



# Northland Fact Book FY2012: Employees

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## Hyperlinked Table of Contents

### Contents

Hyperlinked Table of Contents .....	2
Employees.....	3
Employee Full Time Equivalence (FTE) .....	3
FTE versus Headcount.....	3
Academic Year versus Fiscal Year .....	3
Data Notes .....	4
Faculty by Highest Degree Full Time and Part Time FY2002-FY2012 .....	4
Faculty by Rank Unduplicated Headcount and (FTE) for FY2008-FY2012 .....	4
Faculty by Ethnicity Unduplicated Headcount and FTE for FY2008-FY2012.....	5
Faculty by Gender FY2008-FY2012 .....	5
Faculty by CIP Code Area for FY2008-FY2012.....	5
All Employees by Category—Unduplicated Headcount and FTE for FY2008-FY2012.....	6
Staff/Administrators by Ethnicity—Unduplicated Headcount for FY2008-FY2012 .....	7
Staff/Administrators by Assignment Type—Unduplicated Headcount and FTE for FY2008-FY2012.....	7
Total Cost Employee Insurance Benefits FY2008-FY2012.....	8



# Northland Community and Technical College Fact Book FY2012: Employees

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## Employees

### Employee Full Time Equivalence (FTE)

The definition of Full Time Equivalence is based on the classification of the employee to which the measure is being applied. Each of the respective bargaining agreements defines the term for the relevant employee. Overall FTE indicates how many employees are working for the institution, assuming that each employee is full-time.

### FTE versus Headcount

Northland uses FTE data in addition to headcount for several reasons. Some employees do not work a full-year assignment and finances are dependent upon hours worked, rather than headcount of people employed.



**Example:** An employee contracted to work 40 hours per week, 52 weeks per year, in accordance with his or her agreement, would be 1.0 FTE. An employee under the same agreement working 20 hours per week, 52 weeks per year would be 0.5 FTE.

**Note:** Where FTE is derived from system institutional profiles, faculty FTE figures do not include assignments that are paid on a lump sum basis, such as non-credit instruction, customized training faculty instruction, or various student activity assignments.

### Academic Year versus Fiscal Year

The academic year consists of three semesters: Summer (semester 1, as in 201121), Fall (semester 3, as in 20123), and Spring (semester 5, as in 20125). Fiscal Year refers to calendar dates from July 1 to June 30. For example, Fiscal Year 2012 (FY2012) runs from 07/01/2011 through 06/30/2012.



## Data Notes

Total employees for a fiscal year may be slightly different in different tables because of the data source(s) used. In cases where a cell's value is six or fewer, the number has been changed to an X to avoid reporting information that could be personally identifiable.

## Faculty by Highest Degree Full Time and Part Time FY2002-FY2012

(Source: Human Resources)

Degree	FY2012	FY2011	FY2010	FY2009	FY2008
Doctorate, First Professional, or Specialist (FT)	11	15	14	13	8
Doctorate, First Professional, or Specialist (PT)	2	5	5	5	3
Master's (FT)	47	46	47	49	46
Master's (PT)	26	21	17	25	12
Bachelor's (FT)	28	31	35	28	33
Bachelor's (PT)	28	31	19	26	28
Associate's (FT)	12	10	24	15	13
Associate's (PT)	36	37	27	42	44
No Degree (FT)	14	16	43	18	24
No Degree (PT)	44	58	38	62	79
<b>TOTAL</b>	<b>248</b>	<b>270</b>	<b>269</b>	<b>283</b>	<b>290</b>

## Faculty by Rank Unduplicated Headcount and (FTE) for FY2008-FY2012

(Source: Human Resources)

Assignment Type	FY2012 Count (FTE)	FY2011 Count (FTE)	FY2010 Count (FTE)	FY2009 Count (FTE)	FY2008 Count (FTE)
Unlimited FT	100 (114.92)	121 (126.04)	124 (138.25)	122 (141.44)	126 (147.93)
Unlimited PT	5 (3.81)	8 (5.86)	10 (8.89)	11 (9.56)	9 (6.68)
Temporary/Adjunct FT	12 (4.78)	2 (2.45)	2 (2.00)	3 (3.86)	1 (1.01)
Temporary/Adjunct PT	96 (22.80)	85 (35.30)	73 (31.77)	71 (25.77)	83 (35.90)
Custom Training Exclusive (FT/PT)	35 (1.58)	40 (1.53)	24 (1.14)	20 (3.29)	14 (2.93)
<b>TOTAL</b>	<b>248</b> <b>(147.89)</b>	<b>256</b> <b>(171.18)</b>	<b>233</b> <b>(182.05)</b>	<b>227</b> <b>(183.92)</b>	<b>233</b> <b>(194.45)</b>



## Faculty by Ethnicity Unduplicated Headcount and FTE for FY2008-FY2012

(Source: Human Resources and [System Institutional Profiles](#)<sup>1</sup>)

Note: "X" means data cannot be reported, as it would violate data privacy guidelines with sells of 6 or fewer items.

Ethnicity	FY2012	FY2011	FY2010	FY2009	FY2008
American Indian or Alaskan	X	X	X	X	X
Asian or Pacific Islander	X	X	X	X	X
Black or African American	X	X	X	X	X
Hispanic or Latino	X	X	X	X	X
Caucasian or White	256	247	212	218	226
Total Faculty Reporting Status	267	255	219	227	232
Grand Total Faculty	267	256	219	227	233
% Faculty of Color	3.1%	3.1%	3.2%	4.0%	2.6%
% Available Faculty of Color (based on AA Plan)	8.0%	8.0%	8.0%	8.0%	8.0%

## Faculty by Gender FY2008-FY2012

(Source: Human Resources)

Gender	FY2012	FY2011	FY2010	FY2009	FY2008
Female-FT	62	66	78	61	65
Female-PT	41	58	72	80	89
Male-FT	85	91	93	65	61
Male-PT	60	74	65	77	84
<b>TOTAL</b>	<b>248</b>	<b>289</b>	<b>308</b>	<b>283</b>	<b>290</b>

## Faculty by CIP Code Area for FY2008-FY2012

(Source: Human Resources)

**Note:** Liberal Arts faculty members are included in Humanities/Interdisciplinary rather than by subject area, as Northland does not award subject-specific degrees in Liberal Arts.

CIP Code Area	FY2012	FY2011	FY2010	FY2009	FY2008
(01) Agriculture/Natural Resources-FT	13	11	10	13	14
(01) Agriculture/Natural Resources-PT	5	6	8	5	7
(04) Architect/Engineer Tech-FT	2	2	2	5	4

<sup>1</sup> URL: [http://www.hr.mnscu.edu/data\\_management/I0nstitution%20Profiles/index.html](http://www.hr.mnscu.edu/data_management/I0nstitution%20Profiles/index.html)



CIP Code Area	FY2012	FY2011	FY2010	FY2009	FY2008
(04) Architect/Engineer Tech-PT	0	0	0	0	2
(09) Communications (FT)	1	1	0	0	0
(09) Communications (PT)	0	0	0	0	0
(11) Computer/Info Tech (FT)	3	3	3	3	4
(11) Computer/Info Tech (PT)	0	0	0	2	1
(12) Personal Services (FT)	2	0	2	2	2
(12) Personal Services (PT)	0	5	3	10	3
(13) Education (FT)	1	1	1	5	3
(13) Education (PT)	2	2	3	4	9
(24) Humanities/Interdisciplinary (FT)	36	36	39	38	37
(24) Humanities/Interdisciplinary (PT)	30	37	35	40	32
(43) Law Enforcement/Protection (FT)	2	3	2	2	2
(43) Law Enforcement/Protection (PT)	21	19	19	15	27
(46) Construction Trades (FT)	4	6	6	6	8
(46) Construction Trades (PT)	0	0	0	2	4
(47) Mechanic and Repair (FT)	9	10	10	6	8
(47) Mechanic and Repair (PT)	6	6	6	2	4
(48) Precision Production (FT)	3	3	3	0	0
(48) Precision Production (PT)	1	3	2	0	0
(49) Transportation (FT)	1	0	1	0	0
(49) Transportation (PT)	0	2	0	0	0
(51) Health-FT	29	32	33	33	32
(51) Health-PT	19	22	29	21	35
(52) Business-FT	7	7	9	10	8
(52) Business-PT	3	3	1	5	2
Uncoded (COI)-FT	5	3	2	2	4
Uncoded (COI)-PT	48	51	38	43	35
<b>TOTAL</b>	<b>253</b>	<b>273</b>	<b>267</b>	<b>283</b>	<b>290</b>

## All Employees by Category—Unduplicated Headcount and FTE for FY2008-FY2012

(Source: [System Institutional Profiles<sup>2</sup>](#))

Category	FY2012 Headcount (FTE)	FY2011 Headcount (FTE)	FY2010 Headcount (FTE)	FY2009 Headcount (FTE)	FY2008 Headcount (FTE)	Change FY2008-FY2012 (FTE)
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<sup>2</sup> URL: [http://www.hr.mnscu.edu/data\\_management/Institution%20Profiles/index.html](http://www.hr.mnscu.edu/data_management/Institution%20Profiles/index.html)



Category	FY2012 Headcount (FTE)	FY2011 Headcount (FTE)	FY2010 Headcount (FTE)	FY2009 Headcount (FTE)	FY2008 Headcount (FTE)	Change FY2008- FY2012 (FTE)
Faculty	187 (154.5)	196 (169.7)	214 (183.0)	230 (192.7)	231 (195.6)	-20.4% (-21.0%)
Service & Support	63 (51.7)	69 (54.6)	72 (57.6)	74 (59.3)	71 (57.4)	-11.3% (-9.9%)
Professionals	39 (35.6)	40 (38.5)	39 (37.3)	43 (40.2)	43 (40.2)	-4.9% (- 9.2%)
Managers	10 (10.3)	11 (10.8)	11 (11.3)	12 (11.9)	12 (11.8)	-16.7% (-12.7%)
Administrators	14 (13.3)	12 (12.0)	11 (11.0)	11 (10.3)	8 (9.5)	75.0% (40.0%)
<b>Total</b>	<b>313</b> <b>(265.4)</b>	<b>328</b> <b>(285.6)</b>	<b>347</b> <b>(300.2)</b>	<b>370</b> <b>(314.3)</b>	<b>365</b> <b>(314.5)</b>	<b>-14.7%</b> <b>(-15.3%)</b>

## Staff/Administrators by Ethnicity—Unduplicated Headcount for FY2008-FY2012

(Sources: Human Resources, System Management Reports, and [System Institutional Profiles](#)<sup>3</sup>)

Ethnicity	FY2012	FY2011	FY2010	FY2009	FY2008
American Indian or Alaskan	X	X	X	X	X
Asian or Pacific Islander	X	X	X	X	X
Black or African American	7	X	X	X	X
Hispanic or Latino	X	X	X	X	X
Caucasian or White	146	167	126	131	115
Total Reporting Status	163	167	135	141	123
Grand Total	163	167	136	141	123
% of Color	<b>10.4%</b>	<b>7.2%</b>	<b>6.7%</b>	<b>7.1%</b>	<b>6.5%</b>
% Available of Color (based on AA Plan)	5.1%- 14.3%	5.1%- 14.3%	5.1%- 14.3%	5.1%- 14.3%	5.1%- 14.3%

## Staff/Administrators by Assignment Type—Unduplicated Headcount and FTE for FY2008-FY2012

(Source: Human Resources, [System Management Reports](#)<sup>4</sup> *HR Payroll Employee Ratios*, and [System Institutional Profiles](#)<sup>5</sup>)

<sup>3</sup> URL: [http://www.hr.mnscu.edu/data\\_management/Institution%20Profiles/index.html](http://www.hr.mnscu.edu/data_management/Institution%20Profiles/index.html)



Assignment Type (Bargaining Unit)	FY2012 Count (FTE)	FY2011 Count (FTE)	FY2010 Count (FTE)	FY2009 Count (FTE)	FY2008 Count (FTE)
AFSCME	65 (49.3)	68 (50.6)	72 (55.8)	69 (57.9)	64 (56.0)
MMA	12 (10.3)	11 (10.8)	12 (10.3)	11 (10.8)	11 (10.9)
MAPE	46 (31.7)	47 (33.1)	44 (32.8)	42 (36.4)	47 (36.2)
Commissioner's Plan	4 (2.8)	4 (4.00)	5 (3.7)	4 (3.9)	4 (3.9)
Excluded Administrators	13 (12.4)	12 (11.2)	12 (11.5)	13 (10.6)	12 (9.7)
Non-Unit	34 (5.3)	39 (4.8)	25 (3.1)	19 (2.1)	22 (2.2)
<b>TOTAL</b>	<b>174</b> <b>(111.8)</b>	<b>181</b> <b>(114.5)</b>	<b>170</b> <b>(117.2)</b>	<b>158</b> <b>(121.7)</b>	<b>160</b> <b>(118.9)</b>

## Total Cost Employee Insurance Benefits FY2008-FY2012

(Source: Human Resources)

Year	FY2012	FY2011	FY2010	FY2009	FY2008	FY2007
<b>Total Cost</b>	\$2,607,236	\$2,773,212	\$2,969,006	\$3,093,436	\$2,952,725	\$2,581,973

<sup>4</sup> URL: <http://www.its.mnscu.edu/reportanddataservices/managementreports/index.html>

<sup>5</sup> URL: [http://www.hr.mnscu.edu/data\\_management/Institution%20Profiles/index.html](http://www.hr.mnscu.edu/data_management/Institution%20Profiles/index.html)