

*Seattle Central Community College
Internal Scan
Fall 2005*

*Prepared by the
Office of Planning and Research
December 2005*

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Executive Summary

This document attempts to identify and summarize trends in the internal environment that are of the greatest significance to Seattle Central Community College. It is meant as a companion document to the *Environmental Scan 2005*. It is intended for use in planning, with the hope that by understanding how the college has reacted to external forces in the past, it can define its future rather than simply react to one imposed upon it.

- Enrollment is on a three-year decline, the most significant decline the college has experienced in the last 20 years. Despite the enrollment drop, the demand for transfer programs is increasing.
- Perhaps due to the service-area gentrification and associated increases in rent, students are residing further from the college than in the past. Despite this, diversity of the student body remains stable and is mainly attributable to the diversity of Basic Studies students.
- Students are increasingly under-prepared in math.
- Retention and completion rates remain low, but stable.
- Seattle Central has over twice the percentage of employees of color than the WA CTC system average Locally
- Seattle Central has had the second-lowest average faculty salary in the last three years. Despite this, the retention of FT faculty is over 85%.

1. Students

Summary: Students

- With the exception of Basic Studies students, Seattle Central students are getting younger (Table 1.1, Figure 1.1)
- The percentage of student who are parents, and most notably single parents, is increasing (Table 1.2)
- Regarding the prior education of students (Table 1.3):
 - A small, but increasing, number of students are coming directly from high school
 - One in four Workforce students already holds a Bachelor's degree, up from one in five in 1990
- International student enrollment has dropped significantly in the last 3 years (Table 1.5)
- Approximately 35% and 25% of eligible students apply for and receive financial aid, respectively (Table 1.6; Figure 1.4)
- Students are residing further from the college (Figure 1.5)
- The diversity of the student body is mainly attributable to the diversity of Basic Studies students (Tables 1.8 and 1.9; Figure 1.6)
- The largest changes in race/ethnicity since 1990-91 have been in the Basic Studies population, with a large decrease in Asian students and an increase in African students (Figure 1.7)

Table 1.1 Student Age by Intent

Student Intent	1990-91		2000-01		2002-03		2003-04		2004-05	
	Median	Average	Median	Average	Median	Average	Median	Average	Median	Average
Transfer	23.2	25.8	23.2	25.2	23.1	25.3	22.7	24.8	22.5	24.7
Workforce	32.8	34.1	32.2	33.3	31.8	33.0	31.9	32.8	31.3	32.5
Basic Studies	28.0	31.6	27.9	31.3	27.5	30.7	28.6	31.7	29.5	32.4
Other	33.1	36.2	30.0	33.1	30.0	33.0	29.8	33.3	28.9	32.3
All	28.6	31.7	27.1	30.2	26.9	29.9	26.9	30.1	26.7	29.9

Figure 1.1 Median Student Age by Intent

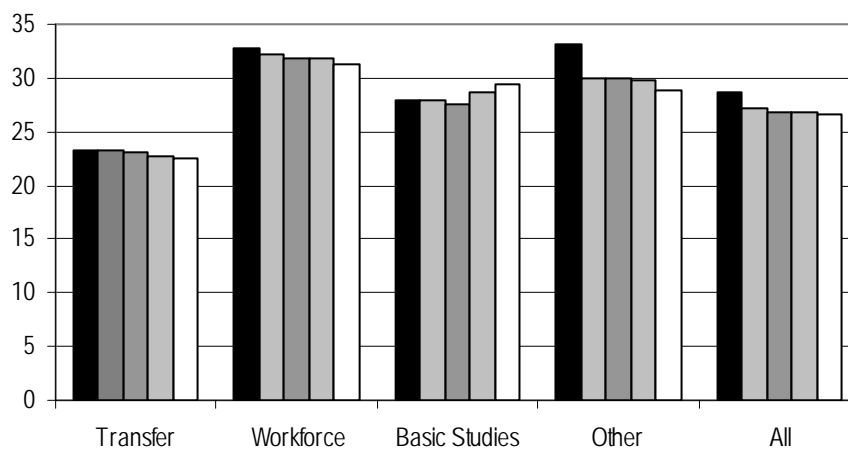


Table 1.2 Student Gender and Parental Status by Intent

Student Intent	1990-91			2000-01			2002-03			2003-04			2004-05		
	% Female	% Parents	% Single Parents	% Female	% Parents	% Single Parents	% Female	% Parents	% Single Parents	% Female	% Parents	% Single Parents	% Female	% Parents	% Single Parents
Transfer	54.8%	9.9%	5.5%	57.5%	9.1%	5.0%	55.3%	9.1%	4.5%	55.9%	9.7%	4.9%	56.3%	11.8%	5.8%
Workforce	65.6%	20.6%	7.7%	61.4%	27.8%	9.3%	59.0%	25.1%	8.1%	61.8%	28.7%	19.9%	61.8%	29.2%	7.3%
Basic Studies	48.8%	16.0%	5.4%	44.9%	26.1%	10.2%	43.7%	26.9%	11.4%	49.1%	29.1%	16.9%	48.9%	30.3%	12.6%
Other	60.7%	12.1%	3.7%	49.1%	9.3%	2.9%	49.5%	12.6%	3.9%	52.3%	8.9%	6.6%	55.5%	10.9%	4.5%
All	56.9%	14.6%	5.9%	53.2%	19.9%	7.9%	51.7%	19.2%	7.7%	54.7%	20.2%	12.3%	55.2%	21.3%	8.1%

Table 1.3 Student Prior Education Status by Intent

Student Intent	1990-91			2000-01			2002-03			2003-04			2004-05		
	Recent HS Grad	< HS	≥BA/BS	Recent HS Grad	< HS	≥BA/BS	Recent HS Grad	< HS	≥BA/BS	Recent HS Grad	< HS	≥BA/BS	Recent HS Grad	< HS	≥BA/BS
Transfer	4.5%	1.8%	4.6%	4.8%	7.0%	6.7%	5.6%	7.2%	6.7%	6.7%	6.2%	5.3%	6.2%	7.0%	5.2%
Workforce	1.9%	1.2%	19.7%	2.4%	2.9%	20.0%	1.5%	2.3%	21.6%	2.7%	2.8%	22.7%	2.7%	2.8%	25.4%
Basic Studies	3.0%	30.7%	4.6%	2.9%	28.9%	5.0%	2.0%	28.7%	4.8%	1.3%	32.8%	5.3%	1.0%	30.9%	5.5%
Other	0.7%	3.0%	26.7%	1.5%	2.3%	18.0%	0.4%	3.3%	21.2%	0.3%	2.0%	21.7%	4.2%	2.6%	20.5%
All	3.0%	9.1%	11.0%	3.4%	14.1%	9.6%	3.1%	13.5%	10.2%	3.5%	13.7%	10.7%	3.6%	12.8%	11.7%

Table 1.4 Student Disability Status by Intent

Student Intent	1990-91		2000-01		2002-03		2003-04		2004-05	
	Self-Reported	Documented	Self-Reported	Documented	Self-Reported	Documented	Self-Reported	Documented	Self-Reported	Documented
Transfer	4.8%	N/A	3.0%	2.8%	2.5%	2.0%	3.3%	3.1%	3.8%	3.4%
Workforce	4.7%		3.2%	2.8%	2.6%	2.6%	3.0%	2.8%	2.7%	2.2%
Basic Studies	3.9%		2.1%	1.8%	0.9%	0.7%	1.2%	0.9%	1.0%	0.8%
Other	2.8%		1.2%	1.1%	1.6%	1.2%	0.9%	0.8%	1.0%	0.6%
All	4.3%		2.6%	2.4%	1.9%	1.7%	2.3%	2.1%	2.4%	2.0%

Table 1.5 Headcounts and FTEs of Special Populations

Student Intent	2000-01			2002-03			2003-04			2004-05		
	# Students	FTEs	FTEs/Student	# Students	FTEs	FTEs/Student	# Students	FTEs	FTEs/Student	# Students	FTEs	FTEs/Student
Running Start	506	275.8	0.55	559	316.4	0.57	677	354	0.52	629	312.1	0.50
International	878	509.9	0.58	1088	765.6	0.70	907	647.4	0.71	874	611.5	0.70
Worker Retraining	334	218.9	0.66	490	345.8	0.71	516	311.7	0.60	431	243.9	0.57

Figure 1.2 Special Population Headcounts

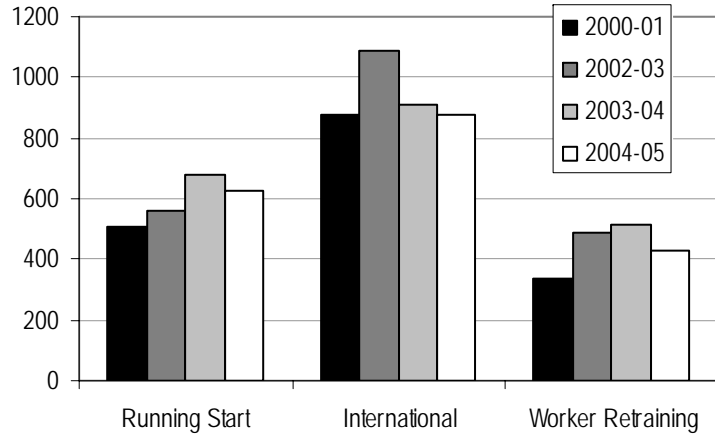


Figure 1.3 Special Population FTEs

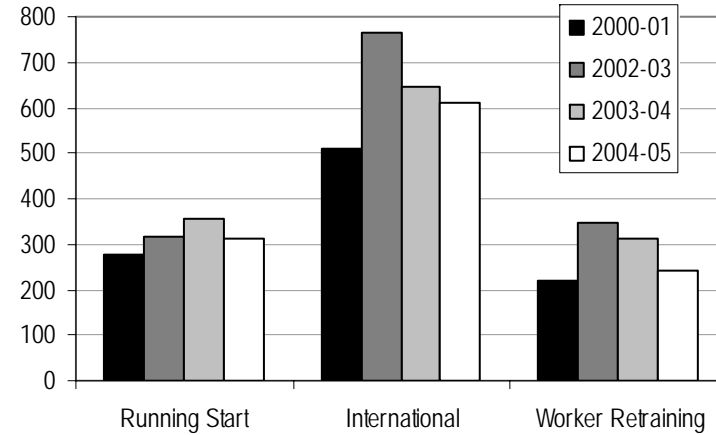


Table 1.6 Financial Aid Status of New Fall Quarter Students

Student Intent	Fall 2000			Fall 2002			Fall 2003			Fall 2004		
	# New Students	Applied	Received	# New Students	Applied	Received	# New Students	Applied	Received	# New Students	Applied	Received
Transfer	1033	24.5%	17.8%	1157	34.1%	25.3%	1208	34.8%	25.8%	1072	29.6%	23.3%
Workforce	687	24.7%	22.9%	561	34.6%	33.0%	542	33.8%	26.8%	534	34.5%	30.3%
Basic Studies	1098	14.8%	9.7%	873	15.7%	10.7%	889	7.3%	2.0%	612	8.3%	4.4%
Other	1114	1.7%	1.2%	1028	2.3%	1.2%	976	3.4%	1.6%	1081	6.9%	5.3%
All	3932	15.4%	11.7%	3619	20.7%	16.1%	3615	19.4%	13.6%	3299	19.0%	15.0%

Figure 1.4 Financial Aid Status of New Transfer and Workforce Students

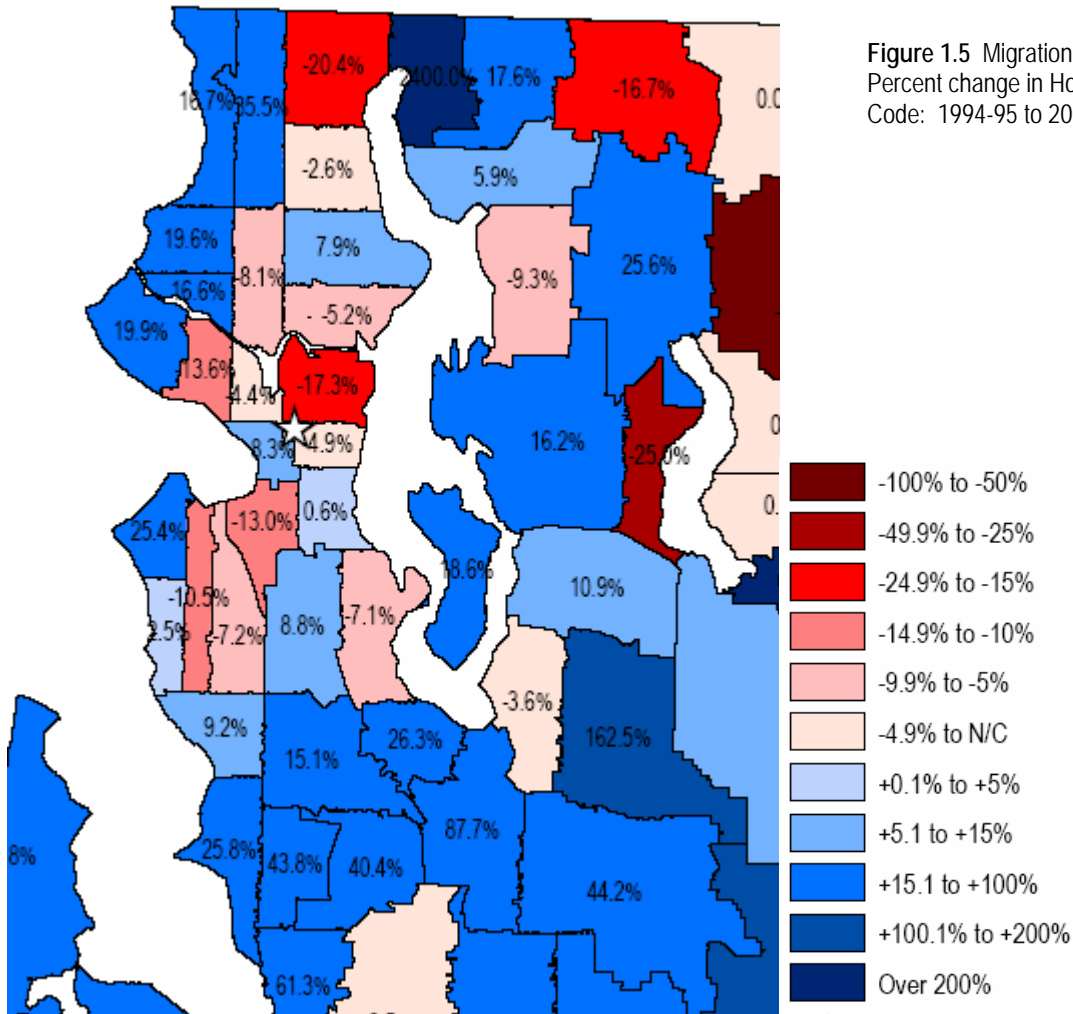
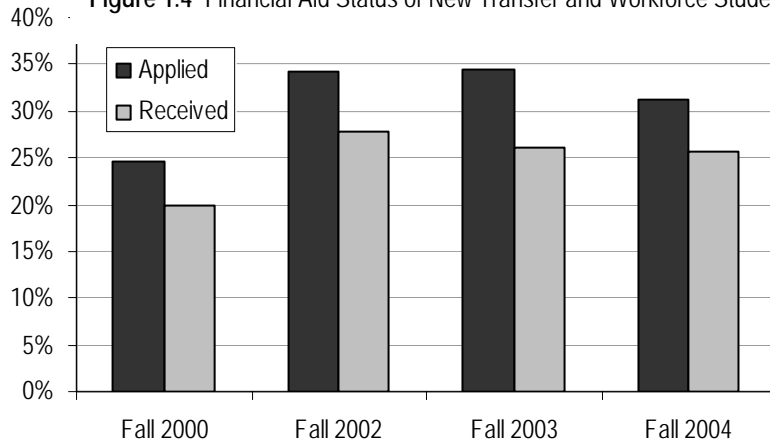


Table 1.8 Students Of Color by Intent

Student Intent	1990-91	2000-01	2002-03	2003-04	2004-05
Transfer	36.5%	35.4%	35.8%	37.3%	37.6%
Basic Studies	80.5%	81.7%	80.9%	79.1%	84.6%
Other	35.8%	35.8%	36.3%	28.5%	28.5%
Workforce	31.9%	32.4%	33.6%	32.5%	32.4%
All	51.7%	52.1%	50.4%	47.9%	49.8%

Figure 1.6 Students Of Color by Intent

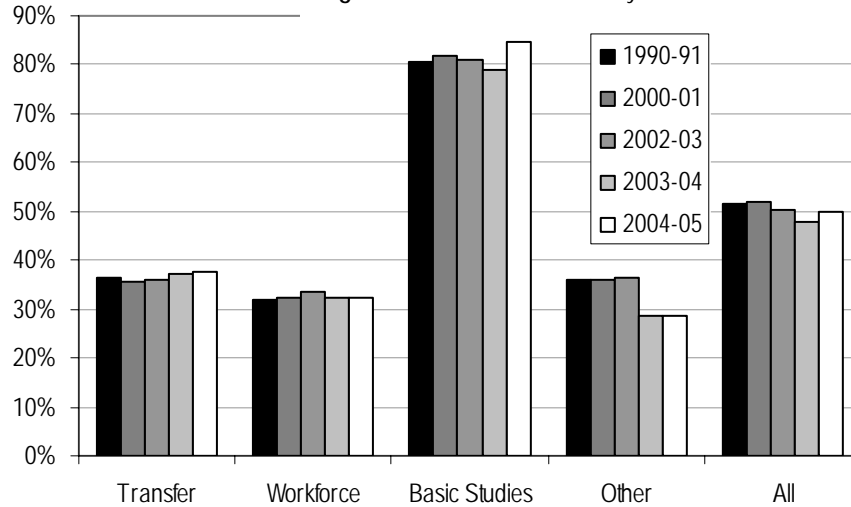


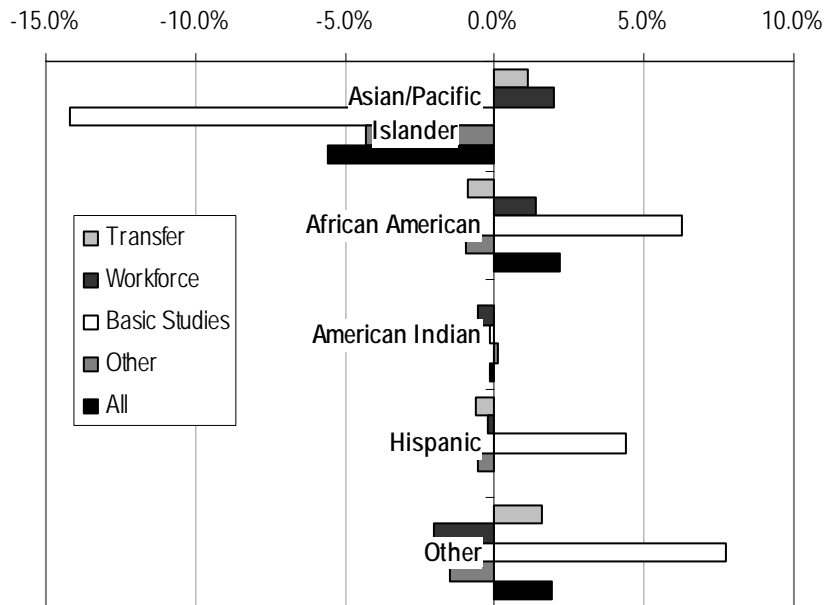
Table 1.9 Student Ethnicity by Intent

Student Intent	Asian/Pacific Islander	African American	American Indian	Hispanic	Other	White	% Of Color
1990-1991							
Transfer	14.6%	13.3%	1.6%	3.1%	3.9%	63.5%	36.5%
Basic Studies	42.3%	16.5%	1.7%	17.3%	2.8%	19.5%	80.5%
Other	15.3%	9.9%	1.2%	2.7%	6.7%	64.2%	35.8%
Workforce	11.3%	11.1%	1.6%	2.2%	5.7%	68.1%	31.9%
All	24.1%	13.0%	1.5%	8.3%	4.7%	48.3%	51.7%
2000-2001							
Transfer	15.6%	11.6%	1.2%	4.7%	2.3%	64.6%	35.4%
Basic Studies	25.3%	18.6%	1.2%	33.0%	3.5%	18.3%	81.7%
Other	12.2%	11.3%	2.0%	7.9%	2.3%	64.2%	35.8%
Workforce	10.4%	14.1%	1.7%	4.6%	1.6%	67.6%	32.4%
All	18.0%	14.8%	1.4%	15.4%	2.6%	47.9%	52.1%
2002-2003							
Transfer	14.6%	11.5%	1.1%	5.0%	3.5%	64.2%	35.8%
Basic Studies	27.2%	20.8%	2.0%	26.9%	4.0%	19.1%	80.9%
Other	12.5%	12.7%	2.3%	5.5%	3.3%	63.7%	36.3%
Workforce	11.5%	13.5%	1.6%	4.4%	2.7%	66.4%	33.6%

Table 1.9 Student Ethnicity by Intent

Student Intent	Asian/Pacific Islander	African American	American Indian	Hispanic	Other	White	% Of Color
All	18.1%	15.1%	1.6%	12.2%	3.4%	49.6%	50.4%
2003-04							
Transfer	15.5%	12.6%	1.8%	2.2%	5.3%	62.7%	37.3%
Basic Studies	29.8%	22.2%	1.8%	15.4%	10.0%	20.9%	79.1%
Other	13.3%	8.7%	0.8%	1.8%	3.8%	71.5%	28.5%
Workforce	12.3%	13.2%	1.1%	1.8%	4.1%	67.5%	32.5%
All	18.8%	15.3%	1.6%	6.0%	6.3%	52.1%	47.9%
2004-2005							
Transfer	15.7%	12.4%	1.6%	2.4%	5.5%	62.4%	37.6%
Basic Studies	28.1%	22.7%	1.5%	21.7%	10.5%	15.4%	84.6%
Other	11.0%	8.9%	1.3%	2.1%	5.2%	71.5%	28.5%
Workforce	13.3%	12.5%	1.0%	2.0%	3.7%	67.6%	32.4%
All	18.5%	15.2%	1.4%	8.2%	6.6%	50.2%	49.8%

Figure 1.7 Percent Change in Racial/Ethnic Groups by Intent: 1990-91 to 2004-2005

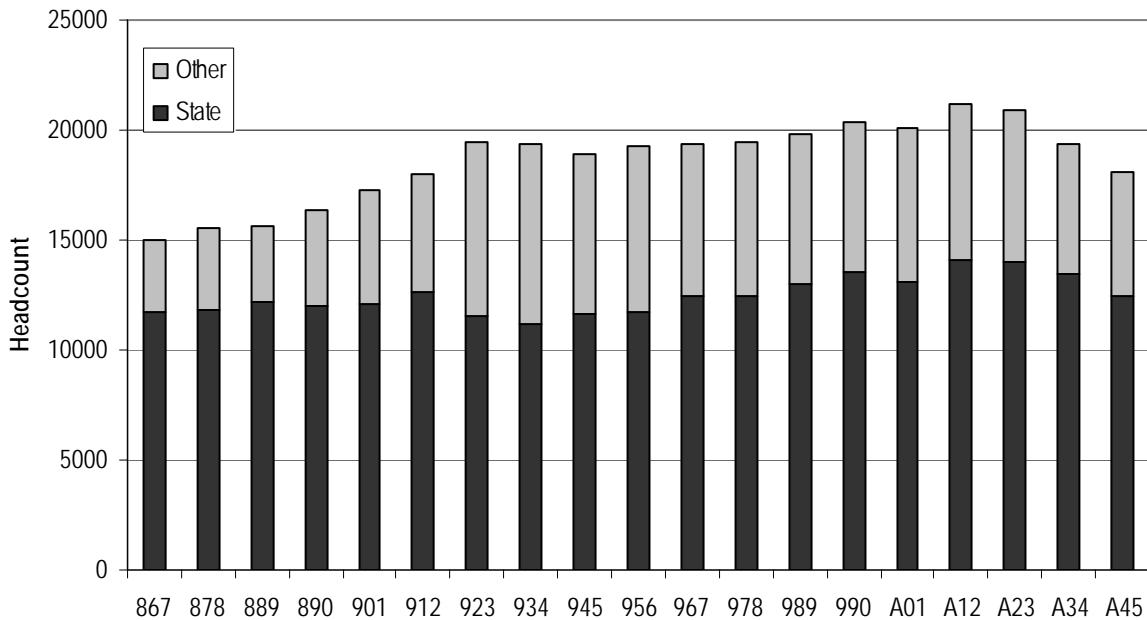
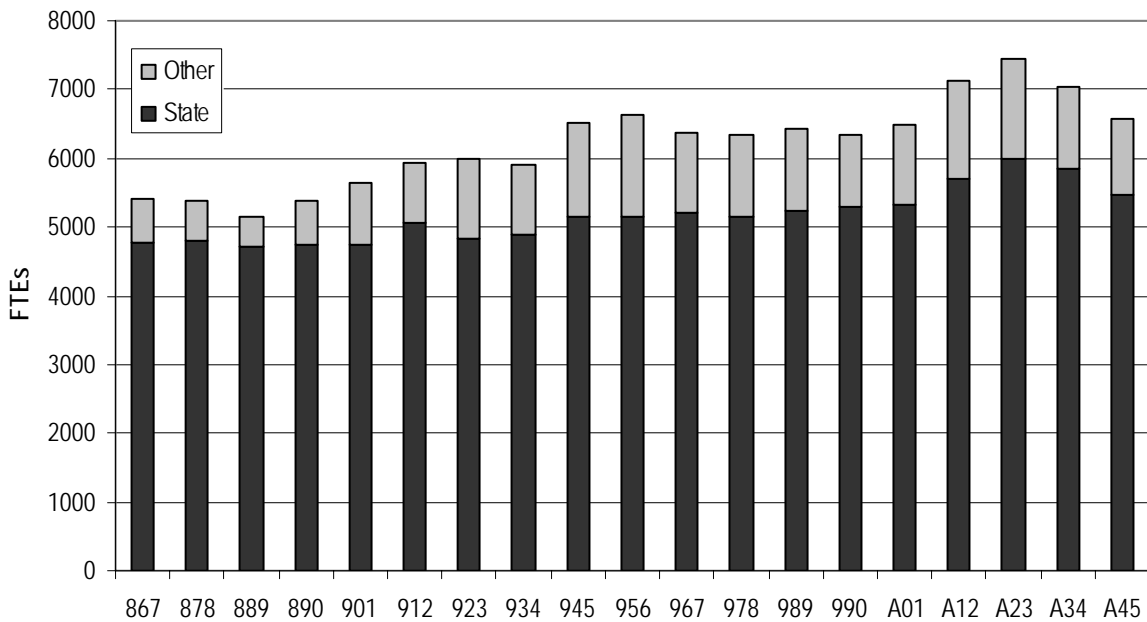


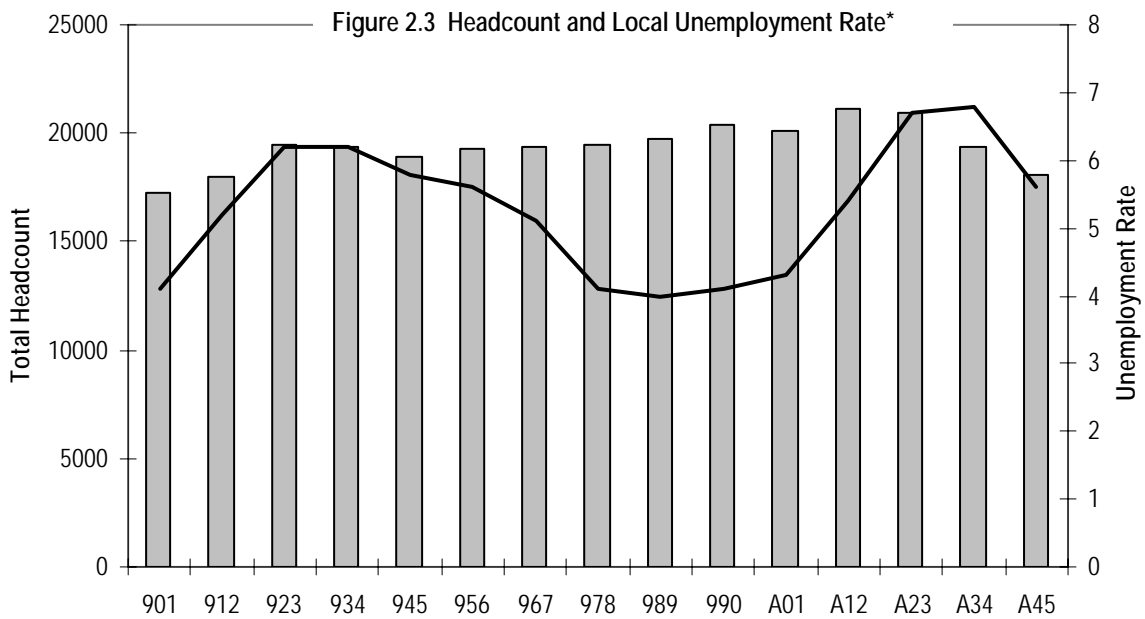
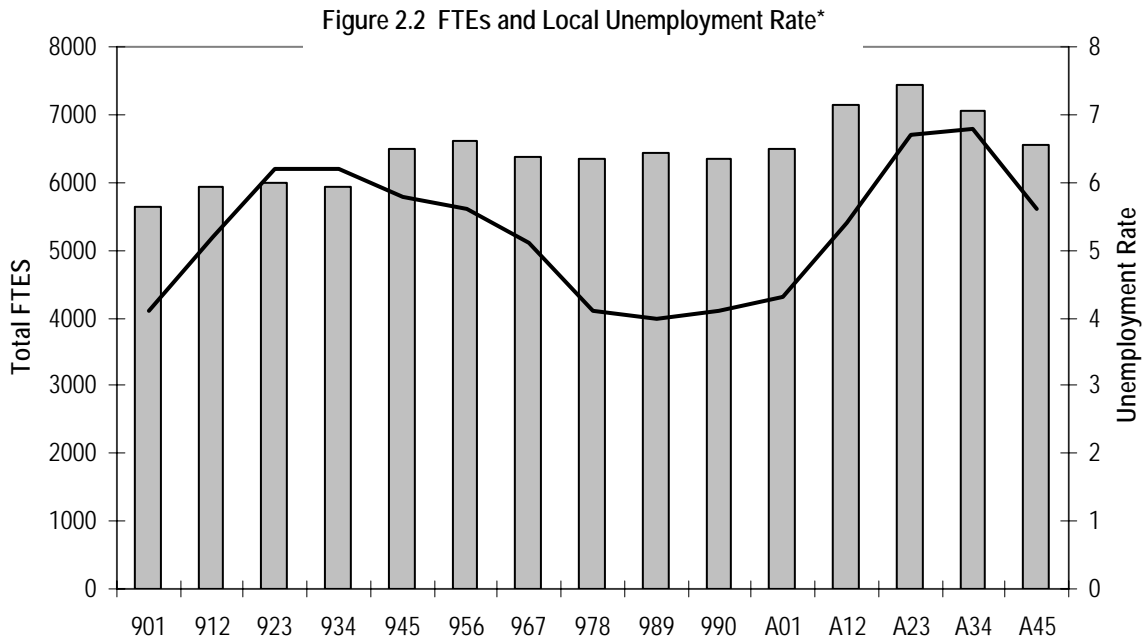
2. Enrollment

Summary: Enrollment

- Seattle Central is experiencing the largest enrollment drop in the last 20 years (Figure 2. 1)
- Enrollment is on a three-year decline (Figure 2.1)
- Enrollment is weakly correlated with local unemployment rates (Figure 2.2, 2.3)
- The demand for transfer programs is increasing (Table 2.1, 2.2; Figure 2.3, 2.4, 2.5, 2.7)
- Workforce student generate the greatest number of FTEs per student, Basic Studies students the fewest (Figure 2.6)
- The share of total FTEs that distance education represents, approximately 7.5%, has not changed over the last several years (Table 2.3, Figure 2.8)

Figure 2.1 Historical FTEs and Headcount





*Unemployment rate of the Seattle-Tacoma-Bellevue, WA Metropolitan Statistical Area
 Data Source(s): US Department of Labor

Table 2.1 Headcount and FTES by Student Intent and Fund Source¹

Student Intent	Headcount			FTES			Total FTES per Student	State FTES per Student
	Total	State Funded	Other	Total	State Funded	Other		
1995-1996								
Transfer	5034	4040	994	2536.2	2014.5	521.7	0.50	0.50
Workforce	3771	2873	898	1706.1	1545.4	160.7	0.45	0.54
Basic Skills	5337	4044	1293	2178.5	1522.6	656	0.41	0.38
Other	4384	460	3924	184.3	73.5	110.8	0.04	0.16
All	18526	11417	7109	6605.1	5155.9	1449.2	0.36	0.45
2000-2001								
Transfer	5551	4379	1172	2588.4	2117.1	471.3	0.47	0.48
Workforce	3547	2958	589	1674.5	1534.4	140	0.47	0.52
Basic Skills	5770	4910	860	1991.1	1577.9	413.2	0.35	0.32
Other	4777	646	4131	239	108.1	130.8	0.05	0.17
All	19645	12893	6752	6492.9	5337.6	1155.4	0.33	0.41
2002-2003								
Transfer	6238	5042	1196	2965.2	2469.6	494.8	0.48	0.49
Workforce	3521	3074	447	1938.1	1813.3	124.6	0.55	0.59
Basic Skills	5741	4888	853	2082.5	1589.2	492.9	0.36	0.33
Other	4942	749	4193	422.4	129.1	291.8	0.09	0.17
All	20442	13753	6689	7408.1	6001.2	1404.1	0.36	0.44
2003-2004								
Transfer	6081	4811	1270	3102.2	2532.8	568.7	0.51	0.53
Workforce	3291	2997	294	1844.8	1757.3	87.4	0.56	0.59
Basic Skills	4824	4323	501	1643.6	1344.9	298.4	0.34	0.31
Other	4705	1173	3532	444.0	203.6	239.1	0.09	0.17
All	18901	13304	5597	7034.7	5838.7	1193.5	0.37	0.44
2004-2005								
Transfer	5634	4267	1367	3015.3	2279.2	735.2	0.54	0.53
Workforce	3095	2806	289	1666.0	1589.9	76	0.54	0.57
Basic Skills	4007	3744	263	1309.7	1227.7	81.9	0.33	0.33
Other	4885	1436	3449	572.9	358.3	213.4	0.12	0.25
All	17621	12253	5368	6564.0	5455.1	1106.5	0.37	0.45

¹ Note: Totals in these tables do not include apprenticeship classes, and thus may not exactly match those in Table 2.2

Figure 2.4 Headcount by Student Intent

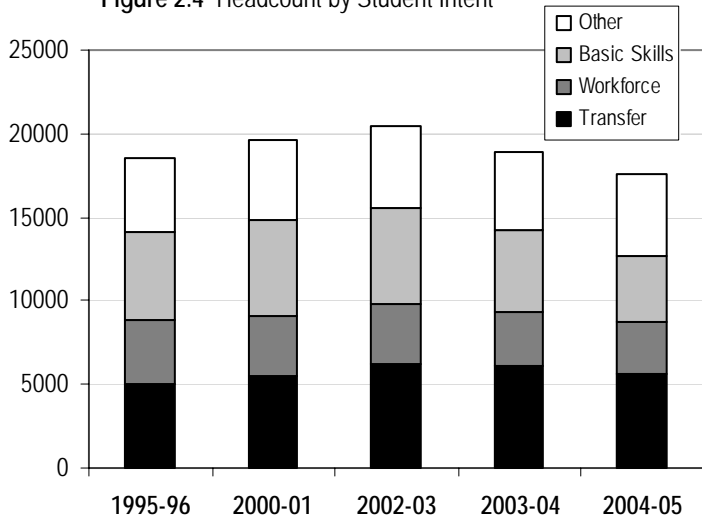


Figure 2.5 FTES by Student Intent

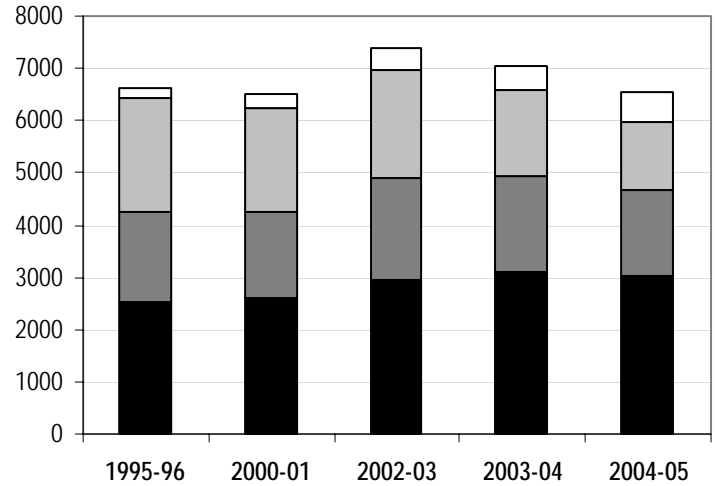


Figure 2.6 Average Total FTEs per Student by Student Intent

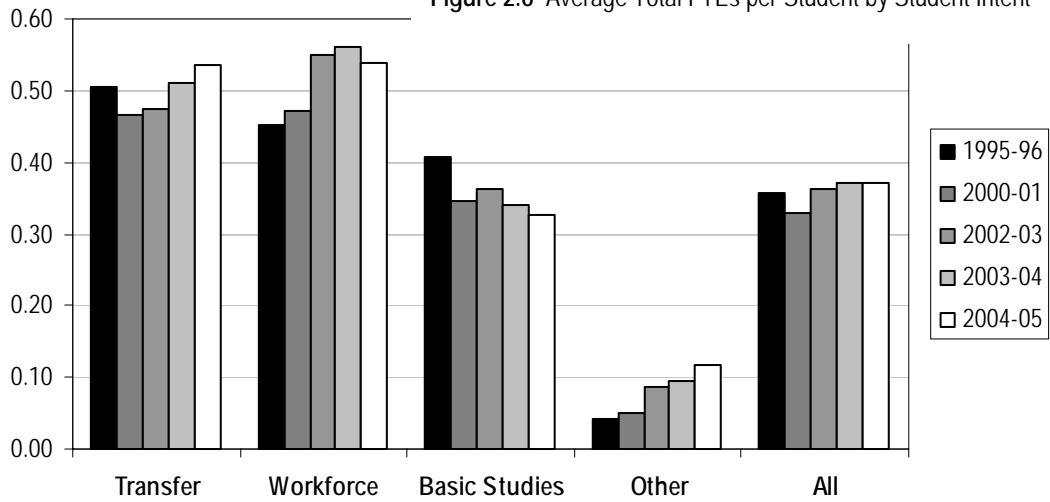


Figure 2.7 FTES by Course Intent

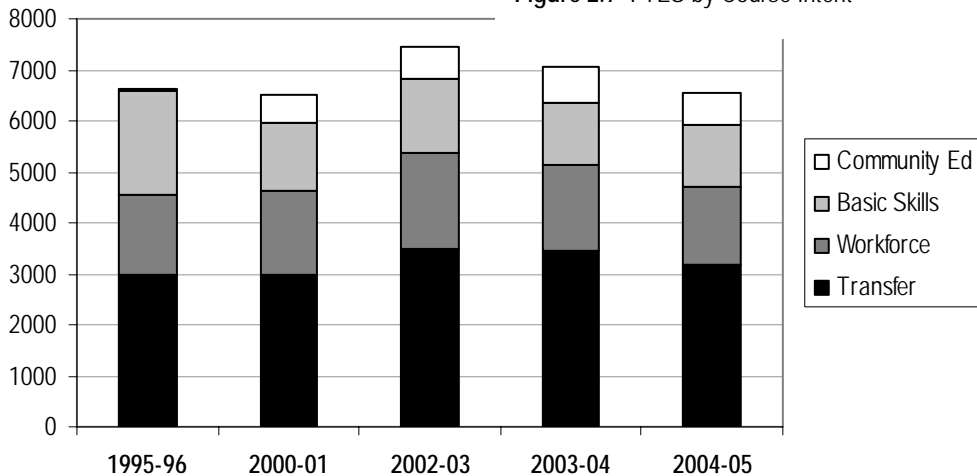


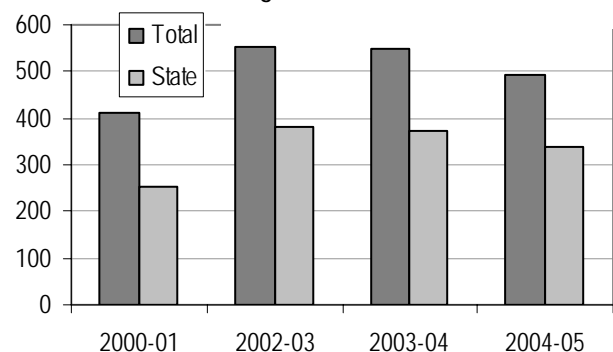
Table 2.2 FTEs by Course Intent²

Year	Course Intent	FTES			FTEF	S/F
		Total	State	Other		
1990-1991	Transfer	2984.4	2351.2	633.3	115.2	25.9
	Basic Skills	2009.7	1420.1	589.6	65.1	30.9
	Developmental					
	Community Service	50.0	0.0	50.0	6.4	7.8
	Workforce	1577.5	1385.3	192.2	90.8	17.4
	Total	6621.7	5156.6	1465.1	277.5	23.9
2000-2001	Transfer	2967.0	2261.2	705.7	118.5	25.0
	Basic Skills	1310.4	1171.3	139.1	47.9	27.3
	Developmental	38.3	0.0	38.3	7.7	5.0
	Community Service	536.2	469.9	66.3	18.2	29.5
	Workforce	1641.3	1406.9	234.4	93.5	17.6
	Total	6493.2	5309.4	1183.7	285.8	22.7
2002-2003	Transfer	3481.4	2641.9	839.5	129.4	26.9
	Basic Skills	1269.4	1204.2	65.3	43.1	29.4
	Developmental	155.3	0.0	155.3	8.0	19.5
	Community Service	623.9	489.3	134.5	24.7	25.2
	Workforce	1907.5	1664.6	242.9	98.0	19.5
	Total	7437.6	6000.0	1437.6	303.2	24.5
2003-2004	Transfer	3434.8	2638.9	795.9	135.5	25.3
	Basic Skills	1176.4	1171.9	4.5	39.9	29.5
	Developmental	29.9	0.0	29.9	4.8	6.3
	Community Service	688.0	498.9	189.1	29.6	23.3
	Workforce	1719.6	1527.8	191.8	97.0	17.7
	Total	7048.7	5837.4	1211.3	306.8	23.0
2004-2005	Transfer	3165.0	2452.2	712.8	129.5	24.4
	Basic Skills	1175.6	1168.1	7.5	40.3	29.2
	Developmental	29.7	0.0	29.7	5.0	5.9
	Community Service	640.9	459.3	181.7	27.4	23.4
	Workforce	1552.2	1374.3	177.8	93.1	16.7
	Total	6563.4	5453.8	1109.6	295.4	22.2

Table 2.3 Distance Education Enrollments and FTES

Year	Enrollments		FTES		
	Total	State	Total	State	%
2000-01	3738	2306	411.10	252.91	6.3%
2002-03	5045	3499	554.19	383.53	7.5%
2003-04	5042	3406	549.00	371.59	7.8%
2004-05	4517	3101	493.93	339.58	7.5%

Figure 2.8 Distance Education FTEs



² Note: Totals in these tables include apprenticeship classes, and thus may not exactly match those in Table 2.1

3. Student Outcomes and Achievement

Summary: Outcomes

- Students are increasingly under-prepared in math:
 - Fewer than 1 in 5 of student who take the COMPASS test place at or above college-level in math (Table 3.1)
 - Over 60% of math enrollments are in remedial courses (Table 3.2; Figure 3.1)
 - Nearly 1 in 3 transfer students entering fall quarter take a remedial math courses in their first year (Table 3.3, Figure 3.2)
- Regarding retention of students:
 - The fall-to-winter and fall-to-fall retention rates of all new state-supported students are approximately 60% and 37%, respectively (Table 3.4)
 - Both the within-quarter and across-quarter retention rates of workforce students are higher than those of transfer students (Tables 3.5, 3.6)
- The majority of awarded conferred are Associate degrees (Table 3.7)
- The number of awards conferred per FTE has been declining (Figure 1.3)
- Transfers to public and private 4-year colleges have been declining (Table 3.10, Figure 3.5)

Table 3.1 COMPASS Test Scores of New Students

Cohort	Student Intent	% with test scores	Median Scores				% Placed at or above college	
			Reading	Writing	Pre-Algebra	Algebra	English ¹	Math ²
Fall 2002	Transfer	72.9%	91	89	49	40	84.5%	14.8%
	Workforce	45.5%	90	86	48	39	69.5%	7.0%
Fall 2003	Transfer	79.9%	90	88	52	42	82.8%	14.6%
	Workforce	46.5%	89	82	51	37	71.0%	10.3%
Fall 2004	Transfer	82.6%	90	89	56	41	88.3%	19.3%
	Workforce	55.2%	89	87	49	38	73.0%	8.4%

¹College Level = 76 or greater on the Reading section; ²College Level = 71 or greater on the Algebra section

Figure 3.1 Remedial FTEs as a Percent of Total

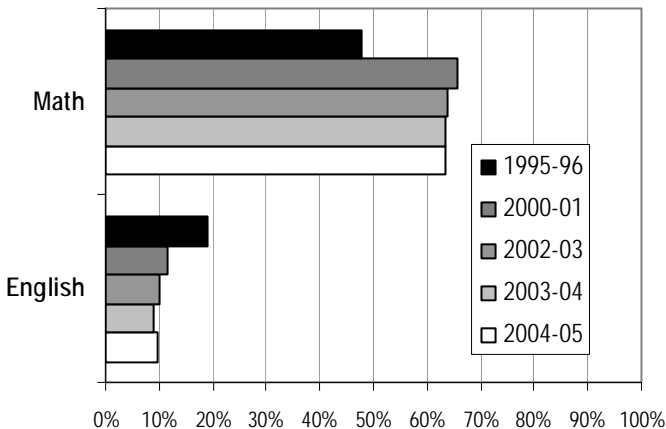


Table 3.2 Remedial FTEs as a Percent of Total Departmental FTEs

Fund	Dept	1995-96	2000-01	2002-03	2003-04	2004-05
State	English	20.9%	13.9%	10.9%	10.1%	10.7%
	Math	50.8%	63.5%	65.4%	65.0%	64.9%
Total	English	18.9%	11.7%	9.9%	9.0%	9.6%
	Math	47.7%	65.7%	63.8%	63.4%	63.4%

Table 3.3 Percent of New Fall Students Who Take Remedial Classes

Student Intent	Dept	Fall 2000	Fall 2002	Fall 2003	Fall 2004
Transfer	English	5.2%	4.1%	8.0%	6.3%
	Math	25.1%	29.3%	31.9%	31.8%
Workforce	English	4.9%	4.5%	5.7%	6.9%
	Math	9.9%	13.9%	17.3%	18.9%

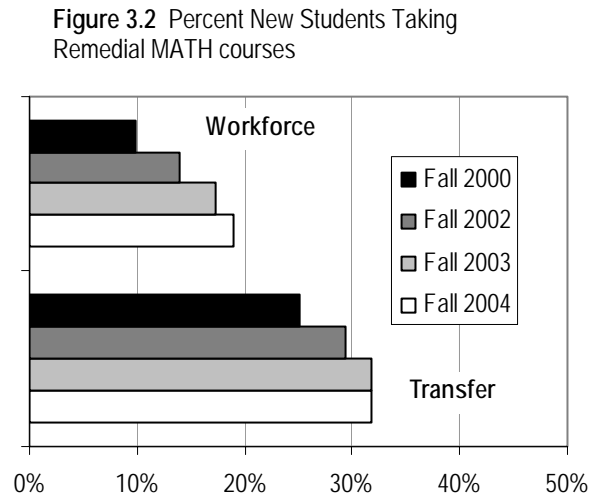


Table 3.4 Retention of All New Students, Regardless of Intent

Cohort	Fall-to-Winter	Fall to Fall
Fall 2002	65.0%	38.7%
Fall 2003	60.9%	36.7%
Fall 2004	63.8%	N/A

Table 3.5 Retention of New Transfer Students

Cohort	Within Quarter Retention		Across Quarter Retention		
	Completed All Courses	Dropped All Courses	Fall-Win	Fall-Spr	Fall-Fall
Fall 1999	81.7%	5.0%	61.4%	52.8%	34.3%
Fall 2002	86.9%	2.9%	72.5%	58.8%	41.3%

Table 3.6 Retention of New Workforce Students

Cohort	Within Quarter Retention		Across Quarter Retention		
	Completed All Courses	Dropped All Courses	Fall-Win	Fall-Spr	Fall-Fall
Fall 1999	88.8%	2.2%	74.9%	65.4%	42.7%
Fall 2002	85.1%	3.7%	84.5%	74.4%	57.6%

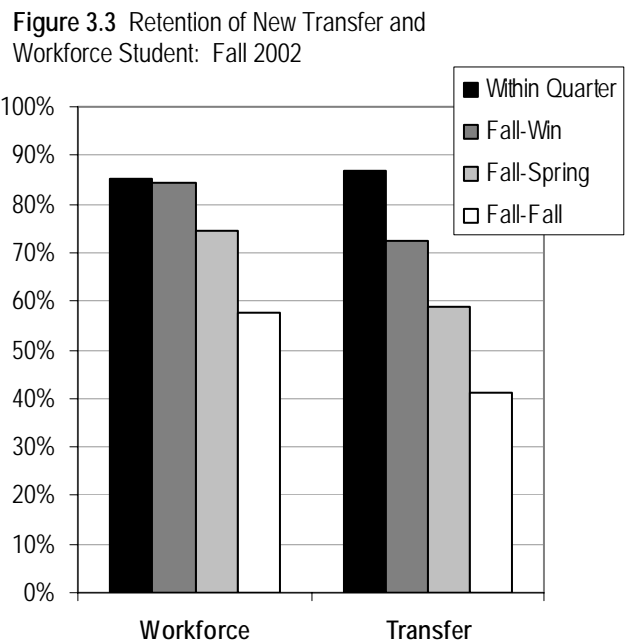


Table 3.7 Awards

Awards ¹	2000-01	2001-02	2002-03	2003-04	2004-05
Associate Degree (AA, AS, AAS)*	774	907	1062	265	203
Associate of Science - Transfer, Track 1 (AS)	0	0	5	12	8
Associate of Science - Transfer, Track 2 (AS)	0	0	18	26	21
Associate in Arts or Science (AA, AS)	0	2	30	821	645
Associate in Applied Science - T (AAS-T)	0	0	21	51	35
Associate Degrees - Total	774	909	1136	1175	912
Certificate, 90+ credits	20	29	31	30	34
Certificate, 45-89 credits	72	84	138	109	79
Certificate, <45 credits	1	0	0	1	0
Certificates - Total	93	113	169	140	113
High School Completion	29	29	26	26	23
GED Certificate	53	54	53	65	61
Unique program completion	28	67	35	0	12
Grand Total	977	1172	1419	1406	1121

¹New degree options and coding introduced in 2002-03

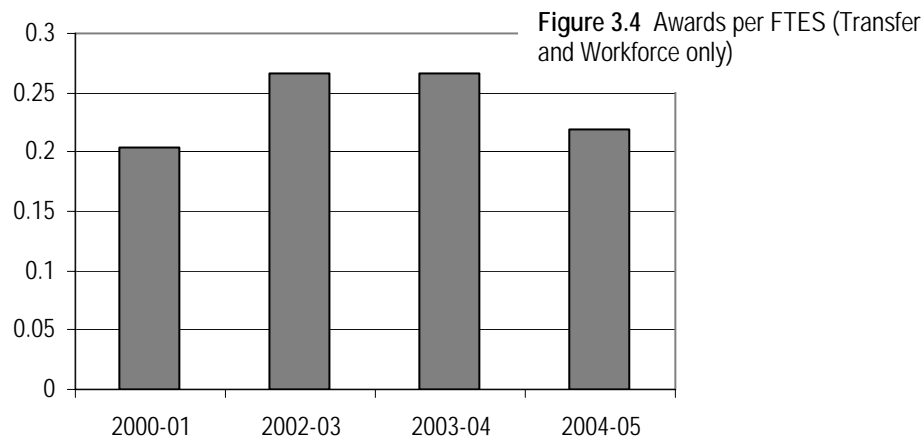


Table 3.8

Dept	1995-96	2000-01	2002-03	2003-04	2004-05
Average Decimal Grade	3.17	3.17	3.24	3.21	3.20
Grades Awarded, 2.0 and above	90.5%	89.3%	90.8%	90.3%	90.1%
Grades Awarded, 3.0 and above	72.0%	73.9%	76.3%	75.0%	74.6%

Table 3.9 Completion and Employment of Workforce Students

Workforce Cohort	Completion Rate	Completers		Early Leavers	
		Employment Rate	Avg. Wage	Employment Rate	Avg. Wage
2000-01	65.3%	73.7%	\$15.28	62.0%	\$13.49
2001-02	63.7%	72.0%	\$14.88	68.2%	\$14.40
2002-03	66.8%	71.3%	\$14.68	62.4%	\$13.76

Figure 3.5 Annual Transfers to Public 4-years

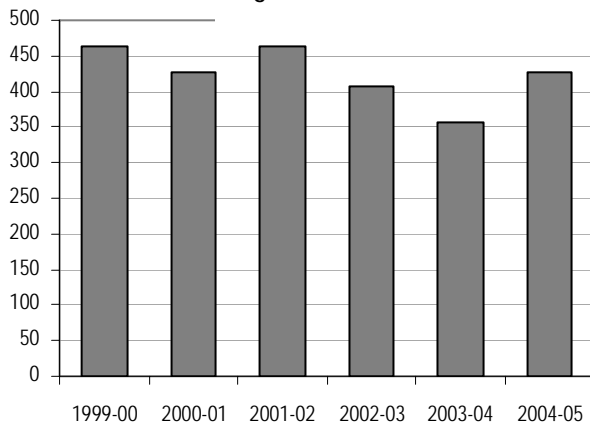


Table 3.10 Annual Transfers to WA Public Four-Year Institutions

YEAR	WA Public 4-Year
1999-2000	463
2000-2001	427
2001-2002	463
2002-2003	408
2003-2004	357
2004-2005	427

Data Source: Washington OFM

4. Personnel

Summary: Personnel

- Regarding the staffing of Seattle Central:
 - By headcount, FT Faculty make up 20.8% of all Seattle Central employees and 23.9% of state-supported (Table 4.1; Figure 4.1)
 - By FTEF, FT Faculty make up 29.2% of all Seattle Central employees and 31.3% of state-supported (Table 4.1; Figure 4.1)
 - Seattle Central employees more classified staff than the WA CTC average (Table 4.1)
- Regarding the compensation of Seattle Central employees:
 - Locally, Seattle Central has had the second-lowest average faculty salary in the last three years (Table 4.2)
 - System-wide, faculty salaries have been declining in the last few years (Table 4.3)
 - The average salaries of exempt administrative and classified staff have increased over the last 3 years (Table 4.4)
 - The exempt professional-technical staff has decreased over the last three years (Table 4.4)
- Regarding the demographics of Seattle Central Employees (Table 4.5)
 - Seattle Central has over twice the percentage of employees of color than the WA CTC system average
 - Seattle Central employs more women than men in every category except FT Faculty
 - As a group, classified staff are the youngest and exempt staff the oldest
- The retention rate of all employees is approximately 80% (Table 4.5)

Table 4.1 Seattle Central Employees by Category: Fall 2004

Employee Category	Total				State-Supported				WACTC FTEFS
	Headcount		FTEFS		Headcount		FTEFS		
	#	%	#	%	#	%	#	%	
FT Faculty	156	20.8%	162.2	29.2%	147	23.9%	153.5	31.3%	56.8%
PT Faculty	313	41.7%	123.2	22.2%	235	38.2%	113.4	23.1%	
Classified	220	29.3%	208.1	37.5%	182	29.6%	171.8	35.0%	29.4%
Exempt	62	8.3%	61.4	11.1%	51	8.3%	52.1	10.6%	13.8%
Total	751	100.0%	555.0	100.0%	615	100.0%	490.8	100.0%	100.0%

Data Source: SBCTC Data Warehouse, PMIS, EMPYRQ table

Figure 4.1 Headcount and FTEs of Employees

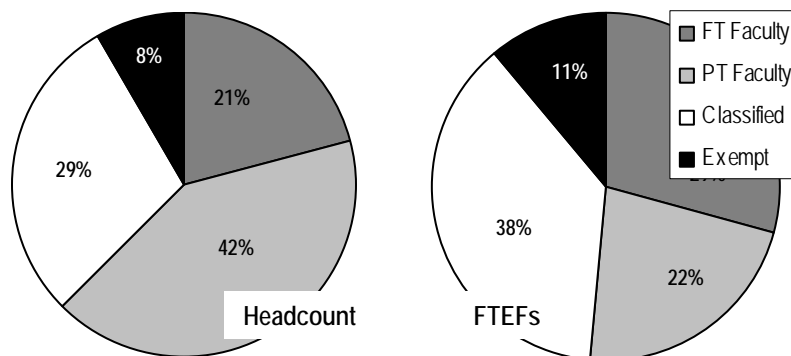


Table 4.2 FT Faculty Salaries and Benefits¹: Fall 2002 – Fall 2004

College	Fall 2002		Fall 2003		Fall 2004	
	Avg. Salary	Benefit Rate	Avg. Salary	Benefit Rate	Avg. Salary	Benefit Rate
Everett	45,658	29.4%	45,510	30.3%	45,605	32.5%
Seattle Central	46,710	28.9%	47,186	29.4%	48,420	31.1%
Seattle South	48,118	28.8%	48,223	29.5%	49,096	31.4%
Edmonds	49,514	27.8%	49,956	28.4%	49,344	30.9%
Seattle North	48,140	29.3%	48,793	29.4%	49,443	31.2%
Highline	50,240	27.6%	50,733	28.3%	49,821	30.5%
Green River	49,843	27.6%	49,909	27.9%	50,041	30.8%
Shoreline	51,495	27.1%	52,103	27.9%	52,530	29.7%
WA CTC	\$47,916	28.7%	\$48,303	29.4%	\$48,202	31.3%

Data Source: 2004-05 SBCTC AYR; IPEDS Federal Web-based Data Collection Site.

¹Nine-month appointments of permanent teaching faculty only; counselors & librarians not included.

Table 4.3 WA CTC Faculty Salaries, Nine Month Appointment

	2000-01	2001-02	2002-03	2003-04	2004-05
Current \$ ¹	\$44,162	\$46,247	\$47,916	\$48,303	\$48,202
Constant (FY05\$) ²	\$47,691	\$49,304	\$50,121	\$49,440	\$48,202
% Change	2.1%	3.4%	1.7%	-1.4%	-2.5%

Data Source: SBCTC AYR 2004-05; ¹Based on IPEDS data submitted in October of each year;

²Constant (FY05\$) dollar amount based on 2004-05.

Table 4.4 Seattle Central Exempt and Classified Salaries¹: Fall 2002 – Fall 2004

Employee Category	Fall 2002		Fall 2003		Fall 2004		% Change
	#	Avg. Salary	#	Avg. Salary	#	Avg. Salary	
Exempt Administrative	22	\$67,946	22	\$68,076	27	\$69,459	2.2%
Exempt Professional/Technical	32	\$52,044	30	\$57,285	23	\$48,468	-6.9%
Classified	170	\$33,083	168	\$33,039	167	\$33,565	1.5%

Data Source: PMIS Database, PAYROLL table

¹FT permanent positions only; calculated based on twelve month appointment

Table 4.5 Demographics and Retention of State-Supported Employees by Category

Employee Category	% Of Color ¹		% Female ¹		Average Age ¹	Retention	
	SCCC	WA CTC	SCCC	WA CTC	SCCC	2002 to 2003	2003 to 2004
FT Faculty	31.5%	20.9%	48.3%	65.3%	45.7	85.7%	91.0%
PT Faculty	17.7%	15.6%	62.6%	63.8%	51.8	68.4%	78.2%
Classified	52.8%	13.4%	61.0%	49.2%	49.1	92.6%	86.9%
Exempt	39.2%	8.9%	58.8%	59.4%	47.6	70.2%	94.3%
Total	33.2%	14.1%	58.4%	59.1%	47.7	79.1%	85.1%

¹Fall 2004; Data Sources: 2004-05 SBCTC AYR; SBCTC Data Warehouse, PMIS, EMPYRQ Table