	0.67	0.33	0.67	(0.34)	0.34	-50.7%	103.0%	26.1%
Astronomy	4.44	5.01	5.91	0.57	0.90	12.8%	18.0%	15.4%
Athletic Training, Sports Med	0.28	1.13	1.29	0.85	0.16	303.6%	14.2%	158.9%
Automotive Technology	12.21	12.87	14.10	0.66	1.23	5.4%	9.6%	7.5%
Banking, Finance	0.30	0.30	0.30	-	-	0.0%	0.0%	0.0%
Biological, Physical Sci, Math	-	-	-	-	-	-	-	-
Biology, General	24.06	24.50	23.95	0.44	(0.55)	1.8%	-2.2%	-0.2%
Biotechnology, Biomedical Tech	0.41	1.00	0.20	0.59	(0.80)	143.9%	-80.0%	32.0%
Business Administration	14.58	14.89	15.99	0.31	1.10	2.1%	7.4%	4.8%
Business Management	4.30	4.44	3.14	0.14	(1.30)	3.3%	-29.3%	-13.0%
Business, Commerce, General	-	-	0.38	-	0.38	-	-	-
Career Guidance, Orientation	5.17	4.84	3.54	(0.33)	(1.30)	-6.4%	-26.9%	-16.6%
Ceramics	3.73	4.11	4.43	0.38	0.32	10.2%	7.8%	9.0%
Chemistry, General	30.49	30.49	31.87	-	1.38	0.0%	4.5%	2.3%
Child Devel Administrat, Man	0.54	0.54	0.54	-	-	0.0%	0.0%	0.0%
Child Develop/Early Care, Educ	11.93	12.07	12.08	0.14	0.01	1.2%	0.1%	0.6%
Children with Special Needs	0.20	0.20	0.20	-	-	0.0%	0.0%	0.0%
Chinese	1.93	2.26	2.26	0.33	-	17.1%	0.0%	8.5%
Coaching	0.66	0.66	0.66	-	-	0.0%	0.0%	0.0%

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	Fall 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Commercial Music	2.69	2.70	2.46	0.01	(0.24)	0.4%	-8.9%	-4.3%
Comparative Literature	1.50	1.20	1.50	(0.30)	0.30	-20.0%	25.0%	2.5%
Computer Graphics, Digital Im	0.34	0.34	0.34	-	-	0.0%	0.0%	0.0%
Computer Infrastructure, Supp	2.03	1.77	2.04	(0.26)	0.27	-12.8%	15.3%	1.2%
Computer Networking	0.34	0.34	0.34	-	-	0.0%	0.0%	0.0%
Computer Programming	15.97	16.31	15.54	0.34	(0.77)	2.1%	-4.7%	-1.3%
Computer Science (transfer)	0.36	1.27	1.16	0.91	(0.11)	252.8%	-8.7%	122.1%
Computer Software Development	12.37	12.06	11.22	(0.31)	(0.84)	-2.5%	-7.0%	-4.7%
Corrections	-	-	0.30	-	0.30	-	-	-
Creative Writing	1.14	1.14	1.14	-	-	0.0%	0.0%	0.0%
Dance	2.05	2.23	2.35	0.18	0.12	8.8%	5.4%	7.1%
Database Design, Administrat	1.36	1.36	1.36	-	-	0.0%	0.0%	0.0%
Dental Assistant	4.20	3.66	4.28	(0.54)	0.62	-12.9%	16.9%	2.0%
Dental Hygienist	8.54	9.78	8.76	1.24	(1.02)	14.5%	-10.4%	2.0%
Desktop Publishing	0.35	0.35	0.35	-	-	0.0%	0.0%	0.0%
Diagnostic Medical Sonography	-	1.07	2.68	1.07	1.61	-	150.5%	150.5%
Drafting Technology	3.64	2.63	3.49	(1.01)	0.86	-27.7%	32.7%	2.5%
Dramatic Arts	3.10	4.13	3.45	1.03	(0.68)	33.2%	-16.5%	8.4%
ESL-Integrated	12.48	15.85	16.30	3.37	0.45	27.0%	2.8%	14.9%
ESL-Reading	3.01	3.18	2.50	0.17	(0.68)	5.6%	-21.4%	-7.9%
ESL-Speaking/Listening	2.84	3.53	3.78	0.69	0.25	24.3%	7.1%	15.7%
ESL-Writing	5.19	6.13	4.95	0.94	(1.18)	18.1%	-19.2%	-0.6%
Earth Science	0.30	0.30	-	-	(0.30)	0.0%	-100.0%	-50.0%
Economics	11.81	11.57	11.54	(0.24)	(0.03)	-2.0%	-0.3%	-1.1%
Education, General	0.79	0.79	0.79	-	-	0.0%	0.0%	0.0%
Educational Technology	2.65	2.72	3.19	0.07	0.47	2.6%	17.3%	10.0%
Emergency Medical Services	0.47	1.56	3.31	1.09	1.75	231.9%	112.2%	172.0%
Energy Systems Technology	0.40	0.40	0.39	-	(0.01)	0.0%	-2.5%	-1.3%
Engineering, General	2.80	2.80	3.75	-	0.95	0.0%	33.9%	17.0%
English	84.09	87.91	88.63	3.82	0.72	4.5%	0.8%	2.7%

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Environmental Control Techn	-	4.53	4.78	4.53	0.25	-	5.5%	5.5%
Environmental Science	3.94	4.24	4.49	0.30	0.25	7.6%	5.9%	6.8%
Environmental Studies	3.45	3.73	3.39	0.28	(0.34)	8.1%	-9.1%	-0.5%
Environmental Technology	1.28	1.01	1.08	(0.27)	0.07	-21.1%	6.9%	-7.1%
Ethnic Studies	10.14	8.88	11.30	(1.26)	2.42	-12.4%	27.3%	7.4%
Film Production	1.51	0.90	1.21	(0.61)	0.31	-40.4%	34.4%	-3.0%
Film Studies	2.10	2.10	2.10	-	-	0.0%	0.0%	0.0%
Fine Arts, General	7.19	8.23	7.23	1.04	(1.00)	14.5%	-12.2%	1.2%
Forensics, Evidence, Invest	0.30	-	0.30	(0.30)	0.30	-100.0%	-	-100.0%
French	0.67	0.67	0.67	-	-	0.0%	0.0%	0.0%
General Stud-Not for Courses	1.78	0.75	0.47	(1.03)	(0.28)	-57.9%	-37.3%	-47.6%
General Work Experience	0.24	0.24	0.24	-	-	0.0%	0.0%	0.0%
Geographic Information Systems	1.10	1.10	0.70	-	(0.40)	0.0%	-36.4%	-18.2%
Geography	5.92	5.85	6.82	(0.07)	0.97	-1.2%	16.6%	7.7%
Geology	1.57	1.88	1.88	0.31	-	19.7%	0.0%	9.9%
German	0.67	0.67	0.67	-	-	0.0%	0.0%	0.0%
Graphic Art, Design	6.15	5.29	5.95	(0.86)	0.66	-14.0%	12.5%	-0.8%
Health Education	0.87	1.14	0.87	0.27	(0.27)	31.0%	-23.7%	3.7%
Health Occupations, General	5.50	4.94	4.70	(0.56)	(0.24)	-10.2%	-4.9%	-7.5%
Health Prof, Transf Core Curr	2.03	2.03	1.65	-	(0.38)	0.0%	-18.7%	-9.4%
History	9.72	10.77	11.85	1.05	1.08	10.8%	10.0%	10.4%
Horticulture	2.89	3.05	2.32	0.16	(0.73)	5.5%	-23.9%	-9.2%
Indust Syst Technol, Mainte	-	-	0.33	-	0.33	-	-	-
Infants, Toddlers	0.33	0.33	0.66	-	0.33	0.0%	100.0%	50.0%
Information Technology, Gener	7.05	6.32	6.94	(0.73)	0.62	-10.4%	9.8%	-0.3%
Intercollegiate Athletics	9.07	8.72	8.91	(0.35)	0.19	-3.9%	2.2%	-0.8%
International Studies	0.30	0.30	2.00	-	1.70	0.0%	566.7%	283.3%
Italian	0.67	0.67	0.67	-	-	0.0%	0.0%	0.0%
Japanese	3.59	3.59	3.93	-	0.34	0.0%	9.5%	4.7%
Job Seeking/Changing Skills	1.47	1.33	1.20	(0.14)	(0.13)	-9.5%	-9.8%	-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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Journalism	0.98	0.98	0.98	-	-	0.0%	0.0%	0.0%
Kinesiology	3.92	3.70	3.97	(0.22)	0.27	-5.6%	7.3%	0.8%
Korean	1.34	1.34	1.34	-	-	0.0%	0.0%	0.0%
Leadership Skills Development	0.67	0.60	0.60	(0.07)	-	-10.4%	0.0%	-5.2%
Learning Skills, Disabled	2.11	2.77	2.02	0.66	(0.75)	31.3%	-27.1%	2.1%
Learning Skills, Learn Disabl	-	-	0.37	-	0.37	-	-	-
Library Science, General	-	0.07	0.07	0.07	-	-	0.0%	0.0%
Linguistics	0.30	0.30	0.30	-	-	0.0%	0.0%	0.0%
Living Skills, Disabled	46.55	45.22	49.33	(1.33)	4.11	-2.9%	9.1%	3.1%
Manufacturing, Industrial Tech	4.54	4.54	4.48	-	(0.06)	0.0%	-1.3%	-0.7%
Marketing, Distribution	2.20	1.81	1.81	(0.39)	-	-17.7%	0.0%	-8.9%
Mass Communications	1.53	1.86	1.53	0.33	(0.33)	21.6%	-17.7%	1.9%
Mathematics Skills	0.68	0.68	0.17	-	(0.51)	0.0%	-75.0%	-37.5%
Mathematics, General	80.94	86.52	83.50	5.58	(3.02)	6.9%	-3.5%	1.7%
Media, Communications, General	0.48	0.05	1.43	(0.43)	1.38	-89.6%	2760.0%	1335.2%
Medical Assisting	3.77	3.72	4.47	(0.05)	0.75	-1.3%	20.2%	9.4%
Medical Laboratory Technology	1.79	1.82	1.82	0.03	-	1.7%	0.0%	0.8%
Microbiology	1.74	1.74	1.74	-	-	0.0%	0.0%	0.0%
Multimedia	2.23	2.23	1.90	-	(0.33)	0.0%	-14.8%	-7.4%
Music	7.51	7.57	8.51	0.06	0.94	0.8%	12.4%	6.6%
Nursing	1.97	1.76	0.72	(0.21)	(1.04)	-10.7%	-59.1%	-34.9%
Nutrition, Foods, Culin Arts	2.54	2.47	2.74	(0.07)	0.27	-2.8%	10.9%	4.1%
Oceanography	0.27	0.27	0.27	-	-	0.0%	0.0%	0.0%
Office Tech/Office Comput Appl	1.39	1.15	1.00	(0.24)	(0.15)	-17.3%	-13.0%	-15.2%
Other Biological Sciences	0.27	0.27	0.27	-	-	0.0%	0.0%	0.0%
Other Education	0.01	-	0.03	(0.01)	0.03	-100.0%	-	-100.0%
Other Engin, Related Industr	0.38	0.25	0.28	(0.13)	0.03	-34.2%	12.0%	-11.1%
Other Foreign Languages	0.33	-	-	(0.33)	-	-100.0%	-	-100.0%
Other Humanities	9.34	8.78	9.31	(0.56)	0.53	-6.0%	6.0%	0.0%
Other Interdisciplinary Stud	2.45	5.09	5.14	2.64	0.05	107.8%	1.0%	54.4%

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Other Mathematics	-	-	-	-	-	-	-	-
Other Physical Sciences	1.90	1.90	1.90	-	-	0.0%	0.0%	0.0%
Painting, Drawing	4.52	5.86	4.88	1.34	(0.98)	29.6%	-16.7%	6.5%
Paralegal	1.65	2.25	1.90	0.60	(0.35)	36.4%	-15.6%	10.4%
Paramedic	3.66	3.51	3.95	(0.15)	0.44	-4.1%	12.5%	4.2%
Parenting, Family Education	0.30	-	-	(0.30)	-	-100.0%	-	-100.0%
Pharmacy Technology	1.98	2.02	2.29	0.04	0.27	2.0%	13.4%	7.7%
Philosophy	6.57	7.88	7.37	1.31	(0.51)	19.9%	-6.5%	6.7%
Phlebotomy	-	0.43	-	0.43	(0.43)	-	-100.0%	-100.0%
Photography	4.28	3.40	3.35	(0.88)	(0.05)	-20.6%	-1.5%	-11.0%
Physical Education	17.89	13.16	12.97	(4.73)	(0.19)	-26.4%	-1.4%	-13.9%
Physical Fitness, Body Movem	0.10	-	-	(0.10)	-	-100.0%	-	-100.0%
Physical Sciences, General	0.01	0.03	1.09	0.02	1.06	200.0%	3533.3%	1866.7%
Physics, General	13.17	13.18	14.72	0.01	1.54	0.1%	11.7%	5.9%
Plumbing, Pipefitting, Steamf	7.24	6.16	6.90	(1.08)	0.74	-14.9%	12.0%	-1.5%
Political Science	9.32	7.61	7.99	(1.71)	0.38	-18.3%	5.0%	-6.7%
Psychology, General	23.91	25.41	22.55	1.50	(2.86)	6.3%	-11.3%	-2.5%
Radiologic Technology	4.00	4.11	4.19	0.11	0.08	2.8%	1.9%	2.3%
Reading	4.91	0.93	1.06	(3.98)	0.13	-81.1%	14.0%	-33.5%
Real Estate	2.04	2.04	2.04	-	-	0.0%	0.0%	0.0%
Registered Nursing	10.58	11.28	12.74	0.70	1.46	6.6%	12.9%	9.8%
Respiratory Care/Therapy	3.69	4.28	4.49	0.59	0.21	16.0%	4.9%	10.4%
Retail Store Operations, Manag	-	-	0.30	-	0.30	-	-	-
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	0.38	-	-	0.0%	0.0%	0.0%
Social Sciences, General	2.93	2.93	2.40	-	(0.53)	0.0%	-18.1%	-9.0%
Sociology	9.04	8.79	7.65	(0.25)	(1.14)	-2.8%	-13.0%	-7.9%
Spanish	4.66	4.66	4.86	-	0.20	0.0%	4.3%	2.1%

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Speech Communication	27.87	29.66	30.61	1.79	0.95	6.4%	3.2%	4.8%
Supervised Tutoring	7.60	7.27	7.11	(0.33)	(0.16)	-4.3%	-2.2%	-3.3%
Tax Studies	0.93	0.93	0.93	-	-	0.0%	0.0%	0.0%
Technical Communication	-	0.38	-	0.38	(0.38)	-	-100.0%	-100.0%
Technical Theater	1.61	1.09	1.56	(0.52)	0.47	-32.3%	43.1%	5.4%
Television-incl TV/film/video	2.49	3.65	3.25	1.16	(0.40)	46.6%	-11.0%	17.8%
Veterinary Technic (Licensed)	7.94	6.64	5.98	(1.30)	(0.66)	-16.4%	-9.9%	-13.2%
Vietnamese	0.67	0.67	0.67	-	-	0.0%	0.0%	0.0%
Vocational ESL	-	0.09	0.09	0.09	-	-	0.0%	0.0%
Women Studies	1.50	1.50	1.50	-	-	0.0%	0.0%	0.0%
World Wide Web Administration	0.68	0.68	0.68	-	-	0.0%	0.0%	0.0%
Total	828.93	850.12	865.31	21.19	15.19	2.6%	1.8%	2.2%

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Central Services								
Building Maintenance and Repairs	18.0	16.5	16.0	(1.5)	(0.5)	-8.3%	-3.0%	-5.7%
Custodial Services	15.7	16.0	14.0	0.3	(2.0)	2.1%	-12.5%	-5.2%
Fiscal Operations	23.9	23.3	24.0	(0.6)	0.8	-2.7%	3.2%	0.3%
Food Services	0.0	0.0	0.0	-	-	0.0%	0.0%	0.0%
Grounds Maintenance and Repairs	5.0	6.0	5.0	1.0	(1.0)	20.0%	-16.7%	1.7%
Human Resources Management	7.5	9.4	7.8	1.9	(1.6)	25.5%	-16.6%	4.5%
Job Placement Services	-	0.6	-	0.6	(0.6)	-	-100.0%	-
Logistical Services	17.5	17.1	17.8	(0.4)	0.7	-2.2%	4.3%	1.1%
Management Information Systems	65.5	54.0	56.4	(11.5)	2.4	-17.6%	4.4%	-6.6%
Matriculation and Student Assessment	-	-	1.0	-	1.0	-	-	-
Other Ancillary Services	7.9	7.8	8.0	(0.2)	0.3	-2.3%	3.2%	-
Other Auxiliary Operations	-	0.4	-	0.4	(0.4)	-	-100.0%	-100.0%
Other Community Services and Economic Develo	-	-	1.0	-	1.0	-	-	-
Other General Institutional Support Services	3.6	4.6	4.6	1.0	-	27.8%	0.0%	13.9%
Other Instructional Support Services	-	0.5	-	0.5	(0.5)	-	-100.0%	-100.0%
Other Operation and Maintenance of Plant	14.2	13.8	13.2	(0.3)	(0.7)	-2.3%	-4.8%	-3.6%
Parking	6.1	5.4	5.8	(0.7)	0.4	-11.8%	6.7%	-2.5%
Physical Property and Related Acquisitions	3.6	4.6	5.6	1.0	1.0	28.2%	22.0%	25.1%
Planning, Policymaking, and Coordination	5.2	3.9	4.9	(1.3)	1.0	-24.6%	25.6%	0.5%
Staff Development	1.0	2.0	1.0	1.0	(1.0)	100.0%	-50.0%	25.0%
Total	194.6	185.8	186.0	(8.8)	0.2	-4.5%	0.1%	-2.2%
De Anza College								
Academic Administration	40.3	39.3	36.0	(1.1)	(3.2)	-2.7%	-8.2%	-5.4%
Academic/Faculty Senate	1.3	1.4	2.0	0.1	0.6	5.3%	45.7%	25.5%
Admissions and Records	18.9	22.3	24.9	3.4	2.6	18.0%	11.7%	14.9%
Child Development Centers	19.4	18.0	26.0	(1.4)	8.0	-7.1%	44.4%	18.7%
Community Relations	0.7	1.4	3.0	0.7	1.6	101.4%	118.0%	109.7%
Community Service Classes	5.4	5.4	5.5	-	0.0	0.0%	0.9%	0.5%
Community Use of Facilities	6.9	7.1	6.2	0.2	(0.9)	2.2%	-12.7%	-5.3%

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Counseling and Guidance	6.9	7.2	7.1	0.3	(0.2)	4.2%	-2.5%	0.8%
Course and Curriculum Development	1.0	1.0	1.0	-	-	0.0%	0.0%	0.0%
Custodial Services	14.5	13.5	13.5	(1.0)	-	-6.9%	0.0%	-3.5%
Extended Opportunities Programs and Services (	10.2	10.6	9.8	0.4	(0.7)	3.4%	-6.9%	-1.7%
Financial Aid Administration	8.8	8.7	8.8	(0.1)	0.1	-1.1%	1.1%	0.0%
Fiscal Operations	10.7	10.0	9.0	(0.7)	(1.0)	-6.6%	-10.1%	-8.3%
Food Services	6.7	7.4	6.4	0.7	(1.0)	10.5%	-13.6%	-1.5%
Grounds Maintenance and Repairs	4.4	4.4	4.4	-	-	0.0%	0.0%	0.0%
Health Services	9.7	9.6	6.9	(0.2)	(2.7)	-1.7%	-28.2%	-15.0%
Human Resources Management	2.0	2.6	1.7	0.6	(1.0)	28.7%	-36.5%	-3.9%
Learning Center	2.0	3.0	3.8	1.0	0.8	50.0%	26.7%	38.3%
Library	14.1	14.1	13.1	0.0	(1.0)	0.1%	-7.2%	-3.6%
Logistical Services	9.0	8.7	8.1	(0.3)	(0.6)	-3.2%	-6.5%	-4.9%
Management Information Systems	2.0	1.2	1.4	(0.8)	0.2	-40.5%	16.0%	-12.3%
Matriculation and Student Assessment	41.4	40.0	42.3	(1.4)	2.3	-3.4%	5.6%	1.1%
Miscellaneous Student Services	3.6	3.6	5.2	0.1	1.5	2.2%	41.5%	21.9%
Other Ancillary Services	4.0	5.0	4.4	1.0	(0.5)	25.3%	-10.5%	7.4%
Other Auxiliary Operations	3.8	4.3	3.5	0.5	(0.8)	13.9%	-18.5%	-2.3%
Other Community Services and Economic Develo	1.3	1.5	1.9	0.3	0.4	20.0%	26.7%	23.3%
Other General Institutional Support Services	1.5	1.0	-	(0.5)	(1.0)	-33.3%	-100.0%	-66.7%
Other Instructional Support Services	4.0	3.9	7.2	(0.1)	3.4	-3.5%	87.0%	41.8%
Other Student Counseling and Guidance	1.9	1.9	2.0	-	0.1	0.0%	5.7%	2.8%
Other Student Services	-	0.5	0.5	0.5	(0.0)	-	-6.0%	-6.0%
Physical Property and Related Acquisitions	0.7	-	-	(0.7)	-	-100.0%	-	-100.0%
Planning, Policymaking, and Coordination	5.0	3.0	2.0	(2.0)	(1.0)	-39.6%	-32.5%	-36.0%
Staff Development	2.0	2.0	2.5	-	0.5	0.0%	25.0%	12.5%
Staff Diversity	2.0	1.0	-	(1.0)	(1.0)	-50.0%	-100.0%	-75.0%
Student Aid	5.0	4.0	4.5	(1.0)	0.5	-20.0%	11.8%	-4.1%
Student and Co-Curricular Activities	2.4	2.4	2.4	-	-	0.0%	0.0%	0.0%
Transfer Programs	1.0	1.2	1.4	0.2	0.2	24.0%	12.9%	18.5%

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Veterans Services	-	0.1	0.1	0.1	0.0	-	20.0%	20.0%
Total	274.2	271.9	278.1	(2.4)	6.2	-0.9%	2.3%	0.7%
Foothill College								
Academic Administration	30.5	28.7	29.1	(1.8)	0.4	-5.8%	1.4%	-2.2%
Academic/Faculty Senate	2.0	2.4	2.1	0.5	(0.4)	25.1%	-15.2%	5.0%
Admissions and Records	6.0	6.0	6.0	-	-	0.0%	0.0%	0.0%
Community Relations	6.9	6.9	5.0	(0.1)	(1.9)	-0.7%	-27.0%	-13.9%
Community Service Classes	-	0.0	0.1	0.0	0.1	-	450.0%	450.0%
Community Use of Facilities	2.5	2.6	3.1	0.2	0.5	6.1%	17.3%	11.7%
Contract Education	0.1	0.0	-	(0.1)	(0.0)	-70.0%	-100.0%	-85.0%
Counseling and Guidance	10.9	10.1	12.9	(0.8)	2.8	-7.2%	27.6%	10.2%
Course and Curriculum Development	2.0	2.0	2.2	-	0.2	0.0%	11.0%	5.5%
Disabled Students Programs and Services (DSPS)	-	1.0	0.5	1.0	(0.5)	-	-50.0%	-50.0%
Extended Opportunities Programs and Services (	5.6	5.6	4.5	-	(1.2)	0.0%	-20.4%	-10.2%
Financial Aid Administration	9.0	6.0	7.0	(3.0)	1.0	-33.3%	16.7%	-8.3%
Fiscal Operations	1.0	2.0	2.6	1.0	0.5	104.0%	25.5%	64.7%
Health Services	5.7	4.6	4.6	(1.1)	(0.1)	-18.5%	-1.7%	-10.1%
Human Resources Management	2.0	1.1	2.9	(0.9)	1.7	-43.1%	155.4%	56.1%
Job Placement Services	2.0	2.0	3.5	-	1.5	0.0%	75.0%	37.5%
Learning Center	1.0	1.4	1.0	0.4	(0.4)	38.0%	-27.5%	5.2%
Library	10.7	9.6	8.6	(1.1)	(1.0)	-9.8%	-10.8%	-10.3%
Logistical Services	0.8	1.9	2.7	1.2	0.8	154.7%	40.8%	97.8%
Management Information Systems	1.0	1.0	1.0	-	-	0.0%	0.0%	0.0%
Matriculation and Student Assessment	27.0	28.3	30.3	1.3	2.0	4.7%	7.0%	5.9%
Miscellaneous Student Services	2.0	3.0	5.4	1.0	2.4	51.0%	79.1%	65.1%
Other Ancillary Services	8.0	7.5	7.4	(0.5)	(0.1)	-6.5%	-1.5%	-4.0%
Other Auxiliary Operations	11.8	9.8	8.6	(2.1)	(1.2)	-17.4%	-11.8%	-14.6%
Other Community Services and Economic Develc	2.6	2.5	2.5	(0.1)	(0.0)	-3.4%	-1.2%	-2.3%
Other General Institutional Support Services	2.0	3.0	4.0	1.0	1.0	50.0%	33.3%	41.7%
Other Instructional Administration and Instructic	-	-	1.5	-	1.5	-	-	-

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

Administrative Support Area (ASA)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg
	Fall 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Percent Change
Other Instructional Support Services	5.6	5.9	4.7	0.2	(1.2)	4.3%	-20.1%	-7.9%
Other Student Counseling and Guidance	-	-	1.3	-	1.3	-	-	-
Physical Property and Related Acquisitions	0.7	-	-	(0.7)	-	-100.0%	-	-100.0%
Planning, Policymaking, and Coordination	6.5	6.0	6.0	(0.5)	-	-8.1%	0.0%	-4.1%
Staff Development	-	-	0.4	-	0.4	-	-	-
Student Aid	1.0	-	2.0	(1.0)	2.0	-100.0%	-	-100.0%
Student Personnel Administration	1.0	0.5	1.0	(0.5)	0.5	-50.0%	100.0%	25.0%
Student and Co-Curricular Activities	1.3	4.5	4.5	3.1	-	239.7%	0.0%	119.8%
Veterans Services	1.0	1.5	1.9	0.5	0.4	49.0%	24.2%	36.6%
Total	170.1	167.5	180.6	(2.6)	13.1	-1.5%	7.8%	3.1%
FHDA CCD								
Academic Administration	70.8	67.9	65.1	(2.8)	(2.8)	-4.0%	-4.1%	-4.1%
Academic/Faculty Senate	3.3	3.8	4.1	0.6	0.3	17.2%	6.8%	12.0%
Admissions and Records	24.9	28.3	30.9	3.4	2.6	13.6%	9.2%	11.4%
Building Maintenance and Repairs	18.0	16.5	16.0	(1.5)	(0.5)	-8.3%	-3.0%	-5.7%
Child Development Centers	19.4	18.0	26.0	(1.4)	8.0	-7.1%	44.4%	18.7%
Community Relations	7.6	8.2	8.0	0.7	(0.2)	8.6%	-2.5%	3.0%
Community Service Classes	5.4	5.4	5.6	0.0	0.1	0.4%	2.6%	1.5%
Community Use of Facilities	9.4	9.7	9.2	0.3	(0.4)	3.2%	-4.7%	-0.7%
Contract Education	0.1	0.0	-	(0.1)	(0.0)	-70.0%	-100.0%	-85.0%
Counseling and Guidance	17.8	17.3	19.9	(0.5)	2.6	-2.8%	15.0%	6.1%
Course and Curriculum Development	3.0	3.0	3.2	-	0.2	0.0%	7.3%	3.7%
Custodial Services	30.2	29.5	27.5	(0.7)	(2.0)	-2.2%	-6.8%	-4.5%
Disabled Students Programs and Services (DSPS)	-	1.0	0.5	1.0	(0.5)	-	-50.0%	-50.0%
Extended Opportunities Programs and Services (	15.9	16.2	14.3	0.4	(1.9)	2.2%	-11.6%	-4.7%
Financial Aid Administration	17.8	14.7	15.8	(3.1)	1.1	-17.4%	7.5%	-5.0%
Fiscal Operations	35.6	35.2	35.5	(0.3)	0.3	-0.9%	0.8%	-0.1%
Food Services	6.7	7.4	6.4	0.7	(1.0)	10.4%	-13.5%	-1.5%
Grounds Maintenance and Repairs	9.4	10.4	9.4	1.0	(1.0)	10.7%	-9.7%	0.5%
Health Services	15.4	14.2	11.4	(1.2)	(2.8)	-7.9%	-19.6%	-13.7%

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

Administrative Support Area (ASA)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Human Resources Management	11.4	13.1	12.3	1.6	(0.8)	14.2%	-5.8%	4.2%
Job Placement Services	2.0	2.6	3.5	0.6	0.9	31.0%	33.6%	32.3%
Learning Center	3.0	4.4	4.8	1.4	0.4	46.0%	9.6%	27.8%
Library	24.8	23.8	21.7	(1.0)	(2.1)	-4.2%	-8.7%	-6.4%
Logistical Services	27.2	27.7	28.6	0.5	1.0	1.8%	3.5%	2.6%
Management Information Systems	68.5	56.2	58.7	(12.3)	2.5	-18.0%	4.5%	-6.7%
Matriculation and Student Assessment	68.4	68.3	73.5	(0.1)	5.2	-0.2%	7.7%	3.7%
Miscellaneous Student Services	5.6	6.7	10.6	1.1	3.9	19.8%	58.6%	39.2%
Other Ancillary Services	19.9	20.2	19.8	0.3	(0.4)	1.5%	-1.9%	-0.2%
Other Auxiliary Operations	15.6	14.4	12.1	(1.2)	(2.3)	-7.5%	-16.1%	-11.8%
Other Community Services and Economic Develo	3.9	4.0	5.4	0.2	1.4	4.1%	33.9%	19.0%
Other General Institutional Support Services	7.1	8.6	8.6	1.5	-	21.1%	0.0%	10.6%
Other Instructional Administration and Instructic	-	-	1.5	-	1.5	-	-	-
Other Instructional Support Services	9.6	10.2	11.9	0.6	1.7	6.2%	16.4%	11.3%
Other Operation and Maintenance of Plant	14.2	13.8	13.2	(0.3)	(0.7)	-2.3%	-4.8%	-3.6%
Other Student Counseling and Guidance	1.9	1.9	3.4	-	1.4	0.0%	74.6%	37.3%
Other Student Services	-	0.5	0.5	0.5	(0.0)	-	-6.0%	-6.0%
Parking	6.1	5.4	5.8	(0.7)	0.4	-11.8%	6.7%	-2.5%
Physical Property and Related Acquisitions	5.0	4.6	5.6	(0.4)	1.0	-8.1%	22.0%	6.9%
Planning, Policymaking, and Coordination	16.7	12.9	12.9	(3.8)	0.0	-22.6%	0.2%	-11.2%
Staff Development	3.0	4.0	3.9	1.0	(0.1)	33.3%	-2.0%	15.7%
Staff Diversity	2.0	1.0	-	(1.0)	(1.0)	-50.0%	-100.0%	-75.0%
Student Aid	6.0	4.0	6.5	(2.0)	2.5	-33.3%	61.8%	14.2%
Student Personnel Administration	1.0	0.5	1.0	(0.5)	0.5	-50.0%	100.0%	25.0%
Student and Co-Curricular Activities	3.7	6.8	6.8	3.1	-	85.8%	0.0%	42.9%
Transfer Programs	1.0	1.2	1.4	0.2	0.2	24.0%	12.9%	18.5%
Veterans Services	1.0	1.5	1.9	0.5	0.4	54.0%	24.0%	39.0%
Total	638.9	625.1	644.7	(13.8)	19.6	-2.2%	3.1%	0.5%

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Central Services								
Executive, Administrative, and Managerial	32.3	31.9	33.0	(0.4)	1.1	-1%	3%	1.2%
Faculty	1.0	1.0	1.0	-	-	0%	0%	0.0%
Professional, Non-Faculty	83.0	79.0	80.1	(4.0)	1.1	-5%	1%	-1.7%
Clerical/Secretarial	15.7	15.8	19.0	0.1	3.3	0%	21%	10.5%
Technical/Paraprofessional	6.0	6.0	4.0	-	(2.0)	0%	-33%	-16.7%
Skilled Crafts	11.0	8.2	10.0	(2.8)	1.8	-26%	22%	-1.7%
Service/Maintenance	45.7	46.0	39.0	0.3	(7.0)	1%	-15%	-7.2%
Total	194.6	187.8	186.1	(6.8)	(1.8)	-3%	-1%	-2.2%
De Anza College								
Executive, Administrative, and Managerial	31.3	32.2	32.4	0.9	0.2	3%	1%	1.7%
Faculty	503.9	513.7	534.4	9.8	20.7	2%	4%	3.0%
Professional, Non-Faculty	96.2	92.2	95.9	(4.0)	3.6	-4%	4%	-0.1%
Clerical/Secretarial	50.5	49.2	46.0	(1.3)	(3.2)	-3%	-6%	-4.5%
Technical/Paraprofessional	63.9	67.8	75.2	3.9	7.4	6%	11%	8.5%
Service/Maintenance	34.0	34.0	31.0	-	(3.0)	0%	-9%	-4.4%
Total	780.0	789.1	815.0	9.2	25.8	1%	3%	2.2%
Foothill College								
Executive, Administrative, and Managerial	37.4	33.4	33.4	(4.0)	(0.0)	-11%	0%	-5.3%
Faculty	350.0	354.4	355.1	4.4	0.7	1%	0%	0.7%
Professional, Non-Faculty	67.9	69.6	78.2	1.8	8.6	3%	12%	7.4%
Clerical/Secretarial	20.5	23.5	24.8	3.0	1.3	15%	6%	10.1%
Technical/Paraprofessional	17.5	17.4	17.5	(0.1)	0.1	-1%	1%	0.0%
Total	493.2	498.3	509.0	5.1	10.7	1%	2%	1.6%

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 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
FHDA CCD								
Executive, Administrative, and Managerial	101.0	97.5	98.8	(3.5)	1.3	-3%	1%	-1.1%
Faculty	854.9	869.1	890.5	14.2	21.4	2%	2%	2.1%
Professional, Non-Faculty	247.1	240.9	254.1	(6.2)	13.3	-3%	6%	1.5%
Clerical/Secretarial	86.7	88.4	89.8	1.7	1.4	2%	2%	1.8%
Technical/Paraprofessional	87.4	91.2	96.7	3.7	5.6	4%	6%	5.2%
Skilled Crafts	11.0	8.2	10.0	(2.8)	1.8	-26%	22%	-1.7%
Service/Maintenance	79.7	80.0	70.0	0.3	(10.0)	0%	-13%	-6.0%

Figure 14. FHDA CCD Full-Time Employee Equivalent by EE06 Occupational Activity, Fall 2024

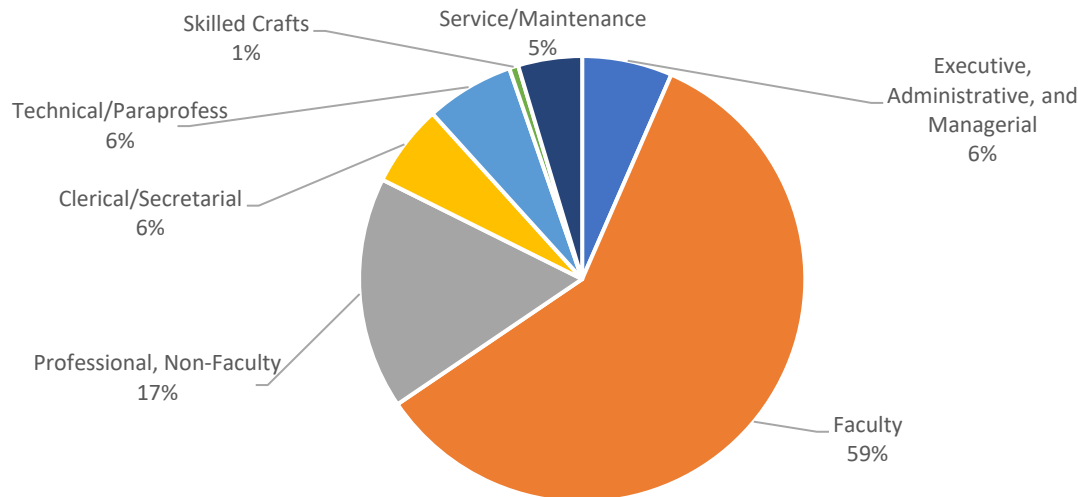


Table 15. Full-Time Equivalent Employee by Institution and Fall Term

Institution	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2022	Fall 2023	Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	Fall 2022 to Fall 2023	Fall 2023 to Fall 2024	
Central Services	194.62	187.82	186.05	(6.80)	(1.77)	-3.5%	-0.9%	-2.2%
De Anza College	779.95	789.11	814.95	9.16	25.84	1.2%	3.3%	2.2%
Foothill College	493.24	498.29	508.96	5.05	10.67	1.0%	2.1%	1.6%
FHDA CCD	1,467.81	1,475.22	1,509.96	7.41	34.74	0.5%	2.4%	1.4%

Institution	Percent of Total		
	Fall 2022	Fall 2023	Fall 2024
Central Services	13.3%	12.7%	12.3%
De Anza College	53.1%	53.5%	54.0%
Foothill College	33.6%	33.8%	33.7%
FHDA CCD	100.0%	100.0%	100.0%

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

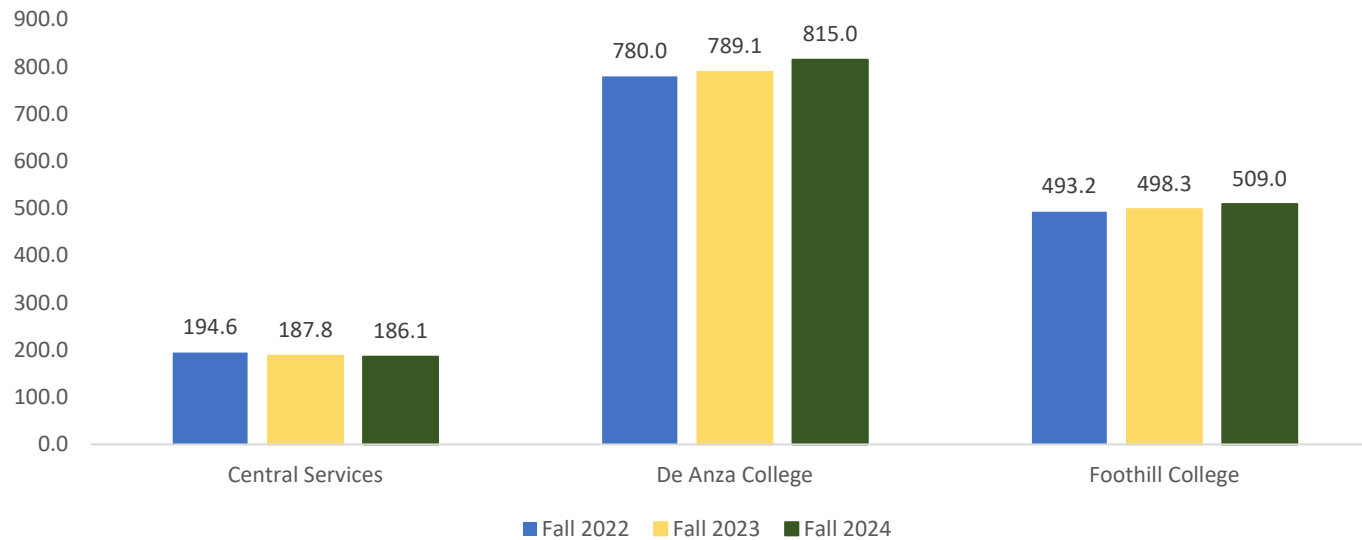


Table 16. FHDA CCD Full-Time Equivalent Employee (FTEE) by Assignment Type and Fall Term

Assignment Type	Fall 2022		Fall 2023		Fall 2024	
	FTEE	Percent	FTEE	Percent	FTEE	Percent
Administrative Support	638.88	43.5%	625.10	42.4%	644.65	42.7%
Instruction (TOP code)	828.93	56.5%	850.12	57.6%	865.31	57.3%
Total	1,467.81	100.0%	1,475.22	100.0%	1,509.96	100.0%

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

