



**COMMENT #1:** Other colleges with similar FTES productivity and similar number of full-time tenure (track) faculty as Columbia College are more efficient when employing the appropriate number of full-time administrator positions. Likewise, Copper Mountain and Woodland perform the necessary services at their colleges with significantly fewer classified staff.

**COMMENT #2:** Other colleges with similar FTES productivity and similar number of full-time tenure (track) faculty as Modesto Junior College are more efficient when employing the appropriate number of full-time administrator positions. Likewise, Moorpark and San Bernadino perform the necessary services at their colleges with significantly fewer classified staff.



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