

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 2003/04 to 2007/08. 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; medical 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 2007/08, Academic staff comprised 42.9% (4,117) of total staff and 57.1% (5,481) is in the Administrative component. Over 60% of academic staff is full-time and 40% teaches part-time. Similar to the academic staff distribution, percentage of full staff is over 50%.

Table 4.1.1 - All Staff by Type

	<u>Academic Staff</u>					<u>Administrative Staff</u>					<u>All Staff</u>				
	2003/04	2004/05	2005/06	2006/07	2007/08	2003/04	2004/05	2005/06	2006/07	2007/08	2003/04	2004/05	2005/06	2006/07	2007/08
Full-Time															
Permanent/ Continuing	1,601	1,634	1,496	1,526	1,518	2,612	2,697	2,955	3,063	2,826	4,213	4,331	4,451	4,589	4,344
Term (≥ 12 months)	102	105	321	297	425	0	0	0	0	128	102	105	321	297	553
Term (< 12 months)	0	16	18	21	19	0	0	0	0	0	0	16	18	21	19
Reduced/ Amended Appt.	46	38	47	45	60	30	31	27	26	29	76	69	74	71	89
Geographic Full-time	375	388	408	412	434	0	0	0	0	0	375	388	408	412	434
Subtotal (Full-Time)	2,124	2,181	2,290	2,301	2,456	2,642	2,728	2,982	3,089	2,983	4,766	4,909	5,272	5,390	5,439
Part-Time															
Part-Time Permanent	96	97	27	29	18	367	355	559	574	536	463	452	586	603	554
Term (≥ 12 months)	469	533	206	213	221	177	138	38	48	37	646	671	244	261	258
Term (< 12 months)	10	16	2	0	0	0	0	0	0	0	10	16	2	0	0
Casual /Temporary	248	222	1,411	1,508	1,422	1,800	2,246	1,689	1,994	1,925	2,048	2,468	3,100	3,502	3,347
Subtotal (Part-Time)	823	868	1,646	1,750	1,661	2,344	2,739	2,286	2,616	2,498	3,167	3,607	3,932	4,366	4,159
All Staff	2,947	3,049	3,936	4,051	4,117	4,986	5,467	5,268	5,705	5,481	7,933	8,516	9,204	9,756	9,598

Chart 4.1.1 shows the distribution by university total staff employed in 2007/08: UM employs 80.8% of total staff, UW 12.4%, BU 5.3%, and CUSB 1.5%.

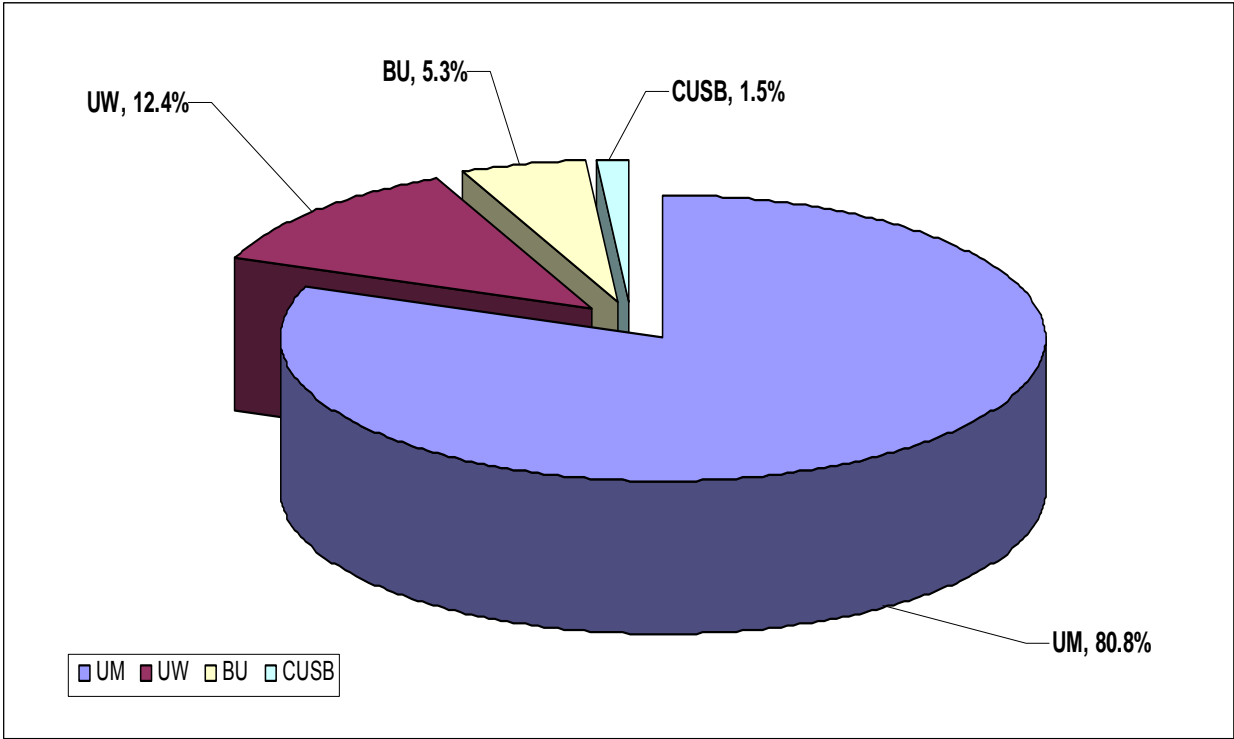


Table 4.1.2 - All Staff by Type and University

	<u>Academic Staff</u>					<u>Administrative Staff</u>					<u>All Staff</u>				
	2003/04	2004/05	2005/06	2006/07	2007/08	2003/04	2004/05	2005/06	2006/07	2007/08	2003/04	2004/05	2005/06	2006/07	2007/08
University of Manitoba															
<u>Full-Time</u>															
Permanent/ Continuing	1,172	1,198	1,055	1,067	1,025	2,123	2,220	2,471	2,568	2,267	3,295	3,418	3,526	3,635	3,292
Term (≥ 12 months)	0	0	207	185	304	0	0	0	0	128	0	0	207	185	432
Reduced/ Amended Appt.	33	29	40	42	50	30	31	27	26	29	63	60	67	68	79
Geographic Full-time	375	388	408	412	434	0	0	0	0	0	375	388	408	412	434
Subtotal (Full-Time)	1,580	1,615	1,710	1,706	1,813	2,153	2,251	2,498	2,594	2,424	3,733	3,866	4,208	4,300	4,237
<u>Part-Time</u>															
Part-Time Permanent	68	74	3	3	0	297	281	480	505	469	365	355	483	508	469
Term (≥ 12 months)	385	437	92	99	128	177	138	38	48	37	562	575	130	147	165
Casual/ Temporary ¹	248	222	1,411	1,508	1,422	1,800	2,037	1,322	1,503	1,465	2,048	2,259	2,733	3,011	2,887
Subtotal (Part-Time)	701	733	1,506	1,610	1,550	2,274	2,456	1,840	2,056	1,971	2,975	3,189	3,346	3,666	3,521
UM Total	2,281	2,348	3,216	3,316	3,363	4,427	4,707	4,338	4,650	4,395	6,708	7,055	7,554	7,966	7,758
Note: Academic staff including Deans and Directors,															
University of Winnipeg ¹															
<u>Full-Time</u>															
Permanent/ Continuing	233	239	244	257	277	274	274	287	289	365	507	513	531	546	642
Term (≥ 12 months)	21	29	33	26	35	0	0	0	0	0	21	29	33	26	35
Term (< 12 months)	0	16	18	21	19	0	0	0	0	0	0	16	18	21	19
Reduced/ Amended Appt.	2	4	4	2	6	0	0	0	0	0	2	4	4	2	6
Subtotal (Full-Time)	256	288	299	306	337	274	274	287	289	365	530	562	586	595	702
<u>Part-Time</u>															
Part-Time Permanent	2	3	4	6	0	28	28	28	28	26	30	31	32	34	26
Term (≥ 12 months)	0	0	3	1	0	0	0	0	0	0	0	0	3	1	0
Term (< 12 months)	10	16	2	0	0	0	0	0	0	0	10	16	2	0	0
Casual/ Temporary ¹	0	0	0	0	0		209	367	491	460	0	209	367	491	460
Subtotal (Part-Time)	12	19	9	7	0	28	237	395	519	486	40	256	404	526	486
UW Total	268	307	308	313	337	302	511	682	808	851	570	818	990	1,121	1,188

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>				
	2003/04	2004/05	2005/06	2006/07	2007/08	2003/04	2004/05	2005/06	2006/07	2007/08	2003/04	2004/05	2005/06	2006/07	2007/08
Brandon University															
<u>Full-Time</u>															
Permanent/ Continuing	154	152	153	156	164	171	160	155	161	157	325	312	308	317	321
Term (≥ 12 months)	74	68	74	77	73	0	0	0	0	0	74	68	74	77	73
Reduced/ Amended Appt.	11	5	3	1	4	0	0	0	0	0	11	5	3	4	4
Subtotal (Full-Time)	239	225	230	234	241	171	160	155	161	157	410	385	385	398	398
<u>Part-Time</u>															
Part-Time Permanent	12	5	4	4	6	33	39	44	35	35	45	44	48	39	41
Term (≥ 12 months)	59	71	88	87	70	0	0	0	0	0	59	71	88	87	70
Subtotal (Part-Time)	71	76	92	91	76	33	39	44	35	35	104	115	136	126	111
BU Total	310	301	322	325	317	204	199	199	196	192	514	500	521	524	509
Collège universitaire de Saint-Boniface															
<u>Full-Time</u>															
Permanent/ Continuing	42	45	44	46	52	44	43	42	45	37	86	88	86	91	89
Term (≥ 12 months)	7	8	7	9	13	0	0	0	0	0	7	8	7	9	13
Subtotal (Full-Time)	49	53	51	55	65	44	43	42	45	37	93	96	93	100	102
<u>Part-Time</u>															
Part-Time Permanent	14	15	16	16	12	9	7	7	6	6	23	22	23	22	18
Term (≥ 12 months)	25	25	23	26	23	0	0	0	0	0	25	25	23	26	23
Subtotal (Part-Time)	39	40	39	42	35	9	7	7	6	6	48	47	46	48	41
CSB Total	88	93	90	97	100	53	50	49	51	43	141	143	139	148	143

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	2003/04				2004/05				2005/06				2006/07				2007/08			
	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	66	358	424	38.0%	70	363	433	38.2%	71	354	425	36.9%	75	340	415	35.8%	77	329	406	35.7%
Associate Professors	98	214	312	28.0%	115	203	318	28.0%	126	213	339	29.4%	129	232	361	31.2%	134	231	365	32.1%
Assistant Professors	145	189	334	29.9%	134	208	342	30.2%	135	213	348	30.2%	136	206	342	29.5%	140	189	329	28.9%
Lecturers	15	5	20	1.8%	9	8	17	1.5%	9	9	18	1.6%	6	10	16	1.4%	5	8	13	1.1%
Other ¹	4	22	26	2.3%	5	19	24	2.1%	4	18	22	1.9%	6	18	24	2.1%	6	18	24	2.1%
UM Total	328	788	1,116	100.0%	333	801	1,134	100.0%	345	807	1,152	100.0%	352	806	1,158	100.0%	362	775	1,137	100.0%
University of Winnipeg ²																				
Full Professors	16	66	82	29.5%	16	65	81	28.7%	19	65	84	29.8%	16	65	81	25.9%	18	59	77	22.8%
Associate Professors	29	36	65	23.4%	30	44	74	26.2%	30	42	72	25.5%	31	45	76	24.3%	33	50	83	24.6%
Assistant Professors	25	42	67	24.1%	25	46	71	25.2%	30	42	72	25.5%	37	47	84	26.8%	45	46	91	26.9%
Lecturers	4	3	7	2.5%	5	2	7	2.5%	4	2	6	2.1%	10	4	14	4.5%	8	5	13	3.8%
Other	24	33	57	20.5%	18	31	49	17.4%	18	30	48	17.0%	21	37	58	18.5%	28	46	74	21.9%
UW Total	98	180	278	100.0%	94	188	282	100.0%	101	181	282	100.0%	115	198	313	100.0%	132	206	338	100.0%
Brandon University																				
Full Professors	4	33	37	16.9%	5	29	34	15.4%	7	32	39	17.4%	10	34	44	19.0%	10	34	44	18.7%
Associate Professors	25	38	63	28.8%	24	39	63	28.5%	22	36	58	25.9%	19	33	52	22.5%	21	37	58	24.7%
Assistant Professors	29	35	64	29.2%	27	34	61	27.6%	29	35	64	28.6%	29	40	69	29.9%	36	38	74	31.5%
Lecturers	9	1	10	4.6%	10	1	11	5.0%	9	1	10	4.5%	11	2	13	5.6%	4	0	4	1.7%
Other	24	21	45	20.5%	30	22	52	23.5%	31	22	53	23.7%	30	23	53	22.9%	33	22	55	23.4%
BU Total	91	128	219	100.0%	96	125	221	100.0%	98	126	224	100.0%	99	132	231	100.0%	104	131	235	100.0%
Collège universitaire de Saint -Boniface																				
Full Professors	3	6	9	19.6%	3	7	10	20.4%	2	7	9	19.1%	3	7	10	20.4%	8	17	25	38.5%
Associate Professors	6	16	22	47.8%	4	8	12	24.5%	4	9	13	27.7%	4	9	13	26.5%	4	8	12	18.5%
Assistant Professors	3	1	4	8.7%	2	10	12	24.5%	3	9	12	25.5%	4	10	14	28.6%	6	10	16	24.6%
Lecturers	5	6	11	23.9%	4	5	9	18.4%	6	5	11	23.4%	5	5	10	20.4%	4	4	8	12.3%
Other	0	0	0	0.0%	4	2	6	12.2%	1	1	2	4.3%	1	1	2	4.1%	2	2	4	6.2%
CSB Total	17	29	46	100.0%	17	32	49	100.0%	16	31	47	100.0%	17	32	49	100.0%	24	41	65	100.0%
Total Universities																				
Full Professors	89	463	552	33.8%	94	464	558	33.1%	99	458	557	33.1%	104	446	550	31.4%	113	439	552	31.1%
Associate Professors	158	304	462	28.3%	173	294	467	27.7%	182	300	482	28.6%	183	319	502	28.7%	192	326	518	29.2%
Assistant Professors	202	267	469	28.7%	188	298	486	28.8%	197	299	496	29.5%	206	303	509	29.1%	227	283	510	28.7%
Lecturers	33	15	48	2.9%	28	16	44	2.6%	28	17	45	2.7%	32	21	53	3.0%	21	17	38	2.1%
Other	48	54	102	6.2%	57	74	131	7.8%	50	53	103	6.1%	58	79	137	7.8%	69	88	157	8.8%
Grand Total	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%	622	1,153	1,775	100.0%

Notes:

- Total includes Deans and Directors equivalent to Deans for full time staff only.
- 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

	2003/04		2004/05		2005/06		2006/07		2007/08	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
University of Manitoba										
Full Professors	16%	84%	16%	84%	17%	83%	18%	82%	19%	81%
Associate Professors	31%	69%	36%	64%	37%	63%	36%	64%	37%	63%
Assistant Professors	43%	57%	39%	61%	39%	61%	40%	60%	43%	57%
Lecturers	75%	25%	53%	47%	50%	50%	38%	63%	38%	62%
Other	15%	85%	21%	79%	18%	82%	25%	75%	25%	75%
UM Total	29%	71%	29%	71%	30%	70%	30%	70%	32%	68%
University of Winnipeg										
Full Professors	20%	80%	20%	80%	23%	77%	20%	80%	23%	77%
Associate Professors	45%	55%	41%	59%	42%	58%	41%	59%	40%	60%
Assistant Professors	37%	63%	35%	65%	42%	58%	44%	56%	49%	51%
Lecturers	57%	43%	71%	29%	67%	33%	71%	29%	62%	38%
Other	42%	58%	37%	63%	38%	63%	36%	64%	38%	62%
UW Total	35%	65%	33%	67%	36%	64%	37%	63%	39%	61%
Brandon University										
Full Professors	11%	89%	15%	85%	18%	82%	23%	77%	23%	77%
Associate Professors	40%	60%	38%	62%	38%	62%	37%	63%	36%	64%
Assistant Professors	45%	55%	44%	56%	45%	55%	42%	58%	49%	51%
Lecturers	90%	10%	91%	9%	90%	10%	85%	15%	100%	0%
Other	53%	47%	58%	42%	58%	42%	57%	43%	60%	40%
BU Total	42%	58%	43%	57%	44%	56%	43%	57%	44%	56%
Collège universitaire de Saint -Boniface										
Full Professors	33%	67%	30%	70%	22%	78%	30%	70%	32%	68%
Associate Professors	27%	73%	33%	67%	31%	69%	31%	69%	33%	67%
Assistant Professors	75%	25%	17%	83%	25%	75%	29%	71%	38%	63%
Lecturers	45%	55%	44%	56%	55%	45%	50%	50%	50%	50%
Other	-	-	67%	33%	50%	50%	50%	50%	50%	50%
CSB Total	37%	63%	35%	65%	34%	66%	35%	65%	37%	63%
Total Universities										
Full Professors	16%	84%	17%	83%	18%	82%	19%	81%	20%	80%
Associate Professors	34%	66%	37%	63%	38%	62%	36%	64%	37%	63%
Assistant Professors	43%	57%	39%	61%	40%	60%	40%	60%	45%	55%
Lecturers	69%	31%	64%	36%	62%	38%	60%	40%	55%	45%
Other	47%	53%	44%	56%	49%	51%	42%	58%	44%	56%
Grand Total	32%	68%	32%	68%	33%	67%	33%	67%	35%	65%

Academic Full Time Staff % Distribution by Gender 2007/08

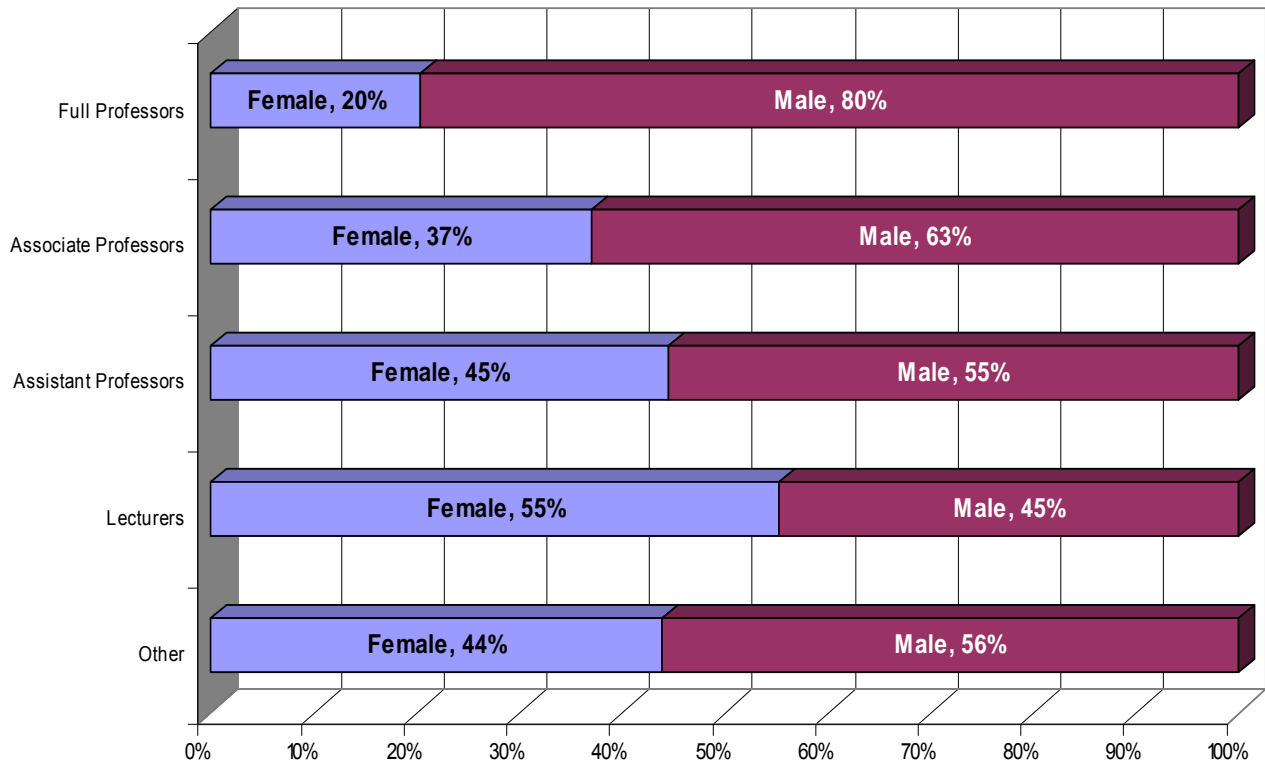


Table 4.1.3(b) illustrates salary levels for academic staff increased at all universities over the five year period.

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

University ¹	<u>Mean Salary</u> ²					% change 2003/04 to 2007/08
	2003/04	2004/05	2005/06	2006/07	2007/08	
University of Manitoba ³						
Full Professors	\$109,927	\$115,496	\$119,687	\$123,158	\$127,963	16.4%
Associate Professors	\$85,830	\$88,397	\$90,972	\$93,193	\$95,747	11.6%
Assistant Professors	\$68,103	\$72,364	\$74,321	\$78,564	\$80,173	17.7%
Lecturers	\$59,940	\$61,242	\$63,464	\$67,455	\$69,914	16.6%
Other	-	-	-	-	-	-
UM - Overall Mean	\$90,249	\$94,492	\$97,204	\$100,881	\$103,787	15.0%
University of Winnipeg						
Full Professors	\$84,957	\$97,450	\$100,116	\$108,487	\$102,627	20.8%
Associate Professors	\$70,632	\$73,945	\$76,258	\$78,456	\$77,300	9.4%
Assistant Professors	\$55,821	\$57,808	\$60,612	\$61,594	\$61,800	10.7%
Lecturers	\$46,733	\$48,480	\$52,290	\$48,073	\$49,170	5.2%
Other	\$55,389	\$60,498	\$63,319	\$67,651	\$64,977	17.3%
UW - Overall Mean	\$70,379	\$73,455	\$76,415	\$78,341	\$75,117	6.7%
Brandon University						
Full Professors	\$97,984	\$97,718	\$105,972	\$108,210	\$106,094	14.1%
Associate Professors	\$78,031	\$77,035	\$83,408	\$86,796	\$84,421	14.6%
Assistant Professors	\$61,116	\$60,816	\$65,830	\$67,706	\$66,948	17.1%
Lecturers	\$48,261	\$48,322	\$53,046	\$53,105	\$50,326	16.1%
Other	\$59,693	\$57,927	\$62,632	\$63,514	\$63,032	16.5%
BU - Overall Mean	\$69,017	\$68,364	\$74,178	\$75,866	\$74,164	7.5%
Collège universitaire de Saint -Boniface						
Full Professors	\$96,251	\$98,447	\$99,277	\$99,950	\$101,400	7.0%
Associate Professors	\$80,829	\$80,830	\$76,426	\$77,000	\$78,644	-1.9%
Assistant Professors	\$51,636	\$53,555	\$55,889	\$56,500	\$56,200	12.7%
Lecturers	\$47,951	\$69,678	\$69,596	\$70,500	\$71,100	51.4%
Other	-	-	-	-	-	-
CUSB - Overall Mean	\$73,446	\$73,944	\$73,850	\$74,298	\$76,836	4.6%

Notes:

1. Full time staff includes Deans and Directors equivalent to Deans.
2. Mean salary is calculated by the universities.
3. UM - including Medical/ Dental full time staff.

Analysis by gender in Table 4.1.4 shows that women continue to dominate over 65% of the administrative and support positions at all four universities.

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

	2003/04			2004/05			2005/06			2006/07			2007/08		
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	F	M	Total
University of Manitoba															
Full-Time	1,304	849	2,153	1,363	883	2,246	1,534	964	2,498	1,595	999	2,594	1,515	909	2,424
Part-Time	367	107	474	313	106	419	361	119	480	387	118	505	391	115	506
UM Total	1,671	956	2,627	1,676	989	2,665	1,895	1,083	2,978	1,982	1,117	3,099	1,906	1,024	2,930
Gender Distribution by University	63.6%	36.4%		62.9%	37.1%		63.6%	36.4%		64.0%	36.0%		65.1%	34.9%	
University of Winnipeg²															
Full-Time	171	103	274	171	103	274	182	105	287	183	106	289	232	133	365
Part-Time	21	7	28	20	8	28	258	137	395	330	219	549	311	175	486
UW Total	192	110	302	191	111	302	440	242	682	513	325	838	543	308	851
Gender Distribution by University	63.6%	36.4%		63.2%	36.8%		64.5%	35.5%		61.2%	38.8%		63.8%	36.2%	
Brandon University															
Full-Time	123	48	171	114	46	160	113	33	146	116	45	161	114	43	157
Part-Time	27	6	33	35	4	39	42	11	53	27	8	35	29	6	35
BU Total	150	54	204	149	50	199	155	44	199	143	53	196	143	49	192
Gender Distribution by University	73.5%	26.5%		74.9%	25.1%		77.9%	22.1%		73.0%	27.0%		74.5%	25.5%	
Collège universitaire de Saint-Boniface															
Full-Time	30	14	44	28	15	43	28	14	42	29	16	45	23	14	37
Part-Time	4	5	9	6	1	7	6	1	7	5	1	6	5	1	6
CSB Total	34	19	53	34	16	50	34	15	49	34	17	51	28	15	43
Gender Distribution by University	64.2%	35.8%		68.0%	32.0%		69.4%	30.6%		66.7%	33.3%		65.1%	34.9%	
Total Universities															
Full-Time	1,628	1,014	2,642	1,676	1,047	2,723	1,857	1,102	2,959	1,923	1,150	3,073	1,884	1,085	2,969
Part-Time	419	125	544	374	119	493	667	268	935	749	346	1,095	736	297	1,033
Grand Total	2,047	1,139	3,186	2,050	1,166	3,216	2,524	1,370	3,894	2,672	1,496	4,168	2,620	1,382	4,002
Gender Distribution to Total staff	64.2%	35.8%		63.7%	36.3%		64.8%	35.2%		64.1%	35.9%		65.5%	34.5%	

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				
	03/04	04/05	05/06	06/07	07/08	03/04	04/05	05/06	06/07	07/08	03/04	04/05	05/06	06/07	07/08	03/04	04/05	05/06	06/07	2007/08
Red River College ¹																				
Full Time	490	511	536	587	605	63	132	145	144	147	402	349	410	378	408	955	992	1,091	1,109	1,160
Part Time	1,149	1,135	968	1,393	1,866	0	5	7	6	4	195	232	286	352	309	1,344	1,372	1,261	1,751	2,179
RRC Total	1,639	1,646	1,504	1,980	2,471	63	137	152	150	151	597	581	696	730	717	2,299	2,364	2,352	2,860	3,339
Assiniboine Community College																				
Full Time	133	123	119	107	121	32	32	29	33	30	99	104	99	101	107	264	259	247	241	258
Part Time	107	168	101	113	96	1	4	5	1	1	18	27	31	35	78	126	199	137	149	175
ACC Total	240	291	220	220	217	33	36	34	34	31	117	131	130	136	185	390	458	384	390	433
University College of the North																				
Full Time	103	103	99	122	134	10	10	18	21	22	128	116	106	116	135	241	229	223	280	291
Part Time	41	45	56	48	48	0	0	1	2	1	15	21	35	23	15	56	66	92	73	64
UCN Total	144	148	155	170	182	10	10	19	23	23	143	137	141	139	150	297	295	315	353	355
École Technique et professionnelle																				
Full Time	21	24	27	28	27	1	1	1	1	0	2	2	2	2	0	24	27	30	31	27
Part Time	22	15	27	27	20	0	0	0	0	0	2	0	0	0	0	24	15	27	27	20
ETP Total	43	39	54	55	47	1	1	1	1	0	4	2	2	2	0	48	42	57	58	47
Total College																				
Full Time	747	761	781	844	887	106	175	193	199	199	631	571	617	597	650	1,484	1,507	1,591	1,661	1,736
Part Time	1,319	1,363	1,152	1,581	2,030	1	9	13	9	6	230	280	352	410	402	1,550	1,652	1,517	2,000	2,438
Grand Total	2,066	2,124	1,933	2,425	2,917	107	184	206	208	205	861	851	969	1,007	1,052	3,034	3,159	3,108	3,661	4,174

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>				
	2003/04	2004/05	2005/06	2006/07	2007/08
Red River College					
Instructor	\$54,373	\$56,662	\$56,192	\$61,632	\$65,066
Educational Assistant	\$36,617	N/A	\$36,854	\$42,596	\$43,734
Assiniboine Community College					
Instructor	\$53,496	\$59,162	\$59,809	\$63,239	\$65,143
Educational Assistant	-	-	-	-	-
University College of the North					
Instructor	\$55,766	\$56,779	\$60,202	\$60,458	N/A
Educational Assistant	\$42,960	\$43,090	\$46,834	\$46,333	N/A
École Technique et professionnelle					
Instructor	\$53,500	\$54,000	\$54,000	\$54,000	\$55,000
Educational Assistant	\$12,000	\$12,000	\$12,000	\$12,000	\$13,500

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				
	03/04	04/05	05/06	06/07	07/08	03/04	04/05	05/06	06/07	07/08	03/04	04/05	05/06	06/07	07/08	03/04	04/05	05/06	06/07	07/08
Red River College																				
Female	187	205	226	243	253	28	73	83	87	88	245	206	241	215	238	460	484	550	545	579
Male	303	306	310	344	352	35	59	62	57	59	157	143	169	163	170	495	508	541	564	581
RRC Total	490	511	536	587	605	63	132	145	144	147	402	349	410	378	408	955	992	1,091	1,109	1,160
Female Distribution	38%	40%	42%	41%	42%	44%	55%	57%	60%	60%	61%	59%	59%	57%	58%	48%	49%	50%	49%	50%
Assiniboine Community College																				
Female	53	49	47	40	52	15	15	14	15	12	74	77	74	73	78	142	141	135	128	142
Male	80	74	72	67	69	17	17	15	18	18	25	27	25	28	29	122	118	112	113	116
ACC Total	133	123	119	107	121	32	32	29	33	30	99	104	99	101	107	264	259	247	241	258
Female Distribution	40%	40%	39%	37%	43%	47%	47%	48%	45%	40%	75%	74%	75%	72%	73%	54%	54%	55%	53%	55%
University College of the North																				
Female	53	47	42	83	88	5	4	8	12	11	90	83	76	98	107	148	134	126	193	206
Male	50	56	57	87	94	5	6	10	11	12	38	33	30	41	43	93	95	97	139	149
UCN Total	103	103	99	170	182	10	10	18	23	23	128	116	106	139	150	241	229	223	332	355
Female Distribution	51%	46%	42%	49%	48%	50%	40%	44%	52%	48%	70%	72%	72%	71%	71%	61%	59%	57%	58%	58%
École Technique et professionnelle																				
Female	11	15	17	17	17	1	1	1	1	1	2	2	2	2	2	14	18	20	20	20
Male	10	9	10	11	10	0	0	0	0	0	0	0	0	0	0	10	9	10	11	10
ETP Total	21	24	27	28	27	1	1	1	1	1	2	2	2	2	2	24	27	30	31	30
Female Distribution	52%	63%	63%	61%	63%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	58%	67%	67%	65%	67%
Total College																				
Female	304	316	332	383	410	49	93	106	115	112	411	368	393	388	425	764	777	831	886	947
Male	443	445	449	509	525	57	82	87	86	89	220	203	224	232	242	720	730	760	827	856
Grand Total	747	761	781	892	935	106	175	193	201	201	631	571	617	620	667	1,484	1,507	1,591	1,713	1,803
Female Distribution	41%	42%	43%	43%	44%	46%	53%	55%	57%	56%	65%	64%	64%	63%	64%	51%	52%	52%	52%	53%

Note:

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