



MIS Employee Submission Report, Fall 2022

Introduction

This document provides a summary of the data in the MIS employee reports (EB and EJ) for fall 2022 submitted by the Foothill-De Anza Community College District (FHDA CCD) to the California Community Colleges Chancellor's Office (CCCCO) on January 5, 2023. The purpose of the document is to encourage data custodians at the District to review the information submitted and identify issues 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 part-time faculty 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 2020, fall 2021, fall, 2022) disaggregated by institution (Central Services, De Anza College, Foothill College, FHDA CCD) and employee characteristics or job assignment attributes. Data highlights are also provided to help readers better understand the data shown in the tables at the end of this document.

Data Highlights

This section identifies significant changes or key findings shown by the data submitted in these reports for the last three fall terms: fall 2020, fall 2021, and fall 2022. Findings at the District level (i.e., FHDA CCD) and differences across employee groups are the main focus of the analysis.

Employee Headcount

- Data in Table 1 show a total of 1,744 employees at the FHDA CCD in fall 2022—a 2.8% drop from the number in fall 2021. About 53% (933) of these were assigned to De Anza College, 36% (626) were assigned to Foothill College, and 11% (195) to Central Services (i.e., the administrative unit of the District). Data for the last three fall terms (i.e., fall 2020 to fall 2022) in Table 1 and Figure 1 show that the District had an average annual

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

drop of 2.9% in employee headcount during the last three fall terms. The same data show Foothill with the most significant average annual drop in the employee headcount, -4.2% during this period; Central Services with the least, -0.5%.

- When compared to the prior fall term, FHDA CCD data for fall 2022 in Table 2.A show a higher than expected increase in the number of *administrators* (6.4%, plus 6) and a lower than expected drop in the number of *academic temporary employees or part-time faculty* (-7.2%, minus 55).
- Data in Table 2.B show that *part-time faculty* accounted for 40.8% of the FHDA CCD employee headcount in fall 2022, compared to 42.7% in fall 2021. At De Anza, *part-time faculty* accounted for 43.6% of the employee headcount in fall 2022, compared to 43.3% in fall 2021; at Foothill, this group accounted for 50% of the employee headcount in fall 2022, compared to 53.9% the previous fall. Data in this table also show that in fall 2022 *administrators* accounted for 16.4% of the employee headcount at *Central Services*, 3.3% at De Anza, and 5.9% at Foothill College.
- Data in Table 2.C show that in fall 2022 *academic tenured/tenured track* employees accounted for 37.5% and 35.1% of the headcount for all faculty at De Anza and Foothill, respectively.
- Data disaggregated by *EE06 Occupational Activity* in Table 3 show that the number of *clerical/secretarial* employees at the FHDA CCD dropped 11.9% (minus 12) in fall 2022 when compared to fall 2021. The *faculty* headcount at the District dropped 4.3% (minus 51) between fall 2021 and fall 2022. During this period, the *faculty* headcount at De Anza increased 1.6% (plus 10) while at Foothill it dropped 10.4% (minus 56).

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 58% (1,012); males, 42% (732). Data in this table also show that between fall 2021 and fall 2022 the number of male employees dropped 4.4% (minus 34) at the District while the number of female employees dropped 1.7% (minus 17). During this period, the headcount for male employees at Foothill dropped 13.3% (minus 38) while for females it dropped 5.3% (minus 21).
- FHDA CCD data disaggregated by *EE06 occupational activity and gender* in Table 5 show a higher than expected drop between fall 2021 and fall 2022 in the number of *male faculty* (-8.3% or minus 43) when compared to the drop for *female faculty* (-1.2%) during this period.
- FHDA CCD data in Table 5.A and Figure 5.A show that female employees outnumbered male employees across most groups. The percentage for female employee was significantly higher among *clerical/secretarial* (86.5%), *professional, and non-faculty* (64.5%) employees. Males significantly outnumbered females among *service/maintenance* (72.5%) and *skilled crafts* (100%) employees.
- Data disaggregated by age group in Table 6 and Figure 6.B show that 40.5% of all FHDA CCD employees were 55 years or older at the beginning of the fall 2022 term. Data in Table 7 shows that since fall 2020 the median age for employees at the District has been 51. Data in this table also show that the oldest group of employees (based on median

age) at the District in fall 2022 was the *skilled crafts* group (58); the youngest, the *professional, non-faculty* group (47).

- Data disaggregated by *race/ethnicity* in Table 8 and Figure 8 show that 88.4% of FHDA CCD employees in fall 2022 were either White (47%), Asian (23%), or Hispanic (18%). Data in this table show that between fall 2021 and fall 2022 the headcount for Asian and Hispanic employees at the District increased 0.7% (plus 3) and 2.6% (plus 8), respectively, while the headcount for White employees dropped 6.4% (minus 56).
- FHDA CCD data for fall 2022 disaggregated by *race/ethnicity* and EE06 occupational activity in Table 8.B show that White employees had a higher than expected number in the following groups: *executive/administrator/manager* (42.0%), *faculty* (55.2%), *clerical/secretarial* (32.6%), and *technical/paraprofessional* (36.4%); Asians had the largest number in the *professional, non-faculty* group (32.7%) while Hispanics showed top numbers in the *skilled crafts* (36.4%, same as Whites) and *service/maintenance* (48.8%) groups.

Employment Status

- Data in Table 9 show that the number of *new hires* at FHDA CCD dropped to 6 in fall 2022 from 19 in fall 2021 (-68.4%). Data in Table 9.A show that in fall 2022 the *executive/administrator/manager* group had the highest percentage increase (15.1%) for the number of *continuing* employees at the District.

Compensation: Annual Salary and Hourly Rate

- Data in Table 10 show that the average annual salary for a FHDA CCD employee increased to \$110,622 in fall 2022 from \$96,231 in fall 2021 (15.0% increase). Data disaggregated by EE06 occupational activity in this table show that the highest average annual salary in fall 2022 at the District was for the *executive/administrator/manager* group, \$198,453; the lowest, for the *service/maintenance* group, \$72,965. The highest percentage increase in annual salary between fall 2021 and fall 2022 was for the *executive/administrator/manager* group (17.4%); the lowest, for the *faculty* (11.8%).
- Data in Table 11 show that the average hourly rate for part-time faculty or overload assignments at FHDA CCD increased to \$133 in fall 2022 from \$116 in fall 2021 (14.7% increase); for the *executive/administrator/manager* group at the District, the average hourly rate increased to \$151 from \$134 during the same period.

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

- Data in Table 15 show an annualized FTEE of 1,467.81 at FHDA CCD in fall 2022, a drop of 2.3% when compared to the FTEE for the prior fall term. Data in this table show that Foothill had the largest drop in FTEE (-5.4%, minus 27.88) in fall 2022, compared to the prior fall term; Central Services was the only institution that had an increase in FTEE (3.2%, plus 6.05) during the same period.
- FHDA CCD data disaggregated by EE06 occupational activity in Figure 14 show that the *faculty* accounted for 58% (854.94) of the total FTEE in fall 2022 for the District, followed

by *professional/non-faculty* employees with 17% (247.08). Excluding *skilled crafts*, which accounted for 1% (11), 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 56.5% (828.93) of the total FTEE for the District in fall 2022 while administrative support assignments (i.e., assignments with ASA code accounts) accounted for 43.5% (638.88). Between fall 2021 and fall 2022, data for the District in these tables show that the FTEE for instructional assignments dropped 4.3% (minus 37.59 FTEE) while the FTEE for administrative support assignments increased 0.6% (plus 3.67).
- FHDA CCD data for instructional assignments in Table 12 show the top three FTEE numbers were for the areas of *English* (84.09), *mathematics* (80.94), and *living skills, disabled* (46.55); these accounted for 10.1%, 9.8%, and 5.6%, respectively, of the total FTEE for instructional assignments at the District.
- FHDA CCD data for administrative support assignments in Table 13 show that the top three FTEE numbers were for the areas of *academic administration* (70.77), *management and information systems* (68.5), *matriculation and student assessment* (68.43); these accounted for 11.1%, 10.7%, and 10.7%, respectively, of the total FTEE for administrative support assignments at the District.

Table 1. Employee Headcount by Institution and Fall Term

Institution	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Central Services	197	190	195	(7)	5	-3.6%	2.6%	-0.5%
De Anza College	978	926	933	(52)	7	-5.3%	0.8%	-2.3%
Foothill College	683	685	626	2	(59)	0.3%	-8.6%	-4.2%
FHDA CCD	1,848	1,795	1,744	(53)	(51)	-2.9%	-2.8%	-2.9%

Institution	Percent of FHDA CCD Headcount		
	Fall 2020	Fall 2021	Fall 2022
Central Services	10.7%	10.6%	11.2%
De Anza College	52.9%	51.6%	53.5%
Foothill College	37.0%	38.2%	35.9%
FHDA CCD	100.0%	100.0%	100.0%

Figure 1. Employee Headcount by Institution and Fall Term

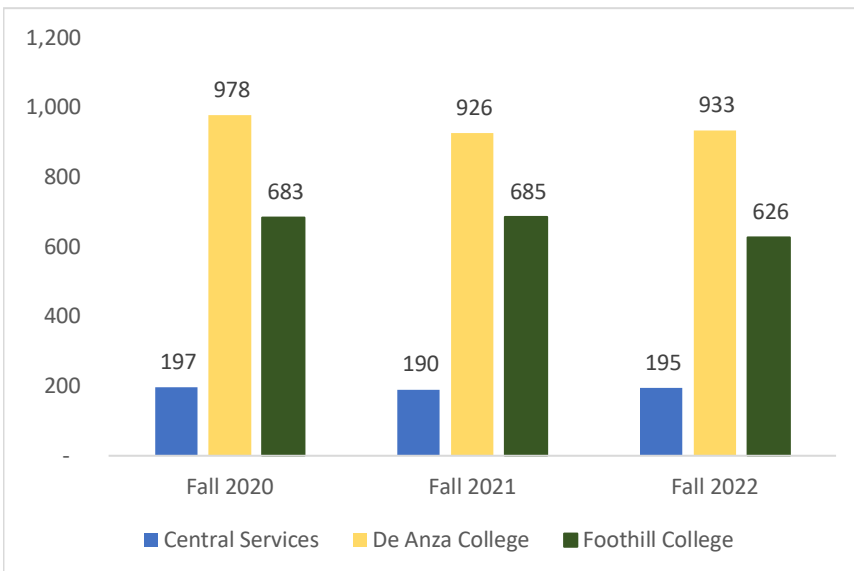


Table 2.A Headcount by Institution, Employee Group and Fall Term

Employee Category	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Central Services								
Administrator	32	28	32	(4)	4	-12.5%	14.3%	0.9%
Academic Temporary	2	2	1	-	(1)	-	-50.0%	-
Classified Professional	69	81	83	12	2	17.4%	2.5%	9.9%
Classified Support	94	79	79	(15)	-	-16.0%	0.0%	-8.0%
Total	197	190	195	(7)	5	-3.6%	2.6%	-0.5%
De Anza College								
Administrator	29	32	31	3	(1)	10.3%	-3.1%	3.6%
Academic Tenured/Tenure Track	256	240	244	(16)	4	-6.3%	1.7%	-2.3%
Academic Temporary	437	401	407	(36)	6	-8.2%	1.5%	-3.4%
Classified Professional	58	96	97	38	1	65.5%	1.0%	33.3%
Classified Support	198	157	154	(41)	(3)	-20.7%	-1.9%	-11.3%
Total	978	926	933	(52)	7	-5.3%	0.8%	-2.3%
Foothill College								
Administrator	33	34	37	1	3	3.0%	8.8%	5.9%
Academic Tenured/Tenure Track	168	169	169	1	-	0.6%	0.0%	0.3%
Academic Temporary	366	369	313	3	(56)	0.8%	-15.2%	-7.2%
Classified Professional	48	69	68	21	(1)	43.8%	-1.4%	21.2%
Classified Support	68	44	39	(24)	(5)	-35.3%	-11.4%	-23.3%
Total	683	685	626	2	(59)	0.3%	-8.6%	-4.2%
FHDA CCD								
Administrator	94	94	100	-	6	0.0%	6.4%	3.2%
Academic Tenured/Tenure Track	424	409	413	(15)	4	-3.5%	1.0%	-1.3%
Academic Temporary	796	766	711	(30)	(55)	-3.8%	-7.2%	-5.5%
Classified Professional	174	246	248	72	2	41.4%	0.8%	21.1%
Classified Support	360	280	272	(80)	(8)	-22.2%	-2.9%	-12.5%
Total	1,848	1,795	1,744	(53)	(51)	-2.9%	-2.8%	-2.9%

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

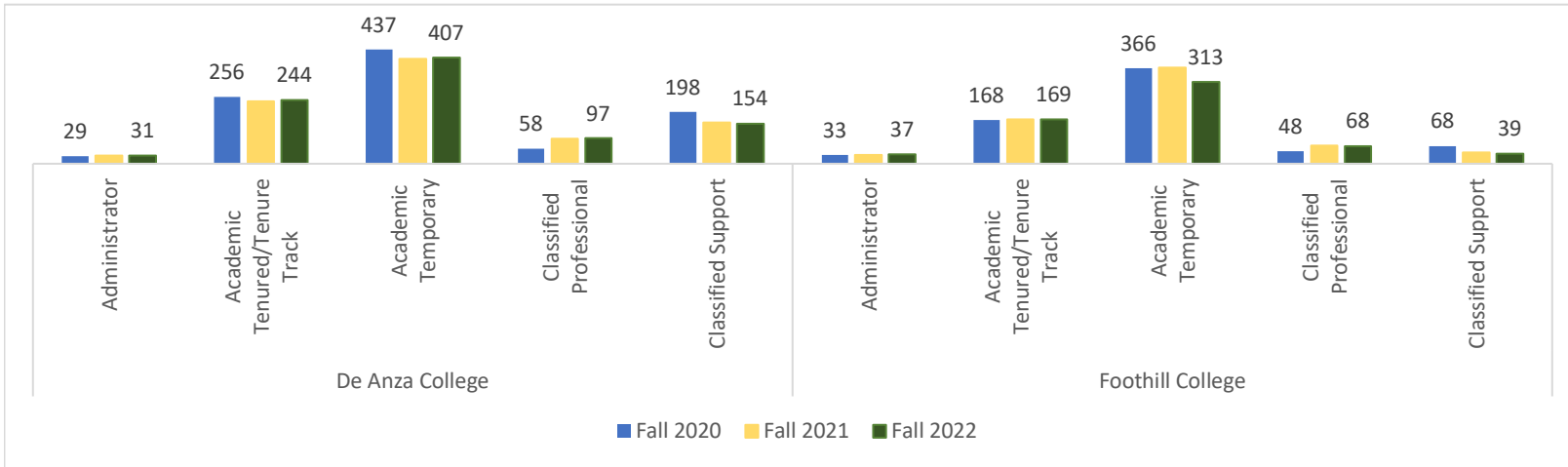
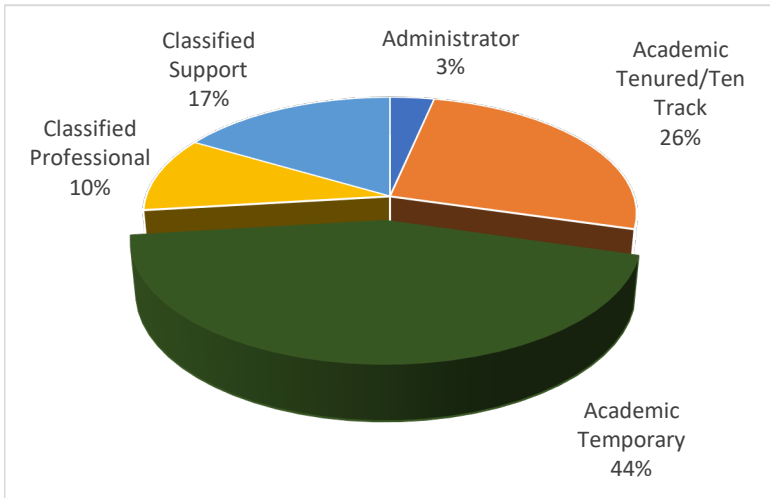


Figure 2.A2 Headcount by College and Employee Group, Fall 2022

De Anza College



Foothill College

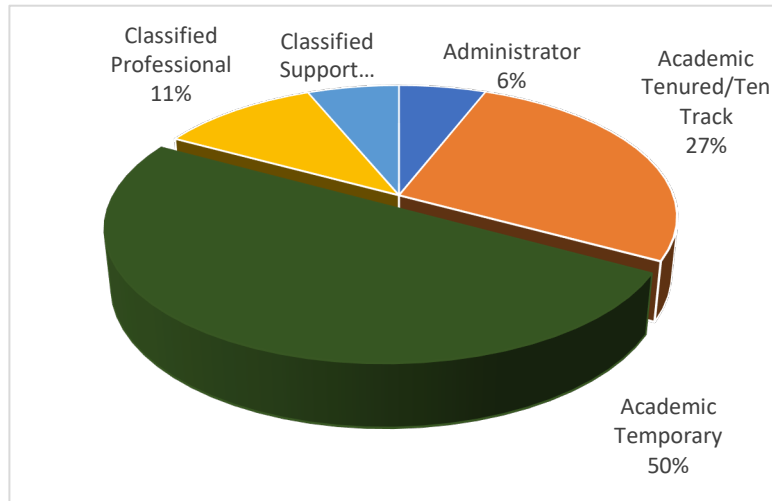


Table 2.B Headcount Percentage by Institution, Employee Group and Fall Term

Employee Group	Fall 2020		Fall 2021		Fall 2022	
	Count	Percent	Count	Percent	Count	Percent
Central Services						
Administrator	32	16.2%	28	14.7%	32	16.4%
Academic Temporary	2	1.0%	2	1.1%	1	0.5%
Classified Professional	69	35.0%	81	42.6%	83	42.6%
Classified Support	94	47.7%	79	41.6%	79	40.5%
Total	197	100.0%	190	100.0%	195	100.0%
De Anza College						
Administrator	29	3.0%	32	3.5%	31	3.3%
Academic Tenured/Tenure Track	256	26.2%	240	25.9%	244	26.2%
Academic Temporary	437	44.7%	401	43.3%	407	43.6%
Classified Professional	58	5.9%	96	10.4%	97	10.4%
Classified Support	198	20.2%	157	17.0%	154	16.5%
Total	978	100.0%	926	100.0%	933	100.0%
Foothill College						
Administrator	33	4.8%	34	5.0%	37	5.9%
Academic Tenured/Tenure Track	168	24.6%	169	24.7%	169	27.0%
Academic Temporary	366	53.6%	369	53.9%	313	50.0%
Classified Professional	48	7.0%	69	10.1%	68	10.9%
Classified Support	68	10.0%	44	6.4%	39	6.2%
Total	683	100.0%	685	100.0%	626	100.0%
FHDA CCD						
Administrator	94	5.1%	94	5.2%	100	5.7%
Academic Tenured/Tenure Track	424	22.9%	409	22.8%	413	23.7%
Academic Temporary	796	43.1%	766	42.7%	711	40.8%
Classified Professional	174	9.4%	246	13.7%	248	14.2%
Classified Support	360	19.5%	280	15.6%	272	15.6%
Total	1,848	100.0%	1,795	100.0%	1,744	100.0%

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

Employee Group	Fall 2020		Fall 2021		Fall 2022	
	Count	Percent	Count	Percent	Count	Percent
De Anza College						
Academic Tenured/Tenure Track	256	37%	240	37%	244	37.5%
Academic Temporary	437	63%	401	63%	407	62.5%
Total Faculty	693	100%	641	100%	651	100.0%
Foothill College						
Academic Tenured/Tenure Track	168	31%	169	31%	169	35.1%
Academic Temporary	366	69%	369	69%	313	64.9%
Total Faculty	534	100%	538	100%	482	100.0%
FHDA CCD						
Academic Tenured/Tenure Track	424	35%	409	35%	413	37%
Academic Temporary	796	65%	766	65%	711	63%
Total Faculty	1,220	100%	1,175	100%	1,124	100%

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

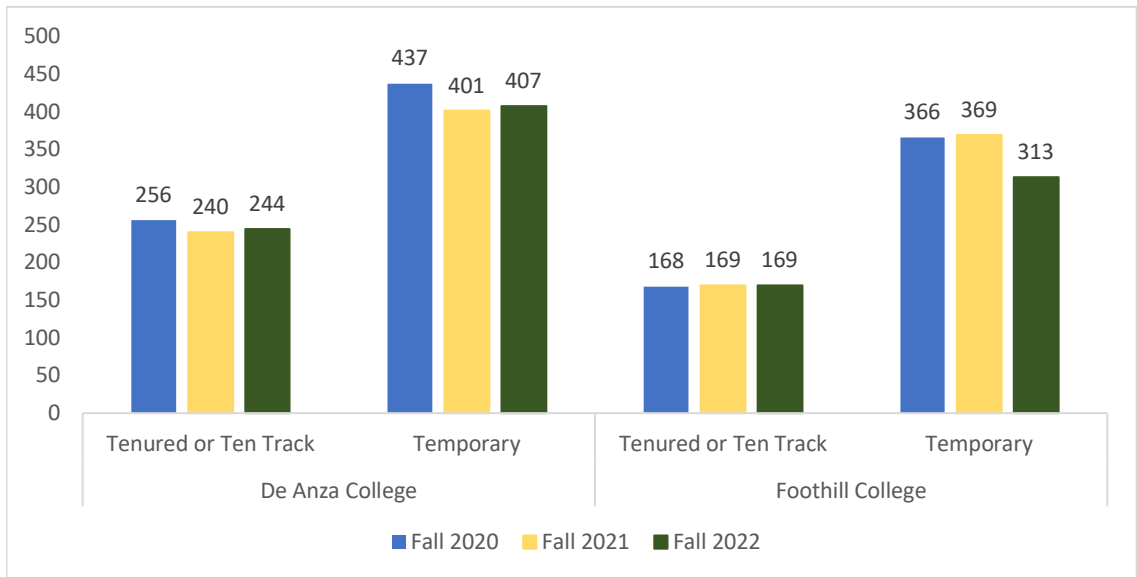


Table 3. Employee Headcount by Institution, EE06 Occupational Activity and Fall Term

Employee EE06 Occupational Activity	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Central Services								
Executive, Adm, or Manag	32	28	32	(4)	4	-12.5%	14.3%	0.9%
Faculty	2	2	1	-	(1)	-	-	-
Professional, Non-Faculty	69	81	83	12	2	17.4%	2.5%	9.9%
Clerical/Secretarial	16	18	16	2	(2)	12.5%	-11.1%	0.7%
Technical/Paraprofess	20	5	6	(15)	1	-75.0%	20.0%	-27.5%
Skilled Crafts	14	12	11	(2)	(1)	-14.3%	-8.3%	-11.3%
Service/Maintenance	44	44	46	-	2	0.0%	4.5%	2.3%
Total	197	190	195	(7)	5	-3.6%	2.6%	-0.5%
De Anza College								
Executive, Adm, or Manag	29	32	31	3	(1)	10.3%	-3.1%	3.6%
Faculty	693	641	651	(52)	10	-7.5%	1.6%	-3.0%
Professional, Non-Faculty	58	96	97	38	1	65.5%	1.0%	33.3%
Clerical/Secretarial	62	58	52	(4)	(6)	-6.5%	-10.3%	-8.4%
Technical/Paraprofess	100	66	68	(34)	2	-34.0%	3.0%	-15.5%
Service/Maintenance	36	33	34	(3)	1	-8.3%	3.0%	-2.7%
Total	978	926	933	(52)	7	-5.3%	0.8%	-2.3%
Foothill College								
Executive, Adm, or Manag	33	34	37	1	3	3.0%	8.8%	5.9%
Faculty	534	538	482	4	(56)	0.7%	-10.4%	-4.8%
Professional, Non-Faculty	48	69	68	21	(1)	43.8%	-1.4%	21.2%
Clerical/Secretarial	32	25	21	(7)	(4)	-21.9%	-16.0%	-18.9%
Technical/Paraprofess	35	19	18	(16)	(1)	-45.7%	-5.3%	-25.5%
Service/Maintenance	1	-	-	(1)	-	-	-	-
Total	683	685	626	2	(59)	0.3%	-8.6%	-4.2%

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 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
FHDA CCD								
Executive, Adm, or Manag	94	94	100	-	6	0.0%	6.4%	3.2%
Faculty	1,220	1,175	1,124	(45)	(51)	-3.7%	-4.3%	-4.0%
Professional, Non-Faculty	174	246	248	72	2	41.4%	0.8%	21.1%
Clerical/Secretarial	110	101	89	(9)	(12)	-8.2%	-11.9%	-10.0%
Technical/Paraprofess	155	90	92	(65)	2	-41.9%	2.2%	-19.9%
Skilled Crafts	14	12	11	(2)	(1)	-14.3%	-8.3%	-11.3%
Service/Maintenance	81	77	80	(4)	3	-4.9%	3.9%	-0.5%
Total	1,848	1,795	1,744	(53)	(51)	-2.9%	-2.8%	-2.9%

Figure 3. FHDA CCD Employee Headcount, Fall 2022

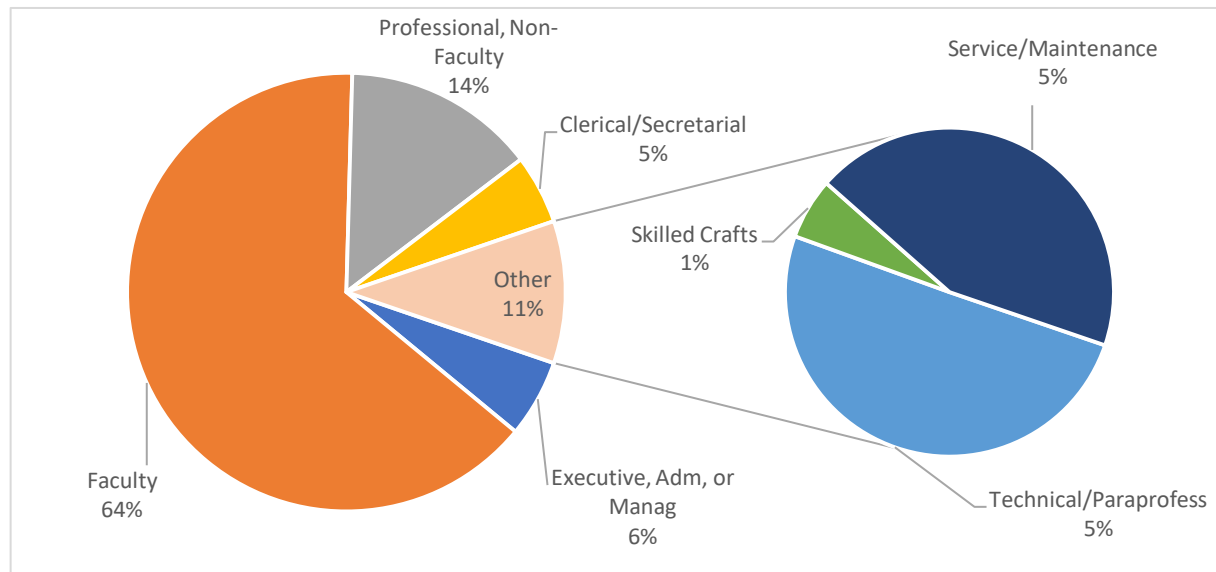


Table 4. Employee Headcount by Institution, Gender and Fall Term

Gender	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Central Services								
Female	88	83	83	-5	0	-5.7%	0.0%	-2.8%
Male	109	107	112	-2	5	-1.8%	4.7%	1.4%
Total	197	190	195	-7	5	-3.6%	2.6%	-0.5%
De Anza College								
Female	585	552	559	-33	7	-5.6%	1.3%	-2.2%
Male	393	374	374	-19	0	-4.8%	0.0%	-2.4%
Total	978	926	933	-52	7	-5.3%	0.8%	-2.3%
Foothill College								
Female	394	400	379	6	-21	1.5%	-5.3%	-1.9%
Male	289	285	247	-4	-38	-1.4%	-13.3%	-7.4%
Total	683	685	626	2	-59	0.3%	-8.6%	-4.2%
FHDA CCD								
Female	1,060	1,029	1,012	-31	-17	-2.9%	-1.7%	-2.3%
Male	788	766	732	-22	-34	-2.8%	-4.4%	-3.6%
Total	1,848	1,795	1,744	-53	-51	-2.9%	-2.8%	-2.9%

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

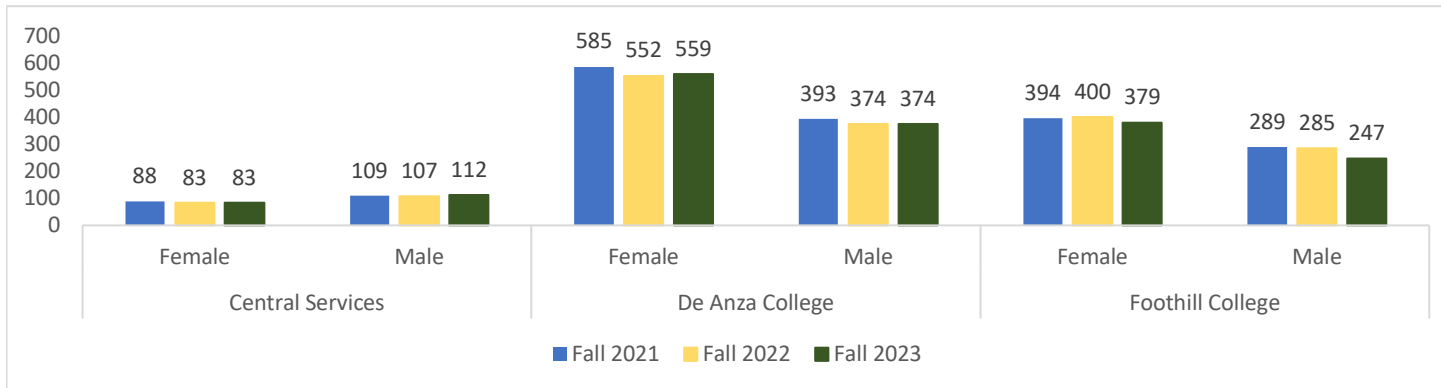


Table 5. Employee Headcount by Institution, EE06 Occupational Activity and Fall Term

Employee EE06 Occupational Activity	Gender	Headcount			Change		Percent Change		2-Year Avg Percent Change	
		Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022		
Central Services										
Executive, Adm, or Manag	Female	20	17	18	(3)	1	-15.0%	5.9%	-4.6%	
	Male	12	11	14	(1)	3	-8.3%	27.3%	9.5%	
Faculty	Female	2	2	1	-	(1)	0.0%	-50.0%	-25.0%	
Professional, Non-Faculty	Female	34	39	40	5	1	14.7%	2.6%	8.6%	
	Male	35	42	43	7	1	20.0%	2.4%	11.2%	
Clerical/Secretarial	Female	14	14	13	-	(1)	0.0%	-7.1%	-3.6%	
	Male	2	4	3	2	(1)	100.0%	-25.0%	37.5%	
Technical/Paraprofess	Female	9	3	3	(6)	-	-66.7%	0.0%	-33.3%	
	Male	11	2	3	(9)	1	-81.8%	50.0%	-15.9%	
Skilled Crafts	Female	1	-	-	(1)	-	-100.0%	-	-	
	Male	13	12	11	(1)	(1)	-7.7%	-8.3%	-8.0%	
Service/Maintenance	Female	8	8	8	-	-	0.0%	0.0%	0.0%	
	Male	36	36	38	-	2	0.0%	5.6%	2.8%	
Total	Female	88	83	83	(5)	-	-5.7%	0.0%	-2.8%	
	Male	109	107	112	(2)	5	-1.8%	4.7%	1.4%	

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 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022		
De Anza College										
Executive, Adm, or Manag	Female	15	17	17	2	-	13.3%	0.0%	6.7%	
	Male	14	15	14	1	(1)	7.1%	-6.7%	0.2%	
Faculty	Female	394	359	371	(35)	12	-8.9%	3.3%	-2.8%	
	Male	299	282	280	(17)	(2)	-5.7%	-0.7%	-3.2%	
Professional, Non-Faculty	Female	42	70	70	28	-	66.7%	0.0%	33.3%	
	Male	16	26	27	10	1	62.5%	3.8%	33.2%	
Clerical/Secretarial	Female	53	50	45	(3)	(5)	-5.7%	-10.0%	-7.8%	
	Male	9	8	7	(1)	(1)	-11.1%	-12.5%	-11.8%	
Technical/Paraprofess	Female	66	43	42	(23)	(1)	-34.8%	-2.3%	-18.6%	
	Male	34	23	26	(11)	3	-32.4%	13.0%	-9.7%	
Service/Maintenance	Female	15	13	14	(2)	1	-13.3%	7.7%	-2.8%	
	Male	21	20	20	(1)	-	-4.8%	0.0%	-2.4%	
Total	Female	585	552	559	(33)	7	-5.6%	1.3%	-2.2%	
	Male	393	374	374	(19)	-	-4.8%	0.0%	-2.4%	
Foothill College										
Executive, Adm, or Manag	Female	19	18	19	(1)	1	-5.3%	5.6%	0.1%	
	Male	14	16	18	2	2	14.3%	12.5%	13.4%	
Faculty	Female	295	303	287	8	(16)	2.7%	-5.3%	-1.3%	
	Male	239	235	195	(4)	(40)	-1.7%	-17.0%	-9.3%	
Professional, Non-Faculty	Female	32	52	50	20	(2)	62.5%	-3.8%	29.3%	
	Male	16	17	18	1	1	6.3%	5.9%	6.1%	
Clerical/Secretarial	Female	30	23	19	(7)	(4)	-23.3%	-17.4%	-20.4%	
	Male	2	2	2	-	-	0.0%	0.0%	0.0%	
Technical/Paraprofess	Female	18	4	4	(14)	-	-77.8%	0.0%	-38.9%	
	Male	17	15	14	(2)	(1)	-11.8%	-6.7%	-9.2%	
Service/Maintenance	Male	1	-	-	(1)	-	-	-	-	
Total	Female	394	400	379	6	(21)	1.5%	-5.3%	-1.9%	
	Male	289	285	247	(4)	(38)	-1.4%	-13.3%	-7.4%	

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 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
FHDA CCD									
Executive, Adm, or Manag	Female	54	52	54	(2)	2	-3.7%	3.8%	0.1%
	Male	40	42	46	2	4	5.0%	9.5%	7.3%
Faculty	Female	684	658	650	(26)	(8)	-3.8%	-1.2%	-2.5%
	Male	536	517	474	(19)	(43)	-3.5%	-8.3%	-5.9%
Professional, Non-Faculty	Female	108	161	160	53	(1)	49.1%	-0.6%	24.2%
	Male	66	85	88	19	3	28.8%	3.5%	16.2%
Clerical/Secretarial	Female	97	87	77	(10)	(10)	-10.3%	-11.5%	-10.9%
	Male	13	14	12	1	(2)	7.7%	-14.3%	-3.3%
Technical/Paraprofess	Female	93	50	49	(43)	(1)	-46.2%	-2.0%	-24.1%
	Male	62	40	43	(22)	3	-35.5%	7.5%	-14.0%
Skilled Crafts	Female	1	-	-	(1)	-	-100.0%	-	-
	Male	13	12	11	(1)	(1)	-7.7%	-8.3%	-8.0%
Service/Maintenance	Female	23	21	22	(2)	1	-8.7%	4.8%	-2.0%
	Male	58	56	58	(2)	2	-3.4%	3.6%	0.1%
Total	Female	1,060	1,029	1,012	(31)	(17)	-2.9%	-1.7%	-2.3%
	Male	788	766	732	(22)	(34)	-2.8%	-4.4%	-3.6%

Table 5.A FHDA CCD Employee Headcount by EE06 Occupational Activity and Gender, Fall 2022

Employee EE06 Occupational Activity	Gender	Headcount	Percent
Executive, Adm, or Manag	Female	54	54.0%
	Male	46	46.0%
Faculty	Female	650	57.8%
	Male	474	42.2%
Professional, Non-Faculty	Female	160	64.5%
	Male	88	35.5%
Clerical/Secretarial	Female	77	86.5%
	Male	12	13.5%
Technical/Paraprofess	Female	49	53.3%
	Male	43	46.7%
Skilled Crafts	Female	-	0.0%
	Male	11	100.0%
Service/Maintenance	Female	22	27.5%
	Male	58	72.5%
Total	Female	1,012	58.0%
	Male	732	42.0%

Figure 5.A FHDA CCD Employee Headcount by EE06 Occupational Activity and Gender, Fall 2022

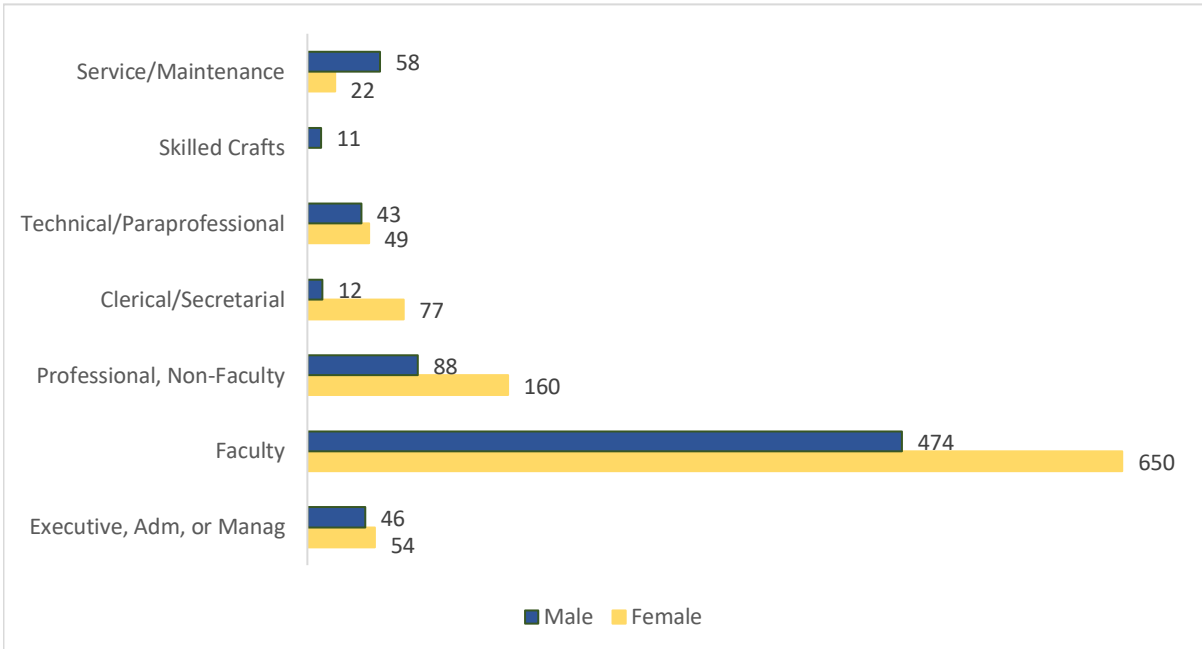


Table 6. Employee Headcount by Institution, Age Group and Fall Term

Age Group	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Central Services								
29 or less	11	11	12	-	1	0%	9%	5%
30-34	12	13	9	1	(4)	8%	-31%	-11%
35-39	18	14	13	(4)	(1)	-22%	-7%	-15%
40-44	19	15	22	(4)	7	-21%	47%	13%
45-49	27	30	30	3	-	11%	0%	6%
50-54	38	29	24	(9)	(5)	-24%	-17%	-20%
55-59	30	36	36	6	-	20%	0%	10%
60-64	28	26	30	(2)	4	-7%	15%	4%
65 or more	14	16	19	2	3	14%	19%	17%
Total	197	190	195	(7)	5	-4%	3%	0%
De Anza College								
29 or less	41	37	28	(4)	(9)	-10%	-24%	-17%
30-34	63	65	76	2	11	3%	17%	10%
35-39	79	70	68	(9)	(2)	-11%	-3%	-7%
40-44	111	104	111	(7)	7	-6%	7%	0%
45-49	124	96	95	(28)	(1)	-23%	-1%	-12%
50-54	145	151	153	6	2	4%	1%	3%
55-59	147	153	150	6	(3)	4%	-2%	1%
60-64	122	113	102	(9)	(11)	-7%	-10%	-9%
65 or more	146	137	150	(9)	13	-6%	9%	2%
Total	978	926	933	(52)	7	-5%	1%	-2%

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

Age Group	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Foothill College								
29 or less	21	21	21	-	-	0%	0%	0%
30-34	49	40	38	(9)	(2)	-18%	-5%	-12%
35-39	95	91	70	(4)	(21)	-4%	-23%	-14%
40-44	103	95	98	(8)	3	-8%	3%	-2%
45-49	91	93	87	2	(6)	2%	-6%	-2%
50-54	93	94	86	1	(8)	1%	-9%	-4%
55-59	90	95	82	5	(13)	6%	-14%	-4%
60-64	61	65	64	4	(1)	7%	-2%	3%
65 or more	80	91	80	11	(11)	14%	-12%	1%
Total	683	685	626	2	(59)	0%	-9%	-4%
FHDA CCD								
29 or less	73	69	61	(4)	(8)	-5%	-12%	-9%
30-34	123	117	123	(6)	6	-5%	5%	0%
35-39	192	175	150	(17)	(25)	-9%	-14%	-12%
40-44	230	211	228	(19)	17	-8%	8%	0%
45-49	240	219	212	(21)	(7)	-9%	-3%	-6%
50-54	275	273	263	(2)	(10)	-1%	-4%	-2%
55-59	265	283	264	18	(19)	7%	-7%	0%
60-64	211	204	195	(7)	(9)	-3%	-4%	-4%
65 or more	239	244	248	5	4	2%	2%	2%
Total	1,848	1,795	1,744	(53)	(51)	-3%	-3%	-3%

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

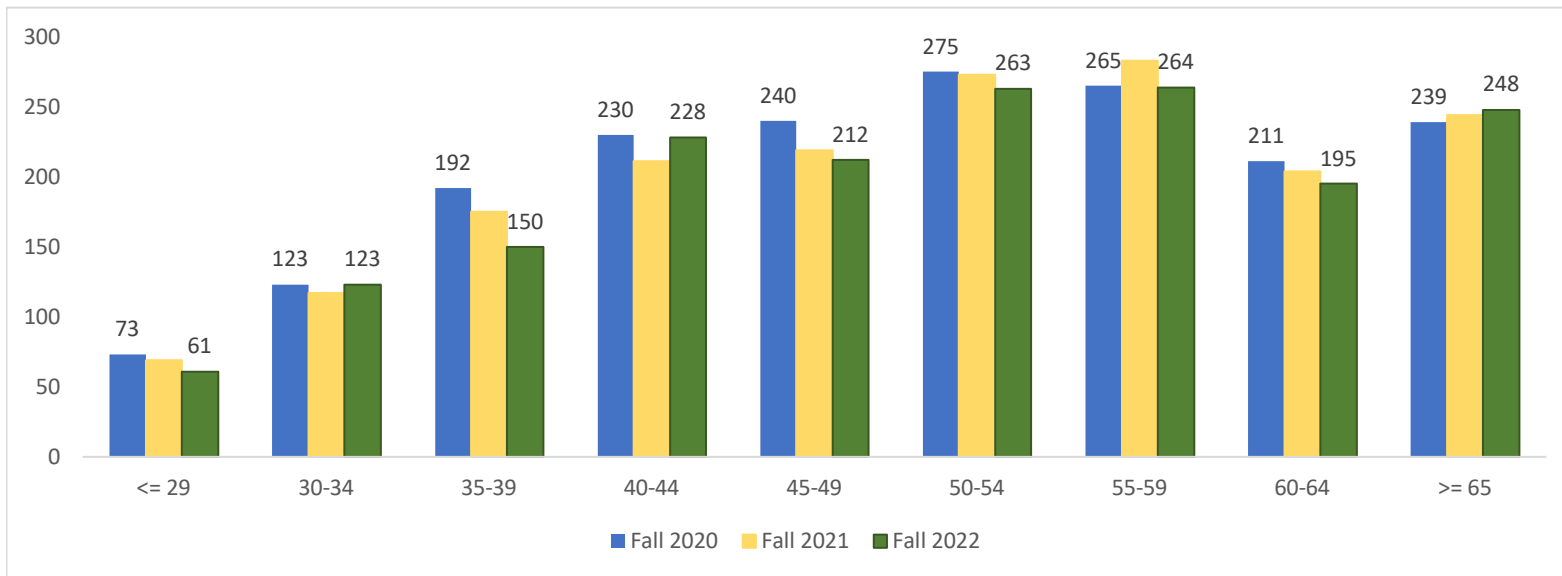


Figure 6.B FHDA CCD Employee Age Group Percentage, Fall 2022

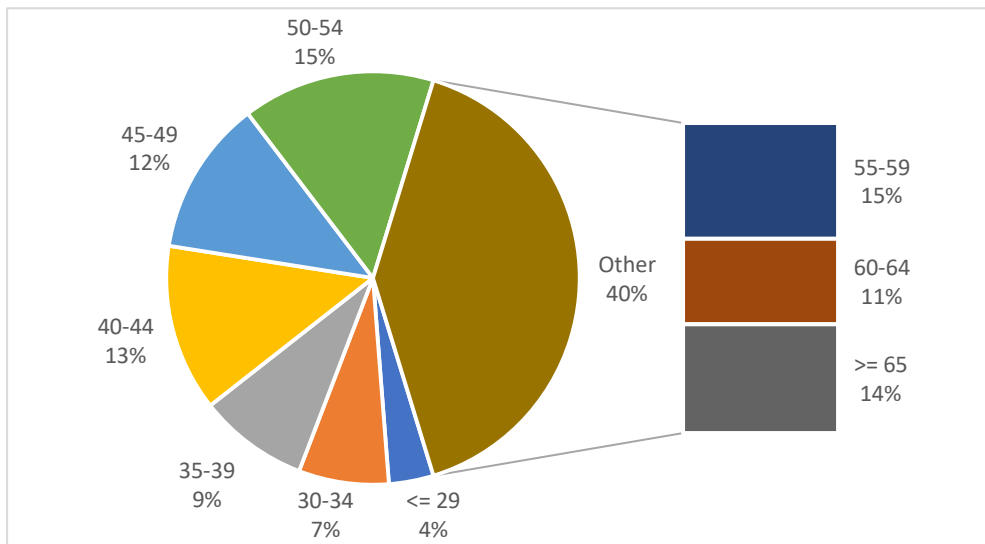


Table 7. Employee Median Age by Institution, EE06 Occupational Activity and Fall Term

Employee EE06 Occupational Activity	Median Age			Change		Percent Change		2-Year Avg
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Percent Change
Central Services								
Executive, Adm, or Manag	54	56	54	2	(2)	4%	-4%	0%
Faculty	-	-	-	-	-	-	-	-
Professional, Non-Faculty	49	49	52	-	3	0%	6%	3%
Clerical/Secretarial	54	54	55	1	1	1%	2%	1%
Technical/Paraprofess	48	63	56	16	(8)	33%	-12%	10%
Skilled Crafts	53	54	58	1	5	2%	8%	5%
Service/Maintenance	53	54	49	1	(5)	2%	-8%	-3%
Total	51	53	52	2	(1)	3%	-1%	1%
De Anza College								
Executive, Adm, or Manag	57	54	55	(3)	1	-5%	2%	-2%
Faculty	54	53	53	(1)	-	-2%	0%	-1%
Professional, Non-Faculty	47	45	45	(2)	-	-4%	0%	-2%
Clerical/Secretarial	46	46	45	-	(1)	0%	-1%	-1%
Technical/Paraprofess	48	52	52	4	1	7%	1%	4%
Service/Maintenance	54	53	56	(1)	3	-1%	5%	2%
Total	52	52	52	-	-	0%	0%	0%
Foothill College								
Executive, Adm, or Manag	50	49	50	(2)	2	-3%	3%	0%
Faculty	49	50	51	1	1	2%	2%	2%
Professional, Non-Faculty	41	42	42	1	-	2%	0%	1%
Clerical/Secretarial	50	50	48	-	(2)	0%	-4%	-2%
Technical/Paraprofess	49	51	51	2	-	4%	0%	2%
Service/Maintenance	48	-	-	-	-	-	-	-
Total	49	50	49	1	(1)	2%	-2%	0%

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 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
FHDA CCD								
Executive, Adm, or Manag	53	53	53	-	-	0%	0%	0%
Faculty	52	52	52	-	-	0%	0%	0%
Professional, Non-Faculty	47	46	47	(1)	1	-2%	2%	0%
Clerical/Secretarial	49	48	48	(1)	-	-2%	0%	-1%
Technical/Paraprofess	48	52	52	4	1	7%	1%	4%
Skilled Crafts	53	54	58	1	5	2%	8%	5%
Service/Maintenance	53	53	52	-	(1)	0%	-2%	-1%
Total	51	51	51	-	-	0%	0%	0%

Figure 7. FHDA CCD Employee Median Age by EE06 Occupational Activity and Fall Term

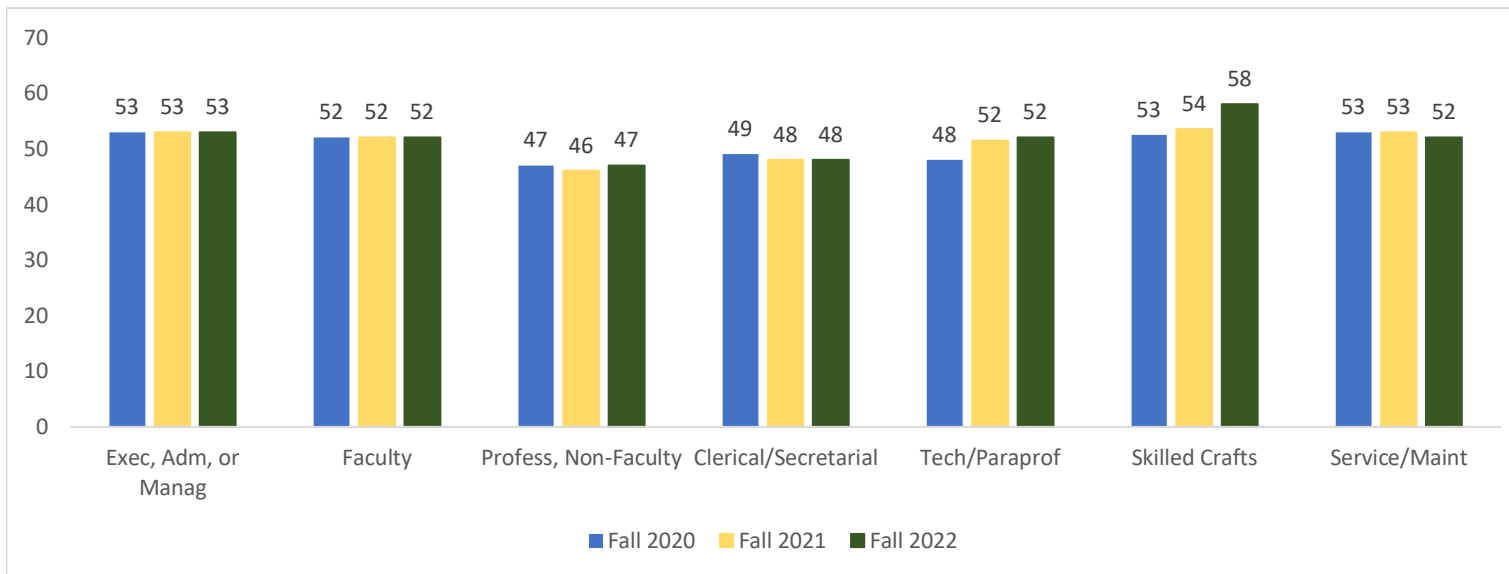


Table 8. Employee Headcount by Institution, Race/Ethnic Group and Fall Term

Race/Ethnic Group	Headcount			Change		Percent Change		2-Year Avg Percent Change
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Central Services								
African American/Black	6	7	5	1	(2)	16.7%	-28.6%	-6.0%
Asian	50	51	57	1	6	2.0%	11.8%	6.9%
Hispanic	60	58	59	(2)	1	-3.3%	1.7%	-0.8%
Pacific Islander	1	1	1	-	-	0.0%	0.0%	0.0%
White	65	60	58	(5)	(2)	-7.7%	-3.3%	-5.5%
Two or more races	4	4	5	-	1	0.0%	25.0%	12.5%
Not reported	11	9	10	(2)	1	-18.2%	11.1%	-3.5%
Total	197	190	195	(7)	5	-3.6%	2.6%	-0.5%
De Anza College								
African American/Black	40	40	43	-	3	0.0%	7.5%	3.8%
American Indian/Alaska Native	5	5	5	-	-	0.0%	0.0%	0.0%
Asian	235	226	229	(9)	3	-3.8%	1.3%	-1.3%
Hispanic	141	130	140	(11)	10	-7.8%	7.7%	-0.1%
Pacific Islander	6	6	6	-	-	0.0%	0.0%	0.0%
White	485	456	443	(29)	(13)	-6.0%	-2.9%	-4.4%
Two or more races	24	22	23	(2)	1	-8.3%	4.5%	-1.9%
Not reported	42	41	44	(1)	3	-2.4%	7.3%	2.5%
Total	978	926	933	(52)	7	-5.3%	0.8%	-2.3%
Foothill College								
African American/Black	28	28	23	-	(5)	0.0%	-17.9%	-8.9%
American Indian/Alaska Native	5	5	4	-	(1)	0.0%	-20.0%	-10.0%
Asian	128	126	122	(2)	(4)	-1.6%	-3.2%	-2.4%
Hispanic	109	120	117	11	(3)	10.1%	-2.5%	3.8%
Pacific Islander	3	4	4	1	-	33.3%	0.0%	16.7%
White	370	363	322	(7)	(41)	-1.9%	-11.3%	-6.6%
Two or more races	19	19	16	-	(3)	0.0%	-15.8%	-7.9%
Not reported	21	20	18	(1)	(2)	-4.8%	-10.0%	-7.4%
Total	683	685	626	2	(59)	0.3%	-8.6%	-4.2%

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 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
FHDA CCD								
African American/Black	74	75	71	1	(4)	1.4%	-5.3%	-2.0%
American Indian/Alaska Native	10	10	9	-	(1)	0.0%	-10.0%	-5.0%
Asian	412	403	406	(9)	3	-2.2%	0.7%	-0.7%
Hispanic	308	308	316	-	8	0.0%	2.6%	1.3%
Pacific Islander	10	11	11	1	-	10.0%	0.0%	5.0%
White	915	875	819	(40)	(56)	-4.4%	-6.4%	-5.4%
Two or more races	47	45	44	(2)	(1)	-4.3%	-2.2%	-3.2%
Not reported	72	68	68	(4)	-	-5.6%	0.0%	-2.8%
Total	1,848	1,795	1,744	(53)	(51)	-2.9%	-2.8%	-2.9%

Figure 8. FHDA CCD Employee Headcount Percentage by Race/Ethnic Group, Fall 2022

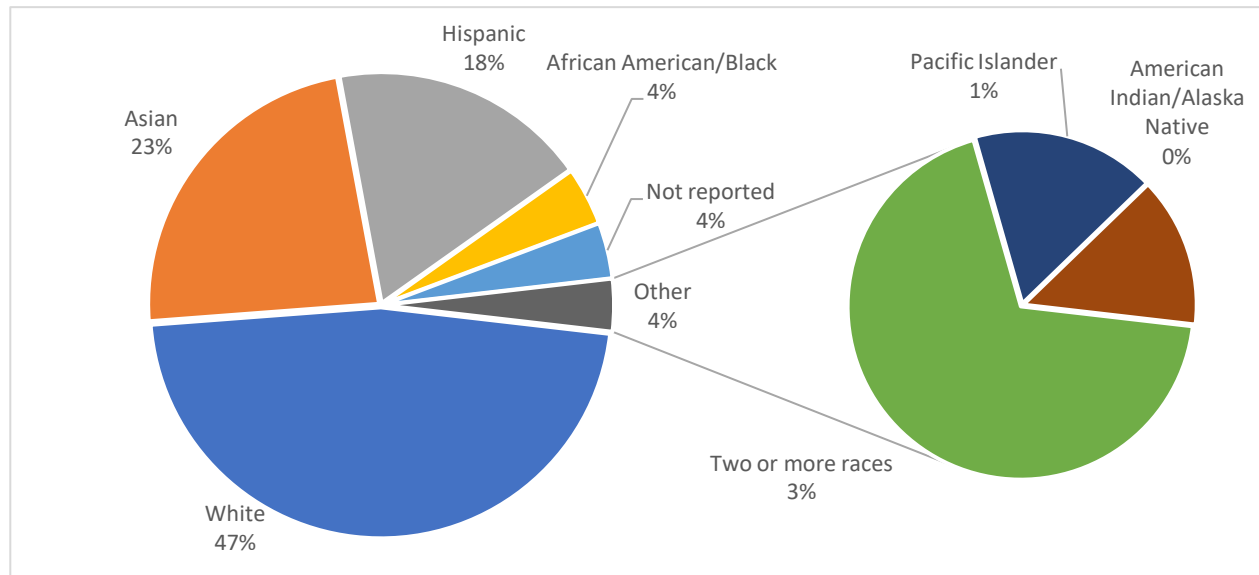


Table 8.B FHDA Employee Headcount by EE06 Occupational Activity, Race/Ethnic Group and Fall Term

		Fall 2020		Fall 2021		Fall 2022		Percent Chance		
Employee EE06 Occupational Activity	Race/Ethnic Group	Count	Percent	Count	Percent	Count	Percent	Fall 2020	Fall 2021	2-Year Avg
								to Fall 2021	to Fall 2022	Percent Change
Central Services										
Executive, Adm, or Manag	African American/Black	2	6.3%	2	7.1%	1	3.1%	0.0%	-50.0%	-25.0%
	Asian	3	9.4%	4	14.3%	7	21.9%	33.3%	75.0%	54.2%
	Hispanic	7	21.9%	6	21.4%	7	21.9%	-14.3%	16.7%	1.2%
	White	18	56.3%	14	50.0%	13	40.6%	-22.2%	-7.1%	-14.7%
	Two or more races	1	3.1%	1	3.6%	2	6.3%	0.0%	100.0%	50.0%
	Not reported	1	3.1%	1	3.6%	2	6.3%	0.0%	100.0%	50.0%
	Total	32	100.0%	28	100.0%	32	100.0%	-12.5%	14.3%	0.9%
Faculty	African American/Black	1	50.0%	1	50.0%	0	0.0%	0.0%	-100.0%	-50.0%
	Not reported	1	50.0%	1	50.0%	1	100.0%	0.0%	0.0%	0.0%
	Total	2	100.0%	2	100.0%	1	100.0%	0.0%	-50.0%	-25.0%
Professional, Non-Faculty	African American/Black	1	1.4%	1	1.2%	1	1.2%	0.0%	0.0%	0.0%
	Asian	27	39.1%	34	42.0%	36	43.4%	25.9%	5.9%	15.9%
	Hispanic	12	17.4%	14	17.3%	13	15.7%	16.7%	-7.1%	4.8%
	White	23	33.3%	26	32.1%	27	32.5%	13.0%	3.8%	8.4%
	Two or more races	0	0.0%	1	1.2%	1	1.2%	-	0.0%	0.0%
	Not reported	6	8.7%	5	6.2%	5	6.0%	-16.7%	0.0%	-8.3%
	Total	69	100.0%	81	100.0%	83	100.0%	17.4%	2.5%	9.9%
Clerical/Secretarial	Asian	8	50.0%	7	38.9%	7	43.8%	-12.5%	0.0%	-6.3%
	Hispanic	1	6.3%	3	16.7%	2	12.5%	200.0%	-33.3%	83.3%
	White	6	37.5%	7	38.9%	6	37.5%	16.7%	-14.3%	1.2%
	Not reported	1	6.3%	1	5.6%	1	6.3%	0.0%	0.0%	0.0%
	Total	16	100.0%	18	100.0%	16	100.0%	12.5%	-11.1%	0.7%
Technical/Paraprofess	Asian	5	25.0%	0	0.0%	0	0.0%	-100.0%	-	-100.0%
	Hispanic	7	35.0%	3	60.0%	3	50.0%	-57.1%	0.0%	-28.6%
	White	6	30.0%	2	40.0%	3	50.0%	-66.7%	50.0%	-8.3%
	Two or more races	1	5.0%	0	0.0%	0	0.0%	-100.0%	-	-100.0%
	Not reported	1	5.0%	0	0.0%	0	0.0%	-100.0%	-	-100.0%
	Total	20	100.0%	5	100.0%	6	100.0%	-75.0%	20.0%	-27.5%

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

Employee EE06 Occupational Activity		Fall 2020		Fall 2021		Fall 2022		Percent Chance		
		Count	Percent	Count	Percent	Count	Percent	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	2-Year Avg Percent Change
Skilled Crafts	Asian	3	21.4%	2	16.7%	2	18.2%	-33.3%	0.0%	-16.7%
	Hispanic	5	35.7%	4	33.3%	4	36.4%	-20.0%	0.0%	-10.0%
	White	5	35.7%	5	41.7%	4	36.4%	0.0%	-20.0%	-10.0%
	Two or more races	1	7.1%	1	8.3%	1	9.1%	0.0%	0.0%	0.0%
	Total	14	100.0%	12	100.0%	11	100.0%	-14.3%	-8.3%	-11.3%
Service/Maintenance	African American/Black	2	4.5%	3	6.8%	3	6.5%	50.0%	0.0%	25.0%
	Asian	4	9.1%	4	9.1%	5	10.9%	0.0%	25.0%	12.5%
	Hispanic	28	63.6%	28	63.6%	30	65.2%	0.0%	7.1%	3.6%
	Pacific Islander	1	2.3%	1	2.3%	1	2.2%	0.0%	0.0%	0.0%
	White	7	15.9%	6	13.6%	5	10.9%	-14.3%	-16.7%	-15.5%
	Two or more races	1	2.3%	1	2.3%	1	2.2%	0.0%	0.0%	0.0%
	Not reported	1	2.3%	1	2.3%	1	2.2%	0.0%	0.0%	0.0%
Total	44	100.0%	44	100.0%	46	100.0%	0.0%	4.5%	2.3%	

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

		Fall 2020		Fall 2021		Fall 2022		Percent Chance		
Employee EE06 Occupational Activity	Race/Ethnic Group	Count	Percent	Count	Percent	Count	Percent	Fall 2020	Fall 2021	2-Year Avg
								to Fall 2021	to Fall 2022	Percent Change
De Anza College										
Executive, Adm, or Manag	African American/Black	3	10.3%	3	9.4%	3	9.7%	0.0%	0.0%	0.0%
	American Indian/Alaska	1	3.4%	1	3.1%	1	3.2%	0.0%	0.0%	0.0%
	Asian	5	17.2%	6	18.8%	5	16.1%	20.0%	-16.7%	1.7%
	Hispanic	7	24.1%	8	25.0%	7	22.6%	14.3%	-12.5%	0.9%
	White	12	41.4%	13	40.6%	14	45.2%	8.3%	7.7%	8.0%
	Two or more races	0	0.0%	1	3.1%	1	3.2%	-	0.0%	0.0%
	Not reported	1	3.4%	0	0.0%	0	0.0%	-100.0%	-	-100.0%
	Total	29	100.0%	32	100.0%	31	100.0%	10.3%	-3.1%	3.6%
Faculty	African American/Black	33	4.8%	33	5.1%	35	5.4%	0.0%	6.1%	3.0%
	American Indian/Alaska	4	0.6%	4	0.6%	4	0.6%	0.0%	0.0%	0.0%
	Asian	159	22.9%	147	22.9%	152	23.3%	-7.5%	3.4%	-2.1%
	Hispanic	71	10.2%	62	9.7%	67	10.3%	-12.7%	8.1%	-2.3%
	Pacific Islander	2	0.3%	2	0.3%	3	0.5%	0.0%	50.0%	25.0%
	White	379	54.7%	351	54.8%	342	52.5%	-7.4%	-2.6%	-5.0%
	Two or more races	15	2.2%	14	2.2%	16	2.5%	-6.7%	14.3%	3.8%
	Not reported	30	4.3%	28	4.4%	32	4.9%	-6.7%	14.3%	3.8%
Total	693	100.0%	641	100.0%	651	100.0%	-7.5%	1.6%	-3.0%	
Professional, Non-Faculty	African American/Black	3	5.2%	2	2.1%	3	3.1%	-33.3%	50.0%	8.3%
	Asian	11	19.0%	25	26.0%	24	24.7%	127.3%	-4.0%	61.6%
	Hispanic	17	29.3%	28	29.2%	28	28.9%	64.7%	0.0%	32.4%
	Pacific Islander	2	3.4%	1	1.0%	1	1.0%	-50.0%	0.0%	-25.0%
	White	22	37.9%	35	36.5%	35	36.1%	59.1%	0.0%	29.5%
	Two or more races	3	5.2%	3	3.1%	4	4.1%	0.0%	33.3%	16.7%
	Not reported	0	0.0%	2	2.1%	2	2.1%	-	0.0%	0.0%
	Total	58	100.0%	96	100.0%	97	100.0%	65.5%	1.0%	33.3%

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

Employee EE06 Occupational Activity		Fall 2020		Fall 2021		Fall 2022		Percent Chance		
		Count	Percent	Count	Percent	Count	Percent	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	2-Year Avg Percent Change
Clerical/Secretarial	African American/Black	0	0.0%	1	1.7%	1	1.9%	-	0.0%	0.0%
	Asian	18	29.0%	17	29.3%	16	30.8%	-5.6%	-5.9%	-5.7%
	Hispanic	15	24.2%	14	24.1%	15	28.8%	-6.7%	7.1%	0.2%
	White	24	38.7%	21	36.2%	18	34.6%	-12.5%	-14.3%	-13.4%
	Two or more races	3	4.8%	3	5.2%	1	1.9%	0.0%	-66.7%	-33.3%
	Not reported	2	3.2%	2	3.4%	1	1.9%	0.0%	-50.0%	-25.0%
	Total	62	100.0%	58	100.0%	52	100.0%	-6.5%	-10.3%	-8.4%
Technical/Paraprofess	African American/Black	1	1.0%	1	1.5%	1	1.5%	0.0%	0.0%	0.0%
	Asian	32	32.0%	22	33.3%	22	32.4%	-31.3%	0.0%	-15.6%
	Hispanic	20	20.0%	9	13.6%	14	20.6%	-55.0%	55.6%	0.3%
	Pacific Islander	0	0.0%	1	1.5%	0	0.0%	-	-100.0%	-100.0%
	White	38	38.0%	26	39.4%	24	35.3%	-31.6%	-7.7%	-19.6%
	Two or more races	3	3.0%	1	1.5%	1	1.5%	-66.7%	0.0%	-33.3%
	Total	100	100.0%	66	100.0%	68	100.0%	-34.0%	3.0%	-15.5%
Service/Maintenance	Asian	10	27.8%	9	27.3%	10	29.4%	-10.0%	11.1%	0.6%
	Hispanic	11	30.6%	9	27.3%	9	26.5%	-18.2%	0.0%	-9.1%
	Pacific Islander	2	5.6%	2	6.1%	2	5.9%	0.0%	0.0%	0.0%
	White	10	27.8%	10	30.3%	10	29.4%	0.0%	0.0%	0.0%
	Total	36	100.0%	33	100.0%	34	100.0%	-8.3%	3.0%	-2.7%

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

		Fall 2020		Fall 2021		Fall 2022		Percent Chance		
Employee EE06 Occupational Activity	Race/Ethnic Group	Count	Percent	Count	Percent	Count	Percent	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	2-Year Avg Percent Change
		Foothill College								
Executive, Adm, or Manag	African American/Black	1	3.0%	3	8.1%	3	8.1%	200.0%	0.0%	100.0%
	Asian	8	24.2%	7	18.9%	7	18.9%	-12.5%	0.0%	-6.3%
	Hispanic	8	24.2%	9	24.3%	9	24.3%	12.5%	0.0%	6.3%
	White	13	39.4%	15	40.5%	15	40.5%	15.4%	0.0%	7.7%
	Two or more races	3	9.1%	3	8.1%	3	8.1%	0.0%	0.0%	0.0%
	Total	33	100.0%	37	100.0%	37	100.0%	12.1%	0.0%	6.1%
Faculty	African American/Black	19	3.6%	14	2.9%	14	2.9%	-26.3%	0.0%	-13.2%
	American Indian/Alaska	5	0.9%	4	0.8%	4	0.8%	-20.0%	0.0%	-10.0%
	Asian	92	17.2%	87	18.0%	87	18.0%	-5.4%	0.0%	-2.7%
	Hispanic	67	12.5%	72	14.9%	72	14.9%	7.5%	0.0%	3.7%
	Pacific Islander	0	0.0%	1	0.2%	1	0.2%	-	0.0%	0.0%
	White	323	60.5%	283	58.7%	283	58.7%	-12.4%	0.0%	-6.2%
	Two or more races	12	2.2%	9	1.9%	9	1.9%	-25.0%	0.0%	-12.5%
	Not reported	16	3.0%	12	2.5%	12	2.5%	-25.0%	0.0%	-12.5%
Total	534	100.0%	482	100.0%	482	100.0%	-9.7%	0.0%	-4.9%	
Professional, Non-Faculty	African American/Black	7	14.6%	5	7.4%	5	7.4%	-28.6%	0.0%	-14.3%
	Asian	14	29.2%	21	30.9%	21	30.9%	50.0%	0.0%	25.0%
	Hispanic	11	22.9%	23	33.8%	23	33.8%	109.1%	0.0%	54.5%
	Pacific Islander	1	2.1%	1	1.5%	1	1.5%	0.0%	0.0%	0.0%
	White	13	27.1%	15	22.1%	15	22.1%	15.4%	0.0%	7.7%
	Two or more races	2	4.2%	3	4.4%	3	4.4%	50.0%	0.0%	25.0%
	Total	48	100.0%	68	100.0%	68	100.0%	41.7%	0.0%	20.8%
Clerical/Secretarial	African American/Black	0	-	1	100.0%	1	100.0%	-	0.0%	0.0%

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

Employee EE06 Occupational Activity		Fall 2020		Fall 2021		Fall 2022		Percent Chance		
		Count	Percent	Count	Percent	Count	Percent	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	2-Year Avg Percent Change
	Asian	6	18.8%	4	19.0%	4	19.0%	-33.3%	0.0%	-16.7%
	Hispanic	13	40.6%	6	28.6%	6	28.6%	-53.8%	0.0%	-26.9%
	Pacific Islander	1	3.1%	2	9.5%	2	9.5%	100.0%	0.0%	50.0%
	White	11	34.4%	5	23.8%	5	23.8%	-54.5%	0.0%	-27.3%
	Two or more races	0	0.0%	1	4.8%	1	4.8%	-	0.0%	0.0%
	Not reported	1	3.1%	2	9.5%	2	9.5%	100.0%	0.0%	50.0%
	Total	32	100.0%	21	100.0%	21	100.0%	-34.4%	0.0%	-17.2%
Technical/Paraprofess	Asian	8	22.9%	3	16.7%	3	16.7%	-62.5%	0.0%	-31.3%
	Hispanic	10	28.6%	7	38.9%	7	38.9%	-30.0%	0.0%	-15.0%
	Pacific Islander	1	2.9%	0	0.0%	0	0.0%	-100.0%	-	-
	White	10	28.6%	4	22.2%	4	22.2%	-60.0%	0.0%	-30.0%
	Two or more races	2	5.7%	0	0.0%	0	0.0%	-100.0%	-	-100.0%
	Not reported	4	11.4%	4	22.2%	4	22.2%	0.0%	0.0%	0.0%
	Total	35	100.0%	18	100.0%	18	100.0%	-48.6%	0.0%	-24.3%
Service/Maintenance	African American/Black	1	100.0%	-	-	-	-	-	-	-
	Total	1	100.0%	-	-	-	-	-	-	-

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

		Fall 2020		Fall 2021		Fall 2022		Percent Chance		
Employee EE06 Occupational Activity	Race/Ethnic Group	Count	Percent	Count	Percent	Count	Percent	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	2-Year Avg Percent Change
		FHDA CCD								
Executive, Adm, or Manag	African American/Black	6	6.4%	8	8.5%	7	7.0%	33.3%	-12.5%	10.4%
	American Indian/Alaska	1	1.1%	1	1.1%	1	1.0%	0.0%	0.0%	0.0%
	Asian	16	17.0%	18	19.1%	19	19.0%	12.5%	5.6%	9.0%
	Hispanic	22	23.4%	21	22.3%	23	23.0%	-4.5%	9.5%	2.5%
	White	43	45.7%	40	42.6%	42	42.0%	-7.0%	5.0%	-1.0%
	Two or more races	4	4.3%	5	5.3%	6	6.0%	25.0%	20.0%	22.5%
	Not reported	2	2.1%	1	1.1%	2	2.0%	-50.0%	100.0%	25.0%
	Total	94	100.0%	94	100.0%	100	100.0%	0.0%	6.4%	3.2%
Faculty	African American/Black	53	4.3%	52	4.4%	49	4.4%	-1.9%	-5.8%	-3.8%
	American Indian/Alaska	9	0.7%	9	0.8%	8	0.7%	0.0%	-11.1%	-5.6%
	Asian	250	20.5%	238	20.3%	237	21.1%	-4.8%	-0.4%	-2.6%
	Hispanic	137	11.2%	139	11.8%	139	12.4%	1.5%	0.0%	0.7%
	Pacific Islander	2	0.2%	3	0.3%	4	0.4%	50.0%	33.3%	41.7%
	White	697	57.1%	666	56.7%	621	55.2%	-4.4%	-6.8%	-5.6%
	Two or more races	27	2.2%	26	2.2%	25	2.2%	-3.7%	-3.8%	-3.8%
	Not reported	45	3.7%	42	3.6%	41	3.6%	-6.7%	-2.4%	-4.5%
Total	1220	100.0%	1175	100.0%	1124	100.0%	-3.7%	-4.3%	-4.0%	
Professional, Non-Faculty	African American/Black	11	6.3%	9	3.7%	9	3.6%	-18.2%	0.0%	-9.1%
	Asian	52	29.9%	79	32.1%	81	32.7%	51.9%	2.5%	27.2%
	Hispanic	39	22.4%	61	24.8%	64	25.8%	56.4%	4.9%	30.7%
	Pacific Islander	3	1.7%	2	0.8%	2	0.8%	-33.3%	0.0%	-16.7%
	White	58	33.3%	80	32.5%	77	31.0%	37.9%	-3.8%	17.1%
	Two or more races	5	2.9%	8	3.3%	8	3.2%	60.0%	0.0%	30.0%
	Not reported	6	3.4%	7	2.8%	7	2.8%	16.7%	0.0%	8.3%
	Total	174	100.0%	246	100.0%	248	100.0%	41.4%	0.8%	21.1%

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

		Fall 2020		Fall 2021		Fall 2022		Percent Chance		
Employee EE06 Occupational Activity	Race/Ethnic Group	Count	Percent	Count	Percent	Count	Percent	Fall 2020	Fall 2021	2-Year Avg
								to Fall 2021	to Fall 2022	Percent Change
Clerical/Secretarial	African American/Black	0	0.0%	2	2.0%	2	2.2%	-	0.0%	0.0%
	Asian	32	29.1%	28	27.7%	27	30.3%	-12.5%	-3.6%	-8.0%
	Hispanic	29	26.4%	27	26.7%	23	25.8%	-6.9%	-14.8%	-10.9%
	Pacific Islander	1	0.9%	2	2.0%	2	2.2%	100.0%	0.0%	50.0%
	White	41	37.3%	35	34.7%	29	32.6%	-14.6%	-17.1%	-15.9%
	Two or more races	3	2.7%	3	3.0%	2	2.2%	0.0%	-33.3%	-16.7%
	Not reported	4	3.6%	4	4.0%	4	4.5%	0.0%	0.0%	0.0%
	Total	110	100.0%	101	100.0%	89	100.0%	-8.2%	-11.9%	-10.0%
Technical/Paraprofess	African American/Black	1	0.6%	1	1.1%	1	1.1%	0.0%	0.0%	0.0%
	Asian	45	29.0%	25	27.8%	25	27.2%	-44.4%	0.0%	-22.2%
	Hispanic	37	23.9%	19	21.1%	24	26.1%	-48.6%	26.3%	-11.2%
	Pacific Islander	1	0.6%	1	1.1%	0	0.0%	0.0%	-100.0%	-50.0%
	White	54	34.8%	33	36.7%	31	33.7%	-38.9%	-6.1%	-22.5%
	Two or more races	6	3.9%	1	1.1%	1	1.1%	-83.3%	0.0%	-41.7%
	Not reported	11	7.1%	10	11.1%	10	10.9%	-9.1%	0.0%	-4.5%
	Total	155	100.0%	90	100.0%	92	100.0%	-41.9%	2.2%	-19.9%
Skilled Crafts	Asian	3	21.4%	2	16.7%	2	18.2%	-33.3%	0.0%	-16.7%
	Hispanic	5	35.7%	4	33.3%	4	36.4%	-20.0%	0.0%	-10.0%
	White	5	35.7%	5	41.7%	4	36.4%	0.0%	-20.0%	-10.0%
	Two or more races	1	7.1%	1	8.3%	1	9.1%	0.0%	0.0%	0.0%
	Total	14	100.0%	12	100.0%	11	100.0%	-14.3%	-8.3%	-11.3%
Service/Maintenance	African American/Black	3	3.7%	3	3.9%	3	3.8%	0.0%	0.0%	0.0%
	Asian	14	17.3%	13	16.9%	15	18.8%	-7.1%	15.4%	4.1%
	Hispanic	39	48.1%	37	48.1%	39	48.8%	-5.1%	5.4%	0.1%
	Pacific Islander	3	3.7%	3	3.9%	3	3.8%	0.0%	0.0%	0.0%
	White	17	21.0%	16	20.8%	15	18.8%	-5.9%	-6.3%	-6.1%
	Two or more races	1	1.2%	1	1.3%	1	1.3%	0.0%	0.0%	0.0%
	Not reported	4	4.9%	4	5.2%	4	5.0%	0.0%	0.0%	0.0%
Total	81	100.0%	77	100.0%	80	100.0%	-4.9%	3.9%	-0.5%	

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

Employment Status	Headcount			Change		Percent Change		2-Year Avg
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Percent Change
Central Services								
Continuing	195	185	194	(10)	9	-5.1%	4.9%	-0.1%
New Hire	1	2	1	1	(1)	100.0%	-50.0%	25.0%
Promoted	1	2	-	1	(2)	100.0%	-100.0%	0.0%
Reclassification	-	1	-	1	(1)	-	-	-
Total	197	190	195	(7)	5	-3.6%	2.6%	-0.5%
De Anza College								
Continuing	923	892	896	(31)	4	-3.4%	0.4%	-1.5%
New Hire	17	7	3	(10)	(4)	-58.8%	-57.1%	-58.0%
Promoted	2	1	-	(1)	(1)	-50.0%	-100.0%	-75.0%
Reclassification	4	-	-	(4)	-	-	-	-
Retiree, New	-	1	-	1	(1)	-	-	-
Retiree, Continuing	32	25	34	(7)	9	-	36.0%	-
Total	978	926	933	(52)	7	-5.3%	0.8%	-2.3%
Foothill College								
Continuing	658	654	614	(4)	(40)	-0.6%	-6.1%	-3.4%
New Hire	11	10	2	(1)	(8)	-9.1%	-80.0%	-44.5%
Promoted	1	3	-	2	(3)	200.0%	-100.0%	50.0%
Retiree, Continuing	13	18	10	5	(8)	-	-44.4%	-
Total	683	685	626	2	(59)	0.3%	-8.6%	-4.2%
FHDA CCD								
Continuing	1,766	1,725	1,694	(41)	(31)	-2.3%	-1.8%	-2.1%
New Hire	29	19	6	(10)	(13)	-34.5%	-68.4%	-51.5%
Promoted	4	6	-	2	(6)	50.0%	-100.0%	-25.0%
Reclassification	4	1	-	(3)	(1)	-	-100.0%	-
Retiree, New	-	1	-	1	(1)	-	-	-
Retiree, Continuing	45	43	44	(2)	1	-	2.3%	-
Total	1,848	1,795	1,744	(53)	(51)	-2.9%	-2.8%	-2.9%

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 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022		
Central Services										
Executive, Adm, or Manag	Continuing	31	27	32	(4)	5	-12.9%	18.5%	2.8%	
	New Hire	1	1	-	-	(1)	0.0%	-100.0%	-50.0%	
	Total	32	28	32	(4)	4	-12.5%	14.3%	0.9%	
Faculty	Continuing	2	2	1	-	(1)	0.0%	-50.0%	-25.0%	
	Total	2	2	1	-	(1)	0.0%	-50.0%	-25.0%	
Professional, Non-Faculty	Continuing	69	78	83	9	5	13.0%	6.4%	9.7%	
	New Hire	-	1	-	1	(1)	-	-100.0%	-100.0%	
	Promoted	-	2	-	2	(2)	-	-100.0%	-100.0%	
	Total	69	81	83	12	2	17.4%	2.5%	9.9%	
Clerical/Secretarial	Continuing	16	18	16	2	(2)	12.5%	-11.1%	0.7%	
	Total	16	18	16	2	(2)	12.5%	-11.1%	0.7%	
Technical/Paraprofess	Continuing	20	5	6	(15)	1	-75.0%	20.0%	-27.5%	
	Total	20	5	6	(15)	1	-75.0%	20.0%	-27.5%	
Skilled Crafts	Continuing	14	12	10	(2)	(2)	-14.3%	-16.7%	-15.5%	
	New Hire	-	-	1	-	1	-	-	-	
	Total	14	12	11	(2)	(1)	-14.3%	-8.3%	-11.3%	
Service/Maintenance	Continuing	43	43	46	-	3	0.0%	7.0%	3.5%	
	Promoted	1	-	-	(1)	-	-100.0%	-	-	
	Reclassification	-	1	-	1	(1)	-	-100.0%	-100.0%	
	Total	44	44	46	-	2	0.0%	4.5%	2.3%	

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 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
De Anza College									
Executive, Adm, or Manag	Continuing	27	31	31	4	-	14.8%	0.0%	7.4%
	New Hire	1	1	-	-	(1)	0.0%	-100.0%	-50.0%
	Retiree, Continuing	1	-	-	(1)	-	-100.0%	-	-100.0%
	Total	29	32	31	3	(1)	10.3%	-3.1%	3.6%
Faculty	Continuing	646	610	615	(36)	5	-5.6%	0.8%	-2.4%
	New Hire	15	5	2	(10)	(3)	-66.7%	-60.0%	-63.3%
	Promoted	1	-	-	(1)	-	-100.0%	-	-100.0%
	Retiree, New	-	1	-	1	(1)	-	-100.0%	-100.0%
	Retiree, Continuing	31	25	34	(6)	9	-19.4%	36.0%	8.3%
Total	693	641	651	(52)	10	-7.5%	1.6%	-3.0%	
Professional, Non-Faculty	Continuing	58	95	97	37	2	63.8%	2.1%	32.9%
	Promoted	-	1	-	1	(1)	-	-100.0%	-100.0%
	Total	58	96	97	38	1	65.5%	1.0%	33.3%
Clerical/Secretarial	Continuing	62	57	52	(5)	(5)	-8.1%	-8.8%	-8.4%
	New Hire	-	1	-	1	(1)	-	-100.0%	-100.0%
	Total	62	58	52	(4)	(6)	-6.5%	-10.3%	-8.4%
Technical/Paraprofess	Continuing	98	66	67	(32)	1	-32.7%	1.5%	-15.6%
	New Hire	1	-	1	(1)	1	-100.0%	-	-100.0%
	Promoted	1	-	-	(1)	-	-100.0%	-	-100.0%
	Total	100	66	68	(34)	2	-34.0%	3.0%	-15.5%
Service/Maintenance	Continuing	32	33	34	1	1	3.1%	3.0%	3.1%
	Reclassification	4	-	-	(4)	-	-100.0%	-	-100.0%
	Total	36	33	34	(3)	1	-8.3%	3.0%	-2.7%

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 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Foothill College									
Executive, Adm, or Manag	Continuing	31	28	36	(3)	8	-9.7%	28.6%	9.4%
	New Hire	2	3	1	1	(2)	50.0%	-66.7%	-8.3%
	Promoted	-	3	-	3	(3)	-	-100.0%	-100.0%
	Total	33	34	37	1	3	3.0%	8.8%	5.9%
Faculty	Continuing	515	514	472	(1)	(42)	-0.2%	-8.2%	-4.2%
	New Hire	6	6	-	-	(6)	0.0%	-100.0%	-50.0%
	Retiree, Continuing	13	18	10	5	(8)	38.5%	-44.4%	-3.0%
	Total	534	538	482	4	(56)	0.7%	-10.4%	-4.8%
Professional, Non-Faculty	Continuing	45	69	68	24	(1)	53.3%	-1.4%	25.9%
	New Hire	2	-	-	(2)	-	-100.0%	-	-100.0%
	Promoted	1	-	-	(1)	-	-100.0%	-	-100.0%
	Total	48	69	68	21	(1)	43.8%	-1.4%	21.2%
Clerical/Secretarial	Continuing	32	25	20	(7)	(5)	-21.9%	-20.0%	-20.9%
	New Hire	-	-	1	-	1	-	-	-
	Total	32	25	21	(7)	(4)	-21.9%	-16.0%	-18.9%
Technical/Paraprofess	Continuing	34	18	18	(16)	-	-47.1%	0.0%	-23.5%
	New Hire	1	1	-	-	(1)	0.0%	-100.0%	-50.0%
	Total	35	19	18	(16)	(1)	-45.7%	-5.3%	-25.5%
Service/Maintenance	Continuing	1	-	-	(1)	-	-100.0%	-	-100.0%
	Total	1	-	-	(1)	-	-100.0%	-	-100.0%

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 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Percent Change
FHDA CCD									
Executive, Adm, or Manag	Continuing	89	86	99	(3)	13	-3.4%	15.1%	5.9%
	New Hire	4	5	1	1	(4)	25.0%	-80.0%	-27.5%
	Promoted	-	3	-	3	(3)	-	-100.0%	-100.0%
	Retiree, Continuing	1	-	-	(1)	-	-100.0%	-	-100.0%
	Total	94	94	100	-	6	0.0%	6.4%	3.2%
Faculty	Continuing	1,154	1,120	1,078	(34)	(42)	-2.9%	-3.8%	-3.3%
	New Hire	21	11	2	(10)	(9)	-47.6%	-81.8%	-64.7%
	Promoted	1	-	-	(1)	-	-100.0%	-	-100.0%
	Retiree, New	-	1	-	1	(1)	-	-100.0%	-100.0%
	Retiree, Continuing	44	43	44	(1)	1	-2.3%	2.3%	0.0%
Total	1,220	1,175	1,124	(45)	(51)	-3.7%	-4.3%	-4.0%	
Professional, Non-Faculty	Continuing	171	242	248	71	6	41.5%	2.5%	22.0%
	New Hire	2	1	-	(1)	(1)	-50.0%	-100.0%	-75.0%
	Promoted	1	3	-	2	(3)	200.0%	-100.0%	50.0%
	Total	174	246	248	72	2	41.4%	0.8%	21.1%
Clerical/Secretarial	Continuing	110	100	88	(10)	(12)	-9.1%	-12.0%	-10.5%
	New Hire	-	1	1	1	-	-	0.0%	0.0%
	Total	110	101	89	(9)	(12)	-8.2%	-11.9%	-10.0%
Technical/Paraprofess	Continuing	152	89	91	(63)	2	-41.4%	2.2%	-19.6%
	New Hire	2	1	1	(1)	-	-50.0%	0.0%	-25.0%
	Promoted	1	-	-	(1)	-	-100.0%	-	-100.0%
	Total	155	90	92	(65)	2	-41.9%	2.2%	-19.9%
Skilled Crafts	Continuing	14	12	10	(2)	(2)	-14.3%	-16.7%	-15.5%
	New Hire	-	-	1	-	1	-	-	-
	Total	14	12	11	(2)	(1)	-14.3%	-8.3%	-11.3%
Service/Maintenance	Continuing	76	76	80	-	4	0.0%	5.3%	2.6%
	Promoted	1	-	-	(1)	-	-100.0%	-	-100.0%
	Reclassification	4	1	-	(3)	(1)	-75.0%	-100.0%	-87.5%
	Total	81	77	80	(4)	3	-4.9%	3.9%	-0.5%

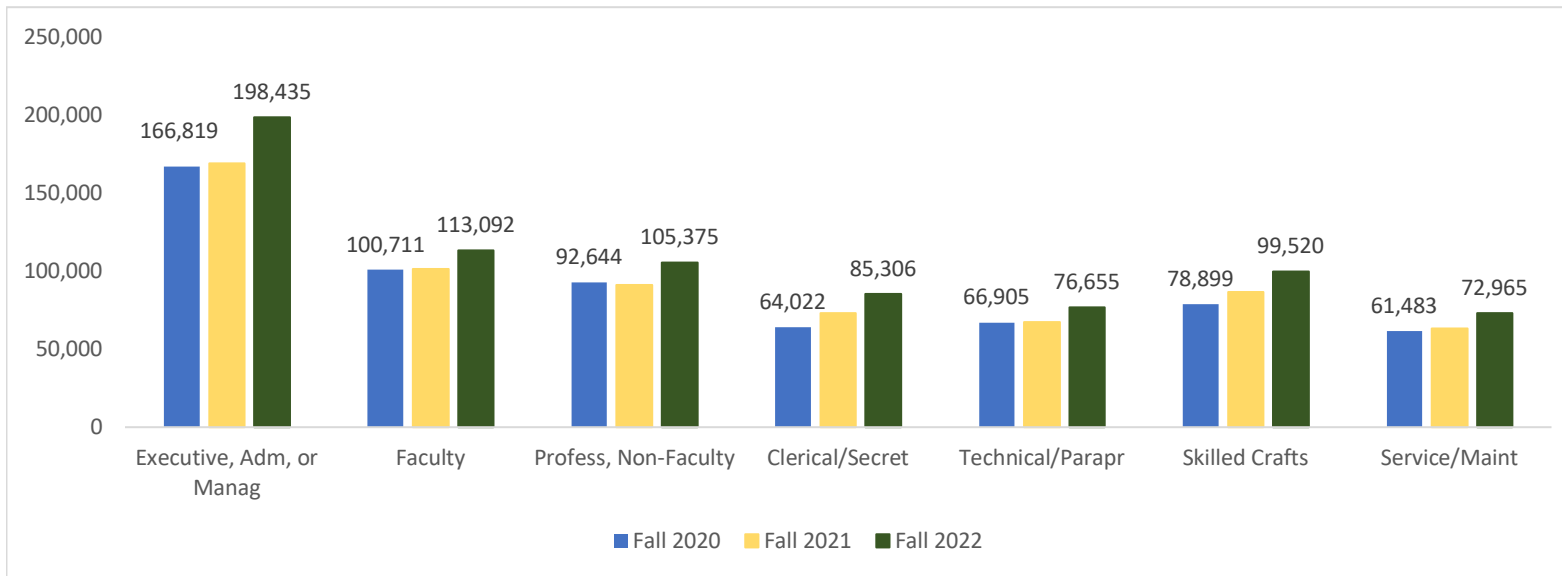
Table 10. Average Employee Annual Salary by EEO6 Occupational Activity and Fall Term

EEO6 Occupational Activity	Average Annual Salary			Change		Percent Change		2-Year Avg Percent Change
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Central Services								
Executive, Adm, or Manag	\$ 182,204	\$ 187,954	\$ 214,365	\$ 5,750	\$ 26,411	3.2%	14.1%	8.6%
Faculty	\$ 130,871	\$ 134,757	\$ 149,461	\$ 3,886	\$ 14,704	-	-	-
Professional, Non-Faculty	\$ 105,933	\$ 108,391	\$ 124,037	\$ 2,459	\$ 15,646	2.3%	14.4%	8.4%
Clerical/Secretarial	\$ 67,017	\$ 78,967	\$ 94,873	\$ 11,950	\$ 15,906	17.8%	20.1%	19.0%
Technical/Paraprofess	\$ 83,269	\$ 86,158	\$ 96,475	\$ 2,889	\$ 10,317	3.5%	12.0%	7.7%
Skilled Crafts	\$ 78,899	\$ 86,342	\$ 99,520	\$ 7,443	\$ 13,178	9.4%	15.3%	12.3%
Service/Maintenance	\$ 68,845	\$ 71,507	\$ 79,360	\$ 2,663	\$ 7,853	3.9%	11.0%	7.4%
Total	\$ 102,766	\$ 106,941	\$ 123,827	\$ 4,175	\$ 16,887	4.1%	15.8%	9.9%
De Anza College								
Executive, Adm, or Manag	\$ 167,865	\$ 169,907	\$ 200,057	\$ 2,042	\$ 30,151	1.2%	17.7%	9.5%
Faculty	\$ 98,702	\$ 100,141	\$ 109,989	\$ 1,438	\$ 9,849	1.5%	9.8%	5.6%
Professional, Non-Faculty	\$ 84,376	\$ 82,510	\$ 95,416	\$ (1,866)	\$ 12,906	-2.2%	15.6%	6.7%
Clerical/Secretarial	\$ 61,417	\$ 71,995	\$ 83,296	\$ 10,578	\$ 11,301	17.2%	15.7%	16.5%
Technical/Paraprofess	\$ 63,584	\$ 64,695	\$ 74,795	\$ 1,111	\$ 10,101	1.7%	15.6%	8.7%
Service/Maintenance	\$ 53,601	\$ 52,227	\$ 64,313	\$ (1,373)	\$ 12,086	-2.6%	23.1%	10.3%
Total	\$ 87,193	\$ 90,646	\$ 102,497	\$ 3,453	\$ 11,851	4.0%	13.1%	8.5%
Foothill College								
Executive, Adm, or Manag	\$ 150,980	\$ 152,592	\$ 183,299	\$ 1,611	\$ 30,708	1.1%	20.1%	10.6%
Faculty	\$ 103,571	\$ 102,418	\$ 117,342	\$ (1,153)	\$ 14,924	-1.1%	14.6%	6.7%
Professional, Non-Faculty	\$ 83,534	\$ 82,549	\$ 96,802	\$ (985)	\$ 14,253	-1.2%	17.3%	8.0%
Clerical/Secretarial	\$ 67,570	\$ 71,091	\$ 82,995	\$ 3,521	\$ 11,904	5.2%	16.7%	11.0%
Technical/Paraprofess	\$ 67,046	\$ 70,460	\$ 77,073	\$ 3,414	\$ 6,613	5.1%	9.4%	7.2%
Service/Maintenance	\$ 21,382	\$ -	\$ -	\$ (21,382)	\$ -	-	-	-
Total	\$ 97,621	\$ 99,120	\$ 116,065	\$ 1,499	\$ 16,945	1.5%	17.1%	9.3%

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 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
FHDA CCD								
Executive, Adm, or Manag	\$ 166,819	\$ 169,020	\$ 198,435	\$ 2,201	\$ 29,416	1.3%	17.4%	9.4%
Faculty	\$ 100,711	\$ 101,169	\$ 113,092	\$ 458	\$ 11,923	0.5%	11.8%	6.1%
Professional, Non-Faculty	\$ 92,644	\$ 91,043	\$ 105,375	\$ (1,602)	\$ 14,332	-1.7%	15.7%	7.0%
Clerical/Secretarial	\$ 64,022	\$ 73,014	\$ 85,306	\$ 8,992	\$ 12,292	14.0%	16.8%	15.4%
Technical/Paraprofess	\$ 66,905	\$ 67,104	\$ 76,655	\$ 199	\$ 9,551	0.3%	14.2%	7.3%
Skilled Crafts	\$ 78,899	\$ 86,342	\$ 99,520	\$ 7,443	\$ 13,178	9.4%	15.3%	12.3%
Service/Maintenance	\$ 61,483	\$ 63,244	\$ 72,965	\$ 1,761	\$ 9,721	2.9%	15.4%	9.1%
Total	\$ 93,219	\$ 96,231	\$ 110,622	\$ 3,012	\$ 14,391	3.2%	15.0%	9.1%

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 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Central Services								
Faculty	\$ 69	\$ 69	\$ -	\$ -	\$ (69)	0.0%	-	0.0%
Total	\$ 69	\$ 69	\$ -	\$ -	\$ (69)	0.0%	-	0.0%
De Anza College								
Executive, Administrative, and Managerial	\$ -	\$ 129	\$ 148	-	\$ 19	-	14.8%	14.8%
Faculty	\$ 119	\$ 127	\$ 144	\$ 8	\$ 16	6.8%	12.8%	9.8%
Total	\$ 119	\$ 127	\$ 144	\$ 8	\$ 16	6.8%	12.8%	9.8%
Foothill College								
Executive, Administrative, and Managerial	\$ 86	\$ 139	\$ 156	\$ 53	\$ 17	61.6%	11.9%	36.7%
Faculty	\$ 100	\$ 104	\$ 120	\$ 4	\$ 17	3.5%	16.1%	9.8%
Total	\$ 100	\$ 104	\$ 120	\$ 4	\$ 17	3.6%	16.1%	9.9%
FHDA CCD								
Executive, Administrative, and Managerial	\$ 86	\$ 134	\$ 151	\$ 48	\$ 16	55.4%	12.3%	33.8%
Faculty	\$ 110	\$ 116	\$ 133	\$ 5	\$ 17	5.0%	14.7%	9.8%
Total	\$ 110	\$ 116	\$ 133	\$ 6	\$ 17	5.0%	14.7%	9.9%

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 Percent
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
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	2.19	2.72	3.32	0.53	0.60	24%	22%	23%
Accounting	13.31	11.25	8.80	(2.06)	(2.45)	-15%	-22%	-19%
Adapted Physical Education	1.35	2.18	2.10	0.83	(0.08)	61%	-4%	29%
Administration of Justice	3.30	4.50	3.10	1.20	(1.40)	36%	-31%	3%
American Studies	-	0.57	0.60	0.57	0.03	-	-	-
Anatomy, Physiology	4.82	4.35	4.35	(0.47)	-	-10%	0%	-5%
Animation	1.04	1.34	1.34	0.30	-	29%	0%	14%
Anthropology	7.30	6.70	6.40	(0.60)	(0.30)	-8%	-4%	-6%
Applied Design	1.40	1.05	1.05	(0.35)	-	-25%	0%	-13%
Applied Photography	1.69	1.96	2.24	0.27	0.28	16%	14%	15%
Area Studies	0.90	0.90	0.90	-	-	0%	0%	0%
Art	1.79	1.80	1.80	0.01	-	1%	0%	0%
Asian, South Asian, Pacif Isl	0.67	0.67	0.67	-	-	0%	0%	0%
Astronomy	3.27	3.26	3.44	(0.01)	0.18	0%	6%	3%
Automotive Technology	11.60	12.03	12.21	0.43	0.18	4%	1%	3%
Banking, Finance	0.23	0.30	0.30	0.07	-	30%	0%	15%
Biology, General	14.10	14.22	11.03	0.12	(3.19)	1%	-22%	-11%
Business Administration	12.06	9.66	10.05	(2.40)	0.39	-20%	4%	-8%
Business Management	1.67	2.39	1.97	0.72	(0.42)	43%	-18%	13%
Ceramics	2.04	2.04	2.04	-	-	0%	0%	0%
Chemistry, General	14.55	14.37	16.94	(0.18)	2.57	-1%	18%	8%
Child Devel Administrat, Man	0.27	0.27	0.27	-	-	0%	0%	0%
Child Develop/Early Care, Educ	7.68	7.15	7.03	(0.53)	(0.12)	-7%	-2%	-4%
Children with Special Needs	0.20	0.20	0.20	-	-	0%	0%	0%
Chinese	2.34	1.96	1.93	(0.38)	(0.03)	-16%	-2%	-9%
Coaching	0.33	0.33	0.66	-	0.33	-	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
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Comparative Literature	0.90	0.60	1.20	(0.30)	0.60	-33%	100%	33%
Computer Graphics, Digital Im	0.34	0.34	0.34	-	-	0%	0%	0%
Computer Infrastructure, Supp	0.68	0.95	0.95	0.27	-	40%	0%	20%
Computer Networking	0.34	0.34	0.34	-	-	0%	0%	0%
Computer Programming	16.99	16.99	15.97	-	(1.02)	0%	-6%	-3%
Creative Writing	0.76	0.76	0.76	-	-	0%	0%	0%
Dance	0.90	1.87	1.72	0.97	(0.15)	108%	-8%	50%
Database Design, Administrat	1.36	1.36	1.36	-	-	0%	0%	0%
Desktop Publishing	-	-	0.35	-	0.35	-	-	-
Drafting Technology	3.83	2.11	3.64	(1.72)	1.53	-45%	73%	14%
Dramatic Arts	1.23	0.88	0.88	(0.35)	-	-28%	0%	-14%
ESL-Integrated	5.51	8.37	9.54	2.86	1.17	52%	14%	33%
ESL-Reading	4.28	1.80	2.00	(2.48)	0.20	-58%	11%	-23%
ESL-Speaking/Listening	2.47	1.44	1.70	(1.03)	0.26	-42%	18%	-12%
ESL-Writing	5.53	1.84	2.91	(3.69)	1.07	-67%	58%	-4%
Economics	8.20	6.90	7.20	(1.30)	0.30	-16%	4%	-6%
Education, General	0.33	0.33	0.33	-	-	0%	0%	0%
Energy Systems Technology	0.54	0.33	0.40	(0.21)	0.07	-39%	21%	-9%
Engineering, General	1.07	2.26	1.93	1.19	(0.33)	111%	-15%	48%
English	71.87	59.79	59.62	(12.08)	(0.17)	-17%	0%	-9%
Environmental Science	4.41	3.68	3.94	(0.73)	0.26	-17%	7%	-5%
Environmental Studies	4.47	3.20	3.45	(1.27)	0.25	-28%	8%	-10%
Environmental Technology	1.28	1.28	1.28	-	-	0%	0%	0%
Ethnic Studies	11.75	8.95	8.94	(2.80)	(0.01)	-24%	0%	-12%
Film Production	1.21	1.20	1.51	(0.01)	0.31	-1%	26%	13%
Film Studies	2.10	2.10	2.10	-	-	0%	0%	0%
Fine Arts, General	3.90	4.20	4.20	0.30	-	-	-	-
Foreign Languages, General	-	0.03	-	0.03	(0.03)	-	-100%	-
Forensics, Evidence, Invest	0.30	-	0.30	(0.30)	0.30	-100%	-	-100%
French	0.67	0.67	0.67	-	-	0%	-	-

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
General Stud-Not for Courses	-	1.00	1.40	1.00	0.40	-	40%	-
Geography	2.50	2.50	2.20	-	(0.30)	0%	-12%	-6%
Geology	1.19	1.45	1.57	0.26	0.12	22%	8%	15%
German	0.67	0.67	0.67	-	-	0%	0%	0%
Graphic Art, Design	2.73	2.08	1.74	(0.65)	(0.34)	-24%	-16%	-20%
Health Education	0.80	0.80	0.87	-	0.07	0%	9%	4%
History	8.50	8.26	6.70	(0.24)	(1.56)	-3%	-19%	-11%
Infants, Toddlers	0.33	0.33	0.33	-	-	0%	0%	0%
Information Technology, Gener	5.40	5.67	7.05	0.27	1.38	5%	24%	15%
Intercollegiate Athletics	3.45	5.65	4.50	2.20	(1.15)	64%	-20%	22%
International Studies	0.40	-	-	(0.40)	-	-100%	-	-100%
Italian	0.67	0.67	0.67	-	-	0%	0%	0%
Japanese	1.67	1.67	0.99	-	(0.68)	0%	-41%	-20%
Job Seeking/Changing Skills	1.34	1.60	1.47	0.26	(0.13)	19%	-8%	6%
Journalism	0.57	0.57	0.57	-	-	0%	0%	0%
Kinesiology	1.66	1.33	1.33	(0.33)	-	-20%	0%	-10%
Korean	1.34	1.34	1.34	-	-	0%	0%	0%
Leadership Skills Development	0.40	0.40	0.40	-	-	0%	-	-
Learning Skills, Disabled	-	-	-	-	-	-	-	-
Library Science, General	-	-	-	-	-	-	-	-
Linguistics	0.30	0.30	0.30	-	-	0%	0%	0%
Living Skills, Disabled	37.91	36.65	36.05	(1.26)	(0.60)	-3%	-2%	-2%
Manufacturing, Industrial Tech	3.14	4.37	4.54	1.23	0.17	39%	4%	22%
Marketing, Distribution	2.20	2.20	2.20	-	-	0%	0%	0%
Mass Communications	1.50	1.20	1.20	(0.30)	-	-20%	0%	-10%
Mathematics, General	65.26	54.18	49.92	(11.08)	(4.26)	-17%	-	-
Media, Communications, General	0.43	0.43	0.43	-	-	0%	0%	0%
Medical Assisting	3.53	3.08	3.77	(0.45)	0.69	-13%	22%	5%
Medical Laboratory Technology	1.99	1.81	1.79	(0.18)	(0.02)	-9%	-1%	-5%
Microbiology	1.74	1.74	1.74	-	-	0%	0%	0%

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Music	5.20	4.81	3.66	(0.39)	(1.15)	-8%	-24%	-16%
Nursing	2.38	2.37	1.97	(0.01)	(0.40)	0%	-17%	-9%
Nutrition, Foods, Culin Arts	2.34	2.60	2.54	0.26	(0.06)	11%	-2%	4%
Oceanography	0.53	0.27	0.27	(0.26)	-	-49%	0%	-25%
Office Tech/Office Comput Appl	1.36	1.06	1.00	(0.30)	(0.06)	-22%	-6%	-14%
Other Foreign Languages	-	0.33	0.33	0.33	-	-	0%	0%
Other Humanities	9.61	8.54	9.34	(1.07)	0.80	-11%	-	-
Other Interdisciplinary Stud	3.00	3.00	2.00	-	(1.00)	0%	-33%	-17%
Other Physical Sciences	1.90	1.90	1.90	-	-	0%	0%	0%
Painting, Drawing	3.12	3.25	2.78	0.13	(0.47)	4%	-14%	-5%
Paralegal	1.90	1.20	1.65	(0.70)	0.45	-37%	38%	0%
Philosophy	5.46	4.66	4.59	(0.80)	(0.07)	-15%	-2%	-8%
Phlebotomy	0.43	0.43	-	-	(0.43)	0%	-100%	-50%
Photography	1.80	1.60	1.31	(0.20)	(0.29)	-11%	-18%	-15%
Physical Education	10.46	9.91	10.45	(0.55)	0.54	-5%	5%	0%
Physics, General	7.76	8.36	7.76	0.60	(0.60)	8%	-7%	0%
Political Science	8.31	7.85	5.64	(0.46)	(2.21)	-6%	-28%	-17%
Psychology, General	14.59	13.39	13.82	(1.20)	0.43	-8%	3%	-3%
Reading	1.35	2.57	1.39	1.22	(1.18)	90%	-46%	22%
Real Estate	1.14	1.71	2.04	0.57	0.33	50%	19%	35%
Registered Nursing	12.58	11.12	10.58	(1.46)	(0.54)	-12%	-5%	-8%
Russian	0.67	0.67	0.67	-	-	0%	0%	0%
Sculpture	0.35	0.35	0.35	-	-	0%	0%	0%
Sign Language	1.00	1.00	0.67	-	(0.33)	0%	-33%	-17%
Small Business, Entrepren	0.68	0.68	0.38	-	(0.30)	0%	-44%	-22%
Sociology	5.10	5.40	4.50	0.30	(0.90)	6%	-17%	-5%
Spanish	2.00	1.66	2.00	(0.34)	0.34	-17%	20%	2%
Speech Communication	18.03	18.37	18.55	0.34	0.18	2%	1%	1%
Supervised Tutoring	8.70	6.60	7.60	(2.10)	1.00	-24%	15%	-4%
Tax Studies	0.60	0.60	0.93	-	0.33	0%	55%	28%

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
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Television-incl TV/film/video	4.71	3.66	2.49	(1.05)	(1.17)	-22%	-32%	-27%
Vietnamese	0.67	0.67	0.67	-	-	0%	0%	0%
Women Studies	1.50	1.50	1.20	-	(0.30)	0%	-20%	-10%
World Wide Web Administration	0.68	0.68	0.68	-	-	0%	0%	0%
Total	558.85	517.46	505.72	(41.39)	(11.74)	-7%	-2%	-5%

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Foothill College								
Accounting	14.50	12.21	12.84	(2.29)	0.63	-16%	5%	-5%
Adapted Physical Education	0.15	0.15	0.15	-	-	0%	0%	0%
Anatomy, Physiology	6.09	6.37	4.30	0.28	(2.07)	5%	-32%	-14%
Anthropology	5.90	5.90	4.59	-	(1.31)	0%	-22%	-11%
Applied Photography	-	0.70	0.35	0.70	(0.35)	-	-	-
Archaeology	0.30	0.30	0.59	-	0.29	0%	97%	48%
Art	2.39	1.73	1.96	(0.66)	0.23	-28%	13%	-7%
Astronomy	1.00	1.00	1.00	-	-	0%	0%	0%
Athletic Training, Sports Med	0.84	0.56	0.28	(0.28)	(0.28)	-33%	-50%	-42%
Biological, Physical Sci, Math	-	-	-	-	-	-	-	-
Biology, General	13.03	16.13	13.03	3.10	(3.10)	24%	-19%	2%
Biotechnology, Biomedical Tech	0.67	0.22	0.41	(0.45)	0.19	-67%	86%	10%
Business Administration	5.49	4.98	4.53	(0.51)	(0.45)	-9%	-9%	-9%
Business Management	2.36	1.28	2.33	(1.08)	1.05	-46%	82%	18%
Career Guidance, Orientation	5.55	5.55	5.17	-	(0.38)	0%	-7%	-3%
Ceramics	1.35	1.69	1.69	0.34	-	25%	0%	13%
Chemistry, General	15.47	15.87	13.55	0.40	(2.32)	3%	-15%	-6%
Child Devel Administrat, Man	0.27	0.27	0.27	-	-	0%	0%	0%
Child Develop/Early Care, Educ	5.76	5.68	4.90	(0.08)	(0.78)	-1%	-14%	-8%
Commercial Music	3.39	2.74	2.69	(0.65)	(0.05)	-19%	-2%	-10%
Comparative Literature	0.60	0.30	0.30	(0.30)	-	-50%	0%	-25%
Computer Infrastructure, Supp	0.72	1.08	1.08	0.36	-	50%	0%	25%
Computer Programming	0.36	0.36	-	-	(0.36)	0%	-	-
Computer Science (transfer)	-	0.27	0.36	0.27	0.09	-	33%	33%
Computer Software Development	13.70	12.26	12.37	(1.44)	0.11	-11%	1%	-5%
Creative Writing	0.38	0.38	0.38	-	-	0%	0%	0%
Dance	1.03	0.33	0.33	(0.70)	-	-68%	0%	-34%
Dental Assistant	1.57	4.39	4.20	2.82	(0.19)	180%	-4%	88%
Dental Hygienist	9.11	8.59	8.54	(0.52)	(0.05)	-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
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Dramatic Arts	2.87	3.40	2.22	0.53	(1.18)	18%	-35%	-8%
ESL-Integrated	1.35	2.34	2.94	0.99	0.60	73%	26%	49%
ESL-Reading	0.66	0.99	1.01	0.33	0.02	50%	2%	26%
ESL-Speaking/Listening	0.69	1.19	1.14	0.50	(0.05)	72%	-4%	34%
ESL-Writing	1.42	1.90	2.28	0.48	0.38	34%	20%	27%
Earth Science	-	-	0.30	-	0.30	-	-	-
Economics	4.24	3.32	4.61	(0.92)	1.29	-	-	-
Education, General	-	0.46	0.46	0.46	-	-	0%	0%
Educational Technology	1.80	3.90	2.65	2.10	(1.25)	117%	-32%	42%
Emergency Medical Services	0.04	1.11	0.47	1.07	(0.64)	2675%	-58%	1309%
Engineering, General	1.24	0.60	0.87	(0.64)	0.27	-52%	45%	-3%
English	29.74	26.88	24.47	(2.86)	(2.41)	-	-	-
Ethnic Studies	-	1.00	1.20	1.00	0.20	-	20%	20%
Fine Arts, General	3.66	3.66	2.99	-	(0.67)	0%	-	-
General Stud-Not for Courses	0.70	0.45	0.38	(0.25)	(0.07)	-36%	-16%	-26%
General Work Experience	-	0.24	0.24	0.24	-	-	-	-
Geographic Information Systems	1.10	1.10	1.10	-	-	0%	0%	0%
Geography	3.12	2.65	3.72	(0.47)	1.07	-15%	40%	13%
Graphic Art, Design	4.21	4.20	4.41	(0.01)	0.21	0%	5%	2%
Health Occupations, General	1.47	1.69	5.50	0.22	3.81	15%	225%	120%
Health Prof, Transf Core Curr	2.56	2.63	2.03	0.07	(0.60)	3%	-23%	-10%
History	5.68	4.10	2.95	(1.58)	(1.15)	-28%	-28%	-28%
Horticulture	2.05	2.14	2.89	0.09	0.75	4%	35%	20%
Intercollegiate Athletics	4.84	4.72	4.57	(0.12)	(0.15)	-2%	-3%	-3%
International Studies	0.60	0.30	0.30	(0.30)	-	-50%	0%	-25%
Japanese	2.27	2.61	2.60	0.34	(0.01)	15%	0%	7%
Journalism	-	-	0.41	-	0.41	-	-	-
Kinesiology	2.80	2.47	2.59	(0.33)	0.12	-12%	5%	-3%
Language Arts	-	0.02	-	0.02	(0.02)	-	-	-
Leadership Skills Development	0.26	0.20	0.27	(0.06)	0.07	-23%	35%	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
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Learning Skills, Disabled	0.13	0.18	2.11	0.05	1.93	38%	1072%	555%
Learning Skills, Speech Impair	0.54	0.09	-	(0.45)	(0.09)	-83%	-100%	-92%
Library Science, General	0.14	-	-	(0.14)	-	-100%	-	-100%
Living Skills, Disabled	11.04	11.03	10.50	(0.01)	(0.53)	0%	-5%	-2%
Mass Communications	0.33	0.33	0.33	-	-	-	0%	-
Mathematics Skills	0.68	0.68	0.68	-	-	0%	0%	0%
Mathematics, General	44.46	44.24	31.02	(0.22)	(13.22)	0%	-30%	-15%
Media, Communications, General	0.05	0.05	0.05	-	-	0%	0%	0%
Multimedia	2.85	2.21	2.23	(0.64)	0.02	-22%	1%	-11%
Music	5.38	4.17	3.85	(1.21)	(0.32)	-22%	-8%	-15%
Office Tech/Office Comput Appl	0.10	-	0.39	(0.10)	0.39	-	-	-
Other Biological Sciences	0.27	0.27	0.27	-	-	-	0%	-
Other Education	0.10	0.10	0.01	-	(0.09)	-	-90%	-
Other Engin, Related Industr	0.19	0.26	0.38	0.07	0.12	37%	46%	41%
Other Interdisciplinary Stud	4.50	3.33	0.45	(1.17)	(2.88)	-26%	-86%	-56%
Painting, Drawing	1.74	2.08	1.74	0.34	(0.34)	20%	-16%	2%
Paramedic	3.19	3.06	3.66	(0.13)	0.60	-4%	20%	8%
Parenting, Family Education	0.36	0.60	0.30	0.24	(0.30)	67%	-50%	8%
Pharmacy Technology	1.23	1.78	1.98	0.55	0.20	45%	11%	28%
Philosophy	3.34	2.28	1.98	(1.06)	(0.30)	-32%	-13%	-22%
Photography	3.47	2.43	2.97	(1.04)	0.54	-30%	22%	-4%
Physical Education	5.48	9.10	7.44	3.62	(1.66)	66%	-18%	24%
Physical Fitness, Body Movem	0.10	-	0.10	(0.10)	0.10	-	-	-
Physical Sciences, General	-	-	0.01	-	0.01	-	-	-
Physics, General	4.37	5.21	5.41	0.84	0.20	19%	4%	12%
Plumbing, Pipefitting, Steamf	8.84	9.45	7.24	0.61	(2.21)	7%	-23%	-8%
Political Science	2.86	2.86	3.68	-	0.82	0%	29%	14%
Psychology, General	9.85	9.21	10.09	(0.64)	0.88	-6%	10%	2%
Radiologic Technology	3.73	4.43	4.00	0.70	(0.43)	19%	-10%	5%
Reading	1.46	3.25	3.52	1.79	0.27	123%	8%	65%

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
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Respiratory Care/Therapy	4.17	4.12	3.69	(0.05)	(0.43)	-1%	-10%	-6%
Social Sciences, General	2.70	2.70	2.93	-	0.23	0%	9%	4%
Sociology	5.59	5.34	4.54	(0.25)	(0.80)	-4%	-15%	-10%
Spanish	3.33	3.67	2.66	0.34	(1.01)	10%	-28%	-9%
Speech Communication	11.02	10.01	9.32	(1.01)	(0.69)	-	-7%	-
Study Skills	0.02	-	-	(0.02)	-	-100%	-	-
Supervised Tutoring	-	0.01	-	0.01	(0.01)	-	-	-
Technical Communication	-	0.38	-	0.38	(0.38)	-	-	-
Technical Theater	-	0.64	1.61	0.64	0.97	-	152%	152%
Veterinary Technic (Licensed)	7.21	7.22	7.94	0.01	0.72	0%	10%	5%
Vocational ESL	0.80	0.36	-	(0.44)	(0.36)	-55%	-100%	-78%
Women Studies	0.30	0.30	0.30	-	-	0%	0%	0%
Total	347.27	348.99	323.14	1.72	(25.85)	0%	-7%	-3%

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
FHDA CCD								
Academic Guidance	2.19	2.72	3.32	0.53	0.60	24%	22%	23%
Accounting	27.81	23.46	21.64	(4.35)	(1.82)	-16%	-8%	-12%
Adapted Physical Education	1.50	2.33	2.25	0.83	(0.08)	55%	-3%	26%
Administration of Justice	3.30	4.50	3.10	1.20	(1.40)	36%	-31%	3%
American Studies	-	0.57	0.60	0.57	0.03	-	-	-
Anatomy, Physiology	10.91	10.72	8.65	(0.19)	(2.07)	-2%	-19%	-11%
Animation	1.04	1.34	1.34	0.30	-	29%	0%	14%
Anthropology	13.20	12.60	10.99	(0.60)	(1.61)	-5%	-13%	-9%
Applied Design	1.40	1.05	1.05	(0.35)	-	-25%	0%	-13%
Applied Photography	1.69	2.66	2.59	0.97	(0.07)	57%	-3%	27%
Archaeology	0.30	0.30	0.59	-	0.29	0%	97%	48%
Area Studies	0.90	0.90	0.90	-	-	0%	0%	0%
Art	4.18	3.53	3.76	(0.65)	0.23	-16%	7%	-5%
Asian, South Asian, Pacif Isl	0.67	0.67	0.67	-	-	0%	0%	0%
Astronomy	4.27	4.26	4.44	(0.01)	0.18	0%	4%	2%
Athletic Training, Sports Med	0.84	0.56	0.28	(0.28)	(0.28)	-33%	-50%	-42%
Automotive Technology	11.60	12.03	12.21	0.43	0.18	4%	1%	3%
Banking, Finance	0.23	0.30	0.30	0.07	-	30%	0%	15%
Biological, Physical Sci, Math	-	-	-	-	-	-	-	-
Biology, General	27.13	30.35	24.06	3.22	(6.29)	12%	-21%	-4%
Biotechnology, Biomedical Tech	0.67	0.22	0.41	(0.45)	0.19	-67%	86%	10%
Business Administration	17.55	14.64	14.58	(2.91)	(0.06)	-17%	0%	-8%
Business Management	4.03	3.67	4.30	(0.36)	0.63	-9%	17%	4%
Career Guidance, Orientation	5.55	5.55	5.17	-	(0.38)	0%	-7%	-3%
Ceramics	3.39	3.73	3.73	0.34	-	10%	0%	5%
Chemistry, General	30.02	30.24	30.49	0.22	0.25	1%	1%	1%
Child Devel Administrat, Man	0.54	0.54	0.54	-	-	0%	0%	0%
Child Develop/Early Care, Educ	13.44	12.83	11.93	(0.61)	(0.90)	-5%	-7%	-6%
Children with Special Needs	0.20	0.20	0.20	-	-	0%	0%	0%

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Chinese	2.34	1.96	1.93	(0.38)	(0.03)	-	-2%	-
Coaching	0.33	0.33	0.66	-	0.33	0%	100%	50%
Commercial Music	3.39	2.74	2.69	(0.65)	(0.05)	-19%	-2%	-10%
Comparative Literature	1.50	0.90	1.50	(0.60)	0.60	-40%	67%	13%
Computer Graphics, Digital Im	0.34	0.34	0.34	-	-	0%	0%	0%
Computer Infrastructure, Supp	1.40	2.03	2.03	0.63	-	45%	0%	23%
Computer Networking	0.34	0.34	0.34	-	-	0%	0%	0%
Computer Programming	17.35	17.35	15.97	-	(1.38)	0%	-	-
Computer Science (transfer)	-	0.27	0.36	0.27	0.09	-	33%	33%
Computer Software Development	13.70	12.26	12.37	(1.44)	0.11	-11%	1%	-5%
Creative Writing	1.14	1.14	1.14	-	-	0%	0%	0%
Dance	1.93	2.20	2.05	0.27	(0.15)	14%	-7%	4%
Database Design, Administrat	1.36	1.36	1.36	-	-	0%	0%	0%
Dental Assistant	1.57	4.39	4.20	2.82	(0.19)	180%	-4%	88%
Dental Hygienist	9.11	8.59	8.54	(0.52)	(0.05)	-6%	-	-
Desktop Publishing	-	-	0.35	-	0.35	-	-	-
Drafting Technology	3.83	2.11	3.64	(1.72)	1.53	-45%	73%	14%
Dramatic Arts	4.10	4.28	3.10	0.18	(1.18)	4%	-28%	-12%
ESL-Integrated	6.86	10.71	12.48	3.85	1.77	56%	17%	36%
ESL-Reading	4.94	2.79	3.01	(2.15)	0.22	-44%	8%	-18%
ESL-Speaking/Listening	3.16	2.63	2.84	(0.53)	0.21	-17%	8%	-4%
ESL-Writing	6.95	3.74	5.19	(3.21)	1.45	-46%	39%	-4%
Earth Science	-	-	0.30	-	0.30	-	-	-
Economics	12.44	10.22	11.81	(2.22)	1.59	-18%	16%	-1%
Education, General	0.33	0.79	0.79	0.46	-	139%	0%	70%
Educational Technology	1.80	3.90	2.65	2.10	(1.25)	117%	-32%	42%
Emergency Medical Services	0.04	1.11	0.47	1.07	(0.64)	2675%	-58%	1309%
Energy Systems Technology	0.54	0.33	0.40	(0.21)	0.07	-39%	21%	-9%
Engineering, General	2.31	2.86	2.80	0.55	(0.06)	24%	-2%	11%
English	101.61	86.67	84.09	(14.94)	(2.58)	-15%	-3%	-9%

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

Program of Studies (TOP)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Environmental Science	4.41	3.68	3.94	(0.73)	0.26	-17%	7%	-5%
Environmental Studies	4.47	3.20	3.45	(1.27)	0.25	-28%	8%	-10%
Environmental Technology	1.28	1.28	1.28	-	-	0%	0%	0%
Ethnic Studies	11.75	9.95	10.14	(1.80)	0.19	-15%	2%	-7%
Film Production	1.21	1.20	1.51	(0.01)	0.31	-1%	26%	13%
Film Studies	2.10	2.10	2.10	-	-	0%	-	-
Fine Arts, General	7.56	7.86	7.19	0.30	(0.67)	-	-9%	-
Foreign Languages, General	-	0.03	-	0.03	(0.03)	-	-100%	-100%
Forensics, Evidence, Invest	0.30	-	0.30	(0.30)	0.30	-100%	-	-100%
French	0.67	0.67	0.67	-	-	-	-	-
General Stud-Not for Courses	0.70	1.45	1.78	0.75	0.33	107%	23%	65%
General Work Experience	-	0.24	0.24	0.24	-	-	0%	0%
Geographic Information Systems	1.10	1.10	1.10	-	-	0%	0%	0%
Geography	5.62	5.15	5.92	(0.47)	0.77	-8%	15%	3%
Geology	1.19	1.45	1.57	0.26	0.12	22%	8%	15%
German	0.67	0.67	0.67	-	-	0%	0%	0%
Graphic Art, Design	6.94	6.28	6.15	(0.66)	(0.13)	-10%	-2%	-6%
Health Education	0.80	0.80	0.87	-	0.07	0%	9%	4%
Health Occupations, General	1.47	1.69	5.50	0.22	3.81	15%	225%	120%
Health Prof, Transf Core Curr	2.56	2.63	2.03	0.07	(0.60)	3%	-23%	-10%
History	14.25	12.43	9.72	(1.82)	(2.71)	-13%	-22%	-17%
Horticulture	2.05	2.14	2.89	0.09	0.75	4%	35%	20%
Infants, Toddlers	0.33	0.33	0.33	-	-	0%	0%	0%
Information Technology, Gener	5.40	5.67	7.05	0.27	1.38	5%	24%	15%
Intercollegiate Athletics	8.29	10.37	9.07	2.08	(1.30)	25%	-13%	6%
International Studies	1.00	0.30	0.30	(0.70)	-	-70%	0%	-35%
Italian	0.67	0.67	0.67	-	-	0%	0%	0%
Japanese	3.94	4.28	3.59	0.34	(0.69)	9%	-16%	-4%
Job Seeking/Changing Skills	1.34	1.60	1.47	0.26	(0.13)	19%	-8%	6%
Journalism	0.57	0.57	0.98	-	0.41	0%	72%	36%

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
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Kinesiology	4.46	3.80	3.92	(0.66)	0.12	-	-	-
Korean	1.34	1.34	1.34	-	-	0%	0%	0%
Language Arts	-	0.02	-	0.02	(0.02)	-	-100%	-100%
Leadership Skills Development	0.66	0.60	0.67	(0.06)	0.07	-9%	-	-
Learning Skills, Disabled	0.13	0.18	2.11	0.05	1.93	38%	1072%	555%
Learning Skills, Speech Impair	0.54	0.09	-	(0.45)	(0.09)	-83%	-100%	-92%
Library Science, General	0.14	-	-	(0.14)	-	-	-	-
Linguistics	0.30	0.30	0.30	-	-	0%	0%	0%
Living Skills, Disabled	48.95	47.68	46.55	(1.27)	(1.13)	-3%	-2%	-2%
Manufacturing, Industrial Tech	3.14	4.37	4.54	1.23	0.17	39%	4%	22%
Marketing, Distribution	2.20	2.20	2.20	-	-	0%	0%	0%
Mass Communications	1.83	1.53	1.53	(0.30)	-	-16%	-	-
Mathematics Skills	0.68	0.68	0.68	-	-	0%	0%	0%
Mathematics, General	109.72	98.42	80.94	(11.30)	(17.48)	-10%	-18%	-14%
Media, Communications, General	0.48	0.48	0.48	-	-	0%	0%	0%
Medical Assisting	3.53	3.08	3.77	(0.45)	0.69	-13%	22%	5%
Medical Laboratory Technology	1.99	1.81	1.79	(0.18)	(0.02)	-9%	-1%	-5%
Microbiology	1.74	1.74	1.74	-	-	0%	0%	0%
Multimedia	2.85	2.21	2.23	(0.64)	0.02	-22%	1%	-11%
Music	10.58	8.98	7.51	(1.60)	(1.47)	-15%	-16%	-16%
Nursing	2.38	2.37	1.97	(0.01)	(0.40)	0%	-17%	-9%
Nutrition, Foods, Culin Arts	2.34	2.60	2.54	0.26	(0.06)	11%	-2%	4%
Oceanography	0.53	0.27	0.27	(0.26)	-	-49%	0%	-25%
Office Tech/Office Comput Appl	1.46	1.06	1.39	(0.40)	0.33	-27%	31%	2%
Other Biological Sciences	0.27	0.27	0.27	-	-	-	0%	-
Other Education	0.10	0.10	0.01	-	(0.09)	-	-90%	-
Other Engin, Related Industr	0.19	0.26	0.38	0.07	0.12	37%	46%	41%
Other Foreign Languages	-	0.33	0.33	0.33	-	-	-	-
Other Humanities	9.61	8.54	9.34	(1.07)	0.80	-11%	9%	-1%
Other Interdisciplinary Stud	7.50	6.33	2.45	(1.17)	(3.88)	-16%	-61%	-38%

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
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Other Physical Sciences	1.90	1.90	1.90	-	-	0%	0%	0%
Painting, Drawing	4.86	5.33	4.52	0.47	(0.81)	10%	-15%	-3%
Paralegal	1.90	1.20	1.65	(0.70)	0.45	-37%	38%	0%
Paramedic	3.19	3.06	3.66	(0.13)	0.60	-4%	20%	8%
Parenting, Family Education	0.36	0.60	0.30	0.24	(0.30)	67%	-50%	8%
Pharmacy Technology	1.23	1.78	1.98	0.55	0.20	45%	11%	28%
Philosophy	8.80	6.94	6.57	(1.86)	(0.37)	-21%	-5%	-13%
Phlebotomy	0.43	0.43	-	-	(0.43)	0%	-100%	-50%
Photography	5.27	4.03	4.28	(1.24)	0.25	-24%	6%	-9%
Physical Education	15.94	19.01	17.89	3.07	(1.12)	19%	-6%	7%
Physical Fitness, Body Movem	0.10	-	0.10	(0.10)	0.10	-	-	-
Physical Sciences, General	-	-	0.01	-	0.01	-	-	-
Physics, General	12.13	13.57	13.17	1.44	(0.40)	12%	-3%	4%
Plumbing, Pipefitting, Steamf	8.84	9.45	7.24	0.61	(2.21)	7%	-23%	-8%
Political Science	11.17	10.71	9.32	(0.46)	(1.39)	-4%	-13%	-9%
Psychology, General	24.44	22.60	23.91	(1.84)	1.31	-8%	6%	-1%
Radiologic Technology	3.73	4.43	4.00	0.70	(0.43)	19%	-10%	5%
Reading	2.81	5.82	4.91	3.01	(0.91)	107%	-16%	46%
Real Estate	1.14	1.71	2.04	0.57	0.33	50%	19%	35%
Registered Nursing	12.58	11.12	10.58	(1.46)	(0.54)	-12%	-5%	-8%
Respiratory Care/Therapy	4.17	4.12	3.69	(0.05)	(0.43)	-1%	-10%	-6%
Russian	0.67	0.67	0.67	-	-	0%	0%	0%
Sculpture	0.35	0.35	0.35	-	-	0%	0%	0%
Sign Language	1.00	1.00	0.67	-	(0.33)	0%	-33%	-17%
Small Business, Entrepren	0.68	0.68	0.38	-	(0.30)	0%	-44%	-22%
Social Sciences, General	2.70	2.70	2.93	-	0.23	0%	9%	4%
Sociology	10.69	10.74	9.04	0.05	(1.70)	0%	-16%	-8%
Spanish	5.33	5.33	4.66	-	(0.67)	0%	-13%	-6%
Speech Communication	29.05	28.38	27.87	(0.67)	(0.51)	-	-2%	-
Study Skills	0.02	-	-	(0.02)	-	-100%	-	-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
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Supervised Tutoring	8.70	6.61	7.60	(2.09)	0.99	-24%	15%	-5%
Tax Studies	0.60	0.60	0.93	-	0.33	-	-	-
Technical Communication	-	0.38	-	0.38	(0.38)	-	-	-
Technical Theater	-	0.64	1.61	0.64	0.97	-	152%	152%
Television-incl TV/film/video	4.71	3.66	2.49	(1.05)	(1.17)	-22%	-32%	-27%
Veterinary Technic (Licensed)	7.21	7.22	7.94	0.01	0.72	0%	10%	5%
Vietnamese	0.67	0.67	0.67	-	-	0%	0%	0%
Vocational ESL	0.80	0.36	-	(0.44)	(0.36)	-55%	-100%	-78%
Women Studies	1.80	1.80	1.50	-	(0.30)	0%	-17%	-8%
World Wide Web Administration	0.68	0.68	0.68	-	-	0%	0%	0%
Total	906.19	866.52	828.93	(39.67)	(37.59)	-4%	-4%	-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 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Percent Change
Central Services								
Building Maintenance and Repairs	19.5	19.0	18.0	(0.5)	(1.0)	-3%	-5%	-4%
Custodial Services	17.0	16.0	15.7	(1.0)	(0.3)	-6%	-2%	-4%
Fiscal Operations	24.6	22.7	23.9	(1.9)	1.2	-8%	5%	-1%
Food Services	-	-	0.0	-	0.0	-	-	-
Grounds Maintenance and Repairs	7.0	5.0	5.0	(2.0)	-	-29%	0%	-14%
Human Resources Management	9.4	8.5	7.5	(0.9)	(1.0)	-10%	-12%	-11%
Logistical Services	16.5	17.1	17.5	0.6	0.4	4%	2%	3%
Management Information Systems	67.7	66.6	65.5	(1.2)	(1.1)	-2%	-2%	-2%
Matriculation and Student Assessment	1.0	-	-	(1.0)	-	-100%	-	-100%
Other Ancillary Services	7.1	7.1	7.9	-	0.8	0%	12%	6%
Other General Institutional Support Services	4.6	4.6	3.6	-	(1.0)	0%	-22%	-11%
Other Operation and Maintenance of Plant	10.3	11.2	14.2	0.9	3.0	9%	27%	18%
Parking	5.0	5.4	6.1	0.4	0.7	7%	13%	10%
Physical Property and Related Acquisitions	1.6	1.6	3.6	-	2.0	0%	129%	65%
Planning, Policymaking, and Coordination	2.9	2.9	5.2	-	2.3	0%	78%	39%
Staff Development	1.0	1.0	1.0	-	-	0%	0%	0%
Total	195.1	188.5	194.6	(6.6)	6.1	-3%	3%	0%

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

Administrative Support Area (ASA)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
De Anza College								
Academic Administration	36.3	39.7	40.3	3.5	0.6	10%	2%	6%
Academic/Faculty Senate	0.2	0.8	1.3	0.6	0.5	252%	62%	157%
Admissions and Records	17.8	17.9	18.9	0.1	1.0	0%	6%	3%
Child Development Centers	19.1	18.9	19.4	(0.3)	0.5	-1%	3%	1%
Community Relations	1.5	0.5	0.7	(1.0)	0.2	-66%	38%	-14%
Community Service Classes	5.4	5.4	5.4	-	-	0%	0%	0%
Community Use of Facilities	6.7	6.8	6.9	0.1	0.1	1%	1%	1%
Counseling and Guidance	7.5	8.4	6.9	0.9	(1.5)	12%	-18%	-3%
Course and Curriculum Development	1.0	1.0	1.0	-	-	0%	0%	0%
Custodial Services	14.7	13.6	14.5	(1.1)	0.9	-7%	7%	0%
Extended Opportunities Programs and Services	10.8	10.1	10.2	(0.7)	0.1	-6%	1%	-2%
Financial Aid Administration	10.5	11.0	8.8	0.5	(2.2)	5%	-20%	-8%
Fiscal Operations	11.7	11.7	10.7	(0.0)	(1.1)	0%	-9%	-5%
Food Services	-	-	6.7	-	6.7	-	-	-
Grounds Maintenance and Repairs	4.3	4.4	4.4	0.1	-	1%	0%	1%
Health Services	10.7	9.9	9.7	(0.8)	(0.2)	-7%	-2%	-4%
Human Resources Management	0.2	1.0	2.0	0.9	1.0	587%	96%	341%
Learning Center	2.0	2.0	2.0	-	-	0%	0%	0%
Library	13.2	14.1	14.1	0.9	0.1	7%	0%	4%
Logistical Services	8.9	9.1	9.0	0.3	(0.2)	3%	-2%	1%
Management Information Systems	1.0	1.1	2.0	0.1	0.9	6%	89%	47%
Matriculation and Student Assessment	43.5	44.5	41.4	1.0	(3.1)	2%	-7%	-2%
Miscellaneous Student Services	1.5	2.1	3.6	0.6	1.5	37%	73%	55%
Other Ancillary Services	16.5	10.9	4.0	(5.7)	(6.9)	-34%	-64%	-49%
Other Auxiliary Operations	5.9	5.9	3.8	(0.0)	(2.2)	-1%	-36%	-18%
Other Community Services and Economic Deve	2.0	1.0	1.3	(1.0)	0.3	-50%	25%	-13%
Other General Institutional Support Services	2.0	3.0	1.5	1.0	(1.5)	50%	-50%	0%
Other Instructional Support Services	4.5	3.1	4.0	(1.4)	0.9	-	30%	-
Other Student Counseling and Guidance	0.1	0.9	1.9	0.9	1.0	1063%	108%	585%

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

Administrative Support Area (ASA)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Physical Property and Related Acquisitions	0.7	0.7	0.7	-	-	0%	0%	0%
Planning, Policymaking, and Coordination	1.0	5.0	5.0	4.0	-	400%	0%	200%
Staff Development	2.1	2.0	2.0	(0.1)	(0.0)	-	0%	-
Staff Diversity	1.0	2.0	2.0	1.0	-	100%	0%	50%
Student Aid	4.0	4.0	5.0	-	1.0	0%	25%	13%
Student and Co-Curricular Activities	2.4	2.4	2.4	-	-	0%	0%	0%
Transfer Programs	-	-	1.0	-	1.0	-	-	-
Veterans Services	0.2	-	-	(0.2)	-	-	-	-
Total	270.6	274.6	274.2	4.0	(0.3)	1%	0%	1%

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

Administrative Support Area (ASA)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Foothill College								
Academic Administration	25.8	27.4	30.5	1.6	3.1	6%	11%	9%
Academic/Faculty Senate	0.2	1.8	2.0	1.6	0.1	810%	7%	409%
Admissions and Records	6.0	5.0	6.0	(1.0)	1.0	-17%	20%	2%
Community Relations	7.9	7.9	6.9	-	(1.0)	0%	-13%	-6%
Community Service Classes	0.0	-	-	(0.0)	-	-	-	-
Community Use of Facilities	3.5	2.6	2.5	(0.9)	(0.2)	-26%	-6%	-16%
Contract Education	1.1	1.1	0.1	-	(1.0)	0%	-91%	-45%
Counseling and Guidance	10.2	9.6	10.9	(0.5)	1.2	-5%	13%	4%
Course and Curriculum Development	2.0	2.0	2.0	-	-	0%	0%	0%
Extended Opportunities Programs and Services	5.5	5.6	5.6	0.1	0.0	3%	0%	1%
Financial Aid Administration	9.0	8.0	9.0	(1.0)	1.0	-11%	13%	1%
Fiscal Operations	1.1	1.1	1.0	-	(0.1)	0%	-7%	-3%
Health Services	4.8	4.8	5.7	0.0	0.9	1%	18%	9%
Human Resources Management	0.1	1.5	2.0	1.4	0.5	-	32%	-
Job Placement Services	2.0	2.0	2.0	-	-	0%	0%	0%
Learning Center	1.0	-	1.0	(1.0)	1.0	-	-	-
Library	9.4	9.2	10.7	(0.2)	1.5	-2%	16%	7%
Logistical Services	3.1	0.8	0.8	(2.4)	-	-76%	0%	-38%
Management Information Systems	1.0	1.3	1.0	0.3	(0.3)	32%	-24%	4%
Matriculation and Student Assessment	24.8	33.7	27.0	8.9	(6.7)	36%	-20%	8%
Miscellaneous Student Services	1.0	1.5	2.0	0.5	0.6	45%	38%	41%
Other Ancillary Services	14.6	12.3	8.0	(2.3)	(4.3)	-15%	-35%	-25%
Other Auxiliary Operations	9.8	10.6	11.8	0.9	1.2	9%	11%	10%
Other Community Services and Economic Deve	1.5	1.5	2.6	0.0	1.1	1%	74%	37%
Other General Institutional Support Services	3.0	2.0	2.0	(1.0)	-	-33%	0%	-17%
Other Instructional Administration and Instruct	0.0	-	-	(0.0)	-	-	-	-
Other Instructional Support Services	11.0	5.6	5.6	(5.5)	0.1	-50%	1%	-24%
Physical Property and Related Acquisitions	-	0.7	0.7	0.7	-	-	-	-
Planning, Policymaking, and Coordination	6.0	6.0	6.5	-	0.5	0%	9%	4%

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

Administrative Support Area (ASA)	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
	Staff Development	0.8	0.1	-	(0.7)	(0.1)	-	
Student Aid	0.6	1.3	1.0	0.7	(0.3)	106%	-23%	42%
Student Personnel Administration	1.0	1.0	1.0	-	-	0%	0%	0%
Student and Co-Curricular Activities	2.8	2.6	1.3	(0.2)	(1.3)	-7%	-49%	-28%
Transfer Programs	0.8	0.3	-	(0.5)	(0.3)	-65%	-100%	-83%
Veterans Services	1.0	1.2	1.0	0.2	(0.2)	22%	-18%	2%
Total	172.4	172.1	170.1	(0.3)	(2.0)	0%	-1%	-1%

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 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Percent Change
FHDA CCD								
Academic Administration	62.1	67.1	70.8	5.0	3.7	8%	5%	7%
Academic/Faculty Senate	0.4	2.6	3.3	2.2	0.6	512%	24%	268%
Admissions and Records	23.8	22.9	24.9	(0.9)	2.0	-4%	9%	2%
Building Maintenance and Repairs	19.5	19.0	18.0	(0.5)	(1.0)	-3%	-5%	-4%
Child Development Centers	19.1	18.9	19.4	(0.3)	0.5	-1%	3%	1%
Community Relations	9.4	8.4	7.6	(1.0)	(0.8)	-11%	-10%	-10%
Community Service Classes	5.4	5.4	5.4	(0.0)	-	-1%	0%	0%
Community Use of Facilities	10.2	9.4	9.4	(0.8)	(0.1)	-8%	-1%	-4%
Contract Education	1.1	1.1	0.1	-	(1.0)	0%	-91%	-45%
Counseling and Guidance	17.7	18.1	17.8	0.4	(0.3)	2%	-1%	0%
Course and Curriculum Development	3.0	3.0	3.0	-	-	0%	0%	0%
Custodial Services	31.7	29.6	30.2	(2.1)	0.6	-7%	2%	-2%
Extended Opportunities Programs and Services	16.2	15.7	15.9	(0.5)	0.2	-3%	1%	-1%
Financial Aid Administration	19.5	19.0	17.8	(0.5)	(1.2)	-3%	-6%	-4%
Fiscal Operations	37.4	35.5	35.6	(1.9)	0.1	-5%	0%	-2%
Food Services	-	-	6.7	-	6.7	-	-	-
Grounds Maintenance and Repairs	11.3	9.4	9.4	(1.9)	-	-17%	0%	-9%
Health Services	15.5	14.7	15.4	(0.7)	0.7	-5%	5%	0%
Human Resources Management	9.6	11.0	11.4	1.4	0.5	14%	4%	9%
Job Placement Services	2.0	2.0	2.0	-	-	0%	0%	0%
Learning Center	3.0	2.0	3.0	(1.0)	1.0	-33%	50%	8%
Library	22.6	23.2	24.8	0.7	1.6	3%	7%	5%
Logistical Services	28.4	27.0	27.2	(1.5)	0.2	-5%	1%	-2%
Management Information Systems	69.7	68.9	68.5	(0.8)	(0.4)	-1%	-1%	-1%
Matriculation and Student Assessment	69.3	78.2	68.4	9.0	(9.8)	13%	-13%	0%
Miscellaneous Student Services	2.5	3.5	5.6	1.0	2.1	40%	58%	49%
Other Ancillary Services	38.2	30.3	19.9	(7.9)	(10.4)	-21%	-34%	-27%
Other Auxiliary Operations	15.7	16.5	15.6	0.8	(1.0)	5%	-6%	0%
Other Community Services and Economic Deve	3.5	2.5	3.9	(1.0)	1.4	-28%	55%	13%

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 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Percent Change
Other General Institutional Support Services	9.6	9.6	7.1	-	(2.5)	-	-26%	-
Other Instructional Administration and Instruct	0.0	-	-	(0.0)	-	-100%	-	-100%
Other Instructional Support Services	15.5	8.6	9.6	(6.9)	1.0	-44%	12%	-16%
Other Operation and Maintenance of Plant	10.3	11.2	14.2	0.9	3.0	-	27%	-
Other Student Counseling and Guidance	0.1	0.9	1.9	0.9	1.0	1063%	108%	585%
Parking	5.0	5.4	6.1	0.4	0.7	7%	13%	10%
Physical Property and Related Acquisitions	2.3	3.0	5.0	0.7	2.0	31%	68%	49%
Planning, Policymaking, and Coordination	9.9	13.9	16.7	4.0	2.8	40%	20%	30%
Staff Development	4.0	3.1	3.0	(0.8)	(0.1)	-	-4%	-
Staff Diversity	1.0	2.0	2.0	1.0	-	100%	0%	50%
Student Aid	4.6	5.3	6.0	0.7	0.7	14%	13%	14%
Student Personnel Administration	1.0	1.0	1.0	-	-	0%	0%	0%
Student and Co-Curricular Activities	5.1	4.9	3.7	(0.2)	(1.3)	-4%	-25%	-15%
Transfer Programs	0.8	0.3	1.0	(0.5)	0.7	-65%	257%	96%
Veterans Services	1.2	1.2	1.0	0.0	(0.2)	3%	-18%	-7%
Total	638.1	635.2	638.9	(2.9)	3.7	0%	1%	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
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Avg Percent
Central Services								
Executive, Administrative, and Managerial	32.0	28.0	32.3	(4.0)	4.3	-13%	15%	1%
Faculty	1.4	1.1	1.0	(0.3)	(0.1)	-	-5%	-
Professional, Non-Faculty	68.9	80.8	83.0	11.9	2.2	17%	3%	10%
Clerical/Secretarial	15.4	17.8	15.7	2.3	(2.1)	15%	-12%	2%
Technical/Paraprofessional	20.0	5.0	6.0	(15.0)	1.0	-75%	20%	-28%
Skilled Crafts	13.5	12.0	11.0	(1.5)	(1.0)	-11%	-8%	-10%
Service/Maintenance	44.0	44.0	45.7	-	1.7	0%	4%	2%
Total	195.2	188.6	194.6	(6.6)	6.1	-3%	3%	0%
De Anza College								
Executive, Administrative, and Managerial	28.8	32.3	31.3	3.5	(0.9)	12%	-3%	5%
Faculty	552.8	511.2	503.9	(41.6)	(7.2)	-8%	-1%	-4%
Professional, Non-Faculty	57.5	95.8	96.2	38.4	0.4	67%	0%	34%
Clerical/Secretarial	60.0	57.5	50.5	(2.5)	(7.0)	-4%	-12%	-8%
Technical/Paraprofessional	94.9	62.3	63.9	(32.7)	1.7	-34%	3%	-16%
Service/Maintenance	35.5	33.0	34.0	(2.5)	1.0	-7%	3%	-2%
Total	829.5	792.0	780.0	(37.4)	(12.1)	-5%	-2%	-3%
Foothill College								
Executive, Administrative, and Managerial	34.1	34.4	37.4	0.3	3.0	1%	9%	5%
Faculty	372.8	375.2	350.0	2.3	(25.2)	1%	-7%	-3%
Professional, Non-Faculty	46.8	68.6	67.9	21.8	(0.7)	47%	-1%	23%
Clerical/Secretarial	32.0	24.5	20.5	(7.5)	(4.0)	-23%	-16%	-20%
Technical/Paraprofessional	33.4	18.5	17.5	(14.9)	(1.0)	-45%	-5%	-25%
Service/Maintenance	0.5	-	-	(0.5)	-	-	-	-
Total	519.7	521.1	493.2	1.4	(27.9)	0%	-5%	-3%

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 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Percent
FHDA CCD								
Executive, Administrative, and Managerial	94.9	94.7	101.0	(0.3)	6.4	0%	7%	3%
Faculty	927.0	887.4	854.9	(39.6)	(32.5)	-4%	-4%	-4%
Professional, Non-Faculty	173.1	245.2	247.1	72.1	1.9	42%	1%	21%
Clerical/Secretarial	107.4	99.8	86.7	(7.7)	(13.1)	-7%	-13%	-10%
Technical/Paraprofessional	148.4	85.8	87.4	(62.6)	1.7	-42%	2%	-20%
Skilled Crafts	13.5	12.0	11.0	(1.5)	(1.0)	-11%	-8%	-10%
Service/Maintenance	80.0	77.0	79.7	(3.0)	2.7	-4%	3%	0%

Figure 14. FHDA CCD Full-Time Employee Equivalent by EE06 Occupational Activity, Fall 2022

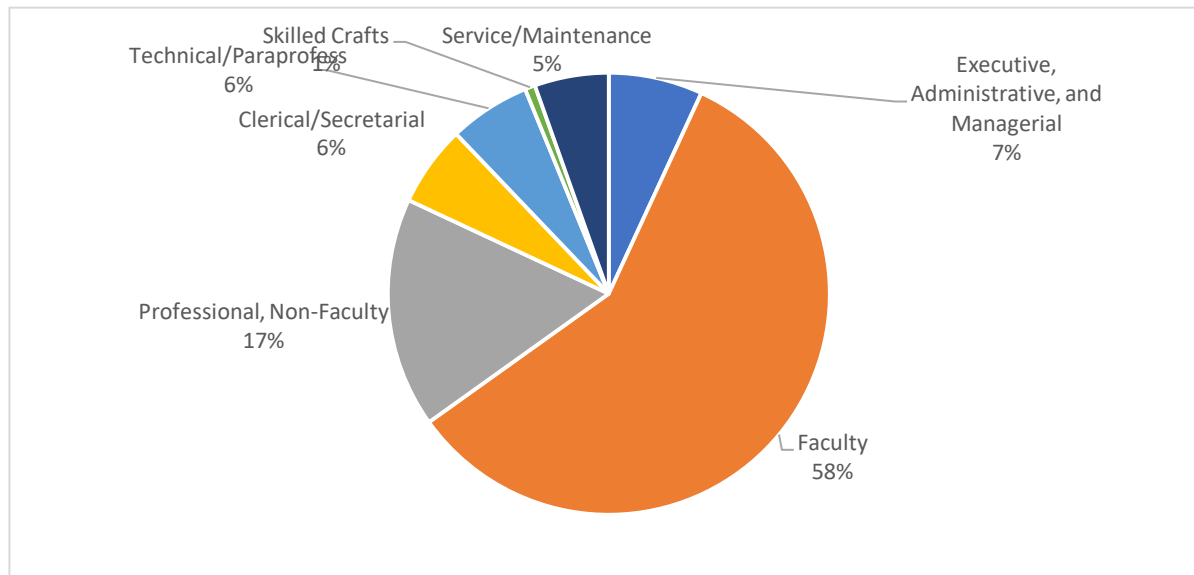


Table 15. Full-Time Equivalent Employee by Institution and Fall Term

Institution	Full-Time Equivalent Employee			Change		Percent Change		2-Year Avg Percent Change
	Fall 2020	Fall 2021	Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	
Central Services	195.17	188.57	194.62	(6.60)	6.05	-3.4%	3.2%	-0.1%
De Anza College	829.46	792.04	779.95	(37.42)	(12.09)	-4.5%	-1.5%	-3.0%
Foothill College	519.69	521.12	493.24	1.43	(27.88)	0.3%	-5.4%	-2.5%
FHDA CCD	1,544.32	1,501.73	1,467.81	(42.59)	(33.92)	-2.8%	-2.3%	-2.5%

Institution	Percent of Total		
	Fall 2020	Fall 2021	Fall 2022
Central Services	12.6%	12.6%	13.3%
De Anza College	53.7%	52.7%	53.1%
Foothill College	33.7%	34.7%	33.6%
FHDA CCD	100.0%	100.0%	100.0%

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

