

CHAPTER 4

UNIVERSITY AND COLLEGE STAFFING

CHAPTER 4 – UNIVERSITY AND COLLEGE STAFFING

4.0 Background

This chapter includes two sections of data and analysis on the universities and colleges for the years 2000/01 to 2003/04. Due to system constraints, the UW could not provide data for 2000/01. The first section includes data on staffing at the universities and the second section is on staffing at the colleges. Each section provides data on the number of academic faculty and support staff at each institution, as well as rank, gender and salary levels.

4.1 University

4.1.1 All Staff by type (Total Staffing)

“All staff” refers to everyone employed at a university. This includes all administrators, academic faculty, administrative staff, librarians, as well as trades people and janitorial staff. It is the sum of all full-time and part-time staff at each university in Manitoba. Full time staff work for 12 or more months per year, while part time refers to those individuals who work for less than 12 months.

Full time staff is shown in four categories permanent, term, reduced appointments and geographic. Part time staff is shown in three categories permanent, term and casual. A permanent staff member has a continuing appointment with no fixed end date, while staff members with term appointments work on a contract with a fixed duration. A reduced appointment is a full time staff member working less than a full staff year with full benefits. This reduced appointment can be voluntary or required at age 69, at some universities. Full time geographic appointment reported only at the UM, this category includes; Doctors who, in addition to their academic appointment, have a clinical practice, or casual staff who are generally on contract for short time spans. Staffing numbers are reported as of October 1 each year.

4.1.1 – All Staff by Type

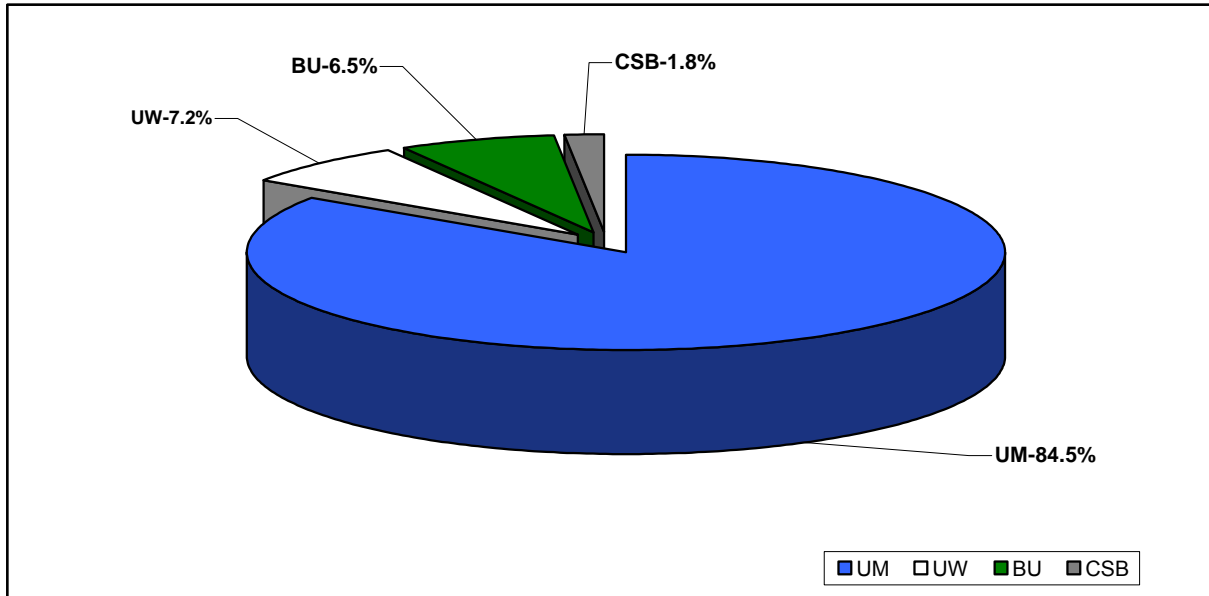
In 2003/04, Academic staff comprised 37.1% (2,947) of total staff and 62.9% (4,986) is in the Administrative component.

Table 4.1.1 - All Staff by Type

	<u>Academic Staff</u>				<u>Administrative Staff</u>				<u>All Staff</u>			
	2000/01	2001/02	2002/03	2003/04	2000/01	2001/02	2002/03	2003/04	2000/01	2001/02	2002/03	2003/04
Full-Time												
Permanent/ Continuing	1,333	1,509	1,556	1,601	2,124	2,475	2,649	2,612	3,457	3,984	4,205	4,213
Term (≥ 12 months)	10	96	103	102	0	0	0	0	10	96	103	102
Reduced/ Amended Appt.	31	46	50	46	32	33	34	30	63	79	84	76
Geographic Full-time	359	339	386	375	0	0	0	0	359	339	386	375
Subtotal (Full-Time)	1,733	1,990	2,095	2,124	2,156	2,508	2,683	2,642	3,889	4,498	4,778	4,766
% Change		14.8%	5.3%	1.4%		16.3%	7.0%	-1.5%		15.7%	6.2%	-0.3%
% Distribution by Type	74.1%	76.0%	72.1%	72.1%	49.8%	55.5%	53.6%	53.0%	58.3%	63.0%	60.4%	60.1%
% Distribution to All Staff	44.6%	44.2%	43.8%	44.6%	55.4%	55.8%	56.2%	55.4%	100.0%	100.0%	100.0%	100.0%
Part-Time												
Part-Time Permanent	80	82	120	96	190	242	293	367	270	324	413	463
Term (≥ 12 months)	360	433	428	479	229	253	214	177	589	686	642	656
Casual/ Temporary	167	115	262	248	1,750	1,519	1,813	1,800	1,917	1,634	2,075	2,048
Subtotal (Part-Time)	607	630	810	823	2,169	2,014	2,320	2,344	2,776	2,644	3,130	3,167
% Change		3.8%	28.6%	1.6%		-7.1%	15.2%	1.0%		-4.8%	18.4%	1.2%
% Distribution by Type	25.9%	24.0%	27.9%	27.9%	50.2%	44.5%	46.4%	47.0%	41.7%	37.0%	39.6%	39.9%
% Distribution to All Staff	21.9%	23.8%	25.9%	26.0%	78.1%	76.2%	74.1%	74.0%	100.0%	100.0%	100.0%	100.0%
All Staff	2,340	2,620	2,905	2,947	4,325	4,522	5,003	4,986	6,665	7,142	7,908	7,933
% Change		12.0%	10.9%	1.4%		4.6%	10.6%	-0.3%		7.2%	10.7%	0.3%
% Distribution to All Staff	35.1%	36.7%	36.7%	37.1%	64.9%	63.3%	63.3%	62.9%	100%	100%	100%	100%

Chart 4.1.1 shows the distribution by university total staff employed in 2003/04: UM employs 84.5% of total staff, UW 7.2%, BU 6.5%, and CSB 1.8%.

Chart 4.1.1 - University Staff Distribution - 2003/04



Distribution includes Academic staff and Administrative staff.

Table 4.1.2 - All Staff by Type and University

	<u>Academic Staff</u>				<u>Administrative Staff</u>				<u>All Staff</u>			
	2000/01	2001/02	2002/03	2003/04	2000/01	2001/02	2002/03	2003/04	2000/01	2001/02	2002/03	2003/04
University of Manitoba												
Full-Time												
Permanent/ Continuing	1,069	1,094	1,127	1,172	1,927	2,007	2,125	2,123	2,996	3,101	3,252	3,295
Term (≥ 12 months)	0	0	0	0	0	0	0	0	0	0	0	0
Reduced/ Amended Appt.	24	36	37	33	32	33	34	30	56	69	71	63
Geographic Full-time	359	339	386	375	0	0	0	0	359	339	386	375
Subtotal (Full-Time)	1,452	1,469	1,550	1,580	1,959	2,040	2,159	2,153	3,411	3,509	3,709	3,733
% Change		1.2%	5.5%	1.9%		4.1%	5.8%	-0.3%		2.9%	5.7%	0.6%
Part-Time												
Part-Time Permanent	56	53	86	68	163	186	233	297	219	239	319	365
Term (≥ 12 months)	345	367	376	385	229	253	214	177	574	620	590	562
Casual/ Temporary	167	115	262	248	1,750	1,519	1,813	1,800	1,917	1,634	2,075	2,048
Subtotal (Part-Time)	568	535	724	701	2,142	1,958	2,260	2,274	2,710	2,493	2,984	2,975
% Change		-5.8%	35.3%	-3.2%		-8.6%	15.4%	0.6%		-8.0%	19.7%	-0.3%
UM Total	2,020	2,004	2,274	2,281	4,101	3,998	4,419	4,427	6,121	6,002	6,693	6,708
% Change		-0.8%	13.5%	0.3%		-2.5%	10.5%	0.2%		-1.9%	11.5%	0.2%
University of Winnipeg ¹												
Full-Time												
Permanent/ Continuing	-	229	239	233	-	264	314	274	-	493	553	507
Term (≥ 12 months)	-	21	19	21	-	0	0	0	-	21	19	21
Reduced/ Amended Appt.	-	2	2	2	-	0	0	0	-	2	2	2
Subtotal (Full-Time)	N/A	252	260	256	N/A	264	314	274	N/A	516	574	530
% Change		-	3.2%	-1.5%		-	18.9%	-12.7%		-	11.2%	-7.7%
Part-Time												
Part-Time Permanent	-	12	16	2	-	23	23	28	-	35	39	30
Term (≥ 12 months)	-	0	0	10	-	0	0	0	-	0	0	10
Subtotal (Part-Time)	N/A	12	16	12	N/A	23	23	28	N/A	35	39	40
% Change		-	33.3%	-25.0%		-	0.0%	21.7%		-	11.4%	2.6%
UW Total		264	276	268		287	337	302		551	613	570
% Change			4.5%	-2.9%			17.4%	-10.4%			11.3%	-7.0%

Notes:

1. Due to system constraints, UW 2000/01 data is not available.
2. UW 2001/02 data can not be separated by paid and unpaid staff.

Table 4.1.2 - All Staff by Type and University

	<u>Academic Staff</u>				<u>Administrative Staff</u>				<u>All Staff</u>			
	2000/01	2001/02	2002/03	2003/04	2000/01	2001/02	2002/03	2003/04	2000/01	2001/02	2002/03	2003/04
Brandon University												
<u>Full-Time</u>												
Permanent/ Continuing ³	226	148	148	154	161	165	168	171	387	313	316	325
Term (≥ 12 months)	0	69	80	74	0	0	0	0	0	69	80	74
Reduced/ Amended Appt.	7	8	11	11	0	0	0	0	7	8	11	11
Subtotal (Full-Time)	233	225	239	239	161	165	168	171	394	390	407	410
% Change		-3.4%	6.2%	0.0%		2.5%	1.8%	1.8%		-1.0%	4.4%	0.7%
<u>Part-Time ⁴</u>												
Part-Time Permanent	10	2	2	12	21	25	27	33	31	27	29	45
Term (≥ 12 months)	0	42	26	59	0	0	0	0	0	42	26	59
Subtotal (Part-Time)	10	44	28	71	21	25	27	33	31	69	55	104
% Change		340.0%	-36.4%	153.6%		19.0%	8.0%	22.2%		122.6%	-20.3%	89.1%
BU Total	243	269	267	310	182	190	195	204	425	459	462	514
% Change		10.7%	-0.7%	16.1%		4.4%	2.6%	4.6%		8.0%	0.7%	11.3%
Notes:												
3. BU 2000/01 data includes both full time term staff and permanent staff.												
4. Part time term and casual numbers are not available for 2000/01.												
Collège de Saint-Boniface												
<u>Full-Time</u>												
Permanent/ Continuing	38	38	42	42	36	39	42	44	74	77	84	86
Term (≥ 12 months)	10	6	4	7	0	0	0	0	10	6	4	7
Subtotal (Full-Time)	48	44	46	49	36	39	42	44	84	83	88	93
% Change		-8.3%	4.5%	6.5%		8.3%	7.7%	4.8%		-1.2%	6.0%	5.7%
<u>Part-Time</u>												
Part-Time Permanent	14	15	16	14	6	8	10	9	20	23	26	23
Term (≥ 12 months)	15	24	26	25	0	0	0	0	15	24	26	25
Subtotal (Part-Time)	29	39	42	39	6	8	10	9	35	47	52	48
% Change		34.5%	7.7%	-7.1%		33.3%	25.0%	-10.0%		34.3%	10.6%	-7.7%
CSB Total	77	83	88	88	42	47	52	53	119	130	140	141
% Change		7.8%	6.0%	0.0%		11.9%	10.6%	1.9%		9.2%	7.7%	0.7%

Table 4.1.3 shows full time academic staff by rank and gender for all universities. And Table 4.1.3(a) illustrates percentage of full time academic staff by gender distribution.

Table 4.1.3 - Academic Staff by Rank and Gender - Full Time Staff

University	2000/01				2001/02				2002/03				2003/04			
	F	M	Total	% Distribution to University	F	M	Total	% Distribution to University	F	M	Total	% Distribution to University	F	M	Total	% Distribution to University
University of Manitoba																
Full Professors	55	374	429	40.5%	57	369	426	38.9%	61	351	412	37.3%	66	358	424	38.0%
Associate Professors	87	204	291	27.5%	90	208	298	27.2%	94	215	309	28.0%	98	214	312	28.0%
Assistant Professors	113	163	276	26.0%	120	184	304	27.8%	125	192	317	28.7%	145	189	334	29.9%
Lecturers	30	10	40	3.8%	32	12	44	4.0%	32	8	40	3.6%	15	5	20	1.8%
Other	4	20	24	2.3%	3	20	23	2.1%	4	22	26	2.4%	4	22	26	2.3%
UM Total	289	771	1060	100.0%	302	793	1095	100.0%	316	788	1104	100.0%	328	788	1116	100.0%
University of Winnipeg																
Full Professors	-	-	-	-	14	67	81	32.7%	15	68	83	31.8%	16	66	82	29.5%
Associate Professors	-	-	-	-	20	38	58	23.4%	22	40	62	23.8%	29	36	65	23.4%
Assistant Professors	-	-	-	-	25	32	57	23.0%	28	35	63	24.1%	25	42	67	24.1%
Lecturers	-	-	-	-	8	4	12	4.8%	4	4	8	3.1%	4	3	7	2.5%
Other	-	-	-	-	14	26	40	16.1%	18	27	45	17.2%	24	33	57	20.5%
UW Total	-	-	-	-	81	167	248	100.0%	87	174	261	100.0%	98	180	278	100.0%
Brandon University																
Full Professors	3	29	32	15.2%	4	32	36	18.8%	3	34	37	18.4%	4	33	37	16.9%
Associate Professors	16	46	62	29.5%	15	39	54	28.3%	18	40	58	28.9%	25	38	63	28.8%
Assistant Professors	25	25	50	23.8%	28	29	57	29.8%	29	31	60	29.9%	29	35	64	29.2%
Lecturers	6	5	11	5.2%	4	1	5	2.6%	4	5	9	4.5%	9	1	10	4.6%
Other	25	30	55	26.2%	20	19	39	20.4%	19	18	37	18.4%	24	21	45	20.5%
BU Total	75	135	210	100.0%	71	120	191	100.0%	73	128	201	100.0%	91	128	219	100.0%
Collège de Saint -Boniface																
Full Professors	2	9	11	25.0%	3	7	10	25.0%	3	7	10	23.3%	3	6	9	19.6%
Associate Professors	9	11	20	45.5%	8	13	21	52.5%	6	13	19	44.2%	6	16	22	47.8%
Assistant Professors	3	2	5	11.4%	0	0	0	0.0%	2	3	5	11.6%	3	1	4	8.7%
Lecturers	3	5	8	18.2%	4	5	9	22.5%	5	4	9	20.9%	5	6	11	23.9%
Other	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
CSB Total	17	27	44	100.0%	15	25	40	100.0%	16	27	43	100.0%	17	29	46	100.0%
Total Universities																
Full Professors	60	412	472	35.9%	78	475	553	35.7%	82	460	542	34.2%	89	463	552	33.8%
Associate Professors	112	261	373	28.4%	133	298	431	27.8%	140	308	448	28.3%	158	304	462	28.3%
Assistant Professors	141	190	331	25.2%	173	245	418	27.0%	184	261	445	28.1%	202	267	469	28.7%
Lecturers	39	20	59	4.5%	48	22	70	4.5%	45	21	66	4.2%	33	15	48	2.9%
Other	29	50	79	6.0%	34	45	79	5.1%	37	45	82	5.2%	48	54	102	6.2%
Grand Total	381	933	1314	100.0%	466	1085	1551	100.0%	488	1095	1583	100.0%	530	1103	1633	100.0%

Notes:

1. Total includes Deans and Directors equivalent to Deans for full time staff only.
2. Due to system constraints, U of W could not provide 2000/01 data.

Table 4.1.3 (a) - Academic Staff Gender Percentage Distribution by Rank- Full Time Staff

	2000/01		2001/02		2002/03		2003/04	
	Female	Male	Female	Male	Female	Male	Female	Male
University of Manitoba								
Full Professors	12.8%	87.2%	13.4%	86.6%	14.8%	85.2%	15.6%	84.4%
Associate Professors	29.9%	70.1%	30.2%	69.8%	30.4%	69.6%	31.4%	68.6%
Assistant Professors	40.9%	59.1%	39.5%	60.5%	39.4%	60.6%	43.4%	56.6%
Lecturers	75.0%	25.0%	72.7%	27.3%	80.0%	20.0%	75.0%	25.0%
Other	16.7%	83.3%	13.0%	87.0%	15.4%	84.6%	15.4%	84.6%
UM Total	27.3%	72.7%	27.6%	72.4%	28.6%	71.4%	29.4%	70.6%
University of Winnipeg								
Full Professors	-	-	17.3%	82.7%	18.1%	81.9%	19.5%	80.5%
Associate Professors	-	-	34.5%	65.5%	35.5%	64.5%	44.6%	55.4%
Assistant Professors	-	-	43.9%	56.1%	44.4%	55.6%	37.3%	62.7%
Lecturers	-	-	66.7%	33.3%	50.0%	50.0%	57.1%	42.9%
Other	-	-	35.0%	65.0%	40.0%	60.0%	42.1%	57.9%
UW Total	-	-	32.7%	67.3%	33.3%	66.7%	35.3%	64.7%
Brandon University								
Full Professors	9.4%	90.6%	11.1%	88.9%	8.1%	91.9%	10.8%	89.2%
Associate Professors	25.8%	74.2%	27.8%	72.2%	31.0%	69.0%	39.7%	60.3%
Assistant Professors	50.0%	50.0%	49.1%	50.9%	48.3%	51.7%	45.3%	54.7%
Lecturers	54.5%	45.5%	80.0%	20.0%	44.4%	55.6%	90.0%	10.0%
Other	45.5%	54.5%	51.3%	48.7%	51.4%	48.6%	53.3%	46.7%
BU Total	35.7%	64.3%	37.2%	62.8%	36.3%	63.7%	41.6%	58.4%
Collège de Saint -Boniface								
Full Professors	18.2%	81.8%	30.0%	70.0%	30.0%	70.0%	33.3%	66.7%
Associate Professors	45.0%	55.0%	38.1%	61.9%	31.6%	68.4%	27.3%	72.7%
Assistant Professors	60.0%	40.0%	0.0%	0.0%	40.0%	60.0%	75.0%	25.0%
Lecturers	37.5%	62.5%	44.4%	55.6%	55.6%	44.4%	45.5%	54.5%
Other	-	-	-	-	-	-	-	-
CSB Total	38.6%	61.4%	37.5%	62.5%	37.2%	62.8%	37.0%	63.0%
Total Universities								
Full Professors	12.7%	87.3%	14.1%	85.9%	15.1%	84.9%	16.1%	83.9%
Associate Professors	30.0%	70.0%	30.9%	69.1%	31.3%	68.8%	34.2%	65.8%
Assistant Professors	42.6%	57.4%	0.0%	0.0%	41.3%	58.7%	43.1%	56.9%
Lecturers	66.1%	33.9%	68.6%	31.4%	68.2%	31.8%	68.8%	31.3%
Other	36.7%	63.3%	43.0%	57.0%	45.1%	54.9%	47.1%	52.9%
Grand Total	29.0%	71.0%	30.0%	70.0%	30.8%	69.2%	32.5%	67.5%

As shown in Table 4.1.3(b), mean salary levels for academic staff increased at all universities over the four year period.

Table 4.1.3(b)- Academic Staff Mean Salary by Rank - Full Time Staff

University ¹	<u>Mean Salary</u> ²				Cumulative % change
	2000/01	2001/02	2002/03	2003/04	
University of Manitoba					
Full Professors	\$97,285	\$101,973	\$105,663	\$109,927	13.0%
Associate Professors	\$76,975	\$79,903	\$83,243	\$85,830	11.5%
Assistant Professors	\$61,874	\$65,667	\$67,033	\$68,103	10.1%
Lecturers	\$47,791	\$50,351	\$52,091	\$59,940	25.4%
Other	-	-	-	-	-
UM - Overall Mean	\$81,028	\$84,209	\$86,809	\$90,249	11.4%
University of Winnipeg					
Full Professors	-	\$87,744	\$89,933	\$84,957	-3.2%
Associate Professors	-	\$65,223	\$66,540	\$70,632	8.3%
Assistant Professors	-	\$48,881	\$50,418	\$55,821	14.2%
Lecturers	-	\$43,523	\$43,881	\$46,733	7.4%
Other	-	\$52,773	\$53,327	\$55,389	5.0%
UW - Overall Mean	-	\$65,816	\$66,774	\$70,379	6.9%
Brandon University					
Full Professors	\$84,622	\$87,191	\$94,802	\$97,984	15.8%
Associate Professors	\$66,324	\$69,138	\$75,714	\$78,031	17.7%
Assistant Professors	\$50,783	\$51,440	\$57,813	\$61,116	20.3%
Lecturers	\$41,676	\$40,770	\$45,734	\$48,261	15.8%
Other	\$49,028	\$50,181	\$54,535	\$59,693	21.8%
BU - Overall Mean	\$58,487	\$59,744	\$65,750	\$69,017	18.0%
Collège de Saint -Boniface					
Full Professors	\$86,063	\$90,725	\$93,447	\$96,251	11.8%
Associate Professors	\$72,156	\$78,189	\$78,475	\$80,829	12.0%
Assistant Professors	\$46,800	\$48,672	\$50,132	\$51,636	10.3%
Lecturers	\$43,460	\$45,199	\$46,555	\$47,951	10.3%
Other	-	-	-	-	-
CSB - Overall Mean	\$67,534	\$73,900	\$71,980	\$73,446	8.8%

Notes:

1. Full time staff includes Deans and Directors equivalent to Deans.
2. Mean salary is calculated by the universities.
3. Due to system constraints, UW 2000/01 data is not available.

Analysis by gender in Table 4.1.4 shows that women continue to dominate over 60% of the administrative and support positions at all four universities.

Table 4.1.4 - Administrative and Support Staff by Gender - Full and Part time¹

	2000/01			2001/02			2002/03			2003/04			Cumulative % change 2001/02 to 2003/04		
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	F	M	Total
University of Manitoba															
Full-Time	1,180	779	1,959	1,215	825	2,040	1,302	857	2,159	1,304	849	2,153	7.3%	2.9%	5.5%
Part-Time	1,322	820	2,142	1,233	725	1,958	1,431	829	2,260	1,475	799	2,274	19.6%	10.2%	16.1%
UM Total	2,502	1,599	4,101	2,448	1,550	3,998	2,733	1,686	4,419	2,779	1,648	4,427	13.5%	6.3%	10.7%
% change yr/yr				-2.2%	-3.1%	-2.5%	11.6%	8.8%	10.5%	1.7%	-2.3%	0.2%			
Gender Distribution by University	61.0%	39.0%		61.2%	38.8%		61.8%	38.2%		62.8%	37.2%				
University of Winnipeg²															
Full-Time	-	-	N/A	163	101	264	202	112	314	171	103	274	4.9%	2.0%	3.8%
Part-Time	-	-	N/A	22	1	23	22	1	23	21	7	28	-4.5%	600.0%	21.7%
UW Total	-	-	N/A	185	102	287	224	113	337	192	110	302	3.8%	7.8%	5.2%
% change yr/yr							21.1%	10.8%	17.4%	-14.3%	-2.7%	-10.4%			
Gender Distribution by University				64.5%	35.5%		66.5%	33.5%		63.6%	36.4%				
Brandon University															
Full-Time	117	44	161	118	47	165	122	46	168	123	48	171	4.2%	2.1%	3.6%
Part-Time	18	3	21	19	6	25	21	6	27	27	6	33	42.1%	0.0%	32.0%
BU Total	135	47	182	137	53	190	143	52	195	150	54	204	9.5%	1.9%	7.4%
% change yr/yr				1.5%	12.8%	4.4%	4.4%	-1.9%	2.6%	4.9%	3.8%	4.6%			
Gender Distribution by University	74.2%	25.8%		72.1%	27.9%		73.3%	26.7%		73.5%	26.5%				
Collège de Saint-Boniface															
Full-Time	25	11	36	27	12	39	28	14	42	30	14	44	11.1%	16.7%	12.8%
Part-Time	3	3	6	5	3	8	4	6	10	4	5	9	-20.0%	66.7%	12.5%
CSB Total	28	14	42	32	15	47	32	20	52	34	19	53	6.3%	26.7%	12.8%
% change yr/yr				14.3%	7.1%	11.9%	0.0%	33.3%	10.6%	6.3%	-5.0%	1.9%			
Gender Distribution by University	66.7%	33.3%		68.1%	31.9%		61.5%	38.5%		64.2%	35.8%				
Total Universities															
Full-Time	1,322	834	2,156	1,523	985	2,508	1,654	1,029	2,683	1,628	1,014	2,642	6.9%	2.9%	5.3%
Part-Time	1,343	826	2,169	1,279	735	2,014	1,478	842	2,320	1,527	817	2,344	19.4%	11.2%	16.4%
Grand Total	2,665	1,660	4,325	2,802	1,720	4,522	3,132	1,871	5,003	3,155	1,831	4,986	12.6%	6.5%	10.3%
% change yr/yr				5.1%	3.6%	4.6%	11.8%	8.8%	10.6%	0.7%	-2.1%	-0.3%			
Gender Distribution to Total staff	61.6%	38.4%		62.0%	38.0%		62.6%	37.4%		63.3%	36.7%				

Notes:

1. Table includes academic and non-teaching administrators, counselors, librarians, program support, and computer support personnel. Deans and Directors are excluded.
2. Due to system constraints, UW 2000/01 data is not available.

4.2 College

“All Staff” refers to everyone employed at a college; this includes all administrators, instructors, educational assistants, administrative assistants, librarians, as well as trades people and janitorial staff. Full time staff works the full number of hours per week (usually 35) as defined for a particular position, over a 12 month period. Part time staff works less than 35 hours per week, as defined for a particular position, or who work for less than a 12 month period.

Table 4.2.1 - College All Staff by Type

College	Instructional Staff				Administrative Staff				Support Staff				Total All Staff			
	00/01	01/02	02/03	03/04	00/01	01/02	02/03	03/04	00/01	01/02	02/03	03/04	00/01	01/02	02/03	03/04
Red River College ¹																
Full Time	411	456	467	490	51	68	54	63	301	371	349	402	763	895	870	955
Part Time	801	1,056	999	1,149	0	1	0	0	170	183	145	195	971	1,240	1,144	1,344
RRC Total	1,212	1,512	1,466	1,639	51	69	54	63	471	554	494	597	1,734	2,135	2,014	2,299
Assiniboine Community College ²																
Full Time	151	141	132	133	28	26	30	32	114	103	99	99	293	270	261	264
Part Time	19	31	118	107	2	1	2	1	10	22	20	18	31	54	140	126
ACC Total	170	172	250	240	30	27	32	33	124	125	119	117	324	324	401	390
Keewatin Community College																
Full Time	93	118	125	103	12	12	12	10	100	111	130	128	205	241	267	241
Part Time	20	9	16	41	0	0	0	0	24	12	13	15	44	21	29	56
KCC Total	113	127	141	144	12	12	12	10	124	123	143	143	249	262	296	297
École Technique et professionnelle																
Full Time	16	17	17	21	1	1	1	1	1	2	2	2	18	20	20	24
Part Time	11	13	12	22	0	0	0	0	4	2	2	2	15	15	14	24
ETP Total	27	30	29	43	1	1	1	1	5	4	4	4	33	35	34	48
Total College																
Full Time	671	732	741	747	92	107	97	106	516	587	580	631	1,279	1,426	1,418	1,484
Part Time	851	1,109	1,145	1,319	2	2	2	1	208	219	180	230	1,061	1,330	1,327	1,550
Grand Total	1,522	1,841	1,886	2,066	94	109	99	107	724	806	760	861	2,340	2,756	2,745	3,034

Notes:

1. RRC data in 2000/01, 2001/02 and 2002/03 includes staff on contracts.

2. ACC 2000/01 figures include some casual staff.

Table 4.2.2 - Instructional Staff by Average Salary - Full Time

College	Average Salary				Cumulative % Change
	2000/01	2001/02	2002/03	2003/04	
Red River College					
Instructor	\$50,300	\$52,502	\$54,734	\$54,373	8.1%
Educational Assistant	\$33,700	\$34,150	\$35,787	\$36,617	8.7%
Assiniboine Community College ¹					
Instructor	\$50,399	\$49,139	\$53,496	\$53,496	6.1%
Educational Assistant	-	-	-	-	-
Keewatin Community College					
Instructor	\$52,153	\$53,303	\$57,054	\$55,766	6.9%
Educational Assistant	\$37,679	\$40,799	\$41,890	\$43,960	16.7%
École Technique et professionnelle					
Instructor	\$50,900	\$53,500	\$52,500	\$53,500	5.1%
Educational Assistant	\$11,500	\$12,000	\$12,500	\$12,000	4.3%

Note:

1. ACC 2000/01 figures include some casual employees.

Table 4.2.3 - Instructional Staff by Gender - Full Time Only

College	Instructional Staff -Full Time				Administrative Staff -Full Time				Support Staff ¹ Full Time				All Full Time Staff			
	00/01	01/02	02/03	03/04	00/01	01/02	02/03	03/04	00/01	01/02	02/03	03/04	00/01	01/02	02/03	03/04
Red River College																
Female	142	169	174	187	18	30	21	28	182	226	218	245	342	425	413	460
Male	269	286	293	303	33	38	33	35	119	145	131	157	421	469	457	495
RRC Total	411	455	467	490	51	68	54	63	301	371	349	402	763	894	870	955
Assiniboine Community College																
Female	78	53	54	53	13	12	15	15	81	72	73	74	172	137	142	142
Male	73	88	78	80	15	14	15	17	33	31	26	25	121	133	119	122
ACC Total	151	141	132	133	28	26	30	32	114	103	99	99	293	270	261	264
Keewatin Community College																
Female	43	63	60	53	5	5	5	5	69	75	87	38	117	143	152	96
Male	50	55	65	50	7	7	7	5	31	36	43	90	88	98	115	145
KCC Total	93	118	125	103	12	12	12	10	100	111	130	128	205	241	267	241
École Technique et professionnelle																
Female	15	10	9	11	1	1	1	1	4	2	2	2	20	13	12	14
Male	12	7	8	10	0	0	0	0	1	0	0	0	13	7	8	10
ETP Total	27	17	17	21	1	1	1	1	5	2	2	2	33	20	20	24
Total College																
Female	278	295	297	304	37	48	42	49	336	375	380	359	651	718	719	712
Male	404	436	444	443	55	59	55	57	184	212	200	272	643	707	699	772
Grand Total	682	731	741	747	92	107	97	106	520	587	580	631	1,294	1,425	1,418	1,484

Staff Distribution by Gender- Full Time Only

College	Instructional Staff -Full Time				Administrative Staff -Full Time				Support Staff Full Time				All Full Time Staff			
	00/01	01/02	02/03	03/04	00/01	01/02	02/03	03/04	00/01	01/02	02/03	03/04	00/01	01/02	02/03	03/04
Red River College																
Female	35%	37%	37%	38%	35%	44%	39%	44%	60%	61%	62%	61%	45%	48%	47%	48%
Male	65%	63%	63%	62%	65%	56%	61%	56%	40%	39%	38%	39%	55%	52%	53%	52%
Assiniboine Community College																
Female	52%	38%	41%	40%	46%	46%	50%	47%	71%	70%	74%	75%	59%	51%	54%	54%
Male	48%	62%	59%	60%	54%	54%	50%	53%	29%	30%	26%	25%	41%	49%	46%	46%
Keewatin Community College																
Female	46%	53%	48%	51%	42%	42%	42%	50%	69%	68%	67%	30%	57%	59%	57%	40%
Male	54%	47%	52%	49%	58%	58%	58%	50%	31%	32%	33%	70%	43%	41%	43%	60%
École Technique et professionnelle																
Female	56%	59%	53%	52%	100%	100%	100%	100%	80%	100%	100%	100%	61%	65%	60%	58%
Male	44%	41%	47%	48%	0%	0%	0%	0%	20%	0%	0%	0%	39%	35%	40%	42%
Total College																
Female	41%	40%	40%	41%	40%	45%	43%	46%	65%	64%	66%	57%	50%	50%	51%	48%
Male	59%	60%	60%	59%	60%	55%	57%	54%	35%	36%	34%	43%	50%	50%	49%	52%

Note:

1. Support staff includes all staff: secretaries, librarians, counselors and program support.