

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 2004/05. 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

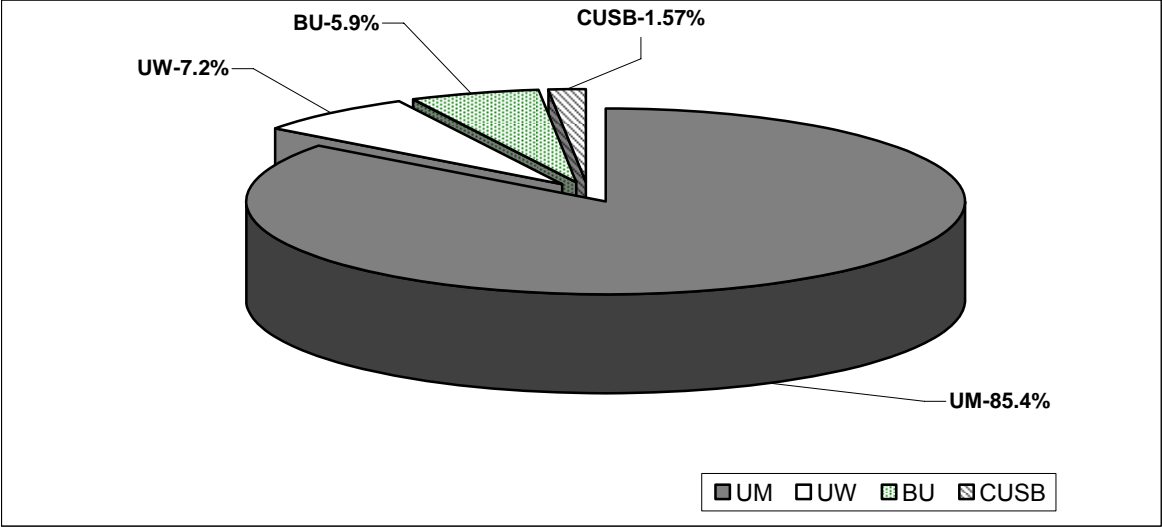
In 2005/06, Academic staff comprised 44.5% (3,936) of total staff and 54.5% (4,901) is in the Administrative component. Over 58.2% of academic staff is full-time and 41.8% teaches part-time. Conversely, the percentage of full and part-time administrative staff is distributed.

Table 4.1.1 - All Staff by Type

	<u>Academic Staff</u>					<u>Administrative Staff</u>					<u>All Staff</u>				
	2001/02	2002/03	2003/04	2004/05	2005/06	2001/02	2002/03	2003/04	2004/05	2005/06	2001/02	2002/03	2003/04	2004/05	2005/06
Full-Time															
Permanent/ Continuing	1,509	1,556	1,601	1,634	1,496	2,475	2,649	2,612	2,697	2,955	3,984	4,205	4,213	4,331	4,451
Term (≥ 12 months)	96	103	102	121	321	0	0	0	0	0	96	103	102	121	321
Term (< 12 months)				16	18					0				16	18
Reduced/ Amended Appt.	46	50	46	38	47	33	34	30	31	27	79	84	76	69	74
Geographic Full-time	339	386	375	388	408	0	0	0	0	0	339	386	375	388	408
Subtotal (Full-Time)	1,990	2,095	2,124	2,197	2,290	2,508	2,683	2,642	2,728	2,982	4,498	4,778	4,766	4,925	5,272
Part-Time															
Part-Time Permanent	82	120	96	97	27	242	293	367	355	559	324	413	463	452	586
Term (≥ 12 months)	433	428	479	549	206	253	214	177	138	38	686	642	656	687	241
Casual /Temporary	115	262	248	222	1,413	1,519	1,813	1,800	2,037	1,322	1,634	2,075	2,048	2,259	2,749
Subtotal (Part-Time)	630	810	823	868	1,646	2,014	2,320	2,344	2,530	1,919	2,644	3,130	3,167	3,398	3,576
All Staff	2,620	2,905	2,947	3,065	3,936	4,522	5,003	4,986	5,258	4,901	7,142	7,908	7,933	8,323	8,848

Chart 4.1.1 shows the distribution by university total staff employed in 2005/06: UM employs 85.4% of total staff, UW 7.2%, BU 5.9%, and CUSB 1.57%.

Chart 4.1.1 - University Staff Distribution - 2005/06



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>				
	2001/02	2002/03	2003/04	2004/05	2005/06	2001/02	2002/03	2003/04	2004/05	2005/06	2001/02	2002/03	2003/04	2004/05	2005/06
University of Manitoba															
<u>Full-Time</u>															
Permanent/ Continuing	1,094	1,127	1,172	1,198	1,055	2,007	2,125	2,123	2,220	2,471	3,101	3,252	3,295	3,418	3,526
Term (≥ 12 months)	0	0	0	0	207	0	0	0	0	0	0	0	0	0	207
Reduced/ Amended Appt.	36	37	33	29	40	33	34	30	31	27	69	71	63	60	67
Geographic Full-time	339	386	375	388	408	0	0	0	0	0	339	386	375	388	408
Subtotal (Full-Time)	1,469	1,550	1,580	1,615	1,710	2,040	2,159	2,153	2,251	2,498	3,509	3,709	3,733	3,866	4,208
<u>Part-Time</u>															
Part-Time Permanent	53	86	68	74	3	186	233	297	281	480	239	319	365	355	483
Term (≥ 12 months)	367	376	385	437	92	253	214	177	138	38	620	590	562	575	130
Casual/ Temporary ¹	115	262	248	222	1,411	1,519	1,813	1,800	2,037	1,322	1,634	2,075	2,048	2,259	2,733
Subtotal (Part-Time)	535	724	701	733	1,506	1,958	2,260	2,274	2,456	1,840	2,493	2,984	2,975	3,189	3,346
UM Total	2,004	2,274	2,281	2,348	3,216	3,998	4,419	4,427	4,707	4,338	6,002	6,693	6,708	7,055	7,554
University of Winnipeg ¹															
<u>Full-Time</u>															
Permanent/ Continuing	229	239	233	239	244	264	314	274	274	287	493	553	507	513	531
Term (≥ 12 months)	21	19	21	29	33	0	0	0	0	0	21	19	21	29	33
Term (< 12 months)	-	-	-	16	18	-	-	-	-	-	-	-	-	16	18
Reduced/ Amended Appt.	2	2	2	4	4	0	0	0	0	0	2	2	2	4	4
Subtotal (Full-Time)	252	260	256	288	299	264	314	274	274	287	516	574	530	562	586
<u>Part-Time</u>															
Part-Time Permanent	12	16	2	3	4	23	23	28	28	28	35	39	30	31	32
Term (≥ 12 months)	0	0	0	0	3	-	-	-	0	0	-	-	-	-	-
Term (< 12 months)			10	16	2	-	-	-	-	-	-	-	10	16	16
Subtotal (Part-Time)	12	16	12	19	9	23	23	28	28	28	35	39	40	47	48
UW Total	264	276	268	307	308	287	337	302	302	315	551	613	570	609	634

Notes:

1. UW 2001/02 data can not be separated by paid and unpaid staff.

	<u>Academic Staff</u>					<u>Administrative Staff</u>					<u>All Staff</u>				
	2001/02	2002/03	2003/04	2004/05	2005/06	2001/02	2002/03	2003/04	2004/05	2005/06	2001/02	2002/03	2003/04	2004/05	2005/06
Brandon University															
Full-Time															
Permanent/ Continuing	148	148	154	152	153	165	168	171	160	155	313	316	325	312	308
Term (≥ 12 months)	69	80	74	68	74	0	0	0	0	0	69	80	74	68	74
Reduced/ Amended Appt.	8	11	11	5	3	0	0	0	0	0	8	11	11	5	3
Subtotal (Full-Time)	225	239	239	225	230	165	168	171	160	155	390	407	410	385	385
Part-Time															
Part-Time Permanent	2	2	12	5	4	25	27	33	39	44	27	29	45	44	48
Term (≥ 12 months)	42	26	59	71	88	0	0	0	0	0	42	26	59	71	88
Subtotal (Part-Time)	44	28	71	76	92	25	27	33	39	44	69	55	104	115	136
BU Total	269	267	310	301	322	190	195	204	199	199	459	462	514	500	521
Collège universitaire de Saint-Boniface															
Full-Time															
Permanent/ Continuing	38	42	42	45	44	39	42	44	43	42	77	84	86	88	86
Term (≥ 12 months)	6	4	7	8	7	0	0	0	0	0	6	4	7	8	7
Subtotal (Full-Time)	44	46	49	53	51	39	42	44	43	42	83	88	93	96	93
Part-Time															
Part-Time Permanent	15	16	14	15	16	8	10	9	7	7	23	26	23	22	23
Term (≥ 12 months)	24	26	25	25	23	0	0	0	0	0	24	26	25	25	23
Subtotal (Part-Time)	39	42	39	40	39	8	10	9	7	7	47	52	48	47	46
CSB Total	83	88	88	93	90	47	52	53	50	49	130	140	141	143	139

Note:

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	2001/02				2002/03				2003/04				2004/05				2005/06			
	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	57	369	426	38.9%	61	351	412	37.3%	66	358	424	38.0%	70	363	433	38.2%	71	354	425	37.6%
Associate Professors	90	208	298	27.2%	94	215	309	28.0%	98	214	312	28.0%	115	203	318	28.0%	126	213	339	30.0%
Assistant Professors	120	184	304	27.8%	125	192	317	28.7%	145	189	334	29.9%	134	208	342	30.2%	135	213	348	30.8%
Lecturers	32	12	44	4.0%	32	8	40	3.6%	15	5	20	1.8%	9	8	17	1.5%	9	9	18	1.6%
Other	3	20	23	2.1%	4	22	26	2.4%	4	22	26	2.3%	5	19	24	2.1%	-	-	-	-
UM Total	302	793	1,095	100.0%	316	788	1,104	100.0%	328	788	1,116	100.0%	333	801	1,134	100.0%	341	789	1,130	100.0%
University of Winnipeg																				
Full Professors	14	67	81	32.7%	15	68	83	31.8%	16	66	82	29.5%	16	65	81	28.7%	19	65	84	29.8%
Associate Professors	20	38	58	23.4%	22	40	62	23.8%	29	36	65	23.4%	30	44	74	26.2%	30	42	72	25.5%
Assistant Professors	25	32	57	23.0%	28	35	63	24.1%	25	42	67	24.1%	25	46	71	25.2%	30	42	72	25.5%
Lecturers	8	4	12	4.8%	4	4	8	3.1%	4	3	7	2.5%	5	2	7	2.5%	4	2	6	2.1%
Other	14	26	40	16.1%	18	27	45	17.2%	24	33	57	20.5%	18	31	49	17.4%	18	30	48	17.0%
UW Total	81	167	248	100.0%	87	174	261	100.0%	98	180	278	100.0%	94	188	282	100.0%	101	181	282	100.0%
Brandon University																				
Full Professors	4	32	36	18.8%	3	34	37	18.4%	4	33	37	16.9%	5	29	34	15.4%	7	32	39	17.4%
Associate Professors	15	39	54	28.3%	18	40	58	28.9%	25	38	63	28.8%	24	39	63	28.5%	22	36	58	25.9%
Assistant Professors	28	29	57	29.8%	29	31	60	29.9%	29	35	64	29.2%	27	34	61	27.6%	29	35	64	28.6%
Lecturers	4	1	5	2.6%	4	5	9	4.5%	9	1	10	4.6%	10	1	11	5.0%	9	1	10	4.5%
Other	20	19	39	20.4%	19	18	37	18.4%	24	21	45	20.5%	30	22	52	23.5%	31	22	53	23.7%
BU Total	71	120	191	100.0%	73	128	201	100.0%	91	128	219	100.0%	96	125	221	100.0%	98	126	224	100.0%
Collège universitaire de Saint-Boniface																				
Full Professors	3	7	10	25.0%	3	7	10	23.3%	3	6	9	19.6%	3	7	10	20.4%	2	7	9	19.1%
Associate Professors	8	13	21	52.5%	6	13	19	44.2%	6	16	22	47.8%	4	8	12	24.5%	4	9	13	27.7%
Assistant Professors	0	0	0	0.0%	2	3	5	11.6%	3	1	4	8.7%	2	10	12	24.5%	3	9	12	25.5%
Lecturers	4	5	9	22.5%	5	4	9	20.9%	5	6	11	23.9%	4	5	9	18.4%	6	5	11	23.4%
Other	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	4	2	6	12.2%	1	1	2	4.3%
CSB Total	15	25	40	100.0%	16	27	43	100.0%	17	29	46	100.0%	17	32	49	100.0%	16	31	47	100.0%
Total Universities																				
Full Professors	78	475	553	35.7%	82	460	542	34.2%	89	463	552	33.8%	94	464	558	33.1%	99	458	557	33.1%
Associate Professors	133	298	431	27.8%	140	308	448	28.3%	158	304	462	28.3%	173	294	467	27.7%	182	300	482	28.6%
Assistant Professors	173	245	418	27.0%	184	261	445	28.1%	202	267	469	28.7%	188	298	486	28.8%	197	299	496	29.5%
Lecturers	48	22	70	4.5%	45	21	66	4.2%	33	15	48	2.9%	28	16	44	2.6%	28	17	45	2.7%
Other	34	45	79	5.1%	37	45	82	5.2%	48	54	102	6.2%	57	74	131	7.8%	50	53	103	6.1%
Grand Total	466	1,085	1,551	100.0%	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%

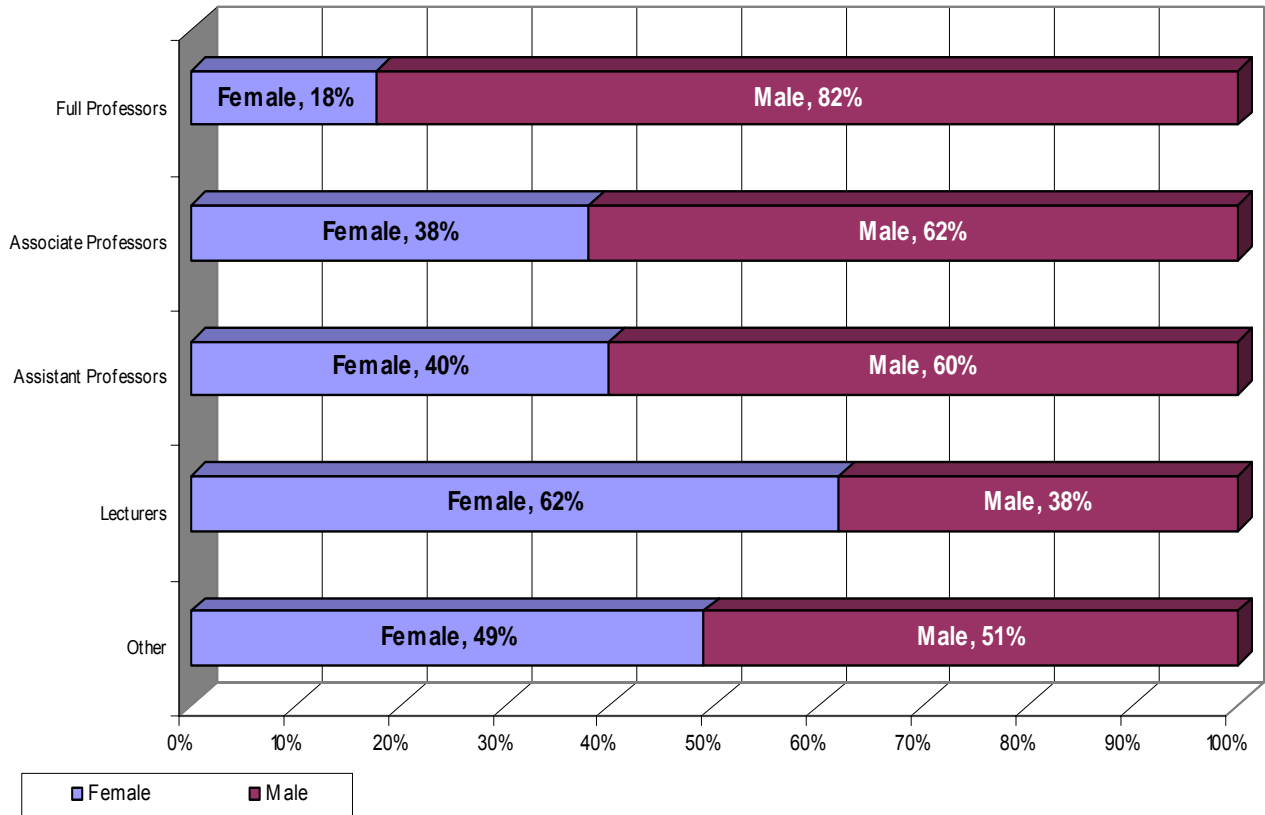
Notes:

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

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

	2001/02		2002/03		2003/04		2004/05		2005/06	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
University of Manitoba										
Full Professors	13.4%	86.6%	14.8%	85.2%	15.6%	84.4%	16.2%	83.8%	16.7%	83.3%
Associate Professors	30.2%	69.8%	30.4%	69.6%	31.4%	68.6%	36.2%	63.8%	37.2%	62.8%
Assistant Professors	39.5%	60.5%	39.4%	60.6%	43.4%	56.6%	39.2%	60.8%	38.8%	61.2%
Lecturers	72.7%	27.3%	80.0%	20.0%	75.0%	25.0%	52.9%	47.1%	50.0%	50.0%
Other	13.0%	87.0%	15.4%	84.6%	15.4%	84.6%	20.8%	79.2%	-	-
UM Total	27.6%	72.4%	28.6%	71.4%	29.4%	70.6%	29.4%	70.6%	30.2%	69.8%
University of Winnipeg										
Full Professors	17.3%	82.7%	18.1%	81.9%	19.5%	80.5%	19.8%	80.2%	22.6%	77.4%
Associate Professors	34.5%	65.5%	35.5%	64.5%	44.6%	55.4%	40.5%	59.5%	41.7%	58.3%
Assistant Professors	43.9%	56.1%	44.4%	55.6%	37.3%	62.7%	35.2%	64.8%	41.7%	58.3%
Lecturers	66.7%	33.3%	50.0%	50.0%	57.1%	42.9%	71.4%	28.6%	66.7%	33.3%
Other	35.0%	65.0%	40.0%	60.0%	42.1%	57.9%	36.7%	63.3%	37.5%	62.5%
UW Total	32.7%	67.3%	33.3%	66.7%	35.3%	64.7%	33.3%	66.7%	35.8%	64.2%
Brandon University										
Full Professors	11.1%	88.9%	8.1%	91.9%	10.8%	89.2%	14.7%	85.3%	17.9%	82.1%
Associate Professors	27.8%	72.2%	31.0%	69.0%	39.7%	60.3%	38.1%	61.9%	37.9%	62.1%
Assistant Professors	49.1%	50.9%	48.3%	51.7%	45.3%	54.7%	44.3%	55.7%	45.3%	54.7%
Lecturers	80.0%	20.0%	44.4%	55.6%	90.0%	10.0%	90.9%	9.1%	90.0%	10.0%
Other	51.3%	48.7%	51.4%	48.6%	53.3%	46.7%	57.7%	42.3%	58.5%	41.5%
BU Total	37.2%	62.8%	36.3%	63.7%	41.6%	58.4%	43.4%	56.6%	43.8%	56.3%
Collège universitaire de Saint -Boniface										
Full Professors	30.0%	70.0%	30.0%	70.0%	33.3%	66.7%	30.0%	70.0%	22.2%	77.8%
Associate Professors	38.1%	61.9%	31.6%	68.4%	27.3%	72.7%	33.3%	66.7%	30.8%	69.2%
Assistant Professors	0.0%	0.0%	40.0%	60.0%	75.0%	25.0%	16.7%	83.3%	25.0%	75.0%
Lecturers	44.4%	55.6%	55.6%	44.4%	45.5%	54.5%	44.4%	55.6%	54.5%	45.5%
Other	-	-	-	-	-	-	66.7%	33.3%	50.0%	50.0%
CSB Total	37.5%	62.5%	37.2%	62.8%	37.0%	63.0%	34.7%	65.3%	34.0%	66.0%
Total Universities										
Full Professors	14.1%	85.9%	15.1%	84.9%	16.1%	83.9%	16.8%	83.2%	17.8%	82.2%
Associate Professors	30.9%	69.1%	31.3%	68.8%	34.2%	65.8%	37.0%	63.0%	37.8%	62.2%
Assistant Professors	0.0%	0.0%	41.3%	58.7%	43.1%	56.9%	38.7%	61.3%	39.7%	60.3%
Lecturers	68.6%	31.4%	68.2%	31.8%	68.8%	31.3%	63.6%	36.4%	62.2%	37.8%
Other	43.0%	57.0%	45.1%	54.9%	47.1%	52.9%	43.5%	56.5%	48.5%	51.5%
Grand Total	30.0%	70.0%	30.8%	69.2%	32.5%	67.5%	32.0%	68.0%	33.0%	67.0%

Academic Full Time Staff % Distribution by Gender 2005/06



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
	2001/02	2002/03	2003/04	2004/05	2005/06	
University of Manitoba						
Full Professors	\$101,973	\$105,663	\$109,927	\$115,496	\$119,687	17.4%
Associate Professors	\$79,903	\$83,243	\$85,830	\$88,397	\$90,972	13.9%
Assistant Professors	\$65,667	\$67,033	\$68,103	\$72,364	\$74,321	13.2%
Lecturers	\$50,351	\$52,091	\$59,940	\$61,242	\$63,464	26.0%
Other	-	-	-	-	-	-
UM - Overall Mean	\$84,209	\$86,809	\$90,249	\$94,492	\$97,504	15.8%
University of Winnipeg ³						
Full Professors	\$87,744	\$89,933	\$84,957	\$97,450	\$100,116	14.1%
Associate Professors	\$65,223	\$66,540	\$70,632	\$73,945	\$76,258	16.9%
Assistant Professors	\$48,881	\$50,418	\$55,821	\$57,808	\$60,612	24.0%
Lecturers	\$43,523	\$43,881	\$46,733	\$48,480	\$52,290	20.1%
Other	\$52,773	\$53,327	\$55,389	\$60,498	\$63,319	20.0%
UW - Overall Mean	\$65,816	\$66,774	\$70,379	\$73,455	\$76,415	16.1%
Brandon University						
Full Professors	\$87,191	\$94,802	\$97,984	\$97,718	\$105,972	21.5%
Associate Professors	\$69,138	\$75,714	\$78,031	\$77,035	\$83,408	20.6%
Assistant Professors	\$51,440	\$57,813	\$61,116	\$60,816	\$65,830	28.0%
Lecturers	\$40,770	\$45,734	\$48,261	\$48,322	\$53,046	30.1%
Other	\$50,181	\$54,535	\$59,693	\$57,927	\$62,632	24.8%
BU - Overall Mean	\$59,744	\$65,750	\$69,017	\$68,364	\$74,178	24.2%
Collège universitaire de Saint -Boniface ⁴						
Full Professors	\$90,725	\$93,447	\$96,251	\$98,447	\$99,277	9.4%
Associate Professors	\$78,189	\$78,475	\$80,829	\$80,830	\$76,426	-2.3%
Assistant Professors	\$48,672	\$50,132	\$51,636	\$53,555	\$55,889	14.8%
Lecturers	\$45,199	\$46,555	\$47,951	\$69,678	\$69,596	54.0%
Other	-	-	-	-	-	-
CUSB - Overall Mean	\$73,900	\$71,980	\$73,446	N/A	N/A	N/A

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.
4. CUSB did not provide a mean salary for overall full time academic staff in 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

	2001/02			2002/03			2003/04			2004/05			2005/06		
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	F	M	Total
University of Manitoba															
Full-Time	1,215	825	2,040	1,302	857	2,159	1,304	849	2,153	1,363	883	2,246	1,534	964	2,498
Part-Time	343	96	439	345	102	447	367	107	474	313	106	419	361	119	480
UM Total	1,558	921	2,479	1,647	959	2,606	1,671	956	2,627	1,676	989	2,665	1,895	1,083	2,978
Gender Distribution by University	62.8%	37.2%		63.2%	36.8%		63.6%	36.4%		62.9%	37.1%				
University of Winnipeg²															
Full-Time	163	101	264	202	112	314	171	103	274	171	103	274	182	105	287
Part-Time	22	1	23	22	1	23	21	7	28	20	8	28	258	137	395
UW Total	185	102	287	224	113	337	192	110	302	191	111	302	440	242	682
Gender Distribution by University	64.5%	35.5%		66.5%	33.5%		63.6%	36.4%		63.2%	36.8%				
Brandon University															
Full-Time	118	47	165	122	46	168	123	48	171	114	46	160	113	33	146
Part-Time	19	6	25	21	6	27	27	6	33	35	4	39	42	11	53
BU Total	137	53	190	143	52	195	150	54	204	149	50	199	155	44	199
Gender Distribution by University	72.1%	27.9%		73.3%	26.7%		73.5%	26.5%		74.9%	25.1%				
Collège universitaire de Saint-Boniface															
Full-Time	27	12	39	28	14	42	30	14	44	28	15	43	28	14	42
Part-Time	5	3	8	4	6	10	4	5	9	6	1	7	6	1	7
CSB Total	32	15	47	32	20	52	34	19	53	34	16	50	34	15	49
Gender Distribution by University	68.1%	31.9%		61.5%	38.5%		64.2%	35.8%		68.0%	32.0%				
Total Universities															
Full-Time	1,523	985	2,508	1,654	1,029	2,683	1,628	1,014	2,642	1,676	1,047	2,723	1,857	1,102	2,959
Part-Time	389	106	495	392	115	507	419	125	544	374	119	493	667	268	935
Grand Total	1,912	1,091	3,003	2,046	1,144	3,190	2,047	1,139	3,186	2,050	1,166	3,216	2,524	1,370	3,894
Gender Distribution to Total staff	63.7%	36.3%		64.1%	35.9%		64.2%	35.8%		63.7%	36.3%		64.8%	35.2%	

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. 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				
	01/02	02/03	03/04	04/05	05/06	01/02	02/03	03/04	04/05	05/06	01/02	02/03	03/04	04/05	05/06	01/02	02/03	03/04	04/05	05/06
Red River College¹																				
Full Time	456	467	490	511	536	68	54	63	132	145	371	349	402	349	410	895	870	955	992	1,091
Part Time	1,056	999	1,149	1,135	968	1	0	0	5	7	183	145	195	232	286	1,240	1,144	1,344	1,372	1,261
RRC Total	1,512	1,466	1,639	1,646	1,504	69	54	63	137	152	554	494	597	581	696	2,135	2,014	2,299	2,364	2,352
Assiniboine Community College																				
Full Time	141	132	133	123	119	26	30	32	32	29	103	99	99	104	99	270	261	264	259	247
Part Time	31	118	107	168	101	1	2	1	4	5	22	20	18	27	31	54	140	126	199	137
ACC Total	172	250	240	291	220	27	32	33	36	34	125	119	117	131	130	324	401	390	458	384
University College of the North																				
Full Time	118	125	103	103	99	12	12	10	10	18	111	130	128	116	106	241	267	241	229	223
Part Time	9	16	41	45	56	0	0	0	0	1	12	13	15	21	35	21	29	56	66	92
UCN Total	127	141	144	148	155	12	12	10	10	19	123	143	143	137	141	262	296	297	295	315
École Technique et professionnelle																				
Full Time	17	17	21	24	27	1	1	1	1	1	2	2	2	2	2	20	20	24	27	30
Part Time	13	12	22	15	27	0	0	0	0	0	2	2	2	0	0	15	14	24	15	27
ETP Total	30	29	43	39	54	1	1	1	1	1	4	4	4	2	2	35	34	48	42	57
Total College																				
Full Time	732	741	747	761	781	107	97	106	175	193	587	580	631	571	617	1,426	1,418	1,484	1,507	1,591
Part Time	1,109	1,145	1,319	1,363	1,152	2	2	1	9	13	219	180	230	280	352	1,330	1,327	1,550	1,652	1,517
Grand Total	1,841	1,886	2,066	2,124	1,933	109	99	107	184	206	806	760	861	851	969	2,756	2,745	3,034	3,159	3,108

Notes:

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

Table 4.2.2 - Instructional Staff by Average Salary - Full Time

College	<u>Average Salary</u>				
	2001/02	2002/03	2003/04	2004/05	2005/06
Red River College					
Instructor	\$52,502	\$54,734	\$54,373	\$56,662	\$56,192
Educational Assistant	\$34,150	\$35,787	\$36,617	N/A	\$36,854
Assiniboine Community College					
Instructor	\$49,139	\$53,496	\$53,496	\$59,162	\$59,809
Educational Assistant	-	-	-	-	-
University College of the North					
Instructor	\$53,303	\$57,054	\$55,766	\$56,779	\$60,202
Educational Assistant	\$40,799	\$41,890	\$42,960	\$43,090	\$46,834
École Technique et professionnelle					
Instructor	\$53,500	\$52,500	\$53,500	\$54,000	\$54,000
Educational Assistant	\$12,000	\$12,500	\$12,000	\$12,000	\$12,000

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				
	01/02	02/03	03/04	04/05	05/06	01/02	02/03	03/04	04/05	05/06	01/02	02/03	03/04	04/05	05/06	01/02	02/03	03/04	04/05	05/06
Red River College																				
Female	169	174	187	205	226	30	21	28	73	83	226	218	245	206	241	425	413	460	484	550
Male	286	293	303	306	310	38	33	35	59	62	145	131	157	143	169	469	457	495	508	541
RRC Total	455	467	490	511	536	68	54	63	132	145	371	349	402	349	410	894	870	955	992	1,091
Female Distribution	37%	37%	38%	40%	42%	44%	39%	44%	55%	57%	61%	62%	61%	59%	59%	48%	47%	48%	49%	50%
Assiniboine Community College																				
Female	53	54	53	49	47	12	15	15	15	14	72	73	74	77	74	137	142	142	141	135
Male	88	78	80	74	72	14	15	17	17	15	31	26	25	27	25	133	119	122	118	112
ACC Total	141	132	133	123	119	26	30	32	32	29	103	99	99	104	99	270	261	264	259	247
Female Distribution	38%	41%	40%	40%	39%	46%	50%	47%	47%	48%	70%	74%	75%	74%	75%	51%	54%	54%	54%	55%
University College of the North																				
Female	63	60	53	47	42	5	5	5	4	8	75	87	90	83	76	143	152	148	134	126
Male	55	65	50	56	57	7	7	5	6	10	36	43	38	33	30	98	115	93	95	97
UCN Total	118	125	103	103	99	12	12	10	10	18	111	130	128	116	106	241	267	241	229	223
Female Distribution	53%	48%	51%	46%	42%	42%	42%	50%	40%	44%	68%	67%	70%	72%	72%	59%	57%	61%	59%	57%
École Technique et professionnelle																				
Female	10	9	11	15	17	1	1	1	1	1	2	2	2	2	2	13	12	14	18	20
Male	7	8	10	9	10	0	0	0	0	0	0	0	0	0	0	7	8	10	9	10
ETP Total	17	17	21	24	27	1	1	1	1	1	2	2	2	2	2	20	20	24	27	30
Female Distribution	59%	53%	52%	63%	63%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	65%	60%	58%	67%	67%
Total College																				
Female	295	297	304	316	332	48	42	49	93	106	375	380	411	368	393	718	719	764	777	831
Male	436	444	443	445	449	59	55	57	82	87	212	200	220	203	224	707	699	720	730	760
Grand Total	731	741	747	761	781	107	97	106	175	193	587	580	631	571	617	1,425	1,418	1,484	1,507	1,591
Female Distribution	40%	40%	41%	42%	43%	45%	43%	46%	53%	55%	64%	66%	65%	64%	64%	50%	51%	51%	52%	52%

Note:

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