

Headcounts of Full-Time Employees by Classification *

<u>Employee Classification</u>	<u>Fall 2005</u>	<u>Fall 2006</u>	<u>Fall 2007</u>	<u>Fall 2008</u>	<u>Fall 2009</u>	<u>Fall 2010</u>	<u>Fall 2011</u>	<u>Fall 2012</u>	<u>Fall 2013</u>	<u>Fall 2014</u>	<u>Annual Growth Rate 2009 to 2014</u>	<u>Total Growth '09 to '14</u>
Faculty	277	281	293	299	296	279	280	279	288	284	-0.8%	-4.1%
% of Total FT Employees	29.1%	29.2%	29.4%	29.5%	29.8%	29.9%	29.9%	29.9%	30.7%	30.6%		
Administrative/Professional	253	253	265	276	274	254	255	258	262	274	0.0%	0.0%
% of Total FT Employees	26.6%	26.3%	26.6%	27.2%	27.6%	27.2%	27.3%	27.7%	27.9%	29.5%		
Clerical/Paraprofessional	172	176	188	189	177	165	164	163	162	156	-2.5%	-11.9%
% of Total FT Employees	18.1%	18.3%	18.9%	18.7%	17.8%	17.7%	17.5%	17.5%	17.3%	16.8%		
Service/Maintenance/Skilled	250	251	249	249	246	236	236	232	227	214	-2.7%	-13.0%
% of Total FT Employees	26.3%	26.1%	25.0%	24.6%	24.8%	25.3%	25.2%	24.9%	24.2%	23.1%		
Total Full-Time Employees	952	961	995	1,013	993	934	935	932	939	928	-1.3%	-6.5%

* **Notes:** These figures are first taken exactly as reported to the US Dept. of Education on Vassar's annual IPEDS Fall Staff and EAP Surveys. Following extensive exploration and checking of each year's records for every employee during 2009 and 2010, and having then made several small corrections to the IPEDS reporting (for the Administrative category only, years 2001 through 2004 only), the data presented above are now considered both accurate and consistently counted across all years reported here. The annual growth rate computed here covers years 2005 to 2010 for consistency with growth rates computed for full-time equivalent employees, p. 59.

* The numbers above are reflective of filled positions at the time of reporting each year (as of November 1). This information does not include active positions that were/are vacant on the day of query.

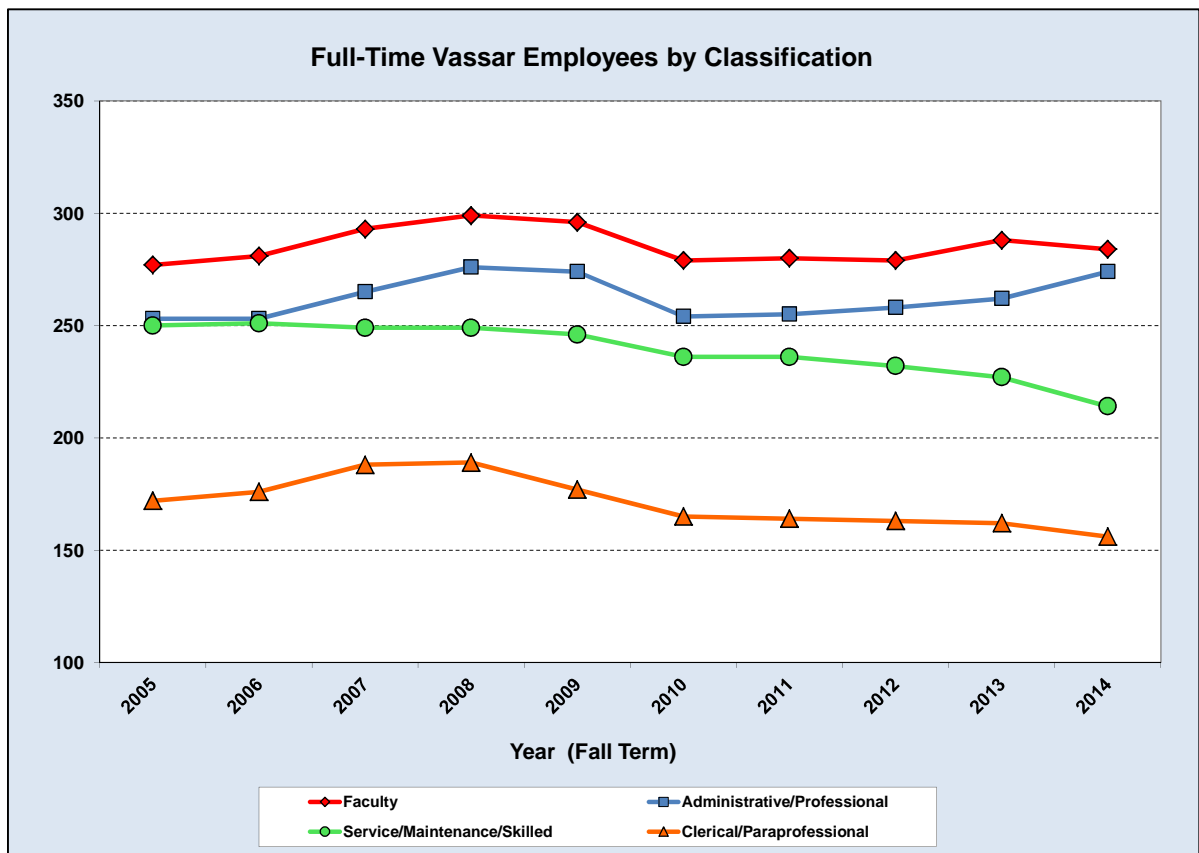
Definitions:

Faculty: Includes tenured, tenure-track, non-tenure track, and visiting instructional faculty in all academic departments and Athletics.

Administrator: Includes executive, managerial, and other salaried administrative and professional staff positions. Also, includes some employees with partial faculty status such as librarians, nursery school teachers, curators supporting an academic department, and faculty serving in administrative positions.

Clerical/Paraprofessional: Includes office and library support staff, laboratory technicians, nurses, and other clerical/technical staff compensated on an hourly basis.

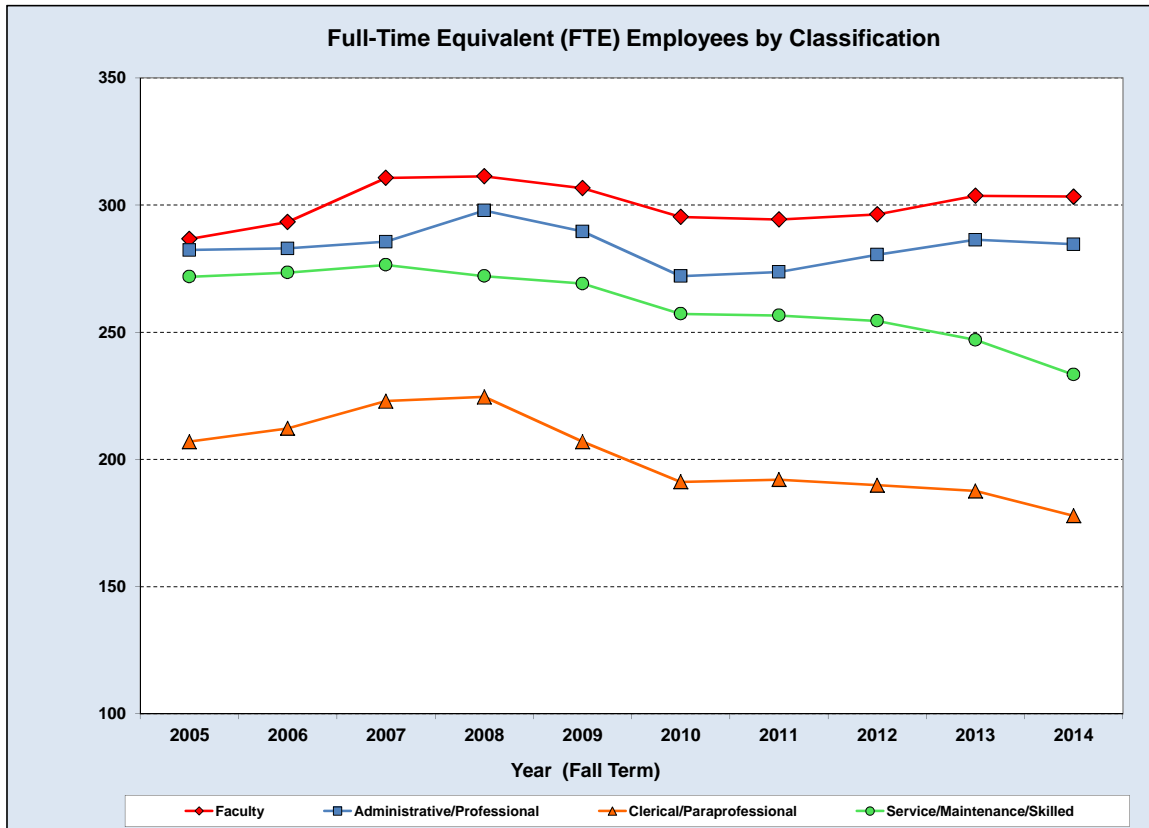
Service: Includes employees in buildings & grounds, food services, security officers, and nursery school assistant teachers.



Estimated Full-Time Equivalent (FTE) Employees by Classification *

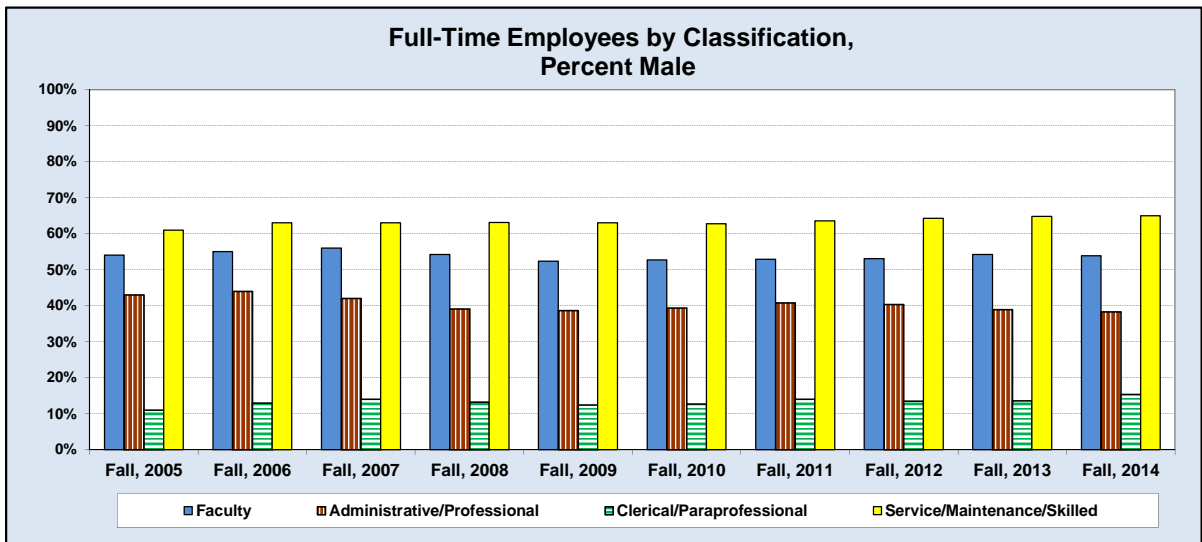
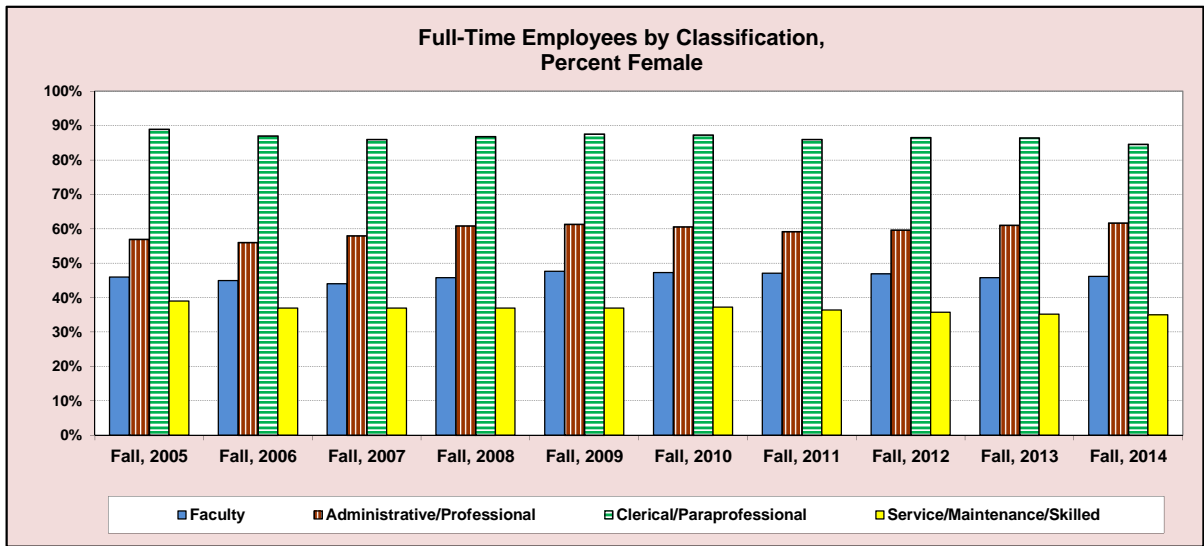
<u>Employee Classification</u>	<u>Fall 2005</u>	<u>Fall 2006</u>	<u>Fall 2007</u>	<u>Fall 2008</u>	<u>Fall 2009</u>	<u>Fall 2010</u>	<u>Fall 2011</u>	<u>Fall 2012</u>	<u>Fall 2013</u>	<u>Fall 2014</u>	<u>1-Year Growth 13 to 14</u>	<u>5-Year Annual Growth Rate 2009 to 2014</u>	<u>5-Year Total Growth 09 to 14</u>
Faculty													
Full-Time headcount	277	281	293	299	296	279	280	279	288	284	-1.4%	-0.8%	-4.1%
Part-Time headcount	29	37	53	37	32	49	43	52	47	58	23.4%	12.6%	81.3%
Total headcount	306	318	346	336	328	328	323	331	335	342	2.1%	0.8%	4.3%
PT Count as % of Total Count	9.5%	11.6%	15.3%	11.0%	9.8%	14.9%	13.3%	15.7%	14.0%	17.0%			
Estimated Total FTE:	286.7	293.3	310.7	311.3	306.7	295.3	294.3	296.3	303.7	303.3	-0.1%	-0.2%	-1.1%
% of Total FTE Employees	27.4%	27.6%	28.4%	28.2%	28.6%	29.1%	28.9%	29.0%	29.6%	30.4%			
Administrative/Professional													
Full-Time headcount	253	253	265	276	274	254	255	258	262	274	4.6%	0.0%	0.0%
Part-Time headcount	47	48	33	35	25	29	30	36	39	17	-56.4%	-7.4%	-32.0%
Total headcount	300	301	298	311	299	283	285	294	301	291	-3.3%	-0.5%	-2.7%
PT Count as % of Total Count	15.7%	15.9%	11.1%	11.3%	8.4%	10.2%	10.5%	12.2%	13.0%	5.8%			
Estimated Total FTE:	282.3	282.9	285.6	297.8	289.6	272.1	273.7	280.5	286.3	284.6	-0.6%	-0.3%	-1.7%
% of Total FTE Employees	26.9%	26.6%	26.1%	26.9%	27.0%	26.8%	26.9%	27.5%	27.9%	28.5%			
Clerical/Paraprofessional													
Full-Time headcount	172	176	188	189	177	165	164	163	162	156	-3.7%	-2.5%	-11.9%
Part-Time headcount	56	58	56	57	48	42	45	43	41	35	-14.6%	-6.1%	-27.1%
Total headcount	228	234	244	246	225	207	209	206	203	191	-5.9%	-3.2%	-15.1%
PT Count as % of Total Count	24.6%	24.8%	23.0%	23.2%	21.3%	20.3%	21.5%	20.9%	20.2%	18.3%			
Estimated Total FTE:	206.9	212.2	222.9	224.6	206.9	191.2	192.1	189.8	187.6	177.8	-5.2%	-3.0%	-14.1%
% of Total FTE Employees	19.8%	20.0%	20.3%	20.3%	19.3%	18.8%	18.9%	18.6%	18.3%	17.8%			
Service/Maintenance/Skilled													
Full-Time headcount	250	251	249	249	246	236	236	232	227	214	-5.7%	-2.7%	-13.0%
Part-Time headcount	35	36	44	37	37	34	33	36	32	31	-3.1%	-3.5%	-16.2%
Total headcount	285	287	293	286	283	270	269	268	259	245	-5.4%	-2.8%	-13.4%
PT Count as % of Total Count	12.3%	12.5%	15.0%	12.9%	13.1%	12.6%	12.3%	13.4%	12.4%	12.7%			
Estimated Total FTE:	271.8	273.5	276.4	272.1	269.1	257.2	256.6	254.5	247.0	233.3	-5.5%	-2.8%	-13.3%
% of Total FTE Employees	25.9%	25.8%	25.2%	24.6%	25.1%	25.3%	25.2%	24.9%	24.1%	23.4%			
Total FTE Employees	1,047.8	1,061.9	1,095.6	1,105.8	1,072.3	1,015.8	1,016.7	1,021.1	1,024.5	999.1	-2.5%	-1.4%	-6.8%

* Data that are both reliable and comparable over time on Vassar's part-time employees are available only from Fall, 2004, to date. Therefore, estimates cannot be made of Vassar's FTE employment prior to 2004. See p. 63 for definitions and other notes on the data above.



Full-Time Vassar College Employees by Classification and Gender

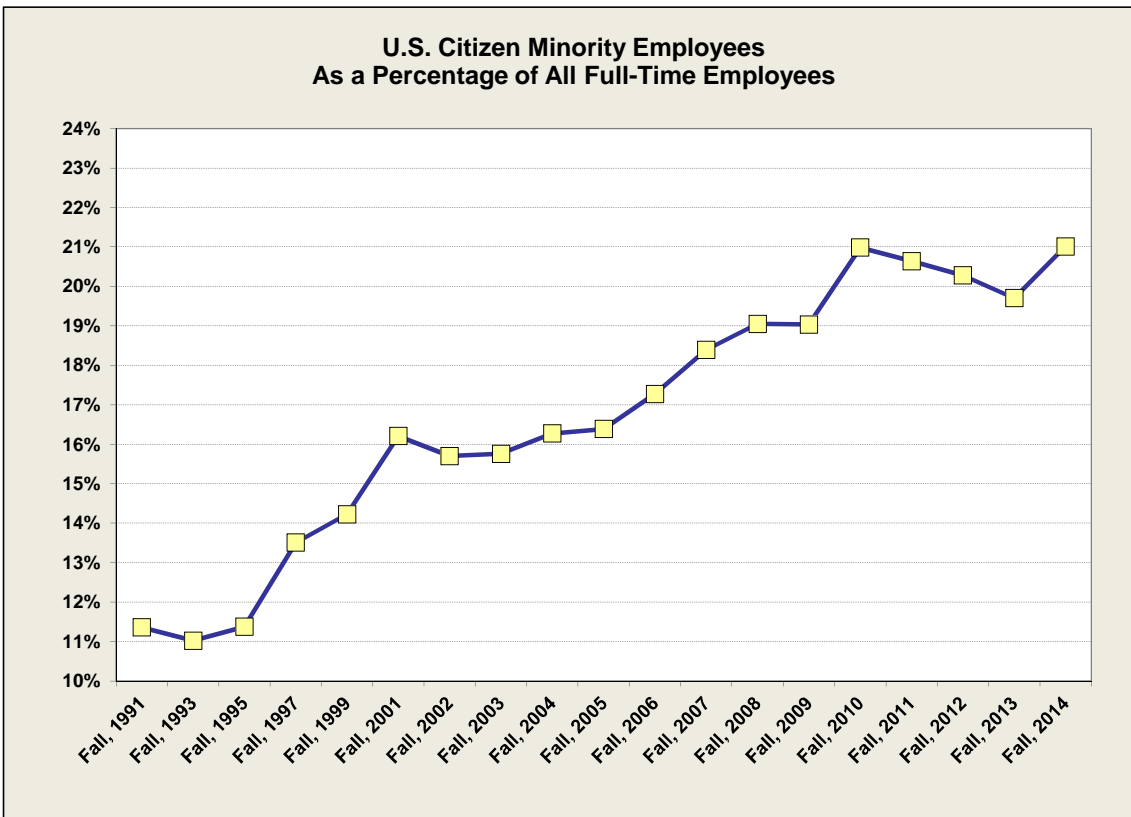
<u>Classification</u>	<u>Fall, 2005</u>	<u>Fall, 2006</u>	<u>Fall, 2007</u>	<u>Fall, 2008</u>	<u>Fall, 2009</u>	<u>Fall, 2010</u>	<u>Fall, 2011</u>	<u>Fall, 2012</u>	<u>Fall, 2013</u>	<u>Fall, 2014</u>
<u>Faculty</u>										
Female	46%	45%	44%	46%	48%	47%	47%	47%	46%	46%
Male	54%	55%	56%	54%	52%	53%	53%	53%	54%	54%
<u>Administrative/Professional</u>										
Female	57%	56%	58%	61%	61%	61%	59%	60%	61%	62%
Male	43%	44%	42%	39%	39%	39%	41%	40%	39%	38%
<u>Clerical/Paraprofessional</u>										
Female	89%	87%	86%	87%	88%	87%	86%	87%	86%	85%
Male	11%	13%	14%	13%	12%	13%	14%	13%	14%	15%
<u>Service/Maintenance/Skilled</u>										
Female	39%	37%	37%	37%	37%	37%	36%	36%	35%	35%
Male	61%	63%	63%	63%	63%	63%	64%	64%	65%	65%



All Full-Time Vassar College Employees by Race/Ethnic Background

<u>Race/Ethnic Background</u>	(**)									
	<u>Fall, 2005</u>	<u>Fall, 2006</u>	<u>Fall, 2007</u>	<u>Fall, 2008</u>	<u>Fall, 2009</u>	<u>Fall, 2010</u>	<u>Fall, 2011</u>	<u>Fall, 2012</u>	<u>Fall, 2013</u>	<u>Fall, 2014</u>
African American	101	103	103	105	108	97	102	90	86	94
Native American	0	0	0	0	0	0	0	1	1	1
Asian American	29	29	38	43	38	32	33	33	34	32
Hispanic American	26	34	42	45	43	49	49	49	49	55
Two or More Races						18	9	16	15	13
Total U.S. Minority*	156	166	183	193	189	196	193	189	185	195
Non Resident Aliens*	16	14	15	20	18	18	9	9	14	12
White American	780	781	797	800	786	701	713	711	715	697
Unknown (unreported)	0	0	0	0	0	19	20	23	25	24
Total Employees	952	961	995	1013	993	934	935	932	939	928
% U.S. Minority*:	16.4%	17.3%	18.4%	19.1%	19.0%	21.0%	20.6%	20.3%	19.7%	21.0%

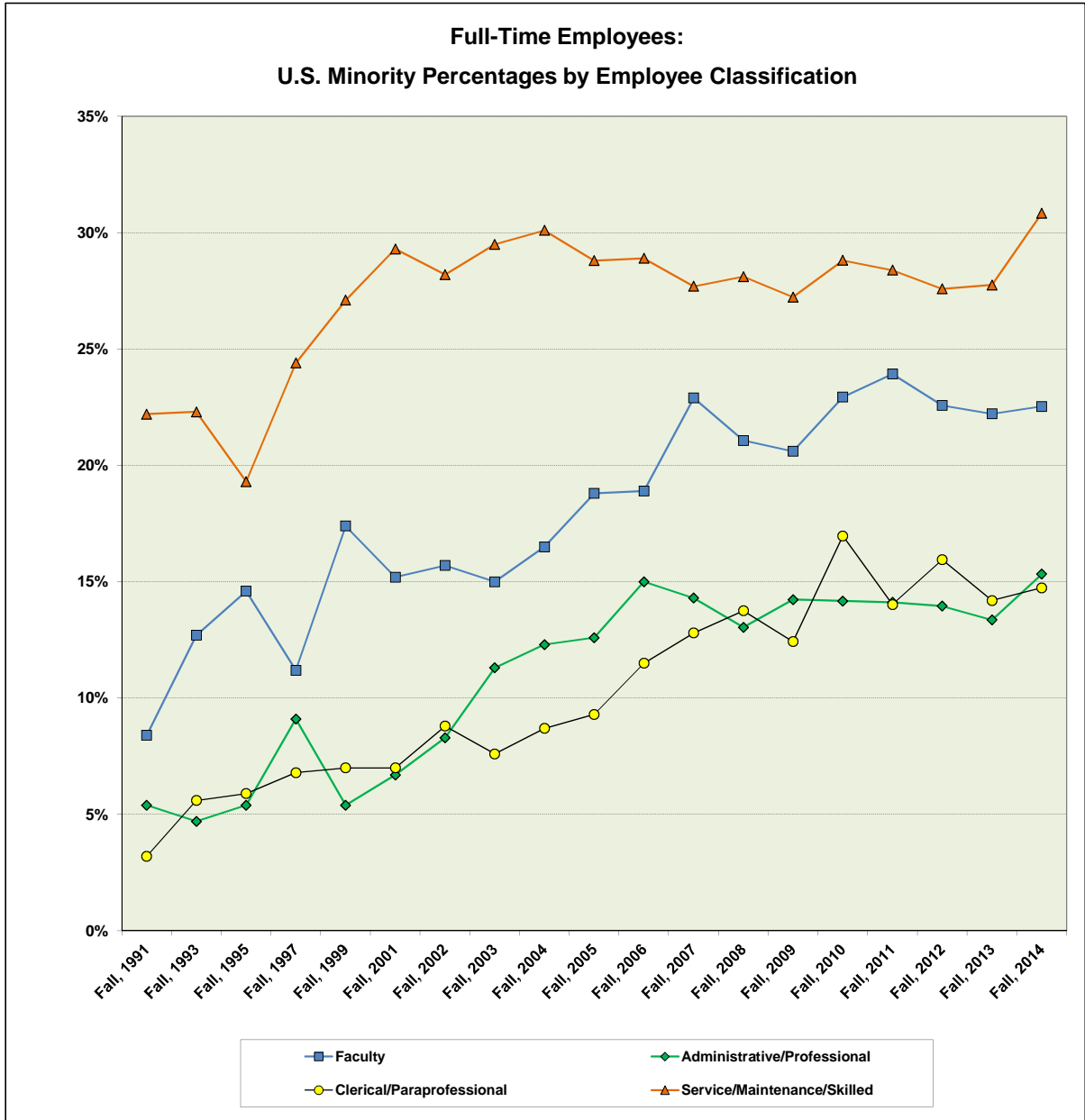
(**) The methodologies both for collecting, and for reporting, information on race/ethnic background changed fundamentally and substantially in 2010. The counts in years 2010 and beyond *cannot* be made fully compatible with those prior to 2010. Most substantial is the change from employees being able to provide only one r/e background to being able now to provide more than one. Hence the addition of the line in these data for "Two or More Races." These new 2-race counts necessarily *diminish* those for most of the individual race/ethnic categories. An exception is that the new data collection and reporting rules work to *increase* the counts of Hispanic American employees.



*Note: Non-Resident Aliens were (incorrectly) reported within the various race/ethnic counts in some years (1997, 2001, 2002), but reported (properly) in the separate NRA category in all others. As a result, the counts of U.S. race/ethnic minority employees are slightly inflated in the three years when these counts included NRA's.

Full-Time Vassar College Employees: Percent U.S. Minority by Classification

Classification	(**)										
	Fall, 2005	Fall, 2006	Fall, 2007	Fall, 2008	Fall, 2009	Fall, 2010	Fall, 2011	Fall, 2012	Fall, 2013	Fall, 2014	
Faculty	18.8%	18.9%	22.9%	21.1%	20.6%	22.9%	23.9%	22.6%	22.2%	22.5%	
Administrative/Professional	12.6%	15.0%	14.3%	13.0%	14.2%	14.2%	14.1%	14.0%	13.4%	15.3%	
Clerical/Paraprofessional	9.3%	11.5%	12.8%	13.8%	12.4%	17.0%	14.0%	16.0%	14.2%	14.7%	
Service/Maintenance/Skilled	28.8%	28.9%	27.7%	28.1%	27.2%	28.8%	28.4%	27.6%	27.8%	30.8%	



(**) The methodologies both for collecting, and for reporting, information on race/ethnic background changed fundamentally and substantially in 2010. The counts in years 2010 and beyond cannot be made fully compatible with those prior to 2010. Most substantial is the change from employees being able to provide only one r/e background to being able now to provide more than one. Hence the addition of the line in these data for "Two or More Races." These new 2-race counts necessarily diminish those for most of the individual race/ethnic categories. An exception is that the new data collection and reporting rules work to increase the counts of Hispanic American employees.