

IRP@FHDA

To: Dorene Novotny, FHDA Vice Chancellor of Human Resources & Equal Opportunity
Patti Conens, FHDA Human Resources Specialist, Faculty

From: Lourdes Del Rio-Parent, PhD, Sr. Research Analyst/Data Warehouse Coordinator FHDA

Date: 5 December 2018

Re: MIS EB and EJ Fall 2018 Submission Report

The purpose of this document is to provide data custodians at the FHDA CCD, especially those at the Human Resources Division, with the opportunity to review data submitted in the MIS EB (Employee Demographics) and EJ (Employee Assignment) reports to the California Community College Chancellor's Office (CCCCO) during the month of November of this year. The information presented here follows the format used in the "Annual Statewide Staffing Reports," posted at the CCCCCO website (https://datamart.cccco.edu/Faculty-Staff/Staff_Annual.aspx). The CCCCCO staffing report is published by the end of the academic year based on fall term data submitted by community college districts across the State.

Different to the procedures used in the CCCCCO staffing annual reports, the data provided are segregated by FHDA entity or institution, which include Foothill College, De Anza College, Central Services, and FHDA CCD (i.e., the colleges and Central Services). Also, this document shows statistics for the last three academic years (fall 2016 to fall 2018), to help identify unexpected changes that may signal data entry errors or the need to modify procedures used to process the data for the MIS SB and EJ reports (e.g., selection of employees).

Finally, the data submitted in the MIS EB and EJ reports, and summarized here, are meant to show a general view of employee demographics and employment related activity during the fall term. Thus, the statistics presented here are not meant to show actual or final figures for either the fall term or the academic year given several factors (e.g., some employees may change job positions or work at locations during the fall term; their contract may not have been processed by the time the data was extracted for submission).

In sum, the statistics provided in this document include the following:

- Headcount statistics
 - Tables 1 and 1.A show headcount data disaggregated by institution, employee category and fall term/academic year. Procedures used to define “employee category” are mainly based on the employee’s classification (EB08) and occupational activity the primary assignment (EB07). More information available at: http://extranet.cccco.edu/Portals/1/TRIS/MIS/Left_Nav/DED/Data_Elements/EB/EB07.pdf. Headcount statistics are not mutually exclusive for employees, in particular faculty, may have had different assignments across institutions during the target period.
 - Headcount figures are also disaggregated by gender (Table 2 and Table 2.A), age group (Table 3 and Table 3.A), race/ethnic group (Table 4 and Table 4.A), primary EE06 occupational activity (Table 5) and employment status (Table 6).
- Averages
 - Table 3.B shows the average age disaggregated by institution, employee category and fall term/academic year. Average figures for salary (annual salary plus any additional annual compensation) are shown in Table 7 for employees with an FTE (full-time employee equivalent) of 0.70 or higher. For overload assignments, the average hourly rates are shown in Table 8.
- Full-Time Employee Equivalent (FTE)
 - FTE statistics by institution, employee category, fall term, and TOP (Taxonomy of Program of Studies) code are shown in Table 9; the data only include TOP codes with at least 1.0 FTE on each fall term. Table 9.A shows FTES figures for all assignments with a TOP code/account type. Table 10 shows statistic for ASA (Administrative and Support Activity) codes with at least 1.0 FTE on each fall term/academic year. Table 10.A shows FTES figures for all assignments with an ASA code/account type. In Table 11, FTES figures for all assignments (TOP and ASA codes) are disaggregated at the employee category and institution levels.

Table 1 Employee Headcount by Institution, Employee Category and Fall Term

Employee Category	Headcount			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Foothill College									
Educational Administrator	31	30	30	(1)	-	(1)	-3%	0%	-3%
Academic Tenured/Tenure Track	189	186	179	(3)	(7)	(10)	-2%	-4%	-5%
Academic Temporary	456	512	412	56	(100)	(44)	12%	-20%	-10%
Classified Administrator	3	3	3	-	-	-	0%	0%	0%
Classified Professional	39	43	43	4	-	4	10%	0%	10%
Classified Support	82	86	78	4	(8)	(4)	5%	-9%	-5%
De Anza College									
Educational Administrator	26	25	21	(1)	(4)	(5)	-4%	-16%	-19%
Academic Tenured/Tenure Track	274	262	266	(12)	4	(8)	-4%	2%	-3%
Academic Temporary	520	565	463	45	(102)	(57)	9%	-18%	-11%
Classified Administrator	7	6	5	(1)	(1)	(2)	-14%	-17%	-29%
Classified Professional	55	60	57	5	(3)	2	9%	-5%	4%
Classified Support	209	214	210	5	(4)	1	2%	-2%	0%
Central Services									
Educational Administrator	24	27	29	3	2	5	13%	7%	21%
Classified Administrator	11	8	5	(3)	(3)	(6)	-27%	-38%	-55%
Classified Professional	69	77	73	8	(4)	4	12%	-5%	6%
Classified Support	93	105	98	12	(7)	5	13%	-7%	5%
FHDA CCD									
Educational Administrator	81	82	80	1	(2)	(1)	1%	-2%	-1%
Academic Tenured/Tenure Track	460	448	445	(12)	(3)	(15)	-3%	-1%	-3%
Academic Temporary	960	1,058	867	98	(191)	(93)	10%	-18%	-10%
Classified Administrator	21	17	13	(4)	(4)	(8)	-19%	-24%	-38%
Classified Professional	163	180	173	17	(7)	10	10%	-4%	6%
Classified Support	383	405	386	22	(19)	3	6%	-5%	1%

Notes: Figures are not mutually exclusive for some employees may work at more than one institution.

Table 1.A Employee Headcount by Institution and Fall Term

Institution	Headcount			Change			Percent Change		
	Year 1- Fall 2016	Year 2-Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Foothill College	800	860	745	60	(115)	(55)	8%	-13%	-7%
De Anza College	1,091	1,132	1,022	41	(110)	(69)	4%	-10%	-6%
Central Services	197	217	205	20	(12)	8	10%	-6%	4%
FHDA CCD	2,068	2,190	1,964	122	(226)	(104)	6%	-10%	-5%

Notes: Figures are not mutually exclusive for some employees may work at more than one institution.

Table 2 Employee Headcount by Institution, Employee Category, Gender and Fall Term

Employee Category	Gender	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Foothill College										
Educational Administrator	Female	23	19	21	(4)	2	(2)	-17%	11%	-9%
	Male	8	11	9	3	(2)	1	38%	-18%	13%
Academic Tenured/Tenure Track	Female	109	108	104	(1)	(4)	(5)	-1%	-4%	-5%
	Male	80	78	75	(2)	(3)	(5)	-3%	-4%	-6%
Academic Temporary	Female	267	288	239	21	(49)	(28)	8%	-17%	-10%
	Male	189	224	173	35	(51)	(16)	19%	-23%	-8%
Classified Administrator	Female	1	1	1	-	-	-	0%	0%	0%
	Male	2	2	2	-	-	-	0%	0%	0%
Classified Professional	Female	27	29	29	2	-	2	7%	0%	7%
	Male	12	14	14	2	-	2	17%	0%	17%
Classified Support	Female	56	57	55	1	(2)	(1)	2%	-4%	-2%
	Male	26	29	23	3	(6)	(3)	12%	-21%	-12%
De Anza College										
Educational Administrator	Female	17	18	15	1	(3)	(2)	6%	-17%	-12%
	Male	9	7	6	(2)	(1)	(3)	-22%	-14%	-33%
Academic Tenured/Tenure Track	Female	144	142	147	(2)	5	3	-1%	4%	2%
	Male	130	120	119	(10)	(1)	(11)	-8%	-1%	-8%
Academic Temporary	Female	306	318	259	12	(59)	(47)	4%	-19%	-15%
	Male	214	247	204	33	(43)	(10)	15%	-17%	-5%
Classified Administrator	Female	3	3	2	-	(1)	(1)	0%	-33%	-33%
	Male	4	3	3	(1)	-	(1)	-25%	0%	-25%
Classified Professional	Female	39	44	43	5	(1)	4	13%	-2%	10%
	Male	16	16	14	-	(2)	(2)	0%	-13%	-13%
Classified Support	Female	140	145	141	5	(4)	1	4%	-3%	1%
	Male	69	69	69	-	-	-	0%	0%	0%

Table 2 Employee Headcount by Institution, Employee Category, Gender and Fall Term

Employee Category	Gender	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Central Services										
Educational Administrator	Female	15	17	16	2	(1)	1	13%	-6%	7%
	Male	9	10	13	1	3	4	11%	30%	44%
Classified Administrator	Female	6	4	2	(2)	(2)	(4)	-33%	-50%	-67%
	Male	5	4	3	(1)	(1)	(2)	-20%	-25%	-40%
Classified Professional	Female	33	38	34	5	(4)	1	15%	-11%	3%
	Male	36	39	39	3	-	3	8%	0%	8%
Classified Support	Female	27	30	28	3	(2)	1	11%	-7%	4%
	Male	66	75	70	9	(5)	4	14%	-7%	6%
FHDA CCD										
Educational Administrator	Female	55	54	52	(1)	(2)	(3)	-2%	-4%	-5%
	Male	26	28	28	2	-	2	8%	0%	8%
Academic Tenured/Tenure Track	Female	253	250	251	(3)	1	(2)	-1%	0%	-1%
	Male	207	198	194	(9)	(4)	(13)	-4%	-2%	-6%
Academic Temporary	Female	562	596	493	34	(103)	(69)	6%	-17%	-12%
	Male	398	462	374	64	(88)	(24)	16%	-19%	-6%
Classified Administrator	Female	10	8	5	(2)	(3)	(5)	-20%	-38%	-50%
	Male	11	9	8	(2)	(1)	(3)	-18%	-11%	-27%
Classified Professional	Female	99	111	106	12	(5)	7	12%	-5%	7%
	Male	64	69	67	5	(2)	3	8%	-3%	5%
Classified Support	Female	223	232	224	9	(8)	1	4%	-3%	0%
	Male	160	173	162	13	(11)	2	8%	-6%	1%

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

Institution	Gender	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2-Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Foothill College	Female	483	502	449	19	(53)	(34)	4%	-11%	-7%
	Male	317	358	296	41	(62)	(21)	13%	-17%	-7%
De Anza College	Female	649	670	607	21	(63)	(42)	3%	-9%	-6%
	Male	442	462	415	20	(47)	(27)	5%	-10%	-6%
Central Services	Female	81	89	80	8	(9)	(1)	10%	-10%	-1%
	Male	116	128	125	12	(3)	9	10%	-2%	8%
FHDA CCD	Female	1,202	1,251	1,131	49	(120)	(71)	4%	-10%	-6%
	Male	866	939	833	73	(106)	(33)	8%	-11%	-4%

Notes: Figures are not mutually exclusive for some employees may work at more than one institution.

Table 3 Employee Headcount by Institution, Employee Category, Age Group and Fall Term

Employee Category	Age Group	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Foothill College										
Educational Administrator	30-34	1	1	1	-	-	-	0%	0%	0%
	35-39	2	4	4	2	-	2	100%	0%	100%
	40-44	7	3	4	(4)	1	(3)	-57%	33%	-43%
	45-49	7	6	6	(1)	-	(1)	-14%	0%	-14%
	50-54	6	6	7	-	1	1	0%	17%	17%
	55-59	3	4	2	1	(2)	(1)	33%	-50%	-33%
	60-64	4	3	4	(1)	1	-	-25%	33%	0%
	65+	1	3	2	2	(1)	1	200%	-33%	100%
Academic Tenured/Tenure Track	<29	2	5	5	3	-	3	150%	0%	150%
	30-34	9	8	5	(1)	(3)	(4)	-11%	-38%	-44%
	35-39	25	22	19	(3)	(3)	(6)	-12%	-14%	-24%
	40-44	29	31	32	2	1	3	7%	3%	10%
	45-49	36	36	34	-	(2)	(2)	0%	-6%	-6%
	50-54	26	30	30	4	-	4	15%	0%	15%
	55-59	26	28	23	2	(5)	(3)	8%	-18%	-12%
	60-64	24	18	22	(6)	4	(2)	-25%	22%	-8%
Academic Temporary	65+	12	8	9	(4)	1	(3)	-33%	13%	-25%
	<29	32	35	20	3	(15)	(12)	9%	-43%	-38%
	30-34	61	53	34	(8)	(19)	(27)	-13%	-36%	-44%
	35-39	48	61	55	13	(6)	7	27%	-10%	15%
	40-44	45	53	46	8	(7)	1	18%	-13%	2%
	45-49	55	61	41	6	(20)	(14)	11%	-33%	-25%
	50-54	60	62	57	2	(5)	(3)	3%	-8%	-5%
	55-59	53	54	45	1	(9)	(8)	2%	-17%	-15%
60-64	45	53	41	8	(12)	(4)	18%	-23%	-9%	
65+	57	80	73	23	(7)	16	40%	-9%	28%	

Table 3 Employee Headcount by Institution, Employee Category, Age Group and Fall Term

Employee Category	Age Group	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Classified Administrator	40-44	1	1	1	-	-	-	0%	0%	0%
	55-59	1	1	1	-	-	-	0%	0%	0%
	60-64	1	1	1	-	-	-	0%	0%	0%
Classified Professional	<29	3	6	5	3	(1)	2	100%	-17%	67%
	30-34	7	5	5	(2)	-	(2)	-29%	0%	-29%
	35-39	6	8	9	2	1	3	33%	13%	50%
	40-44	6	6	6	-	-	-	0%	0%	0%
	45-49	6	5	6	(1)	1	-	-17%	20%	0%
	50-54	5	5	5	-	-	-	0%	0%	0%
	55-59	5	6	6	1	-	1	20%	0%	20%
	60-64	1	1	1	-	-	-	0%	0%	0%
	65+	-	1	-	-	-	-	0%	0%	0%
Classified Support	<29	9	15	10	6	(5)	1	67%	-33%	11%
	30-34	10	9	9	(1)	-	(1)	-10%	0%	-10%
	35-39	13	13	11	-	(2)	(2)	0%	-15%	-15%
	40-44	4	5	5	1	-	1	25%	0%	25%
	45-49	12	11	11	(1)	-	(1)	-8%	0%	-8%
	50-54	5	6	7	1	1	2	20%	17%	40%
	55-59	8	5	4	(3)	(1)	(4)	-38%	-20%	-50%
	60-64	15	14	14	(1)	-	(1)	-7%	0%	-7%
	65+	6	8	7	2	(1)	1	33%	-13%	17%

Table 3 Employee Headcount by Institution, Employee Category, Age Group and Fall Term

Employee Category	Age Group	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
De Anza College										
Educational Administrator	30-34	1	1	1	-	-	-	0%	0%	0%
	35-39	1	1	-	-	-	-	0%	0%	0%
	40-44	1	1	1	-	-	-	0%	0%	0%
	45-49	5	4	3	(1)	(1)	(2)	-20%	-25%	-40%
	50-54	4	4	3	-	(1)	(1)	0%	-25%	-25%
	55-59	4	5	5	1	-	1	25%	0%	25%
	60-64	4	4	4	-	-	-	0%	0%	0%
	65+	6	5	4	(1)	(1)	(2)	-17%	-20%	-33%
Academic Tenured/Tenure Track	<29	5	3	3	(2)	-	(2)	-40%	0%	-40%
	30-34	8	14	16	6	2	8	75%	14%	100%
	35-39	28	31	32	3	1	4	11%	3%	14%
	40-44	32	30	29	(2)	(1)	(3)	-6%	-3%	-9%
	45-49	38	42	35	4	(7)	(3)	11%	-17%	-8%
	50-54	52	43	41	(9)	(2)	(11)	-17%	-5%	-21%
	55-59	45	45	49	-	4	4	0%	9%	9%
	60-64	39	40	39	1	(1)	-	3%	-3%	0%
Academic Temporary	65+	27	14	22	(13)	8	(5)	-48%	57%	-19%
	<29	15	9	12	(6)	3	(3)	-40%	33%	-20%
	30-34	37	49	28	12	(21)	(9)	32%	-43%	-24%
	35-39	54	59	42	5	(17)	(12)	9%	-29%	-22%
	40-44	42	46	47	4	1	5	10%	2%	12%
	45-49	70	72	57	2	(15)	(13)	3%	-21%	-19%
	50-54	76	77	61	1	(16)	(15)	1%	-21%	-20%
	55-59	58	51	44	(7)	(7)	(14)	-12%	-14%	-24%
60-64	61	70	62	9	(8)	1	15%	-11%	2%	
65+	107	132	110	25	(22)	3	23%	-17%	3%	

Table 3 Employee Headcount by Institution, Employee Category, Age Group and Fall Term

Employee Category	Age Group	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Classified Administrator	45-49	2	-	-	-	-	-	0%	0%	0%
	50-54	1	3	2	2	(1)	1	200%	-33%	100%
	55-59	3	3	3	-	-	-	0%	0%	0%
	60-64	1	-	-	-	-	-	0%	0%	0%
Classified Professional	<29	1	3	3	2	-	2	200%	0%	200%
	30-34	6	4	6	(2)	2	-	-33%	50%	0%
	35-39	6	10	10	4	-	4	67%	0%	67%
	40-44	5	7	3	2	(4)	(2)	40%	-57%	-40%
	45-49	9	9	10	-	1	1	0%	11%	11%
	50-54	7	8	8	1	-	1	14%	0%	14%
	55-59	13	8	7	(5)	(1)	(6)	-38%	-13%	-46%
	60-64	6	9	9	3	-	3	50%	0%	50%
	65+	2	2	1	-	(1)	(1)	0%	-50%	-50%
Classified Support	<29	21	22	24	1	2	3	5%	9%	14%
	30-34	21	24	20	3	(4)	(1)	14%	-17%	-5%
	35-39	19	24	21	5	(3)	2	26%	-13%	11%
	40-44	18	18	19	-	1	1	0%	6%	6%
	45-49	23	25	26	2	1	3	9%	4%	13%
	50-54	37	34	34	(3)	-	(3)	-8%	0%	-8%
	55-59	30	32	29	2	(3)	(1)	7%	-9%	-3%
	60-64	27	21	22	(6)	1	(5)	-22%	5%	-19%
	65+	13	14	15	1	1	2	8%	7%	15%

Table 3 Employee Headcount by Institution, Employee Category, Age Group and Fall Term

Employee Category	Age Group	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Central Services										
Educational Administrator	35-39	2	2	1	-	(1)	(1)	0%	-50%	-50%
	40-44	6	7	7	1	-	1	17%	0%	17%
	45-49	4	4	3	-	(1)	(1)	0%	-25%	-25%
	50-54	5	3	6	(2)	3	1	-40%	100%	20%
	55-59	2	4	4	2	-	2	100%	0%	100%
	60-64	4	5	6	1	1	2	25%	20%	50%
	65+	1	2	2	1	-	1	100%	0%	100%
Classified Administrator	50-54	2	-	-	-	-	-	0%	0%	0%
	55-59	2	3	3	1	-	1	50%	0%	50%
	60-64	3	3	1	-	(2)	(2)	0%	-67%	-67%
	65+	4	2	1	(2)	(1)	(3)	-50%	-50%	-75%
Classified Professional	<29	2	2	2	-	-	-	0%	0%	0%
	30-34	4	4	4	-	-	-	0%	0%	0%
	35-39	10	12	7	2	(5)	(3)	20%	-42%	-30%
	40-44	9	7	9	(2)	2	-	-22%	29%	0%
	45-49	14	10	11	(4)	1	(3)	-29%	10%	-21%
	50-54	15	20	19	5	(1)	4	33%	-5%	27%
	55-59	4	7	9	3	2	5	75%	29%	125%
	60-64	10	12	9	2	(3)	(1)	20%	-25%	-10%
65+	1	3	3	2	-	2	200%	0%	200%	

Table 3 Employee Headcount by Institution, Employee Category, Age Group and Fall Term

Employee Category	Age Group	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Classified Support	<29	4	11	6	7	(5)	2	175%	-45%	50%
	30-34	7	4	9	(3)	5	2	-43%	125%	29%
	35-39	4	9	9	5	-	5	125%	0%	125%
	40-44	11	13	11	2	(2)	-	18%	-15%	0%
	45-49	13	12	9	(1)	(3)	(4)	-8%	-25%	-31%
	50-54	14	18	16	4	(2)	2	29%	-11%	14%
	55-59	24	24	19	-	(5)	(5)	0%	-21%	-21%
	60-64	12	10	16	(2)	6	4	-17%	60%	33%
	65+	4	4	3	-	(1)	(1)	0%	-25%	-25%
FHDA CCD										
Educational Administrator	30-34	2	2	2	-	-	-	0%	0%	0%
	35-39	5	7	5	2	(2)	-	40%	-29%	0%
	40-44	14	11	12	(3)	1	(2)	-21%	9%	-14%
	45-49	16	14	12	(2)	(2)	(4)	-13%	-14%	-25%
	50-54	15	13	16	(2)	3	1	-13%	23%	7%
	55-59	9	13	11	4	(2)	2	44%	-15%	22%
	60-64	12	12	14	-	2	2	0%	17%	17%
	65+	8	10	8	2	(2)	-	25%	-20%	0%
Academic Tenured/Tenure Track	<29	7	8	8	1	-	1	14%	0%	14%
	30-34	17	22	21	5	(1)	4	29%	-5%	24%
	35-39	51	53	51	2	(2)	-	4%	-4%	0%
	40-44	61	61	61	-	-	-	0%	0%	0%
	45-49	73	78	69	5	(9)	(4)	7%	-12%	-5%
	50-54	78	73	71	(5)	(2)	(7)	-6%	-3%	-9%
	55-59	71	73	72	2	(1)	1	3%	-1%	1%
	60-64	63	58	61	(5)	3	(2)	-8%	5%	-3%
	65+	39	22	31	(17)	9	(8)	-44%	41%	-21%

Table 3 Employee Headcount by Institution, Employee Category, Age Group and Fall Term

Employee Category	Age Group	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Academic Temporary	<29	46	43	32	(3)	(11)	(14)	-7%	-26%	-30%
	30-34	95	100	61	5	(39)	(34)	5%	-39%	-36%
	35-39	101	116	94	15	(22)	(7)	15%	-19%	-7%
	40-44	86	96	92	10	(4)	6	12%	-4%	7%
	45-49	122	131	97	9	(34)	(25)	7%	-26%	-20%
	50-54	131	136	117	5	(19)	(14)	4%	-14%	-11%
	55-59	110	103	89	(7)	(14)	(21)	-6%	-14%	-19%
	60-64	106	122	103	16	(19)	(3)	15%	-16%	-3%
65+	163	211	182	48	(29)	19	29%	-14%	12%	
Classified Administrator	40-44	1	1	1	-	-	-	0%	0%	0%
	45-49	2	-	-	-	-	-	0%	0%	0%
	50-54	3	3	2	-	(1)	(1)	0%	-33%	-33%
	55-59	6	7	7	1	-	1	17%	0%	17%
	60-64	5	4	2	(1)	(2)	(3)	-20%	-50%	-60%
	65+	4	2	1	(2)	(1)	(3)	-50%	-50%	-75%
Classified Professional	<29	6	11	10	5	(1)	4	83%	-9%	67%
	30-34	17	13	15	(4)	2	(2)	-24%	15%	-12%
	35-39	22	30	26	8	(4)	4	36%	-13%	18%
	40-44	20	20	18	-	(2)	(2)	0%	-10%	-10%
	45-49	29	24	27	(5)	3	(2)	-17%	13%	-7%
	50-54	27	33	32	6	(1)	5	22%	-3%	19%
	55-59	22	21	22	(1)	1	-	-5%	5%	0%
	60-64	17	22	19	5	(3)	2	29%	-14%	12%
	65+	3	6	4	3	(2)	1	100%	-33%	33%

Table 3 Employee Headcount by Institution, Employee Category, Age Group and Fall Term

Employee Category	Age Group	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Classified Support	<29	33	48	40	15	(8)	7	45%	-17%	21%
	30-34	38	37	38	(1)	1	-	-3%	3%	0%
	35-39	36	46	41	10	(5)	5	28%	-11%	14%
	40-44	33	36	35	3	(1)	2	9%	-3%	6%
	45-49	48	48	46	-	(2)	(2)	0%	-4%	-4%
	50-54	56	58	57	2	(1)	1	4%	-2%	2%
	55-59	62	61	52	(1)	(9)	(10)	-2%	-15%	-16%
	60-64	54	45	52	(9)	7	(2)	-17%	16%	-4%
	65+	23	26	25	3	(1)	2	13%	-4%	9%

Table 3.A Employee Headcount by Institution, Age Group and Fall Term

Institution	Age Group	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Foothill College	<29	46	61	40	15	(21)	(6)	33%	-34%	-13%
	30-34	88	76	54	(12)	(22)	(34)	-14%	-29%	-39%
	35-39	94	108	98	14	(10)	4	15%	-9%	4%
	40-44	92	99	94	7	(5)	2	8%	-5%	2%
	45-49	116	119	98	3	(21)	(18)	3%	-18%	-16%
	50-54	102	109	106	7	(3)	4	7%	-3%	4%
	55-59	96	98	81	2	(17)	(15)	2%	-17%	-16%
	60-64	90	90	83	-	(7)	(7)	0%	-8%	-8%
De Anza College	65+	76	100	91	24	(9)	15	32%	-9%	20%
	<29	42	37	42	(5)	5	-	-12%	14%	0%
	30-34	73	92	71	19	(21)	(2)	26%	-23%	-3%
	35-39	108	125	105	17	(20)	(3)	16%	-16%	-3%
	40-44	98	102	99	4	(3)	1	4%	-3%	1%
	45-49	147	152	131	5	(21)	(16)	3%	-14%	-11%
	50-54	177	169	149	(8)	(20)	(28)	-5%	-12%	-16%
	55-59	153	144	137	(9)	(7)	(16)	-6%	-5%	-10%
Central Services	60-64	138	144	136	6	(8)	(2)	4%	-6%	-1%
	65+	155	167	152	12	(15)	(3)	8%	-9%	-2%
	<29	6	13	8	7	(5)	2	117%	-38%	33%
	30-34	11	8	13	(3)	5	2	-27%	63%	18%
	35-39	16	23	17	7	(6)	1	44%	-26%	6%
	40-44	26	27	27	1	-	1	4%	0%	4%
	45-49	31	26	23	(5)	(3)	(8)	-16%	-12%	-26%
	50-54	36	41	41	5	-	5	14%	0%	14%
55-59	32	38	35	6	(3)	3	19%	-8%	9%	
60-64	29	30	32	1	2	3	3%	7%	10%	
65+	10	11	9	1	(2)	(1)	10%	-18%	-10%	

Table 3.A Employee Headcount by Institution, Age Group and Fall Term

Institution	Age Group	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
FHDA CCD	<29	92	110	90	18	(20)	(2)	20%	-18%	-2%
	30-34	169	174	137	5	(37)	(32)	3%	-21%	-19%
	35-39	215	252	217	37	(35)	2	17%	-14%	1%
	40-44	215	225	219	10	(6)	4	5%	-3%	2%
	45-49	290	295	251	5	(44)	(39)	2%	-15%	-13%
	50-54	310	316	295	6	(21)	(15)	2%	-7%	-5%
	55-59	280	278	253	(2)	(25)	(27)	-1%	-9%	-10%
	60-64	257	263	251	6	(12)	(6)	2%	-5%	-2%
	65+	240	277	251	37	(26)	11	15%	-9%	5%

Notes: Figures are not mutually exclusive for some employees may work at more than one institution.

Table 3.B Employee Average Age by Institution, Employee Category and Fall Term

Employee Category	Average Age			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Foothill College									
Educational Administrator	49	51	50	1	-	1	2%	-1%	1%
Academic Tenured/Tenure Track	49	48	49	(1)	1	-	-2%	2%	0%
Academic Temporary	48	49	50	1	1	2	2%	2%	4%
Classified Administrator	52	53	54	1	1	2	2%	2%	4%
Classified Professional	43	43	43	(1)	-	-	-1%	0%	-1%
Classified Support	46	46	47	(1)	1	-	-2%	2%	0%
De Anza College									
Educational Administrator	56	56	57	1	-	1	1%	1%	2%
Academic Tenured/Tenure Track	51	50	51	(1)	1	-	-2%	1%	-1%
Academic Temporary	52	53	54	1	1	1	1%	1%	2%
Classified Administrator	55	55	55	-	-	-	-1%	0%	-1%
Classified Professional	49	48	47	(1)	(1)	(2)	-2%	-2%	-4%
Classified Support	48	47	47	(1)	-	(1)	-2%	0%	-2%
Central Services									
Educational Administrator	50	51	52	1	1	3	3%	2%	5%
Classified Administrator	61	62	60	1	(2)	(1)	1%	-3%	-2%
Classified Professional	48	49	49	1	-	1	2%	1%	3%
Classified Support	50	48	49	(2)	-	(2)	-4%	1%	-3%
FHDA CCD									
Educational Administrator	52	53	53	1	-	1	2%	0%	2%
Academic Tenured/Tenure Track	51	49	50	(1)	1	-	-2%	2%	0%
Academic Temporary	50	51	52	1	1	2	1%	2%	3%
Classified Administrator	58	58	57	-	(1)	(1)	0%	-2%	-2%
Classified Professional	47	47	47	-	-	-	0%	0%	-1%
Classified Support	48	47	47	(1)	-	(1)	-3%	1%	-2%

Table 4 Headcount by Institution, Employee Category, Race/Ethnicity and Fall Term

Employee Category	Race or Ethnicity	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year	Year 2 to Year	Year 1 to Year
Foothill College										
Educational Administrator	African American/Black	-	2	2	2	-	2	0%	0%	0%
	Asian	8	6	8	(2)	2	-	-25%	33%	0%
	Hispanic	3	2	3	(1)	1	-	-33%	50%	0%
	White	19	19	16	-	(3)	(3)	0%	-16%	-16%
	Two or more races	1	1	1	-	-	-	0%	0%	0%
	African American/Black	9	10	10	1	-	1	11%	0%	11%
	Asian	26	30	28	4	(2)	2	15%	-7%	8%
	Hispanic	26	28	28	2	-	2	8%	0%	8%
	White	118	110	107	(8)	(3)	(11)	-7%	-3%	-9%
	Two or more races	7	6	5	(1)	(1)	(2)	-14%	-17%	-29%
	Not reported	3	2	1	(1)	(1)	(2)	-33%	-50%	-67%
Academic Temporary	African American/Black	13	14	10	1	(4)	(3)	8%	-29%	-23%
	American Indian/Alaska Na	4	5	5	1	-	1	25%	0%	25%
	Asian	89	97	89	8	(8)	-	9%	-8%	0%
	Hispanic	33	32	33	(1)	1	-	-3%	3%	0%
	Pacific Islander	1	-	-	(1)	-	(1)	0%	0%	0%
	White	289	332	252	43	(80)	(37)	15%	-24%	-13%
	Two or more races	6	9	6	3	(3)	-	50%	-33%	0%
	Not reported	21	23	17	2	(6)	(4)	10%	-26%	-19%
Classified Administrator	Asian	1	1	1	-	-	-	0%	0%	0%
	White	2	2	2	-	-	-	0%	0%	0%
Classified Professional	African American/Black	6	7	6	1	(1)	-	17%	-14%	0%
	Asian	10	11	11	1	-	1	10%	0%	10%
	Hispanic	8	9	9	1	-	1	13%	0%	13%
	Pacific Islander	-	1	1	1	-	1	0%	0%	0%
	White	12	13	14	1	1	2	8%	8%	17%
	Two or more races	2	1	1	(1)	-	(1)	-50%	0%	-50%
	Not reported	1	1	1	-	-	-	0%	0%	0%

Table 4 Headcount by Institution, Employee Category, Race/Ethnicity and Fall Term

Employee Category	Race or Ethnicity	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year	Year 2 to Year	Year 1 to Year
Classified Support	African American/Black	3	2	2	(1)	-	(1)	-33%	0%	-33%
	American Indian/Alaska Na	1	1	1	-	-	-	0%	0%	0%
	Asian	21	21	20	-	(1)	(1)	0%	-5%	-5%
	Hispanic	15	22	21	7	(1)	6	47%	-5%	40%
	Pacific Islander	3	2	2	(1)	-	(1)	-33%	0%	-33%
	White	33	30	24	(3)	(6)	(9)	-9%	-20%	-27%
	Two or more races	4	5	3	1	(2)	(1)	25%	-40%	-25%
	Not reported	2	3	5	1	2	3	50%	67%	150%

Table 4 Headcount by Institution, Employee Category, Race/Ethnicity and Fall Term

Employee Category	Race or Ethnicity	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year	Year 2 to Year	Year 1 to Year
De Anza College										
Educational Administrator	African American/Black	7	7	5	-	(2)	(2)	0%	-29%	-29%
	American Indian/Alaska Native	1	-	-	(1)	-	(1)	0%	0%	0%
	Asian	3	3	3	-	-	-	0%	0%	0%
	Hispanic	4	5	5	1	-	1	25%	0%	25%
	White	9	8	6	(1)	(2)	(3)	-11%	-25%	-33%
	Two or more races	1	1	1	-	-	-	0%	0%	0%
	Not reported	1	1	1	-	-	-	0%	0%	0%
Academic Tenured/Tenure Track	African American/Black	21	19	18	(2)	(1)	(3)	-10%	-5%	-14%
	American Indian/Alaska Native	1	2	2	1	-	1	100%	0%	100%
	Asian	52	55	55	3	-	3	6%	0%	6%
	Hispanic	39	38	40	(1)	2	1	-3%	5%	3%
	White	145	130	134	(15)	4	(11)	-10%	3%	-8%
	Two or more races	4	5	5	1	-	1	25%	0%	25%
	Not reported	12	13	12	1	(1)	-	8%	-8%	0%
Academic Temporary	African American/Black	16	17	14	1	(3)	(2)	6%	-18%	-13%
	American Indian/Alaska Native	5	4	4	(1)	-	(1)	-20%	0%	-20%
	Asian	120	127	106	7	(21)	(14)	6%	-17%	-12%
	Hispanic	29	37	34	8	(3)	5	28%	-8%	17%
	Pacific Islander	1	1	1	-	-	-	0%	0%	0%
	White	307	329	269	22	(60)	(38)	7%	-18%	-12%
	Two or more races	9	15	9	6	(6)	-	67%	-40%	0%
	Not reported	33	35	26	2	(9)	(7)	6%	-26%	-21%
Classified Administrator	African American/Black	1	1	1	-	-	-	0%	0%	0%
	Hispanic	1	-	-	(1)	-	(1)	0%	0%	0%
	White	5	5	4	-	(1)	(1)	0%	-20%	-20%

Table 4 Headcount by Institution, Employee Category, Race/Ethnicity and Fall Term

Employee Category	Race or Ethnicity	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year	Year 2 to Year	Year 1 to Year
Classified Professional	African American/Black	2	3	3	1	-	1	50%	0%	50%
	Asian	12	13	11	1	(2)	(1)	8%	-15%	-8%
	Hispanic	14	17	17	3	-	3	21%	0%	21%
	Pacific Islander	-	1	2	1	1	2	0%	100%	0%
	White	24	24	22	-	(2)	(2)	0%	-8%	-8%
	Two or more races	2	2	2	-	-	-	0%	0%	0%
	Not reported	1	-	-	(1)	-	(1)	0%	0%	0%
Classified Support	African American/Black	6	6	3	-	(3)	(3)	0%	-50%	-50%
	Asian	61	63	61	2	(2)	-	3%	-3%	0%
	Hispanic	45	49	46	4	(3)	1	9%	-6%	2%
	Pacific Islander	3	3	3	-	-	-	0%	0%	0%
	White	79	78	77	(1)	(1)	(2)	-1%	-1%	-3%
	Two or more races	4	5	6	1	1	2	25%	20%	50%
	Not reported	11	10	14	(1)	4	3	-9%	40%	27%
Central Services										
Educational Administrat	African American/Black	3	2	3	(1)	1	-	-33%	50%	0%
	Asian	-	1	1	1	-	1	0%	0%	0%
	Hispanic	6	7	7	1	-	1	17%	0%	17%
	White	15	16	17	1	1	2	7%	6%	13%
	Not reported	-	1	1	1	-	1	0%	0%	0%
Classified Administrator	African American/Black	1	-	-	(1)	-	(1)	0%	0%	0%
	Asian	2	2	2	-	-	-	0%	0%	0%
	Hispanic	1	-	-	(1)	-	(1)	0%	0%	0%
	White	6	5	3	(1)	(2)	(3)	-17%	-40%	-50%
	Not reported	1	1	-	-	(1)	(1)	0%	0%	0%
Classified Professional	African American/Black	-	1	-	1	(1)	-	0%	0%	0%
	American Indian/Alaska Na	1	1	1	-	-	-	0%	0%	0%
	Asian	25	25	25	-	-	-	0%	0%	0%
	Hispanic	9	12	12	3	-	3	33%	0%	33%

Table 4 Headcount by Institution, Employee Category, Race/Ethnicity and Fall Term

Employee Category	Race or Ethnicity	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year	Year 2 to Year	Year 1 to Year
Classified Support	White	28	31	27	3	(4)	(1)	11%	-13%	-4%
	Two or more races	1	1	1	-	-	-	0%	0%	0%
	Not reported	5	6	7	1	1	2	20%	17%	40%
	African American/Black	5	5	5	-	-	-	0%	0%	0%
	Asian	19	21	21	2	-	2	11%	0%	11%
	Hispanic	32	39	38	7	(1)	6	22%	-3%	19%
	Pacific Islander	1	1	1	-	-	-	0%	0%	0%
	White	29	32	26	3	(6)	(3)	10%	-19%	-10%
	Two or more races	2	2	2	-	-	-	0%	0%	0%
	Not reported	5	5	5	-	-	-	0%	0%	0%

Table 4 Headcount by Institution, Employee Category, Race/Ethnicity and Fall Term

Employee Category	Race or Ethnicity	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year	Year 2 to Year	Year 1 to Year
FHDA CCD										
Educational Administrator	African American/Black	10	11	10	1	(1)	-	10%	-9%	0%
	American Indian/Alaska Native	1	-	-	(1)	-	(1)	0%	0%	0%
	Asian	11	10	12	(1)	2	1	-9%	20%	9%
	Hispanic	13	14	15	1	1	2	8%	7%	15%
	White	43	43	39	-	(4)	(4)	0%	-9%	-9%
	Two or more races	2	2	2	-	-	-	0%	0%	0%
	Not reported	1	2	2	1	-	1	100%	0%	100%
Academic Tenured/Tenure Track	African American/Black	30	29	28	(1)	(1)	(2)	-3%	-3%	-7%
	American Indian/Alaska Native	1	2	2	1	-	1	100%	0%	100%
	Asian	77	85	83	8	(2)	6	10%	-2%	8%
	Hispanic	65	66	68	1	2	3	2%	3%	5%
	White	261	240	241	(21)	1	(20)	-8%	0%	-8%
	Two or more races	11	11	10	-	(1)	(1)	0%	-9%	-9%
	Not reported	15	15	13	-	(2)	(2)	0%	-13%	-13%
Academic Temporary	African American/Black	29	30	24	1	(6)	(5)	3%	-20%	-17%
	American Indian/Alaska Native	9	9	9	-	-	-	0%	0%	0%
	Asian	204	218	191	14	(27)	(13)	7%	-12%	-6%
	Hispanic	62	69	67	7	(2)	5	11%	-3%	8%
	Pacific Islander	2	1	1	(1)	-	(1)	-50%	0%	-50%
	White	589	654	519	65	(135)	(70)	11%	-21%	-12%
	Two or more races	15	22	15	7	(7)	-	47%	-32%	0%
	Not reported	50	55	41	5	(14)	(9)	10%	-25%	-18%
Classified Administrator	African American/Black	2	1	1	(1)	-	(1)	-50%	0%	-50%
	Asian	3	3	3	-	-	-	0%	0%	0%
	Hispanic	2	-	-	(2)	-	(2)	0%	0%	0%
	White	13	12	9	(1)	(3)	(4)	-8%	-25%	-31%
	Not reported	1	1	-	-	(1)	(1)	0%	0%	0%

Table 4 Headcount by Institution, Employee Category, Race/Ethnicity and Fall Term

Employee Category	Race or Ethnicity	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year	Year 2 to Year	Year 1 to Year
Classified Professional	African American/Black	8	11	9	3	(2)	1	38%	-18%	13%
	American Indian/Alaska Na	1	1	1	-	-	-	0%	0%	0%
	Asian	47	49	47	2	(2)	-	4%	-4%	0%
	Hispanic	31	38	38	7	-	7	23%	0%	23%
	Pacific Islander	-	2	3	2	1	3	0%	50%	0%
	White	64	68	63	4	(5)	(1)	6%	-7%	-2%
	Two or more races	5	4	4	(1)	-	(1)	-20%	0%	-20%
	Not reported	7	7	8	-	1	1	0%	14%	14%
Classified Support	African American/Black	14	13	10	(1)	(3)	(4)	-7%	-23%	-29%
	American Indian/Alaska Na	1	1	1	-	-	-	0%	0%	0%
	Asian	100	105	102	5	(3)	2	5%	-3%	2%
	Hispanic	92	110	105	18	(5)	13	20%	-5%	14%
	Pacific Islander	7	6	6	(1)	-	(1)	-14%	0%	-14%
	White	141	140	127	(1)	(13)	(14)	-1%	-9%	-10%
	Two or more races	10	12	11	2	(1)	1	20%	-8%	10%
	Not reported	18	18	24	-	6	6	0%	33%	33%

Table 4.A Headcount by Institution, Race/Ethnicity and Fall Term

Race or Ethnicity	Headcount			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Foothill College									
African American/Black	31	35	30	4	(5)	(1)	13%	-14%	-3%
American Indian/Alaska Na	5	6	6	1	-	1	20%	0%	20%
Asian	155	166	157	11	(9)	2	7%	-5%	1%
Hispanic	85	93	94	8	1	9	9%	1%	11%
Pacific Islander	4	3	3	(1)	-	(1)	-25%	0%	-25%
White	473	506	415	33	(91)	(58)	7%	-18%	-12%
Two or more races	20	22	16	2	(6)	(4)	10%	-27%	-20%
Not reported	27	29	24	2	(5)	(3)	7%	-17%	-11%
De Anza College									
African American/Black	53	53	44	-	(9)	(9)	0%	-17%	-17%
American Indian/Alaska Na	7	6	6	(1)	-	(1)	-14%	0%	-14%
Asian	248	261	236	13	(25)	(12)	5%	-10%	-5%
Hispanic	132	146	142	14	(4)	10	11%	-3%	8%
Pacific Islander	4	5	6	1	1	2	25%	20%	50%
White	569	574	512	5	(62)	(57)	1%	-11%	-10%
Two or more races	20	28	23	8	(5)	3	40%	-18%	15%
Not reported	58	59	53	1	(6)	(5)	2%	-10%	-9%
Central Services									
African American/Black	9	8	8	(1)	-	(1)	-11%	0%	-11%
American Indian/Alaska Na	1	1	1	-	-	-	0%	0%	0%
Asian	46	49	49	3	-	3	7%	0%	7%
Hispanic	48	58	57	10	(1)	9	21%	-2%	19%
Pacific Islander	1	1	1	-	-	-	0%	0%	0%
White	78	84	73	6	(11)	(5)	8%	-13%	-6%
Two or more races	3	3	3	-	-	-	0%	0%	0%
Not reported	11	13	13	2	-	2	18%	0%	18%

Table 4.A Headcount by Institution, Race/Ethnicity and Fall Term

Race or Ethnicity	Headcount			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
FHDA CCD									
African American/Black	93	95	82	2	(13)	(11)	2%	-14%	-12%
American Indian/Alaska Na	13	13	13	-	-	-	0%	0%	0%
Asian	442	470	438	28	(32)	(4)	6%	-7%	-1%
Hispanic	265	297	293	32	(4)	28	12%	-1%	11%
Pacific Islander	9	9	10	-	1	1	0%	11%	11%
White	1,111	1,157	998	46	(159)	(113)	4%	-14%	-10%
Two or more races	43	51	42	8	(9)	(1)	19%	-18%	-2%
Not reported	92	98	88	6	(10)	(4)	7%	-10%	-4%

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

EE06 Occupational Activity	Headcount			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Foothill College									
Executive, Administrative, and Managerial Faculty	34	33	33	(1)	-	(1)	-3%	0%	-3%
Professional, Non-Faculty	645	698	591	53	(107)	(54)	8%	-15%	-8%
Clerical/Secretarial	39	43	43	4	-	4	10%	0%	10%
Technical/Paraprofessional	36	37	33	1	(4)	(3)	3%	-11%	-8%
Service/Maintenance	44	47	43	3	(4)	(1)	7%	-9%	-2%
Service/Maintenance	2	2	2	-	-	-	0%	0%	0%
De Anza College									
Executive, Administrative, and Managerial Faculty	33	31	26	(2)	(5)	(7)	-6%	-16%	-21%
Professional, Non-Faculty	794	827	729	33	(98)	(65)	4%	-12%	-8%
Clerical/Secretarial	55	60	57	5	(3)	2	9%	-5%	4%
Technical/Paraprofessional	68	68	64	-	(4)	(4)	0%	-6%	-6%
Service/Maintenance	105	109	110	4	1	5	4%	1%	5%
Service/Maintenance	36	37	36	1	(1)	-	3%	-3%	0%
Central Services									
Executive, Administrative, and Managerial	35	35	34	-	(1)	(1)	0%	-3%	-3%
Professional, Non-Faculty	69	77	73	8	(4)	4	12%	-5%	6%
Clerical/Secretarial	18	19	19	1	-	1	6%	0%	6%
Technical/Paraprofessional	17	19	16	2	(3)	(1)	12%	-16%	-6%
Skilled Crafts	14	17	16	3	(1)	2	21%	-6%	14%
Service/Maintenance	44	50	47	6	(3)	3	14%	-6%	7%
FHDA CCD									
Executive, Administrative, and Managerial Faculty	102	99	93	(3)	(6)	(9)	-3%	-6%	-9%
Professional, Non-Faculty	1,420	1,506	1,312	86	(194)	(108)	6%	-13%	-8%
Clerical/Secretarial	163	180	173	17	(7)	10	10%	-4%	6%
Technical/Paraprofessional	122	124	116	2	(8)	(6)	2%	-6%	-5%
Skilled Crafts	165	175	169	10	(6)	4	6%	-3%	2%
Service/Maintenance	14	17	16	3	(1)	2	21%	-6%	14%
Service/Maintenance	82	89	85	7	(4)	3	9%	-4%	4%

Table 6 Headcount by Institution, Employee Category, Employment Status and Fall Term

Employee Category	Employment Status	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Foothill College										
Educational Administrator	Continuing	29	27	29	(2)	2	-	-7%	7%	0%
	New Hire	2	2	-	-	(2)	(2)	0%	0%	0%
	Promoted	-	1	1	1	-	1	0%	0%	0%
Academic Tenured/Tenure Track	Continuing	184	172	178	(12)	6	(6)	-7%	3%	-3%
	New Hire	5	14	1	9	(13)	(4)	180%	-93%	-80%
Academic Temporary	Continuing	454	511	410	57	(101)	(44)	13%	-20%	-10%
	New Hire	2	1	2	(1)	1	-	-50%	100%	0%
Classified Administrator	Continuing	3	3	3	-	-	-	0%	0%	0%
Classified Professional	Continuing	39	39	40	-	1	1	0%	3%	3%
	New Hire	-	3	2	3	(1)	2	0%	-33%	0%
	Promoted	-	1	1	1	-	1	0%	0%	0%
Classified Support	Continuing	78	78	77	-	(1)	(1)	0%	-1%	-1%
	New Hire	3	7	1	4	(6)	(2)	133%	-86%	-67%
	Promoted	1	1	-	-	(1)	(1)	0%	0%	0%
De Anza College										
Educational Administrator	Continuing	26	25	21	(1)	(4)	(5)	-4%	-16%	-19%
Academic Tenured/Tenure Track	Continuing	257	248	259	(9)	11	2	-4%	4%	1%
	New Hire	17	14	7	(3)	(7)	(10)	-18%	-50%	-59%
Academic Temporary	Continuing	517	565	461	48	(104)	(56)	9%	-18%	-11%
	New Hire	3	-	2	(3)	2	(1)	0%	0%	-33%
Classified Administrator	Continuing	7	6	5	(1)	(1)	(2)	-14%	-17%	-29%
Classified Professional	Continuing	53	56	55	3	(1)	2	6%	-2%	4%
	New Hire	1	3	1	2	(2)	-	200%	-67%	0%
	Promoted	1	1	1	-	-	-	0%	0%	0%
Classified Support	Continuing	198	202	209	4	7	11	2%	3%	6%
	New Hire	8	10	1	2	(9)	(7)	25%	-90%	-88%
	Promoted	3	2	-	(1)	(2)	(3)	-33%	0%	0%

Table 6 Headcount by Institution, Employee Category, Employment Status and Fall Term

Employee Category	Employment Status	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Central Services										
Educational Administrator	Continuing	22	27	27	5	-	5	23%	0%	23%
	New Hire	1	-	2	(1)	2	1	0%	0%	100%
	Promoted	1	-	-	(1)	-	(1)	0%	0%	0%
Classified Administrator	Continuing	11	8	5	(3)	(3)	(6)	-27%	-38%	-55%
Classified Professional	Continuing	69	75	70	6	(5)	1	9%	-7%	1%
	New Hire	-	1	1	1	-	1	0%	0%	0%
	Promoted	-	1	2	1	1	2	0%	100%	0%
Classified Support	Continuing	90	100	98	10	(2)	8	11%	-2%	9%
	New Hire	2	4	-	2	(4)	(2)	100%	0%	0%
	Promoted	1	1	-	-	(1)	(1)	0%	0%	0%
FHDA CCD										
Educational Administrator	Continuing	77	79	77	2	(2)	-	3%	-3%	0%
	New Hire	3	2	2	(1)	-	(1)	-33%	0%	-33%
	Promoted	1	1	1	-	-	-	0%	0%	0%
Academic Tenured/Tenure Track	Continuing	438	420	437	(18)	17	(1)	-4%	4%	0%
	New Hire	22	28	8	6	(20)	(14)	27%	-71%	-64%
Academic Temporary	Continuing	955	1,057	863	102	(194)	(92)	11%	-18%	-10%
	New Hire	5	1	4	(4)	3	(1)	-80%	300%	-20%
Classified Administrator	Continuing	21	17	13	(4)	(4)	(8)	-19%	-24%	-38%
Classified Professional	Continuing	161	170	165	9	(5)	4	6%	-3%	2%
	New Hire	1	7	4	6	(3)	3	600%	-43%	300%
	Promoted	1	3	4	2	1	3	200%	33%	300%
Classified Support	Continuing	365	380	384	15	4	19	4%	1%	5%
	New Hire	13	21	2	8	(19)	(11)	62%	-90%	-85%
	Promoted	5	4	-	(1)	(4)	(5)	-20%	0%	0%

Table 6.A Headcount by Institution, Employment Status and Fall Term

Institution	Employment Status	Headcount			Change			Percent Change		
		Year 1- Fall 2016	Year 2-Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Foothill College	Continuing	787	830	737	43	(93)	(50)	5%	-11%	-6%
	New Hire	12	27	6	15	(21)	(6)	125%	-78%	-50%
	Promoted	1	3	2	2	(1)	1	200%	-33%	100%
De Anza College	Continuing	1,058	1,102	1,010	44	(92)	(48)	4%	-8%	-5%
	New Hire	29	27	11	(2)	(16)	(18)	-7%	-59%	-62%
	Promoted	4	3	1	(1)	(2)	(3)	-25%	-67%	-75%
Central Services	Continuing	192	210	200	18	(10)	8	9%	-5%	4%
	New Hire	3	5	3	2	(2)	-	67%	-40%	0%
	Promoted	2	2	2	-	-	-	0%	0%	0%
FHDA CCD	Continuing	2,017	2,123	1,939	106	(184)	(78)	5%	-9%	-4%
	New Hire	44	59	20	15	(39)	(24)	34%	-66%	-55%
	Promoted	7	8	5	1	(3)	(2)	14%	-38%	-29%

Notes: Figures are not mutually exclusive for some employees may work at more than one institution.

Table 7 Employee Average Annual Salary by Institution, Employee Category and Fall Term

Employee Category	Average Salary			Change			Percent Change		
	Year 1- Fall 2016	Year 2-Fall 2017	Year 3 -Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Foothill College									
Educational Administrator	\$ 141,341	\$ 147,697	\$ 148,278	\$ 6,356	\$ 580	\$ 6,937	4%	0%	5%
Academic Tenured/Tenure Track	\$ 102,811	\$ 102,455	\$ 103,793	\$ (356)	\$ 1,338	\$ 982	0%	1%	1%
Classified Administrator	\$ 148,629	\$ 148,629	\$ 148,629	\$ -	\$ -	\$ -	0%	0%	0%
Classified Professional	\$ 81,846	\$ 84,115	\$ 86,115	\$ 2,269	\$ 2,000	\$ 4,269	3%	2%	5%
Classified Support	\$ 67,940	\$ 68,805	\$ 69,576	\$ 865	\$ 770	\$ 1,636	1%	1%	2%
De Anza College									
Educational Administrator	\$ 160,576	\$ 164,235	\$ 168,771	\$ 3,660	\$ 4,536	\$ 8,195	2%	3%	5%
Academic Tenured/Tenure Track	\$ 101,879	\$ 101,012	\$ 101,901	\$ (867)	\$ 890	\$ 22	-1%	1%	0%
Classified Administrator	\$ 141,592	\$ 150,994	\$ 159,682	\$ 9,402	\$ 8,687	\$ 18,089	7%	6%	13%
Classified Professional	\$ 89,433	\$ 87,046	\$ 87,718	\$ (2,387)	\$ 672	\$ (1,715)	-3%	1%	-2%
Classified Support	\$ 67,472	\$ 66,401	\$ 66,843	\$ (1,071)	\$ 442	\$ (630)	-2%	1%	-1%
Central Services									
Educational Administrator	\$ 159,831	\$ 162,061	\$ 165,520	\$ 2,230	\$ 3,458	\$ 5,688	1%	2%	4%
Classified Administrator	\$ 158,289	\$ 157,376	\$ 174,601	\$ (914)	\$ 17,226	\$ 16,312	-1%	11%	10%
Classified Professional	\$ 110,291	\$ 112,015	\$ 111,408	\$ 1,724	\$ (607)	\$ 1,117	2%	-1%	1%
Classified Support	\$ 77,960	\$ 74,391	\$ 74,995	\$ (3,569)	\$ 604	\$ (2,965)	-5%	1%	-4%
FHDA CCD									
Educational Administrator	\$ 152,802	\$ 157,386	\$ 159,680	\$ 4,584	\$ 2,295	\$ 6,878	3%	1%	5%
Academic Tenured/Tenure Track	\$ 102,254	\$ 101,611	\$ 102,666	\$ (643)	\$ 1,055	\$ 412	-1%	1%	0%
Classified Administrator	\$ 151,343	\$ 153,580	\$ 162,869	\$ 2,236	\$ 9,290	\$ 11,526	1%	6%	8%
Classified Professional	\$ 96,671	\$ 96,940	\$ 97,485	\$ 269	\$ 545	\$ 814	0%	1%	1%
Classified Support	\$ 70,291	\$ 69,091	\$ 69,608	\$ (1,199)	\$ 517	\$ (683)	-2%	1%	-1%

Notes

Average annual salary includes estimated annual salary and additional compensation (e.g., professional growth award, longevity award, stipend).

Data only include employees with an estimated FTE of 0.7 or higher.

Table 8 Overload Assignment Average Hourly Rate by Institution, Employee Category and Fall Term

Employee Category	Overload Assignment Hourly								
	Rate			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Foothill College									
Educational Administrator	117	117	117	(1)	-	(1)	-1%	0%	-1%
Academic Tenured/Tenure Track	113	111	111	(2)	(1)	(2)	-1%	-1%	-2%
De Anza College									
Academic Tenured/Tenure Track	123	119	123	(3)	4	-	-3%	3%	0%
FHDA CCD									
Educational Administrator	117	117	117	(1)	-	(1)	-1%	0%	-1%
Academic Tenured/Tenure Track	118	116	118	(3)	2	(1)	-2%	2%	-1%

Table 9 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Taxonomy of Programs (TOP) Code and Fall Term

TOP Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Foothill College-Academic Tenured/Tenure Track									
010210-Veterinary Technic (Licensed)	3.07	3.14	2.85	0.07	(0.29)	(0.22)	2%	-9%	-7%
010900-Horticulture	2.07	1.37	1.14	(0.70)	(0.23)	(0.93)	-34%	-17%	-45%
040100-Biology, General	8.50	6.62	4.69	(1.88)	(1.93)	(3.81)	-22%	-29%	-45%
041000-Anatomy, Physiology	1.74	1.38	1.34	(0.36)	(0.04)	(0.40)	-21%	-3%	-23%
050200-Accounting	5.00	5.34	3.33	0.34	(2.01)	(1.67)	7%	-38%	-33%
050500-Business Administration	4.03	2.49	2.86	(1.54)	0.37	(1.17)	-38%	15%	-29%
070700-Computer Software Development	4.36	4.72	5.46	0.36	0.74	1.10	8%	16%	25%
083500-Physical Education	5.57	5.15	5.55	(0.42)	0.40	(0.02)	-8%	8%	0%
083550-Intercollegiate Athletics	4.27	3.77	2.92	(0.50)	(0.85)	(1.35)	-12%	-23%	-32%
090100-Engineering, General	1.68	1.31	1.64	(0.37)	0.33	(0.04)	-22%	25%	-2%
100100-Fine Arts, General	1.32	1.64	1.30	0.32	(0.34)	(0.02)	24%	-21%	-2%
100200-Art	1.40	1.40	1.35	-	(0.05)	(0.05)	0%	-4%	-4%
100230-Ceramics	1.04	1.04	1.04	-	-	-	0%	0%	0%
100400-Music	5.83	4.05	4.05	(1.78)	-	(1.78)	-31%	0%	-31%
100500-Commercial Music	3.37	2.77	2.74	(0.60)	(0.03)	(0.63)	-18%	-1%	-19%
100700-Dramatic Arts	3.54	3.09	3.37	(0.45)	0.28	(0.17)	-13%	9%	-5%
100800-Dance	1.56	1.56	1.88	-	0.32	0.32	0%	21%	21%
101100-Photography	2.73	3.17	2.82	0.44	(0.35)	0.09	16%	-11%	3%
103000-Graphic Art, Design	2.42	2.47	2.47	0.05	-	0.05	2%	0%	2%
110500-Spanish	3.00	3.33	3.00	0.33	(0.33)	-	11%	-10%	0%
110800-Japanese	1.07	1.07	1.00	-	(0.07)	(0.07)	0%	-7%	-7%
121000-Respiratory Care/Therapy	2.55	2.13	1.77	(0.42)	(0.36)	(0.78)	-16%	-17%	-31%
122500-Radiologic Technology	3.24	1.86	2.31	(1.38)	0.45	(0.93)	-43%	24%	-29%
124010-Dental Assistant	1.15	1.41	1.42	0.26	0.01	0.27	23%	1%	23%
124020-Dental Hygienist	3.06	4.07	3.77	1.01	(0.30)	0.71	33%	-7%	23%
125100-Paramedic	2.61	2.65	2.34	0.04	(0.31)	(0.27)	2%	-12%	-10%
127000-Kinesiology	4.69	5.37	3.09	0.68	(2.28)	(1.60)	14%	-42%	-34%
130500-Child Develop/Early Care, Educ	1.30	2.30	2.44	1.00	0.14	1.14	77%	6%	88%

Table 9 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Taxonomy of Programs (TOP) Code and Fall Term

TOP Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
150100-English	20.47	23.39	20.65	2.92	(2.74)	0.18	14%	-12%	1%
150600-Speech Communication	5.06	4.57	4.67	(0.49)	0.10	(0.39)	-10%	2%	-8%
150900-Philosophy	1.35	1.35	1.00	-	(0.35)	(0.35)	0%	-26%	-26%
170100-Mathematics, General	20.46	22.03	20.49	1.57	(1.54)	0.03	8%	-7%	0%
190200-Physics, General	3.90	4.20	3.00	0.30	(1.20)	(0.90)	8%	-29%	-23%
190500-Chemistry, General	8.34	9.00	8.01	0.66	(0.99)	(0.33)	8%	-11%	-4%
191100-Astronomy	1.20	1.15	1.15	(0.05)	-	(0.05)	-4%	0%	-4%
200100-Psychology, General	6.12	5.64	5.35	(0.48)	(0.29)	(0.77)	-8%	-5%	-13%
220200-Anthropology	2.00	2.00	2.40	-	0.40	0.40	0%	20%	20%
220400-Economics	3.30	3.29	3.29	(0.01)	-	(0.01)	0%	0%	0%
220500-History	3.57	3.17	3.28	(0.40)	0.11	(0.29)	-11%	3%	-8%
220600-Geography	1.47	2.00	2.43	0.53	0.43	0.96	36%	22%	65%
220700-Political Science	2.30	1.00	2.18	(1.30)	1.18	(0.12)	-57%	118%	-5%
220800-Sociology	2.73	2.73	2.37	-	(0.36)	(0.36)	0%	-13%	-13%
493010-Career Guidance, Orientation	5.44	5.93	5.09	0.49	(0.84)	(0.35)	9%	-14%	-6%
493031-Living Skills, Disabled	4.00	4.77	4.87	0.77	0.10	0.87	19%	2%	22%
493084-ESL–Writing	1.00	2.29	2.84	1.29	0.55	1.84	129%	24%	184%
Foothill College-Academic Temporary									
010210-Veterinary Technic (Licensed)	2.36	2.50	3.23	0.14	0.73	0.87	6%	29%	37%
040100-Biology, General	6.22	8.45	5.73	2.23	(2.72)	(0.49)	36%	-32%	-8%
041000-Anatomy, Physiology	3.53	4.11	3.66	0.58	(0.45)	0.13	16%	-11%	4%
050200-Accounting	10.69	12.82	12.50	2.13	(0.32)	1.81	20%	-2%	17%
050500-Business Administration	3.02	3.71	2.73	0.69	(0.98)	(0.29)	23%	-26%	-10%
061410-Multimedia	2.42	1.58	1.90	(0.84)	0.32	(0.52)	-35%	20%	-21%
070700-Computer Software Development	10.89	9.14	7.25	(1.75)	(1.89)	(3.64)	-16%	-21%	-33%
083550-Intercollegiate Athletics	2.22	2.36	2.31	0.14	(0.05)	0.09	6%	-2%	4%
095230-Plumbing, Pipefitting, Steamf	4.09	4.99	4.59	0.90	(0.40)	0.50	22%	-8%	12%
100100-Fine Arts, General	1.06	2.33	1.99	1.27	(0.34)	0.93	120%	-15%	88%
100400-Music	2.65	3.66	1.91	1.01	(1.75)	(0.74)	38%	-48%	-28%

Table 9 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Taxonomy of Programs (TOP) Code and Fall Term

TOP Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
103000-Graphic Art, Design	2.00	2.00	1.66	-	(0.34)	(0.34)	0%	-17%	-17%
121000-Respiratory Care/Therapy	3.33	2.35	1.83	(0.98)	(0.52)	(1.50)	-29%	-22%	-45%
122100-Pharmacy Technology	1.20	1.48	1.37	0.28	(0.11)	0.17	23%	-7%	14%
122700-Diagnostic Medical Sonography	1.32	2.24	2.23	0.92	(0.01)	0.91	70%	0%	69%
124010-Dental Assistant	1.87	2.16	1.41	0.29	(0.75)	(0.46)	16%	-35%	-25%
124020-Dental Hygienist	4.45	3.93	4.15	(0.52)	0.22	(0.30)	-12%	6%	-7%
125000-Emergency Medical Services	5.09	3.95	1.92	(1.14)	(2.03)	(3.17)	-22%	-51%	-62%
125100-Paramedic	6.29	7.56	2.55	1.27	(5.01)	(3.74)	20%	-66%	-59%
130500-Child Develop/Early Care, Educ	6.00	4.23	2.95	(1.77)	(1.28)	(3.05)	-30%	-30%	-51%
150100-English	22.83	18.69	14.93	(4.14)	(3.76)	(7.90)	-18%	-20%	-35%
150600-Speech Communication	5.32	6.99	5.34	1.67	(1.65)	0.02	31%	-24%	0%
150900-Philosophy	2.68	2.34	1.66	(0.34)	(0.68)	(1.02)	-13%	-29%	-38%
152000-Reading	3.14	3.70	1.48	0.56	(2.22)	(1.66)	18%	-60%	-53%
170100-Mathematics, General	43.52	48.22	37.25	4.70	(10.97)	(6.27)	11%	-23%	-14%
190200-Physics, General	2.19	2.18	1.07	(0.01)	(1.11)	(1.12)	0%	-51%	-51%
190500-Chemistry, General	11.53	8.99	6.33	(2.54)	(2.66)	(5.20)	-22%	-30%	-45%
200100-Psychology, General	4.82	5.26	4.52	0.44	(0.74)	(0.30)	9%	-14%	-6%
220200-Anthropology	4.20	5.24	2.50	1.04	(2.74)	(1.70)	25%	-52%	-40%
220500-History	2.87	2.80	1.30	(0.07)	(1.50)	(1.57)	-2%	-54%	-55%
220700-Political Science	3.70	3.02	1.14	(0.68)	(1.88)	(2.56)	-18%	-62%	-69%
220800-Sociology	3.40	4.02	3.13	0.62	(0.89)	(0.27)	18%	-22%	-8%
493031-Living Skills, Disabled	2.43	1.79	1.03	(0.64)	(0.76)	(1.40)	-26%	-42%	-58%
493084-ESL-Writing	3.41	1.42	1.47	(1.99)	0.05	(1.94)	-58%	4%	-57%
493087-ESL-Integrated	2.92	3.61	7.71	0.69	4.10	4.79	24%	114%	164%
499900-Other Interdisciplinary Stud	4.23	4.68	4.50	0.45	(0.18)	0.27	11%	-4%	6%
Foothill College-Classified Support									
040100-Biology, General	1.00	1.50	1.50	0.50	-	0.50	50%	0%	50%
083500-Physical Education	1.00	1.00	1.00	-	-	-	0%	0%	0%
086000-Educational Technology	1.00	1.00	1.00	-	-	-	0%	0%	0%

Table 9 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Taxonomy of Programs (TOP) Code and Fall Term

TOP Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
100700-Dramatic Arts	1.41	1.60	1.41	0.19	(0.19)	-	13%	-12%	0%
190500-Chemistry, General	2.00	2.00	2.00	-	-	-	0%	0%	0%
493031-Living Skills, Disabled	1.75	4.00	4.00	2.25	-	2.25	129%	0%	129%
493031-Living Skills, Disabled	1.00	1.00	1.00	-	-	-	0%	0%	0%
De Anza College-Academic Tenured/Tenure Track									
030200-Environmental Studies	3.15	2.22	2.38	(0.93)	0.16	(0.77)	-30%	7%	-24%
040100-Biology, General	8.37	6.96	6.89	(1.41)	(0.07)	(1.48)	-17%	-1%	-18%
040300-Microbiology	1.74	1.07	1.07	(0.67)	-	(0.67)	-39%	0%	-39%
041000-Anatomy, Physiology	1.20	1.40	2.74	0.20	1.34	1.54	17%	96%	128%
050200-Accounting	8.80	8.39	9.01	(0.41)	0.62	0.21	-5%	7%	2%
050500-Business Administration	6.41	6.02	6.03	(0.39)	0.01	(0.38)	-6%	0%	-6%
050600-Business Management	2.02	1.98	2.42	(0.04)	0.44	0.40	-2%	22%	20%
060420-Television-incl TV/film/video	2.67	2.77	2.81	0.10	0.04	0.14	4%	1%	5%
070100-Information Technology, Gener	1.93	2.39	1.68	0.46	(0.71)	(0.25)	24%	-30%	-13%
070710-Computer Programming	8.16	7.14	7.47	(1.02)	0.33	(0.69)	-13%	5%	-8%
083500-Physical Education	5.78	5.78	5.93	-	0.15	0.15	0%	3%	3%
083550-Intercollegiate Athletics	3.40	3.90	3.60	0.50	(0.30)	0.20	15%	-8%	6%
083580-Adapted Physical Education	1.13	1.80	1.95	0.67	0.15	0.82	59%	8%	73%
094800-Automotive Technology	9.12	10.04	8.99	0.92	(1.05)	(0.13)	10%	-10%	-1%
095300-Drafting Technology	1.29	1.29	1.13	-	(0.16)	(0.16)	0%	-12%	-12%
095600-Manufacturing, Industrial Tech	2.49	2.49	2.98	-	0.49	0.49	0%	20%	20%
100230-Ceramics	1.04	1.04	1.04	-	-	-	0%	0%	0%
100400-Music	4.27	2.06	2.19	(2.21)	0.13	(2.08)	-52%	6%	-49%
100800-Dance	2.06	2.11	2.05	0.05	(0.06)	(0.01)	2%	-3%	0%
100900-Applied Design	1.04	1.04	1.39	-	0.35	0.35	0%	34%	34%
103000-Graphic Art, Design	1.04	1.39	1.09	0.35	(0.30)	0.05	34%	-22%	5%
110500-Spanish	2.67	2.67	2.67	-	-	-	0%	0%	0%
110700-Chinese	1.00	1.00	1.00	-	-	-	0%	0%	0%
120500-Medical Laboratory Technology	1.00	1.00	1.00	-	-	-	0%	0%	0%

Table 9 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Taxonomy of Programs (TOP) Code and Fall Term

TOP Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
120800-Medical Assisting	1.22	1.16	1.00	(0.06)	(0.16)	(0.22)	-5%	-14%	-18%
123010-Registered Nursing	9.62	9.47	8.72	(0.15)	(0.75)	(0.90)	-2%	-8%	-9%
130500-Child Develop/Early Care, Educ	3.21	4.61	4.65	1.40	0.04	1.44	44%	1%	45%
130600-Nutrition, Foods, Culin Arts	1.14	1.14	1.41	-	0.27	0.27	0%	24%	24%
150100-English	32.66	35.03	35.76	2.37	0.73	3.10	7%	2%	9%
150600-Speech Communication	8.54	9.37	8.76	0.83	(0.61)	0.22	10%	-7%	3%
150900-Philosophy	4.92	4.96	4.97	0.04	0.01	0.05	1%	0%	1%
152000-Reading	6.01	5.67	4.89	(0.34)	(0.78)	(1.12)	-6%	-14%	-19%
159900-Other Humanities	2.14	2.14	2.14	-	-	-	0%	0%	0%
170100-Mathematics, General	40.32	34.31	36.64	(6.01)	2.33	(3.68)	-15%	7%	-9%
190200-Physics, General	4.14	4.00	4.08	(0.14)	0.08	(0.06)	-3%	2%	-1%
190500-Chemistry, General	6.73	5.45	7.64	(1.28)	2.19	0.91	-19%	40%	14%
191100-Astronomy	1.94	2.69	2.64	0.75	(0.05)	0.70	39%	-2%	36%
191400-Geology	1.73	1.81	1.14	0.08	(0.67)	(0.59)	5%	-37%	-34%
200100-Psychology, General	6.99	6.66	7.49	(0.33)	0.83	0.50	-5%	12%	7%
210500-Administration of Justice	1.59	1.54	1.84	(0.05)	0.30	0.25	-3%	19%	16%
220200-Anthropology	3.17	2.28	1.00	(0.89)	(1.28)	(2.17)	-28%	-56%	-68%
220300-Ethnic Studies	6.27	6.30	6.75	0.03	0.45	0.48	0%	7%	8%
220400-Economics	3.90	4.30	3.70	0.40	(0.60)	(0.20)	10%	-14%	-5%
220500-History	6.90	6.64	6.15	(0.26)	(0.49)	(0.75)	-4%	-7%	-11%
220600-Geography	1.20	1.20	1.20	-	-	-	0%	0%	0%
220700-Political Science	3.15	3.81	3.31	0.66	(0.50)	0.16	21%	-13%	5%
220800-Sociology	2.99	3.20	3.20	0.21	-	0.21	7%	0%	7%
490300-General Stud-Not for Courses	1.00	1.00	1.05	-	0.05	0.05	0%	5%	5%
493013-Academic Guidance	3.49	3.54	3.28	0.05	(0.26)	(0.21)	1%	-7%	-6%
493031-Living Skills, Disabled	10.71	8.59	8.85	(2.12)	0.26	(1.86)	-20%	3%	-17%
493084-ESL-Writing	2.79	3.43	3.74	0.64	0.31	0.95	23%	9%	34%
493085-ESL-Reading	2.01	2.32	1.23	0.31	(1.09)	(0.78)	15%	-47%	-39%
493086-ESL-Speaking/Listening	2.59	1.97	2.08	(0.62)	0.11	(0.51)	-24%	6%	-20%

Table 9 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Taxonomy of Programs (TOP) Code and Fall Term

TOP Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
493087-ESL-Integrated	4.45	3.69	2.99	(0.76)	(0.70)	(1.46)	-17%	-19%	-33%
De Anza College-Academic Temporary									
030100-Environmental Science	3.83	2.58	3.55	(1.25)	0.97	(0.28)	-33%	38%	-7%
040100-Biology, General	4.90	4.62	3.15	(0.28)	(1.47)	(1.75)	-6%	-32%	-36%
041000-Anatomy, Physiology	2.88	3.35	2.25	0.47	(1.10)	(0.63)	16%	-33%	-22%
050200-Accounting	4.61	4.94	4.01	0.33	(0.93)	(0.60)	7%	-19%	-13%
050500-Business Administration	2.88	4.38	4.67	1.50	0.29	1.79	52%	7%	62%
050900-Marketing, Distribution	1.06	1.44	1.81	0.38	0.37	0.75	36%	26%	71%
070100-Information Technology, Gener	1.63	2.20	1.63	0.57	(0.57)	-	35%	-26%	0%
070710-Computer Programming	5.44	6.79	6.80	1.35	0.01	1.36	25%	0%	25%
083500-Physical Education	3.45	3.38	1.20	(0.07)	(2.18)	(2.25)	-2%	-64%	-65%
083550-Intercollegiate Athletics	2.70	2.70	2.40	-	(0.30)	(0.30)	0%	-11%	-11%
083580-Adapted Physical Education	1.20	1.20	1.05	-	(0.15)	(0.15)	0%	-13%	-13%
085000-Sign Language	1.34	1.34	1.00	-	(0.34)	(0.34)	0%	-25%	-25%
090100-Engineering, General	2.14	2.24	1.07	0.10	(1.17)	(1.07)	5%	-52%	-50%
095600-Manufacturing, Industrial Tech	1.63	1.63	1.14	-	(0.49)	(0.49)	0%	-30%	-30%
100100-Fine Arts, General	3.43	3.36	2.40	(0.07)	(0.96)	(1.03)	-2%	-29%	-30%
100210-Painting, Drawing	3.13	2.78	1.75	(0.35)	(1.03)	(1.38)	-11%	-37%	-44%
100400-Music	3.09	3.91	2.72	0.82	(1.19)	(0.37)	27%	-30%	-12%
100700-Dramatic Arts	1.23	1.23	1.23	-	-	-	0%	0%	0%
110700-Chinese	1.67	1.66	1.33	(0.01)	(0.33)	(0.34)	-1%	-20%	-20%
110800-Japanese	2.67	2.67	1.66	-	(1.01)	(1.01)	0%	-38%	-38%
111730-Korean	1.34	1.34	1.34	-	-	-	0%	0%	0%
120500-Medical Laboratory Technology	1.02	1.33	1.24	0.31	(0.09)	0.22	30%	-7%	22%
120800-Medical Assisting	2.52	2.97	1.80	0.45	(1.17)	(0.72)	18%	-39%	-29%
123010-Registered Nursing	3.46	2.49	3.52	(0.97)	1.03	0.06	-28%	41%	2%
126200-Massage Therapy	1.33	1.33	1.19	-	(0.14)	(0.14)	0%	-11%	-11%
130500-Child Develop/Early Care, Educ	3.58	3.61	2.92	0.03	(0.69)	(0.66)	1%	-19%	-18%
130600-Nutrition, Foods, Culin Arts	2.80	2.79	2.28	(0.01)	(0.51)	(0.52)	0%	-18%	-19%

Table 9 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Taxonomy of Programs (TOP) Code and Fall Term

TOP Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
140200-Paralegal	2.10	1.50	1.80	(0.60)	0.30	(0.30)	-29%	20%	-14%
150100-English	31.03	34.28	29.57	3.25	(4.71)	(1.46)	10%	-14%	-5%
150600-Speech Communication	10.00	9.44	8.11	(0.56)	(1.33)	(1.89)	-6%	-14%	-19%
150900-Philosophy	2.70	2.12	1.50	(0.58)	(0.62)	(1.20)	-21%	-29%	-44%
152000-Reading	9.22	10.42	5.05	1.20	(5.37)	(4.17)	13%	-52%	-45%
159900-Other Humanities	7.20	6.67	6.41	(0.53)	(0.26)	(0.79)	-7%	-4%	-11%
170100-Mathematics, General	34.81	41.14	25.73	6.33	(15.41)	(9.08)	18%	-37%	-26%
190200-Physics, General	3.84	3.93	2.55	0.09	(1.38)	(1.29)	2%	-35%	-34%
190500-Chemistry, General	5.91	8.57	7.55	2.66	(1.02)	1.64	45%	-12%	28%
191100-Astronomy	2.28	1.13	1.13	(1.15)	-	(1.15)	-50%	0%	-50%
200100-Psychology, General	7.80	6.60	6.57	(1.20)	(0.03)	(1.23)	-15%	0%	-16%
220200-Anthropology	6.93	7.18	6.70	0.25	(0.48)	(0.23)	4%	-7%	-3%
220300-Ethnic Studies	6.21	5.54	2.50	(0.67)	(3.04)	(3.71)	-11%	-55%	-60%
220400-Economics	5.06	3.60	4.50	(1.46)	0.90	(0.56)	-29%	25%	-11%
220500-History	3.28	3.36	3.13	0.08	(0.23)	(0.15)	2%	-7%	-5%
220600-Geography	2.10	2.70	1.50	0.60	(1.20)	(0.60)	29%	-44%	-29%
220700-Political Science	3.94	4.43	4.75	0.49	0.32	0.81	12%	7%	21%
221010-Area Studies	1.50	1.50	1.20	-	(0.30)	(0.30)	0%	-20%	-20%
493084-ESL–Writing	6.44	6.82	4.14	0.38	(2.68)	(2.30)	6%	-39%	-36%
493085-ESL–Reading	3.65	4.03	3.34	0.38	(0.69)	(0.31)	10%	-17%	-8%
493086-ESL–Speaking/Listening	1.00	1.40	1.00	0.40	(0.40)	-	40%	-29%	0%
493087-ESL-Integrated	4.34	4.71	4.96	0.37	0.25	0.62	9%	5%	14%
De Anza College-Classified Professional									
190500-Chemistry, General	1.00	1.00	1.00	-	-	-	0%	0%	0%
493009-Supervised Tutoring	1.00	1.00	1.00	-	-	-	0%	0%	0%
493031-Living Skills, Disabled	3.00	3.00	3.00	-	-	-	0%	0%	0%
De Anza College-Classified Support									
040100-Biology, General	3.00	3.00	3.00	-	-	-	0%	0%	0%
051400-Office Tech/Office Comput Appl	1.00	1.00	1.00	-	-	-	0%	0%	0%

Table 9 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Taxonomy of Programs (TOP) Code and Fall Term

TOP Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
060420-Television-incl TV/film/video	1.00	1.00	1.00	-	-	-	0%	0%	0%
070100-Information Technology, Gener	1.00	1.00	1.00	-	-	-	0%	0%	0%
083500-Physical Education	5.05	5.05	5.05	-	-	-	0%	0%	0%
094800-Automotive Technology	1.48	1.48	2.00	-	0.52	0.52	0%	35%	35%
095300-Drafting Technology	1.00	1.00	1.00	-	-	-	0%	0%	0%
101100-Photography	1.00	1.00	1.00	-	-	-	0%	0%	0%
123010-Registered Nursing	2.00	2.00	2.00	-	-	-	0%	0%	0%
150100-English	1.00	1.38	1.00	0.38	(0.38)	-	38%	-28%	0%
493009-Supervised Tutoring	6.00	8.00	7.00	2.00	(1.00)	1.00	33%	-13%	17%
493031-Living Skills, Disabled	17.88	19.11	18.83	1.23	(0.28)	0.95	7%	-1%	5%
499900-Other Interdisciplinary Stud	3.00	3.00	3.00	-	-	-	0%	0%	0%
FHDA CCD-Educational Administrator									
493031-Living Skills, Disabled	2.00	1.50	1.00	(0.50)	(0.50)	(1.00)	-25%	-33%	-50%
FHDA CCD-Academic Tenured/Tenure Track									
010210-Veterinary Technic (Licensed)	3.07	3.14	2.85	0.07	(0.29)	(0.22)	2%	-9%	-7%
010900-Horticulture	2.07	1.37	1.14	(0.70)	(0.23)	(0.93)	-34%	-17%	-45%
030200-Environmental Studies	3.15	2.22	2.38	(0.93)	0.16	(0.77)	-30%	7%	-24%
040100-Biology, General	16.87	13.58	11.58	(3.29)	(2.00)	(5.29)	-20%	-15%	-31%
040300-Microbiology	1.74	1.07	1.07	(0.67)	-	(0.67)	-39%	0%	-39%
041000-Anatomy, Physiology	2.94	2.78	4.08	(0.16)	1.30	1.14	-5%	47%	39%
050200-Accounting	13.80	13.73	12.34	(0.07)	(1.39)	(1.46)	-1%	-10%	-11%
050500-Business Administration	10.44	8.51	8.89	(1.93)	0.38	(1.55)	-18%	4%	-15%
050600-Business Management	3.37	3.31	2.77	(0.06)	(0.54)	(0.60)	-2%	-16%	-18%
060420-Television-incl TV/film/video	3.67	2.82	2.81	(0.85)	(0.01)	(0.86)	-23%	0%	-23%
070100-Information Technology, Gener	1.93	2.39	1.68	0.46	(0.71)	(0.25)	24%	-30%	-13%
070700-Computer Software Development	4.36	4.72	5.46	0.36	0.74	1.10	8%	16%	25%
070710-Computer Programming	8.16	7.14	7.83	(1.02)	0.69	(0.33)	-13%	10%	-4%
070800-Computer Infrastructure, Supp	1.79	1.80	1.07	0.01	(0.73)	(0.72)	1%	-41%	-40%
083500-Physical Education	11.35	10.93	11.48	(0.42)	0.55	0.13	-4%	5%	1%

Table 9 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Taxonomy of Programs (TOP) Code and Fall Term

TOP Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
083550-Intercollegiate Athletics	7.67	7.67	6.52	-	(1.15)	(1.15)	0%	-15%	-15%
083580-Adapted Physical Education	1.74	2.41	2.25	0.67	(0.16)	0.51	39%	-7%	29%
090100-Engineering, General	1.68	1.31	1.64	(0.37)	0.33	(0.04)	-22%	25%	-2%
094800-Automotive Technology	9.12	10.04	8.99	0.92	(1.05)	(0.13)	10%	-10%	-1%
095300-Drafting Technology	1.29	1.29	1.13	-	(0.16)	(0.16)	0%	-12%	-12%
095600-Manufacturing, Industrial Tech	2.49	2.49	2.98	-	0.49	0.49	0%	20%	20%
100100-Fine Arts, General	1.63	1.95	2.51	0.32	0.56	0.88	20%	29%	54%
100200-Art	2.85	2.50	1.90	(0.35)	(0.60)	(0.95)	-12%	-24%	-33%
100210-Painting, Drawing	1.05	1.39	2.78	0.34	1.39	1.73	32%	100%	165%
100230-Ceramics	2.08	2.08	2.08	-	-	-	0%	0%	0%
100400-Music	10.10	6.11	6.24	(3.99)	0.13	(3.86)	-40%	2%	-38%
100500-Commercial Music	3.37	2.77	2.74	(0.60)	(0.03)	(0.63)	-18%	-1%	-19%
100700-Dramatic Arts	3.54	3.09	3.37	(0.45)	0.28	(0.17)	-13%	9%	-5%
100800-Dance	3.62	3.67	3.93	0.05	0.26	0.31	1%	7%	9%
100900-Applied Design	1.04	1.04	1.39	-	0.35	0.35	0%	34%	34%
101100-Photography	3.90	4.17	2.82	0.27	(1.35)	(1.08)	7%	-32%	-28%
103000-Graphic Art, Design	3.46	3.86	3.56	0.40	(0.30)	0.10	12%	-8%	3%
110500-Spanish	5.67	6.00	5.67	0.33	(0.33)	-	6%	-6%	0%
110700-Chinese	1.00	1.00	1.00	-	-	-	0%	0%	0%
110800-Japanese	1.07	1.07	1.00	-	(0.07)	(0.07)	0%	-7%	-7%
120500-Medical Laboratory Technology	1.00	1.00	1.00	-	-	-	0%	0%	0%
120800-Medical Assisting	1.22	1.16	1.00	(0.06)	(0.16)	(0.22)	-5%	-14%	-18%
121000-Respiratory Care/Therapy	2.55	2.13	1.77	(0.42)	(0.36)	(0.78)	-16%	-17%	-31%
122500-Radiologic Technology	3.24	1.86	2.31	(1.38)	0.45	(0.93)	-43%	24%	-29%
123010-Registered Nursing	9.62	9.47	8.72	(0.15)	(0.75)	(0.90)	-2%	-8%	-9%
124010-Dental Assistant	1.15	1.41	1.42	0.26	0.01	0.27	23%	1%	23%
124020-Dental Hygienist	3.06	4.07	3.77	1.01	(0.30)	0.71	33%	-7%	23%
125100-Paramedic	2.61	2.65	2.34	0.04	(0.31)	(0.27)	2%	-12%	-10%
127000-Kinesiology	5.23	6.18	4.03	0.95	(2.15)	(1.20)	18%	-35%	-23%

Table 9 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Taxonomy of Programs (TOP) Code and Fall Term

TOP Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
130500-Child Develop/Early Care, Educ	4.51	6.91	7.09	2.40	0.18	2.58	53%	3%	57%
130600-Nutrition, Foods, Culin Arts	1.14	1.14	1.41	-	0.27	0.27	0%	24%	24%
150100-English	53.13	58.42	56.41	5.29	(2.01)	3.28	10%	-3%	6%
150600-Speech Communication	13.60	13.94	13.43	0.34	(0.51)	(0.17)	3%	-4%	-1%
150900-Philosophy	6.27	6.31	5.97	0.04	(0.34)	(0.30)	1%	-5%	-5%
152000-Reading	6.11	5.77	5.03	(0.34)	(0.74)	(1.08)	-6%	-13%	-18%
159900-Other Humanities	2.14	2.14	2.14	-	-	-	0%	0%	0%
170100-Mathematics, General	60.78	56.34	57.13	(4.44)	0.79	(3.65)	-7%	1%	-6%
190200-Physics, General	8.04	8.20	7.08	0.16	(1.12)	(0.96)	2%	-14%	-12%
190500-Chemistry, General	15.07	14.45	15.65	(0.62)	1.20	0.58	-4%	8%	4%
191100-Astronomy	3.14	3.84	3.79	0.70	(0.05)	0.65	22%	-1%	21%
191400-Geology	1.73	1.81	1.14	0.08	(0.67)	(0.59)	5%	-37%	-34%
200100-Psychology, General	13.11	12.30	12.84	(0.81)	0.54	(0.27)	-6%	4%	-2%
210500-Administration of Justice	1.59	1.54	1.84	(0.05)	0.30	0.25	-3%	19%	16%
220200-Anthropology	5.17	4.28	3.40	(0.89)	(0.88)	(1.77)	-17%	-21%	-34%
220300-Ethnic Studies	6.27	6.30	6.75	0.03	0.45	0.48	0%	7%	8%
220400-Economics	7.20	7.59	6.99	0.39	(0.60)	(0.21)	5%	-8%	-3%
220500-History	10.47	9.81	9.43	(0.66)	(0.38)	(1.04)	-6%	-4%	-10%
220600-Geography	2.67	3.20	3.63	0.53	0.43	0.96	20%	13%	36%
220700-Political Science	5.45	4.81	5.49	(0.64)	0.68	0.04	-12%	14%	1%
220800-Sociology	5.72	5.93	5.57	0.21	(0.36)	(0.15)	4%	-6%	-3%
490300-General Stud-Not for Courses	1.28	1.40	1.40	0.12	-	0.12	9%	0%	9%
493010-Career Guidance, Orientation	5.70	6.06	5.22	0.36	(0.84)	(0.48)	6%	-14%	-8%
493013-Academic Guidance	3.49	3.54	3.28	0.05	(0.26)	(0.21)	1%	-7%	-6%
493031-Living Skills, Disabled	14.71	13.36	13.72	(1.35)	0.36	(0.99)	-9%	3%	-7%
493084-ESL-Writing	3.79	5.72	6.58	1.93	0.86	2.79	51%	15%	74%
493085-ESL-Reading	3.01	2.99	2.56	(0.02)	(0.43)	(0.45)	-1%	-14%	-15%
493086-ESL-Speaking/Listening	2.59	2.30	2.08	(0.29)	(0.22)	(0.51)	-11%	-10%	-20%
493087-ESL-Integrated	7.45	5.49	2.99	(1.96)	(2.50)	(4.46)	-26%	-46%	-60%

Table 9 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Taxonomy of Programs (TOP) Code and Fall Term

TOP Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
FHDA CCD-Academic Temporary									
010210-Veterinary Technician (Licensed)	2.36	2.50	3.23	0.14	0.73	0.87	6%	29%	37%
030100-Environmental Science	3.83	2.58	3.55	(1.25)	0.97	(0.28)	-33%	38%	-7%
040100-Biology, General	11.12	13.07	8.88	1.95	(4.19)	(2.24)	18%	-32%	-20%
041000-Anatomy, Physiology	6.41	7.46	5.91	1.05	(1.55)	(0.50)	16%	-21%	-8%
050200-Accounting	15.30	17.76	16.51	2.46	(1.25)	1.21	16%	-7%	8%
050500-Business Administration	5.90	8.09	7.40	2.19	(0.69)	1.50	37%	-9%	25%
050900-Marketing, Distribution	1.06	1.44	1.81	0.38	0.37	0.75	36%	26%	71%
061410-Multimedia	2.42	1.58	1.90	(0.84)	0.32	(0.52)	-35%	20%	-21%
070100-Information Technology, Gener	1.63	2.20	1.63	0.57	(0.57)	-	35%	-26%	0%
070700-Computer Software Development	10.89	9.14	7.25	(1.75)	(1.89)	(3.64)	-16%	-21%	-33%
070710-Computer Programming	5.80	7.15	6.80	1.35	(0.35)	1.00	23%	-5%	17%
083500-Physical Education	6.51	5.60	1.93	(0.91)	(3.67)	(4.58)	-14%	-66%	-70%
083550-Intercollegiate Athletics	4.92	5.06	4.71	0.14	(0.35)	(0.21)	3%	-7%	-4%
083580-Adapted Physical Education	1.20	1.20	1.08	-	(0.12)	(0.12)	0%	-10%	-10%
085000-Sign Language	1.34	1.34	1.00	-	(0.34)	(0.34)	0%	-25%	-25%
090100-Engineering, General	3.85	4.23	1.53	0.38	(2.70)	(2.32)	10%	-64%	-60%
095230-Plumbing, Pipefitting, Steamf	4.09	4.99	4.59	0.90	(0.40)	0.50	22%	-8%	12%
095600-Manufacturing, Industrial Tech	1.63	1.63	1.14	-	(0.49)	(0.49)	0%	-30%	-30%
100100-Fine Arts, General	4.49	5.69	4.39	1.20	(1.30)	(0.10)	27%	-23%	-2%
100210-Painting, Drawing	3.54	3.70	2.10	0.16	(1.60)	(1.44)	5%	-43%	-41%
100400-Music	5.74	7.57	4.63	1.83	(2.94)	(1.11)	32%	-39%	-19%
100700-Dramatic Arts	1.23	1.50	1.23	0.27	(0.27)	-	22%	-18%	0%
101100-Photography	1.25	2.22	1.25	0.97	(0.97)	-	78%	-44%	0%
103000-Graphic Art, Design	2.35	2.35	2.36	-	0.01	0.01	0%	0%	0%
110700-Chinese	1.67	1.66	1.33	(0.01)	(0.33)	(0.34)	-1%	-20%	-20%
110800-Japanese	4.27	3.94	2.26	(0.33)	(1.68)	(2.01)	-8%	-43%	-47%
111730-Korean	1.34	1.34	1.34	-	-	-	0%	0%	0%
120500-Medical Laboratory Technology	1.02	1.33	1.24	0.31	(0.09)	0.22	30%	-7%	22%

Table 9 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Taxonomy of Programs (TOP) Code and Fall Term

TOP Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
120800-Medical Assisting	2.52	2.97	1.80	0.45	(1.17)	(0.72)	18%	-39%	-29%
121000-Respiratory Care/Therapy	3.33	2.35	1.83	(0.98)	(0.52)	(1.50)	-29%	-22%	-45%
122100-Pharmacy Technology	1.20	1.48	1.37	0.28	(0.11)	0.17	23%	-7%	14%
122700-Diagnostic Medical Sonography	1.32	2.24	2.23	0.92	(0.01)	0.91	70%	0%	69%
123010-Registered Nursing	3.46	2.49	3.52	(0.97)	1.03	0.06	-28%	41%	2%
124010-Dental Assistant	1.87	2.16	1.41	0.29	(0.75)	(0.46)	16%	-35%	-25%
124020-Dental Hygienist	4.45	3.93	4.15	(0.52)	0.22	(0.30)	-12%	6%	-7%
125000-Emergency Medical Services	5.09	3.95	1.92	(1.14)	(2.03)	(3.17)	-22%	-51%	-62%
125100-Paramedic	6.29	7.56	2.55	1.27	(5.01)	(3.74)	20%	-66%	-59%
126200-Massage Therapy	1.33	1.33	1.19	-	(0.14)	(0.14)	0%	-11%	-11%
130500-Child Develop/Early Care, Educ	9.58	7.84	5.87	(1.74)	(1.97)	(3.71)	-18%	-25%	-39%
130600-Nutrition, Foods, Culin Arts	2.80	2.79	2.28	(0.01)	(0.51)	(0.52)	0%	-18%	-19%
140200-Paralegal	2.10	1.50	1.80	(0.60)	0.30	(0.30)	-29%	20%	-14%
150100-English	53.86	52.97	44.50	(0.89)	(8.47)	(9.36)	-2%	-16%	-17%
150600-Speech Communication	15.32	16.43	13.45	1.11	(2.98)	(1.87)	7%	-18%	-12%
150900-Philosophy	5.38	4.46	3.16	(0.92)	(1.30)	(2.22)	-17%	-29%	-41%
152000-Reading	12.36	14.12	6.53	1.76	(7.59)	(5.83)	14%	-54%	-47%
159900-Other Humanities	7.20	6.67	6.41	(0.53)	(0.26)	(0.79)	-7%	-4%	-11%
170100-Mathematics, General	78.33	89.36	62.98	11.03	(26.38)	(15.35)	14%	-30%	-20%
190200-Physics, General	6.03	6.11	3.62	0.08	(2.49)	(2.41)	1%	-41%	-40%
190500-Chemistry, General	17.44	17.56	13.88	0.12	(3.68)	(3.56)	1%	-21%	-20%
191100-Astronomy	3.05	1.70	1.13	(1.35)	(0.57)	(1.92)	-44%	-34%	-63%
200100-Psychology, General	12.62	11.86	11.09	(0.76)	(0.77)	(1.53)	-6%	-6%	-12%
220200-Anthropology	11.13	12.42	9.20	1.29	(3.22)	(1.93)	12%	-26%	-17%
220300-Ethnic Studies	6.21	5.54	2.50	(0.67)	(3.04)	(3.71)	-11%	-55%	-60%
220400-Economics	6.94	6.23	5.25	(0.71)	(0.98)	(1.69)	-10%	-16%	-24%
220500-History	6.15	6.16	4.43	0.01	(1.73)	(1.72)	0%	-28%	-28%
220600-Geography	4.41	3.77	1.80	(0.64)	(1.97)	(2.61)	-15%	-52%	-59%
220700-Political Science	7.64	7.45	5.89	(0.19)	(1.56)	(1.75)	-2%	-21%	-23%

Table 9 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Taxonomy of Programs (TOP) Code and Fall Term

TOP Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
220800-Sociology	5.80	6.12	4.03	0.32	(2.09)	(1.77)	6%	-34%	-31%
221010-Area Studies	1.50	1.50	1.20	-	(0.30)	(0.30)	0%	-20%	-20%
493031-Living Skills, Disabled	3.29	3.94	1.55	0.65	(2.39)	(1.74)	20%	-61%	-53%
493084-ESL–Writing	9.85	8.24	5.61	(1.61)	(2.63)	(4.24)	-16%	-32%	-43%
493085-ESL–Reading	4.31	5.35	4.55	1.04	(0.80)	0.24	24%	-15%	6%
493086-ESL–Speaking/Listening	1.37	2.40	1.46	1.03	(0.94)	0.09	75%	-39%	7%
493087-ESL-Integrated	7.26	8.32	12.67	1.06	4.35	5.41	15%	52%	75%
499900-Other Interdisciplinary Stud	4.23	4.68	4.50	0.45	(0.18)	0.27	11%	-4%	6%
FHDA CCD-Classified Professional									
190500-Chemistry, General	1.00	1.00	1.00	-	-	-	0%	0%	0%
493009-Supervised Tutoring	1.00	1.00	1.00	-	-	-	0%	0%	0%
493031-Living Skills, Disabled	4.00	4.00	3.00	-	(1.00)	(1.00)	0%	-25%	-25%
FHDA CCD-Classified Support									
040100-Biology, General	4.00	4.50	4.50	0.50	-	0.50	13%	0%	13%
051400-Office Tech/Office Comput Appl	1.00	1.00	1.00	-	-	-	0%	0%	0%
060420-Television-incl TV/film/video	1.00	1.00	1.00	-	-	-	0%	0%	0%
070100-Information Technology, Gener	1.00	1.00	1.00	-	-	-	0%	0%	0%
083500-Physical Education	6.05	6.05	6.05	-	-	-	0%	0%	0%
086000-Educational Technology	1.00	1.00	1.00	-	-	-	0%	0%	0%
094800-Automotive Technology	1.48	1.48	2.00	-	0.52	0.52	0%	35%	35%
095300-Drafting Technology	1.00	1.00	1.00	-	-	-	0%	0%	0%
100700-Dramatic Arts	1.41	1.60	1.41	0.19	(0.19)	-	13%	-12%	0%
101100-Photography	1.00	1.00	1.00	-	-	-	0%	0%	0%
123010-Registered Nursing	2.00	2.00	2.00	-	-	-	0%	0%	0%
150100-English	1.00	1.38	1.00	0.38	(0.38)	-	38%	-28%	0%
190500-Chemistry, General	2.40	2.40	2.30	-	(0.10)	(0.10)	0%	-4%	-4%
493009-Supervised Tutoring	6.00	8.00	7.00	2.00	(1.00)	1.00	33%	-13%	17%
493031-Living Skills, Disabled	19.63	23.11	22.83	3.48	(0.28)	3.20	18%	-1%	16%
499900-Other Interdisciplinary Stud	3.00	3.00	3.00	-	-	-	0%	0%	0%

Table 9.A Full Time Employee Equivalent (FTE) by Institution, Employee Category and Fall Term for Assignments with a Taxonomy of Programs (TOP) Code/Account Type

Employee Category	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2-Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Foothill College									
Educational Administrator	2.39	0.84	0.34	(1.55)	(0.50)	(2.05)	-65%	-60%	-86%
Academic Tenured/Tenure Tra	195.64	194.56	182.92	(1.08)	(11.64)	(12.72)	-1%	-6%	-7%
Academic Temporary	231.58	243.91	184.87	12.33	(59.04)	(46.71)	5%	-24%	-20%
Classified Professional	1.63	1.00	-	(0.63)	(1.00)	(1.63)	-39%	0%	0%
Classified Support	11.30	13.59	12.75	2.29	(0.84)	1.45	20%	-6%	13%
Total	442.54	453.90	380.88	11.36	(73.02)	(61.66)	3%	-16%	-14%
De Anza College									
Educational Administrator	2.33	1.33	1.33	(1.00)	-	(1.00)	-43%	0%	-43%
Academic Tenured/Tenure Tra	293.05	280.52	283.35	(12.53)	2.83	(9.70)	-4%	1%	-3%
Academic Temporary	266.36	282.79	217.57	16.43	(65.22)	(48.79)	6%	-23%	-18%
Classified Professional	5.30	5.30	5.30	-	-	-	0%	0%	0%
Classified Support	46.35	52.76	52.31	6.41	(0.45)	5.96	14%	-1%	13%
Total	613.39	622.70	559.86	9.31	(62.84)	(53.53)	2%	-10%	-9%
Central Services									
Classified Professional	0.12	0.12	0.07	-	(0.05)	(0.05)	0%	-42%	-42%
FHDA CCD									
Educational Administrator	4.72	2.17	1.67	(2.55)	(0.50)	(3.05)	-54%	-23%	-65%
Academic Tenured/Tenure Tra	488.69	475.08	466.27	(13.61)	(8.81)	(22.42)	-3%	-2%	-5%
Academic Temporary	497.94	526.70	402.44	28.76	(124.26)	(95.50)	6%	-24%	-19%
Classified Professional	7.05	6.42	5.37	(0.63)	(1.05)	(1.68)	-9%	-16%	-24%
Classified Support	57.65	66.35	65.06	8.70	(1.29)	7.41	15%	-2%	13%
Total	1,056.05	1,076.72	940.81	20.67	(135.91)	(115.24)	2%	-13%	-11%

Table 10 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Administrative and Support Activity (ASA) Code and Fall Term

ASA Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Foothill College-Educational Administrator									
6010-Academic Administration	11.90	12.90	11.90	1.00	(1.00)	-	8%	-8%	0%
6200-Admissions and Records	1.00	1.00	1.00	-	-	-	0%	0%	0%
6600-Planning, Policymaking, and Coordination	1.00	2.00	1.00	1.00	(1.00)	-	100%	-50%	0%
6790-Other General Institutional Support Service:	3.00	3.00	3.00	-	-	-	0%	0%	0%
6990-Other Ancillary Services	6.10	5.10	5.10	(1.00)	-	(1.00)	-16%	0%	-16%
7090-Other Auxiliary Operations	1.00	1.50	1.75	0.50	0.25	0.75	50%	17%	75%
Foothill College-Academic Tenured/Tenure Track									
6020-Course and Curriculum Development	1.00	1.00	1.00	-	-	-	0%	0%	0%
6120-Library	4.00	4.00	4.00	-	-	-	0%	0%	0%
6310-Counseling and Guidance	8.51	8.02	8.24	(0.49)	0.22	(0.27)	-6%	3%	-3%
6320-Matriculation and Student Assessment	7.33	7.41	7.32	0.08	(0.09)	(0.01)	1%	-1%	0%
6430-Extended Opportunities Programs and Servi	1.75	1.75	1.75	-	-	-	0%	0%	0%
6440-Health Services	3.52	3.46	3.50	(0.06)	0.04	(0.02)	-2%	1%	-1%
6730-Human Resources Management	1.95	2.09	1.92	0.14	(0.17)	(0.03)	7%	-8%	-2%
Foothill College-Classified Administrator									
6460-Financial Aid Administration	1.00	1.00	1.00	-	-	-	0%	0%	0%
6990-Other Ancillary Services	1.00	1.00	1.00	-	-	-	0%	0%	0%
Foothill College-Classified Professional									
6010-Academic Administration	7.54	7.50	7.50	(0.04)	-	(0.04)	-1%	0%	-1%
6020-Course and Curriculum Development	1.00	1.00	1.00	-	-	-	0%	0%	0%
6190-Other Instructional Support Services	1.00	2.00	3.00	1.00	1.00	2.00	100%	50%	200%
6200-Admissions and Records	7.63	8.00	8.00	0.37	-	0.37	5%	0%	5%
6320-Matriculation and Student Assessment	3.00	6.00	6.00	3.00	-	3.00	100%	0%	100%
6430-Extended Opportunities Programs and Servi	1.00	2.00	2.00	1.00	-	1.00	100%	0%	100%
6710-Community Relations	7.00	6.00	5.00	(1.00)	(1.00)	(2.00)	-14%	-17%	-29%
6770-Logistical Services	1.80	1.80	1.30	-	(0.50)	(0.50)	0%	-28%	-28%
6780-Management Information Systems	1.00	1.00	1.00	-	-	-	0%	0%	0%
6830-Community Use of Facilities	2.10	2.00	1.00	(0.10)	(1.00)	(1.10)	-5%	-50%	-52%

Table 10 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Administrative and Support Activity (ASA) Code and Fall Term

ASA Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
6960-Student and Co-Curricular Activities	1.00	1.00	1.00	-	-	-	0%	0%	0%
6990-Other Ancillary Services	1.25	2.00	1.50	0.75	(0.50)	0.25	60%	-25%	20%
Foothill College-Classified Support									
6010-Academic Administration	16.90	17.90	15.00	1.00	(2.90)	(1.90)	6%	-16%	-11%
6020-Course and Curriculum Development	1.00	1.00	1.00	-	-	-	0%	0%	0%
6090-Other Instructional Administration and Instr	1.00	1.00	1.00	-	-	-	0%	0%	0%
6120-Library	6.63	7.00	5.00	0.37	(2.00)	(1.63)	6%	-29%	-25%
6190-Other Instructional Support Services	3.00	2.00	2.00	(1.00)	-	(1.00)	-33%	0%	-33%
6200-Admissions and Records	3.00	4.00	3.00	1.00	(1.00)	-	33%	-25%	0%
6310-Counseling and Guidance	1.00	1.00	1.00	-	-	-	0%	0%	0%
6320-Matriculation and Student Assessment	7.62	8.62	9.62	1.00	1.00	2.00	13%	12%	26%
6430-Extended Opportunities Programs and Servi	2.00	1.00	1.00	(1.00)	-	(1.00)	-50%	0%	-50%
6440-Health Services	1.00	1.00	1.00	-	-	-	0%	0%	0%
6460-Financial Aid Administration	7.00	7.00	5.00	-	(2.00)	(2.00)	0%	-29%	-29%
6480-Veterans Services	1.00	1.00	1.00	-	-	-	0%	0%	0%
6490-Miscellaneous Student Services	1.38	1.00	1.00	(0.38)	-	(0.38)	-28%	0%	-28%
6550-Grounds Maintenance and Repairs	1.00	1.00	1.00	-	-	-	0%	0%	0%
6710-Community Relations	2.00	2.90	1.90	0.90	(1.00)	(0.10)	45%	-34%	-5%
6790-Other General Institutional Support Service:	1.00	2.00	1.00	1.00	(1.00)	-	100%	-50%	0%
6810-Community Recreation	1.00	1.00	1.00	-	-	-	0%	0%	0%
6960-Student and Co-Curricular Activities	1.00	1.00	1.25	-	0.25	0.25	0%	25%	25%
6990-Other Ancillary Services	3.40	2.08	2.08	(1.32)	-	(1.32)	-39%	0%	-39%
7090-Other Auxiliary Operations	1.00	2.00	3.00	1.00	1.00	2.00	100%	50%	200%
De Anza College-Educational Administrator									
6010-Academic Administration	12.00	13.00	9.00	1.00	(4.00)	(3.00)	8%	-31%	-25%
6190-Other Instructional Support Services	1.00	2.00	1.00	1.00	(1.00)	-	100%	-50%	0%
6310-Counseling and Guidance	1.00	1.00	1.00	-	-	-	0%	0%	0%
6460-Financial Aid Administration	1.00	1.00	1.00	-	-	-	0%	0%	0%
6600-Planning, Policymaking, and Coordination	1.00	1.00	1.00	-	-	-	0%	0%	0%

Table 10 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Administrative and Support Activity (ASA) Code and Fall Term

ASA Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
6820-Community Service Classes	1.00	1.00	1.00	-	-	-	0%	0%	0%
6920-Child Development Centers	1.00	1.00	1.00	-	-	-	0%	0%	0%
6990-Other Ancillary Services	1.00	1.00	1.00	-	-	-	0%	0%	0%
De Anza College-Academic Tenured/Tenure Track									
6010-Academic Administration	2.92	1.30	1.00	(1.62)	(0.30)	(1.92)	-55%	-23%	-66%
6120-Library	4.00	4.00	4.00	-	-	-	0%	0%	0%
6200-Admissions and Records	1.00	2.00	2.00	1.00	-	1.00	100%	0%	100%
6310-Counseling and Guidance	9.78	10.68	9.78	0.90	(0.90)	-	9%	-8%	0%
6320-Matriculation and Student Assessment	9.94	9.04	9.13	(0.90)	0.09	(0.81)	-9%	1%	-8%
6430-Extended Opportunities Programs and Servi	1.60	1.60	1.60	-	-	-	0%	0%	0%
6440-Health Services	2.00	2.00	2.00	-	-	-	0%	0%	0%
6960-Student and Co-Curricular Activities	1.00	1.00	1.00	-	-	-	0%	0%	0%
De Anza College-Academic Temporary									
6190-Other Instructional Support Services	3.00	2.02	6.00	(0.98)	3.98	3.00	-33%	197%	100%
De Anza College-Classified Professional									
6010-Academic Administration	4.50	4.60	4.60	0.10	-	0.10	2%	0%	2%
6020-Course and Curriculum Development	1.00	1.00	1.00	-	-	-	0%	0%	0%
6110-Learning Center	1.00	2.00	1.00	1.00	(1.00)	-	100%	-50%	0%
6190-Other Instructional Support Services	1.00	1.00	1.00	-	-	-	0%	0%	0%
6200-Admissions and Records	10.00	10.00	8.00	-	(2.00)	(2.00)	0%	-20%	-20%
6320-Matriculation and Student Assessment	4.00	4.00	5.00	-	1.00	1.00	0%	25%	25%
6430-Extended Opportunities Programs and Servi	1.00	2.00	2.00	1.00	-	1.00	100%	0%	100%
6440-Health Services	2.36	2.18	1.93	(0.18)	(0.25)	(0.43)	-8%	-11%	-18%
6460-Financial Aid Administration	2.00	2.00	2.00	-	-	-	0%	0%	0%
6600-Planning, Policymaking, and Coordination	1.00	1.00	1.00	-	-	-	0%	0%	0%
6720-Fiscal Operations	5.00	4.00	4.00	(1.00)	-	(1.00)	-20%	0%	-20%
6750-Staff Development	1.00	1.00	1.00	-	-	-	0%	0%	0%
6770-Logistical Services	5.00	7.00	6.00	2.00	(1.00)	1.00	40%	-14%	20%
6780-Management Information Systems	1.00	1.00	1.00	-	-	-	0%	0%	0%

Table 10 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Administrative and Support Activity (ASA) Code and Fall Term

ASA Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
6820-Community Service Classes	1.70	3.10	3.10	1.40	-	1.40	82%	0%	82%
6920-Child Development Centers	1.00	1.00	1.00	-	-	-	0%	0%	0%
6990-Other Ancillary Services	2.40	3.40	3.40	1.00	-	1.00	42%	0%	42%
De Anza College-Classified Support									
6010-Academic Administration	16.02	17.54	17.27	1.52	(0.27)	1.25	9%	-2%	8%
6120-Library	10.00	10.00	10.00	-	-	-	0%	0%	0%
6190-Other Instructional Support Services	2.01	2.01	4.01	-	2.00	2.00	0%	100%	100%
6200-Admissions and Records	12.50	11.50	11.40	(1.00)	(0.10)	(1.10)	-8%	-1%	-9%
6310-Counseling and Guidance	2.92	2.92	2.92	-	-	-	0%	0%	0%
6320-Matriculation and Student Assessment	14.08	17.08	16.08	3.00	(1.00)	2.00	21%	-6%	14%
6430-Extended Opportunities Programs and Servi	3.50	4.00	4.50	0.50	0.50	1.00	14%	13%	29%
6440-Health Services	1.00	1.50	1.50	0.50	-	0.50	50%	0%	50%
6460-Financial Aid Administration	8.75	8.88	8.90	0.13	0.02	0.15	1%	0%	2%
6530-Custodial Services	15.06	16.12	15.07	1.06	(1.05)	0.01	7%	-7%	0%
6550-Grounds Maintenance and Repairs	6.06	6.12	5.00	0.06	(1.12)	(1.06)	1%	-18%	-17%
6720-Fiscal Operations	8.55	8.55	8.55	-	-	-	0%	0%	0%
6770-Logistical Services	4.00	4.80	2.50	0.80	(2.30)	(1.50)	20%	-48%	-38%
6790-Other General Institutional Support Service:	1.00	2.00	1.00	1.00	(1.00)	-	100%	-50%	0%
6830-Community Use of Facilities	1.40	1.00	2.80	(0.40)	1.80	1.40	-29%	180%	100%
6920-Child Development Centers	16.71	16.86	16.41	0.15	(0.45)	(0.30)	1%	-3%	-2%
6960-Student and Co-Curricular Activities	1.50	1.50	1.50	-	-	-	0%	0%	0%
6990-Other Ancillary Services	15.07	14.14	13.57	(0.93)	(0.57)	(1.50)	-6%	-4%	-10%
Central Services-Educational Administrator									
6510-Building Maintenance and Repairs	1.00	1.00	1.00	-	-	-	0%	0%	0%
6530-Custodial Services	1.00	1.00	1.00	-	-	-	0%	0%	0%
6720-Fiscal Operations	2.69	6.59	5.59	3.90	(1.00)	2.90	145%	-15%	108%
6730-Human Resources Management	4.35	3.35	2.35	(1.00)	(1.00)	(2.00)	-23%	-30%	-46%
6770-Logistical Services	1.64	2.54	2.64	0.90	0.10	1.00	55%	4%	61%
6780-Management Information Systems	5.00	6.00	9.00	1.00	3.00	4.00	20%	50%	80%

Table 10 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Administrative and Support Activity (ASA) Code and Fall Term

ASA Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
6990-Other Ancillary Services	3.16	3.16	3.16	-	-	-	0%	0%	0%
Central Services-Classified Administrator									
6590-Other Operation and Maintenance of Plant	1.00	1.00	1.00	-	-	-	0%	0%	0%
6780-Management Information Systems	2.00	2.00	2.00	-	-	-	0%	0%	0%
6790-Other General Institutional Support Service:	1.00	1.00	1.00	-	-	-	0%	0%	0%
Central Services-Classified Professional									
6590-Other Operation and Maintenance of Plant	1.25	2.25	1.00	1.00	(1.25)	(0.25)	80%	-56%	-20%
6600-Planning, Policymaking, and Coordination	2.00	1.00	1.00	(1.00)	-	(1.00)	-50%	0%	-50%
6720-Fiscal Operations	8.14	8.14	8.25	-	0.11	0.11	0%	1%	1%
6730-Human Resources Management	4.10	3.73	4.10	(0.37)	0.37	-	-9%	10%	0%
6750-Staff Development	1.00	1.00	1.00	-	-	-	0%	0%	0%
6770-Logistical Services	3.39	4.43	4.28	1.04	(0.15)	0.89	31%	-3%	26%
6780-Management Information Systems	38.15	43.91	44.50	5.76	0.59	6.35	15%	1%	17%
6790-Other General Institutional Support Service:	3.50	3.50	3.50	-	-	-	0%	0%	0%
6990-Other Ancillary Services	2.34	2.34	2.18	-	(0.16)	(0.16)	0%	-7%	-7%
7100-Physical Property and Related Acquisitions	3.65	3.51	1.40	(0.14)	(2.11)	(2.25)	-4%	-60%	-62%
Central Services-Classified Support									
6510-Building Maintenance and Repairs	19.00	21.00	23.00	2.00	2.00	4.00	11%	10%	21%
6530-Custodial Services	16.00	18.00	17.00	2.00	(1.00)	1.00	13%	-6%	6%
6550-Grounds Maintenance and Repairs	7.00	8.00	8.00	1.00	-	1.00	14%	0%	14%
6590-Other Operation and Maintenance of Plant	7.00	5.25	6.00	(1.75)	0.75	(1.00)	-25%	14%	-14%
6600-Planning, Policymaking, and Coordination	1.00	1.00	1.00	-	-	-	0%	0%	0%
6720-Fiscal Operations	8.05	9.15	9.05	1.10	(0.10)	1.00	14%	-1%	12%
6730-Human Resources Management	3.00	3.00	3.00	-	-	-	0%	0%	0%
6770-Logistical Services	9.40	13.24	10.04	3.84	(3.20)	0.64	41%	-24%	7%
6780-Management Information Systems	12.40	14.40	13.00	2.00	(1.40)	0.60	16%	-10%	5%
6950-Parking	3.60	5.76	3.96	2.16	(1.80)	0.36	60%	-31%	10%
6990-Other Ancillary Services	3.95	3.95	3.95	-	-	-	0%	0%	0%

Table 10 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Administrative and Support Activity (ASA) Code and Fall Term

ASA Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
FHDA CCD-Educational Administrator									
6010-Academic Administration	23.90	25.90	20.90	2.00	(5.00)	(3.00)	8%	-19%	-13%
6190-Other Instructional Support Services	2.00	3.00	1.00	1.00	(2.00)	(1.00)	50%	-67%	-50%
6200-Admissions and Records	2.00	2.00	1.00	-	(1.00)	(1.00)	0%	-50%	-50%
6310-Counseling and Guidance	1.90	1.90	1.90	-	-	-	0%	0%	0%
6430-Extended Opportunities Programs and Servi	1.00	1.00	1.00	-	-	-	0%	0%	0%
6460-Financial Aid Administration	1.00	1.00	1.00	-	-	-	0%	0%	0%
6510-Building Maintenance and Repairs	1.00	1.00	1.00	-	-	-	0%	0%	0%
6530-Custodial Services	1.00	1.00	1.00	-	-	-	0%	0%	0%
6600-Planning, Policymaking, and Coordination	2.90	3.90	2.90	1.00	(1.00)	-	34%	-26%	0%
6720-Fiscal Operations	4.09	7.09	6.09	3.00	(1.00)	2.00	73%	-14%	49%
6730-Human Resources Management	4.35	3.35	2.35	(1.00)	(1.00)	(2.00)	-23%	-30%	-46%
6770-Logistical Services	1.64	2.54	2.64	0.90	0.10	1.00	55%	4%	61%
6780-Management Information Systems	5.00	6.00	9.00	1.00	3.00	4.00	20%	50%	80%
6790-Other General Institutional Support Service:	3.10	3.10	3.10	-	-	-	0%	0%	0%
6820-Community Service Classes	1.00	1.00	1.00	-	-	-	0%	0%	0%
6920-Child Development Centers	1.00	1.00	1.00	-	-	-	0%	0%	0%
6990-Other Ancillary Services	10.26	9.26	9.26	(1.00)	-	(1.00)	-10%	0%	-10%
7090-Other Auxiliary Operations	1.00	1.50	1.75	0.50	0.25	0.75	50%	17%	75%
FHDA CCD-Academic Tenured/Tenure Track									
6010-Academic Administration	3.52	1.68	1.00	(1.84)	(0.68)	(2.52)	-52%	-40%	-72%
6020-Course and Curriculum Development	1.00	1.00	1.00	-	-	-	0%	0%	0%
6120-Library	8.00	8.00	8.00	-	-	-	0%	0%	0%
6190-Other Instructional Support Services	1.40	1.51	2.00	0.11	0.49	0.60	8%	32%	43%
6200-Admissions and Records	1.00	2.00	2.00	1.00	-	1.00	100%	0%	100%
6310-Counseling and Guidance	18.29	18.70	18.02	0.41	(0.68)	(0.27)	2%	-4%	-1%
6320-Matriculation and Student Assessment	17.27	16.45	16.45	(0.82)	-	(0.82)	-5%	0%	-5%
6430-Extended Opportunities Programs and Servi	3.35	3.35	3.35	-	-	-	0%	0%	0%
6440-Health Services	5.52	5.46	5.50	(0.06)	0.04	(0.02)	-1%	1%	0%

Table 10 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Administrative and Support Activity (ASA) Code and Fall Term

ASA Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
6730-Human Resources Management	4.20	2.09	2.17	(2.11)	0.08	(2.03)	-50%	4%	-48%
6960-Student and Co-Curricular Activities	1.76	1.76	1.76	-	-	-	0%	0%	0%
FHDA CCD-Academic Temporary									
6190-Other Instructional Support Services	3.00	2.72	6.00	(0.28)	3.28	3.00	-9%	121%	100%
FHDA CCD-Classified Administrator									
6460-Financial Aid Administration	1.00	1.00	1.00	-	-	-	0%	0%	0%
6590-Other Operation and Maintenance of Plant	1.00	1.00	1.00	-	-	-	0%	0%	0%
6770-Logistical Services	3.94	2.49	1.59	(1.45)	(0.90)	(2.35)	-37%	-36%	-60%
6780-Management Information Systems	2.00	2.00	2.00	-	-	-	0%	0%	0%
6790-Other General Institutional Support Service:	1.00	1.00	1.00	-	-	-	0%	0%	0%
6990-Other Ancillary Services	2.80	2.80	1.80	-	(1.00)	(1.00)	0%	-36%	-36%
FHDA CCD-Classified Professional									
6010-Academic Administration	13.04	13.10	12.10	0.06	(1.00)	(0.94)	0%	-8%	-7%
6020-Course and Curriculum Development	2.00	2.00	2.00	-	-	-	0%	0%	0%
6110-Learning Center	1.00	2.00	1.00	1.00	(1.00)	-	100%	-50%	0%
6190-Other Instructional Support Services	2.00	3.00	4.00	1.00	1.00	2.00	50%	33%	100%
6200-Admissions and Records	17.63	18.00	16.00	0.37	(2.00)	(1.63)	2%	-11%	-9%
6320-Matriculation and Student Assessment	7.00	10.94	12.00	3.94	1.06	5.00	56%	10%	71%
6430-Extended Opportunities Programs and Servi	2.00	4.00	4.00	2.00	-	2.00	100%	0%	100%
6440-Health Services	2.36	2.18	1.93	(0.18)	(0.25)	(0.43)	-8%	-11%	-18%
6460-Financial Aid Administration	2.00	2.00	3.00	-	1.00	1.00	0%	50%	50%
6590-Other Operation and Maintenance of Plant	1.25	2.25	1.00	1.00	(1.25)	(0.25)	80%	-56%	-20%
6600-Planning, Policymaking, and Coordination	3.00	2.00	3.00	(1.00)	1.00	-	-33%	50%	0%
6710-Community Relations	8.00	7.00	5.00	(1.00)	(2.00)	(3.00)	-13%	-29%	-38%
6720-Fiscal Operations	13.14	12.14	12.25	(1.00)	0.11	(0.89)	-8%	1%	-7%
6730-Human Resources Management	4.10	3.73	4.10	(0.37)	0.37	-	-9%	10%	0%
6750-Staff Development	2.00	2.00	2.00	-	-	-	0%	0%	0%
6770-Logistical Services	10.19	13.23	11.58	3.04	(1.65)	1.39	30%	-12%	14%
6780-Management Information Systems	40.15	45.91	46.50	5.76	0.59	6.35	14%	1%	16%

Table 10 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Administrative and Support Activity (ASA) Code and Fall Term

ASA Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
6790-Other General Institutional Support Service:	3.50	3.50	3.50	-	-	-	0%	0%	0%
6820-Community Service Classes	1.70	3.10	3.10	1.40	-	1.40	82%	0%	82%
6830-Community Use of Facilities	2.10	2.00	2.00	(0.10)	-	(0.10)	-5%	0%	-5%
6920-Child Development Centers	1.00	1.00	1.00	-	-	-	0%	0%	0%
6960-Student and Co-Curricular Activities	1.60	1.60	1.60	-	-	-	0%	0%	0%
6990-Other Ancillary Services	5.99	7.74	7.08	1.75	(0.66)	1.09	29%	-9%	18%
7100-Physical Property and Related Acquisitions	5.25	4.91	2.80	(0.34)	(2.11)	(2.45)	-6%	-43%	-47%
FHDA CCD-Classified Support									
6010-Academic Administration	32.92	35.44	32.27	2.52	(3.17)	(0.65)	8%	-9%	-2%
6020-Course and Curriculum Development	1.00	1.00	1.00	-	-	-	0%	0%	0%
6090-Other Instructional Administration and Instr	1.00	1.00	1.00	-	-	-	0%	0%	0%
6120-Library	16.63	17.00	15.00	0.37	(2.00)	(1.63)	2%	-12%	-10%
6190-Other Instructional Support Services	5.01	4.01	6.01	(1.00)	2.00	1.00	-20%	50%	20%
6200-Admissions and Records	15.50	15.50	14.40	-	(1.10)	(1.10)	0%	-7%	-7%
6310-Counseling and Guidance	3.98	3.92	3.92	(0.06)	-	(0.06)	-2%	0%	-2%
6320-Matriculation and Student Assessment	22.64	25.70	25.70	3.06	-	3.06	14%	0%	14%
6430-Extended Opportunities Programs and Servi	5.50	5.00	5.50	(0.50)	0.50	-	-9%	10%	0%
6440-Health Services	2.00	2.50	2.50	0.50	-	0.50	25%	0%	25%
6460-Financial Aid Administration	15.75	15.88	13.90	0.13	(1.98)	(1.85)	1%	-12%	-12%
6480-Veterans Services	1.00	1.00	1.00	-	-	-	0%	0%	0%
6490-Miscellaneous Student Services	1.88	2.00	1.50	0.12	(0.50)	(0.38)	6%	-25%	-20%
6510-Building Maintenance and Repairs	20.00	21.00	23.00	1.00	2.00	3.00	5%	10%	15%
6530-Custodial Services	31.06	34.12	32.07	3.06	(2.05)	1.01	10%	-6%	3%
6550-Grounds Maintenance and Repairs	14.06	15.12	14.00	1.06	(1.12)	(0.06)	8%	-7%	0%
6590-Other Operation and Maintenance of Plant	7.00	5.25	6.00	(1.75)	0.75	(1.00)	-25%	14%	-14%
6600-Planning, Policymaking, and Coordination	1.00	1.00	1.00	-	-	-	0%	0%	0%
6710-Community Relations	2.48	3.38	2.38	0.90	(1.00)	(0.10)	36%	-30%	-4%
6720-Fiscal Operations	16.60	19.02	19.17	2.42	0.15	2.57	15%	1%	15%
6730-Human Resources Management	3.00	3.00	3.00	-	-	-	0%	0%	0%

Table 10 Full Time Employee Equivalent (FTE) by Institution, Employee Category, Administrative and Support Activity (ASA) Code and Fall Term

ASA Code	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
6770-Logistical Services	13.40	18.04	12.54	4.64	(5.50)	(0.86)	35%	-30%	-6%
6780-Management Information Systems	12.40	14.40	13.00	2.00	(1.40)	0.60	16%	-10%	5%
6790-Other General Institutional Support Service:	2.00	4.00	2.00	2.00	(2.00)	-	100%	-50%	0%
6810-Community Recreation	1.00	1.00	1.00	-	-	-	0%	0%	0%
6830-Community Use of Facilities	1.99	1.40	3.39	(0.59)	1.99	1.40	-30%	142%	70%
6920-Child Development Centers	16.71	16.86	16.41	0.15	(0.45)	(0.30)	1%	-3%	-2%
6950-Parking	3.60	5.76	3.96	2.16	(1.80)	0.36	60%	-31%	10%
6960-Student and Co-Curricular Activities	2.50	2.50	2.75	-	0.25	0.25	0%	10%	10%
6990-Other Ancillary Services	22.42	20.17	19.60	(2.25)	(0.57)	(2.82)	-10%	-3%	-13%
7090-Other Auxiliary Operations	2.00	2.00	3.00	-	1.00	1.00	0%	50%	50%

Table 10.A Full Time Employee Equivalent (FTE) by Institution, Employee Category and Fall Term for Assignments with an Administrative and Support Activity (ASA) Code/Account Type

Employee Category	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Foothill College									
Educational Administrator	30.00	29.50	30.00	(0.50)	0.50	-	-2%	2%	0%
Academic Tenured/Tenure Track	32.24	34.90	31.54	2.66	(3.36)	(0.70)	8%	-10%	-2%
Academic Temporary	2.00	3.20	2.76	1.20	(0.44)	0.76	60%	-14%	38%
Classified Administrator	3.00	3.00	3.00	-	-	-	0%	0%	0%
Classified Professional	37.13	42.00	43.00	4.87	1.00	5.87	13%	2%	16%
Classified Support	67.50	70.80	63.49	3.30	(7.31)	(4.01)	5%	-10%	-6%
Total	171.87	183.40	173.79	11.53	(9.61)	1.92	7%	-5%	1%
De Anza College									
Educational Administrator	22.00	24.00	18.00	2.00	(6.00)	(4.00)	9%	-25%	-18%
Academic Tenured/Tenure Track	38.81	35.02	34.46	(3.79)	(0.56)	(4.35)	-10%	-2%	-11%
Academic Temporary	5.80	6.62	6.00	0.82	(0.62)	0.20	14%	-9%	3%
Classified Administrator	7.00	6.00	5.00	(1.00)	(1.00)	(2.00)	-14%	-17%	-29%
Classified Professional	47.36	52.58	49.33	5.22	(3.25)	1.97	11%	-6%	4%
Classified Support	149.51	150.00	144.96	0.49	(5.04)	(4.55)	0%	-3%	-3%
Total	270.48	274.22	257.75	3.74	(16.47)	(12.73)	1%	-6%	-5%
Central Services									
Educational Administrator	24.00	27.00	29.00	3.00	2.00	5.00	13%	7%	21%
Classified Administrator	10.80	7.80	5.00	(3.00)	(2.80)	(5.80)	-28%	-36%	-54%
Classified Professional	68.88	77.03	72.93	8.15	(4.10)	4.05	12%	-5%	6%
Classified Support	93.00	105.00	98.00	12.00	(7.00)	5.00	13%	-7%	5%
Total	196.68	216.83	204.93	20.15	(11.90)	8.25	10%	-5%	4%

Table 10.A Full Time Employee Equivalent (FTE) by Institution, Employee Category and Fall Term for Assignments with an Administrative and Support Activity (ASA) Code/Account Type

Employee Category	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2- Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
FHDA CCD									
Educational Administrator	76.00	80.50	77.00	4.50	(3.50)	1.00	6%	-4%	1%
Academic Tenured/Tenure Track	71.05	69.92	66.00	(1.13)	(3.92)	(5.05)	-2%	-6%	-7%
Academic Temporary	7.80	9.82	8.76	2.02	(1.06)	0.96	26%	-11%	12%
Classified Administrator	20.80	16.80	13.00	(4.00)	(3.80)	(7.80)	-19%	-23%	-38%
Classified Professional	153.37	171.61	165.26	18.24	(6.35)	11.89	12%	-4%	8%
Classified Support	310.01	325.80	306.45	15.79	(19.35)	(3.56)	5%	-6%	-1%
Total	639.03	674.45	636.47	35.42	(37.98)	(2.56)	6%	-6%	0%

Table 11 Full Time Employee Equivalent (FTE) by Institution, Employee Category and Fall Term

Employee Category	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2-Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
Foothill College									
Educational Administrator	32.39	30.34	30.34	(2.05)	-	(2.05)	-6%	0%	-6%
Academic Tenured/Tenure Track	227.88	229.46	214.46	1.58	(15.00)	(13.42)	1%	-7%	-6%
Academic Temporary	233.58	247.11	187.63	13.53	(59.48)	(45.95)	6%	-24%	-20%
Classified Administrator	3.00	3.00	3.00	-	-	-	0%	0%	0%
Classified Professional	38.76	43.00	43.00	4.24	-	4.24	11%	0%	11%
Classified Support	78.80	84.39	76.24	5.59	(8.15)	(2.56)	7%	-10%	-3%
Total	614.41	637.30	554.67	22.89	(82.63)	(59.74)	4%	-13%	-10%
De Anza College									
Educational Administrator	24.33	25.33	19.33	1.00	(6.00)	(5.00)	4%	-24%	-21%
Academic Tenured/Tenure Track	331.86	315.54	317.81	(16.32)	2.27	(14.05)	-5%	1%	-4%
Academic Temporary	272.16	289.41	223.57	17.25	(65.84)	(48.59)	6%	-23%	-18%
Classified Administrator	7.00	6.00	5.00	(1.00)	(1.00)	(2.00)	-14%	-17%	-29%
Classified Professional	52.66	57.88	54.63	5.22	(3.25)	1.97	10%	-6%	4%
Classified Support	195.86	202.76	197.27	6.90	(5.49)	1.41	4%	-3%	1%
Total	883.87	896.92	817.61	13.05	(79.31)	(66.26)	1%	-9%	-7%
Central Services									
Educational Administrator	24.00	27.00	29.00	3.00	2.00	5.00	13%	7%	21%
Classified Administrator	10.80	7.80	5.00	(3.00)	(2.80)	(5.80)	-28%	-36%	-54%
Classified Professional	69.00	77.15	73.00	8.15	(4.15)	4.00	12%	-5%	6%
Classified Support	93.00	105.00	98.00	12.00	(7.00)	5.00	13%	-7%	5%
Total	196.80	216.95	205.00	20.15	(11.95)	8.20	10%	-6%	4%

Table 11 Full Time Employee Equivalent (FTE) by Institution, Employee Category and Fall Term

Employee Category	FTE			Change			Percent Change		
	Year 1- Fall 2016	Year 2-Fall 2017	Year 3 - Fall 2018	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3	Year 1 to Year 2	Year 2 to Year 3	Year 1 to Year 3
FHDA CCD									
Educational Administrator	80.72	82.67	78.67	1.95	(4.00)	(2.05)	2%	-5%	-3%
Academic Tenured/Tenure Track	559.74	545.00	532.27	(14.74)	(12.73)	(27.47)	-3%	-2%	-5%
Academic Temporary	505.74	536.52	411.20	30.78	(125.32)	(94.54)	6%	-23%	-19%
Classified Administrator	20.80	16.80	13.00	(4.00)	(3.80)	(7.80)	-19%	-23%	-38%
Classified Professional	160.42	178.03	170.63	17.61	(7.40)	10.21	11%	-4%	6%
Classified Support	367.66	392.15	371.51	24.49	(20.64)	3.85	7%	-5%	1%
Total	1,695.08	1,751.17	1,577.28	56.09	(173.89)	(117.80)	3%	-10%	-7%