

IRP@FHDA

MIS Employee Submission Report, Fall 2021

Introduction

This document provides a summary of the data submitted by the Foothill-De Anza Community College District (FHDA CCD) to the California Community Colleges Chancellor's Office (CCCCO) in the MIS employee reports for the academic period of fall 2021. The purpose of the document is to give data custodians at the FHDA CCD the opportunity to review the information submitted and identify any issue that may undermine the validity of these reports.

The MIS employee reports (Employee Demographics and Employee Assignments) include data for all full-time employees and faculty (full-time and part-time) with at least one assignment during the reporting fall term.¹ Data summarized in this document relate to employee characteristics (i.e., employee category, EE06 occupational activity, gender, age, race/ethnic group and employment status) and job assignment attributes (i.e., average hourly rate for overload or part-time assignments and full-time equivalent employee by TOP—Taxonomy of Programs-- or ASA code—Administrative Support Areas). To identify unexpected changes across time, this document includes data for the last three fall terms (fall 2019, fall 2020, fall, 2021) disaggregated by institution (Central Services, De Anza College, Foothill College, FHDA CCD) and employee characteristics or job assignment attributes. Data highlights are also provided to help better understand the data shown in tables.

Data Highlights

This section identifies significant changes or key findings shown by the data submitted in these reports for the last three academic years or fall terms: fall 2019, fall 2020, and fall 2021. Findings at the District level (i.e., FHDA CCD) and differences across employee groups are the main focus of the analysis.

Employee Headcount

The FHDA CCD employed 1,795 persons in fall 2021—a 3% drop from the number in fall 2020. About 52% (926) of these were assigned to De Anza College, 38% (685) were assigned to Foothill College, and 11% (190) to Central Services (i.e., the administrative unit of the District). Data for the last three fall terms (i.e., fall 2019 to fall 2021) in Table 1 and Figure 1 show that FHDA CCD had an average annual drop of 2% in employee headcount during this period. The same data

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

show De Anza College with the most significant average annual drop, -3%; Foothill College with the least, -1%.

When compared to the prior fall term, FHDA CCD data for fall 2021 in Table 2.A show a significantly higher than expected increase in the number of *classified professional* employees, 41% (plus 72), and a significantly lower than expected drop in the number of *classified support employees*, -22% (minus 80). These changes are the result of the re-classification of classified/staff positions at the District in fall 2021.

Classified professionals are non-faculty employees whose main job often requires possessing a minimum of a Bachelor's degree, while for *classified support* employees it does not (i.e., *clerical/secretarial, technical/paraprofessional, skilled Crafts, and service/maintenance occupations*). Data in Table 2.B shows that the percentage of *classified professional* employees at the District increased to 14% (246) in fall 2021 from 9% (174) in fall 2020; the percentage for *classified support* declined to 16% (280) from 19% (360) during the same period.

Regarding headcounts for *regular* (full-time) and *temporary* (part-time) *faculty*, data in Table 2.C for the last three fall terms show that Foothill College had a higher percentage of *temporary faculty* (69% to 70%), compared to De Anza College (63% to 65%). At the District level, the percentage of temporary or part-time employees among the *faculty* declined to 65% (766) in fall 2021 from 67% (838) in fall 2019.

Data disaggregated by EE06 Occupational Activity in Table 3 and Figure 3 show that in fall 2021 the *faculty* accounted for 65% (1,175) of all employees at the FHDA CCD. *Professional, Non-Faculty* employees (i.e., *classified professionals*) made up the second largest group at the District with 14% (246). For the *executive/administrators/manager* group, the percentage was 5% (94). The percentage for *classified support* group was 16% (280), which included the *clerical/secretarial* (6%), *technical/paraprofessional* (5%), *service/maintenance* (4%), and *skilled crafts* (1%) occupations.

When comparing colleges with respect to percentages by EE06 occupational activity, data in Table 3 show a significant difference: *service/maintenance* employees are not officially assigned to Foothill College for this institution shares its campus with Central Services. This difference needs to be considered when comparing headcounts or percentages across institutions.

Demographics: Gender, Age, and Race/Ethnicity

Data disaggregated by gender in Table 4 show that the percentage of female employees at FHDA CCD in fall 2021 was 57% (1,029); males, 43% (788).

FHDA CCD data disaggregated by EE06 occupational activity and gender in Table 5 show a higher than expected increase in the number of *professional, non-faculty* female employees in fall 2021 over the prior fall term, 49% (plus 53); the number of male employees in this group show an increase of 29% (plus 19) during the same period. Conversely, the number of females for the *technical/paraprofessional* group dropped by 46% (minus 43) during the same period, while the number for males dropped by 35% (minus 22). These data suggest a gender effect during the reclassification of classified/staff positions in fall 2021 at the District: positions held by female

employees were more likely to be reclassified from *technical/paraprofessional* to *professional, non-faculty* than the positions held by male employees.

FHDA CCD data for fall 2021 disaggregated by EE06 occupational activity and gender in Table 5.A and Figure 5.A show that females outnumbered males across most employee groups. The percentage of females is significantly higher among *clerical/secretarial* (86%), *professional, non-faculty* (65%) employees. Males significantly outnumber females among *service/maintenance* (73%) and *skilled crafts* (100%) employees.

Data disaggregated by age in Table 6 and Figure 6.B show that about 41% of all FHDA CCD employees were 55 years or older at the beginning of the fall 2021 term. The median age for employees at the District was 51.

Data disaggregated by occupational activity and age in Table 7 show that the median age for the *technical/professional* group at the FHDA CCD increased to 52 in fall 2021 from 48 in fall 2020. At Central Services, the median age for this group increased to 63 in fall 2021 from 48 in fall 2020. The data suggest an age effect during the reclassification of classified personnel in fall 2021: positions held by younger *technical/paraprofessional* employees were more likely to be reclassified as *professional, non-faculty* than positions held by older coworkers.

Data disaggregated by race/ethnicity in Table 8 and Figure 8 show that in fall 2021 88% of all FHDA CCD employees were either White (49%), Asian (22%), or Hispanic (17%).

FHDA CCD data disaggregated by race/ethnicity and EE06 occupational activity for fall 2021 in Table 8.B show a higher number of white employees in most groups, excluding *service/maintenance* employees. The number of white employees were significantly larger among the *faculty* (57%) and *executive/manager/administrator* (43%) groups. Data for the *professional, non-faculty* group showed no significant percentage differences between the headcount for Whites (33%) and Asians (32); data for the *clerical/secretarial* group showed no significant differences between Asians (28%) and Hispanics (27%). Data for the *service/maintenance* group consistently show that Hispanics made up almost half, 48%, of all employees in this group during the last three fall terms.

Employment Status

Data in Table 9 show that the number of new hires at FHDA CCD dropped to 19 in fall 2021 from 29 in fall 2020 (-34% change). The number of continuing employees dropped to 1,725 from 1,766 (-2% change) during the same period.

Data disaggregated by employment status and EE06 occupational activity in Table 9.A show that the number of new hires for the *faculty* dropped to 11 in fall 2021 from 21 in fall 2020 (-48% change); the number of continuing faculty dropped to 1,120 from 1,154 during the same period (-3% change).

FHDA CCD data in Table 9.A show a decline in the number of employees across most groups, excluding *professional, non-faculty* (i.e., the number increased mainly due to reclassification of classified staff in fall 2021) and the *executive/administrator/management* groups.

Compensation: Annual Salary and Hourly Rate

Data for fall 2021 in Table 10 show that the average annual salary for a FHDA CCD employee was \$96,231; a 3% increase over the prior fall term. Data disaggregated by EE06 occupational activity in this table show that the highest annual salary was for the *executive/administrator/manager* group, \$169,020; the lowest, for the *service/maintenance* group, \$63,244.

FHDA CCD data in Table 10 show an increase in salary in fall 2021 over the prior fall term for the following employee groups: *clerical/secretarial*, 14%; *skilled crafts*, 9%; *service/maintenance*, 3%; and *executive/administrator/management*, 1%.

Data for hourly rate for part-time faculty or overload assignments in Table 11 show that the average hourly rate at FHDA CCD for these types of assignments in fall 2021 was \$116, an increase of 5% over the prior fall term.

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

FHDA CCD data for fall 2021 in Table 15 show an annualized FTEE (full-time equivalent employee) of about 1,501.73—a 3% drop (minus 42.59) compared to the prior fall term. Data for De Anza College and Central Services show a drop of 5% (minus 37.42) and 3% (minus 6.60) in FTEs, respectively, while Foothill College show no significant change during the same period.

FHDA CCD data disaggregated by EE06 occupational activity in Figure 14 show that the *faculty* accounted for 59% (887.4) of the total FTEE in fall 2021 for the District, followed by *professional/non-faculty* employees with 16% (245.2). Excluding *skilled crafts*, which accounted for 1% (12), each of the remaining employee groups accounted between 5% and 7% of the total FTEE.

FHDA CCD data in Table 12 and Table 13 show that instructional assignments (i.e., assignments with TOP code accounts) accounted for 58% (866.52) of the total FTEE for the District in fall 2021 while administrative support assignments (i.e., assignments with ASA code accounts) accounted for 42% (635.21).

FHDA CCD data for instructional assignments in Table 12 show the highest FTEE in the areas of *mathematics*, *English*, and living skills for *disabled students*; these accounted for about 11%, 10%, and 6%, respectively, of the total FTEE for instructional assignments at District.

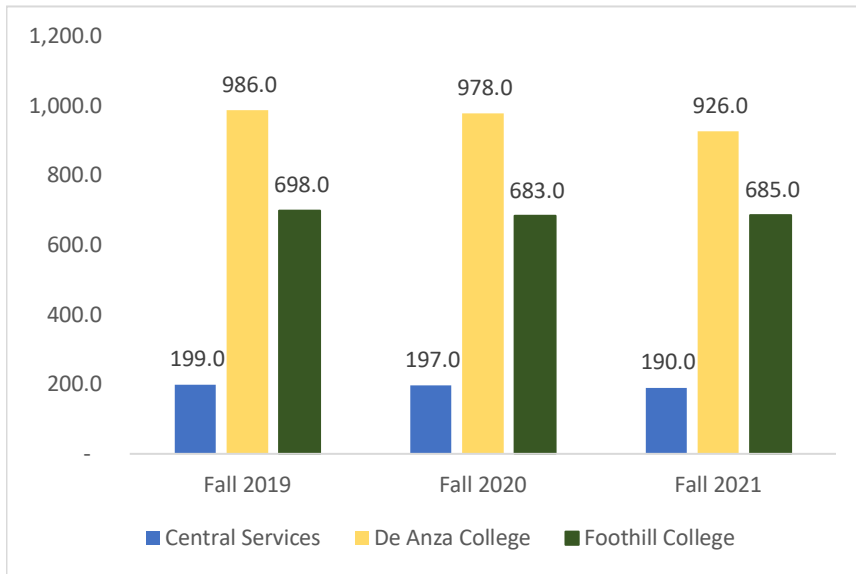
FHDA CCD data for administrative support assignments in Table 13 show the highest FTEE in the areas of *matriculation and student assessment*, *management information systems*, and *academic administration*; these accounted for 12%, 11%, and 11%, respectively, of the total FTEE for these types of assignments at the District.

Table 1. Employee Headcount by Institution and Fall Term

Institution	Headcount			Change		Percent Change		2 Year Avg Percent Change
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
Central Services	199	197	190	(2)	(7)	-1%	-4%	-2%
De Anza College	986	978	926	(8)	(52)	-1%	-5%	-3%
Foothill College	698	683	685	(15)	2	-2%	0%	-1%
FHDA CCD	1,870	1,848	1,795	(22)	(53)	-1%	-3%	-2%

	Percent of Total		
	Fall 2019	Fall 2020	Fall 2021
Central Services	11%	11%	11%
De Anza College	53%	53%	52%
Foothill College	37%	37%	38%
FHDA CCD	100%	100%	100%

Figure 1. Employee Headcount by Institution and Fall Term



Data for the last three fall terms show that Central Services and De Anza College had a consistent drop in the number of employees with an average annual drop of 2% and 3%, respectively.

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

Employee Category	Headcount			Change		Percent Change		2 Year Avg Percent Change
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
Central Services								
Administrator	33	32	28	(1)	(4)	-3%	-13%	-8%
Academic Temporary	-	2	2	2	-	-	0%	-
Classified Professional	71	69	81	(2)	12	-3%	17%	7%
Classified Support	95	94	79	(1)	(15)	-1%	-16%	-9%
Total	199	197	190	(2)	(7)	-1%	-4%	-2%
De Anza College								
Administrator	30	29	32	(1)	3	-3%	10%	4%
Academic Tenured/Tenure Track	243	256	240	13	(16)	5%	-6%	0%
Academic Temporary	459	437	401	(22)	(36)	-5%	-8%	-7%
Classified Professional	56	58	96	2	38	4%	66%	35%
Classified Support	198	198	157	-	(41)	0%	-21%	-10%
Total	986	978	926	(8)	(52)	-1%	-5%	-3%
Foothill College								
Administrator	31	33	34	2	1	6%	3%	5%
Academic Tenured/Tenure Track	167	168	169	1	1	1%	1%	1%
Academic Temporary	389	366	369	(23)	3	-6%	1%	-3%
Classified Professional	43	48	69	5	21	12%	44%	28%
Classified Support	68	68	44	-	(24)	0%	-35%	-18%
Total	698	683	685	(15)	2	-2%	0%	-1%
FHDA CCD								
Administrator	94	94	94	-	-	0%	0%	0%
Academic Tenured/Tenure Track	408	424	409	16	(15)	4%	-4%	0%
Academic Temporary	838	796	766	(42)	(30)	-5%	-4%	-4%
Classified Professional	170	174	246	4	72	2%	41%	22%
Classified Support	360	360	280	-	(80)	0%	-22%	-11%
Total	1,870	1,848	1,795	(22)	(53)	-1%	-3%	-2%

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

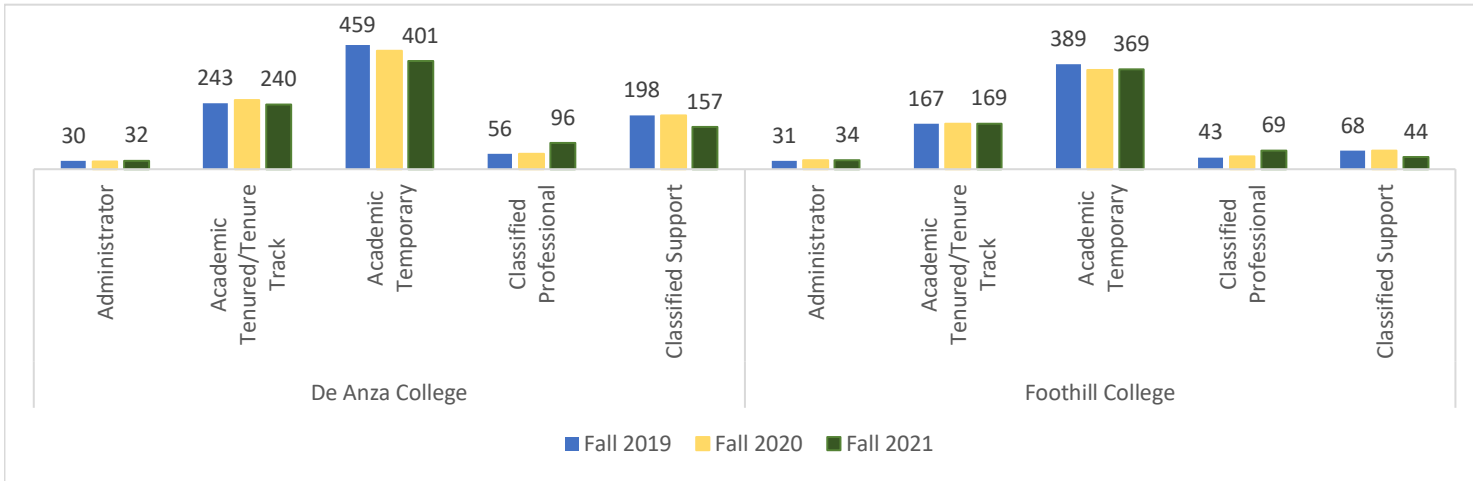
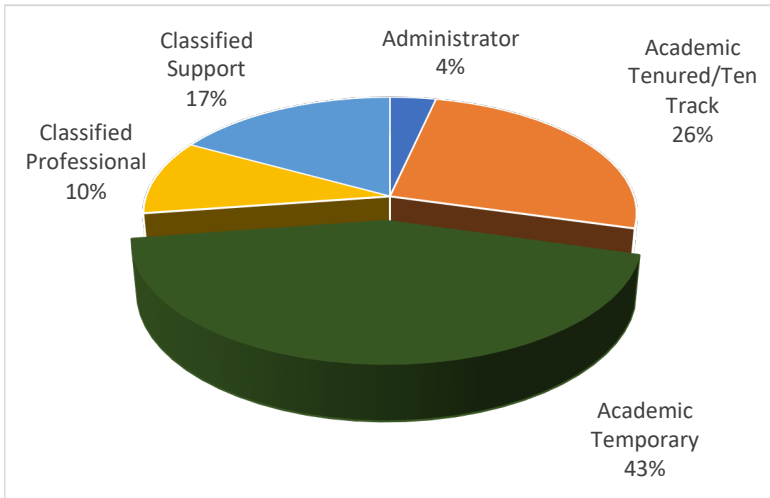


Figure 2.A2 Headcount by College and Employee Group, Fall 2021

De Anza College



Foothill College

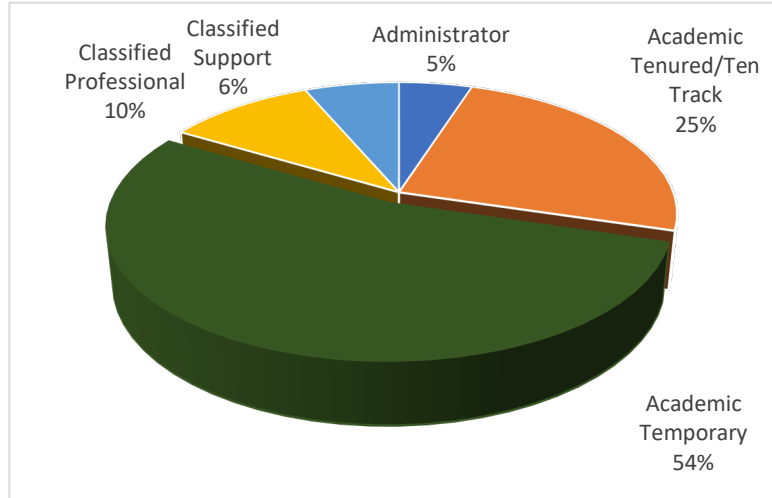


Table 2.B Headcount Percentage by Institution, Employee Group and Fall Term

Employee Group	Fall 2019		Fall 2020		Fall 2021	
	Count	Percent	Count	Percent	Count	Percent
Central Services						
Administrator	33	17%	32	16%	28	15%
Academic Temporary	-	0%	2	1%	2	1%
Classified Professional	71	36%	69	35%	81	43%
Classified Support	95	48%	94	48%	79	42%
Total	199	100%	197	100%	190	100%
De Anza College						
Administrator	30	3%	29	3%	32	3%
Academic Tenured/Tenure Track	243	25%	256	26%	240	26%
Academic Temporary	459	47%	437	45%	401	43%
Classified Professional	56	6%	58	6%	96	10%
Classified Support	198	20%	198	20%	157	17%
Total	986	100%	978	100%	926	100%
Foothill College						
Administrator	31	4%	33	5%	34	5%
Academic Tenured/Tenure Track	167	24%	168	25%	169	25%
Academic Temporary	389	56%	366	54%	369	54%
Classified Professional	43	6%	48	7%	69	10%
Classified Support	68	10%	68	10%	44	6%
Total	698	100%	683	100%	685	100%
FHDA CCD						
Administrator	94	5%	94	5%	94	5%
Academic Tenured/Tenure Track	408	22%	424	23%	409	23%
Academic Temporary	838	45%	796	43%	766	43%
Classified Professional	170	9%	174	9%	246	14%
Classified Support	360	19%	360	19%	280	16%
Total	1,870	100%	1,848	100%	1,795	100%

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

Employee Group	Fall 2019		Fall 2020		Fall 2021	
	Count	Percent	Count	Percent	Count	Percent
De Anza College						
Academic Tenured/Tenure Track	243	35%	256	37%	240	37%
Academic Temporary	459	65%	437	63%	401	63%
Total Faculty	702	100%	693	100%	641	100%
Foothill College						
Academic Tenured/Tenure Track	167	30%	168	31%	169	31%
Academic Temporary	389	70%	366	69%	369	69%
Total Faculty	556	100%	534	100%	538	100%
FHDA CCD						
Academic Tenured/Tenure Track	408	33%	424	35%	409	35%
Academic Temporary	838	67%	796	65%	766	65%
Total Faculty	1,246	100%	1,220	100%	1,175	100%

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

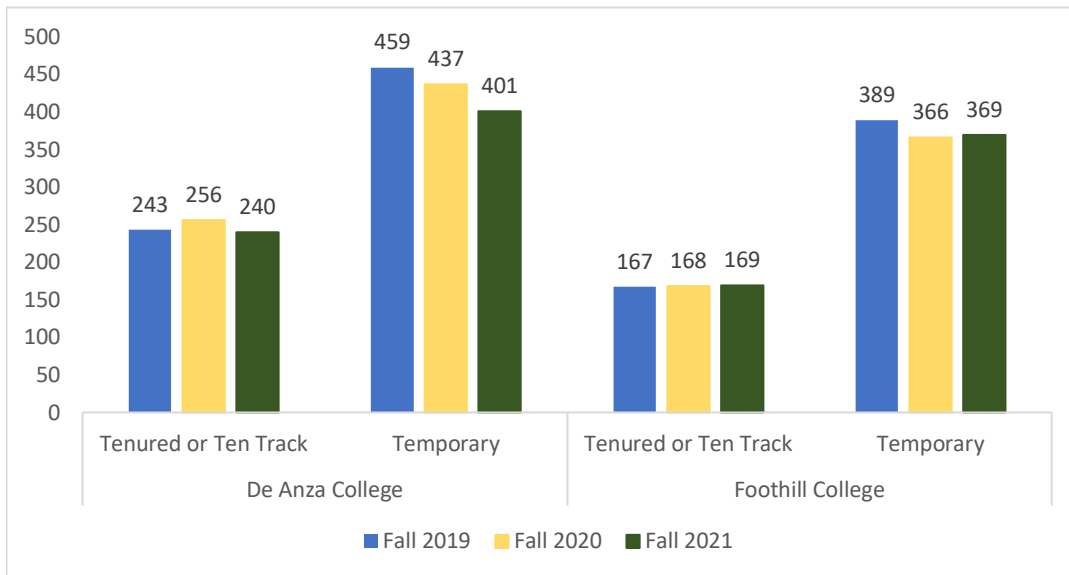


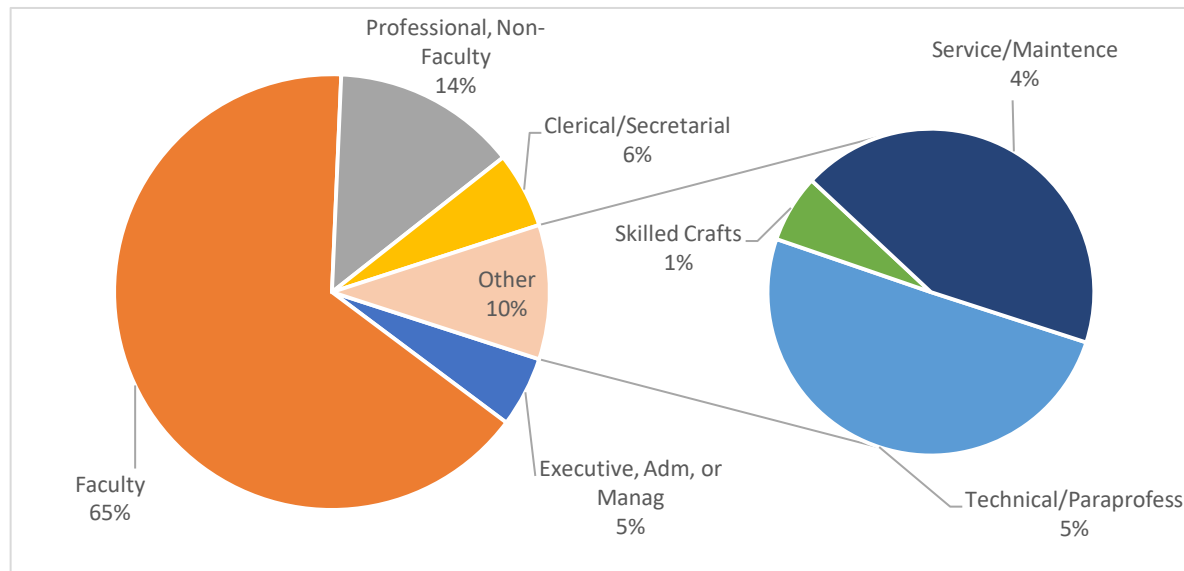
Table 3. Employee Headcount by Institution, EE06 Occupational Activity and Fall Term

Employee EE06 Occupational Activity	Headcount			Change		Percent Change		2 Year Avg Percent Change
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
Central Services								
Executive, Adm, or Manag	33	32	28	(1)	(4)	-3%	-13%	-8%
Faculty	-	2	2	2	-	-	-	-
Professional, Non-Faculty	71	69	81	(2)	12	-3%	17%	7%
Clerical/Secretarial	16	16	18	-	2	0%	13%	6%
Technical/Paraprofessional	18	20	5	2	(15)	11%	-75%	-32%
Skilled Crafts	14	14	12	-	(2)	0%	-14%	-7%
Service/Maintenance	47	44	44	(3)	-	-6%	0%	-3%
Total	199	197	190	(2)	(7)	-1%	-4%	-2%
De Anza College								
Executive, Adm, or Manag	30	29	32	(1)	3	-3%	10%	4%
Faculty	702	693	641	(9)	(52)	-1%	-8%	-4%
Professional, Non-Faculty	56	58	96	2	38	4%	66%	35%
Clerical/Secretarial	62	62	58	-	(4)	0%	-6%	-3%
Technical/Paraprofessional	102	100	66	(2)	(34)	-2%	-34%	-18%
Service/Maintenance	34	36	33	2	(3)	6%	-8%	-1%
Total	986	978	926	(8)	(52)	-1%	-5%	-3%
Foothill College								
Executive, Adm, or Manag	31	33	34	2	1	6%	3%	5%
Faculty	556	534	538	(22)	4	-4%	1%	-2%
Professional, Non-Faculty	43	48	69	5	21	12%	44%	28%
Clerical/Secretarial	29	32	25	3	(7)	10%	-22%	-6%
Technical/Paraprofessional	39	35	19	(4)	(16)	-10%	-46%	-28%
Service/Maintenance	-	1	-	1	(1)	-	-	-
Total	698	683	685	(15)	2	-2%	0%	-1%

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

Employee EE06 Occupational Activity	Headcount			Change		Percent Change		2 Year Avg Percent Change
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
FHDA CCD								
Executive, Adm, or Manag	94	94	94	-	-	0%	0%	0%
Faculty	1,246	1,220	1,175	(26)	(45)	-2%	-4%	-3%
Professional, Non-Faculty	170	174	246	4	72	2%	41%	22%
Clerical/Secretarial	107	110	101	3	(9)	3%	-8%	-3%
Technical/Paraprofessional	158	155	90	(3)	(65)	-2%	-42%	-22%
Skilled Crafts	14	14	12	-	(2)	0%	-14%	-7%
Service/Maintenance	81	81	77	-	(4)	0%	-5%	-2%
Total	1,870	1,848	1,795	(22)	(53)	-1%	-3%	-2%

Figure 3. FHDA CCD Employee Headcount, Fall 2021



Services/Maintenance employees are assigned to De Anza College or Central Services. At De Anza, they account for about 4% of the total employee headcount.

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

Gender	Headcount			Change		Percent Change		2 Year Avg Percent Change
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
Central Services								
Female	85	88	83	3	-5	4%	-6%	-1%
Male	114	109	107	-5	-2	-4%	-2%	-3%
Total	199	197	190	-2	-7	-1%	-4%	-2%
De Anza College								
Female	589	585	552	-4	-33	-1%	-6%	-3%
Male	397	393	374	-4	-19	-1%	-5%	-3%
Total	986	978	926	-8	-52	-1%	-5%	-3%
Foothill College								
Female	406	394	400	-12	6	-3%	2%	-1%
Male	292	289	285	-3	-4	-1%	-1%	-1%
Total	698	683	685	-15	2	-2%	0%	-1%
FHDA CCD								
Female	1,071	1,060	1,029	-11	-31	-1%	-3%	-2%
Male	799	788	766	-11	-22	-1%	-3%	-2%
Total	1,870	1,848	1,795	-22	-53	-1%	-3%	-2%

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

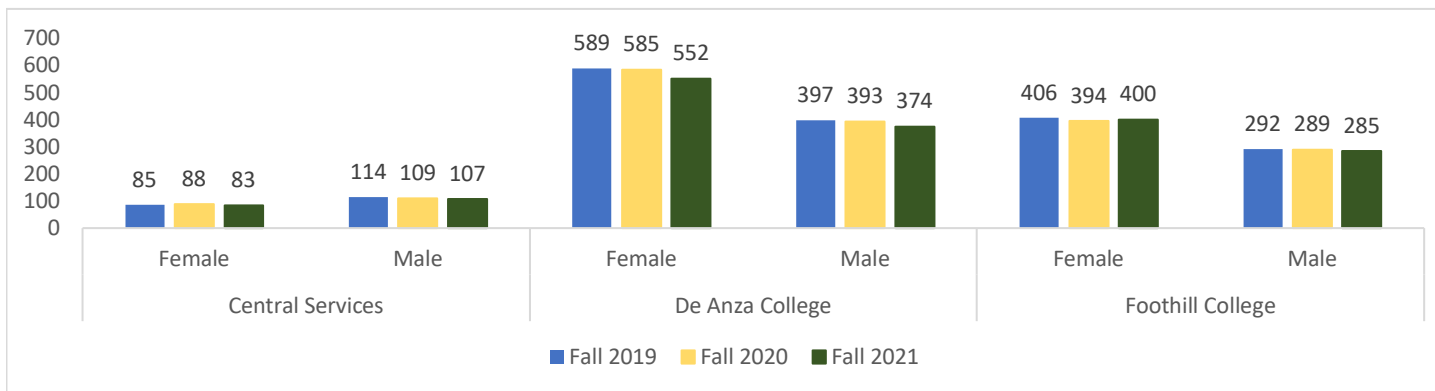


Table 5. Employee Headcount by Institution, EE06 Occupational Activity and Fall Term

Employee EE06 Occupational Activity	Gender	Headcount			Change		Percent Change		2 Year Avg Percent Change
		Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
Central Services									
Executive, Adm, or Manag	Female	21	20	17	(1)	(3)	-5%	-15%	-10%
	Male	12	12	11	-	(1)	0%	-8%	-4%
Faculty	Female	-	2	2	2	-	-	-	-
Professional, Non-Faculty	Female	33	34	39	1	5	3%	15%	9%
	Male	38	35	42	(3)	7	-8%	20%	6%
Clerical/Secretarial	Female	14	14	14	-	-	0%	0%	0%
	Male	2	2	4	-	2	0%	100%	50%
Technical/Paraprofessional	Female	9	9	3	-	(6)	0%	-67%	-33%
	Male	9	11	2	2	(9)	22%	-82%	-30%
Skilled Crafts	Female	1	1	-	-	(1)	0%	-100%	-50%
	Male	13	13	12	-	(1)	0%	-8%	-4%
Service/Maintenance	Female	7	8	8	1	-	14%	0%	7%
	Male	40	36	36	(4)	-	-10%	0%	-5%
Total	Female	85	88	83	3	(5)	4%	-6%	-1%
	Male	114	109	107	(5)	(2)	-4%	-2%	-3%

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

Employee EE06 Occupational Activity	Gender	Headcount			Change		Percent Change		2 Year Avg Percent Change
		Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
De Anza College									
Executive, Adm, or Manag	Female	18	15	17	(3)	2	-17%	13%	-2%
	Male	12	14	15	2	1	17%	7%	12%
Faculty	Female	396	394	359	(2)	(35)	-1%	-9%	-5%
	Male	306	299	282	(7)	(17)	-2%	-6%	-4%
Professional, Non-Faculty	Female	41	42	70	1	28	2%	67%	35%
	Male	15	16	26	1	10	7%	63%	35%
Clerical/Secretarial	Female	52	53	50	1	(3)	2%	-6%	-2%
	Male	10	9	8	(1)	(1)	-10%	-11%	-11%
Technical/Paraprofessional	Female	68	66	43	(2)	(23)	-3%	-35%	-19%
	Male	34	34	23	-	(11)	0%	-32%	-16%
Service/Maintenance	Female	14	15	13	1	(2)	7%	-13%	-3%
	Male	20	21	20	1	(1)	5%	-5%	0%
Total	Female	589	585	552	(4)	(33)	-1%	-6%	-3%
	Male	397	393	374	(4)	(19)	-1%	-5%	-3%
Foothill College									
Executive, Adm, or Manag	Female	19	19	18	-	(1)	0%	-5%	-3%
	Male	12	14	16	2	2	17%	14%	15%
Faculty	Female	311	295	303	(16)	8	-5%	3%	-1%
	Male	245	239	235	(6)	(4)	-2%	-2%	-2%
Professional, Non-Faculty	Female	27	32	52	5	20	19%	63%	41%
	Male	16	16	17	-	1	0%	6%	3%
Clerical/Secretarial	Female	27	30	23	3	(7)	11%	-23%	-6%
	Male	2	2	2	-	-	0%	0%	0%
Technical/Paraprofessional	Female	22	18	4	(4)	(14)	-18%	-78%	-48%
	Male	17	17	15	-	(2)	0%	-12%	-6%
Service/Maintenance	Male	-	1	-	1	(1)	-	-	-
Total	Female	406	394	400	(12)	6	-3%	2%	-1%
	Male	292	289	285	(3)	(4)	-1%	-1%	-1%

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

Employee EE06 Occupational Activity	Gender	Headcount			Change		Percent Change		2 Year Avg Percent Change
		Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
FHDA CCD									
Executive, Adm, or Manag	Female	58	54	52	(4)	(2)	-7%	-4%	-5%
	Male	36	40	42	4	2	11%	5%	8%
Faculty	Female	698	684	658	(14)	(26)	-2%	-4%	-3%
	Male	548	536	517	(12)	(19)	-2%	-4%	-3%
Professional, Non-Faculty	Female	101	108	161	7	53	7%	49%	28%
	Male	69	66	85	(3)	19	-4%	29%	12%
Clerical/Secretarial	Female	93	97	87	4	(10)	4%	-10%	-3%
	Male	14	13	14	(1)	1	-7%	8%	0%
Technical/Paraprofessional	Female	99	93	50	(6)	(43)	-6%	-46%	-26%
	Male	59	62	40	3	(22)	5%	-35%	-15%
Skilled Crafts	Female	1	1	-	-	(1)	0%	-100%	-50%
	Male	13	13	12	-	(1)	0%	-8%	-4%
Service/Maintenance	Female	21	23	21	2	(2)	10%	-9%	0%
	Male	60	58	56	(2)	(2)	-3%	-3%	-3%
Total	Female	1,071	1,060	1,029	(11)	(31)	-1%	-3%	-2%
	Male	799	788	766	(11)	(22)	-1%	-3%	-2%

Data for fall 2020 and fall 2021 show a gender effect after the reclassification of classified employees in fall 2021: when compared to males, more females were reclassified from technical/paraprofessional to professional non-faculty, especially at Foothill College.

Table 5.A FHDA CCD Employee Headcount by EE06 Occupational Activity and Gender, Fall 2021

Employee EE06 Occupational Activity	Gender	Headcount	Percent
Executive, Adm, or Manag	Female	52	55%
	Male	42	45%
Faculty	Female	658	56%
	Male	517	44%
Professional, Non-Faculty	Female	161	65%
	Male	85	35%
Clerical/Secretarial	Female	87	86%
	Male	14	14%
Technical/Paraprofessional	Female	50	56%
	Male	40	44%
Skilled Crafts	Female	-	0%
	Male	12	100%
Service/Maintenance	Female	21	27%
	Male	56	73%
Total	Female	1,029	57%
	Male	766	43%

Fall 2021 FHDA CCD data show that 57% of all employees were females and 43% males.

Figure 5.A FHDA CCD Employee Headcount by EE06 Occupational Activity and Gender, Fall 2021

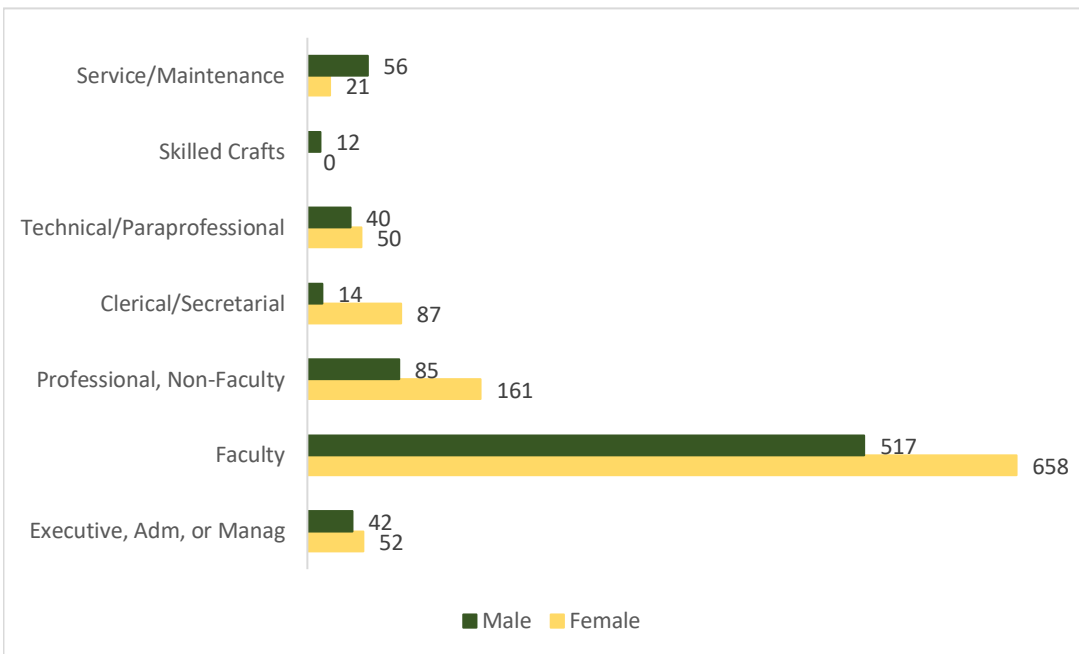


Table 6. Employee Headcount by Institution, Age Group and Fall Term

Age Group	Headcount			Change		Percent Change		2 Year Avg Percent Change
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
Central Services								
29 or less	14	11	11	(3)	-	-21%	0%	-11%
30-34	12	12	13	-	1	0%	8%	4%
35-39	21	18	14	(3)	(4)	-14%	-22%	-18%
40-44	21	19	15	(2)	(4)	-10%	-21%	-15%
45-49	26	27	30	1	3	4%	11%	7%
50-54	39	38	29	(1)	(9)	-3%	-24%	-13%
55-59	30	30	36	-	6	0%	20%	10%
60-64	26	28	26	2	(2)	8%	-7%	0%
65 or more	10	14	16	4	2	40%	14%	27%
Total	199	197	190	(2)	(7)	-1%	-4%	-2%
De Anza College								
29 or less	40	41	37	1	(4)	3%	-10%	-4%
30-34	60	63	65	3	2	5%	3%	4%
35-39	92	79	70	(13)	(9)	-14%	-11%	-13%
40-44	106	111	104	5	(7)	5%	-6%	-1%
45-49	136	124	96	(12)	(28)	-9%	-23%	-16%
50-54	141	145	151	4	6	3%	4%	3%
55-59	151	147	153	(4)	6	-3%	4%	1%
60-64	123	122	113	(1)	(9)	-1%	-7%	-4%
65 or more	137	146	137	9	(9)	7%	-6%	0%
Total	986	978	926	(8)	(52)	-1%	-5%	-3%

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

Age Group	Headcount			Change		Percent Change		2 Year Avg Percent Change
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
Foothill College								
29 or less	29	21	21	(8)	-	-28%	0%	-14%
30-34	45	49	40	4	(9)	9%	-18%	-5%
35-39	97	95	91	(2)	(4)	-2%	-4%	-3%
40-44	91	103	95	12	(8)	13%	-8%	3%
45-49	90	91	93	1	2	1%	2%	2%
50-54	97	93	94	(4)	1	-4%	1%	-2%
55-59	92	90	95	(2)	5	-2%	6%	2%
60-64	70	61	65	(9)	4	-13%	7%	-3%
65 or more	87	80	91	(7)	11	-8%	14%	3%
Total	698	683	685	(15)	2	-2%	0%	-1%
FHDA CCD								
29 or less	83	73	69	(10)	(4)	-12%	-5%	-9%
30-34	117	123	117	6	(6)	5%	-5%	0%
35-39	205	192	175	(13)	(17)	-6%	-9%	-8%
40-44	217	230	211	13	(19)	6%	-8%	-1%
45-49	249	240	219	(9)	(21)	-4%	-9%	-6%
50-54	276	275	273	(1)	(2)	0%	-1%	-1%
55-59	271	265	283	(6)	18	-2%	7%	2%
60-64	218	211	204	(7)	(7)	-3%	-3%	-3%
65 or more	234	239	244	5	5	2%	2%	2%
Total	1,870	1,848	1,795	(22)	(53)	-1%	-3%	-2%

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

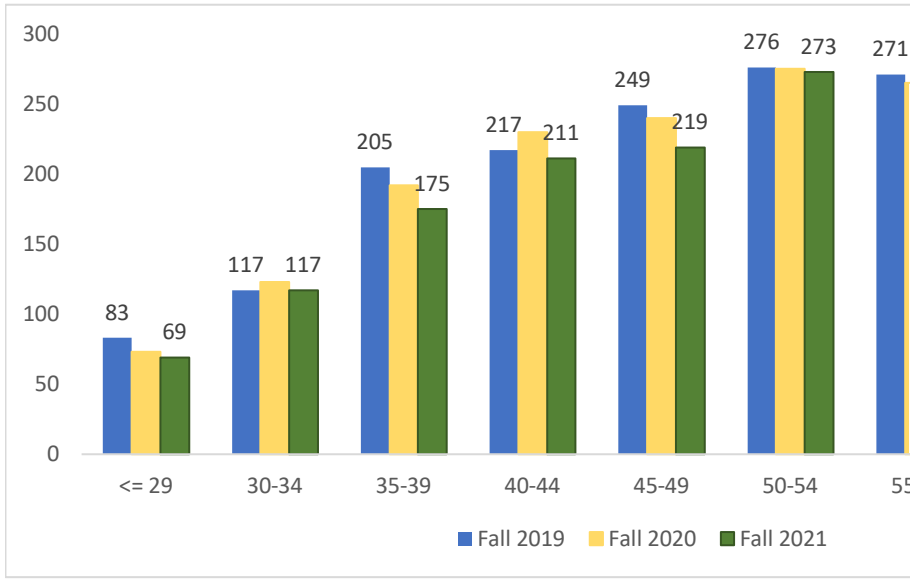


Figure 6.B FHDA CCD Employee Age Group Percentage, Fall 2021

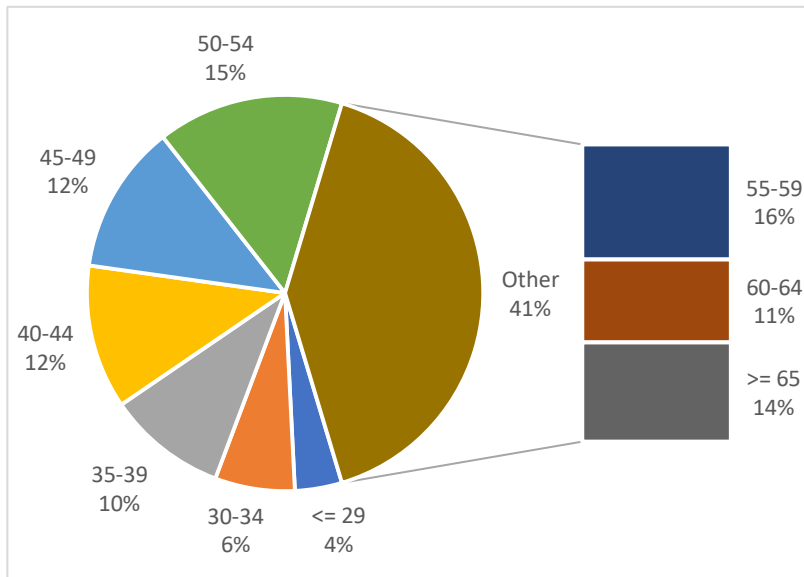


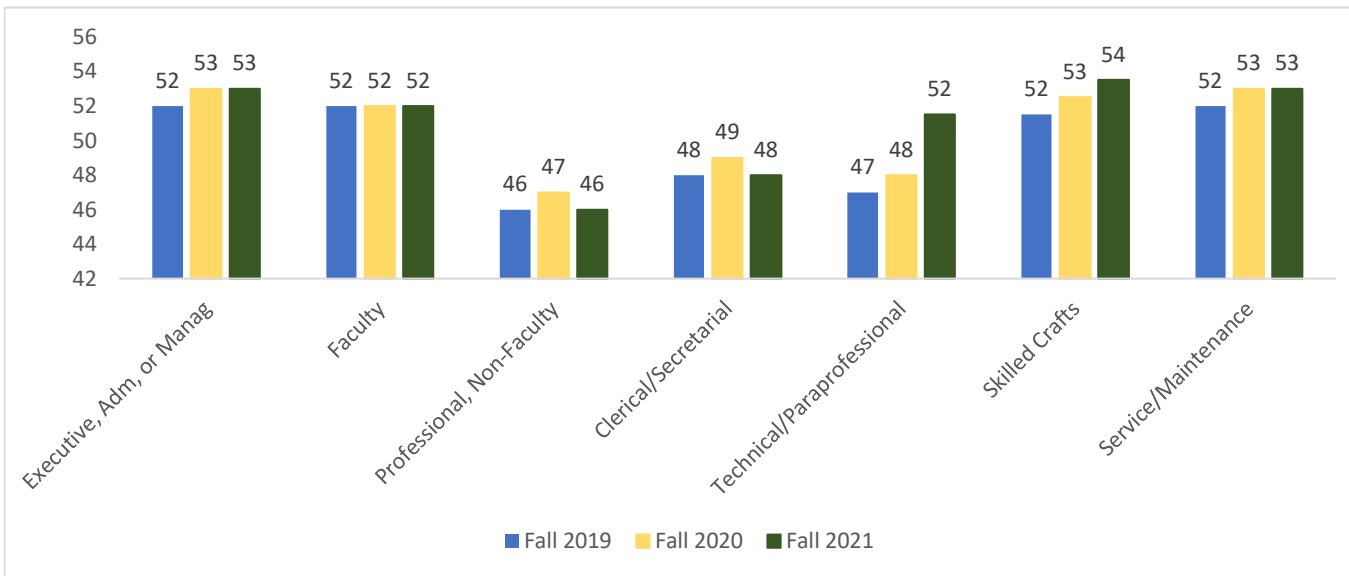
Table 7. Employee Median Age by Institution, EE06 Occupational Activity and Fall Term

Employee EE06 Occupational Activity	Median Age			Change		Percent Change		2 Year Avg Percent Change
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
Central Services								
Executive, Adm, or Manag	52	54	56	2	2	4%	4%	4%
Faculty	-	-	-	-	-	-	-	-
Professional, Non-Faculty	49	49	49	-	-	0%	0%	0%
Clerical/Secretarial	52	54	54	2	1	4%	1%	2%
Technical/Paraprofessional	49	48	63	(1)	16	-2%	33%	15%
Skilled Crafts	52	53	54	1	1	2%	2%	2%
Service/Maintenance	50	53	54	3	1	5%	2%	3%
Total	50	51	53	1	2	2%	3%	2%
De Anza College								
Executive, Adm, or Manag	57	57	54	1	(3)	1%	-5%	-2%
Faculty	53	54	53	1	(1)	2%	-2%	0%
Professional, Non-Faculty	46	47	45	1	(2)	2%	-4%	-1%
Clerical/Secretarial	45	46	46	1	-	2%	0%	1%
Technical/Paraprofessional	47	48	52	1	4	2%	7%	5%
Service/Maintenance	54	54	53	-	(1)	0%	-1%	0%
Total	52	52	52	-	-	0%	0%	0%
Foothill College								
Executive, Adm, or Manag	49	50	49	1	(2)	2%	-3%	0%
Faculty	50	49	50	(1)	1	-2%	2%	0%
Professional, Non-Faculty	42	41	42	(1)	1	-2%	2%	0%
Clerical/Secretarial	51	50	50	(1)	-	-2%	0%	-1%
Technical/Paraprofessional	46	49	51	3	2	7%	4%	5%
Service/Maintenance	-	-	-	-	-	-	-	-
Total	49	49	50	-	1	0%	2%	1%

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

Employee EE06 Occupational Activity	Median Age			Change		Percent Change		2 Year Avg Percent Change
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
FHDA CCD								
Executive, Adm, or Manag	52	53	53	1	-	2%	0%	1%
Faculty	52	52	52	-	-	0%	0%	0%
Professional, Non-Faculty	46	47	46	1	(1)	2%	-2%	0%
Clerical/Secretarial	48	49	48	1	(1)	2%	-2%	0%
Technical/Paraprofessional	47	48	52	1	4	2%	7%	5%
Skilled Crafts	52	53	54	1	1	2%	2%	2%
Service/Maintenance	52	53	53	1	-	2%	0%	1%
Total	51	51	51	-	-	0%	0%	0%

Figure 7. FHDA CCD Employee Median Age by EE06 Occupational Activity, Fall 2021



Data for fall 2020 and fall 2021 show an age effect during the reclassification of classified employee in fall 2021: when compared to older employees, younger employees were more likely to be reclassified from technical/paraprofessional to professional non-faculty, especially in Central Services for which the median age for technical/paraprofessional went from 48 to 63 years old.

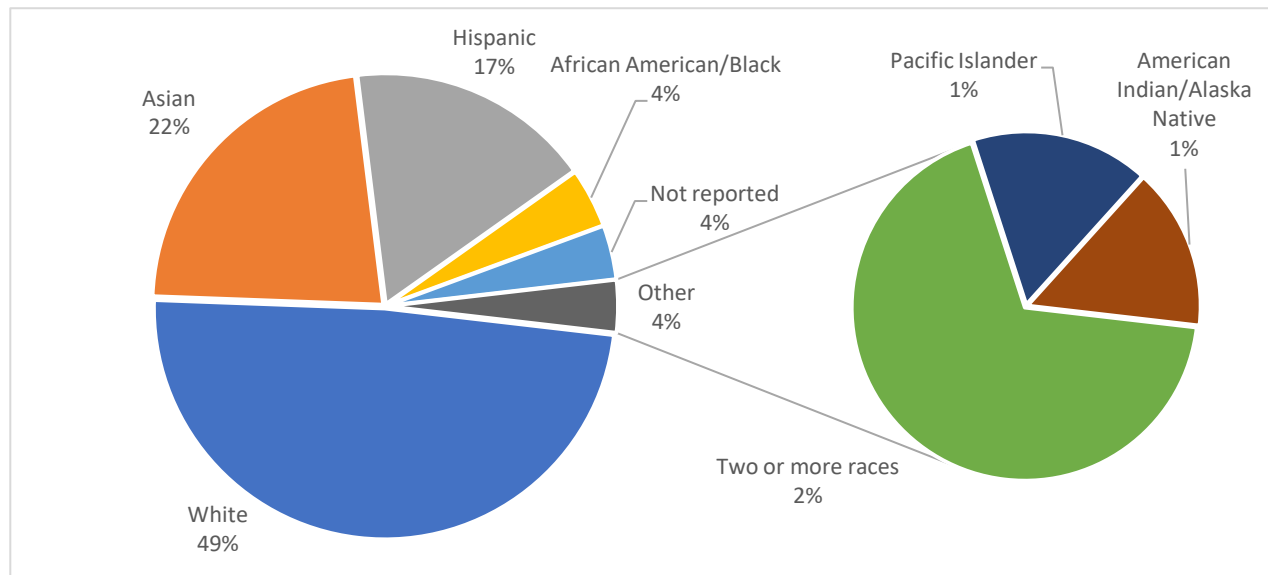
Table 8. Employee Headcount by Institution, Race/Ethnic Group and Fall Term

Race/Ethnic Group	Headcount			Change		Percent Change		2 Year Avg Percent Change
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
Central Services								
African American/Black	6	6	7	-	1	0%	17%	8%
Asian	49	50	51	1	1	2%	2%	2%
Hispanic	59	60	58	1	(2)	2%	-3%	-1%
Pacific Islander	1	1	1	-	-	0%	0%	0%
White	69	65	60	(4)	(5)	-6%	-8%	-7%
Two or more races	4	4	4	-	-	0%	0%	0%
Not reported	11	11	9	-	(2)	0%	-18%	-9%
Total	199	197	190	(2)	(7)	-1%	-4%	-2%
De Anza College								
African American/Black	39	40	40	1	-	3%	0%	1%
American Indian/Alaska Native	6	5	5	(1)	-	-17%	0%	-8%
Asian	231	235	226	4	(9)	2%	-4%	-1%
Hispanic	134	141	130	7	(11)	5%	-8%	-1%
Pacific Islander	5	6	6	1	-	20%	0%	10%
White	502	485	456	(17)	(29)	-3%	-6%	-5%
Two or more races	23	24	22	1	(2)	4%	-8%	-2%
Not reported	46	42	41	(4)	(1)	-9%	-2%	-6%
Total	986	978	926	(8)	(52)	-1%	-5%	-3%
Foothill College								
African American/Black	28	28	28	-	-	0%	0%	0%
American Indian/Alaska Native	5	5	5	-	-	0%	0%	0%
Asian	135	128	126	(7)	(2)	-5%	-2%	-3%
Hispanic	96	109	120	13	11	14%	10%	12%
Pacific Islander	3	3	4	-	1	0%	33%	17%
White	394	370	363	(24)	(7)	-6%	-2%	-4%
Two or more races	17	19	19	2	-	12%	0%	6%
Not reported	20	21	20	1	(1)	5%	-5%	0%
Total	698	683	685	(15)	2	-2%	0%	-1%

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

Race/Ethnic Group	Headcount			Change		Percent Change		2 Year Avg Percent Change
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
FHDA CCD								
African American/Black	73	74	75	1	1	1%	1%	1%
American Indian/Alaska Native	11	10	10	(1)	-	-9%	0%	-5%
Asian	414	412	403	(2)	(9)	0%	-2%	-1%
Hispanic	287	308	308	21	-	7%	0%	4%
Pacific Islander	9	10	11	1	1	11%	10%	11%
White	958	915	875	(43)	(40)	-4%	-4%	-4%
Two or more races	43	47	45	4	(2)	9%	-4%	3%
Not reported	75	72	68	(3)	(4)	-4%	-6%	-5%
Total	1,870	1,848	1,795	(22)	(53)	-1%	-3%	-2%

Figure 8. FHDA CCD Employee Headcount Percentage by Race/Ethnic Group, Fall 2021



Fall 2021 data show that 88% of all FHDA CCD employees were either White (49%), Asian (22%), or Hispanic (17%).

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

Employee EE06 Occupational Activity	Race/Ethnic Group	Fall 2019		Fall 2020		Fall 2021		Percent Change		
		Count	Percent	Count	Percent	Count	Percent	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	2 Year Avg Percent Change
Central Services										
Executive, Adm, or Manag	African American/Black	3	9%	2	6%	2	7%	-33%	0%	-17%
	Asian	3	9%	3	9%	4	14%	0%	33%	17%
	Hispanic	7	21%	7	22%	6	21%	0%	-14%	-7%
	White	19	58%	18	56%	14	50%	-5%	-22%	-14%
	Two or more races	0	0%	1	3%	1	4%	-	0%	-
	Not reported	1	3%	1	3%	1	4%	0%	0%	0%
	Total	33	100%	32	100%	28	100%	-3%	-13%	-8%
Faculty	African American/Black	0		1	50%	1	50%	-	0%	-
	Not reported	0		1	50%	1	50%	-	0%	-
	Total	0		2	100%	2	100%	-	0%	-
Professional, Non-Faculty	African American/Black	1	1%	1	1%	1	1%	0%	0%	0%
	Asian	26	37%	27	39%	34	42%	4%	26%	15%
	Hispanic	12	17%	12	17%	14	17%	0%	17%	8%
	White	25	35%	23	33%	26	32%	-8%	13%	3%
	Two or more races	1	1%	0	0%	1	1%	-100%	-	-100%
	Not reported	6	8%	6	9%	5	6%	0%	-17%	-8%
	Total	71	100%	69	100%	81	100%	-3%	17%	7%
Clerical/Secretarial	Asian	8	50%	8	50%	7	39%	0%	-13%	-6%
	Hispanic	1	6%	1	6%	3	17%	0%	200%	100%
	White	6	38%	6	38%	7	39%	0%	17%	8%
	Not reported	1	6%	1	6%	1	6%	0%	0%	0%
	Total	16	100%	16	100%	18	100%	0%	13%	6%
Technical/Paraprofessional	Asian	5	28%	5	25%	0	0%	0%	-100%	-50%
	Hispanic	6	33%	7	35%	3	60%	17%	-57%	-20%
	White	4	22%	6	30%	2	40%	50%	-67%	-8%
	Two or more races	1	6%	1	5%	0	0%	0%	-100%	-50%
	Not reported	2	11%	1	5%	0	0%	-50%	-100%	-75%
	Total	18	100%	20	100%	5	100%	11%	-75%	-32%

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

		Fall 2019		Fall 2020		Fall 2021		Percent Change		
Employee EE06 Occupational Activity	Race/Ethnic Group	Count	Percent	Count	Percent	Count	Percent	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	2 Year Avg Percent Change
Skilled Crafts	Asian	3	21%	3	21%	2	17%	0%	-33%	-17%
	Hispanic	4	29%	5	36%	4	33%	25%	-20%	3%
	White	6	43%	5	36%	5	42%	-17%	0%	-8%
	Two or more races	1	7%	1	7%	1	8%	0%	0%	0%
	Total	14	100%	14	100%	12	100%	0%	-14%	-7%
Service/Maintenance	African American/Black	2	4%	2	5%	3	7%	0%	50%	25%
	Asian	4	9%	4	9%	4	9%	0%	0%	0%
	Hispanic	29	62%	28	64%	28	64%	-3%	0%	-2%
	Pacific Islander	1	2%	1	2%	1	2%	0%	0%	0%
	White	9	19%	7	16%	6	14%	-22%	-14%	-18%
	Two or more races	1	2%	1	2%	1	2%	0%	0%	0%
	Not reported	1	2%	1	2%	1	2%	0%	0%	0%
Total	47	100%	44	100%	44	100%	-6%	0%	-3%	

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

Employee EE06 Occupational Activity	Race/Ethnic Group	Fall 2019		Fall 2020		Fall 2021		Percent Change			
		Count	Percent	Count	Percent	Count	Percent	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	2 Year Avg Percent Change	
De Anza College											
Executive, Adm, or Manag	African American/Black	4	13%	3	10%	3	9%	-25%	0%	-13%	
	American Indian/Alaska	1	3%	1	3%	1	3%	0%	0%	0%	
	Asian	4	13%	5	17%	6	19%	25%	20%	23%	
	Hispanic	7	23%	7	24%	8	25%	0%	14%	7%	
	White	12	40%	12	41%	13	41%	0%	8%	4%	
	Two or more races	1	3%	0	0%	1	3%	-100%	-	-	
	Not reported	1	3%	1	3%	0	0%	0%	-100%	-50%	
	Total	30	100%	29	100%	32	100%	-3%	10%		
Faculty	African American/Black	31	4%	33	5%	33	5%	6%	0%	3%	
	American Indian/Alaska	5	1%	4	1%	4	1%	-20%	0%	-10%	
	Asian	158	23%	159	23%	147	23%	1%	-8%	-3%	
	Hispanic	65	9%	71	10%	62	10%	9%	-13%	-2%	
	Pacific Islander	1	0%	2	0%	2	0%	100%	0%	50%	
	White	397	57%	379	55%	351	55%	-5%	-7%	-6%	
	Two or more races	13	2%	15	2%	14	2%	15%	-7%	4%	
	Total	702	100%	693	100%	641	100%	-1%	-8%		
Professional, Non-Faculty	African American/Black	3	5%	3	5%	2	2%	0%	-33%	-17%	
	Asian	11	20%	11	19%	25	26%	0%	127%	64%	
	Hispanic	16	29%	17	29%	28	29%	6%	65%	35%	
	Pacific Islander	2	4%	2	3%	1	1%	0%	-50%	-25%	
	White	22	39%	22	38%	35	36%	0%	59%	30%	
	Two or more races	2	4%	3	5%	3	3%	50%	0%	25%	
	Not reported	0	0%	0	0%	2	2%	-	-	-	
	Total	56	100%	58	100%	96	100%	4%	66%		

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

Employee EE06 Occupational Activity	Race/Ethnic Group	Fall 2019		Fall 2020		Fall 2021		Percent Change		
		Count	Percent	Count	Percent	Count	Percent	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	2 Year Avg Percent Change
Clerical/Secretarial	African American/Black	0	0%	0	0%	1	2%	-	-	-
	Asian	17	27%	18	29%	17	29%	6%	-6%	0%
	Hispanic	17	27%	15	24%	14	24%	-12%	-7%	-9%
	White	22	35%	24	39%	21	36%	9%	-13%	-2%
	Two or more races	3	5%	3	5%	3	5%	0%	0%	0%
	Not reported	3	5%	2	3%	2	3%	-33%	0%	-17%
	Total	62	100%	62	100%	58	100%	0%	-6%	
Technical/Paraprofessional	African American/Black	1	1%	1	1%	1	2%	0%	0%	0%
	Asian	32	31%	32	32%	22	33%	0%	-31%	-16%
	Hispanic	19	19%	20	20%	9	14%	5%	-55%	-25%
	Pacific Islander	0	0%	0	0%	1	2%	-	-	-
	White	41	40%	38	38%	26	39%	-7%	-32%	-19%
	Two or more races	3	3%	3	3%	1	2%	0%	-67%	-33%
	Not reported	6	6%	6	6%	6	9%	0%	0%	0%
Total	102	100%	100	100%	66	100%	-2%	-34%		
Service/Maintenance	Asian	9	26%	10	28%	9	27%	11%	-10%	1%
	Hispanic	10	29%	11	31%	9	27%	10%	-18%	-4%
	Pacific Islander	2	6%	2	6%	2	6%	0%	0%	0%
	White	8	24%	10	28%	10	30%	25%	0%	13%
	Two or more races	1	3%	0	0%	0	0%	-100%	-	-
	Not reported	4	12%	3	8%	3	9%	-25%	0%	-13%
	Total	34	100%	36	100%	33	100%	6%	-8%	

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

Employee EE06 Occupational Activity	Race/Ethnic Group	Fall 2019		Fall 2020		Fall 2021		Percent Change			
		Count	Percent	Count	Percent	Count	Percent	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	2 Year Avg Percent Change	
Foothill College											
Executive, Adm, or Manag	African American/Black	1	3%	1	3%	3	9%	0%	200%	100%	
	Asian	9	29%	8	24%	8	24%	-11%	0%	-6%	
	Hispanic	7	23%	8	24%	7	21%	14%	-13%	1%	
	White	13	42%	13	39%	13	38%	0%	0%	0%	
	Two or more races	1	3%	3	9%	3	9%	200%	0%	100%	
	Total	31	100%	33	100%	34	100%	6%	3%		
Faculty	African American/Black	20	4%	19	4%	18	3%	-5%	-5%	-5%	
	American Indian/Alaska	5	1%	5	1%	5	1%	0%	0%	0%	
	Asian	100	18%	92	17%	91	17%	-8%	-1%	-5%	
	Hispanic	59	11%	67	13%	77	14%	14%	15%	14%	
	Pacific Islander	0	0%	0	0%	1	0%	-	-	-	
	White	347	62%	323	60%	319	59%	-7%	-1%	-4%	
	Two or more races	11	2%	12	2%	12	2%	9%	0%	5%	
	Total	556	100%	534	100%	538	100%	-4%	1%		
Professional, Non-Faculty	African American/Black	6	14%	7	15%	6	9%	17%	-14%	1%	
	Asian	11	26%	14	29%	20	29%	27%	43%	35%	
	Hispanic	9	21%	11	23%	19	28%	22%	73%	47%	
	Pacific Islander	1	2%	1	2%	1	1%	0%	0%	0%	
	White	12	28%	13	27%	19	28%	8%	46%	27%	
	Two or more races	3	7%	2	4%	4	6%	-33%	100%	33%	
	Total	43	100%	48	100%	69	100%	12%	44%	28%	

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

		Fall 2019		Fall 2020		Fall 2021		Percent Change		
Employee EE06 Occupational Activity	Race/Ethnic Group	Count	Percent	Count	Percent	Count	Percent	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	2 Year Avg Percent Change
Clerical/Secretarial	African American/Black	0	0%	0	0%	1	4%	-	-	-
	Asian	6	21%	6	19%	4	16%	0%	-33%	-17%
	Hispanic	11	38%	13	41%	10	40%	18%	-23%	-2%
	Pacific Islander	1	3%	1	3%	2	8%	0%	100%	50%
	White	10	34%	11	34%	7	28%	10%	-36%	-13%
	Not reported	1	3%	1	3%	1	4%	0%	0%	0%
	Total		29	100%	32	100%	25	100%	10%	-22%
Technical/Paraprofessional	African American/Black	1	3%	0	0%	0	0%	-100%	-	-
	Asian	9	23%	8	23%	3	16%	-11%	-63%	-37%
	Hispanic	10	26%	10	29%	7	37%	0%	-30%	-15%
	Pacific Islander	1	3%	1	3%	0	0%	0%	-100%	-50%
	White	12	31%	10	29%	5	26%	-17%	-50%	-33%
	Two or more races	2	5%	2	6%	0	0%	0%	-100%	-50%
	Not reported	4	10%	4	11%	4	21%	0%	0%	0%
Total		39	100%	35	100%	19	100%	-10%	-46%	
Service/Maintenance	African American/Black	0		1		0		-	-	-
	Total	0		1		0		-	-	-

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

Employee EE06 Occupational Activity	Race/Ethnic Group	Fall 2019		Fall 2020		Fall 2021		Percent Change			
		Count	Percent	Count	Percent	Count	Percent	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	2 Year Avg Percent Change	
FHDA CCD											
Executive, Adm, or Manag	African American/Black	8	9%	6	6%	8	9%	-25%	33%	4%	
	American Indian/Alaska	1	1%	1	1%	1	1%	0%	0%	0%	
	Asian	16	17%	16	17%	18	19%	0%	13%	6%	
	Hispanic	21	22%	22	23%	21	22%	5%	-5%	0%	
	White	44	47%	43	46%	40	43%	-2%	-7%	-5%	
	Two or more races	2	2%	4	4%	5	5%	100%	25%	63%	
	Not reported	2	2%	2	2%	1	1%	0%	-50%	-25%	
	Total	94	100%	94	100%	94	100%	0%	0%	-	
Faculty	African American/Black	51	4%	53	4%	52	4%	4%	-2%	1%	
	American Indian/Alaska	10	1%	9	1%	9	1%	-10%	0%	-5%	
	Asian	257	21%	250	20%	238	20%	-3%	-5%	-4%	
	Hispanic	123	10%	137	11%	139	12%	11%	1%	6%	
	Pacific Islander	1	0%	2	0%	3	0%	100%	50%	75%	
	White	737	59%	697	57%	666	57%	-5%	-4%	-5%	
	Two or more races	23	2%	27	2%	26	2%	17%	-4%	7%	
	Not reported	44	4%	45	4%	42	4%	2%	-7%	-2%	
Total	1246	100%	1220	100%	1175	100%	-2%	-4%			
Professional, Non-Faculty	African American/Black	10	6%	11	6%	9	4%	10%	-18%	-4%	
	Asian	48	28%	52	30%	79	32%	8%	52%	30%	
	Hispanic	37	22%	39	22%	61	25%	5%	56%	31%	
	Pacific Islander	3	2%	3	2%	2	1%	0%	-33%	-17%	
	White	59	35%	58	33%	80	33%	-2%	38%	18%	
	Two or more races	6	4%	5	3%	8	3%	-17%	60%	22%	
	Not reported	7	4%	6	3%	7	3%	-14%	17%	1%	
	Total	170	100%	174	100%	246	100%	2%	41%		

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

Employee EE06 Occupational Activity	Race/Ethnic Group	Fall 2019		Fall 2020		Fall 2021		Percent Change		
		Count	Percent	Count	Percent	Count	Percent	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	2 Year Avg Percent Change
Clerical/Secretarial	African American/Black	0	0%	0	0%	2	2%	-	-	-
	Asian	31	29%	32	29%	28	28%	3%	-13%	-5%
	Hispanic	29	27%	29	26%	27	27%	0%	-7%	-3%
	Pacific Islander	1	1%	1	1%	2	2%	0%	100%	50%
	White	38	36%	41	37%	35	35%	8%	-15%	-3%
	Two or more races	3	3%	3	3%	3	3%	0%	0%	0%
	Not reported	5	5%	4	4%	4	4%	-20%	0%	-10%
	Total	107	100%	110	100%	101	100%	3%	-8%	
Technical/Paraprofessional	African American/Black	2	1%	1	1%	1	1%	-50%	0%	-25%
	Asian	46	29%	45	29%	25	28%	-2%	-44%	-23%
	Hispanic	34	22%	37	24%	19	21%	9%	-49%	-20%
	Pacific Islander	1	1%	1	1%	1	1%	0%	0%	0%
	White	57	36%	54	35%	33	37%	-5%	-39%	-22%
	Two or more races	6	4%	6	4%	1	1%	0%	-83%	-42%
	Not reported	12	8%	11	7%	10	11%	-8%	-9%	-9%
	Total	158	100%	155	100%	90	100%	-2%	-42%	
Skilled Crafts	Asian	3	21%	3	21%	2	17%	0%	-33%	-17%
	Hispanic	4	29%	5	36%	4	33%	25%	-20%	3%
	White	6	43%	5	36%	5	42%	-17%	0%	-8%
	Two or more races	1	7%	1	7%	1	8%	0%	0%	0%
	Total	14	100%	14	100%	12	100%	0%	-14%	
Service/Maintenance	African American/Black	2	2%	3	4%	3	4%	50%	0%	25%
	Asian	13	16%	14	17%	13	17%	8%	-7%	0%
	Hispanic	39	48%	39	48%	37	48%	0%	-5%	-3%
	Pacific Islander	3	4%	3	4%	3	4%	0%	0%	0%
	White	17	21%	17	21%	16	21%	0%	-6%	-3%
	Two or more races	2	2%	1	1%	1	1%	-50%	0%	-25%
	Not reported	5	6%	4	5%	4	5%	-20%	0%	-10%
	Total	81	100%	81	100%	77	100%	0%	-5%	-2%

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

Employment Status	Headcount			Change		Percent Change		2 Year Avg
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
Central Services								
Continuing	190	195	185	5	(10)	3%	-5%	-1%
New Hire	3	1	2	(2)	1	-67%	100%	17%
Promoted	6	1	2	(5)	1	-83%	100%	8%
Reclassification	-	-	1	-	1	-	-	-
Total	199	197	190	(2)	(7)	-1%	-4%	-2%
De Anza College								
Continuing	972	923	892	(49)	(31)	-5%	-3%	-4%
New Hire	10	17	7	7	(10)	70%	-59%	6%
Promoted	4	2	1	(2)	(1)	-50%	-50%	-50%
Reclassification	-	4	-	4	(4)	-	-100%	-
Retiree, New	-	-	1	-	1	-	-	-
Retiree, Continuing	-	32	25	32	(7)	-	-22%	-
Total	986	978	926	(8)	(52)	-1%	-5%	-3%
Foothill College								
Continuing	693	658	654	(35)	(4)	-5%	-1%	-3%
New Hire	3	11	10	8	(1)	267%	-9%	129%
Promoted	2	1	3	(1)	2	-50%	200%	75%
Retiree, Continuing	-	13	18	13	5	-	38%	-
Total	698	683	685	(15)	2	-2%	0%	-1%
FHDA CCD								
Continuing	1,842	1,766	1,725	(76)	(41)	-4%	-2%	-3%
New Hire	16	29	19	13	(10)	81%	-34%	23%
Promoted	12	4	6	(8)	2	-67%	50%	-8%
Reclassification	-	4	1	4	(3)	-	-75%	-
Retiree, New	-	-	1	-	1	-	-	-
Retiree, Continuing	-	45	43	45	(2)	-	-4%	-
Total	1,870	1,848	1,795	(22)	(53)	-1%	-3%	-2%

Note: Beginning with fall 2020, retiree status is also taken into account (new or continuing retiree).

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

Employee EE06 Occupational Activity	Employment Status	Headcount			Change		Percent Change		2 Year Avg Percent Change
		Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
Central Services									
Executive, Adm, or Manag	Continuing	31	31	27	-	(4)	0%	-13%	-6%
	New Hire	-	1	1	1	-	-	0%	-
	Promoted	2	-	-	(2)	-	-100%	-	-
	Total	33	32	28	(1)	(4)	-3%	-13%	-8%
Faculty	Continuing	-	2	2	2	-	-	0%	-
	Total	-	2	2	2	-	-	0%	-
Professional, Non-Faculty	Continuing	68	69	78	1	9	1%	13%	7%
	New Hire	1	-	1	(1)	1	-100%	-	-
	Promoted	2	-	2	(2)	2	-100%	-	-
	Total	71	69	81	(2)	12	-3%	17%	7%
Clerical/Secretarial	Continuing	14	16	18	2	2	14%	13%	13%
	New Hire	2	-	-	(2)	-	-100%	-	-
	Total	16	16	18	-	2	0%	13%	6%
Technical/Paraprofessional	Continuing	17	20	5	3	(15)	18%	-75%	-29%
	Promoted	1	-	-	(1)	-	-100%	-	-
	Total	18	20	5	2	(15)	11%	-75%	-32%
Skilled Crafts	Continuing	14	14	12	-	(2)	0%	-14%	-7%
	Total	14	14	12	-	(2)	0%	-14%	-7%
Service/Maintenance	Continuing	46	43	43	(3)	-	-7%	0%	-3%
	Promoted	1	1	-	-	(1)	0%	-100%	-50%
	Reclassification	-	-	1	-	1	-	-	-
	Total	47	44	44	(3)	-	-6%	0%	-3%

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

Employee EE06 Occupational Activity	Employment Status	Headcount			Change		Percent Change		2 Year Avg Percent Change
		Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
De Anza College									
Executive, Adm, or Manag	Continuing	30	27	31	(3)	4	-10%	15%	2%
	New Hire	-	1	1	1	-	-	0%	-
	Retiree, Continuing	-	1	-	1	(1)	-	-100%	-
	Total	30	29	32	(1)	3	-3%	10%	4%
Faculty	Continuing	701	646	610	(55)	(36)	-8%	-6%	-7%
	New Hire	1	15	5	14	(10)	1400%	-67%	-
	Promoted	-	1	-	1	(1)	-	-100%	-
	Retiree, New	-	-	1	-	1	-	-	-
	Retiree, Continuing	-	31	25	31	(6)	-	-19%	-
Total	702	693	641	(9)	(52)	-1%	-8%	-4%	
Professional, Non-Faculty	Continuing	53	58	95	5	37	9%	64%	37%
	New Hire	1	-	-	(1)	-	-100%	-	-
	Promoted	2	-	1	(2)	1	-100%	-	-
Total	56	58	96	2	38	4%	66%	35%	
Clerical/Secretarial	Continuing	58	62	57	4	(5)	7%	-8%	-1%
	New Hire	4	-	1	(4)	1	-100%	-	-
	Total	62	62	58	-	(4)	0%	-6%	-3%
Technical/Paraprofessional	Continuing	97	98	66	1	(32)	1%	-33%	-16%
	New Hire	3	1	-	(2)	(1)	-67%	-100%	-83%
	Promoted	2	1	-	(1)	(1)	-50%	-100%	-75%
	Total	102	100	66	(2)	(34)	-2%	-34%	-18%
Service/Maintenance	Continuing	33	32	33	(1)	1	-3%	3%	0%
	New Hire	1	-	-	(1)	-	-100%	-	-
	Reclassification	-	4	-	4	(4)	-	-100%	-
	Total	34	36	33	2	(3)	6%	-8%	-1%

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

Employee EE06 Occupational Activity	Employment Status	Headcount			Change		Percent Change		2 Year Avg Percent Change
		Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
Foothill College									
Executive, Adm, or Manag	Continuing	30	31	28	1	(3)	3%	-10%	-3%
	New Hire	1	2	3	1	1	100%	50%	75%
	Promoted	-	-	3	-	3	-	-	-
	Total	31	33	34	2	1	6%	3%	5%
Faculty	Continuing	556	515	514	(41)	(1)	-7%	0%	-4%
	New Hire	-	6	6	6	-	-	0%	-
	Retiree, Continuing	-	13	18	13	5	-	38%	-
	Total	556	534	538	(22)	4	-4%	1%	-2%
Professional, Non-Faculty	Continuing	42	45	69	3	24	7%	53%	30%
	New Hire	-	2	-	2	(2)	-	-100%	-
	Promoted	1	1	-	-	(1)	0%	-100%	-50%
	Total	43	48	69	5	21	12%	44%	28%
Clerical/Secretarial	Continuing	29	32	25	3	(7)	10%	-22%	-6%
	Total	29	32	25	3	(7)	10%	-22%	-6%
Technical/Paraprofessional	Continuing	36	34	18	(2)	(16)	-6%	-47%	-26%
	New Hire	2	1	1	(1)	-	-50%	0%	-25%
	Promoted	1	-	-	(1)	-	-100%	-	-
	Total	39	35	19	(4)	(16)	-10%	-46%	-28%
Service/Maintenance	Continuing	-	1	-	1	(1)	-	-100%	-
	Total	-	1	-	1	(1)	-	-100%	-

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

Employee EE06 Occupational Activity	Employment Status	Headcount			Change		Percent Change		2 Year Avg
		Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
FHDA CCD									
Executive, Adm, or Manag	Continuing	91	89	86	(2)	(3)	-2%	-3%	-3%
	New Hire	1	4	5	3	1	300%	25%	163%
	Promoted	2	-	3	(2)	3	-100%	-	-
	Retiree, Continuing	-	1	-	1	(1)	-	-100%	-
	Total	94	94	94	-	-	0%	0%	0%
Faculty	Continuing	1,245	1,154	1,120	(91)	(34)	-7%	-3%	-5%
	New Hire	1	21	11	20	(10)	2000%	-48%	976%
	Promoted	-	1	-	1	(1)	-	-100%	-
	Retiree, New	-	-	1	-	1	-	-	-
	Retiree, Continuing	-	44	43	44	(1)	-	-2%	-
Total	1,246	1,220	1,175	(26)	(45)	-2%	-4%	-3%	
Professional, Non-Faculty	Continuing	163	171	242	8	71	5%	42%	23%
	New Hire	2	2	1	-	(1)	0%	-50%	-25%
	Promoted	5	1	3	(4)	2	-80%	200%	60%
	Total	170	174	246	4	72	2%	41%	22%
Clerical/Secretarial	Continuing	101	110	100	9	(10)	9%	-9%	0%
	New Hire	6	-	1	(6)	1	-100%	-	-
	Total	107	110	101	3	(9)	3%	-8%	-3%
Technical/Paraprofessional	Continuing	149	152	89	3	(63)	2%	-41%	-20%
	New Hire	5	2	1	(3)	(1)	-60%	-50%	-55%
	Promoted	4	1	-	(3)	(1)	-75%	-100%	-88%
	Total	158	155	90	(3)	(65)	-2%	-42%	-22%
Skilled Crafts	Continuing	14	14	12	-	(2)	0%	-14%	-7%
	Total	14	14	12	-	(2)	0%	-14%	-7%
Service/Maintenance	Continuing	79	76	76	(3)	-	-4%	0%	-2%
	New Hire	1	-	-	(1)	-	-100%	-	-
	Promoted	1	1	-	-	(1)	0%	-100%	-50%
	Reclassification	-	4	1	4	(3)	-	-75%	-
	Total	81	81	77	-	(4)	0%	-5%	-2%

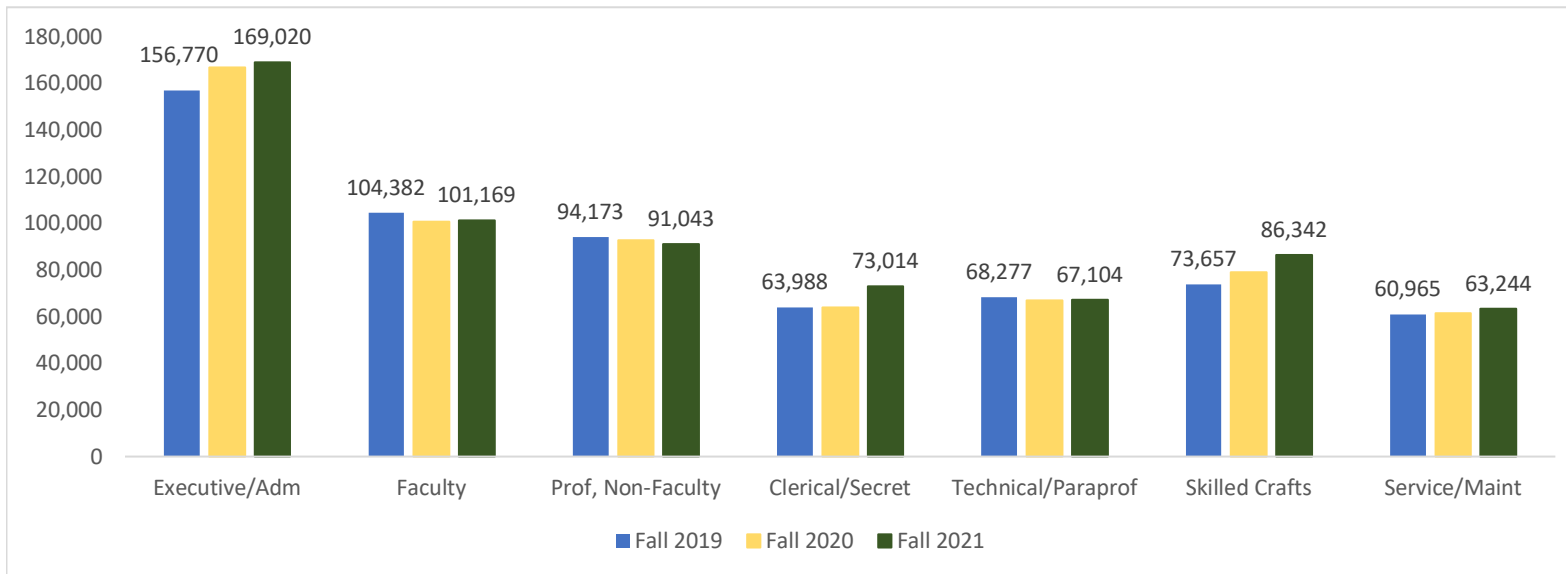
Table 10. Average Employee Annual Salary by EEO6 Occupational Activity and Fall Term

EEO6 Occupational Activity	Average Annual Salary			Change		Percent Change		2 Year Avg Percent Change
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
Central Services								
Executive, Adm, or Manag	\$ 168,246	\$ 182,204	\$ 187,954	\$ 13,958	\$ 5,750	8%	3%	6%
Faculty	\$ -	\$ 130,871	\$ 134,757	\$ 130,871	\$ 3,886	-	-	-
Professional, Non-Faculty	\$ 105,498	\$ 105,933	\$ 108,391	\$ 434	\$ 2,459	0%	2%	1%
Clerical/Secretarial	\$ 66,470	\$ 67,017	\$ 78,967	\$ 547	\$ 11,950	1%	18%	9%
Technical/Paraprofessional	\$ 86,336	\$ 83,269	\$ 86,158	\$ (3,067)	\$ 2,889	-4%	3%	0%
Skilled Crafts	\$ 73,657	\$ 78,899	\$ 86,342	\$ 5,241	\$ 7,443	7%	9%	8%
Service/Maintenance	\$ 67,549	\$ 68,845	\$ 71,507	\$ 1,296	\$ 2,663	2%	4%	3%
Total	\$ 99,829	\$ 102,766	\$ 106,941	\$ 2,937	\$ 4,175	3%	4%	4%
De Anza College								
Executive, Adm, or Manag	\$ 153,781	\$ 167,865	\$ 169,907	\$ 14,083	\$ 2,042	9%	1%	5%
Faculty	\$ 102,530	\$ 98,702	\$ 100,141	\$ (3,828)	\$ 1,438	-4%	1%	-1%
Professional, Non-Faculty	\$ 84,945	\$ 84,376	\$ 82,510	\$ (569)	\$ (1,866)	-1%	-2%	-1%
Clerical/Secretarial	\$ 61,062	\$ 61,417	\$ 71,995	\$ 356	\$ 10,578	1%	17%	9%
Technical/Paraprofessional	\$ 65,777	\$ 63,584	\$ 64,695	\$ (2,194)	\$ 1,111	-3%	2%	-1%
Service/Maintenance	\$ 51,864	\$ 53,601	\$ 52,227	\$ 1,736	\$ (1,373)	3%	-3%	0%
Total	\$ 88,778	\$ 87,193	\$ 90,646	\$ (1,585)	\$ 3,453	-2%	4%	1%
Foothill College								
Executive, Adm, or Manag	\$ 147,447	\$ 150,980	\$ 152,592	\$ 3,534	\$ 1,611	2%	1%	2%
Faculty	\$ 107,077	\$ 103,571	\$ 102,418	\$ (3,506)	\$ (1,153)	-3%	-1%	-2%
Professional, Non-Faculty	\$ 87,060	\$ 83,534	\$ 82,549	\$ (3,526)	\$ (985)	-4%	-1%	-3%
Clerical/Secretarial	\$ 68,775	\$ 67,570	\$ 71,091	\$ (1,205)	\$ 3,521	-2%	5%	2%
Technical/Paraprofessional	\$ 65,775	\$ 67,046	\$ 70,460	\$ 1,271	\$ 3,414	2%	5%	4%
Service/Maintenance	\$ -	\$ 21,382	\$ -	\$ 21,382	\$ (21,382)	-	-	-
Total	\$ 99,754	\$ 97,621	\$ 99,120	\$ (2,132)	\$ 1,499	-2%	2%	0%

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

EEO6 Occupational Activity	Average Annual Salary			Change		Percent Change		2 Year Avg Percent Change
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
FHDA CCD								
Executive, Adm, or Manag	\$ 156,770	\$ 166,819	\$ 169,020	\$ 10,048	\$ 2,201	6%	1%	4%
Faculty	\$ 104,382	\$ 100,711	\$ 101,169	\$ (3,672)	\$ 458	-4%	0%	-2%
Professional, Non-Faculty	\$ 94,173	\$ 92,644	\$ 91,043	\$ (1,528)	\$ (1,602)	-2%	-2%	-2%
Clerical/Secretarial	\$ 63,988	\$ 64,022	\$ 73,014	\$ 34	\$ 8,992	0%	14%	7%
Technical/Paraprofessional	\$ 68,277	\$ 66,905	\$ 67,104	\$ (1,372)	\$ 199	-2%	0%	-1%
Skilled Crafts	\$ 73,657	\$ 78,899	\$ 86,342	\$ 5,241	\$ 7,443	7%	9%	8%
Service/Maintenance	\$ 60,965	\$ 61,483	\$ 63,244	\$ 518	\$ 1,761	1%	3%	2%
Total	\$ 94,232	\$ 93,219	\$ 96,231	\$ (1,013)	\$ 3,012	-1%	3%	1%

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



Notes

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

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

EE06 Occupational Activity	Average Hourly Rate			Change		Percent Change		2 Year Avg Percent Change
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
Central Services								
Faculty	\$ -	\$ 69	\$ 69	-	\$ -	-	0%	-
Total	\$ -	\$ 69	\$ 69	-	\$ -	-	0%	-
De Anza College								
Executive, Administrative, and Managerial	\$ -	\$ -	\$ 129	\$ -	\$ 129	-	-	-
Faculty	\$ 124	\$ 119	\$ 127	\$ (5)	\$ 8	-4%	7%	1%
Total	\$ 124	\$ 119	\$ 127	\$ (5)	\$ 8	-4%	7%	1%
Foothill College								
Executive, Administrative, and Managerial	\$ -	\$ 86	\$ 139	\$ 86	\$ 53	-	62%	-
Faculty	\$ 112	\$ 100	\$ 104	\$ (12)	\$ 4	-10%	4%	-3%
Total	\$ 112	\$ 100	\$ 104	\$ (12)	\$ 4	-10%	4%	-3%
FHDA CCD								
Executive, Administrative, and Managerial	\$ -	\$ 86	\$ 134	\$ 86	\$ 48	-	55%	-
Faculty	\$ 118	\$ 110	\$ 116	\$ (8)	\$ 5	-7%	5%	-1%
Total	\$ 118	\$ 110	\$ 116	\$ (8)	\$ 6	-7%	5%	-1%

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

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
Central Services								
History	0.07	0.07	0.07	-	-	0%	0%	0%
Total	0.07	0.07	0.07	-	-	0%	0%	0%
De Anza College								
Academic Guidance	2.76	2.19	2.72	(0.57)	0.53	-21%	24%	2%
Accounting	12.49	13.31	11.25	0.82	(2.06)	7%	-15%	-4%
Adapted Physical Education	3.00	1.35	2.18	(1.65)	0.83	-55%	61%	3%
Administration of Justice	4.22	3.30	4.50	(0.92)	1.20	-22%	36%	7%
American Studies	-	-	0.57	-	0.57	-	-	-
Anatomy, Physiology	4.75	4.82	4.35	0.07	(0.47)	1%	-10%	-4%
Animation	1.04	1.04	1.34	-	0.30	0%	29%	14%
Anthropology	8.30	7.30	6.70	(1.00)	(0.60)	-12%	-8%	-10%
Applied Design	1.39	1.40	1.05	0.01	(0.35)	1%	-25%	-12%
Applied Photography	1.69	1.69	1.96	-	0.27	0%	16%	8%
Area Studies	1.20	0.90	0.90	(0.30)	-	-25%	0%	-13%
Art	1.75	1.79	1.80	0.04	0.01	2%	1%	1%
Asian, South Asian, Pacif Isl	0.33	0.67	0.67	0.34	-	103%	0%	52%
Astronomy	2.57	3.27	3.26	0.70	(0.01)	27%	0%	13%
Automotive Technology	12.00	11.60	12.03	(0.40)	0.43	-3%	4%	0%
Banking, Finance	0.23	0.23	0.30	-	0.07	0%	30%	15%
Biology, General	12.95	14.10	14.22	1.15	0.12	9%	1%	5%
Business Administration	11.45	12.06	9.66	0.61	(2.40)	5%	-20%	-7%
Business Management	1.23	1.67	2.39	0.44	0.72	36%	43%	39%
Ceramics	1.69	2.04	2.04	0.35	-	21%	0%	10%
Chemistry, General	14.85	14.55	14.37	(0.30)	(0.18)	-2%	-1%	-2%
Child Devel Administrat, Man	0.27	0.27	0.27	-	-	0%	0%	0%
Child Develop/Early Care, Educ	7.97	7.68	7.15	(0.29)	(0.53)	-4%	-7%	-5%
Children with Special Needs	0.20	0.20	0.20	-	-	0%	0%	0%
Chinese	2.00	2.34	1.96	0.34	(0.38)	17%	-16%	0%
Coaching	-	0.33	0.33	0.33	-	-	0%	-

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
Comparative Literature	0.90	0.90	0.60	-	(0.30)	0%	-33%	-17%
Computer Graphics, Digital Im	0.34	0.34	0.34	-	-	0%	0%	0%
Computer Infrastructure, Supp	0.68	0.68	0.95	-	0.27	0%	40%	20%
Computer Networking	0.34	0.34	0.34	-	-	0%	0%	0%
Computer Programming	15.29	16.99	16.99	1.70	-	11%	0%	6%
Creative Writing	0.76	0.76	0.76	-	-	0%	0%	0%
Dance	1.09	0.90	1.87	(0.19)	0.97	-17%	108%	45%
Database Design, Administrat	0.95	1.36	1.36	0.41	-	43%	0%	22%
Drafting Technology	3.24	3.83	2.11	0.59	(1.72)	18%	-45%	-13%
Dramatic Arts	1.23	1.23	0.88	-	(0.35)	0%	-28%	-14%
ESL-Integrated	7.23	5.51	8.37	(1.72)	2.86	-24%	52%	14%
ESL-Reading	4.88	4.28	1.80	(0.60)	(2.48)	-12%	-58%	-35%
ESL-Speaking/Listening	2.44	2.47	1.44	0.03	(1.03)	1%	-42%	-20%
ESL-Writing	6.67	5.53	1.84	(1.14)	(3.69)	-17%	-67%	-42%
Economics	8.25	8.20	6.90	(0.05)	(1.30)	-1%	-16%	-8%
Education, General	0.33	0.33	0.33	-	-	0%	0%	0%
Energy Systems Technology	0.40	0.54	0.33	0.14	(0.21)	35%	-39%	-2%
Engineering, General	1.39	1.07	2.26	(0.32)	1.19	-23%	111%	44%
English	67.29	71.87	59.79	4.58	(12.08)	7%	-17%	-5%
Environmental Science	4.74	4.41	3.68	(0.33)	(0.73)	-7%	-17%	-12%
Environmental Studies	4.14	4.47	3.20	0.33	(1.27)	8%	-28%	-10%
Environmental Technology	0.87	1.28	1.28	0.41	-	47%	0%	24%
Ethnic Studies	8.55	11.75	8.95	3.20	(2.80)	37%	-24%	7%
Film Production	1.21	1.21	1.20	-	(0.01)	0%	-1%	0%
Film Studies	1.50	2.10	2.10	0.60	-	40%	0%	20%
Fine Arts, General	3.61	3.90	4.20	0.29	0.30	8%	8%	8%
Foreign Languages, General	-	-	0.03	-	0.03	-	-	-
Forensics, Evidence, Invest	-	0.30	-	0.30	(0.30)	-	-100%	-
French	0.66	0.67	0.67	0.01	-	2%	0%	1%
General Stud-Not for Courses	1.00	-	1.00	(1.00)	1.00	-100%	-	-

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
Geography	2.90	2.50	2.50	(0.40)	-	-14%	0%	-7%
Geology	1.14	1.19	1.45	0.05	0.26	4%	22%	13%
German	0.33	0.67	0.67	0.34	-	103%	0%	52%
Graphic Art, Design	1.79	2.73	2.08	0.94	(0.65)	53%	-24%	14%
Health Education	0.60	0.80	0.80	0.20	-	33%	0%	17%
History	7.80	8.50	8.26	0.70	(0.24)	9%	-3%	3%
Infants, Toddlers	0.33	0.33	0.33	-	-	0%	0%	0%
Information Technology, Gener	4.99	5.40	5.67	0.41	0.27	8%	5%	7%
Intercollegiate Athletics	6.15	3.45	5.65	(2.70)	2.20	-44%	64%	10%
International Studies	0.60	0.40	-	(0.20)	(0.40)	-33%	-100%	-67%
Italian	0.33	0.67	0.67	0.34	-	103%	0%	52%
Japanese	1.66	1.67	1.67	0.01	-	1%	0%	0%
Job Seeking/Changing Skills	1.34	1.34	1.60	-	0.26	0%	19%	10%
Journalism	0.57	0.57	0.57	-	-	0%	0%	0%
Kinesiology	1.33	1.66	1.33	0.33	(0.33)	25%	-20%	2%
Korean	1.00	1.34	1.34	0.34	-	34%	0%	17%
Leadership Skills Development	0.40	0.40	0.40	-	-	0%	0%	0%
Learning Skills, Disabled	0.13	-	-	(0.13)	-	-100%	-	-
Learning Skills, Learn Disabl	0.27	-	-	(0.27)	-	-100%	-	-
Library Science, General	-	-	-	-	-	-	-	-
Linguistics	0.30	0.30	0.30	-	-	0%	0%	0%
Living Skills, Disabled	33.87	37.91	36.65	4.04	(1.26)	12%	-3%	4%
Manufacturing, Industrial Tech	5.12	3.14	4.37	(1.98)	1.23	-39%	39%	0%
Marketing, Distribution	1.82	2.20	2.20	0.38	-	21%	0%	10%
Mass Communications	1.50	1.50	1.20	-	(0.30)	0%	-20%	-10%
Massage Therapy	1.01	-	-	(1.01)	-	-100%	-	-
Mathematics, General	63.78	65.26	54.18	1.48	(11.08)	2%	-17%	-7%
Media, Communications, General	0.46	0.43	0.43	(0.03)	-	-7%	0%	-3%
Medical Assisting	3.44	3.53	3.08	0.09	(0.45)	3%	-13%	-5%
Medical Laboratory Technology	1.79	1.99	1.81	0.20	(0.18)	11%	-9%	1%

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
Microbiology	1.74	1.74	1.74	-	-	0%	0%	0%
Music	4.79	5.20	4.81	0.41	(0.39)	9%	-8%	1%
Nursing	1.37	2.38	2.37	1.01	(0.01)	74%	0%	37%
Nutrition, Foods, Culin Arts	2.88	2.34	2.60	(0.54)	0.26	-19%	11%	-4%
Oceanography	0.81	0.53	0.27	(0.28)	(0.26)	-35%	-49%	-42%
Office Tech/Office Comput Appl	1.32	1.36	1.06	0.04	(0.30)	3%	-22%	-10%
Other Foreign Languages	0.33	-	0.33	(0.33)	0.33	-100%	-	-
Other Humanities	9.36	9.61	8.54	0.25	(1.07)	3%	-11%	-4%
Other Interdisciplinary Stud	3.00	3.00	3.00	-	-	0%	0%	0%
Other Physical Sciences	1.53	1.90	1.90	0.37	-	24%	0%	12%
Painting, Drawing	2.78	3.12	3.25	0.34	0.13	12%	4%	8%
Paralegal	2.30	1.90	1.20	(0.40)	(0.70)	-17%	-37%	-27%
Philosophy	5.27	5.46	4.66	0.19	(0.80)	4%	-15%	-6%
Phlebotomy	0.43	0.43	0.43	-	-	0%	0%	0%
Photography	1.90	1.80	1.60	(0.10)	(0.20)	-5%	-11%	-8%
Physical Education	11.92	10.46	9.91	(1.46)	(0.55)	-12%	-5%	-9%
Physics, General	6.92	7.76	8.36	0.84	0.60	12%	8%	10%
Political Science	9.53	8.31	7.85	(1.22)	(0.46)	-13%	-6%	-9%
Psychology, General	13.46	14.59	13.39	1.13	(1.20)	8%	-8%	0%
Reading	0.53	1.35	2.57	0.82	1.22	155%	90%	123%
Real Estate	0.87	1.14	1.71	0.27	0.57	31%	50%	41%
Registered Nursing	13.79	12.58	11.12	(1.21)	(1.46)	-9%	-12%	-10%
Russian	0.33	0.67	0.67	0.34	-	103%	0%	52%
Sculpture	0.35	0.35	0.35	-	-	0%	0%	0%
Sign Language	1.00	1.00	1.00	-	-	0%	0%	0%
Small Business, Entrepren	1.06	0.68	0.68	(0.38)	-	-36%	0%	-18%
Sociology	4.10	5.10	5.40	1.00	0.30	24%	6%	15%
Spanish	2.00	2.00	1.66	-	(0.34)	0%	-17%	-9%
Speech Communication	16.62	18.03	18.37	1.41	0.34	8%	2%	5%
Supervised Tutoring	7.70	8.70	6.60	1.00	(2.10)	13%	-24%	-6%

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg Percent Change
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
Tax Studies	0.86	0.60	0.60	(0.26)	-	-30%	0%	-15%
Television-incl TV/film/video	3.88	4.71	3.66	0.83	(1.05)	21%	-22%	0%
Vietnamese	0.67	0.67	0.67	-	-	0%	0%	0%
Women Studies	0.90	1.50	1.50	0.60	-	67%	0%	33%
World Wide Web Administration	0.34	0.68	0.68	0.34	-	100%	0%	50%
Total	543.70	558.85	517.46	15.15	(41.39)	3%	-7%	-2%

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg Percent Change
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
Foothill College								
Accounting	15.16	14.50	12.21	(0.66)	(2.29)	-4%	-16%	-10%
Adapted Physical Education	0.15	0.15	0.15	-	-	0%	0%	0%
Anatomy, Physiology	5.43	6.09	6.37	0.66	0.28	12%	5%	8%
Anthropology	6.39	5.90	5.90	(0.49)	-	-8%	0%	-4%
Applied Photography	-	-	0.70	-	0.70	-	-	-
Archaeology	0.04	0.30	0.30	0.26	-	650%	0%	325%
Art	1.24	2.39	1.73	1.15	(0.66)	93%	-28%	33%
Astronomy	1.16	1.00	1.00	(0.16)	-	-14%	0%	-7%
Athletic Training, Sports Med	1.91	0.84	0.56	(1.07)	(0.28)	-56%	-33%	-45%
Biology, General	12.79	13.03	16.13	0.24	3.10	2%	24%	13%
Biotechnology, Biomedical Tech	0.53	0.67	0.22	0.14	(0.45)	26%	-67%	-20%
Business Administration	5.24	5.49	4.98	0.25	(0.51)	5%	-9%	-2%
Business Management	1.78	2.36	1.28	0.58	(1.08)	33%	-46%	-7%
Career Guidance, Orientation	5.12	5.55	5.55	0.43	-	8%	0%	4%
Ceramics	1.79	1.35	1.69	(0.44)	0.34	-25%	25%	0%
Chemistry, General	16.80	15.47	15.87	(1.33)	0.40	-8%	3%	-3%
Child Devel Administrat, Man	0.27	0.27	0.27	-	-	0%	0%	0%
Child Develop/Early Care, Educ	6.05	5.76	5.68	(0.29)	(0.08)	-5%	-1%	-3%
Commercial Music	3.07	3.39	2.74	0.32	(0.65)	10%	-19%	-4%
Comparative Literature	0.30	0.60	0.30	0.30	(0.30)	100%	-50%	25%
Computer Infrastructure, Supp	0.72	0.72	1.08	-	0.36	0%	50%	25%
Computer Programming	0.36	0.36	0.36	-	-	0%	0%	0%
Computer Science (transfer)	0.54	-	0.27	(0.54)	0.27	-100%	-	-
Computer Software Development	14.72	13.70	12.26	(1.02)	(1.44)	-7%	-11%	-9%
Creative Writing	0.38	0.38	0.38	-	-	0%	0%	0%
Dance	1.71	1.03	0.33	(0.68)	(0.70)	-40%	-68%	-54%
Dental Assistant	3.99	1.57	4.39	(2.42)	2.82	-61%	180%	59%
Dental Hygienist	8.53	9.11	8.59	0.58	(0.52)	7%	-6%	1%
Diagnostic Medical Sonography	0.88	-	-	(0.88)	-	-100%	-	-

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg Percent Change
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
Dramatic Arts	3.99	2.87	3.40	(1.12)	0.53	-28%	18%	-5%
ESL-Integrated	3.01	1.35	2.34	(1.66)	0.99	-55%	73%	9%
ESL-Reading	1.32	0.66	0.99	(0.66)	0.33	-50%	50%	0%
ESL-Speaking/Listening	0.54	0.69	1.19	0.15	0.50	28%	72%	50%
ESL-Writing	3.59	1.42	1.90	(2.17)	0.48	-60%	34%	-13%
Economics	3.99	4.24	3.32	0.25	(0.92)	6%	-22%	-8%
Education, General	-	-	0.46	-	0.46	-	-	-
Educational Technology	2.87	1.80	3.90	(1.07)	2.10	-37%	117%	40%
Emergency Medical Services	2.83	0.04	1.11	(2.79)	1.07	-99%	2675%	1288%
Engineering, General	1.65	1.24	0.60	(0.41)	(0.64)	-25%	-52%	-38%
English	31.92	29.74	26.88	(2.18)	(2.86)	-7%	-10%	-8%
Ethnic Studies	-	-	1.00	-	1.00	-	-	-
Fine Arts, General	3.99	3.66	3.66	(0.33)	-	-8%	0%	-4%
Foreign Languages, General	0.13	-	-	(0.13)	-	-100%	-	-
General Stud-Not for Courses	0.70	0.70	0.45	-	(0.25)	0%	-36%	-18%
General Work Experience	-	-	0.24	-	0.24	-	-	-
Geographic Information Systems	0.97	1.10	1.10	0.13	-	13%	0%	7%
Geography	3.64	3.12	2.65	(0.52)	(0.47)	-14%	-15%	-15%
Graphic Art, Design	4.13	4.21	4.20	0.08	(0.01)	2%	0%	1%
Health Occupations, General	1.03	1.47	1.69	0.44	0.22	43%	15%	29%
Health Prof, Transf Core Curr	1.66	2.56	2.63	0.90	0.07	54%	3%	28%
History	6.00	5.68	4.10	(0.32)	(1.58)	-5%	-28%	-17%
Horticulture	3.09	2.05	2.14	(1.04)	0.09	-34%	4%	-15%
Intercollegiate Athletics	4.88	4.84	4.72	(0.04)	(0.12)	-1%	-2%	-2%
International Studies	0.30	0.60	0.30	0.30	(0.30)	100%	-50%	25%
Japanese	1.60	2.27	2.61	0.67	0.34	42%	15%	28%
Journalism	0.41	-	-	(0.41)	-	-100%	-	-
Kinesiology	2.21	2.80	2.47	0.59	(0.33)	27%	-12%	7%
Language Arts	-	-	0.02	-	0.02	-	-	-
Leadership Skills Development	0.20	0.26	0.20	0.06	(0.06)	30%	-23%	3%

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
Learning Skills, Disabled	0.13	0.13	0.18	-	0.05	0%	38%	19%
Learning Skills, Speech Impair	0.45	0.54	0.09	0.09	(0.45)	20%	-83%	-32%
Library Science, General	0.07	0.14	-	0.07	(0.14)	100%	-100%	0%
Living Skills, Disabled	8.86	11.04	11.03	2.18	(0.01)	25%	0%	12%
Mass Communications	-	0.33	0.33	0.33	-	-	0%	-
Mathematics Skills	0.68	0.68	0.68	-	-	0%	0%	0%
Mathematics, General	50.64	44.46	44.24	(6.18)	(0.22)	-12%	0%	-6%
Media, Communications, General	0.05	0.05	0.05	-	-	0%	0%	0%
Multimedia	2.85	2.85	2.21	-	(0.64)	0%	-22%	-11%
Music	5.37	5.38	4.17	0.01	(1.21)	0%	-22%	-11%
Office Tech/Office Comput Appl	-	0.10	-	0.10	(0.10)	-	-100%	-
Other Biological Sciences	-	0.27	0.27	0.27	-	-	0%	-
Other Education	-	0.10	0.10	0.10	-	-	0%	-
Other Engin, Related Industr	0.40	0.19	0.26	(0.21)	0.07	-53%	37%	-8%
Other Interdisciplinary Stud	4.86	4.50	3.33	(0.36)	(1.17)	-7%	-26%	-17%
Painting, Drawing	2.21	1.74	2.08	(0.47)	0.34	-21%	20%	-1%
Paramedic	2.71	3.19	3.06	0.48	(0.13)	18%	-4%	7%
Parenting, Family Education	0.12	0.36	0.60	0.24	0.24	200%	67%	133%
Pharmacy Technology	2.40	1.23	1.78	(1.17)	0.55	-49%	45%	-2%
Philosophy	3.34	3.34	2.28	-	(1.06)	0%	-32%	-16%
Photography	3.52	3.47	2.43	(0.05)	(1.04)	-1%	-30%	-16%
Physical Education	7.38	5.48	9.10	(1.90)	3.62	-26%	66%	20%
Physical Fitness, Body Movem	-	0.10	-	0.10	(0.10)	-	-100%	-
Physics, General	5.29	4.37	5.21	(0.92)	0.84	-17%	19%	1%
Plumbing, Pipefitting, Steamf	5.90	8.84	9.45	2.94	0.61	50%	7%	28%
Political Science	3.83	2.86	2.86	(0.97)	-	-25%	0%	-13%
Psychology, General	8.88	9.85	9.21	0.97	(0.64)	11%	-6%	2%
Radiologic Technology	3.41	3.73	4.43	0.32	0.70	9%	19%	14%
Reading	1.24	1.46	3.25	0.22	1.79	18%	123%	70%
Respiratory Care/Therapy	3.65	4.17	4.12	0.52	(0.05)	14%	-1%	7%

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg Percent Change
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
Social Sciences, General	2.70	2.70	2.70	-	-	0%	0%	0%
Sociology	6.08	5.59	5.34	(0.49)	(0.25)	-8%	-4%	-6%
Spanish	2.87	3.33	3.67	0.46	0.34	16%	10%	13%
Speech Communication	10.01	11.02	10.01	1.01	(1.01)	10%	-9%	0%
Study Skills	-	0.02	-	0.02	(0.02)	-	-100%	-
Supervised Tutoring	0.26	-	0.01	(0.26)	0.01	-100%	-	-
Technical Communication	-	-	0.38	-	0.38	-	-	-
Technical Theater	0.35	-	0.64	(0.35)	0.64	-100%	-	-
Veterinary Technic (Licensed)	6.43	7.21	7.22	0.78	0.01	12%	0%	6%
Vocational ESL	0.53	0.80	0.36	0.27	(0.44)	51%	-55%	-2%
Women Studies	0.30	0.30	0.30	-	-	0%	0%	0%
Total	365.47	347.27	348.99	(18.20)	1.72	-5%	0%	-2%

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
FHDA CCD								
Academic Guidance	2.76	2.19	2.72	(0.57)	0.53	-21%	24%	2%
Accounting	27.65	27.81	23.46	0.16	(4.35)	1%	-16%	-8%
Adapted Physical Education	3.15	1.50	2.33	(1.65)	0.83	-52%	55%	1%
Administration of Justice	4.22	3.30	4.50	(0.92)	1.20	-22%	36%	7%
American Studies	-	-	0.57	-	0.57	-	-	-
Anatomy, Physiology	10.18	10.91	10.72	0.73	(0.19)	7%	-2%	3%
Animation	1.04	1.04	1.34	-	0.30	0%	29%	14%
Anthropology	14.69	13.20	12.60	(1.49)	(0.60)	-10%	-5%	-7%
Applied Design	1.39	1.40	1.05	0.01	(0.35)	1%	-25%	-12%
Applied Photography	1.69	1.69	2.66	-	0.97	0%	57%	29%
Archaeology	0.04	0.30	0.30	0.26	-	650%	0%	325%
Area Studies	1.20	0.90	0.90	(0.30)	-	-25%	0%	-13%
Art	2.99	4.18	3.53	1.19	(0.65)	40%	-16%	12%
Asian, South Asian, Pacif Isl	0.33	0.67	0.67	0.34	-	103%	0%	52%
Astronomy	3.73	4.27	4.26	0.54	(0.01)	14%	0%	7%
Athletic Training, Sports Med	1.91	0.84	0.56	(1.07)	(0.28)	-56%	-33%	-45%
Automotive Technology	12.00	11.60	12.03	(0.40)	0.43	-3%	4%	0%
Banking, Finance	0.23	0.23	0.30	-	0.07	0%	30%	15%
Biology, General	25.74	27.13	30.35	1.39	3.22	5%	12%	9%
Biotechnology, Biomedical Tech	0.53	0.67	0.22	0.14	(0.45)	26%	-67%	-20%
Business Administration	16.69	17.55	14.64	0.86	(2.91)	5%	-17%	-6%
Business Management	3.01	4.03	3.67	1.02	(0.36)	34%	-9%	12%
Career Guidance, Orientation	5.12	5.55	5.55	0.43	-	8%	0%	4%
Ceramics	3.48	3.39	3.73	(0.09)	0.34	-3%	10%	4%
Chemistry, General	31.65	30.02	30.24	(1.63)	0.22	-5%	1%	-2%
Child Devel Administrat, Man	0.54	0.54	0.54	-	-	0%	0%	0%
Child Develop/Early Care, Educ	14.02	13.44	12.83	(0.58)	(0.61)	-4%	-5%	-4%
Children with Special Needs	0.20	0.20	0.20	-	-	0%	0%	0%
Chinese	2.00	2.34	1.96	0.34	(0.38)	17%	-16%	0%

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
Coaching	-	0.33	0.33	0.33	-	-	0%	-
Commercial Music	3.07	3.39	2.74	0.32	(0.65)	10%	-19%	-4%
Comparative Literature	1.20	1.50	0.90	0.30	(0.60)	25%	-40%	-8%
Computer Graphics, Digital Im	0.34	0.34	0.34	-	-	0%	0%	0%
Computer Infrastructure, Supp	1.40	1.40	2.03	-	0.63	0%	45%	23%
Computer Networking	0.34	0.34	0.34	-	-	0%	0%	0%
Computer Programming	15.65	17.35	17.35	1.70	-	11%	0%	5%
Computer Science (transfer)	0.54	-	0.27	(0.54)	0.27	-100%	-	-
Computer Software Development	14.72	13.70	12.26	(1.02)	(1.44)	-7%	-11%	-9%
Creative Writing	1.14	1.14	1.14	-	-	0%	0%	0%
Dance	2.80	1.93	2.20	(0.87)	0.27	-31%	14%	-9%
Database Design, Administrat	0.95	1.36	1.36	0.41	-	43%	0%	22%
Dental Assistant	3.99	1.57	4.39	(2.42)	2.82	-61%	180%	59%
Dental Hygienist	8.53	9.11	8.59	0.58	(0.52)	7%	-6%	1%
Diagnostic Medical Sonography	0.88	-	-	(0.88)	-	-100%	-	-
Drafting Technology	3.24	3.83	2.11	0.59	(1.72)	18%	-45%	-13%
Dramatic Arts	5.22	4.10	4.28	(1.12)	0.18	-21%	4%	-9%
ESL-Integrated	10.24	6.86	10.71	(3.38)	3.85	-33%	56%	12%
ESL-Reading	6.20	4.94	2.79	(1.26)	(2.15)	-20%	-44%	-32%
ESL-Speaking/Listening	2.98	3.16	2.63	0.18	(0.53)	6%	-17%	-5%
ESL-Writing	10.26	6.95	3.74	(3.31)	(3.21)	-32%	-46%	-39%
Economics	12.24	12.44	10.22	0.20	(2.22)	2%	-18%	-8%
Education, General	0.33	0.33	0.79	-	0.46	0%	139%	70%
Educational Technology	2.87	1.80	3.90	(1.07)	2.10	-37%	117%	40%
Emergency Medical Services	2.83	0.04	1.11	(2.79)	1.07	-99%	2675%	1288%
Energy Systems Technology	0.40	0.54	0.33	0.14	(0.21)	35%	-39%	-2%
Engineering, General	3.04	2.31	2.86	(0.73)	0.55	-24%	24%	0%
English	99.21	101.61	86.67	2.40	(14.94)	2%	-15%	-6%
Environmental Science	4.74	4.41	3.68	(0.33)	(0.73)	-7%	-17%	-12%
Environmental Studies	4.14	4.47	3.20	0.33	(1.27)	8%	-28%	-10%

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
Environmental Technology	0.87	1.28	1.28	0.41	-	47%	0%	24%
Ethnic Studies	8.55	11.75	9.95	3.20	(1.80)	37%	-15%	11%
Film Production	1.21	1.21	1.20	-	(0.01)	0%	-1%	0%
Film Studies	1.50	2.10	2.10	0.60	-	40%	0%	20%
Fine Arts, General	7.60	7.56	7.86	(0.04)	0.30	-1%	4%	2%
Foreign Languages, General	0.13	-	0.03	(0.13)	0.03	-100%	-	-
Forensics, Evidence, Invest	-	0.30	-	0.30	(0.30)	-	-100%	-
French	0.66	0.67	0.67	0.01	-	2%	0%	1%
General Stud-Not for Courses	1.70	0.70	1.45	(1.00)	0.75	-59%	107%	24%
General Work Experience	-	-	0.24	-	0.24	-	-	-
Geographic Information Systems	0.97	1.10	1.10	0.13	-	13%	0%	7%
Geography	6.54	5.62	5.15	(0.92)	(0.47)	-14%	-8%	-11%
Geology	1.14	1.19	1.45	0.05	0.26	4%	22%	13%
German	0.33	0.67	0.67	0.34	-	103%	0%	52%
Graphic Art, Design	5.92	6.94	6.28	1.02	(0.66)	17%	-10%	4%
Health Education	0.60	0.80	0.80	0.20	-	33%	0%	17%
Health Occupations, General	1.03	1.47	1.69	0.44	0.22	43%	15%	29%
Health Prof, Transf Core Curr	1.66	2.56	2.63	0.90	0.07	54%	3%	28%
History	13.87	14.25	12.43	0.38	(1.82)	3%	-13%	-5%
Horticulture	3.09	2.05	2.14	(1.04)	0.09	-34%	4%	-15%
Infants, Toddlers	0.33	0.33	0.33	-	-	0%	0%	0%
Information Technology, Gener	4.99	5.40	5.67	0.41	0.27	8%	5%	7%
Intercollegiate Athletics	11.03	8.29	10.37	(2.74)	2.08	-25%	25%	0%
International Studies	0.90	1.00	0.30	0.10	(0.70)	11%	-70%	-29%
Italian	0.33	0.67	0.67	0.34	-	103%	0%	52%
Japanese	3.26	3.94	4.28	0.68	0.34	21%	9%	15%
Job Seeking/Changing Skills	1.34	1.34	1.60	-	0.26	0%	19%	10%
Journalism	0.98	0.57	0.57	(0.41)	-	-42%	0%	-21%
Kinesiology	3.54	4.46	3.80	0.92	(0.66)	26%	-15%	6%
Korean	1.00	1.34	1.34	0.34	-	34%	0%	17%

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
Language Arts	-	-	0.02	-	0.02	-	-	-
Leadership Skills Development	0.60	0.66	0.60	0.06	(0.06)	10%	-9%	0%
Learning Skills, Disabled	0.26	0.13	0.18	(0.13)	0.05	-50%	38%	-6%
Learning Skills, Learn Disabl	0.27	-	-	(0.27)	-	-100%	-	-
Learning Skills, Speech Impair	0.45	0.54	0.09	0.09	(0.45)	20%	-83%	-32%
Library Science, General	0.07	0.14	-	0.07	(0.14)	100%	-100%	0%
Linguistics	0.30	0.30	0.30	-	-	0%	0%	0%
Living Skills, Disabled	42.73	48.95	47.68	6.22	(1.27)	15%	-3%	6%
Manufacturing, Industrial Tech	5.12	3.14	4.37	(1.98)	1.23	-39%	39%	0%
Marketing, Distribution	1.82	2.20	2.20	0.38	-	21%	0%	10%
Mass Communications	1.50	1.83	1.53	0.33	(0.30)	22%	-16%	3%
Massage Therapy	1.01	-	-	(1.01)	-	-100%	-	-
Mathematics Skills	0.68	0.68	0.68	-	-	0%	0%	0%
Mathematics, General	114.42	109.72	98.42	(4.70)	(11.30)	-4%	-10%	-7%
Media, Communications, General	0.51	0.48	0.48	(0.03)	-	-6%	0%	-3%
Medical Assisting	3.44	3.53	3.08	0.09	(0.45)	3%	-13%	-5%
Medical Laboratory Technology	1.79	1.99	1.81	0.20	(0.18)	11%	-9%	1%
Microbiology	1.74	1.74	1.74	-	-	0%	0%	0%
Multimedia	2.85	2.85	2.21	-	(0.64)	0%	-22%	-11%
Music	10.16	10.58	8.98	0.42	(1.60)	4%	-15%	-5%
Nursing	1.37	2.38	2.37	1.01	(0.01)	74%	0%	37%
Nutrition, Foods, Culin Arts	2.88	2.34	2.60	(0.54)	0.26	-19%	11%	-4%
Oceanography	0.81	0.53	0.27	(0.28)	(0.26)	-35%	-49%	-42%
Office Tech/Office Comput Appl	1.32	1.46	1.06	0.14	(0.40)	11%	-27%	-8%
Other Biological Sciences	-	0.27	0.27	0.27	-	-	0%	-
Other Education	-	0.10	0.10	0.10	-	-	0%	-
Other Engin, Related Industr	0.40	0.19	0.26	(0.21)	0.07	-53%	37%	-8%
Other Foreign Languages	0.33	-	0.33	(0.33)	0.33	-100%	-	-
Other Humanities	9.36	9.61	8.54	0.25	(1.07)	3%	-11%	-4%
Other Interdisciplinary Stud	7.86	7.50	6.33	(0.36)	(1.17)	-5%	-16%	-10%

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
Other Physical Sciences	1.53	1.90	1.90	0.37	-	24%	0%	12%
Painting, Drawing	4.99	4.86	5.33	(0.13)	0.47	-3%	10%	4%
Paralegal	2.30	1.90	1.20	(0.40)	(0.70)	-17%	-37%	-27%
Paramedic	2.71	3.19	3.06	0.48	(0.13)	18%	-4%	7%
Parenting, Family Education	0.12	0.36	0.60	0.24	0.24	200%	67%	133%
Pharmacy Technology	2.40	1.23	1.78	(1.17)	0.55	-49%	45%	-2%
Philosophy	8.61	8.80	6.94	0.19	(1.86)	2%	-21%	-9%
Phlebotomy	0.43	0.43	0.43	-	-	0%	0%	0%
Photography	5.42	5.27	4.03	(0.15)	(1.24)	-3%	-24%	-13%
Physical Education	19.30	15.94	19.01	(3.36)	3.07	-17%	19%	1%
Physical Fitness, Body Movem	-	0.10	-	0.10	(0.10)	-	-100%	-
Physics, General	12.21	12.13	13.57	(0.08)	1.44	-1%	12%	6%
Plumbing, Pipefitting, Steamf	5.90	8.84	9.45	2.94	0.61	50%	7%	28%
Political Science	13.36	11.17	10.71	(2.19)	(0.46)	-16%	-4%	-10%
Psychology, General	22.34	24.44	22.60	2.10	(1.84)	9%	-8%	1%
Radiologic Technology	3.41	3.73	4.43	0.32	0.70	9%	19%	14%
Reading	1.77	2.81	5.82	1.04	3.01	59%	107%	83%
Real Estate	0.87	1.14	1.71	0.27	0.57	31%	50%	41%
Registered Nursing	13.79	12.58	11.12	(1.21)	(1.46)	-9%	-12%	-10%
Respiratory Care/Therapy	3.65	4.17	4.12	0.52	(0.05)	14%	-1%	7%
Russian	0.33	0.67	0.67	0.34	-	103%	0%	52%
Sculpture	0.35	0.35	0.35	-	-	0%	0%	0%
Sign Language	1.00	1.00	1.00	-	-	0%	0%	0%
Small Business, Entrepren	1.06	0.68	0.68	(0.38)	-	-36%	0%	-18%
Social Sciences, General	2.70	2.70	2.70	-	-	0%	0%	0%
Sociology	10.18	10.69	10.74	0.51	0.05	5%	0%	3%
Spanish	4.87	5.33	5.33	0.46	-	9%	0%	5%
Speech Communication	26.63	29.05	28.38	2.42	(0.67)	9%	-2%	3%
Study Skills	-	0.02	-	0.02	(0.02)	-	-100%	-
Supervised Tutoring	7.96	8.70	6.61	0.74	(2.09)	9%	-24%	-7%

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
Tax Studies	0.86	0.60	0.60	(0.26)	-	-30%	0%	-15%
Technical Communication	-	-	0.38	-	0.38	-	-	-
Technical Theater	0.35	-	0.64	(0.35)	0.64	-100%	-	-
Television-incl TV/film/video	3.88	4.71	3.66	0.83	(1.05)	21%	-22%	0%
Veterinary Technic (Licensed)	6.43	7.21	7.22	0.78	0.01	12%	0%	6%
Vietnamese	0.67	0.67	0.67	-	-	0%	0%	0%
Vocational ESL	0.53	0.80	0.36	0.27	(0.44)	51%	-55%	-2%
Women Studies	1.20	1.80	1.80	0.60	-	50%	0%	25%
World Wide Web Administration	0.34	0.68	0.68	0.34	-	100%	0%	50%
Total	909.24	906.19	866.52	(3.05)	(39.67)	0%	-4%	-2%

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

Administrative Support Area (ASA)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
	Central Services							
Building Maintenance and Repairs	20.0	19.5	19.0	(0.5)	(0.5)	-3%	-3%	-3%
Custodial Services	16.0	17.0	16.0	1.0	(1.0)	6%	-6%	0%
Fiscal Operations	21.7	24.6	22.7	2.9	(1.9)	14%	-8%	3%
Grounds Maintenance and Repairs	7.0	7.0	5.0	-	(2.0)	0%	-29%	-14%
Human Resources Management	10.4	9.4	8.5	(1.0)	(0.9)	-10%	-10%	-10%
Logistical Services	18.4	16.5	17.1	(1.9)	0.6	-10%	4%	-3%
Management Information Systems	68.5	67.7	66.6	(0.8)	(1.2)	-1%	-2%	-1%
Matriculation and Student Assessment	2.0	1.0	-	(1.0)	(1.0)	-50%	-100%	-75%
Other Ancillary Services	7.3	7.1	7.1	(0.3)	-	-3%	0%	-2%
Other General Institutional Support Services	4.6	4.6	4.6	-	-	0%	0%	0%
Other Operation and Maintenance of Plant	11.3	10.3	11.2	(1.0)	0.9	-9%	9%	0%
Parking	6.1	5.0	5.4	(1.1)	0.4	-18%	7%	-5%
Physical Property and Related Acquisitions	1.6	1.6	1.6	-	-	0%	0%	0%
Planning, Policymaking, and Coordination	2.9	2.9	2.9	-	-	0%	0%	0%
Staff Development	1.0	1.0	1.0	-	-	0%	0%	0%
Total	198.7	195.1	188.5	(3.6)	(6.6)	-2%	-3%	-3%

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

Administrative Support Area (ASA)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
	De Anza College							
Academic Administration	33.1	36.3	39.7	3.2	3.5	10%	10%	10%
Academic/Faculty Senate	0.6	0.2	0.8	(0.4)	0.6	-62%	252%	95%
Admissions and Records	19.0	17.8	17.9	(1.2)	0.1	-6%	0%	-3%
Child Development Centers	17.7	19.1	18.9	1.5	(0.3)	8%	-1%	3%
Community Relations	1.2	1.5	0.5	0.3	(1.0)	26%	-66%	-20%
Community Service Classes	6.4	5.4	5.4	(1.0)	-	-16%	0%	-8%
Community Use of Facilities	6.5	6.7	6.8	0.2	0.1	3%	1%	2%
Counseling and Guidance	5.2	7.5	8.4	2.3	0.9	45%	12%	28%
Course and Curriculum Development	1.0	1.0	1.0	-	-	0%	0%	0%
Custodial Services	13.7	14.7	13.6	1.0	(1.1)	7%	-7%	0%
Extended Opportunities Programs and Services	8.0	10.8	10.1	2.8	(0.7)	34%	-6%	14%
Financial Aid Administration	10.9	10.5	11.0	(0.4)	0.5	-3%	5%	1%
Fiscal Operations	11.8	11.7	11.7	(0.1)	(0.0)	-1%	0%	0%
Grounds Maintenance and Repairs	4.0	4.3	4.4	0.3	0.1	8%	1%	4%
Health Services	6.4	10.7	9.9	4.2	(0.8)	66%	-7%	29%
Human Resources Management	1.3	0.2	1.0	(1.1)	0.9	-88%	587%	249%
Learning Center	2.0	2.0	2.0	-	-	0%	0%	0%
Library	13.0	13.2	14.1	0.2	0.9	1%	7%	4%
Logistical Services	8.6	8.9	9.1	0.3	0.3	3%	3%	3%
Management Information Systems	1.0	1.0	1.1	-	0.1	0%	6%	3%
Matriculation and Student Assessment	32.1	43.5	44.5	11.4	1.0	35%	2%	19%
Miscellaneous Student Services	1.5	1.5	2.1	-	0.6	0%	37%	19%
Other Ancillary Services	18.2	16.5	10.9	(1.7)	(5.7)	-9%	-34%	-22%
Other Auxiliary Operations	3.8	5.9	5.9	2.1	(0.0)	56%	-1%	28%
Other Community Services and Economic Dev	2.0	2.0	1.0	-	(1.0)	0%	-50%	-25%
Other General Institutional Support Services	3.0	2.0	3.0	(1.0)	1.0	-33%	50%	8%
Other Instructional Support Services	13.2	4.5	3.1	(8.7)	(1.4)	-66%	-32%	-49%
Other Student Counseling and Guidance	-	0.1	0.9	0.1	0.9	-	1063%	-
Physical Property and Related Acquisitions	0.7	0.7	0.7	-	-	0%	0%	0%

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

Administrative Support Area (ASA)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
Planning, Policymaking, and Coordination	2.0	1.0	5.0	(1.0)	4.0	-50%	400%	175%
Staff Development	2.0	2.1	2.0	0.1	(0.1)	6%	-6%	0%
Staff Diversity	-	1.0	2.0	1.0	1.0	-	100%	-
Student Aid	3.0	4.0	4.0	1.0	-	33%	0%	17%
Student and Co-Curricular Activities	2.4	2.4	2.4	-	-	0%	0%	0%
Veterans Services	-	0.2	-	0.2	(0.2)	-	-100%	-
Total	255.1	270.6	274.6	15.5	4.0	6%	1%	4%

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

Administrative Support Area (ASA)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
	Foothill College							
Academic Administration	25.6	25.8	27.4	0.2	1.6	1%	6%	3%
Academic/Faculty Senate	1.3	0.2	1.8	(1.1)	1.6	-84%	810%	363%
Admissions and Records	6.0	6.0	5.0	-	(1.0)	0%	-17%	-8%
Community Relations	7.9	7.9	7.9	-	-	0%	0%	0%
Community Service Classes	-	0.0	-	0.0	(0.0)	-	-	-
Community Use of Facilities	2.1	3.5	2.6	1.4	(0.9)	67%	-26%	21%
Contract Education	1.1	1.1	1.1	-	-	0%	0%	0%
Counseling and Guidance	9.3	10.2	9.6	0.8	(0.5)	9%	-5%	2%
Course and Curriculum Development	2.0	2.0	2.0	-	-	0%	0%	0%
Extended Opportunities Programs and Services	6.3	5.5	5.6	(0.8)	0.1	-12%	3%	-5%
Financial Aid Administration	7.0	9.0	8.0	2.0	(1.0)	29%	-11%	9%
Fiscal Operations	2.1	1.1	1.1	(1.0)	-	-48%	0%	-24%
Health Services	4.5	4.8	4.8	0.3	0.0	7%	1%	4%
Human Resources Management	-	0.1	1.5	0.1	1.4	-	1255%	-
Job Placement Services	2.0	2.0	2.0	-	-	0%	0%	0%
Learning Center	-	1.0	-	1.0	(1.0)	-	-100%	-
Library	9.0	9.4	9.2	0.4	(0.2)	5%	-2%	1%
Logistical Services	0.8	3.1	0.8	2.4	(2.4)	313%	-76%	119%
Management Information Systems	1.0	1.0	1.3	-	0.3	0%	32%	16%
Matriculation and Student Assessment	22.6	24.8	33.7	2.2	8.9	10%	36%	23%
Miscellaneous Student Services	1.0	1.0	1.5	-	0.5	0%	45%	23%
Other Ancillary Services	12.2	14.6	12.3	2.4	(2.3)	19%	-15%	2%
Other Auxiliary Operations	7.8	9.8	10.6	2.0	0.9	26%	9%	17%
Other Community Services and Economic Deve	0.5	1.5	1.5	1.0	0.0	200%	1%	100%
Other General Institutional Support Services	1.0	3.0	2.0	2.0	(1.0)	200%	-33%	83%
Other Instructional Administration and Instruc	-	0.0	-	0.0	(0.0)	-	-100%	-
Other Instructional Support Services	10.8	11.0	5.6	0.2	(5.5)	2%	-50%	-24%
Physical Property and Related Acquisitions	-	-	0.7	-	0.7	-	-	-
Planning, Policymaking, and Coordination	6.0	6.0	6.0	-	-	0%	0%	0%

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

Administrative Support Area (ASA)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
Staff Development	-	0.8	0.1	0.8	(0.7)	-	-86%	-
Student Aid	1.5	0.6	1.3	(0.9)	0.7	-58%	106%	24%
Student Personnel Administration	1.0	1.0	1.0	-	-	0%	0%	0%
Student and Co-Curricular Activities	2.8	2.8	2.6	-	(0.2)	0%	-7%	-4%
Transfer Programs	0.8	0.8	0.3	-	(0.5)	0%	-65%	-33%
Veterans Services	1.0	1.0	1.2	-	0.2	0%	22%	11%
Total	156.7	172.4	172.1	15.7	(0.3)	10%	0%	5%

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

Administrative Support Area (ASA)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
	FHDA CCD							
Academic Administration	58.7	62.1	67.1	3.4	5.0	6%	8%	7%
Academic/Faculty Senate	1.9	0.4	2.6	(1.4)	2.2	-77%	512%	217%
Admissions and Records	25.0	23.8	22.9	(1.2)	(0.9)	-5%	-4%	-4%
Building Maintenance and Repairs	20.0	19.5	19.0	(0.5)	(0.5)	-3%	-3%	-3%
Child Development Centers	17.7	19.1	18.9	1.5	(0.3)	8%	-1%	3%
Community Relations	9.1	9.4	8.4	0.3	(1.0)	3%	-11%	-4%
Community Service Classes	6.4	5.4	5.4	(1.0)	(0.0)	-15%	-1%	-8%
Community Use of Facilities	8.6	10.2	9.4	1.6	(0.8)	19%	-8%	5%
Contract Education	1.1	1.1	1.1	-	-	0%	0%	0%
Counseling and Guidance	14.5	17.7	18.1	3.2	0.4	22%	2%	12%
Course and Curriculum Development	3.0	3.0	3.0	-	-	0%	0%	0%
Custodial Services	29.7	31.7	29.6	2.0	(2.1)	7%	-7%	0%
Extended Opportunities Programs and Services	14.3	16.2	15.7	2.0	(0.5)	14%	-3%	5%
Financial Aid Administration	17.9	19.5	19.0	1.6	(0.5)	9%	-3%	3%
Fiscal Operations	35.6	37.4	35.5	1.8	(1.9)	5%	-5%	0%
Grounds Maintenance and Repairs	11.0	11.3	9.4	0.3	(1.9)	3%	-17%	-7%
Health Services	10.9	15.5	14.7	4.6	(0.7)	42%	-5%	19%
Human Resources Management	11.6	9.6	11.0	(2.0)	1.4	-17%	14%	-2%
Job Placement Services	2.0	2.0	2.0	-	-	0%	0%	0%
Learning Center	2.0	3.0	2.0	1.0	(1.0)	50%	-33%	8%
Library	22.0	22.6	23.2	0.6	0.7	3%	3%	3%
Logistical Services	27.7	28.4	27.0	0.7	(1.5)	2%	-5%	-1%
Management Information Systems	70.5	69.7	68.9	(0.8)	(0.8)	-1%	-1%	-1%
Matriculation and Student Assessment	56.7	69.3	78.2	12.6	9.0	22%	13%	18%
Miscellaneous Student Services	2.5	2.5	3.5	-	1.0	0%	40%	20%
Other Ancillary Services	37.7	38.2	30.3	0.5	(7.9)	1%	-21%	-10%
Other Auxiliary Operations	11.6	15.7	16.5	4.2	0.8	36%	5%	21%
Other Community Services and Economic Deve	2.5	3.5	2.5	1.0	(1.0)	40%	-28%	6%
Other General Institutional Support Services	8.6	9.6	9.6	1.0	-	12%	0%	6%

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

Administrative Support Area (ASA)	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
Other Instructional Administration and Instructional Support Services	-	0.0	-	0.0	(0.0)	-	-100%	-
Other Instructional Support Services	24.0	15.5	8.6	(8.5)	(6.9)	-35%	-44%	-40%
Other Operation and Maintenance of Plant	11.3	10.3	11.2	(1.0)	0.9	-9%	9%	0%
Other Student Counseling and Guidance	-	0.1	0.9	0.1	0.9	-	1063%	-
Parking	6.1	5.0	5.4	(1.1)	0.4	-18%	7%	-5%
Physical Property and Related Acquisitions	2.3	2.3	3.0	-	0.7	0%	31%	16%
Planning, Policymaking, and Coordination	10.9	9.9	13.9	(1.0)	4.0	-9%	40%	16%
Staff Development	3.0	4.0	3.1	1.0	(0.8)	32%	-21%	6%
Staff Diversity	-	1.0	2.0	1.0	1.0	-	100%	-
Student Aid	4.5	4.6	5.3	0.1	0.7	3%	14%	9%
Student Personnel Administration	1.0	1.0	1.0	-	-	0%	0%	0%
Student and Co-Curricular Activities	5.1	5.1	4.9	-	(0.2)	0%	-4%	-2%
Transfer Programs	0.8	0.8	0.3	-	(0.5)	0%	-65%	-33%
Veterans Services	1.0	1.2	1.2	0.2	0.0	18%	3%	11%
Total	610.5	638.1	635.2	27.7	(2.9)	5%	0%	2%

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

EE06 Occupational Activity	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
Central Services								
Executive, Administrative, and Managerial	33.0	32.0	28.0	(1.0)	(4.0)	-3%	-13%	-8%
Faculty	-	1.4	1.1	1.4	(0.3)	-	-24%	-
Professional, Non-Faculty	71.0	68.9	80.8	(2.2)	11.9	-3%	17%	7%
Clerical/Secretarial	15.8	15.4	17.8	(0.3)	2.3	-2%	15%	7%
Technical/Paraprofessional	18.0	20.0	5.0	2.0	(15.0)	11%	-75%	-32%
Skilled Crafts	14.0	13.5	12.0	(0.5)	(1.5)	-4%	-11%	-7%
Service/Maintenance	47.0	44.0	44.0	(3.0)	-	-6%	0%	-3%
Total	198.8	195.2	188.6	(3.6)	(6.6)	-2%	-3%	-3%
De Anza College								
Executive, Administrative, and Managerial	28.4	28.8	32.3	0.4	3.5	1%	12%	7%
Faculty	529.8	552.8	511.2	22.9	(41.6)	4%	-8%	-2%
Professional, Non-Faculty	54.2	57.5	95.8	3.2	38.4	6%	67%	36%
Clerical/Secretarial	60.4	60.0	57.5	(0.4)	(2.5)	-1%	-4%	-2%
Technical/Paraprofessional	91.9	94.9	62.3	3.0	(32.7)	3%	-34%	-16%
Service/Maintenance	34.0	35.5	33.0	1.5	(2.5)	4%	-7%	-1%
Total	798.8	829.5	792.0	30.7	(37.4)	4%	-5%	0%
Foothill College								
Executive, Administrative, and Managerial	31.0	34.1	34.4	3.1	0.3	10%	1%	5%
Faculty	383.3	372.8	375.2	(10.4)	2.3	-3%	1%	-1%
Professional, Non-Faculty	42.5	46.8	68.6	4.3	21.8	10%	47%	28%
Clerical/Secretarial	29.0	32.0	24.5	3.0	(7.5)	10%	-23%	-7%
Technical/Paraprofessional	36.5	33.4	18.5	(3.0)	(14.9)	-8%	-45%	-26%
Service/Maintenance	-	0.5	-	0.5	(0.5)	-	-	-
Total	522.2	519.7	521.1	(2.5)	1.4	0%	0%	0%

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

EE06 Occupational Activity	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Percent Change
	FHDA CCD							
Executive, Administrative, and Managerial	92.4	94.9	94.7	2.5	(0.3)	3%	0%	1%
Faculty	913.1	927.0	887.4	13.9	(39.6)	2%	-4%	-1%
Professional, Non-Faculty	167.7	173.1	245.2	5.4	72.1	3%	42%	22%
Clerical/Secretarial	105.1	107.4	99.8	2.3	(7.7)	2%	-7%	-2%
Technical/Paraprofessional	146.4	148.4	85.8	2.0	(62.6)	1%	-42%	-20%
Skilled Crafts	14.0	13.5	12.0	(0.5)	(1.5)	-4%	-11%	-7%
Service/Maintenance	81.0	80.0	77.0	(1.0)	(3.0)	-1%	-4%	-2%

Figure 14. FHDA CCD Full-Time Employee Equivalent by EE06 Occupational Activity, Fall 2021

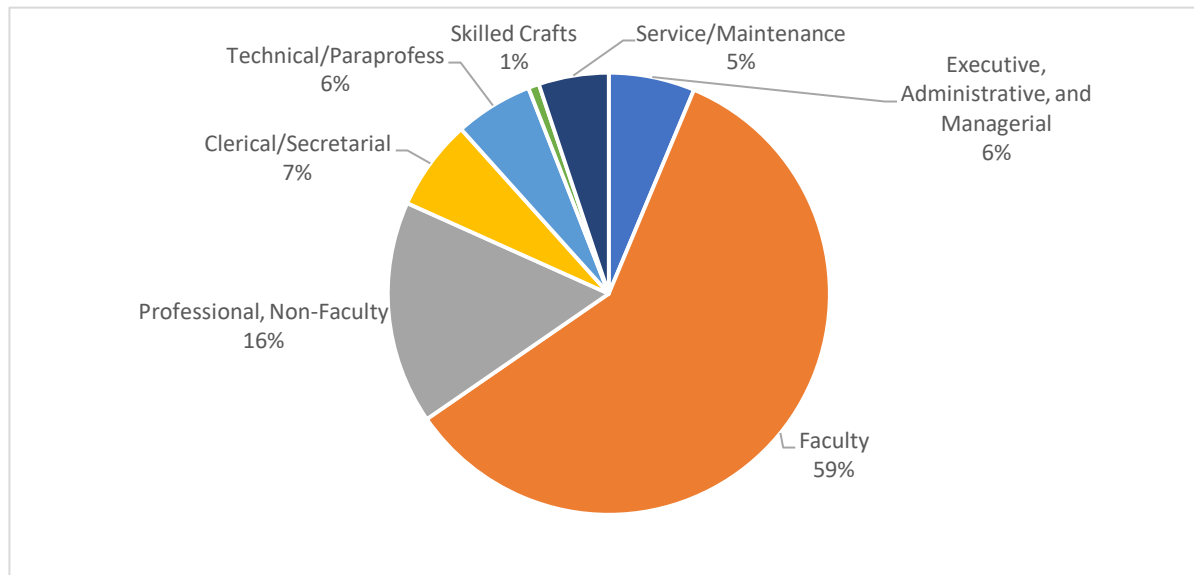
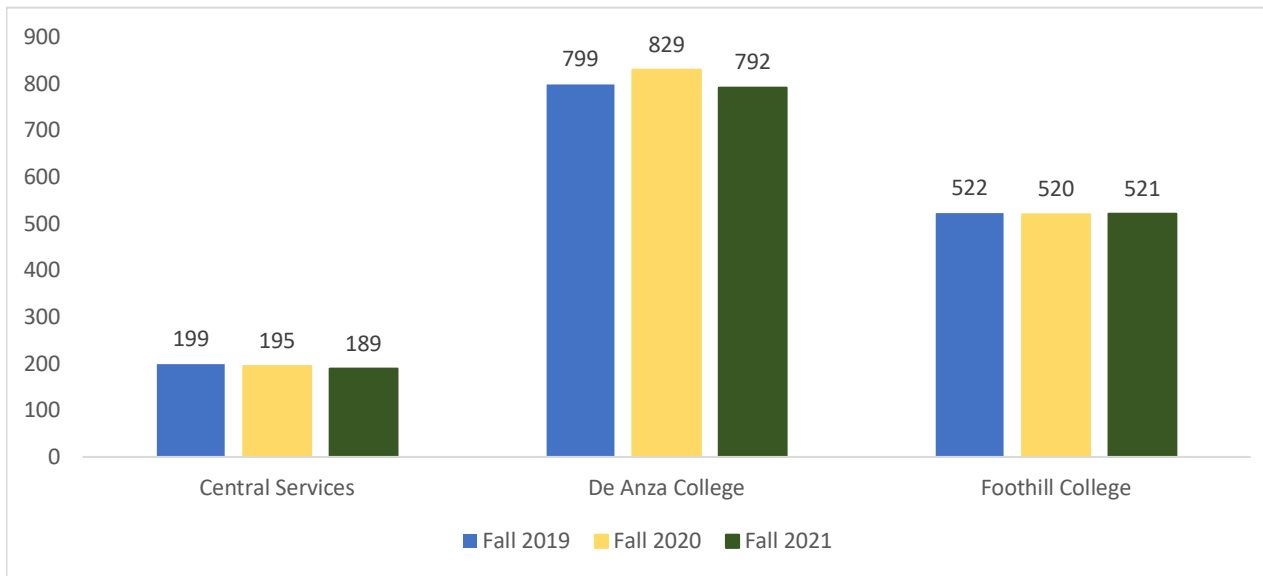


Table 15. Full-Time Equivalent Employee by Institution and Fall Term

Institution	Full-Time Equivalent Employee			Change		Percent Change		2 Year Avg Percent Change
	Fall 2019	Fall 2020	Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	
Central Services	198.75	195.17	188.57	(3.58)	(6.60)	-2%	-3%	-3%
De Anza College	798.77	829.46	792.04	30.69	(37.42)	4%	-5%	0%
Foothill College	522.20	519.69	521.12	(2.51)	1.43	0%	0%	0%
FHDA CCD	1,519.72	1,544.32	1,501.73	24.60	(42.59)	2%	-3%	-1%

Institution	Percent of Total		
	Fall 2019	Fall 2020	Fall 2021
Central Services	13.1%	12.6%	12.6%
De Anza College	52.6%	53.7%	52.7%
Foothill College	34.4%	33.7%	34.7%
FHDA CCD	100.0%	100.0%	100.0%

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



Data for the last three fall terms show that only Central Services shows a consistent drop in FTE—an average annual drop of 3%.