



CENTRAL WASHINGTON UNIVERSITY

EASTERN WASHINGTON UNIVERSITY

THE EVERGREEN STATE COLLEGE

UNIVERSITY OF WASHINGTON

WASHINGTON STATE UNIVERSITY

WESTERN WASHINGTON UNIVERSITY

WASHINGTON STATE

Council of
Presidents

**Administrative Costs in
Higher Education**

Paul Francis, Executive Director

November 2019

Meeting the Needs of Washington

- **Our college and universities look and operate quite differently than they did 20-25 years ago:**
 - **We offer more academic programs to meet the needs of business and industry**
 - **We are located in more areas of the state (Poulsbo, Federal Way, Yakima, Bremerton, Everett, Port Angeles, etc.) as well as online**
 - **We enroll nearly 50% more students than we did in 1994**
 - **STEM disciplines are producing a notably larger share of total degree production**
 - **We enroll more traditionally underrepresented and low-income students than ever before**

Salary and Staffing Notes

- **The LEAP data highlights total budgeted expenditures**
 - This includes our various lines of business, including research activity, medical enterprises, and more
 - Generally, we have three sources of support for instruction (tuition + state support + dedicated revenue)
- **Since 1994 the percentage growth in faculty (38.6%) has been much greater than the growth in classified staff (10.6%)**
 - 70% of our faculty are tenured or tenure-track
 - 80% of our faculty work full-time
- **Competitive compensation for faculty and staff help maintain the high quality of our public colleges and universities while helping to counter the rising cost of living in our state**

Drivers of Employee Growth

- **Causes of growth in non-faculty exempt employees include:**
 - **Compliance**
 - ✓ **Federal – According to one study the number of federal requirements placed on colleges and universities increased by 56% from 1997-2012**
 - ✓ **State**
 - ✓ **Local**
 - ✓ **Accreditation – Includes institutional and programmatic accreditation**
 - **Technology**
 - **Serving more students**
 - **Emerging student needs – Includes various services and resources requested by our students that improve student retention and graduation**

Who are Non-Faculty Exempt Employees?

- Primarily made up of rank and file professional staff:

- *Academic/career counselors*
- *Admissions counselors*
- *Data/web systems analysts*
- *Deans/associate deans*
- *Financial aid counselors*
- *Mental health counselors/therapists*
- *Nurses and campus physicians*
- *Project managers*
- *Research associates*
- *Tutoring center coordinators*
- *Human resources coordinators*
- *Extension coordinators*
- *Compliance analysts*
- *Residential education directors*
- *Communications coordinators*
- *Food services managers*
- *Program directors*
- *Preceptors*