



Higher Education Employees Annual Report ORS 350.360

November 2025



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Higher Education Employees Annual Report, November 2025, developed by the Higher Education Coordinating Commission, Office of Research & Data.

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EXECUTIVE SUMMARY

Senate Bill 1520, Sec. 12 (2018) amended ORS 350.360 and directs the Higher Education Coordinating Commission (HECC) to conduct an annual review of employment at each public university and community college in Oregon and to report the results of that review to the Legislative Assembly and the Governor. Following the requirements of this statute and the workgroups that preceded it, this report presents information about staff at the institutions in three groups: administrators/managers, classified/professional non-teaching staff, and faculty. Each group is further divided into full-time and part-time employees to display the following information for the Fall term of the 2023-24 academic year:

- (a) The total number of employees in the employee group;
- (b) The total number of full-time equivalent positions (FTE) in the employee group;
- (c) The average number of supervisors in the employee group;
- (d) The average salary of a member of the employee group;
- (e) The ratio of students to employees in the employee group;
- (f) The ratio of instruction among faculty groups;
- (g) The number of employees in the employee group eligible for health care and other benefits.

The annual reporting from each public institution of higher education required by ORS 350.360 was originally adopted in 2009 (through House Bill, HB, 2557) to establish baselines for the employment of full-time, and less than full-time, faculty. Subsequent legislation (HB 2152 (2013)) added reporting for additional employee groups. In 2025, the Higher Education Coordinating Commission, stated that student employees should be a part of this report, and an additional group was added to collect employment information about student employees.

Though all institutions respond to the same definitions, different processes at the institutions mean that the data shown here can have slightly different meanings in different organizations. For example, supervisory practices can be carried out in different ways in different organizations. As a result, comparing across the institutions is not always meaningful. Comparing employee group trends within an institution over time is consistent, and this year's report includes the data for each

of the preceding four years to show a five-year trend at each institution. More detailed definitions of each measure can be found in Appendix A, and a historical description of related statute can be found in Appendix B.

UNIVERSITY EMPLOYEE DATA

EASTERN OREGON UNIVERSITY

Administrators/Management

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	3,067	2,853	2,825	2,674	2,798
	Total student FTE	2,133.0	2,124.0	2,049.7	1,973.2	1,974.0
Full-time	Number	28	27	27	29	28
	FTE	28	27.0	27.0	29.0	28.0
	Number that supervise others (not incl. graduate assts./research students)	27	26	25	25	26
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:78	1:79	1:79	1:71	1:70
	Average salary for FT - 1.0 FTE	\$105,617	\$113,546	\$115,317	\$107,321	\$104,641
	Number eligible for benefits	28	27	27	29	28
Part-time	Number	1	1	1	1	5
	FTE	0.83	0.8	0.8	0.8	1.6
	Number that supervise others (not incl. graduate assts./research students)	1	1	1	1	1
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:2,616	1:2,570	1:2,559	1:2,449	1:1,249
	Average Annual Salary for Actual Hours Contracted	\$75,530	\$77,432	\$79,691	\$85,693	\$52,485
	Average annual salary rate (If at 1.0 FTE)	\$91,000	\$93,291	\$96,014	\$102,381	\$87,024
	Number eligible for benefits	1	1	1	1	4
	Total Number of Administrators/Managment	29	28	28	30	33
	Total FTE of Administrators/Managment	28.8	27.8	27.8	29.9	29.6
	Total Number of Supervisors	28	27	26	26	27

EASTERN OREGON UNIVERSITY

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	3,067	2,853	2,825	2,674	2,798
	Total student FTE	2,133.0	2,124.0	2,049.7	1,973.2	1,974.0
Full-time	Number	189	168	181	178	190
	FTE	189.0	168.0	182.2	179.0	190.0
	Number that supervise others (not incl. graduate assts./research students)	32	20	51	27	54
	Number that supervise only graduate/research assts.	0	0	1	3	2
	Employee to Student ratio	1:11	1:13	1:11	1:11	1:10
	Average salary for FT - 1.0 FTE	\$47,495	\$55,687	\$51,874	\$53,973	\$55,407
	Number eligible for benefits	189	168	181	178	190
Part-time	Number	53	43	25	35	39
	FTE	15.1	25.0	11.1	11.6	10.7
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:141	1:85	1:185	1:170	1:184
	Average Annual Salary for Actual Hours Contracted	\$18,384	\$32,846	\$26,157	\$24,463	\$20,068
	Average annual salary rate (If at 1.0 FTE)	\$103,671	\$57,644	\$49,773	\$61,812	\$105,695
	Number eligible for benefits	30	25	18	23	27
	Total Number of Classified/Non-Teaching	242	211	206	213	229
	Total FTE of Classified/Non-Teaching	204.1	193.0	193.2	190.6	200.7
	Total Number of Classified/Non-Teaching Supervisors	32	20	52	30	56

EASTERN OREGON UNIVERSITY

Faculty

	Report Year	2021	2022	2023	2024	2025	
	Data Year	2019	2020	2021	2022	2023	
	Total student headcount	3,067	2,853	2,825	2,674	2,798	
	Total student FTE	2,133.0	2,124.0	2,049.7	1,973.2	1,974.0	
Full-time	Number	97	102	106	113	106	
	FTE	97.0	102.2	106.4	113.3	106.97	
	Percent of Instruction	69%	66%	84%	84%	72%	
	Number that supervise others (not incl. graduate assts./research students)	0	0	13	0	19	
	Number that supervise only graduate/research assts.	0	0	0	0	0	
	Employee to Student ratio	1:22	1:21	1:19	1:17	1:18	
	Average salary for FT - 1.0 FTE	\$67,580	\$70,157	\$72,521	\$73,502	\$76,417	
	Number eligible for benefits	97	102	106	113	106	
	Part-time >= .5 FTE	Number	5	3	4	2	9
		FTE	3.5	1.9	2.9	1.2	6.1
Percent of Instruction		2%	1%	3%	0%	4%	
Number that supervise others (not incl. graduate assts./research students)		0	0	0	0	0	
Number that supervise only graduate/research assts.		0	0	0	0	0	
Employee to Student ratio		1:616	1:1118	1:698	1:1644	1:324	
Average Annual Salary for Actual Hours Contracted		\$52,890	\$64,424	\$64,717	\$69,721	\$82,134	
Average annual salary rate (If at 1.0 FTE)		\$79,570	\$110,094	\$86,794	\$116,201	\$120,912	
Number eligible for benefits		5	3	4	2	9	

EASTERN OREGON UNIVERSITY

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	3,067	2,853	2,825	2,674	2,798
	Total student FTE	2,133.0	2,124.0	2,049.7	1,973.2	1,974.0
Part-time <= .5 FTE	Number	80	88	96	96	84
	FTE	26.3	29.1	8.8	8.2	7.2
	Percent of Instruction	22%	28%	28%	31%	29%
	Number that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:81	1:73	1:233	1:242	1:276
	Average Annual Salary for Actual Hours Contracted	\$16,483	\$18,419	\$17,982	\$17,623	\$17,919
	Average annual salary rate (If at 1.0 FTE)	\$192,066	\$197,892	\$211,187	\$209,978	\$203,836
	Number eligible for benefits	37	3	52	56	47
Graduate Assistants	Number	6	7	6	5	5
	FTE	0.2	0.3	2.2	1.3	1.3
	Percent of Instruction	0%	0%	0%	0%	0%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	1:10,061	1:7,401	1:953	1:1,474	1:1,553
	Average Annual Salary for Actual Hours Contracted	\$3,782	\$3,250	\$5,984	\$4,044	\$3,909
	Average annual salary rate (If at 1.0 FTE)	\$93,225	\$122,614	\$92,752	\$61,035	\$66,723
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	188	200	212	216	204
	Total FTE of Faculty	127.0	133.5	120.3	124.0	121.5
	Total Number of Faculty Supervisors	0	0	13	0	19

EASTERN OREGON UNIVERSITY

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	3,067	2,853	2,825	2,674	2,798
	Total student FTE	2,133.0	2,124.0	2,049.7	1,973.2	1,974.0
Graduate Student Employees	Number of Graduate Student Employees					16
	Average hourly wage for Fall term					\$14
	Average number of hours worked in Fall					51.9
Undergraduate Student Employees	Number of Undergraduate Student Employees					197
	Average hourly wage for Fall term					\$14
	Average number of hours worked in Fall					76.3
	Total Number of Student Employees					213
Grand Totals	Total Number of Employees	458	439	448	462	468
	Total FTE of Employees	358.9	354.3	343.4	344.2	353.0
	Total Student Employees					213
	Total Number of Supervisors	59	46	91	57	102

OREGON INSTITUTE OF TECHNOLOGY

Administrators/Management

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	5,319	5,325	4,910	4,913	5,111
	Total student FTE	3,247.0	3,214.0	2,989.8	2,906.8	2,898.0
Full-time	Number	40	37	40	49	50
	FTE	40.0	37.0	40.0	49.0	50.0
	Number that supervise others (not incl. graduate assts./research students)	37	34	34	41	41
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:81	1:87	1:75	1:59	1:58
	Average salary for FT - 1.0 FTE	\$114,956	\$122,878	\$120,123	\$120,585	\$120,423
	Number eligible for benefits	40	37	40	49	50
Part-time	Number	0	0	0	0	0
	FTE	0.0	0.0	0.0	0.0	0.0
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	0:3,247	0:3,214	0:2,990	0:2,907	0:2,898
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Administrators/Managment	40	37	40	49	50
	Total FTE of Administrators/Managment	40.0	37.0	40.0	49.0	50.0
	Total Number of Supervisors	37	34	34	41	41

OREGON INSTITUTE OF TECHNOLOGY

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	5,319	5,325	4,910	4,913	5,111
	Total student FTE	3,247.0	3,214.0	2,989.8	2,906.8	2,898.0
Full-time	Number	222	219	216	213	224
	FTE	222.0	219.0	216.0	213.0	224.0
	Number that supervise others (not incl. graduate assts./research students)	22	18	22	17	22
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:15	1:15	1:14	1:14	1:13
	Average salary for FT - 1.0 FTE	\$51,575	\$55,062	\$55,276	\$56,106	\$57,393
	Number eligible for benefits	222	219	216	213	224
Part-time	Number	36	25	34	25	41
	FTE	10.0	7.8	9.6	7.8	13.6
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	1	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:324	1:415	1:311	1:372	1:214
	Average Annual Salary for Actual Hours Contracted	\$13,551	\$16,333	\$14,511	\$16,752	\$25,121
	Average annual salary rate (If at 1.0 FTE)	\$51,614	\$56,276	\$52,398	\$54,774	\$66,859
	Number eligible for benefits	7	8	9	6	9
	Total Number of Classified/Non-Teaching	258	244	250	238	265
	Total FTE of Classified/Non-Teaching	232.0	226.8	225.6	220.8	237.6
	Total Number of Classified/Non-Teaching Supervisors	22	18	22	18	22

OREGON INSTITUTE OF TECHNOLOGY

Faculty

	Report Year	2021	2022	2023	2024	2025	
	Data Year	2019	2020	2021	2022	2023	
	Total student headcount	5,319	5,325	4,910	4,913	5,111	
	Total student FTE	3,247.0	3,214.0	2,989.8	2,906.8	2,898.0	
Full-time	Number	169	170	157	161	163	
	FTE	169.0	170.0	157.0	161.0	163	
	Percent of Instruction	72%	74%	68%	69%	68%	
	Number that supervise others (not incl. graduate assts./research students)	29	32	26	24	24	
	Number that supervise only graduate/research assts.	2	2	3	2	3	
	Employee to Student ratio	1:19	1:19	1:19	1:18	1:18	
	Average salary for FT - 1.0 FTE	\$73,632	\$78,511	\$80,861	\$80,976	\$80,354	
	Number eligible for benefits	169	170	157	161	163	
	Part-time >= .5 FTE	Number	12	7	7	9	21
		FTE	8.1	4.5	4.5	5.5	12.5
Percent of Instruction		2%	2%	1%	1%	3%	
Number that supervise others (not incl. graduate assts./research students)		0	1	2	1	3	
Number that supervise only graduate/research assts.		0	1	0	0	0	
Employee to Student ratio		1:403	1:714	1:664	1:533	1:233	
Average Annual Salary for Actual Hours Contracted		\$49,568	\$44,391	\$44,962	\$45,614	\$26,198	
Average annual salary rate (If at 1.0 FTE)		\$73,666	\$68,858	\$69,017	\$74,341	\$68,140	
Number eligible for benefits		12	7	7	9	21	

OREGON INSTITUTE OF TECHNOLOGY

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	5,319	5,325	4,910	4,913	5,111
	Total student FTE	3,247.0	3,214.0	2,989.8	2,906.8	2,898.0
Part-time <= .5 FTE	Number	116	125	135	116	126
	FTE	12.2	13.1	11.7	11.0	32.2
	Percent of Instruction	12%	12%	16%	13%	10%
	Number that supervise others (not incl. graduate assts./research students)	0	0	2	1	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:266	1:245	1:254	1:263	1:90
	Average Annual Salary for Actual Hours Contracted	\$5,399	\$5,986	\$4,681	\$5,049	\$5,857
	Average annual salary rate (If at 1.0 FTE)	\$51,962	\$56,292	\$56,353	\$52,584	\$51,430
	Number eligible for benefits	0	0	0	0	0
Graduate Assistants	Number	3	5	10	10	6
	FTE	0.4	0.3	0.7	1.3	4.23
	Percent of Instruction	0%	0%	0%	0%	0%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	1:8,835	1:9,418	1:4,194	1:2,269	1:685
	Average Annual Salary for Actual Hours Contracted	\$3,000	\$2,273	\$2,158	\$3,228	\$15,588
	Average annual salary rate (If at 1.0 FTE)	\$24,490	\$32,079	\$32,290	\$33,348	\$30,850
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	300	307	309	296	316
	Total FTE of Faculty	189.7	188.0	174.0	178.8	211.9
	Total Number of Faculty Supervisors	31	36	33	28	30

OREGON INSTITUTE OF TECHNOLOGY

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	5,319	5,325	4,910	4,913	5,111
	Total student FTE	3,247.0	3,214.0	2,989.8	2,906.8	2,898.0
Graduate Student Employees	Number					Not available
	Average hourly wage for Fall term					Not available
	Average number of hours worked in Fall					Not available
Undergraduate Student Employees	Number					Not available
	Average hourly wage for Fall term					Not available
	Average number of hours worked in Fall					Not available
	Total Number of Student Employees					Not available
Grand Totals	Total Number of Employees	598	588	599	583	631
	Total FTE of Employees	461.7	451.7	439.6	448.6	499.4
	Total Student Employees					Not available
	Total Number of Supervisors	90	88	89	87	93

OREGON STATE UNIVERSITY

Administrators/Management

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	32,774	33,359	34,108	35,239	36,636
	Total student FTE	27,120.0	27,005.9	27,574.5	28,584.9	29,983.1
Full-time	Number	274	262	209	260	253
	FTE	274.0	262.0	208.7	259.9	252.4
	Number that supervise others (not incl. graduate assts./research students)	274	262	209	239	239
	Number that supervise only graduate/research assts.	0	0	0	1	0
	Employee to Student ratio	1:99	1:103	1:132	1:110	1:119
	Average salary for FT - 1.0 FTE	\$130,216	\$163,053	\$173,339	\$196,865	\$182,053
	Number eligible for benefits	274	262	209	260	253
Part-time	Number	6	7	20	14	16
	FTE	2.7	3.5	12.1	8.5	8.7
	Number that supervise others (not incl. graduate assts./research students)	6	7	20	12	15
	Number that supervise only graduate/research assts.	0	0	0	0	1
	Employee to Student ratio	1:10,044	1:7,716	1:2,279	1:3,363	1:3,454
	Average Annual Salary for Actual Hours Contracted				\$90,654	\$107,526
	Average annual salary rate (If at 1.0 FTE)	\$142,907	\$108,912	\$117,381	\$140,169	\$184,079
	Number eligible for benefits	6	7	20	14	15
	Total Number of Administrators/Management	280	269	229	274	269
	Total FTE of Administrators/Management	276.7	265.5	220.8	268.4	261.1
	Total Number of Supervisors	280	269	229	252	255

OREGON STATE UNIVERSITY

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	32,774	33,359	34,108	35,239	36,636
	Total student FTE	27,120.0	27,005.9	27,574.5	28,584.9	29,983.1
Full-time	Number	3,638	3,529	3,374	3,506	3,790
	FTE	3,634.0	3,526.0	3,370.8	3,502.0	3,783.2
	Number that supervise others (not incl. graduate assts./research students)	668	645	606	608	673
	Number that supervise only graduate/research assts.	29	13	12	20	18
	Employee to Student ratio	1:7	1:8	1:8	1:8	1:8
	Average salary for FT - 1.0 FTE	\$50,980	\$64,459	\$65,719	\$69,676	\$71,601
	Number eligible for benefits	3,638	3,529	3,374	3,506	3,790
Part-time	Number	780	717	884	920	921
	FTE	321.5	301.7	385.7	408.9	394.3
	Number that supervise others (not incl. graduate assts./research students)	23	32	69	76	62
	Number that supervise only graduate/research assts.	4	2	4	5	10
	Employee to Student ratio	1:84	1:90	1:71	1:70	1:76
	Average Annual Salary for Actual Hours Contracted	--	--	--	\$29,067	\$28,176
	Average annual salary rate (If at 1.0 FTE)	\$44,477	\$56,474	\$57,081	\$67,199	\$61,835
	Number eligible for benefits	780	717	618	800	895
	Total Number of Classified/Non-Teaching	4,418	4,246	4,258	4,426	4,711
	Total FTE of Classified/Non-Teaching	3,955.5	3,827.7	3,756.5	3,910.9	4,177.5
	Total Number of Classified/Non-Teaching Supervisors	724	692	691	709	763

OREGON STATE UNIVERSITY

Faculty

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	32,774	33,359	34,108	35,239	36,636
	Total student FTE	27,120.0	27,005.9	27,574.5	28,584.9	29,983.1
Full-time	Number	1,391	1,341	1,226	1,276	1,305
	FTE	1,388.0	1,340.0	1,223.7	1,273.1	1,299.5
	Percent of Instruction	77%	77%	75%	78%	73%
	Number that supervise others (not incl. grad. assts./research students)	289	298	268	288	287
	Number that supervise only graduate/research assts.	226	200	173	157	165
	Employee to Student ratio	1:20	1:20	1:23	1:22	1:23
	Average salary for FT - 1.0 FTE	\$91,683	\$96,637	\$102,112	\$113,975	\$111,454
	Number eligible for benefits	1,391	1,341	1,226	1,276	1,305
Part-time >= .5 FTE	Number	120	254	269	235	233
	FTE	78.7	73.6	174.8	154.0	145.2
	Percent of Instruction	6%	4%	12%	12%	10%
	Number that supervise others (not incl. grad. assts./research students)	11	21	65	46	45
	Number that supervise only graduate/research assts.	6	7	17	29	24
	Employee to Student ratio	1:345	1:367	1:158	1:186	1:206
	Average Annual Salary for Actual Hours Contracted	--	--	--	\$64,428	\$58,773
	Average annual salary rate (If at 1.0 FTE)	\$77,202	\$84,830	\$83,240	\$95,229	\$93,214
	Number eligible for benefits	120	254	269	235	226

OREGON STATE UNIVERSITY

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	32,774	33,359	34,108	35,239	36,636
	Total student FTE	27,120.0	27,005.9	27,574.5	28,584.9	29,983.1
Part-time <= .5 FTE	Number	281	129	278	285	315
	FTE	76.0	88.6	74.5	79.9	81.3
	Percent of Instruction	9%	6%	9%	9%	11%
	Number that supervise others (not incl. grad. assts./research students)	3	4	4	8	11
	Number that supervise only graduate/research assts.	6	3	2	3	7
	Employee to Student ratio	1:357	1:305	1:370	1:358	1:369
	Average Annual Salary for Actual Hours Contracted	--	--	--	\$15,917	\$15,753
	Average annual salary rate (If at 1.0 FTE)	\$49,210	\$54,143	\$52,240	\$57,149	\$59,916
	Number eligible for benefits	281	129	230	243	277
Graduate Assistants	Number	1,763	1,672	1,770	1,761	1,833
	FTE	792.3	745.2	791.5	752.5	783.4
	Percent of Instruction	8%	8%	0%	0%	0%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	1:34	1:36	1:35	1:38	1:38
	Average Annual Salary for Actual Hours Contracted	--	--	--	\$26,787	\$27,917
	Average annual salary rate (If at 1.0 FTE)	\$54,184	\$55,460	\$56,037	\$63,025	\$65,634
	Number eligible for benefits	1,763	1,672	1,770	1,761	1,833
	Total Number of Faculty	3,555	3,396	3,543	3,557	3,686
	Total FTE of Faculty	2,335.0	2,247.4	2,264.5	2,259.5	2,309.4
	Total Number of Faculty Supervisors	541	533	529	531	539

OREGON STATE UNIVERSITY

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	32,774	33,359	34,108	35,239	36,636
	Total student FTE	27,120.0	27,005.9	27,574.5	28,584.9	29,983.1
Graduate Student Employees	Number of Graduate Student Employees					109
	Average hourly wage for Fall term					17
	Average number of hours worked in Fall					197
Undergraduate Student	Number of Undergraduate Student Employees					2,590
	Average hourly wage for Fall term					16
	Average number of hours worked in Fall					155
	Total Number of Student Employees					2,699
Grand Totals	Total Number of Employees	8,253	7,911	8,030	8,257	8,666
	Total FTE of Employees	6,567.2	6,340.6	6,241.8	6,438.8	6,748.0
	Total Student Employees					2,699
	Total Number of Supervisors	1,545	1,494	1,449	1,492	1,557

PORTLAND STATE UNIVERSITY

Administrators/Management

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	26,021	23,979	23,177	22,104	20,519
	Total student FTE	18,809.0	17,428.0	16,522.0	15,671.7	15,788.0
Full-time	Number	80	92	89	91	91
	FTE	80.0	91.9	88.9	90.9	91.0
	Number that supervise others (not incl. grad. assts./research students)	72	79	89	75	55
	Number that supervise only graduate/research assts.	0	0	0	6	0
	Employee to Student ratio	1:235	1:190	1:186	1:173	1:173
	Average salary for FT - 1.0 FTE	\$142,889	\$141,058	\$146,852	\$153,728	\$166,876
	Number eligible for benefits	80	92	89	91	91
Part-time	Number	6	4	3	2	4
	FTE	4.1	2.3	2.1	1.5	2.9
	Number that supervise others (not incl. grad. assts./research students)	4	2	2	0	3
	Number that supervise only graduate/research assts.	1	0	0	0	0
	Employee to Student ratio	1:4,588	1:7,577	1:8,060	1:10,448	1:5,425
	Average Annual Salary for Actual Hours Contracted	\$112,777	\$98,548	\$138,284	\$97,772	\$50,652
	Average annual salary rate (If at 1.0 FTE)	\$158,056	\$157,605	\$191,904	\$130,362	\$202,608
	Number eligible for benefits	6	4	3	2	4
	Total Number of Administrators/Management	86	96	92	93	95
	Total FTE of Administrators/Management	84.1	94.2	91.0	92.4	93.9
	Total Number of Supervisors	77	81	91	81	58

PORTLAND STATE UNIVERSITY

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	26,021	23,979	23,177	22,104	20,519
	Total student FTE	18,809.0	17,428.0	16,522.0	15,671.7	15,788.0
Full-time	Number	1,364	1,274	1,201	1,239	1,222
	FTE	1,363.5	1,284.1	1,200.3	1,238.5	1,221.5
	Number that supervise others (not incl. grad. assts./research students)	313	257	224	240	210
	Number that supervise only graduate/research assts.	6	2	1	1	9
	Employee to Student ratio	1:14	1:14	1:14	1:13	1:13
	Average salary for FT - 1.0 FTE	\$62,487	\$62,197	\$63,042	\$67,144	\$70,140
	Number eligible for benefits	1,364	1,274	1,201	1,237	1,221
Part-time	Number	97	124	105	206	114
	FTE	59.9	63.1	68.7	126.4	71.1
	Number that supervise others (not incl. grad. assts./research students)	0	8	5	2	7
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:314	1:276	1:240	1:124	1:222
	Average Annual Salary for Actual Hours Contracted	\$37,818	\$30,913	\$42,453	\$32,374	\$45,144
	Average annual salary rate (If at 1.0 FTE)	\$59,747	\$55,971	\$64,744	\$58,337	\$67,379
	Number eligible for benefits	9	77	98	90	106
	Total Number of Classified/Non-Teaching	1,461	1,398	1,306	1,445	1,336
	Total FTE of Classified/Non-Teaching	1,423.4	1,347.2	1,269.0	1,364.9	1,292.6
	Total Number of Classified/Non-Teaching Supervisors	319	267	230	243	226

PORTLAND STATE UNIVERSITY

Faculty

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	26,021	23,979	23,177	22,104	20,519
	Total student FTE	18,809.0	17,428.0	16,522.0	15,671.7	15,788.0
Full-time	Number	758	810	778	773	766
	FTE	757.4	809.0	777.4	772.6	766
	Percent of Instruction	Not available	56%	55%	0%	55%
	Number that supervise others (not incl. grad. assts./research students)	19	79	62	61	56
	Number that supervise only graduate/research assts.	1	3	1	1	0
	Employee to Student ratio	1:25	1:22	1:21	1:20	1:21
	Average salary for FT - 1.0 FTE	\$89,481	\$92,577	\$94,051	\$94,709	\$103,090
	Number eligible for benefits	758	810	778	772	766
Part-time >= .5 FTE	Number	113	84	110	101	208
	FTE	78.4	57.0	74.2	69.84	132.4
	Percent of Instruction	Not available	15%	15%	Not available	14%
	Number that supervise others (not incl. grad. assts./research students)	5	5	1	2	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:240	1:306	1:223	1:224	1:119
	Average Annual Salary for Actual Hours Contracted	\$65,658	\$63,654	\$64,434	\$70,907	\$47,063
	Average annual salary rate (If at 1.0 FTE)	\$94,107	\$94,910	\$95,377	\$102,732	\$76,800
	Number eligible for benefits	113	84	110	101	202

PORTLAND STATE UNIVERSITY

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	26,021	23,979	23,177	22,104	20,519
	Total student FTE	18,809.0	17,428.0	16,522.0	15,671.7	15,788.0
Part-time <= .5 FTE	Number	810	796	778	701	674
	FTE	237.9	146.7	229.2	165.6	166.9
	Percent of Instruction	Not available	26%	30%	0%	32%
	Number that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:79	1:119	1:72	1:95	1:95
	Average Annual Salary for Actual Hours Contracted	\$11,221	\$9,712	\$10,945	\$8,758	\$9,481
	Average annual salary rate (If at 1.0 FTE)	\$52,681	\$51,872	\$53,287	\$54,670	\$58,365
	Number eligible for benefits	0	3	778	1	651
Graduate Assistants	Number	605	523	541	522	523
	FTE	225.0	130.4	202.9	195.1	201
	Percent of Instruction	Not available	4%	3%	Not available	Not available
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	1:84	1:134	1:81	1:80	1:79
	Average Annual Salary for Actual Hours Contracted	\$8,813	\$9,279	\$11,367	\$10,691	\$11,638
	Average annual salary rate (If at 1.0 FTE)	\$37,106	\$38,442	\$38,994	\$39,202	\$41,114
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	2,286	2,213	2,207	2,097	2,171
	Total FTE of Faculty	1,298.7	1,143.1	1,283.7	1,203.1	1,266.3
	Total Number of Faculty Supervisors	25	87	64	64	56

PORTLAND STATE UNIVERSITY

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	26,021	23,979	23,177	22,104	20,519
	Total student FTE	18,809.0	17,428.0	16,522.0	15,671.7	15,788.0
Graduate Student Employees	Number of Graduate Student Employees					337
	Average hourly wage for Fall term					\$17
	Average number of hours worked in Fall					136.9
Undergraduate Student	Number of Undergraduate Student Employees					1,121
	Average hourly wage for Fall term					\$16
	Average number of hours worked in Fall					108.1
	Total Number of Student Employees					1,458
Grand Totals	Total Number of Employees	3,833	3,707	3,605	3,635	3,602
	Total FTE of Employees	2,806.2	2,584.5	2,643.6	2,660.3	2,652.8
	Total Student Employees					1,458
	Total Number of Supervisors	421	435	385	388	340

SOUTHERN OREGON UNIVERSITY

Administrators/Management

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	6,007	4,893	4,908	5,049	5,248
	Total student FTE	4,031.0	3,500.7	3,329.6	3,286.1	3,291.6
Full-time	Number	191	178	187	194	196
	FTE	191.0	166.5	186.9	194.0	196.0
	Number that supervise others (not incl. graduate assts./research students)	78	71	69	64	93
	Number that supervise only graduate/research assts.	0	0	0	0	25
	Employee to Student ratio	1:21	1:21	1:18	1:17	1:17
	Average salary for FT - 1.0 FTE	\$69,284	\$66,951	\$70,594	\$71,667	\$71,846
	Number eligible for benefits	191	178	187	194	190
Part-time	Number	77	89	35	96	96
	FTE	27.5	32.0	15.0	28.0	33.2
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	4
	Number that supervise only graduate/research assts.	0	0	0	0	5
	Employee to Student ratio	1:147	1:109	1:222	1:117	1:99
	Average Annual Salary for Actual Hours Contracted	Not available	Not available	Not available	\$15,491	\$28,688
	Average annual salary rate (If at 1.0 FTE)	\$53,174	\$58,813	\$51,410	\$54,490	\$105,158
	Number eligible for benefits	17	27	25	20	17
	Total Number of Administrators/Management	268	267	222	290	292
	Total FTE of Administrators/Management	218.5	198.5	201.9	222.0	229.2
	Total Number of Supervisors	78	71	69	64	127

SOUTHERN OREGON UNIVERSITY

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	6,007	4,893	4,908	5,049	5,248
	Total student FTE	4,031.0	3,500.7	3,329.6	3,286.1	3,291.6
Full-time	Number	162	154	147	142	136
	FTE	162.0	154.0	146.8	141.9	135.9
	Number that supervise others (not incl. graduate assts./research students)	6	2	0	0	1
	Number that supervise only graduate/research assts.	0	0	0	0	23
	Employee to Student ratio	1:25	1:23	1:23	1:23	1:24
	Average salary for FT - 1.0 FTE	\$43,667	\$46,746	\$48,631	\$48,632	\$51,907
	Number eligible for benefits	162	148	141	135	128
Part-time	Number	18	19	21	17	15
	FTE	11.9	11.9	13.5	11.9	10.4
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	1
	Number that supervise only graduate/research assts.	0	0	0	0	1
	Employee to Student ratio	1:340	1:295	1:247	1:277	1:317
	Average Annual Salary for Actual Hours Contracted	Not available	Not available	Not available	\$45,419	\$52,155
	Average annual salary rate (If at 1.0 FTE)	\$55,601	\$56,115	\$54,308	\$63,684	\$74,010
	Number eligible for benefits	16	12	0	0	15
	Total Number of Classified/Non-Teaching	180	173	168	159	151
	Total FTE of Classified/Non-Teaching	173.9	165.9	160.3	153.8	146.3
	Total Number of Classified/Non-Teaching Supervisors	6	2	0	0	26

SOUTHERN OREGON UNIVERSITY

Faculty

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	6,007	4,893	4,908	5,049	5,248
	Total student FTE	4,031.0	3,500.7	3,329.6	3,286.1	3,291.6
Full-time	Number	169	162	152	155	139
	FTE	169.0	162.0	151.9	155.0	139.0
	Percent of Instruction	87%	70%	68%	69%	77%
	Number that supervise others (not incl. graduate assts./research students)	26	0	0	0	10
	Number that supervise only graduate/research assts.	21	0	0	0	25
	Employee to Student ratio	1:24	1:22	1:22	1:21	1:24
	Average salary for FT - 1.0 FTE	\$75,644	\$76,156	\$76,890	\$78,051	\$78,695
	Number eligible for benefits	169	162	152	155	135
Part-time >= .5 FTE	Number	22	21	25	20	24
	FTE	14.6	13.2	16.0	12.7	15.9
	Percent of Instruction	15%	4%	4%	3%	16%
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	1
	Employee to Student ratio	1:276	1:265	1:208	1:260	1:208
	Average Annual Salary for Actual Hours Contracted	Not available	Not available	Not available	\$63,395	\$69,055
	Average annual salary rate (If at 1.0 FTE)	\$67,541	\$67,538	\$64,042	\$99,919	\$103,948
	Number eligible for benefits	0	0	0	0	24

SOUTHERN OREGON UNIVERSITY

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	6,007	4,893	4,908	5,049	5,248
	Total student FTE	4,031.0	3,500.7	3,329.6	3,286.1	3,291.6
Part-time <= .5 FTE	Number	119	106	105	94	86
	FTE	29.1	22.3	24.2	19.4	21.5
	Percent of Instruction	41%	29%	29%	28%	7%
	Number that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:138	1:157	1:138	1:170	1:153
	Average Annual Salary for Actual Hours Contracted	Not available	Not available	Not available	\$17,833	\$34,778
	Average annual salary rate (If at 1.0 FTE)	\$32,200	\$66,782	\$37,637	\$38,136	\$157,683
	Number eligible for benefits	0	0	0	0	0
Graduate Assistants	Number	22	22	24	18	17
	FTE	11.0	7.7	8.1	7.4	6.7
	Percent of Instruction	0%	0%	0%	0%	0%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	1:366	1:455	1:411	1:444	1:491
	Average Annual Salary for Actual Hours Contracted	Not available	Not available	Not available	\$11,544	\$11,641
	Average annual salary rate (If at 1.0 FTE)	Not available	Not available	Not available	\$28,080	\$29,536
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	332	311	306	287	266
	Total FTE of Faculty	223.7	205.2	200.2	194.4	183.0
	Total Number of Faculty Supervisors	47	0	0	0	36

SOUTHERN OREGON UNIVERSITY

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	6,007	4,893	4,908	5,049	5,248
	Total student FTE	4,031.0	3,500.7	3,329.6	3,286.1	3,291.6
Graduate Student Employees	Number of Graduate Student Employees					22
	Average hourly wage for Fall term					\$15
	Average number of hours worked in Fall					Not available
Undergraduate Student Employees	Number of Undergraduate Student Employees					394
	Average hourly wage for Fall term					\$16
	Average number of hours worked in Fall					Not available
	Total Number of Student Employees					416
Grand Totals	Total Number of Employees	780	751	696	736	709
	Total FTE of Employees	616.1	569.6	562.4	570.2	558.4
	Total Student Employees					416
	Total Number of Supervisors	131	73	69	64	189

UNIVERSITY OF OREGON

Administrators/Management

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	22,615	21,800	22,298	23,202	23,834
	Total student FTE	22,105.4	21,264.0	21,781.0	22,706.6	23,257.4
Full-time	Number	310	172	192	224	206
	FTE	304.9	171.0	191.9	223.9	206.0
	Number that supervise others (not incl. graduate assts./research students)	252	147	177	189	178
	Number that supervise only graduate/research assts.	0	0	0	1	4
	Employee to Student ratio	1:72	1:124	1:114	1:101	1:113
	Average salary for FT - 1.0 FTE	\$160,760	\$167,846	\$176,883	\$176,169	\$182,807
	Number eligible for benefits	301	168	202	223	206
Part-time	Number	7	9	15	6	14
	FTE	2.5	7.1	11.1	2.5	10.2
	Number that supervise others (not incl. graduate assts./research students)	2	7	10	1	8
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:8,842	1:3,012	1:1,955	1:9,268	1:2,273
	Average Annual Salary for Actual Hours Contracted	\$40,339	\$107,889	\$90,810	\$80,182	\$102,728
	Average annual salary rate (If at 1.0 FTE)	\$143,415	\$193,720	\$161,992	\$209,330	\$188,085
	Number eligible for benefits	2	8	12	3	12
	Total Number of Administrators/Management	317	181	207	230	220
	Total FTE of Administrators/Management	307.4	178.0	203.0	226.4	216.2
	Total Number of Supervisors	254	154	187	191	190

UNIVERSITY OF OREGON

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	22,615	21,800	22,298	23,202	23,834
	Total student FTE	22,105.4	21,264.0	21,781.0	22,706.6	23,257.4
Full-time	Number	3,142	2,507	2,505	2,623	2,926
	FTE	3,047.1	2,492.7	2,501.6	2,616.4	2,904.9
	Number that supervise others (not incl. graduate assts./research students)	529	551	488	498	562
	Number that supervise only graduate/research assts.	19	0	26	63	139
	Employee to Student ratio	1:7	1:9	1:9	1:9	1:8
	Average salary for FT - 1.0 FTE	\$58,614	\$65,231	\$66,158	\$72,170	\$73,498
	Number eligible for benefits	3,059	2,455	2,498	2,621	2,923
Part-time	Number	299	315	258	319	348
	FTE	181.3	194.5	158.2	196.4	217.5
	Number that supervise others (not incl. graduate assts./research students)	24	26	25	12	19
	Number that supervise only graduate/research assts.	1	0	4	5	6
	Employee to Student ratio	1:122	1:109	1:138	1:116	1:107
	Average Annual Salary for Actual Hours Contracted	\$27,580	\$37,093	\$38,915	\$39,505	\$42,346
	Average annual salary rate (If at 1.0 FTE)	\$48,503	\$56,138	\$57,723	\$54,986	\$57,906
	Number eligible for benefits	216	283	237	295	324
	Total Number of Classified/Non-Teaching	3,441	2,822	2,763	2,942	3,274
	Total FTE of Classified/Non-Teaching	3,228.4	2,687.2	2,659.8	2,812.8	3,122.4
	Total Number of Classified/Non-Teaching Supervisors	573	577	543	578	726

UNIVERSITY OF OREGON

Faculty

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	22,615	21,800	22,298	23,202	23,834
	Total student FTE	22,105.4	21,264.0	21,781.0	22,706.6	23,257.4
Full-time	Number	1,192	1,325	1,363	1,394	1,451
	FTE	1,136.0	1,319.1	1,349.6	1,375.2	1,427.0
	Percent of Instruction	84%	77%	77%	73%	76%
	Number that supervise others (not incl. graduate assts./research students)	258	239	243	229	216
	Number that supervise only graduate/research assts.	25	29	54	45	58
	Employee to Student ratio	1:19	1:16	1:16	1:17	1:16
	Average salary for FT - 1.0 FTE	\$99,963	\$94,890	\$92,655	\$98,891	\$99,515
	Number eligible for benefits	1,134	1,256	1,339	1,393	1,448
Part-time >= .5 FTE	Number	38	356	331	344	353
	FTE	21.9	243.6	231.0	240.3	238.4
	Percent of Instruction	3%	10%	11%	13%	12%
	Number that supervise others (not incl. graduate assts./research students)	2	42	33	18	18
	Number that supervise only graduate/research assts.	0	4	4	3	6
	Employee to Student ratio	1:1,010	1:87	1:94	1:95	1:98
	Average Annual Salary for Actual Hours Contracted	\$74,900	\$50,043	\$50,220	\$50,325	\$50,806
	Average annual salary rate (If at 1.0 FTE)	\$130,313	\$75,237	\$73,567	\$73,715	\$74,726
	Number eligible for benefits	31	323	317	339	348

UNIVERSITY OF OREGON

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	22,615	21,800	22,298	23,202	23,834
	Total student FTE	22,105.4	21,264.0	21,781.0	22,706.6	23,257.4
Part-time <= .5 FTE	Number	216	245	255	254	293
	FTE	56.3	63.5	66.0	69.4	75.5
	Percent of Instruction	5%	5%	5%	5%	5%
	Number that supervise others (not incl. grad. assts./research students)	6	7	9	10	7
	Number that supervise only graduate/research assts.	2	1	2	2	0
	Employee to Student ratio	1:393	1:335	1:330	1:327	1:308
	Average Annual Salary for Actual Hours Contracted	\$16,071	\$16,608	\$15,492	\$17,865	\$16,279
	Average annual salary rate (If at 1.0 FTE)	\$67,396	\$62,742	\$63,070	\$68,064	\$62,755
	Number eligible for benefits	34	62	49	44	25
Graduate Assistants	Number	1,498	1,431	1,437	1,470	1,431
	FTE	674.2	646.6	650.2	665.6	651.8
	Percent of Instruction	9%	8%	8%	8%	7%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	1:33	1:33	1:34	1:34	1:36
	Average Annual Salary for Actual Hours Contracted	\$16,770	\$17,679	\$18,290	\$19,119	\$19,249
	Average annual salary rate (If at 1.0 FTE)	\$36,785	\$38,776	\$39,936	\$41,724	\$41,860
	Number eligible for benefits	1,498	1,431	1,437	1,470	1,431
	Total Number of Faculty	2,944	3,357	3,386	3,462	3,528
	Total FTE of Faculty	1,888.4	2,272.8	2,296.8	2,350.4	2,392.6
	Total Number of Faculty Supervisors	293	322	345	307	305

UNIVERSITY OF OREGON

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	22,615	21,800	22,298	23,202	23,834
	Total student FTE	22,105.4	21,264.0	21,781.0	22,706.6	23,257.4
Graduate Student	Number of Graduate Student Employees					134
	Average hourly wage for Fall term					\$16
	Average number of hours worked in Fall					133.0
Undergraduate Student	Number of Undergraduate Student Employees					2,910
	Average hourly wage for Fall term					\$16
	Average number of hours worked in Fall					136.2
	Total Number of Student Employees					3,044
Grand Totals	Total Number of Employees	6,702	6,360	6,356	6,634	7,022
	Total FTE of Employees	5,424.2	5,138.0	5,159.6	5,389.5	5,731.2
	Total Student Employees					3,044
	Total Number of Supervisors	1,120	1,053	1,075	1,076	1,221

WESTERN OREGON UNIVERSITY

Administrators/Management

	Report Year	2021	2022	2023	2024	2025	
	Data Year	2019	2020	2021	2022	2023	
	Total student headcount	4,929	4,554	4,029	3,752	3,951	
	Total student FTE	4,131.3	3,836.0	3,370.7	3,135.0	3,244.2	
Full-time	Number	30	30	34	32	35	
	FTE	30.0	29.8	34.0	32.0	35.0	
	Number that supervise others (not incl. graduate assts./research students)	26	25	29	28	27	
	Number that supervise only graduate/research assts.	0	0	0	0	0	
	Employee to Student ratio	1:138	1:129	1:99	1:98	1:93	
	Average salary for FT - 1.0 FTE	\$117,961	\$114,759	\$117,242	\$120,503	\$123,246	
	Number eligible for benefits	30	30	33	32	35	
	Part-time	Number	2	2	4	4	3
		FTE	1.3	1.0	2.1	2.1	1.9
Number that supervise others (not incl. graduate assts./research students)		1	2	3	3	2	
Number that supervise only graduate/research assts.		0	0	0	0	0	
Employee to Student ratio		1:3,178	1:3,836	1:1,605	1:1,493	1:1,707	
Average Annual Salary for Actual Hours Contracted		\$68,876	\$53,693	\$61,375	\$46,454	\$53,599	
Average annual salary rate (If at 1.0 FTE)		\$100,486	\$107,385	\$106,592	\$103,999	\$90,128	
Number eligible for benefits		2	2	4	3	3	
		Total Number of Administrators/Managment	32	32	38	36	38
	Total FTE of Administrators/Managment	31.3	30.8	36.1	34.1	36.9	
	Total Number of Supervisors	27	27	32	31	29	

WESTERN OREGON UNIVERSITY

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	4,929	4,554	4,029	3,752	3,951
	Total student FTE	4,131.3	3,836.0	3,370.7	3,135.0	3,244.2
Full-time	Number	414	367	340	377	374
	FTE	416.9	369.1	340.9	376.9	375.1
	Number that supervise others (not incl. graduate assts./research students)	62	57	58	64	62
	Number that supervise only graduate/research assts.	0	0	1	0	0
	Employee to Student ratio	1:10	1:10	1:10	1:8	1:9
	Average salary for FT - 1.0 FTE	\$50,856	\$52,334	\$54,867	\$59,305	\$61,640
	Number eligible for benefits	389	345	314	357	358
Part-time	Number	49	60	65	65	94
	FTE	19.1	27.3	25.0	24.8	34.5
	Number that supervise others (not incl. graduate assts./research students)	2	3	2	1	4
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:216	1:141	1:135	1:126	1:94
	Average Annual Salary for Actual Hours Contracted	\$18,749	\$21,032	\$17,551	\$20,609	\$20,107
	Average annual salary rate (If at 1.0 FTE)	\$58,200	\$57,909	\$52,754	\$52,778	\$54,052
	Number eligible for benefits	22	31	23	16	17
	Total Number of Classified/Non-Teaching	463	427	405	442	468
	Total FTE of Classified/Non-Teaching	436.0	396.4	365.9	401.7	409.6
	Total Number of Classified/Non-Teaching Supervisors	64	60	61	65	66

WESTERN OREGON UNIVERSITY

Faculty

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	4,929	4,554	4,029	3,752	3,951
	Total student FTE	4,131.3	3,836.0	3,370.7	3,135.0	3,244.2
Full-time	Number	204	218	181	160	154
	FTE	203.9	218.0	180.8	159.9	153.8
	Percent of Instruction	61%	67%	66%	59%	60%
	Number that supervise others (not incl. graduate assts./research students)	21	17	14	16	12
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:20	1:18	1:19	1:20	1:21
	Average salary for FT - 1.0 FTE	\$67,980	\$67,831	\$67,169	\$69,983	\$70,602
	Number eligible for benefits	204	214	179	159	152
Part-time >= .5 FTE	Number	18	16	16	14	20
	FTE	11.3	10.3	11.1	9.6	13.7
	Percent of Instruction	1%	2%	3%	2%	3%
	Number that supervise others (not incl. graduate assts./research students)	0	1	1	1	1
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:366	1:372	1:304	1:327	1:237
	Average Annual Salary for Actual Hours Contracted	\$45,192	\$41,259	\$43,052	\$46,116	\$42,833
	Average annual salary rate (If at 1.0 FTE)	\$70,208	\$64,680	\$63,187	\$68,527	\$63,478
	Number eligible for benefits	18	16	16	14	19

WESTERN OREGON UNIVERSITY

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	4,929	4,554	4,029	3,752	3,951
	Total student FTE	4,131.3	3,836.0	3,370.7	3,135.0	3,244.2
Part-time <= .5 FTE	Number	154	112	120	134	172
	FTE	26.6	22.8	20.2	22.7	35.4
	Percent of Instruction	31%	25%	27%	31%	31%
	Number that supervise others (not incl. grad. assts./research students)	0	0	0	0	1
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:155	1:168	1:167	1:138	1:92
	Average Annual Salary for Actual Hours Contracted	\$8,119	\$10,029	\$8,010	\$8,780	\$10,049
	Average annual salary rate (If at 1.0 FTE)	\$45,384	\$49,051	\$46,070	\$50,345	\$50,731
	Number eligible for benefits	75	73	55	49	53
Graduate Assistants	Number	27	20	25	26	26
	FTE	4.7	3.3	4.1	4.2	3.7
	Percent of Instruction	0%	0%	0%	0%	0.1%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	1:879	1:1162	1:822	1:746	1:877
	Average Annual Salary for Actual Hours Contracted	\$3,782	\$3,521	\$3,521	\$3,521	\$3,145
	Average annual salary rate (If at 1.0 FTE)	\$21,600	\$21,600	\$21,600	\$21,600	\$22,243
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	403	366	342	334	372
	Total FTE of Faculty	246.5	254.4	216.2	196.4	206.6
	Total Number of Faculty Supervisors	21	18	15	17	14

WESTERN OREGON UNIVERSITY

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	4,929	4,554	4,029	3,752	3,951
	Total student FTE	4,131.3	3,836.0	3,370.7	3,135.0	3,244.2
Graduate Student Employees	Number of Graduate Student Employees					26
	Average hourly wage for Fall term					\$14
	Average number of hours worked in Fall					217.9
Undergraduate Student	Number of Undergraduate Student Employees					630
	Average hourly wage for Fall term					\$15
	Average number of hours worked in Fall					93.6
	Total Number of Student Employees					656
Grand Totals	Total Number of Employees	898	825	785	812	878
	Total FTE of Employees	713.8	681.6	618.2	632.2	653.1
	Total Student Employees					656
	Total Number of Supervisors	112	105	108	113	109

COMMUNITY COLLEGE EMPLOYEE DATA

BLUE MOUNTAIN COMMUNITY COLLEGE

Administrators/Management

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	2,430	1,656	1,593	1,764	1,801
	Total student FTE	525.0	394.4	378.4	372.0	322.0
Full-time	Number	35	30	28	26	30
	FTE	35.0	30.0	28.0	26.0	30.0
	Number that supervise others (not incl. graduate assts./research students)	30	30	28	26	26
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:15	1:13	1:14	1:14	1:11
	Average salary for FT - 1.0 FTE	\$72,744	\$75,094	\$73,553	\$74,736	\$79,373
	Number eligible for benefits	35	30	28	26	30
Part-time	Number	0	3	0	0	0
	FTE	0.0	1.5	0.0	0.0	0.0
	Number that supervise others (not incl. graduate assts./research students)	0	2	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	0:525	1:263	0:378	0:372	0:322
	Average Annual Salary for Actual Hours Contracted	\$0	\$28,860	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$57,720	\$0	\$0	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Administrators/Managment	35	33	28	26	30
	Total FTE of Administrators/Managment	35.0	31.5	28.0	26.0	30.0
	Total Number of Supervisors	30	32	28	26	26

BLUE MOUNTAIN COMMUNITY COLLEGE

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	2,430	1,656	1,593	1,764	1,801
	Total student FTE	525.0	394.4	378.4	372.0	322.0
Full-time	Number	55	68	67	65	31
	FTE	55.0	68.0	67.0	65.0	31.0
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:10	1:6	1:6	1:6	1:10
	Average salary for FT - 1.0 FTE	\$40,710	\$57,641	\$48,274	\$49,722	\$42,872
	Number eligible for benefits	55	68	67	65	31
Part-time	Number	67	50	44	42	36
	FTE	34.0	20.0	20.0	18.0	17.0
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:15	1:20	1:19	1:21	1:19
	Average Annual Salary for Actual Hours Contracted	\$18,616	\$25,116	\$26,468	\$27,820	\$26,534
	Average annual salary rate (If at 1.0 FTE)	\$37,232	\$40,186	\$42,349	\$44,512	\$44,224
	Number eligible for benefits	0	0	0	0	0
	Total Number of Classified/Non-Teaching	122	118	111	107	67
	Total FTE of Classified/Non-Teaching	89.0	88.0	87.0	83.0	48.0
	Total Number of Classified/Non-Teaching Supervisors	0	0	0	0	0

BLUE MOUNTAIN COMMUNITY COLLEGE

Faculty

	Report Year	2021	2022	2023	2024	2025	
	Data Year	2019	2020	2021	2022	2023	
	Total student headcount	2,430	1,656	1,593	1,764	1,801	
	Total student FTE	525.0	394.4	378.4	372.0	322.0	
Full-time	Number	55	50	46	44	32	
	FTE	55.0	50.0	46.0	44.0	32	
	Percent of Instruction	60%	60%	44%	47%	60%	
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0	
	Number that supervise only graduate/research assts.	0	0	0	0	0	
	Employee to Student ratio	1:10	1:8	1:8	1:8	1:10	
	Average salary for FT - 1.0 FTE	\$85,497	\$84,865	\$86,701	\$89,309	\$86,902	
	Number eligible for benefits	55	50	46	44	32	
	Part-time >= .5 FTE	Number	0	1	19	18	37
		FTE	0.0	0.5	0.7	0.8	28
Percent of Instruction		0%	0%	14%	13%	16%	
Number that supervise others (not incl. graduate assts./research students)		0	0	0	0	0	
Number that supervise only graduate/research assts.		0	0	0	0	0	
Employee to Student ratio		0:525.01	1:758	1:548	1:465	1:12	
Average Annual Salary for Actual Hours Contracted		\$0	\$25,837	\$25,837	\$25,837	\$28,743	
Average annual salary rate (If at 1.0 FTE)		\$0	\$34,450	\$34,450	\$34,450	\$38,324	
Number eligible for benefits		0	0	0	0	0	

BLUE MOUNTAIN COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	2,430	1,656	1,593	1,764	1,801
	Total student FTE	525.0	394.4	378.4	372.0	322.0
Part-time <= .5 FTE	Number	83	65	42	41	55
	FTE	41.0	0.1	0.3	0.3	25
	Percent of Instruction	27%	32%	11%	21%	24%
	Number that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:13	1:2,817	1:1,401	1:1,240	1:13
	Average Annual Salary for Actual Hours Contracted	\$5,327	\$6,264	\$6,264	\$12,527	\$13,936
	Average annual salary rate (If at 1.0 FTE)	\$29,297	\$34,450	\$34,450	\$34,450	\$38,324
	Number eligible for benefits	0	0	0	0	0
Graduate Assistants	Number	0	0	0	0	0
	FTE	0.0	0.0	0.0	0	0
	Percent of Instruction	0%	0%	0%	0%	0%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	0:5251	0:3949	0:378	0:3721	0:322
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	138	116	107	103	124
	Total FTE of Faculty	96.0	50.7	47.0	45.1	85.0
	Total Number of Faculty Supervisors	0	0	0	0	0

BLUE MOUNTAIN COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	2,430	1,656	1,593	1,764	1,801
	Total student FTE	525.0	394.4	378.4	372.0	322.0
Graduate Student Employees	Number of Graduate Student Employees					0
	Average hourly wage for Fall term					\$0
	Average number of hours worked in Fall					0
Undergraduate Student Employees	Number of Undergraduate Student Employees					54
	Average hourly wage for Fall term					\$13
	Average number of hours worked in Fall					110
	Total Number of Student Employees					54
Grand Totals	Total Number of Employees	295	267	246	236	221
	Total FTE of Employees	220.0	170.2	162.0	154.1	163.0
	Total Student Employees					54.0
	Total Number of Supervisors	30	32	28	26	26

CENTRAL OREGON COMMUNITY COLLEGE

Administrators/Management

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	7,753	5,903	6,101	6,225	6,169
	Total student FTE	1,541.4	1,284.0	1,229.1	1,264.9	1,332.8
Full-time	Number	49	48	49	50	55
	FTE	49.0	48.0	49.0	50.0	55.0
	Number that supervise others (not incl. graduate assts./research students)	46	44	43	44	50
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:31	1:27	1:25	1:25	1:24
	Average salary for FT - 1.0 FTE	\$86,197	\$89,731	\$90,899	\$92,774	\$96,906
	Number eligible for benefits	49	104	48	50	55
Part-time	Number	0	0	0	1	0
	FTE	0.0	0.0	0.0	0.8	0.0
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	1	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	0:1,541	0:1,284	0:1,229	1:1,687	0:1,332
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$82,500	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	\$110,000	\$0
	Number eligible for benefits	0	12	10	1	0
	Total Number of Administrators/Managment	49	48	49	51	55
	Total FTE of Administrators/Managment	49.0	48.0	49.0	50.8	55.0
	Total Number of Supervisors	46	44	43	45	50

CENTRAL OREGON COMMUNITY COLLEGE

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	7,753	5,903	6,101	6,225	6,169
	Total student FTE	1,541.4	1,284.0	1,229.1	1,264.9	1,332.8
Full-time	Number	53	50	50	50	60
	FTE	52.9	49.9	49.9	50.0	60.0
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:29	1:26	1:25	1:25	1:22
	Average salary for FT - 1.0 FTE	\$39,978	\$39,717	\$42,539	\$44,860	\$47,522
	Number eligible for benefits	53	50	50	50	60
Part-time	Number	9	9	6	7	5
	FTE	6.0	6.1	4.4	5.3	3.8
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:257	1:210	1:283	1:241	1:355
	Average Annual Salary for Actual Hours Contracted	\$22,889	\$23,073	\$25,649	\$30,959	\$29,181
	Average annual salary rate (If at 1.0 FTE)	\$33,521	\$34,041	\$34,976	\$41,278	\$38,908
	Number eligible for benefits	9	9	6	7	5
	Total Number of Classified/Non-Teaching	62	59	56	57	65
	Total FTE of Classified/Non-Teaching	58.9	56.0	54.3	55.3	63.8
	Total Number of Classified/Non-Teaching Supervisors	0	0	0	0	0

CENTRAL OREGON COMMUNITY COLLEGE

Faculty

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	7,753	5,903	6,101	6,225	6,169
	Total student FTE	1,541.4	1,284.0	1,229.1	1,264.9	1,332.8
Full-time	Number	128	132	131	115	115
	FTE	128.0	132.0	131.0	115.0	115.0
	Percent of Instruction	56%	67%	63%	57%	58%
	Number that supervise others (not incl. graduate assts./research students)	28	29	32	34	13
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:12	1:10	1:9	1:11	1:12
	Average salary for FT - 1.0 FTE	\$69,068	\$70,632	\$71,718	\$73,517	\$80,227
	Number eligible for benefits	128	132	131	115	115
Part-time >= .5 FTE	Number	43	42	37	35	39
	FTE	25.8	25.2	22.2	21.0	23.4
	Percent of Instruction	14%	17%	12%	12%	13%
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:60	1:51	1:55	1:60	1:57
	Average Annual Salary for Actual Hours Contracted	\$25,546	\$26,984	\$28,357	\$21,304	\$27,930
	Average annual salary rate (If at 1.0 FTE)	\$42,577	\$44,974	\$47,262	\$35,506	\$46,551
	Number eligible for benefits	43	42	37	35	39

CENTRAL OREGON COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	7,753	5,903	6,101	6,225	6,169
	Total student FTE	1,541.4	1,284.0	1,229.1	1,264.9	1,332.8
Part-time <= .5 FTE	Number	118	155	86	94	104
	FTE	41.3	54.3	30.1	32.9	36.4
	Percent of Instruction	20%	16%	15%	16%	18%
	Number that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:37	1:24	1:41	1:38	1:37
	Average Annual Salary for Actual Hours Contracted	\$9,470	\$8,381	\$10,448	\$10,078	\$11,552
	Average annual salary rate (If at 1.0 FTE)	\$27,056	\$23,946	\$29,850	\$28,794	\$33,006
	Number eligible for benefits	0	0	0	0	0
Graduate Assistants	Number	0	0	0	0	0
	FTE	0.0	0.0	0.0	0.0	0
	Percent of Instruction	0%	0%	0%	0%	0%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	0:1,596	0:1,541	0:1,284	0:1,229	0:1,265
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	289	329	254	244	258
	Total FTE of Faculty	195.1	211.5	183.3	168.9	174.8
	Total Number of Faculty Supervisors	28	29	32	34	13

CENTRAL OREGON COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	7,753	5,903	6,101	6,225	6,169
	Total student FTE	1,541.4	1,284.0	1,229.1	1,264.9	1,332.8
Graduate Student Employees	Number of Graduate Student Employees					0
	Average hourly wage for Fall term					0
	Average number of hours worked in Fall					0
Undergraduate Student	Number of Undergraduate Student Employees					24
	Average hourly wage for Fall term					14.2
	Average number of hours worked in Fall					58.05
	Total Number of Student Employees					24
Grand Totals	Total Number of Employees	400	436	359	352	378
	Total FTE of Employees	303.0	315.5	286.6	274.9	293.6
	Total Student Employees					24.0
	Total Number of Supervisors	74	73	75	79	63

CHEMEKETA COMMUNITY COLLEGE

Administrators/Management

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	13,192	10,668	10,126	9,958	9,928
	Total student FTE	3,155.0	2,563.4	2,405.4	2,447.4	2,451.4
Full-time	Number	97	94	102	101	91
	FTE	97.0	94.0	102.0	101.0	91.0
	Number that supervise others (not incl. graduate assts./research students)	91	81	82	82	81
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:33	1:27	1:24	1:24	1:27
	Average salary for FT - 1.0 FTE	\$100,358	\$103,113	\$107,691	\$110,209	\$113,487
	Number eligible for benefits	97	94	102	101	91
	Part-time	Number	1	0	1	1
FTE		0.6	0.0	0.8	0.8	0.8
Number that supervise others (not incl. graduate assts./research students)		0	0	1	1	1
Number that supervise only graduate/research assts.		0	0	0	0	0
Employee to Student ratio		1:5,258	0:2,563	1:3,007	1:3,263	1:3,269
Average Annual Salary for Actual Hours Contracted		\$64,937	\$0	\$119,482	\$107,088	\$93,519
Average annual salary rate (If at 1.0 FTE)		\$108,228	\$0	\$149,352	\$142,784	\$124,692
Number eligible for benefits		1	0	1	1	1
	Total Number of Administrators/Managment	98	94	103	102	92
	Total FTE of Administrators/Managment	97.6	94.0	102.8	101.8	91.8
	Total Number of Supervisors	91	81	83	83	82

CHEMEKETA COMMUNITY COLLEGE

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	13,192	10,668	10,126	9,958	9,928
	Total student FTE	3,155.0	2,563.4	2,405.4	2,447.4	2,451.4
Full-time	Number	353	323	331	321	310
	FTE	353.0	323.0	331.0	321.0	310.0
	Number that supervise others (not incl. graduate assts./research students)	46	11	27	21	34
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:9	1:8	1:7	1:8	1:8
	Average salary for FT - 1.0 FTE	\$52,477	\$43,489	\$57,950	\$60,658	\$62,690
	Number eligible for benefits	353	323	331	321	310
Part-time	Number	14	10	9	4	4
	FTE	3.6	5.6	5.0	2.3	2.3
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:876	1:458	1:481	1:1,064	1:1,066
	Average Annual Salary for Actual Hours Contracted	\$25,348	\$25,301	\$25,450	\$25,412	\$25,850
	Average annual salary rate (If at 1.0 FTE)	\$98,576	\$45,180	\$45,810	\$44,195	\$46,313
	Number eligible for benefits	14	10	9	4	4
	Total Number of Classified/Non-Teaching	367	333	340	325	314
	Total FTE of Classified/Non-Teaching	356.6	328.6	336.0	323.3	312.3
	Total Number of Classified/Non-Teaching Supervisors	46	11	27	21	34

CHEMEKETA COMMUNITY COLLEGE

Faculty

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	13,192	10,668	10,126	9,958	9,928
	Total student FTE	3,155.0	2,563.4	2,405.4	2,447.4	2,451.4
Full-time	Number	192	187	189	177	168
	FTE	192.0	187.0	189.0	177.0	168.0
	Percent of Instruction	59%	65%	66%	64%	64%
	Number that supervise others (not incl. graduate assts./research students)	0	0	4	1	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:16	1:14	1:13	1:14	1:15
	Average salary for FT - 1.0 FTE	\$71,455	\$80,152	\$76,165	\$89,544	\$92,182
	Number eligible for benefits	192	187	189	177	168
Part-time >= .5 FTE	Number	3	3	1	1	1
	FTE	1.0	1.5	0.5	0.5	0.5
	Percent of Instruction	0%	0%	0%	0%	0.1%
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:3,155	1:1,709	1:4,811	1:4,895	1:4,903
	Average Annual Salary for Actual Hours Contracted	\$44,372	\$34,940	\$46,845	\$47,783	\$48,738
	Average annual salary rate (If at 1.0 FTE)	\$133,116	\$69,880	\$93,690	\$95,565	\$97,465
	Number eligible for benefits	3	3	1	1	1

CHEMEKETA COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	13,192	10,668	10,126	9,958	9,928
	Total student FTE	3,155.0	2,563.4	2,405.4	2,447.4	2,451.4
Part-time <= .5 FTE	Number	333	275	251	266	262
	FTE	111.0	67.6	56.8	60.8	75.8
	Percent of Instruction	34%	33%	32%	35%	35%
	Number that supervise others (not incl. grad. assts./research students)	0	0	0	0	2
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:28	1:38	1:42	1:40	1:32
	Average Annual Salary for Actual Hours Contracted	\$37,856	\$26,471	\$28,876	\$30,621	\$32,819
	Average annual salary rate (If at 1.0 FTE)	\$113,568	\$107,622	\$127,557	\$132,940	\$130,274
	Number eligible for benefits	0	0	0	**	25**
Graduate Assistants	Number	0	0	0	0	0
	FTE	0.0	0.0	0.0	0.0	0.0
	Percent of Instruction	0%	0%	0%	0%	0%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	0:3,155	0:2,563	0:2,405	0:2,447	0:2,451
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	528	465	441	444	431
	Total FTE of Faculty	304.0	256.1	246.3	238.3	244.3
	Total Number of Faculty Supervisors	0	0	4	1	2

CHEMEKETA COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	13,192	10,668	10,126	9,958	9,928
	Total student FTE	3,155.0	2,563.4	2,405.4	2,447.4	2,451.4
Graduate Student Employees	Number of Graduate Student Employees					0
	Average hourly wage for Fall term					0
	Average number of hours worked in Fall					0
Undergraduate Student	Number of Undergraduate Student Employees					104
	Average hourly wage for Fall term					\$15
	Average number of hours worked in Fall					39.8
	Total Number of Student Employees					104
Grand Totals	Total Number of Employees	993	892	884	871	837
	Total FTE of Employees	758.2	678.7	685.1	663.3	648.4
	Total Student Employees					104
	Total Number of Supervisors	137	92	114	105	118

CLACKAMAS COMMUNITY COLLEGE

Administrators/Management

	Report Year	2021	2022	2023	2024	2025	
	Data Year	2019	2020	2021	2022	2023	
	Total student headcount	13,969	10,925	11,708	11,271	11,583	
	Total student FTE	2,017.0	1,552.0	1,481.7	1,523.1	1,717.6	
Full-time	Number	41	42	43	58	62	
	FTE	41.0	42.0	43.0	58.0	62.0	
	Number that supervise others (not incl. graduate assts./research students)	39	41	42	49	49	
	Number that supervise only graduate/research assts.	0	0	0	0	0	
	Employee to Student ratio	1:49	1:37	1:34	1:26	1:28	
	Average salary for FT - 1.0 FTE	\$111,700	\$119,716	\$123,399	\$124,921	\$131,577	
	Number eligible for benefits	41	42	43	58	62	
	Part-time	Number	1	1	1	2	1
		FTE	0.5	0.5	0.5	0.5	0.5
Number that supervise others (not incl. graduate assts./research students)		1	1	1	2	1	
Number that supervise only graduate/research assts.		0	0	0	0	0	
Employee to Student ratio		1:4,034	1:3,104	1:2,963	1:3,046	1:3,435	
Average Annual Salary for Actual Hours Contracted		\$40,708	\$55,872	\$55,176	\$39,901	\$58,924	
Average annual salary rate (If at 1.0 FTE)		\$100,281	\$103,290	\$104,529	\$116,576	\$117,312	
Number eligible for benefits		0	0	0	0	0	
		Total Number of Administrators/Managment	42	43	44	60	63
	Total FTE of Administrators/Managment	41.5	42.5	43.5	58.5	62.5	
	Total Number of Supervisors	40	42	43	51	50	

CLACKAMAS COMMUNITY COLLEGE

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	13,969	10,925	11,708	11,271	11,583
	Total student FTE	2,017.0	1,552.0	1,481.7	1,523.1	1,717.6
Full-time	Number	206	186	179	188	190
	FTE	203.4	183.5	179.0	186.2	189.0
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:10	1:8	1:8	1:8	1:9
	Average salary for FT - 1.0 FTE	\$154,480	\$65,518	\$62,674	\$66,508	\$70,531
	Number eligible for benefits	206	186	179	188	190
Part-time	Number	100	103	139	60	101
	FTE	48.8	29.3	22.3	14.1	24.3
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:41	1:53	1:66	1:108	1:71
	Average Annual Salary for Actual Hours Contracted	\$18,992	\$19,415	\$27,251	\$18,994	\$10,651
	Average annual salary rate (If at 1.0 FTE)	\$38,952	\$59,826	\$42,836	\$45,614	\$43,056
	Number eligible for benefits	0	0	0	0	0
	Total Number of Classified/Non-Teaching	306	289	318	248	291
	Total FTE of Classified/Non-Teaching	252.2	212.8	201.3	200.3	213.3
	Total Number of Classified/Non-Teaching Supervisors	0	0	0	0	0

CLACKAMAS COMMUNITY COLLEGE

Faculty

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	13,969	10,925	11,708	11,271	11,583
	Total student FTE	2,017.0	1,552.0	1,481.7	1,523.1	1,717.6
Full-time	Number	135	123	117	114	122
	FTE	135.0	123.0	117.0	114.0	122.0
	Percent of Instruction	45%	50%	44%	43%	32%
	Number that supervise others (not incl. graduate assts./research students)	21	22	0	22	20
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:15	1:13	1:13	1:13	1:14
	Average salary for FT - 1.0 FTE	\$82,395	\$86,255	\$88,313	\$90,445	\$98,386
	Number eligible for benefits	135	123	124	114	122
Part-time >= .5 FTE	Number	136	71	138	119	161
	FTE	123.6	54.0	126.7	109.2	159.6
	Percent of Instruction	37%	39%	42%	41%	28%
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:16	1:29	1:12	1:14	1:11
	Average Annual Salary for Actual Hours Contracted	\$10,588	\$11,540	\$12,094	\$12,127	\$12,311
	Average annual salary rate (If at 1.0 FTE)	\$42,350	\$46,161	\$48,375	\$48,510	\$49,246
	Number eligible for benefits	110	71	85	73	120

CLACKAMAS COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	13,969	10,925	11,708	11,271	11,583
	Total student FTE	2,017.0	1,552.0	1,481.7	1,523.1	1,717.6
Part-time <= .5 FTE	Number	216	149	240	175	131
	FTE	48.9	39.3	51.6	41.7	29.7
	Percent of Instruction	17%	12%	14%	16%	9%
	Number that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:41	1:39	1:29	1:36	1:58
	Average Annual Salary for Actual Hours Contracted	\$2,376	\$2,688	\$2,672	\$2,690	\$2,548
	Average annual salary rate (If at 1.0 FTE)	\$9,503	\$10,753	\$10,689	\$10,761	\$10,191
	Number eligible for benefits	0	44	23	26	0
Graduate Assistants	Number	0	0	0	0	0
	FTE	0.0	0.0	0.0	0.0	0.0
	Percent of Instruction	0%	0%	0%	0%	0%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	0:2,017	0:1,552	0:1,482	0:1,523	0:1,718
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	487	343	495	408	414
	Total FTE of Faculty	307.4	216.3	295.3	264.9	311.2
	Total Number of Faculty Supervisors	21	22	0	22	20

CLACKAMAS COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	13,969	10,925	11,708	11,271	11,583
	Total student FTE	2,017.0	1,552.0	1,481.7	1,523.1	1,717.6
Graduate Student Employees	Number					0
	Average hourly wage for Fall term					0
	Average number of hours worked in Fall					0
Undergraduate Student	Number					38
	Average hourly wage for Fall term					\$16
	Average number of hours worked in Fall					177.1
	Total Number of Student Employees					38
Grand Totals	Total Number of Employees	835	675	857	716	768
	Total FTE of Employees	601.1	471.6	540.1	523.7	587.0
	Total Student Employees					38.0
	Total Number of Supervisors	61	64	43	73	70

CLATSOP COMMUNITY COLLEGE

Administrators/Management

	Report Year	2021	2022	2023	2024	2025	
	Data Year	2019	2020	2021	2022	2023	
	Total student headcount	2,241	1,024	1,273	Not available	1,480	
	Total student FTE	398.0	308.0	271.7	--	342.7	
Full-time	Number	37	37	35	39	37	
	FTE	36.7	36.7	33.9	37.9	36.8	
	Number that supervise others (not incl. graduate assts./research students)	22	26	25	21	18	
	Number that supervise only graduate/research assts.		0	0	0	0	
	Employee to Student ratio	1:11	1:8	1:8	--	1:9	
	Average salary for FT - 1.0 FTE	\$72,340	\$77,922	\$77,789	\$72,133	\$83,383	
	Number eligible for benefits	37	37	35	4	37	
	Part-time	Number	8	6	7	4	8
	FTE	5.6	4.6	4.8	7.0	5.9	
	Number that supervise others (not incl. graduate assts./research students)	4	2	3	4.8	1	
Number that supervise only graduate/research assts.	0	0	0	2	0		
Employee to Student ratio	1:71	1:67	1:57	Not available	1:58		
Average Annual Salary for Actual Hours Contracted				\$40,223	\$51,909		
Average annual salary rate (If at 1.0 FTE)				\$55,428	\$72,265		
Number eligible for benefits	5	4	4	4	6		
	Total Number of Administrators/Managment	45	43	42	43	45	
	Total FTE of Administrators/Managment	42.3	41.3	38.6	44.9	42.7	
	Total Number of Supervisors	26	28	28	28	19	

CLATSOP COMMUNITY COLLEGE

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	2,241	1,024	1,273	Not available	1,480
	Total student FTE	398.0	308.0	271.7	--	342.7
Full-time	Number	27	29	36	34	36
	FTE	27.0	28.9	35.9	34.0	36.0
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:15	1:11	1:8	Not available	1:10
	Average salary for FT - 1.0 FTE	\$43,294	\$42,370	\$43,801	\$45,771	\$51,425
	Number eligible for benefits	27	29	36	34	35
Part-time	Number	16	54	39	47	13
	FTE	10.1	18.7	10.5	6.1	8.8
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:40	1:16	1:26	Not available	1:39
	Average Annual Salary for Actual Hours Contracted	--	--	--	\$11,473	\$35,842
	Average annual salary rate (If at 1.0 FTE)	--	--	--	--	\$54,835
	Number eligible for benefits	6	10	7	6	8
	Total Number of Classified/Non-Teaching	43	83	75	81	49
	Total FTE of Classified/Non-Teaching	37.0	47.6	46.5	40.1	44.7
	Total Number of Classified/Non-Teaching Supervisors	0	0	0	0	0

CLATSOP COMMUNITY COLLEGE

Faculty

	Report Year	2021	2022	2023	2024	2025	
	Data Year	2019	2020	2021	2022	2023	
	Total student headcount	2,241	1,024	1,273	Not available	1,480	
	Total student FTE	398.0	308.0	271.7	--	342.7	
Full-time	Number	27	26	29	26	25	
	FTE	27.0	26.0	29.0	26.0	25.0	
	Percent of Instruction	25%	36%	47%	--	41%	
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	1	1	
	Number that supervise only graduate/research assts.	0	0	0	0	0	
	Employee to Student ratio	1:15	1:12	1:9	Not available	1:14	
	Average salary for FT - 1.0 FTE	\$76,419	\$80,290	\$79,284	--	\$91,380	
	Number eligible for benefits	27	26	29	--	25	
	Part-time >= .5 FTE	Number	0	1	1	--	4
		FTE	0.0	0.5	0.6	--	2.3
Percent of Instruction		0%	1%	1%	--	3%	
Number that supervise others (not incl. graduate assts./research students)		0	0	0	--	0	
Number that supervise only graduate/research assts.			0	0	--	0	
Employee to Student ratio		0:398	1:604	1:494	Not available	1:152	
Average Annual Salary for Actual Hours Contracted					--	\$31,964	
Average annual salary rate (If at 1.0 FTE)					--	\$56,179	
	Number eligible for benefits	0	1	1	--	1	

CLATSOP COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	2,241	1,024	1,273	Not available	1,480
	Total student FTE	398.0	308.0	271.7	--	342.7
Part-time <= .5 FTE	Number	78	47	58	--	28
	FTE	0.1	7.6	17.1	--	7.4
	Percent of Instruction	23%	25%	34%	--	56%
	Number that supervise others (not incl. grad. assts./research students)	0	0	0	--	0
	Number that supervise only graduate/research assts.	0	0	0	--	0
	Employee to Student ratio	1:3,008	1:40	1:16	Not available	1:46
	Average Annual Salary for Actual Hours Contracted				--	\$17,492
	Average annual salary rate (If at 1.0 FTE)				--	\$65,406
	Number eligible for benefits	0	0	0	0	0
Graduate Assistants	Number	0	0	0	0	0
	FTE	0.0	0.0	0.0	0.0	0
	Percent of Instruction	0%	0%	0%	0%	0%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	0:398	0:308	0:272	0:--	0:343
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	105	74	88	--	57
	Total FTE of Faculty	27.1	34.2	46.7	--	34.6
	Total Number of Faculty Supervisors	0	0	0	--	1

CLATSOP COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	2,241	1,024	1,273	Not available	1,480
	Total student FTE	398.0	308.0	271.7	--	342.7
Graduate Student Employees	Number					0
	Average hourly wage for Fall term					0
	Average number of hours worked in Fall					0
Undergraduate Student Employees	Number					34
	Average hourly wage for Fall term					\$15
	Average number of hours worked in Fall					86
	Total Number of Student Employees					34
Grand Totals	Total Number of Employees	193	200	205	Not available	151
	Total FTE of Employees	106.5	123.1	131.7	82.7	122.0
	Total Student Employees					34
	Total Number of Supervisors	26	28	28	23	20

COLUMBIA GORGE COMMUNITY COLLEGE

Administrators/Management

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	1,587	1,125	1,272	1,500	1,508
	Total student FTE	251.3	251.0	239.8	270.6	309.8
Full-time	Number	19	19	22	23	23
	FTE	19.0	19.0	22.0	23.0	23.0
	Number that supervise others (not incl. graduate assts./research students)	19	19	22	23	23
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:13	1:13	1:11	1:12	1:13
	Average salary for FT - 1.0 FTE	\$78,014	\$72,439	\$71,513	\$77,481	\$82,388
	Number eligible for benefits	19	19	22	23	23
	Part-time	Number	0	0	0	0
FTE		0.0	0.0	0.0	0.0	0.0
Number that supervise others (not incl. graduate assts./research students)		0	0	0	0	0
Number that supervise only graduate/research assts.		0	0	0	0	0
Employee to Student ratio		0:251	0:251	0:240	0:271	0:310
Average Annual Salary for Actual Hours Contracted		\$0	\$0	\$0	\$0	\$0
Average annual salary rate (If at 1.0 FTE)		\$0	\$0	\$0	\$0	\$0
Number eligible for benefits		0	0	0	0	0
	Total Number of Administrators/Managment	19	19	22	23	23
	Total FTE of Administrators/Managment	19.0	19.0	22.0	23.0	23.0
	Total Number of Supervisors	19	19	22	23	23

COLUMBIA GORGE COMMUNITY COLLEGE

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	1,587	1,125	1,272	1,500	1,508
	Total student FTE	251.3	251.0	239.8	270.6	309.8
Full-time	Number	33	32	33	43	48
	FTE	33.0	32.0	33.0	43.0	48.0
	Number that supervise others (not incl. graduate assts./research students)	3	4	0	5	4
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:8	1:8	1:7	1:6	1:6
	Average salary for FT - 1.0 FTE	\$42,640	\$42,283	\$41,867	\$50,480	\$52,776
	Number eligible for benefits	33	32	33	43	48
Part-time	Number	7	10	13	9	11
	FTE	3.0	5.0	6.5	3.0	5.0
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:84	1:50	1:37	1:90	1:62
	Average Annual Salary for Actual Hours Contracted	\$21,667	\$17,376	\$14,977	\$17,517	\$18,472
	Average annual salary rate (If at 1.0 FTE)	\$50,556	\$34,752	\$29,953	\$52,551	\$40,638
	Number eligible for benefits	2	2	0	2	2
	Total Number of Classified/Non-Teaching	40	42	46	52	59
	Total FTE of Classified/Non-Teaching	36.0	37.0	39.5	46.0	53.0
	Total Number of Classified/Non-Teaching Supervisors	3	4	0	5	4

COLUMBIA GORGE COMMUNITY COLLEGE

Faculty

	Report Year	2021	2022	2023	2024	2025	
	Data Year	2019	2020	2021	2022	2023	
	Total student headcount	1,587	1,125	1,272	1,500	1,508	
	Total student FTE	251.3	251.0	239.8	270.6	309.8	
Full-time	Number	21	22	28	26	27	
	FTE	21.0	22.0	28.0	26.0	27.0	
	Percent of Instruction	43%	52%	36%	35%	37%	
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0	
	Number that supervise only graduate/research assts.	0	0	0	0	0	
	Employee to Student ratio	1:12	1:11	1:9	1:10	1:11	
	Average salary for FT - 1.0 FTE	\$65,232	\$58,838	\$65,594	\$66,752	\$70,467	
	Number eligible for benefits	21	22	28	26	27	
	Part-time >= .5 FTE	Number	10	18	12	19	10
		FTE	4.0	9.0	6.0	8	5
Percent of Instruction		20%	25%	17%	21%	7%	
Number that supervise others (not incl. graduate assts./research students)		0	0	0	0	0	
Number that supervise only graduate/research assts.		0	0	0	0	0	
Employee to Student ratio		1:63	1:28	1:40	1:34	1:62	
Average Annual Salary for Actual Hours Contracted		\$28,517	\$32,714	\$32,360	\$22,748	\$27,631	
Average annual salary rate (If at 1.0 FTE)		\$71,294	\$65,427	\$64,721	\$54,027	\$55,262	
Number eligible for benefits		10	15	12	19	0	

COLUMBIA GORGE COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	1,587	1,125	1,272	1,500	1,508
	Total student FTE	251.3	251.0	239.8	270.6	309.8
Part-time <= .5 FTE	Number	51	44	24	36	24
	FTE	16.0	22.0	8.0	10.0	8.0
	Percent of Instruction	35%	21%	13%	9%	13%
	Number that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:16	1:11	1:30	1:27	1:39
	Average Annual Salary for Actual Hours Contracted	\$11,748	\$10,769	\$8,324	\$12,619	\$11,398
	Average annual salary rate (If at 1.0 FTE)	\$37,445	\$21,539	\$24,971	\$45,428	\$34,194
	Number eligible for benefits	51	0	24	36	0
Graduate Assistants	Number	0	0	0	0	0
	FTE	0.0	0.0	0.0	0.0	0
	Percent of Instruction	0%	0%	0%	0%	0%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	0:251	0:251	0:2408	0:271	0:310
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	82	84	64	81	61
	Total FTE of Faculty	41.0	53.0	42.0	44.0	40.0
	Total Number of Faculty Supervisors	0	0	0	0	0

COLUMBIA GORGE COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	1,587	1,125	1,272	1,500	1,508
	Total student FTE	251.3	251.0	239.8	270.6	309.8
Graduate Student Employees	Number					0
	Average hourly wage for Fall term					0
	Average number of hours worked in Fall					0
Undergraduate Student Employees	Number					21
	Average hourly wage for Fall term					\$16
	Average number of hours worked in Fall					112.6
	Total Number of Student Employees					21
Grand Totals	Total Number of Employees	141	145	132	156	143
	Total FTE of Employees	96.0	109.0	103.5	113.0	116.0
	Total Student Employees					21
	Total Number of Supervisors	22	23	22	28	27

KLAMATH COMMUNITY COLLEGE

Administrators/Management

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	2,518	1,946	1,733	2,369	2,575
	Total student FTE	459.5	441.8	338.3	437.0	478.0
Full-time	Number	21	25	22	24	28
	FTE	21.0	25.0	22.0	24.0	28.0
	Number that supervise others (not incl. graduate assts./research students)	16	21	22	24	26
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:22	1:18	1:15	1:18	1:17
	Average salary for FT - 1.0 FTE	\$85,476	\$80,941	\$91,967	\$96,325	\$103,172
	Number eligible for benefits	21	25	22	24	28
Part-time	Number	2	1	0	1	0
	FTE	1.0	0.5	0.0	0.5	0.0
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:460	1:884	0:338.3	1:874	0:478
	Average Annual Salary for Actual Hours Contracted	\$36,601	\$40,471	\$0	\$48,133	\$0
	Average annual salary rate (If at 1.0 FTE)	\$73,202	\$80,941	\$0	\$96,325	\$0
	Number eligible for benefits	1	0	0	1	0
	Total Number of Administrators/Managment	23	26	22	25	28
	Total FTE of Administrators/Managment	22.0	25.5	22.0	24.5	28.0
	Total Number of Supervisors	16	21	22	24	26

KLAMATH COMMUNITY COLLEGE

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	2,518	1,946	1,733	2,369	2,575
	Total student FTE	459.5	441.8	338.3	437.0	478.0
Full-time	Number	69	64	86	87	87
	FTE	69.0	64.0	86.0	87.0	87.0
	Number that supervise others (not incl. graduate assts./research students)	15	12	13	11	11
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:7	1:7	1:4	1:5	1:5
	Average salary for FT - 1.0 FTE	\$44,171	\$44,938	\$45,702	\$49,477	\$54,993
	Number eligible for benefits	69	64	86	87	87
Part-time	Number	67	43	39	55	41
	FTE	23.5	14.6	13.3	16.0	13.1
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:20	1:30	1:25	1:27	1:36
	Average Annual Salary for Actual Hours Contracted	\$9,769	\$9,707	\$10,849	\$9,413	\$10,054
	Average annual salary rate (If at 1.0 FTE)	\$27,853	\$28,549	\$31,813	\$32,396	\$33,358
	Number eligible for benefits	9	0	0	5	4
	Total Number of Classified/Non-Teaching	136	107	125	142	128
	Total FTE of Classified/Non-Teaching	92.5	78.6	99.3	103.0	100.1
	Total Number of Classified/Non-Teaching Supervisors	15	12	13	11	11

KLAMATH COMMUNITY COLLEGE

Faculty

	Report Year	2021	2022	2023	2024	2025	
	Data Year	2019	2020	2021	2022	2023	
	Total student headcount	2,518	1,946	1,733	2,369	2,575	
	Total student FTE	459.5	441.8	338.3	437.0	478.0	
Full-time	Number	35	32	32	34	38	
	FTE	35.0	32.0	32.0	34.0	38.0	
	Percent of Instruction	48%	38%	42%	45%	51%	
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0	
	Number that supervise only graduate/research assts.	0	0	0	0	0	
	Employee to Student ratio	1:13	1:14	1:11	1:13	1:13	
	Average salary for FT - 1.0 FTE	\$61,969	\$64,009	\$66,088	\$71,876	\$75,941	
	Number eligible for benefits	35	32	32	34	38	
	Part-time >= .5 FTE	Number	21	20	22	24	16
		FTE	18.3	17.5	19.2	20.7	12.2
Percent of Instruction		26%	24%	21%	23%	27%	
Number that supervise others (not incl. graduate assts./research students)		0	0	0	0	0	
Number that supervise only graduate/research assts.		0	0	0	0	0	
Employee to Student ratio		1:25	1:25	1:18	1:21	1:39	
Average Annual Salary for Actual Hours Contracted		\$38,639	\$40,578	\$41,882	\$42,359	\$32,850	
Average annual salary rate (If at 1.0 FTE)		\$44,267	\$46,481	\$47,990	\$49,112	\$50,251	
Number eligible for benefits		6	0	0	0	0	

KLAMATH COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	2,518	1,946	1,733	2,369	2,575
	Total student FTE	459.5	441.8	338.3	437.0	478.0
Part-time <= .5 FTE	Number	61	61	63	61	63
	FTE	14.0	14.3	14.5	19.9	20.3
	Percent of Instruction	26%	23%	19%	15%	22%
	Number that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:33	1:31	1:23	1:22	1:24
	Average Annual Salary for Actual Hours Contracted	\$10,357	\$10,824	\$11,045	\$16,021	\$18,250
	Average annual salary rate (If at 1.0 FTE)	\$44,267	\$46,481	\$47,990	\$49,112	\$50,251
	Number eligible for benefits	0	0	0	0	0
Graduate Assistants	Number	0	0	0	0	0
	FTE	0.0	0.0	0.0	0.0	0
	Percent of Instruction	0%	0%	0%	0%	0%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	0:459.52	0:441.76	0:338.3	0:437	0:478
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	117	113	117	119	117
	Total FTE of Faculty	67.3	63.7	65.7	74.6	70.5
	Total Number of Faculty Supervisors	0	0	0	0	0

KLAMATH COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	2,518	1,946	1,733	2,369	2,575
	Total student FTE	459.5	441.8	338.3	437.0	478.0
Graduate Student Employees	Number					0
	Average hourly wage for Fall term					0
	Average number of hours worked in Fall					0
Undergraduate Student Employees	Number					28
	Average hourly wage for Fall term					\$14
	Average number of hours worked in Fall					62.8
	Total Number of Student Employees					28
Grand Totals	Total Number of Employees	276	246	264	286	273
	Total FTE of Employees	181.8	167.8	187.0	202.1	198.6
	Total Student Employees					28
	Total Number of Supervisors	31	33	35	35	37

LANE COMMUNITY COLLEGE

Administrators/Management

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	15,411	14,282	11,976	11,555	11,460
	Total student FTE	6,622.8	6,205.9	5,444.2	4,928.2	4,397.9
Full-time	Number	71	68	65	65	69
	FTE	70.8	68.0	65.0	65.0	69.0
	Number that supervise others (not incl. graduate assts./research students)	67	68	61	61	65
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:94	1:91	1:84	1:76	1:64
	Average salary for FT - 1.0 FTE	\$94,454	\$99,294	\$102,154	\$103,789	\$105,272
	Number eligible for benefits	71	68	65	65	69
Part-time	Number	0	0	0	0	0
	FTE	0.0	0.0	0.0	0.0	0.0
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	0:6,623	0:6,206	0:5,444.2	0:4,928	0:4,398
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Administrators/Managment	71	68	65	65	69
	Total FTE of Administrators/Managment	70.8	68.0	65.0	65.0	69.0
	Total Number of Supervisors	67	68	61	61	65

LANE COMMUNITY COLLEGE

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	15,411	14,282	11,976	11,555	11,460
	Total student FTE	6,622.8	6,205.9	5,444.2	4,928.2	4,397.9
Full-time	Number	277	273	273	256	251
	FTE	274.5	270.6	271.1	253.3	249.4
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:24	1:23	1:20	1:19	1:18
	Average salary for FT - 1.0 FTE	\$54,076	\$54,406	\$55,223	\$62,648	\$64,589
	Number eligible for benefits	277	273	273	256	251
Part-time	Number	37	33	30	33	38
	FTE	29.4	25.2	23.3	25.8	29.6
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:225	1:247	1:234	1:191	1:149
	Average Annual Salary for Actual Hours Contracted	\$38,186	\$37,000	\$37,782	\$40,541	\$39,040
	Average annual salary rate (If at 1.0 FTE)	not available	not available	\$49,161	\$51,771	\$50,075
	Number eligible for benefits	37	33	30	33	38
	Total Number of Classified/Non-Teaching	314	306	303	289	289
	Total FTE of Classified/Non-Teaching	303.9	295.8	294.4	279.1	279.0
	Total Number of Classified/Non-Teaching Supervisors	0	0	0	0	0

LANE COMMUNITY COLLEGE

Faculty

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	15,411	14,282	11,976	11,555	11,460
	Total student FTE	6,622.8	6,205.9	5,444.2	4,928.2	4,397.9
Full-time	Number	202	200	196	201	199
	FTE	199.4	197.4	193.3	197.3	196.6
	Percent of Instruction	36%	39%	44%	44%	66%
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:33	1:31	1:28	1:25	1:22
	Average salary for FT - 1.0 FTE	\$77,862	\$81,654	\$83,570	\$89,958	\$93,932
	Number eligible for benefits	202	200	196	201	199
Part-time >= .5 FTE	Number	0	0	116	87	107
	FTE	0.0	0.0	78.7	54.2	72.9
	Percent of Instruction	48%	47%	44%	40%	22%
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	0:6,623	0:6,206	1:69	1:91	1:60
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$38,303	\$35,571	\$42,322
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$66,835	\$70,005	\$69,161
	Number eligible for benefits	0	0	UNK	UNK	UNK

LANE COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	15,411	14,282	11,976	11,555	11,460
	Total student FTE	6,622.8	6,205.9	5,444.2	4,928.2	4,397.9
Part-time <= .5 FTE	Number	278	237	147	139	117
	FTE	134.2	118.2	43.3	36.4	32.8
	Percent of Instruction	1%	1%	1%	1%	4%
	Number that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:49	1:53	1:126	1:135	1:134
	Average Annual Salary for Actual Hours Contracted	\$21,000	\$27,265	\$15,677	\$16,366	\$16,238
	Average annual salary rate (If at 1.0 FTE)	Not available	Not available	\$52,284	\$57,556	\$57,812
	Number eligible for benefits	0	UNK	UNK	UNK	UNK
Graduate Assistants	Number	0	0	0	0	0
	FTE	0.0	0.0	0.0	0.0	0
	Percent of Instruction	0%	0%	0%	0%	0%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	0:6,628	0:6,210	0:5,444	0:4,928	0:4,398
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	480	437	459	427	423
	Total FTE of Faculty	333.6	315.6	315.3	287.9	302.3
	Total Number of Faculty Supervisors	0	0	0	0	0

LANE COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	15,411	14,282	11,976	11,555	11,460
	Total student FTE	6,622.8	6,205.9	5,444.2	4,928.2	4,397.9
Graduate Student Employees	Number					0
	Average hourly wage for Fall term					0
	Average number of hours worked in Fall					0
Undergraduate Student	Number					142
	Average hourly wage for Fall term					\$14
	Average number of hours worked in Fall					89.4
	Total Number of Student Employees					142
Grand Totals	Total Number of Employees	865	811	827	781	781
	Total FTE of Employees	708.2	679.4	674.6	632.0	650.3
	Total Student Employees					142
	Total Number of Supervisors	67	68	61	61	65

LINN-BENTON COMMUNITY COLLEGE

Administrators/Management

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	8,639	6,738	6,332	6,667	7,024
	Total student FTE	1,775.6	1,502.2	1,274.9	1,323.5	1,353.5
Full-time	Number	50	49	54	68	79
	FTE	50.0	49.0	53.7	67.9	77.7
	Number that supervise others (not incl. graduate assts./research students)	50	49	54	48	47
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:36	1:31	1:24	1:19	1:17
	Average salary for FT - 1.0 FTE	\$96,312	\$97,359	\$96,607	\$92,462	\$93,937
	Number eligible for benefits	50	49	54	68	79
Part-time	Number	0	3	0	4	5
	FTE	0.0	2.0	0.0	1.3	1.2
	Number that supervise others (not incl. graduate assts./research students)	0	3	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	0:1,776	1:736	0:1,275	1:1,003	1:1,128
	Average Annual Salary for Actual Hours Contracted	\$0	\$28,283	\$0	\$36,308	\$23,042
	Average annual salary rate (If at 1.0 FTE)	\$0	\$41,593	\$0	\$110,024	\$111,030
	Number eligible for benefits	0	1	0	0	1
	Total Number of Administrators/Managment	50	52	54	72	84
	Total FTE of Administrators/Managment	50.0	51.0	53.7	69.2	78.9
	Total Number of Supervisors	50	52	54	48	47

LINN-BENTON COMMUNITY COLLEGE

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	8,639	6,738	6,332	6,667	7,024
	Total student FTE	1,775.6	1,502.2	1,274.9	1,323.5	1,353.5
Full-time	Number	239	211	178	164	187
	FTE	214.3	210.8	171.8	163.8	179.6
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:8	1:7	1:7	1:8	1:8
	Average salary for FT - 1.0 FTE	\$52,015	\$53,840	\$49,262	\$60,772	\$55,218
	Number eligible for benefits	239	211	178	164	187
Part-time	Number	369	115	139	157	154
	FTE	84.7	29.2	6.7	42.8	50.8
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:21	1:51	1:189	1:31	1:27
	Average Annual Salary for Actual Hours Contracted	\$6,503	\$3,095	\$11,472	\$21,776	\$17,119
	Average annual salary rate (If at 1.0 FTE)	\$28,331	\$12,197	\$236,870	\$79,897	\$57,419
	Number eligible for benefits	5	11	0	25	4
	Total Number of Classified/Non-Teaching	608	326	317	321	341
	Total FTE of Classified/Non-Teaching	299.0	240.0	178.6	206.7	230.5
	Total Number of Classified/Non-Teaching Supervisors	0	0	0	0	0

LINN-BENTON COMMUNITY COLLEGE

Faculty

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	8,639	6,738	6,332	6,667	7,024
	Total student FTE	1,775.6	1,502.2	1,274.9	1,323.5	1,353.5
Full-time	Number	128	127	122	146	146
	FTE	128.4	126.9	122.0	146.0	146.0
	Percent of Instruction	49%	55%	59%	54%	64%
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:14	1:12	1:10	1:9	1:9
	Average salary for FT - 1.0 FTE	\$78,287	\$80,888	\$83,687	\$85,234	\$89,800
	Number eligible for benefits	127	126	122	145	146
Part-time >= .5 FTE	Number	75	34	14	54	55
	FTE	47.5	20.8	9.0	35.32	34.8
	Percent of Instruction	16%	9%	4%	12%	18%
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:37	1:72	1:141	1:37	1:39
	Average Annual Salary for Actual Hours Contracted	\$90,468	\$7,569	\$9,295	\$79,153	\$37,520
	Average annual salary rate (If at 1.0 FTE)	\$142,745	\$12,365	\$14,427	\$121,015	\$62,595
	Number eligible for benefits	14	5	0	2	1

LINN-BENTON COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	8,639	6,738	6,332	6,667	7,024
	Total student FTE	1,775.6	1,502.2	1,274.9	1,323.5	1,353.5
Part-time <= .5 FTE	Number	250	158	112	257	205
	FTE	60.5	30.9	18.6	53.3	43.0
	Percent of Instruction	19%	14%	10%	30%	14%
	Number that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:29	1:49	1:68	1:25	1:31
	Average Annual Salary for Actual Hours Contracted	\$2,301	\$2,503	\$2,822	\$16,631	\$12,158
	Average annual salary rate (If at 1.0 FTE)	\$9,513	\$12,786	\$16,962	\$80,191	\$63,412
	Number eligible for benefits	10	3	1	3	3
Graduate Assistants	Number	0	0	0	0	0
	FTE	0.0	0.0	0.0	0.0	0
	Percent of Instruction	0%	0%	0%	0%	0%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	0:1,776	0:1,502	0:1,275	0:1,324	0:1,354
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	453	319	248	457	406
	Total FTE of Faculty	236.4	178.7	149.7	234.6	223.8
	Total Number of Faculty Supervisors	0	0	0	0	0

LINN-BENTON COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	8,639	6,738	6,332	6,667	7,024
	Total student FTE	1,775.6	1,502.2	1,274.9	1,323.5	1,353.5
Graduate Student Employees	Number					0
	Average hourly wage for Fall term					0
	Average number of hours worked in Fall					0
Undergraduate Student	Number					74
	Average hourly wage for Fall term					\$14
	Average number of hours worked in Fall					56
	Total Number of Student Employees					74
Grand Totals	Total Number of Employees	1,111	697	619	850	831
	Total FTE of Employees	585.4	469.7	381.9	510.5	533.2
	Total Student Employees					74
	Total Number of Supervisors	50	52	54	48	47

MT. HOOD COMMUNITY COLLEGE

Administrators/Management

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	12,405	9,694	9,602	9,689	9,830
	Total student FTE	2,281.0	1,790.0	1,685.0	1,779.0	1,904.0
Full-time	Number	42	43	42	47	46
	FTE	42.0	43.0	42.0	47.0	46.0
	Number that supervise others (not incl. graduate assts./research students)	42	42	41	46	46
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:54	1:42	1:40	1:38	1:41
	Average salary for FT - 1.0 FTE	\$111,481	\$113,492	\$117,252	\$122,059	\$128,106
	Number eligible for benefits	42	43	42	47	46
Part-time	Number	0	0	0	0	0
	FTE	0.0	0.0	0.0	0.0	0.0
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	0:2,281	0:1,790	0:1,685	0:1,779	0:1,904
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Administrators/Managment	42	43	42	47	46
	Total FTE of Administrators/Managment	42.0	43.0	42.0	47.0	46.0
	Total Number of Supervisors	42	42	41	46	46

MT. HOOD COMMUNITY COLLEGE

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	12,405	9,694	9,602	9,689	9,830
	Total student FTE	2,281.0	1,790.0	1,685.0	1,779.0	1,904.0
Full-time	Number	186	182	177	180	190
	FTE	186.0	182.0	177.0	180.0	190.0
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:12	1:10	1:10	1:10	1:10
	Average salary for FT - 1.0 FTE	\$61,509	\$61,570	\$64,177	\$66,326	\$68,160
	Number eligible for benefits	186.0	182.0	177.0	180.0	190
Part-time	Number	187	77	89	110	104
	FTE	35.8	22.6	25.6	31.9	32.8
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:64	1:79	1:66	1:56	1:58
	Average Annual Salary for Actual Hours Contracted	\$8,513	\$17,980	\$14,677	\$14,282	\$15,470
	Average annual salary rate (If at 1.0 FTE)	\$44,473	\$61,140	\$51,070	\$48,882	\$49,179
	Number eligible for benefits	0	0	0	0	0
	Total Number of Classified/Non-Teaching	373	259	266	290	294
	Total FTE of Classified/Non-Teaching	221.8	204.6	202.6	211.9	222.8
	Total Number of Classified/Non-Teaching Supervisors	0	0	0	0	0

MT. HOOD COMMUNITY COLLEGE

Faculty

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	12,405	9,694	9,602	9,689	9,830
	Total student FTE	2,281.0	1,790.0	1,685.0	1,779.0	1,904.0
Full-time	Number	154	148	135	126	133
	FTE	154.0	148.0	135.0	126.0	133.0
	Percent of Instruction	52%	58%	53%	50%	52%
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:15	1:12	1:12	1:14	1:14
	Average salary for FT - 1.0 FTE	\$78,356	\$81,846	\$92,655	\$93,092	\$92,241
	Number eligible for benefits	154	148	135	126	133
Part-time >= .5 FTE	Number	63	31	36	43	44
	FTE	44.9	22.4	25.3	30.7	32.3
	Percent of Instruction	11%	5%	7%	9%	9%
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:51	1:80	1:67	1:58	1:59
	Average Annual Salary for Actual Hours Contracted	\$34,469	\$33,410	\$35,651	\$42,884	\$44,929
	Average annual salary rate (If at 1.0 FTE)	\$37,391	\$38,513	\$42,660	\$43,273	\$47,933
	Number eligible for benefits	9	0	9	12	14

MT. HOOD COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	12,405	9,694	9,602	9,689	9,830
	Total student FTE	2,281.0	1,790.0	1,685.0	1,779.0	1,904.0
Part-time <= .5 FTE	Number	243	166	163	164	169
	FTE	45.8	40.0	38.1	35.0	37.3
	Percent of Instruction	16%	17%	18%	14%	13%
	Number that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:50	1:45	1:44	1:51	1:51
	Average Annual Salary for Actual Hours Contracted	\$8,709	\$11,019	\$11,954	\$11,782	\$12,808
	Average annual salary rate (If at 1.0 FTE)	\$37,391	\$38,513	\$42,660	\$43,273	\$47,933
	Number eligible for benefits	0	0	0	0	0
Graduate Assistants	Number	0	0	0	0	0
	FTE	0.0	0.0	0.0	0.0	0
	Percent of Instruction	0%	0%	0%	0%	0%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	0:2,281	0:1,790	0:1,685	0:1,779	0:1,904
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	460	345	334	333	346
	Total FTE of Faculty	244.6	210.4	198.3	191.7	202.7
	Total Number of Faculty Supervisors	0	0	0	0	0

MT. HOOD COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	12,405	9,694	9,602	9,689	9,830
	Total student FTE	2,281.0	1,790.0	1,685.0	1,779.0	1,904.0
Graduate Student Employees	Number					0
	Average hourly wage for Fall term					0
	Average number of hours worked in Fall					0
Undergraduate Student	Number					87
	Average hourly wage for Fall term					\$16
	Average number of hours worked in Fall					78
	Total Number of Student Employees					87
Grand Totals	Total Number of Employees	875	647	642	670	686
	Total FTE of Employees	508.4	458.0	442.9	450.6	471.4
	Total Student Employees					87
	Total Number of Supervisors	42	42	41	46	46

OREGON COAST COMMUNITY COLLEGE

Administrators/Management

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	966	584	865	962	1,023
	Total student FTE	149.5	147.4	162.0	167.0	184.0
Full-time	Number	13	12	12	14	15
	FTE	13.0	12.0	12.0	14.0	15.0
	Number that supervise others (not incl. graduate assts./research students)	10	8	8	9	10
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:12	1:12	1:14	1:12	1:12
	Average salary for FT - 1.0 FTE	\$77,840	\$79,954	\$81,553	\$82,344	\$82,037
	Number eligible for benefits	13	12	12	12	15
Part-time	Number	0	2	1	0	1
	FTE	0.0	0.8	0.5	0.0	0.8
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	1
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	0:150	1:184	1:324	0:167	1:245
	Average Annual Salary for Actual Hours Contracted	\$0	\$41,360	\$37,402	\$0	\$49,343
	Average annual salary rate (If at 1.0 FTE)	\$0	\$66,913	\$62,337	\$0	\$65,790
	Number eligible for benefits	0	1	0	0	1
	Total Number of Administrators/Managment	13	14	13	14	16
	Total FTE of Administrators/Managment	13.0	12.8	12.5	14.0	15.8
	Total Number of Supervisors	10	8	8	9	11

OREGON COAST COMMUNITY COLLEGE

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	966	584	865	962	1,023
	Total student FTE	149.5	147.4	162.0	167.0	184.0
Full-time	Number	20	22	22	23	25
	FTE	20.0	22.0	22.0	23.0	25.0
	Number that supervise others (not incl. graduate assts./research students)	2	4	3	4	5
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:7	1:7	1:7	1:7	1:7
	Average salary for FT - 1.0 FTE	\$42,668	\$45,629	\$46,541	\$43,517	\$45,755
	Number eligible for benefits	20.0	22.0	22.0	23.0	25
Part-time	Number	12	7	7	11	13
	FTE	4.2	3.0	2.8	2.4	4.4
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:35	1:49	1:58	1:70	1:42
	Average Annual Salary for Actual Hours Contracted	\$12,542	\$17,570	\$19,831	\$16,426	\$28,297
	Average annual salary rate (If at 1.0 FTE)	\$35,831	\$39,045	\$42,046	\$39,187	\$44,411
	Number eligible for benefits	4	3	0	1	1
	Total Number of Classified/Non-Teaching	32	29	29	34	38
	Total FTE of Classified/Non-Teaching	24.2	25.0	24.8	25.4	29.4
	Total Number of Classified/Non-Teaching Supervisors	2	4	3	4	5

OREGON COAST COMMUNITY COLLEGE

Faculty

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	966	584	865	962	1,023
	Total student FTE	149.5	147.4	162.0	167.0	184.0
Full-time	Number	10	13	13	11	11
	FTE	10.0	13.0	13.0	11	11.0
	Percent of Instruction	27%	34%	14%	35%	36%
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:15	1:11	1:12	1:15	1:17
	Average salary for FT - 1.0 FTE	\$56,679	\$57,161	\$58,304	\$59,712	\$59,374
	Number eligible for benefits	10	13	13	11	11
Part-time >= .5 FTE	Number	2	0	0	0	0
	FTE	1.5	0.0	0.0	0	0.0
	Percent of Instruction	10%	0%	0%	0%	0%
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:100	0:147	0:162	0:167	0:183
	Average Annual Salary for Actual Hours Contracted	\$59,074	\$0	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$78,765	\$0	\$0	\$0	\$0
	Number eligible for benefits	2	0	0	0	0

OREGON COAST COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	966	584	865	962	1,023
	Total student FTE	149.5	147.4	162.0	167.0	184.0
Part-time <= .5 FTE	Number	57	52	52	40	45
	FTE	11.5	15.6	15.6	16.5	16.1
	Percent of Instruction	62%	38%	46%	42%	34%
	Number that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:13	1:9	1:10	1:10	1:11
	Average Annual Salary for Actual Hours Contracted	\$11,755	\$12,432	\$12,680	\$13,592	\$32,304
	Average annual salary rate (If at 1.0 FTE)	\$34,573	\$27,626	\$28,178	\$33,981	\$51,109
	Number eligible for benefits	2	0	0	0	0
Graduate Assistants	Number	0	0	0	0	0
	FTE	0.0	0.0	0.0	0.0	0
	Percent of Instruction	0%	0%	0%	0%	0%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	0:150	0:147	0:162	0:167	0:184
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	69	65	65	51	56
	Total FTE of Faculty	23.0	28.6	28.6	27.5	27.1
	Total Number of Faculty Supervisors	0	0	0	0	0

OREGON COAST COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	966	584	865	962	1,023
	Total student FTE	149.5	147.4	162.0	167.0	184.0
Graduate Student Employees	Number					0
	Average hourly wage for Fall term					0
	Average number of hours worked in Fall					0
Undergraduate Student Employees	Number					*
	Average hourly wage for Fall term					\$14
	Average number of hours worked in Fall					33
	Total Number of Student Employees					*
Grand Totals	Total Number of Employees	114	108	107	99	110
	Total FTE of Employees	60.2	66.4	65.9	66.9	72.2
	Total Student Employees					*
	Total Number of Supervisors	12	12	11	13	16

PORTLAND COMMUNITY COLLEGE

Administrators/Management

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	35,660	27,695	26,773	26,153	27,917
	Total student FTE	7,727.9	6,310.5	5,981.9	5,580.1	6,000.2
Full-time	Number	213	216	202	217	250
	FTE	213.0	215.9	202.0	217.0	250.0
	Number that supervise others (not incl. graduate assts./research students)	190	189	168	181	215
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:36	1:29	1:30	1:26	1:24
	Average salary for FT - 1.0 FTE	\$96,837	\$103,305	\$106,899	\$109,899	\$108,849
	Number eligible for benefits	213	216	203	217	250
Part-time	Number	2	0	1	1	0
	FTE	1.6	0.0	0.5	0.5	0.0
	Number that supervise others (not incl. graduate assts./research students)	2	0	1	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:4,830	0:6,311	1:11,964	1:11,160	0:6,000
	Average Annual Salary for Actual Hours Contracted	\$75,665	\$0	\$46,488	\$46,083	\$0
	Average annual salary rate (If at 1.0 FTE)	\$84,737	\$0	\$92,970	\$92,161	\$0
	Number eligible for benefits	2	0	1	1	0
	Total Number of Administrators/Managment	215	216	203	218	250
	Total FTE of Administrators/Managment	214.6	215.9	202.5	217.5	250.0
	Total Number of Supervisors	192	189	169	181	215

PORTLAND COMMUNITY COLLEGE

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	35,660	27,695	26,773	26,153	27,917
	Total student FTE	7,727.9	6,310.5	5,981.9	5,580.1	6,000.2
Full-time	Number	944	868	912	883	945
	FTE	943.7	867.7	911.8	883.0	945.0
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:8	1:7	1:7	1:6	1:6
	Average salary for FT - 1.0 FTE	\$54,015	\$60,498	\$64,173	\$67,437	\$66,684
	Number eligible for benefits	944.0	868.0	912.0	883.0	945
Part-time	Number	158	132	108	82	79
	FTE	104.2	87.0	68.4	54.5	51.5
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:74	1:73	1:87	1:102	1:117
	Average Annual Salary for Actual Hours Contracted	\$29,759	\$35,035	\$35,962	\$38,630	\$38,159
	Average annual salary rate (If at 1.0 FTE)	\$45,108	\$53,153	\$56,782	\$58,096	\$59,188
	Number eligible for benefits	158	132	108	82	79
	Total Number of Classified/Non-Teaching	1,102	1,000	1,020	965	1,024
	Total FTE of Classified/Non-Teaching	1,047.9	954.7	980.2	937.5	996.5
	Total Number of Classified/Non-Teaching Supervisors	0	0	0	0	0

PORTLAND COMMUNITY COLLEGE

Faculty

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	35,660	27,695	26,773	26,153	27,917
	Total student FTE	7,727.9	6,310.5	5,981.9	5,580.1	6,000.2
Full-time	Number	402	385	388	396	404
	FTE	396.9	379.0	384.0	393.5	400.9
	Percent of Instruction	41%	37%	38%	52%	44%
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:19	1:17	1:16	1:14	1:15
	Average salary for FT - 1.0 FTE	\$68,013	\$74,009	\$74,770	\$77,849	\$85,791
	Number eligible for benefits	402	379	388	396	404
Part-time >= .5 FTE	Number	576	482	468	423	431
	FTE	437.1	367.1	352.5	330.8	326.7
	Percent of Instruction	45%	47%	46%	40%	42%
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:18	1:17	1:17	1:17	1:18
	Average Annual Salary for Actual Hours Contracted	\$44,536	\$44,025	\$46,284	\$52,422	\$54,963
	Average annual salary rate (If at 1.0 FTE)	\$102,980	\$105,059	\$109,620	\$127,155	\$127,946
	Number eligible for benefits	464	419	368	359	345

PORTLAND COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	35,660	27,695	26,773	26,153	27,917
	Total student FTE	7,727.9	6,310.5	5,981.9	5,580.1	6,000.2
Part-time <= .5 FTE	Number	480	436	400	379	379
	FTE	140.6	128.0	119.3	151.8	111.3
	Percent of Instruction	14%	16%	16%	8%	14%
	Number that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:55	1:49	1:50	1:37	1:54
	Average Annual Salary for Actual Hours Contracted	\$17,093	\$15,476	\$17,901	\$19,934	\$20,474
	Average annual salary rate (If at 1.0 FTE)	\$93,812	\$97,033	\$99,943	\$112,087	\$112,343
	Number eligible for benefits	112	133	91	94	77
Graduate Assistants	Number	0	0	0	0	0
	FTE	0.0	0.0	0.0	0.0	0
	Percent of Instruction	0%	0%	0%	0%	0%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	0:7,728	0:6,311	0:5,982	0:5,580	0:6,000
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	1,458	1,303	1,256	1,198	1,214
	Total FTE of Faculty	974.6	874.1	855.8	876.1	838.9
	Total Number of Faculty Supervisors	0	0	0	0	0

PORTLAND COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	35,660	27,695	26,773	26,153	27,917
	Total student FTE	7,727.9	6,310.5	5,981.9	5,580.1	6,000.2
Graduate Student Employees	Number					0
	Average hourly wage for Fall term					0
	Average number of hours worked in Fall					0
Undergraduate Student	Number					210
	Average hourly wage for Fall term					\$17
	Average number of hours worked in Fall					104
	Total Number of Student Employees					210
Grand Totals	Total Number of Employees	2,775	2,519	2,479	2,381	2,488
	Total FTE of Employees	2,237.0	2,044.7	2,038.5	2,031.1	2,085.4
	Total Student Employees					210
	Total Number of Supervisors	192	189	169	181	215

ROGUE COMMUNITY COLLEGE

Administrators/Management

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	6,315	3,799	3,937	4,209	4,932
	Total student FTE	1,333.2	909.3	880.3	955.9	1,138.0
Full-time	Number	36	37	35	31	36
	FTE	36.0	37.0	35.0	31.0	36.0
	Number that supervise others (not incl. graduate assts./research students)	36	37	35	31	36
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:37	1:25	1:25	1:31	1:32
	Average salary for FT - 1.0 FTE	\$90,468	\$93,788	\$98,409	\$108,422	\$111,505
	Number eligible for benefits	36	37	35	31	36
	Part-time	Number	1	1	1	1
FTE		0.5	0.5	0.5	0.5	0.5
Number that supervise others (not incl. graduate assts./research students)		1	1	1	1	1
Number that supervise only graduate/research assts.		0	0	0	0	0
Employee to Student ratio		1:2,469	1:1,684	1:1,630	1:1,768	1:2,276
Average Annual Salary for Actual Hours Contracted		\$38,363	\$39,748	\$40,941	\$43,754	\$46,261
Average annual salary rate (If at 1.0 FTE)		\$76,727	\$79,497	\$81,882	\$87,508	\$92,521
Number eligible for benefits		1	1	1	1	1
	Total Number of Administrators/Managment	37	38	36	32	37
	Total FTE of Administrators/Managment	36.5	37.5	35.5	31.5	36.5
	Total Number of Supervisors	37	38	36	32	37

ROGUE COMMUNITY COLLEGE

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	6,315	3,799	3,937	4,209	4,932
	Total student FTE	1,333.2	909.3	880.3	955.9	1,138.0
Full-time	Number	177	110	152	161	157
	FTE	175.5	109.6	151.5	160.9	156.3
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:8	1:8	1:6	1:6	1:7
	Average salary for FT - 1.0 FTE	\$48,577	\$47,502	\$51,146	\$55,882	\$58,399
	Number eligible for benefits	177.0	110.0	152.0	161.0	157
Part-time	Number	22	9	20	20	20
	FTE	11.8	4.7	10.0	10.3	9.4
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:113	1:194	1:88	1:93	1:122
	Average Annual Salary for Actual Hours Contracted	\$36,340	\$37,877	\$29,044	\$28,987	\$26,277
	Average annual salary rate (If at 1.0 FTE)	\$72,679	\$75,754	\$58,088	\$57,973	\$46,679
	Number eligible for benefits	6	3	4	5	7
	Total Number of Classified/Non-Teaching	199	119	172	181	177
	Total FTE of Classified/Non-Teaching	187.3	114.2	161.5	171.3	165.6
	Total Number of Classified/Non-Teaching Supervisors	0	0	0	0	0

ROGUE COMMUNITY COLLEGE

Faculty

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	6,315	3,799	3,937	4,209	4,932
	Total student FTE	1,333.2	909.3	880.3	955.9	1,138.0
Full-time	Number	70	71	64	65	62
	FTE	61.3	71.0	64.0	65	62.0
	Percent of Instruction	Not available	Not available	Not available	Not available	Not available
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:22	1:13	1:14	1:15	1:18
	Average salary for FT - 1.0 FTE	\$89,774	\$80,635	\$72,993	\$90,355	\$93,029
	Number eligible for benefits	70	71	64	65	62
Part-time >= .5 FTE	Number	105	82	84	78	99
	FTE	66.7	54.6	53.3	49.03	64.6
	Percent of Instruction	Not available	Not available	Not available	Not available	Not available
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:20	1:17	1:17	1:19	1:18
	Average Annual Salary for Actual Hours Contracted	\$23,670	\$25,161	\$23,701	\$24,463	\$26,208
	Average annual salary rate (If at 1.0 FTE)	\$39,450	\$35,945	\$39,502	\$40,772	\$37,441
	Number eligible for benefits	66	39	42	39	41

ROGUE COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	6,315	3,799	3,937	4,209	4,932
	Total student FTE	1,333.2	909.3	880.3	955.9	1,138.0
Part-time <= .5 FTE	Number	285	216	209	203	235
	FTE	57.8	44.5	41.6	41.1	46.6
	Percent of Instruction	Not available	Not available	Not available	Not available	Not available
	Number that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:23	1:20	1:21	1:23	1:24
	Average Annual Salary for Actual Hours Contracted	\$6,987	\$7,779	\$7,387	\$8,163	\$7,870
	Average annual salary rate (If at 1.0 FTE)	\$34,936	\$38,896	\$36,937	\$40,813	\$39,350
	Number eligible for benefits	25	27	18	18	15
Graduate Assistants	Number	0	0	0	0	0
	FTE	0.0	0.0	0.0	0.0	0
	Percent of Instruction	0%	0%	0%	0%	0%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	0:1,333	0:909	0:880	0:956	0:1,138
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	460	369	357	346	396
	Total FTE of Faculty	185.8	170.0	158.9	155.1	173.2
	Total Number of Faculty Supervisors	0	0	0	0	0

ROGUE COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	6,315	3,799	3,937	4,209	4,932
	Total student FTE	1,333.2	909.3	880.3	955.9	1,138.0
Graduate Student Employees	Number					0
	Average hourly wage for Fall term					0
	Average number of hours worked in Fall					0
Undergraduate Student Employees	Number					97
	Average hourly wage for Fall term					\$15
	Average number of hours worked in Fall					139
	Total Number of Student Employees					97
Grand Totals	Total Number of Employees	696	526	565	559	610
	Total FTE of Employees	409.6	321.8	355.9	357.9	375.4
	Total Student Employees					97
	Total Number of Supervisors	37	38	36	32	37

SOUTHWESTERN OREGON COMMUNITY COLLEGE

Administrators/Management

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	4,033	1,976	2,733	3,060	2,998
	Total student FTE	702.7	537.0	515.8	542.0	595.0
Full-time	Number	33	30	17	17	16
	FTE	33.0	30.0	17.0	17.0	16.0
	Number that supervise others (not incl. graduate assts./research students)	28	29	17	16	16
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:21	1:18	1:30	1:32	1:37
	Average salary for FT - 1.0 FTE	\$76,715	\$80,775	\$97,369	\$96,830	\$101,114
	Number eligible for benefits	33	30	17	17	16
Part-time	Number	2	2	0	0	0
	FTE	1.1	1.0	0.0	0.0	0.0
	Number that supervise others (not incl. graduate assts./research students)	2	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:639	1:537	0:515.75	0:542	0:595
	Average Annual Salary for Actual Hours Contracted	\$28,982	\$34,792	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$56,624	\$69,585	\$0	\$0	\$0
	Number eligible for benefits	0	2	0	0	0
	Total Number of Administrators/Managment	35	32	17	17	16
	Total FTE of Administrators/Managment	34.1	31.0	17.0	17.0	16.0
	Total Number of Supervisors	30	29	17	16	16

SOUTHWESTERN OREGON COMMUNITY COLLEGE

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	4,033	1,976	2,733	3,060	2,998
	Total student FTE	702.7	537.0	515.8	542.0	595.0
Full-time	Number	124	105	60	111	125
	FTE	124.0	105.0	59.3	111.0	125.0
	Number that supervise others (not incl. graduate assts./research students)	4	10	25	22	24
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:6	1:5	1:9	1:5	1:5
	Average salary for FT - 1.0 FTE	\$43,436	\$45,324	\$52,116	\$47,331	\$48,734
	Number eligible for benefits	124.0	105.0	60.0	111.0	125
Part-time	Number	18	22	21	14	14
	FTE	10.7	14.0	3.6	8.9	8.0
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:65	1:38	1:142	1:61	1:75
	Average Annual Salary for Actual Hours Contracted	\$19,686	\$24,121	\$23,630	\$27,256	\$22,273
	Average annual salary rate (If at 1.0 FTE)	\$36,713	\$37,233	\$38,990	\$42,910	\$39,029
	Number eligible for benefits	7	15	5	11	6
	Total Number of Classified/Non-Teaching	142	127	81	125	139
	Total FTE of Classified/Non-Teaching	134.7	119.0	62.9	119.9	134.0
	Total Number of Classified/Non-Teaching Supervisors	4	10	25	22	24

SOUTHWESTERN OREGON COMMUNITY COLLEGE

Faculty

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	4,033	1,976	2,733	3,060	2,998
	Total student FTE	702.7	537.0	515.8	542.0	595.0
Full-time	Number	51	45	42	50	48
	FTE	51.0	45.0	42.0	50.0	48.0
	Percent of Instruction	55%	47%	51%	30%	56%
	Number that supervise others (not incl. graduate assts./research students)	1	1	0	1	1
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:14	1:12	1:12	1:11	1:12
	Average salary for FT - 1.0 FTE	\$59,115	\$62,633	\$63,908	\$64,499	\$67,290
	Number eligible for benefits	51	45	42	50	48
Part-time >= .5 FTE	Number	16	9	5	15	13
	FTE	10.0	5.3	2.7	9.26	8.0
	Percent of Instruction	9%	7%	4%	4%	10%
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:71	1:101	1:194	1:59	1:74
	Average Annual Salary for Actual Hours Contracted	\$4,383	\$6,638	\$11,465	\$4,614	\$5,649
	Average annual salary rate (If at 1.0 FTE)	\$51,687	\$60,192	\$51,412	\$63,383	\$74,184
	Number eligible for benefits	0	0	0	0	0

SOUTHWESTERN OREGON COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	4,033	1,976	2,733	3,060	2,998
	Total student FTE	702.7	537.0	515.8	542.0	595.0
Part-time <= .5 FTE	Number	167	45	68	56	58
	FTE	20.4	10.8	16.3	9.2	9.1
	Percent of Instruction	16%	19%	22%	16%	20%
	Number that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.		0	0	0	0
	Employee to Student ratio	1:34	1:50	1:32	1:59	1:66
	Average Annual Salary for Actual Hours Contracted	\$4,567	\$6,615	\$7,872	\$7,055	\$6,163
	Average annual salary rate (If at 1.0 FTE)	\$42,164	\$61,323	\$40,773	\$63,497	\$68,282
	Number eligible for benefits	0	0	0	0	0
Graduate Assistants	Number	0	0	0	0	0
	FTE	0.0	0.0	0.0	0.0	0
	Percent of Instruction	0%	0%	0%	0%	0%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	0:702.68	0:537	0:515.75	0:542	0:595
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	234	99	115	121	119
	Total FTE of Faculty	81.3	61.1	61.0	68.5	65.1
	Total Number of Faculty Supervisors	1	1	0	1	1

SOUTHWESTERN OREGON COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	4,033	1,976	2,733	3,060	2,998
	Total student FTE	702.7	537.0	515.8	542.0	595.0
Graduate Student Employees	Number					0
	Average hourly wage for Fall term					0
	Average number of hours worked in Fall					0
Undergraduate Student Employees	Number					46
	Average hourly wage for Fall term					\$13
	Average number of hours worked in Fall					37
	Total Number of Student Employees					46
Grand Totals	Total Number of Employees	411	258	213	263	274
	Total FTE of Employees	250.2	211.1	140.9	205.3	215.0
	Total Student Employees					46
	Total Number of Supervisors	35	40	42	39	41

TILLAMOOK BAY COMMUNITY COLLEGE

Administrators/Management

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	1,135	928	1,040	1,146	1,102
	Total student FTE	150.4	152.9	141.9	144.0	172.3
Full-time	Number	12	13	13	14	28
	FTE	12.0	13.0	13.0	14.0	28.0
	Number that supervise others (not incl. graduate assts./research students)	9	9	10	13	12
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:13	1:12	1:11	1:10	1:6
	Average salary for FT - 1.0 FTE	\$83,968	\$81,971	\$64,833	\$79,034	\$78,894
	Number eligible for benefits	12	13	13	14	28
Part-time	Number	0	0	0	0	1
	FTE	0.0	0.0	0.0	0.0	0.8
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	0:150	0:153	0:142	0:144	1:230
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$54,672
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	0	\$73,056
	Number eligible for benefits	0	0	0	0	1
	Total Number of Administrators/Managment	12	13	13	14	29
	Total FTE of Administrators/Managment	12.0	13.0	13.0	14.0	28.8
	Total Number of Supervisors	9	9	10	13	12

TILLAMOOK BAY COMMUNITY COLLEGE

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	1,135	928	1,040	1,146	1,102
	Total student FTE	150.4	152.9	141.9	144.0	172.3
Full-time	Number	19	20	19	22	14
	FTE	19.0	20.0	19.0	22.0	14.0
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:8	1:8	1:7	1:7	1:12
	Average salary for FT - 1.0 FTE	\$39,877	\$47,496	\$41,999	\$46,982	\$52,487
	Number eligible for benefits	19	20	19	22	14
Part-time	Number	9	8	6	2	4
	FTE	3.2	2.1	3.5	1.2	2.8
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:47	1:72	1:41	1:120	1:63
	Average Annual Salary for Actual Hours Contracted	\$12,304	\$12,214	\$16,320	\$43,140	\$29,304
	Average annual salary rate (If at 1.0 FTE)	\$31,093	\$31,002	\$29,188	\$71,544	\$42,822
	Number eligible for benefits	0	2	3	Not Available	4
	Total Number of Classified/Non-Teaching	28	28	25	24	18
	Total FTE of Classified/Non-Teaching	22.2	22.1	22.5	23.2	16.8
	Total Number of Classified/Non-Teaching Supervisors	0	0	0	0	0

TILLAMOOK BAY COMMUNITY COLLEGE

Faculty

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	1,135	928	1,040	1,146	1,102
	Total student FTE	150.4	152.9	141.9	144.0	172.3
Full-time	Number	10	10	8	9	10
	FTE	10.0	10.0	8.0	9.0	10.0
	Percent of Instruction	22%	32%	28%	23%	22%
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:15	1:15	1:18	1:16	1:17
	Average salary for FT - 1.0 FTE	\$57,102	\$62,923	\$71,664	\$62,883	\$83,766
	Number eligible for benefits	10	10	8	9	10
Part-time >= .5 FTE	Number	0	0	0	0	3
	FTE	0.0	0.0	0.0	0.0	2.3
	Percent of Instruction	0%	0%	0%	0%	5%
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	0:150	0:153	0:142	0:144	1:75
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$26,212
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	\$0	\$35,064
	Number eligible for benefits	0	0	0	0	3

TILLAMOOK BAY COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	1,135	928	1,040	1,146	1,102
	Total student FTE	150.4	152.9	141.9	144.0	172.3
Part-time <= .5 FTE	Number	53	33	34	27	25
	FTE	15.4	3.8	9.0	6.8	25.2
	Percent of Instruction	53%	46%	29%	24%	24%
	Number that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:10	1:40	1:16	1:21	1:7
	Average Annual Salary for Actual Hours Contracted	\$6,548	\$9,106	\$13,788	\$14,688	\$8,834
	Average annual salary rate (If at 1.0 FTE)	\$37,683	\$32,373	\$46,321	\$71,370	\$47,121
	Number eligible for benefits	0	0	0	0	0
Graduate Assistants	Number	0	0	0	0	0
	FTE	0	0	0.0	0	0
	Percent of Instruction	0%	0%	0%	0%	0%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	0:150	0:153	0:142	0:144	0:172
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	0	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	63	43	42	36	38
	Total FTE of Faculty	25.4	13.8	17.0	15.8	37.5
	Total Number of Faculty Supervisors	0	0	0	0	0

TILLAMOOK BAY COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	1,135	928	1,040	1,146	1,102
	Total student FTE	150.4	152.9	141.9	144.0	172.3
Graduate Student Employees	Number					0
	Average hourly wage for Fall term					0
	Average number of hours worked in Fall					0
Undergraduate Student Employees	Number					*
	Average hourly wage for Fall term					\$15
	Average number of hours worked in Fall					120
	Total Number of Student Employees					*
Grand Totals	Total Number of Employees	103	84	80	74	85
	Total FTE of Employees	59.6	48.9	52.5	53.0	83.0
	Total Student Employees					*
	Total Number of Supervisors	9	9	10	13	12

TREASURE VALLEY COMMUNITY COLLEGE

Administrators/Management

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	3,016	2,221	2,273	2,294	2,386
	Total student FTE	673.0	526.0	533.4	547.8	553.1
Full-time	Number	7	8	7	10	10
	FTE	7.0	8.0	7.0	10.0	10.0
	Number that supervise others (not incl. graduate assts./research students)	7	8	7	10	10
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:96	1:66	1:76	1:55	1:55
	Average salary for FT - 1.0 FTE	\$96,457	\$98,858	\$112,261	\$102,998	\$106,251
	Number eligible for benefits	7	8	7	10	10
Part-time	Number	1	1	1	1	0
	FTE	1.0	1.0	0.5	0.5	0.0
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:673	1:526	1:1,089	1:1,096	0:553
	Average Annual Salary for Actual Hours Contracted	\$48,000	\$48,000	\$48,250	\$48,000	\$0
	Average annual salary rate (If at 1.0 FTE)	\$96,000	\$96,000	\$96,500	\$96,000	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Administrators/Managment	8	9	8	11	10
	Total FTE of Administrators/Managment	8.0	9.0	7.5	10.5	10.0
	Total Number of Supervisors	7	8	7	10	10

TREASURE VALLEY COMMUNITY COLLEGE

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	3,016	2,221	2,273	2,294	2,386
	Total student FTE	673.0	526.0	533.4	547.8	553.1
Full-time	Number	69	54	60	61	64
	FTE	69.0	54.0	60.0	61.0	64.0
	Number that supervise others (not incl. graduate assts./research students)	20	35	34	35	29
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:10	1:10	1:9	1:9	1:9
	Average salary for FT - 1.0 FTE	\$53,716	\$62,070	\$59,614	\$63,781	\$72,762
	Number eligible for benefits	69	54	60	61	64
Part-time	Number	141	151	121	148	119
	FTE	141.0	111.7	89.5	109.5	88.1
	Number that supervise others (not incl. graduate assts./research students)	9	6	6	5	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:5	1:5	1:6	1:5	1:6
	Average Annual Salary for Actual Hours Contracted	\$20,187	\$11,000	\$11,000	\$18,720	\$12,864
	Average annual salary rate (If at 1.0 FTE)	\$80,748	\$44,000	\$44,000	\$74,880	\$41,547
	Number eligible for benefits	6	2	2	2	0
	Total Number of Classified/Non-Teaching	210	205	181	209	183
	Total FTE of Classified/Non-Teaching	210.0	165.7	149.5	170.5	152.1
	Total Number of Classified/Non-Teaching Supervisors	29	41	40	40	29

TREASURE VALLEY COMMUNITY COLLEGE

Faculty

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	3,016	2,221	2,273	2,294	2,386
	Total student FTE	673.0	526.0	533.4	547.8	553.1
Full-time	Number	39	37	39	39	42
	FTE	39.0	37.0	39.0	39.0	42.0
	Percent of Instruction	6%	47%	31%	58%	62%
	Number that supervise others (not incl. graduate assts./research students)	0	2	2	2	2
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:17	1:14	1:14	1:14	1:13
	Average salary for FT - 1.0 FTE	\$66,611	\$59,674	\$63,485	\$58,842	\$55,195
	Number eligible for benefits	39	37	39	39	42
Part-time >= .5 FTE	Number	10	12	14	7	11
	FTE	8.5	10.1	13.1	6.4	10.6
	Percent of Instruction	22%	25%	17%	10%	16%
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:79	1:52	1:41	1:86	1:52
	Average Annual Salary for Actual Hours Contracted	\$1,417	\$4,208	\$4,673	\$4,545	\$5,761
	Average annual salary rate (If at 1.0 FTE)	\$5,668	\$16,832	\$18,692	\$18,179	\$36,006
	Number eligible for benefits	0	1	1	0	0

TREASURE VALLEY COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	3,016	2,221	2,273	2,294	2,386
	Total student FTE	673.0	526.0	533.4	547.8	553.1
Part-time <= .5 FTE	Number	75	56	60	42	42
	FTE	29.8	21.4	23.0	13.6	14.6
	Percent of Instruction	43%	29%	52%	20%	22%
	Number that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:23	1:25	1:23	1:40	1:38
	Average Annual Salary for Actual Hours Contracted	\$671	\$1,911	\$2,017	\$1,951	\$2,079
	Average annual salary rate (If at 1.0 FTE)	\$2,684	\$7,644	\$8,068	\$7,802	\$9,450
	Number eligible for benefits	0	0	0	0	0
Graduate Assistants	Number	0	0	0	0	0
	FTE	0	0	0.0	0	0
	Percent of Instruction	0%	0%	0%	0%	0%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	0:673	0:526	0:533	0:548	0:553
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	0	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	124	105	113	88	95
	Total FTE of Faculty	77.3	68.5	75.1	59.0	67.2
	Total Number of Faculty Supervisors	0	2	2	2	2

TREASURE VALLEY COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	3,016	2,221	2,273	2,294	2,386
	Total student FTE	673.0	526.0	533.4	547.8	553.1
Graduate Student Employees	Number					0
	Average hourly wage for Fall term					0
	Average number of hours worked in Fall					0
Undergraduate Student Employees	Number					79
	Average hourly wage for Fall term					\$13
	Average number of hours worked in Fall					49
	Total Number of Student Employees					79
Grand Totals	Total Number of Employees	342	319	302	308	288
	Total FTE of Employees	295.3	243.2	232.1	240.0	229.3
	Total Student Employees					79
	Total Number of Supervisors	36	51	49	52	41

UMPQUA COMMUNITY COLLEGE

Administrators/Management

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	5,402	4,216	3,882	4,561	4,359
	Total student FTE	843.9	682.4	690.0	692.2	786.9
Full-time	Number	39	30	35	50	33
	FTE	39.0	30.0	35.0	50.0	33.0
	Number that supervise others (not incl. graduate assts./research students)	27	22	25	29	33
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:22	1:23	1:20	1:14	1:24
	Average salary for FT - 1.0 FTE	\$72,400	\$78,710	\$69,716	\$63,314	\$106,271
	Number eligible for benefits	39	30	35	50	71
	Part-time	Number	1	1	1	1
FTE		0.5	0.5	0.1	0.3	0.5
Number that supervise others (not incl. graduate assts./research students)		1	1	0	0	1
Number that supervise only graduate/research assts.		0	0	0	0	0
Employee to Student ratio		1:1,688	1:1,365	1:6,900	1:2,307	1:1,574
Average Annual Salary for Actual Hours Contracted		\$32,954	\$34,561	\$6,517	\$37,154	\$51,996
Average annual salary rate (If at 1.0 FTE)		\$67,616	\$69,487	\$69,520	125243	\$103,992
Number eligible for benefits		0	0	0	0	0
	Total Number of Administrators/Managment	40	31	36	51	34
	Total FTE of Administrators/Managment	39.5	30.5	35.1	50.3	33.5
	Total Number of Supervisors	28	23	25	29	34

UMPQUA COMMUNITY COLLEGE

Classified/Professional, Non-Teaching

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	5,402	4,216	3,882	4,561	4,359
	Total student FTE	843.9	682.4	690.0	692.2	786.9
Full-time	Number	92	82	78	75	106
	FTE	92.0	82.0	78.0	75.0	106.0
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:9	1:8	1:9	1:9	1:7
	Average salary for FT - 1.0 FTE	\$37,870	\$39,122	\$41,821	\$40,554	\$50,554
	Number eligible for benefits	92	82	78	75	106
Part-time	Number	32	28	33	25	29
	FTE	12.0	11.2	11.2	10.9	11.4
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:70	1:61	1:62	1:64	1:69
	Average Annual Salary for Actual Hours Contracted	\$14,908	\$19,546	\$16,185	\$22,928	\$24,287
	Average annual salary rate (If at 1.0 FTE)	\$43,062	\$49,633	\$50,065	\$54,405	\$54,274
	Number eligible for benefits	4	3	2	2	0
	Total Number of Classified/Non-Teaching	124	110	111	100	135
	Total FTE of Classified/Non-Teaching	104.0	93.2	89.2	85.9	117.4
	Total Number of Classified/Non-Teaching Supervisors	0	0	0	0	0

UMPQUA COMMUNITY COLLEGE

Faculty

	Report Year	2021	2022	2023	2024	2025	
	Data Year	2019	2020	2021	2022	2023	
	Total student headcount	5,402	4,216	3,882	4,561	4,359	
	Total student FTE	843.9	682.4	690.0	692.2	786.9	
Full-time	Number	47	41	46	48	61	
	FTE	47.0	41.0	46.0	48.0	61.0	
	Percent of Instruction	39%	37%	38%	41%	47%	
	Number that supervise others (not incl. graduate assts./research students)	0	0	0	0	0	
	Number that supervise only graduate/research assts.	0	0	0	0	0	
	Employee to Student ratio	1:18	1:17	1:15	1:14	1:13	
	Average salary for FT - 1.0 FTE	\$72,661	\$76,540	\$77,420	\$77,565	\$63,665	
	Number eligible for benefits	47	41	46	48	61	
	Part-time >= .5 FTE	Number	4	4	9	5	11
		FTE	3.1	2.6	6.0	2.7	9.3
Percent of Instruction		1%	2%	5%	4%	6%	
Number that supervise others (not incl. graduate assts./research students)		0	0	0	0	0	
Number that supervise only graduate/research assts.		0	0	0	0	0	
Employee to Student ratio		1:272	1:262	1:115	1:256	1:85	
Average Annual Salary for Actual Hours Contracted		\$35,133	\$46,555	\$59,021	\$71,076	\$68,420	
Average annual salary rate (If at 1.0 FTE)		\$58,200	\$85,211	\$90,560	\$131,298	\$78,263	
Number eligible for benefits		0	0	0	0	0	

UMPQUA COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	5,402	4,216	3,882	4,561	4,359
	Total student FTE	843.9	682.4	690.0	692.2	786.9
Part-time <= .5 FTE	Number	180	145	140	143	104
	FTE	22.7	19.7	19.6	17.1	16.0
	Percent of Instruction	38%	41%	38%	37%	25%
	Number that supervise others (not incl. grad. assts./research students)	0	0	0	0	0
	Number that supervise only graduate/research assts.	0	0	0	0	0
	Employee to Student ratio	1:37	1:35	1:35	1:40	1:49
	Average Annual Salary for Actual Hours Contracted	\$15,383	\$17,655	\$16,893	\$16,244	\$9,837
	Average annual salary rate (If at 1.0 FTE)	\$130,067	\$134,255	\$127,815	\$138,956	\$39,346
	Number eligible for benefits	0	0	0	0	0
Graduate Assistants	Number	0	0	0	0	0
	FTE	0	0	0.0	0	0
	Percent of Instruction	0%	0%	0%	0%	0%
	Number that supervise	0	0	0	0	0
	Employee to Student ratio	0:844	0:682	0:690	0:692	0:787
	Average Annual Salary for Actual Hours Contracted	\$0	\$0	\$0	\$0	\$0
	Average annual salary rate (If at 1.0 FTE)	\$0	\$0	\$0	\$0	\$0
	Number eligible for benefits	0	0	0	0	0
	Total Number of Faculty	231	190	195	196	176
	Total FTE of Faculty	72.8	63.3	71.6	67.8	86.3
	Total Number of Faculty Supervisors	0	0	0	0	0

UMPQUA COMMUNITY COLLEGE

Faculty, cont.

	Report Year	2021	2022	2023	2024	2025
	Data Year	2019	2020	2021	2022	2023
	Total student headcount	5,402	4,216	3,882	4,561	4,359
	Total student FTE	843.9	682.4	690.0	692.2	786.9
Graduate Student Employees	Number					0
	Average hourly wage for Fall term					0
	Average number of hours worked in Fall					0
Undergraduate Student Employees	Number					19
	Average hourly wage for Fall term					\$13
	Average number of hours worked in Fall					178
	Total Number of Student Employees					19
Grand Totals	Total Number of Employees	395	331	342	347	345
	Total FTE of Employees	216.3	187.0	195.9	204.0	237.1
	Total Student Employees					19
	Total Number of Supervisors	28	23	25	29	34

TABLE FOOTNOTES

1. EOU reports that Student Employee pay was calculated from October, November, and December employee earnings. Pay rate per student was calculated as total pay divided by total hours for that three-month window. This was then averaged for the Average Hourly Wage.
2. COCC reports that this year, data related to full-time faculty supervising others had a slight definition change. In prior years, all chairs and program directors were included; in this year only the chairs and program directors who supervised others were included to provide a more exact and a smaller number.
3. Chemeketa reports that the number of part-time faculty eligible for benefits cannot be determined. Due to SB 551 legislation, part-time faculty eligibility is determined based on total hours worked across all postsecondary institutions, and part-time faculty may select the institution they wish to receive benefits from. This makes it difficult to determine which faculty are eligible and which are not based on the data they have. The number supplied is the number of part-time employees working less than 0.5 FTE who received benefits in the fall of 2023.
4. Treasure Valley notes that for the new Student Employees category, aid-based student employees are not included in calculations.
5. UCC's Human Resources Department: This year, UCC's Human Resources Department took the lead role in collecting this data to improve the quality of their reported data. They report:
 - a. **Some employees are being reported in a different group:** Starting this year, we've changed the way we report employees in the Administrators/Management group and the Classified/Professional Non-Teaching Staff group. Instead of simply reporting all exempt employees in the Administrator/Management group, we've moved exempt employees who have no supervisory duties into the Classified/Professional Non-Teaching Staff group. This is the reason for the large changes in counts and average salaries in these two groups this year.
 - b. **FTE of students taught by all faculty groups does not add up to 100%:** This situation has been documented in previous years' reporting and is caused by the following situations:
 - c. **Dual credit FTE is excluded.** The instructions state that dual credit FTE should be excluded from the % of instruction calculations. However, dual credit FTE is included in the total student FTE value on row 8 of the spreadsheet.
 - d. **Courses taught by non-faculty employees.** Some FTE-generating courses are instructed by administrators and classified staff. The FTE from these courses will not appear in the faculty FTE totals.
 - e.

* For privacy, we suppress values related to students that are fewer than 10.

APPENDIX A - DEFINITIONS

Definitions

The different employee groups and the data collected for each are based on the recommendations of the workgroups convened by HECC in response to Senate Bill 113 Section 1. Detailed discussion can be found in *Senate Bill 113 Final Report: Employment Data Collection and Reporting for Universities and Community Colleges in Oregon, December 2016*. The HECC provided the following definitions and guidance to the reporting institutions. Within the bounds of these definitions, the HECC accepted local decisions as necessary within each measure, recognizing that each institution is unique.

1. The dataset each institution submitted reflects the Fall term to coincide with the Integrated Postsecondary Education Data System (IPEDS) human resources reporting and allow for a snapshot in time. This avoided the institutions having to make complicated calculations to arrive at annual figures.
2. Total Employees is the total number of employees in each employee group. However, instructors who are not employed by the institution are excluded even if the student full-time equivalency (FTE) is appropriated to the institution.
3. The salary and FTE figures reported for each employee group are annual numbers as reported to IPEDS. However, the number of employees in each group does represent the actual number employed during the fall term. Salary for part-time employees converted to 1.0FTE is intended to show what these part-time employees would make if they worked full-time all year. Institutions may have different approaches for calculating this converted salary.
4. Student headcount and FTE include all students. However, the calculation for percent of instruction among faculty groups necessarily excludes high school students so the total percentage of instruction may not add to 100 since community college instructors do not actually instruct high school students taking courses at their high school.
5. Distribution of employees into the three categories is based on Standard Occupational Classification (SOC) codes promulgated by the Bureau of Labor Statistics. The SOC system is a federal statistical standard used by federal agencies to classify workers in occupational categories for the purpose of collecting, calculating, or disseminating data. Occupations in the SOC with similar job duties, and in some cases skills, education, and/or training are grouped together. Given that employees may cross categories throughout the year, it is recommended that institutions use the employee's "primary job" when placing employees in a category. The HECC provided examples as guidance, but the final distribution of employees into categories remained a local decision.

6. For the purposes of this report, the HECC defined a “supervisor” as a member of an employee group who has supervisory responsibility over another member of an employee group. In general, a “supervisor” is a person who makes hiring/firing/disciplinary decisions.
7. “N that supervise” is the number of employees in each group that supervise other employees. Supervisors that oversee both employees and graduate students are put in the category of “number that supervise others” while the other category of supervisor is reserved for employees who only supervise graduate students.
8. The definition of FTE, whether referring to students or employees remained a local decision.
9. For the purpose of this report, full-time is defined as .9 FTE. Part-time is split between less than half time (<.5 FTE) and greater than or equal to half time (>=.5 FTE) because some institutions provide benefits for part-time employees classified as at least .5 FTE. Colleges were instructed to use the hold harmless adjustment to normalize a ten vs. eleven-week term across the institutions. Additionally, the determination of whether an employee is full-time or part-time is based solely on their work hours during Fall term.
10. Employee-to-Student ratio is Employee FTE divided by the Student FTE.
11. Percentage of instruction by faculty group is the proportion of the total instruction delivered by institutional employees among the faculty groups. The total of all groups should equal 100%, except when high school students are excluded from the calculation.
12. Average salary is the weighted average salary for each employee group normalized for an annual appointment.
13. The number of employees eligible for benefits is the number of employees in each group that are eligible for any/all benefits regardless of whether the benefits are offered directly through the institution or through an organization such as OEBC.
14. Student employees include undergraduate students enrolled in a minimum of 6 credits per term (12 for international students) and graduate students enrolled in a minimum of 5 credits per term (9 for international students) who have worked at least 10 hours during the Fall term. This should include students who work as part of their financial aid package however some schools were not able to provide that. Average hourly wage is also a new metric and is meant to show the average hourly rate of pay for student employees throughout the Fall term. However, some schools are unable to calculate these wages exclusively for Fall term due to the overlap with breaks and other terms. Therefore, some schools use a whole month such as October or November as a proxy for the whole term. We will continue to iterate on the specifics of this metric in order to establish greater consistency across all schools.

APPENDIX B – LEGISLATIVE HISTORY

Previous and Related Statute

ORS 350.360 as currently written is the result of multiple statutes beginning in 2009. We describe each of these below.

[HB 2030](#) (2019) - This bill covers a range of administrative needs, including corrections to the institutional reporting on faculty and supervisor data in ORS 350.360. The corrections are in Section 23.

[SB 1520](#) (2018) - Sections 12 and 13 of the bill address reporting requirements placed on the HECC related to certain employee groups by consolidating into one single reporting requirement what had previously been two separate reporting requirements that were related but distinct. The result of these changes is the current annual report on community college and public university employees with a focus on ratios of supervisors to employees, students to employees, and salaries. The consolidation and current focus come from the workgroup that was formed in response to Senate Bill 113 (2015).

[SB 113](#) (2015) - This bill repealed ORS 351.708 with the “baseline” language originally adopted in HB 2557. ORS 351.708 regulated the review of employees at public universities and community colleges, while ORS 351.711 regulated reporting on employees and supervisory employees at public universities.

[HB 2152](#) (2013) - This bill expanded the reporting requirements under ORS 371.708 to include employee groups in addition to those who teach: administrative or management employees and classified or professional non-faculty employees. It also added a requirement to include the ratio of employees in each employee group to the number of students enrolled in each institution, both full-time and part-time, in the report. ORS 371.708 previously required the State Board of Education and State Board of Higher Education to report only on the number of full-time faculty, part-time faculty, and graduate assistants who were teaching classes on Oregon campuses.

[HB 2557](#) (2009) - This bill required The State Board of Education and the State Board of Higher Education to establish baselines for and to report on the employment of full-time and part-time faculty at each public institution of higher education.

Reports

[2024 Report](#)

[2023 Report](#)

[2022 Report](#)

[2021 Report](#)

[2020 Report](#)

[2018 Report](#)

[2016 Report](#)

[2015 SB 113 Report](#)

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