

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 2002/03 to 2006/07. 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 term staff works equal or greater than 12 months, while part time term 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

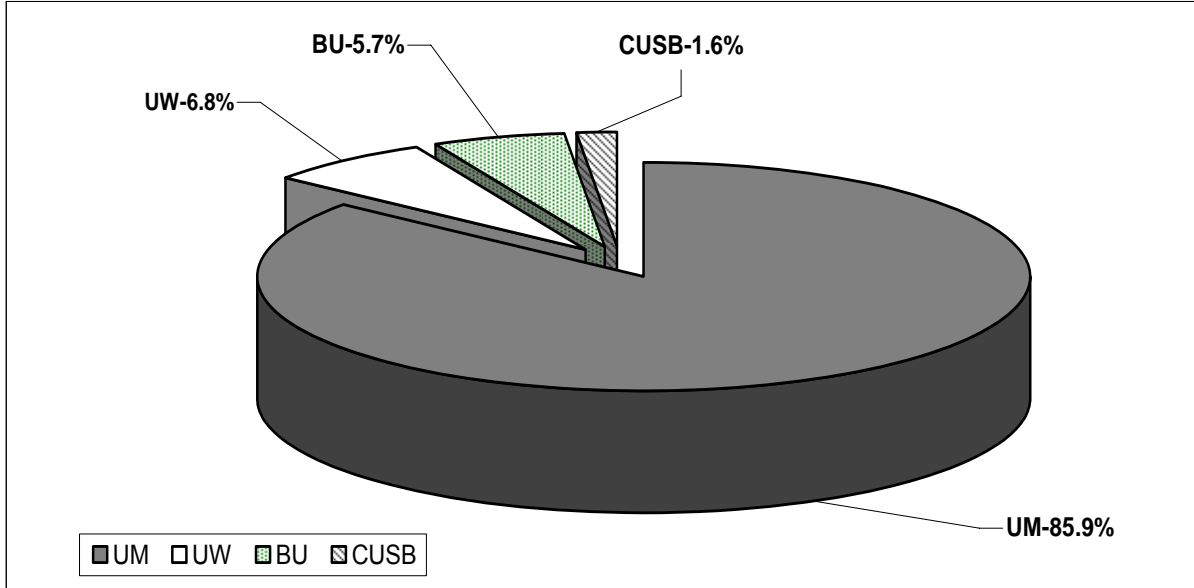
In 2006/07, Academic staff comprised 43.7% (4,049) of total staff and 56.3% (5,216) is in the Administrative component. Over 56.6% of academic staff is full-time and 43.2% teaches part-time. Conversely, the percentage of full and part-time administrative staff is distributed.

Table 4.1.1 - All Staff by Type

	<u>Academic Staff</u>					<u>Administrative Staff</u>					<u>All Staff</u>				
	2002/03	2003/04	2004/05	2005/06	2006/07	2002/03	2003/04	2004/05	2005/06	2006/07	2002/03	2003/04	2004/05	2005/06	2006/07
Full-Time															
Permanent/ Continuing	1,556	1,601	1,634	1,496	1,526	2,649	2,612	2,697	2,955	3,063	4,205	4,213	4,331	4,451	4,589
Term (≥ 12 months)	103	102	105	321	297	0	0	0	0	0	103	102	105	321	297
Term (< 12 months)	0	0	16	18	21	0	0	0	0	0	0	0	16	18	21
Reduced/ Amended Appt.	50	46	38	47	45	34	30	31	27	26	84	76	69	74	71
Geographic Full-time	386	375	388	408	412	0	0	0	0	0	386	375	388	408	412
Subtotal (Full-Time)	2,095	2,124	2,181	2,290	2,301	2,683	2,642	2,728	2,982	3,089	4,778	4,766	4,909	5,272	5,390
Part-Time															
Part-Time Permanent	120	96	97	27	29	293	367	355	559	574	413	463	452	586	603
Term (≥ 12 months)	428	469	533	206	213	214	177	138	38	48	642	646	671	244	261
Term (< 12 months)	0	10	16	2	0	0	0	0	0	0	0	10	16	2	0
Casual /Temporary	262	248	222	1,411	1,508	1,813	1,800	2,037	1,322	1,503	2,075	2,048	2,259	2,733	3,011
Subtotal (Part-Time)	810	823	868	1,646	1,750	2,320	2,344	2,530	1,919	2,125	3,130	3,167	3,398	3,565	3,875
All Staff	2,905	2,947	3,049	3,936	4,051	5,003	4,986	5,258	4,901	5,214	7,908	7,933	8,307	8,837	9,265

Chart 4.1.1 shows the distribution by university total staff employed in 2006/07: UM employs 85.9% of total staff, UW 6.8%, BU 5.7%, and CUSB 1.6%.

Chart 4.1.1 - University Staff Distribution - 2006/07



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>				
	2002/03	2003/04	2004/05	2005/06	2006/07	2002/03	2003/04	2004/05	2005/06	2006/07	2002/03	2003/04	2004/05	2005/06	2006/07
University of Manitoba															
<u>Full-Time</u>															
Permanent/ Continuing	1,127	1,172	1,198	1,055	1,067	2,125	2,123	2,220	2,471	2,568	3,252	3,295	3,418	3,526	3,635
Term (≥ 12 months)	0	0	0	207	185	0	0	0	0	0	0	0	0	207	185
Reduced/ Amended Appt.	37	33	29	40	42	34	30	31	27	26	71	63	60	67	68
Geographic Full-Time	386	375	388	408	412	0	0	0	0	0	386	375	388	408	412
Subtotal (Full-Time)	1,550	1,580	1,615	1,710	1,706	2,159	2,153	2,251	2,498	2,594	3,709	3,733	3,866	4,208	4,300
<u>Part-Time</u>															
Part-Time Permanent	86	68	74	3	3	233	297	281	480	505	319	365	355	483	508
Term (≥ 12 months)	376	385	437	92	99	214	177	138	38	48	590	562	575	130	147
Casual/ Temporary ¹	262	248	222	1,411	1,508	1,813	1,800	2,037	1,322	1,503	2,075	2,048	2,259	2,733	3,011
Subtotal (Part-Time)	724	701	733	1,506	1,610	2,260	2,274	2,456	1,840	2,056	2,984	2,975	3,189	3,346	3,666
UM Total	2,274	2,281	2,348	3,216	3,316	4,419	4,427	4,707	4,338	4,650	6,693	6,708	7,055	7,554	7,966
University of Winnipeg ¹															
<u>Full-Time</u>															
Permanent/ Continuing	239	233	239	244	257	314	274	274	287	289	553	507	513	531	546
Term (≥ 12 months)	19	21	29	33	26	0	0	0	0	0	19	21	29	33	26
Term (< 12 months)	0	0	16	18	21	0	0	0	0	0	0	0	16	18	21
Reduced/ Amended Appt.	2	2	4	4	2	0	0	0	0	0	2	2	4	4	2
Subtotal (Full-Time)	260	256	288	299	306	314	274	274	287	289	574	530	562	586	595
<u>Part-Time</u>															
Part-Time Permanent	16	2	3	4	6	23	28	28	28	28	39	30	31	32	34
Term (≥ 12 months)	0	0	0	3	1	0	0	0	0	0	0	0	0	3	1
Term (< 12 months)	-	10	16	2	0	0	0	0	0	0	0	10	16	2	0
Subtotal (Part-Time)	16	12	19	9	7	23	28	28	28	28	39	40	47	37	35
UW Total	276	268	307	308	313	337	302	302	315	317	613	570	609	623	630

Notes:

1. 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>				
	2002/03	2003/04	2004/05	2005/06	2006/07	2002/03	2003/04	2004/05	2005/06	2006/07	2002/03	2003/04	2004/05	2005/06	2006/07
Brandon University															
<u>Full-Time</u>															
Permanent/ Continuing	148	154	152	153	156	168	171	160	155	161	316	325	312	308	317
Term (≥ 12 months)	80	74	68	74	77	0	0	0	0	0	80	74	68	74	77
Reduced/ Amended Appt.	11	11	5	3	1	0	0	0	0	0	11	11	5	3	4
Subtotal (Full-Time)	239	239	225	230	234	168	171	160	155	161	407	410	385	385	398
<u>Part-Time</u>															
Part-Time Permanent	2	12	5	4	4	27	33	39	44	35	29	45	44	48	39
Term (≥ 12 months)	26	59	71	88	87	0	0	0	0	0	26	59	71	88	87
Subtotal (Part-Time)	28	71	76	92	91	27	33	39	44	35	55	104	115	136	126
BU Total	267	310	301	322	325	195	204	199	199	196	462	514	500	521	524
Collège universitaire de Saint-Boniface															
<u>Full-Time</u>															
Permanent/ Continuing	42	42	45	44	46	42	44	43	42	45	84	86	88	86	91
Term (≥ 12 months)	4	7	8	7	9	0	0	0	0	0	4	7	8	7	9
Subtotal (Full-Time)	46	49	53	51	55	42	44	43	42	45	88	93	96	93	100
<u>Part-Time</u>															
Part-Time Permanent	16	14	15	16	16	10	9	7	7	6	26	23	22	23	22
Term (≥ 12 months)	26	25	25	23	26	0	0	0	0	0	26	25	25	23	26
Subtotal (Part-Time)	42	39	40	39	42	10	9	7	7	6	52	48	47	46	48
CSB Total	88	88	93	90	97	52	53	50	49	51	140	141	143	139	148

Note:

1. 2005/06 figures are extracted using new system - grouping part time staff has changed. i.e. number of staff to teach a course

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 ¹

University	2002/03				2003/04				2004/05				2005/06				2006/07				
	F	M	Total	% Distribution to University	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	61	351	412	37.3%	66	358	424	38.0%	70	363	433	38.2%	71	354	425	36.9%	75	340	415	35.8%	
Associate Professors	94	215	309	28.0%	98	214	312	28.0%	115	203	318	28.0%	126	213	339	29.4%	129	232	361	31.2%	
Assistant Professors	125	192	317	28.7%	145	189	334	29.9%	134	208	342	30.2%	135	213	348	30.2%	136	206	342	29.5%	
Lecturers	32	8	40	3.6%	15	5	20	1.8%	9	8	17	1.5%	9	9	18	1.6%	6	10	16	1.4%	
Other ²	4	22	26	2.4%	4	22	26	2.3%	5	19	24	2.1%	4	18	22	1.9%	6	18	24	2.1%	
UM Total	316	788	1,104	100.0%	328	788	1,116	100.0%	333	801	1,134	100.0%	345	807	1,152	100.0%	352	806	1,158	100.0%	
University of Winnipeg ²																					
Full Professors	15	68	83	31.8%	16	66	82	29.5%	16	65	81	28.7%	19	65	84	29.8%	16	65	81	25.9%	
Associate Professors	22	40	62	23.8%	29	36	65	23.4%	30	44	74	26.2%	30	42	72	25.5%	31	45	76	24.3%	
Assistant Professors	28	35	63	24.1%	25	42	67	24.1%	25	46	71	25.2%	30	42	72	25.5%	37	47	84	26.8%	
Lecturers	4	4	8	3.1%	4	3	7	2.5%	5	2	7	2.5%	4	2	6	2.1%	10	4	14	4.5%	
Other	18	27	45	17.2%	24	33	57	20.5%	18	31	49	17.4%	18	30	48	17.0%	21	37	58	18.5%	
UW Total	87	174	261	100.0%	98	180	278	100.0%	94	188	282	100.0%	101	181	282	100.0%	115	198	313	100.0%	
Brandon University																					
Full Professors	3	34	37	18.4%	4	33	37	16.9%	5	29	34	15.4%	7	32	39	17.4%	10	34	44	19.0%	
Associate Professors	18	40	58	28.9%	25	38	63	28.8%	24	39	63	28.5%	22	36	58	25.9%	19	33	52	22.5%	
Assistant Professors	29	31	60	29.9%	29	35	64	29.2%	27	34	61	27.6%	29	35	64	28.6%	29	40	69	29.9%	
Lecturers	4	5	9	4.5%	9	1	10	4.6%	10	1	11	5.0%	9	1	10	4.5%	11	2	13	5.6%	
Other	19	18	37	18.4%	24	21	45	20.5%	30	22	52	23.5%	31	22	53	23.7%	30	23	53	22.9%	
BU Total	73	128	201	100.0%	91	128	219	100.0%	96	125	221	100.0%	98	126	224	100.0%	99	132	231	100.0%	
Collège universitaire de Saint -Boniface																					
Full Professors	3	7	10	23.3%	3	6	9	19.6%	3	7	10	20.4%	2	7	9	19.1%	3	7	10	20.4%	
Associate Professors	6	13	19	44.2%	6	16	22	47.8%	4	8	12	24.5%	4	9	13	27.7%	4	9	13	26.5%	
Assistant Professors	2	3	5	11.6%	3	1	4	8.7%	2	10	12	24.5%	3	9	12	25.5%	4	10	14	28.6%	
Lecturers	5	4	9	20.9%	5	6	11	23.9%	4	5	9	18.4%	6	5	11	23.4%	5	5	10	20.4%	
Other	0	0	0	0.0%	0	0	0	0.0%	4	2	6	12.2%	1	1	2	4.3%	1	1	2	4.1%	
CSB Total	16	27	43	100.0%	17	29	46	100.0%	17	32	49	100.0%	16	31	47	100.0%	17	32	49	100.0%	
Total Universities																					
Full Professors	82	460	542	34.2%	89	463	552	33.8%	94	464	558	33.1%	99	458	557	33.1%	104	446	550	31.4%	
Associate Professors	140	308	448	28.3%	158	304	462	28.3%	173	294	467	27.7%	182	300	482	28.6%	183	319	502	28.7%	
Assistant Professors	184	261	445	28.1%	202	267	469	28.7%	188	298	486	28.8%	197	299	496	29.5%	206	303	509	29.1%	
Lecturers	45	21	66	4.2%	33	15	48	2.9%	28	16	44	2.6%	28	17	45	2.7%	32	21	53	3.0%	
Other	37	45	82	5.2%	48	54	102	6.2%	57	74	131	7.8%	50	53	103	6.1%	58	79	137	7.8%	
Grand Total	488	1,095	1,583	100.0%	530	1,103	1,633	100.0%	540	1,146	1,686	100.0%	556	1,127	1,683	100.0%	583	1,168	1,751	100.0%	

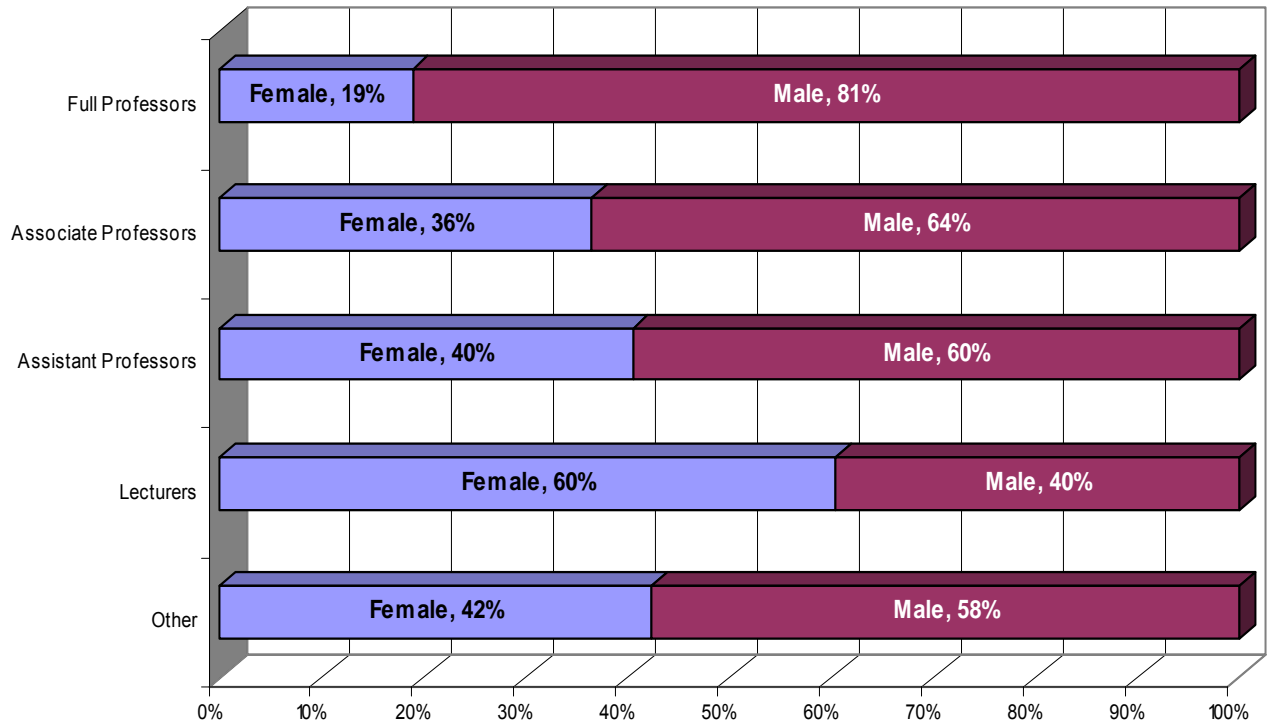
Notes:

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

	2002/03		2003/04		2004/05		2005/06		2006/07	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
University of Manitoba										
Full Professors	14.8%	85.2%	15.6%	84.4%	16.2%	83.8%	16.7%	83.3%	18.1%	81.9%
Associate Professors	30.4%	69.6%	31.4%	68.6%	36.2%	63.8%	37.2%	62.8%	35.7%	64.3%
Assistant Professors	39.4%	60.6%	43.4%	56.6%	39.2%	60.8%	38.8%	61.2%	39.8%	60.2%
Lecturers	80.0%	20.0%	75.0%	25.0%	52.9%	47.1%	50.0%	50.0%	37.5%	62.5%
Other	15.4%	84.6%	15.4%	84.6%	20.8%	79.2%	18.2%	81.8%	25.0%	75.0%
UM Total	28.6%	71.4%	29.4%	70.6%	29.4%	70.6%	29.9%	70.1%	30.4%	69.6%
University of Winnipeg										
Full Professors	18.1%	81.9%	19.5%	80.5%	19.8%	80.2%	22.6%	77.4%	19.8%	80.2%
Associate Professors	35.5%	64.5%	44.6%	55.4%	40.5%	59.5%	41.7%	58.3%	40.8%	59.2%
Assistant Professors	44.4%	55.6%	37.3%	62.7%	35.2%	64.8%	41.7%	58.3%	44.0%	56.0%
Lecturers	50.0%	50.0%	57.1%	42.9%	71.4%	28.6%	66.7%	33.3%	71.4%	28.6%
Other	40.0%	60.0%	42.1%	57.9%	36.7%	63.3%	37.5%	62.5%	36.2%	63.8%
UW Total	33.3%	66.7%	35.3%	64.7%	33.3%	66.7%	35.8%	64.2%	36.7%	63.3%
Brandon University										
Full Professors	8.1%	91.9%	10.8%	89.2%	14.7%	85.3%	17.9%	82.1%	22.7%	77.3%
Associate Professors	31.0%	69.0%	39.7%	60.3%	38.1%	61.9%	37.9%	62.1%	36.5%	63.5%
Assistant Professors	48.3%	51.7%	45.3%	54.7%	44.3%	55.7%	45.3%	54.7%	42.0%	58.0%
Lecturers	44.4%	55.6%	90.0%	10.0%	90.9%	9.1%	90.0%	10.0%	84.6%	15.4%
Other	51.4%	48.6%	53.3%	46.7%	57.7%	42.3%	58.5%	41.5%	56.6%	43.4%
BU Total	36.3%	63.7%	41.6%	58.4%	43.4%	56.6%	43.8%	56.3%	42.9%	57.1%
Collège universitaire de Saint -Boniface										
Full Professors	30.0%	70.0%	33.3%	66.7%	30.0%	70.0%	22.2%	77.8%	30.0%	70.0%
Associate Professors	31.6%	68.4%	27.3%	72.7%	33.3%	66.7%	30.8%	69.2%	30.8%	69.2%
Assistant Professors	40.0%	60.0%	75.0%	25.0%	16.7%	83.3%	25.0%	75.0%	28.6%	71.4%
Lecturers	55.6%	44.4%	45.5%	54.5%	44.4%	55.6%	54.5%	45.5%	50.0%	50.0%
Other	-	-	-	-	66.7%	33.3%	50.0%	50.0%	50.0%	50.0%
CSB Total	37.2%	62.8%	37.0%	63.0%	34.7%	65.3%	34.0%	66.0%	34.7%	65.3%
Total Universities										
Full Professors	15.1%	84.9%	16.1%	83.9%	16.8%	83.2%	17.8%	82.2%	18.9%	81.1%
Associate Professors	31.3%	68.8%	34.2%	65.8%	37.0%	63.0%	37.8%	62.2%	36.5%	63.5%
Assistant Professors	41.3%	58.7%	43.1%	56.9%	38.7%	61.3%	39.7%	60.3%	40.5%	59.5%
Lecturers	68.2%	31.8%	68.8%	31.3%	63.6%	36.4%	62.2%	37.8%	60.4%	39.6%
Other	45.1%	54.9%	47.1%	52.9%	43.5%	56.5%	48.5%	51.5%	42.3%	57.7%
Grand Total	30.8%	69.2%	32.5%	67.5%	32.0%	68.0%	33.0%	67.0%	33.3%	66.7%

Academic Full Time Staff % Distribution by Gender 2006/07



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

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

University ¹	Mean Salary ²					Cumulative % change
	2002/03	2003/04	2004/05	2005/06	2006/07	
University of Manitoba						
Full Professors	\$105,663	\$109,927	\$115,496	\$119,687	\$124,560	17.9%
Associate Professors	\$83,243	\$85,830	\$88,397	\$90,972	\$93,193	12.0%
Assistant Professors	\$67,033	\$68,103	\$72,364	\$74,321	\$78,564	17.2%
Lecturers	\$52,091	\$59,940	\$61,242	\$63,464	\$67,455	29.5%
Other	-	-	-	-	-	-
UM - Overall Mean	\$86,809	\$90,249	\$94,492	\$97,204	\$100,881	16.2%
University of Winnipeg						
Full Professors	\$89,933	\$84,957	\$97,450	\$100,116	\$108,487	20.6%
Associate Professors	\$66,540	\$70,632	\$73,945	\$76,258	\$78,456	17.9%
Assistant Professors	\$50,418	\$55,821	\$57,808	\$60,612	\$61,594	22.2%
Lecturers	\$43,881	\$46,733	\$48,480	\$52,290	\$48,073	9.6%
Other	\$53,327	\$55,389	\$60,498	\$63,319	\$67,651	-
UW - Overall Mean	\$66,774	\$70,379	\$73,455	\$76,415	\$78,341	17.3%
Brandon University						
Full Professors	\$94,802	\$97,984	\$97,718	\$105,972	\$108,210	14.1%
Associate Professors	\$75,714	\$78,031	\$77,035	\$83,408	\$86,796	14.6%
Assistant Professors	\$57,813	\$61,116	\$60,816	\$65,830	\$67,706	17.1%
Lecturers	\$45,734	\$48,261	\$48,322	\$53,046	\$53,105	16.1%
Other	\$54,535	\$59,693	\$57,927	\$62,632	\$63,514	-
BU - Overall Mean	\$65,750	\$69,017	\$68,364	\$74,178	\$75,866	15.4%
Collège universitaire de Saint-Boniface ³						
Full Professors	\$93,447	\$96,251	\$98,447	\$99,277	\$99,950	7.0%
Associate Professors	\$78,475	\$80,829	\$80,830	\$76,426	\$77,000	-1.9%
Assistant Professors	\$50,132	\$51,636	\$53,555	\$55,889	\$56,500	12.7%
Lecturers	\$46,555	\$47,951	\$69,678	\$69,596	\$70,500	51.4%
Other	-	-	-	-	-	-
CUSB - Overall Mean	\$71,980	\$73,446	\$73,944	\$73,850	\$74,298	3.2%

Notes:

1. Full time staff includes Deans and Directors equivalent to Deans.
2. Mean salary is calculated by the universities.
3. CUSB did not provide a mean salary for overall full time academic staff in 2004/05 & 2005/06.

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

	<u>2002/03</u>			<u>2003/04</u>			<u>2004/05</u>			<u>2005/06</u>			<u>2006/07</u>		
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	F	M	Total
University of Manitoba															
Full-Time	1,302	857	2,159	1,304	849	2,153	1,363	883	2,246	1,534	964	2,498	1,595	999	2,594
Part-Time	345	102	447	367	107	474	313	106	419	361	119	480	387	118	505
UM Total	1,647	959	2,606	1,671	956	2,627	1,676	989	2,665	1,895	1,083	2,978	1,982	1,117	3,099
Gender Distribution by University	63.2%	36.8%		63.6%	36.4%		62.9%	37.1%		63.6%	36.4%		64.0%	36.0%	
University of Winnipeg²															
Full-Time	202	112	314	171	103	274	171	103	274	182	105	287	183	106	289
Part-Time	22	1	23	21	7	28	20	8	28	258	137	395	311	175	486
UW Total	224	113	337	192	110	302	191	111	302	440	242	682	494	281	775
Gender Distribution by University	66.5%	33.5%		63.6%	36.4%		63.2%	36.8%		64.5%	35.5%		63.7%	36.3%	
Brandon University															
Full-Time	122	46	168	123	48	171	114	46	160	113	33	146	116	45	161
Part-Time	21	6	27	27	6	33	35	4	39	42	11	53	27	8	35
BU Total	143	52	195	150	54	204	149	50	199	155	44	199	143	53	196
Gender Distribution by University	73.3%	26.7%		73.5%	26.5%		74.9%	25.1%		77.9%	22.1%		73.0%	27.0%	
Collège universitaire de Saint-Boniface															
Full-Time	28	14	42	30	14	44	28	15	43	28	14	42	29	16	45
Part-Time	4	6	10	4	5	9	6	1	7	6	1	7	5	1	6
CSB Total	32	20	52	34	19	53	34	16	50	34	15	49	34	17	51
Gender Distribution by University	61.5%	38.5%		64.2%	35.8%		68.0%	32.0%		69.4%	30.6%		66.7%	33.3%	
Total Universities															
Full-Time	1,654	1,029	2,683	1,628	1,014	2,642	1,676	1,047	2,723	1,857	1,102	2,959	1,923	1,150	3,073
Part-Time	392	115	507	419	125	544	374	119	493	667	268	935	730	302	1,032
Grand Total	2,046	1,144	3,190	2,047	1,139	3,186	2,050	1,166	3,216	2,524	1,370	3,894	2,653	1,452	4,105
Gender Distribution to Total staff	64.1%	35.9%		64.2%	35.8%		63.7%	36.3%		64.8%	35.2%		64.6%	35.4%	

Notes:

1. Table includes academic and non-teaching administrators, counselors, librarians, program support, and computer support personnel. Deans, Directors, Casual and term staff are excluded.

2. UW data in 2005/06 and 2006/07 include part-time casual staff.

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				
	02/03	03/04	04/05	05/06	06/07	02/03	03/04	04/05	05/06	06/07	02/03	03/04	04/05	05/06	06/07	02/03	03/04	04/05	05/06	06/07
Red River College ¹																				
Full Time	467	490	511	536	587	54	63	132	145	144	349	402	349	410	378	870	955	992	1,091	1,109
Part Time	999	1,149	1,135	968	1,393	0	0	5	7	6	145	195	232	286	352	1,144	1,344	1,372	1,261	1,751
RRC Total	1,466	1,639	1,646	1,504	1,980	54	63	137	152	150	494	597	581	696	730	2,014	2,299	2,364	2,352	2,860
Assiniboine Community College																				
Full Time	132	133	123	119	107	30	32	32	29	33	99	99	104	99	101	261	264	259	247	241
Part Time	118	107	168	101	113	2	1	4	5	1	20	18	27	31	35	140	126	199	137	149
ACC Total	250	240	291	220	220	32	33	36	34	34	119	117	131	130	136	401	390	458	384	390
University College of the North																				
Full Time	125	103	103	99	103	12	10	10	18	21	130	128	116	106	95	267	241	229	223	240
Part Time	16	41	45	56	67	0	0	0	1	2	13	15	21	35	44	29	56	66	92	113
UCN Total	141	144	148	155	170	12	10	10	19	23	143	143	137	141	139	296	297	295	315	353
École Technique et professionnelle																				
Full Time	17	21	24	27	28	1	1	1	1	1	2	2	2	2	2	20	24	27	30	31
Part Time	12	22	15	27	27	0	0	0	0	0	2	2	0	0	0	14	24	15	27	27
ETP Total	29	43	39	54	55	1	1	1	1	1	4	4	2	2	2	34	48	42	57	58
Total College																				
Full Time	741	747	761	781	825	97	106	175	193	199	580	631	571	617	576	1,418	1,484	1,507	1,591	1,621
Part Time	1,145	1,319	1,363	1,152	1,600	2	1	9	13	9	180	230	280	352	431	1,327	1,550	1,652	1,517	2,040
Grand Total	1,886	2,066	2,124	1,933	2,425	99	107	184	206	208	760	861	851	969	1,007	2,745	3,034	3,159	3,108	3,661

Notes:

1. RRC data includes staff on contracts.

Table 4.2.2 - Instructional Staff by Average Salary - Full Time

College ¹	<u>Average Salary</u>				
	2002/03	2003/04	2004/05	2005/06	2006/07
Red River College					
Instructor	\$54,734	\$54,373	\$56,662	\$56,192	\$61,632
Educational Assistant	\$35,787	\$36,617	N/A	\$36,854	\$42,596
Assiniboine Community College					
Instructor	\$53,496	\$53,496	\$59,162	\$59,809	\$63,239
Educational Assistant	-	-	-	-	-
University College of the North					
Instructor	\$57,054	\$55,766	\$56,779	\$60,202	\$60,458
Educational Assistant	\$41,890	\$42,960	\$43,090	\$46,834	\$46,333
École Technique et professionnelle					
Instructor	\$52,500	\$53,500	\$54,000	\$54,000	\$54,000
Educational Assistant	\$12,500	\$12,000	\$12,000	\$12,000	\$12,000

Note: 1. Average salary is calculated by Colleges.

Table 4.2.3 - Instructional Staff by Gender - Full Time Only

Colleges	Instructional Staff -Full Time					Administrative Staff -Full Time					Support Staff ¹ Full Time					All Full Time Staff				
	02/03	03/04	04/05	05/06	06/07	02/03	03/04	04/05	05/06	06/07	02/03	03/04	04/05	05/06	06/07	02/03	03/04	04/05	05/06	06/07
Red River College																				
Female	174	187	205	226	243	21	28	73	83	87	218	245	206	241	215	413	460	484	550	545
Male	293	303	306	310	344	33	35	59	62	57	131	157	143	169	163	457	495	508	541	564
RRC Total	467	490	511	536	587	54	63	132	145	144	349	402	349	410	378	870	955	992	1,091	1,109
Female Distribution	37%	38%	40%	42%	41%	39%	44%	55%	57%	60%	62%	61%	59%	59%	57%	47%	48%	49%	50%	49%
Assiniboine Community College																				
Female	54	53	49	47	40	15	15	15	14	15	73	74	77	74	73	142	142	141	135	128
Male	78	80	74	72	67	15	17	17	15	18	26	25	27	25	28	119	122	118	112	113
ACC Total	132	133	123	119	107	30	32	32	29	33	99	99	104	99	101	261	264	259	247	241
Female Distribution	41%	40%	40%	39%	37%	50%	47%	47%	48%	45%	74%	75%	74%	75%	72%	54%	54%	54%	55%	53%
University College of the North ²																				
Female	60	53	47	42	83	5	5	4	8	12	87	90	83	76	98	152	148	134	126	193
Male	65	50	56	57	87	7	5	6	10	11	43	38	33	30	41	115	93	95	97	139
UCN Total	125	103	103	99	170	12	10	10	18	23	130	128	116	106	139	267	241	229	223	332
Female Distribution	48%	51%	46%	42%	49%	42%	50%	40%	44%	52%	67%	70%	72%	72%	71%	57%	61%	59%	57%	58%
École Technique et professionnelle																				
Female	9	11	15	17	17	1	1	1	1	1	2	2	2	2	2	12	14	18	20	20
Male	8	10	9	10	11	0	0	0	0	0	0	0	0	0	0	8	10	9	10	11
ETP Total	17	21	24	27	28	1	1	1	1	1	2	2	2	2	2	20	24	27	30	31
Female Distribution	53%	52%	63%	63%	61%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	60%	58%	67%	67%	65%
Total College																				
Female	297	304	316	332	383	42	49	93	106	115	380	411	368	393	388	719	764	777	831	886
Male	444	443	445	449	509	55	57	82	87	86	200	220	203	224	232	699	720	730	760	827
Grand Total	741	747	761	781	892	97	106	175	193	201	580	631	571	617	620	1,418	1,484	1,507	1,591	1,713
Female Distribution	40%	41%	42%	43%	43%	43%	46%	53%	55%	57%	66%	65%	64%	64%	63%	51%	51%	52%	52%	52%

Note:

1. Support staff includes all staff: secretaries, librarians, counselors and program support.
2. UCN reported all staff by gender- total not equal to Table 4.2.1.