

Institution: University of Northern Iowa (154095)

User ID: P1540951

## Overview

### Human Resources Overview

Welcome to the IPEDS Human Resources (HR) survey component. This survey collects important information about your institution's faculty and staff.

#### Recent changes

- New occupational categories replaced the primary function/occupational activity categories previously used in the IPEDS HR survey. The change was required to align the IPEDS HR categories with the 2010 Standard Occupational Classification (SOC) System. For additional information on the IPEDS HR survey and how it relates to the 2010 SOC system, refer to the section of the IPEDS HR instructions called, "Reporting Staff by Occupational Category."
- A few other changes were made to the IPEDS HR survey that is applicable to degree-granting institutions. These changes can be found in the section of the IPEDS HR instructions called, "Changes in Reporting."
- Survey became part of the IPEDS Spring data collection.

#### Resources:

- The NEW IPEDS HR/SOC Information Center can be found at the following website: <http://nces.ed.gov/ipeds/resource/soc.asp>. (The new center includes, but is not limited to the following links: New (2012-13) IPEDS Occupational Categories and 2010 SOC crosswalk; 2012-13 IPEDS HR survey material; Standard Occupational Classification (SOC) System material; IPEDS HR/SOC Browse Tool; and Web Tutorials.)
- To download the survey materials for this component: [Survey Materials](#)

#### Data reporting reminders:

- Enter data on each displayed screen. If a screen is not applicable, enter at least one zero in a field on the screen.
- Report staff members difficult to categorize in the "Human Resources Survey Evaluation" box at the end of the survey.

You must enter data on each displayed screen. If a screen is not applicable, you must enter at least one zero in a field on the screen.

To access your prior year data submission for this component: [Reported Data](#)

If you have questions about completing this survey, please contact the **IPEDS Help Desk at 1-877-225-2568**.

### Human Resources Screening Questions

#### Does your institution have any **part-time** staff?

If you answer **Yes** to this question, you will be provided the screens to report part-time staff.

Yes  No

#### Does your institution have 15 or more full-time staff?

Yes  No

#### Do ALL of the instructional staff at your institution fall into any of the following categories?

If you answer **Yes** to any of the questions below, the full-time instructional staff screens of **Part G** are **NOT** applicable to your institution and you will **NOT** be required to report data for the full-time instructional staff screens of **Part G**. However, Part G will still be required for reporting data for full-time non-instructional staff.

- |                                     |                           |   |
|-------------------------------------|---------------------------|---|
| <input checked="" type="radio"/> No | <input type="radio"/> Yes | Are ALL of the instructional staff military personnel?  |
| <input checked="" type="radio"/> No | <input type="radio"/> Yes | Do ALL of the instructional staff contribute their services (e.g., members of a religious order)? |
| <input checked="" type="radio"/> No | <input type="radio"/> Yes | Do ALL of the instructional staff teach pre-clinical or clinical medicine?                        |

#### The reporting of data by gender AND race/ethnicity is optional this year as it is in even-numbered years.

Do you wish to report data by gender AND race/ethnicity this year?

If you answer **No**, screens to report data by employment status (full-time and part-time) and occupational category will be displayed.

If you answer **Yes**, screens to report data by employment status (full-time and part-time), occupational category, and gender AND race/ethnicity will be displayed and you must complete all applicable screens.

- No, I will not report data by gender and race/ethnicity this year
- Yes, I will report data by gender and race/ethnicity this year

#### You may use the space below to provide context for the data you've reported above.

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### Human Resources Screening Questions

#### Does your institution have a tenure system?

*If you answer **Yes** to this question, you will be provided the screens to report some data by tenure status.*

Yes  No

#### Does your institution have graduate assistants?

*If you answer **Yes** to this question, you will be provided the screens to report graduate assistants.*

Yes  No

**Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2012 either for the *first time* (new to the institution) or *after a break in service* AND who were still on the payroll of the institution as of November 1, 2012? (Exclude persons who have returned from sabbatical leave OR full-time Postsecondary Staff who are working less-than-9-month contracts.)**

*If you answer **Yes** to this question and your institution has 15 or more full-time staff, you will be provided the screens to report **full-time permanent new hires** in **Part H**.*

Yes  No

**Part A - Full-time instructional staff**

**Number of full-time instructional staff with faculty status who are tenured  
by academic rank, gender, and race/ethnicity**

**As of November 1, 2012**

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
<b>Men</b>							
Nonresident alien	0	8	0	0	0	0	8
Hispanic/Latino	3	2	0	0	0	0	5
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	10	8	0	0	0	0	18
Black or African American	4	3	0	0	0	0	7
Native Hawaiian or Other Pacific Islander	1	0	0	0	0	0	1
White	89	83	4	10	0	0	186
Two or more races	1	2	0	0	0	0	3
Race and ethnicity unknown	0	0	0	0	0	0	0
<b>Total men</b>	<b>108</b>	<b>106</b>	<b>4</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>228</b>
<b>Women</b>							
Nonresident alien	0	5	0	0	0	0	5
Hispanic/Latino	1	2	0	0	0	0	3
American Indian or Alaska Native	1	0	0	0	0	0	1
Asian	0	4	0	0	0	0	4
Black or African American	0	3	0	0	0	0	3
	0	0	0	0	0	0	0

Native Hawaiian or Other Pacific Islander								
White	39	66	6	20	0	0		131
Two or more races	1	0	0	0	0	0		1
Race and ethnicity unknown	0	0	0	0	0	0		0
<b>Total women</b>	42	80	6	20	0	0		148
<b>Total (men+women)</b>	150	186	10	30	0	0		376

**Part A - Full-time instructional staff**

**Number of full-time instructional staff with faculty status who are on tenure track  
by academic rank, gender, and race/ethnicity**

**As of November 1, 2012**

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
<b>Men</b>							
Nonresident alien	0	0	7	0	0	0	7
Hispanic/Latino	0	0	1	0	0	0	1
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	1	38	0	0	0	39
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
<b>Total men</b>	0	1	46	0	0	0	47
<b>Women</b>							
Nonresident alien	0	1	10	0	0	0	11
Hispanic/Latino	0	0	4	0	0	0	4
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	0	1	0	0	0	1
	0	0	0	0	0	0	0



**Part A - Full-time instructional staff**

**Number of full-time instructional staff with faculty status who are not on tenure track  
with multi-year contract  
by academic rank, gender, and race/ethnicity**

**As of November 1, 2012**

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
<b>Men</b>							
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	0	0	1	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	10	0	0	10
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
<b>Total men</b>	0	0	0	11	0	0	11
<b>Women</b>							
Nonresident alien	0	0	0	2	0	0	2
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0
	0	0	0	0	0	0	0





**Part A - Full-time instructional staff**

**Number of full-time instructional staff with faculty status who are not on tenure track  
with annual contract  
by academic rank, gender, and race/ethnicity**

**As of November 1, 2012**

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
<b>Men</b>							
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	0	0	0
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
<b>Total men</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Women</b>							
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0
	0	0	0	0	0	0	0



**Part A - Full-time instructional staff**

**Number of full-time instructional staff with faculty status who are not on tenure track  
with less than annual contract  
by academic rank, gender, and race/ethnicity**

**As of November 1, 2012**

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
<b>Men</b>							
Nonresident alien	0	0	0	1	0	0	1
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	17	1	0	18
Two or more races	0	0	0	1	0	0	1
Race and ethnicity unknown	0	0	0	0	0	0	0
<b>Total men</b>	0	0	0	19	1	0	20
<b>Women</b>							
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	1	0	0	1
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	1	0	0	1
Black or African American	0	0	0	0	0	0	0
	0	0	0	0	0	0	0

Native Hawaiian or Other Pacific Islander								
White	0	0	0	17	0	0		17
Two or more races	0	0	0	0	0	0		0
Race and ethnicity unknown	0	0	0	0	0	0		0
<b>Total women</b>	0	0	0	19	0	0		19
<b>Total (men+women)</b>	0	0	0	38	1	0		39

**Part A - Full-time instructional staff**

**Number of full-time instructional staff without faculty status  
by gender and race/ethnicity**

**As of November 1, 2012**

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Total
<b>Men</b>	
<u>Nonresident alien</u>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>
<u>Asian</u>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>
<u>White</u>	<input type="text"/>
<u>Two or more races</u>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text" value="0"/>
<b>Total men</b>	<b>0</b>
<b>Women</b>	
<u>Nonresident alien</u>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>
<u>Asian</u>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>
<u>White</u>	<input type="text"/>
<u>Two or more races</u>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text" value="0"/>
<b>Total women</b>	<b>0</b>
<b>Total (men+women)</b>	<b>0</b>

**Part A - Full-time instructional staff**

**Number of full-time instructional staff  
by tenure status, and function**

**As of November 1, 2012**

	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
Total carried forward from previous screens	376	113	35	0	39	0	563
<u>Instruction</u>	0	0	0	0	0	0	0
Exclusively credit	0	0	0	0	0	0	0
Exclusively not-for-credit	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0
<u>Instruction/research/public service</u>	376	113	35	0	39	0	563

**Part A - Full-time instructional staff - Totals****Total number of full-time instructional staff  
by gender and race/ethnicity****As of November 1, 2012**

Race/ethnicity	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	16	18	34
<u>Hispanic/Latino</u>	6	8	14
<u>American Indian or Alaska Native</u>	0	1	1
<u>Asian</u>	18	5	23
<u>Black or African American</u>	8	4	12
<u>Native Hawaiian or Other Pacific Islander</u>	1	0	1
<u>White</u>	253	220	473
<u>Two or more races</u>	4	1	5
<u>Race and ethnicity unknown</u>	0	0	0
<b>Total</b>	306	257	563



**Part B - Full-time non-instructional staff**

**Number of full-time non-instructional staff  
 by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Instructional Staff (carried forward from Part A)	Postsecondary Teachers	
		Research	Public Service
<b>Men</b>			
Nonresident alien	16	0	0
Hispanic/Latino	6	0	0
American Indian or Alaska Native	0	0	0
Asian	18	0	0
Black or African American	8	0	0
Native Hawaiian or Other Pacific Islander	1	0	0
White	253	0	0
Two or more races	4	0	0
Race and ethnicity unknown	0	0	0
<b>Total men</b>	<b>306</b>	<b>0</b>	<b>0</b>
<b>Women</b>			
Nonresident alien	18	0	0
Hispanic/Latino	8	0	0
American Indian or Alaska Native	1	0	0
Asian	5	0	0
Black or African American	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	220	0	0
Two or more races	1	0	0

<u>Race and ethnicity unknown</u>	0	0	0
<b>Total women</b>	257	0	0
<b>Total (men+women)</b>	563	0	0

**Part B - Full-time non-instructional staff**

**Number of full-time non-instructional staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Archivists, Curators, and Museum Technicians	Librarians	Library Technicians	Other Teachers and Instructional Support Staff
<b>Men</b>				
Nonresident alien	0	0	0	1
Hispanic/Latino	0	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	4
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	0	0	26
Two or more races	0	0	0	1
Race and ethnicity unknown	0	0	0	0
<b>Total men</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>32</b>
<b>Women</b>				
Nonresident alien	0	0	0	2
Hispanic/Latino	0	0	0	2
American Indian or Alaska Native	0	0	0	1
Asian	0	0	0	0
Black or African American	0	0	0	10
	0	0	0	0

Native Hawaiian or Other Pacific Islander				
White	0	1	0	63
Two or more races	0	0	0	1
Race and ethnicity unknown	0	0	0	0
<b>Total women</b>	0	1	0	79
<b>Total (men+women)</b>	1	1	0	111

**Part B - Full-time non-instructional staff**

**Number of full-time non-instructional staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Management Occupations	Business and Financial Operations Occupations	Computer, Engineering, and Science Occupations	Community Service, Legal, Arts, and Media Occupations	Healthcare Practitioners and Technical Occupations
<b>Men</b>					
Nonresident alien	0	0	1	0	0
Hispanic/Latino	2	1	1	2	0
American Indian or Alaska Native	0	0	0	0	0
Asian	1	0	1	0	0
Black or African American	6	0	2	4	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	113	14	69	46	4
Two or more races	1	0	0	1	0
Race and ethnicity unknown	0	0	0	0	0
<b>Total men</b>	<b>123</b>	<b>15</b>	<b>74</b>	<b>53</b>	<b>5</b>
<b>Women</b>					
Nonresident alien	0	1	0	1	0
Hispanic/Latino	2	1	0	2	0
American Indian or Alaska Native	1	0	0	0	0
Asian	1	0	1	1	0
Black or African American	6	3	0	1	0

Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	110	57	31	28	13
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
<b>Total women</b>	120	62	32	33	13
<b>Total (men+women)</b>	243	77	106	86	18

**Part B - Full-time non-instructional staff**

**Number of full-time non-instructional staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Natural Resources, Construction, and Maintenance Occupations	Production, Transportation, and Material Moving Occupations	Grand Total (All full-time staff)
<b>Men</b>						
Nonresident alien	0	0	0	0	2	20
Hispanic/Latino	0	0	0	0	0	12
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	1	0	21
Black or African American	7	0	1	0	3	36
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	1
White	65	0	9	56	29	685
Two or more races	0	0	0	0	0	7
Race and ethnicity unknown	0	0	0	0	0	0
<b>Total men</b>	<b>72</b>	<b>0</b>	<b>10</b>	<b>57</b>	<b>34</b>	<b>782</b>
<b>Women</b>						
Nonresident alien	0	0	0	0	0	22
Hispanic/Latino	1	0	2	0	1	19
American Indian or Alaska Native	0	0	0	0	0	3
Asian	2	0	1	0	0	11
	8	0	11	0	0	43

Black or African American							
Native Hawaiian or Other Pacific Islander	0	0	0	0	0		0
White	81	3	199	5	3		814
Two or more races	0	0	0	0	0		2
Race and ethnicity unknown	0	0	0	0	0		0
<b>Total women</b>		92	3	213	5	4	914
<b>Total (men+women)</b>		164	3	223	62	38	1,696



**Part B - Full-time non-instructional staff**

**Number of full-time non-instructional staff  
by tenure status and occupational category**

**As of November 1, 2012**

Occupational category	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
Postsecondary Teachers - Research	0	0	0	0	0	0	0
Postsecondary Teachers - Public Service	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians	0	0	0	0	0	1	1
Librarians	1	0	0	0	0	0	1
Library Technicians	0	0	0	0	0	0	0
Other Teachers and Instructional Support Staff	0	0	0	0	0	111	111
Management Occupations	50	0	0	0	0	193	243
Business and Financial Operations Occupations	0	0	0	0	0	77	77
Computer, Engineering, and Science Occupations	0	0	0	0	0	106	106
Community Service, Legal, Arts, and Media Occupations	0	0	0	0	0	86	86
Healthcare Practitioners and Technical Occupations	0	0	0	0	0	18	18



**Part D - Part-time staff**

**Number of part-time staff  
 by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Postsecondary Teachers		
	Instructional Staff	Research	Public Service
<b>Men</b>			
Nonresident alien	0	0	0
Hispanic/Latino	4	0	0
American Indian or Alaska Native	0	0	0
Asian	3	0	0
Black or African American	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	74	0	0
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
<b>Total men</b>	<b>81</b>	<b>0</b>	<b>0</b>
<b>Women</b>			
Nonresident alien	1	0	0
Hispanic/Latino	2	0	0
American Indian or Alaska Native	0	0	0
Asian	4	0	0
Black or African American	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	101	0	0
Two or more races	3	0	0
Race and ethnicity unknown	0	0	0

<b>Total women</b>	113	0	0
<b>Total (men+women)</b>	194	0	0

**Part D - Part-time staff**

**Number of part-time non-instructional staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Archivists, Curators, and Museum Technicians	Librarians	Library Technicians	Other Teachers and Instructional Support Staff	Library and Instructional Support Occupations
<b>Men</b>					
Nonresident alien	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	2	0	6	8
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
<b>Total men</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>6</b>	<b>8</b>
<b>Women</b>					
Nonresident alien	0	0	0	1	1
Hispanic/Latino	0	0	0	1	1
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	1	1
Black or African American	0	0	0	2	2

Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	0	0	23	23
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
<b>Total women</b>	0	0	0	28	28
<b>Total (men+women)</b>	0	2	0	34	36

**Part D - Part-time staff**

**Number of part-time staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Management Occupations	Business and Financial Operations Occupations	Computer, Engineering, and Science Occupations	Community Service, Legal, Arts, and Media Occupations	Healthcare Practitioners and Technical Occupations
<b>Men</b>					
Nonresident alien	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	3	3	3	6	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
<b>Total men</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>6</b>	<b>0</b>
<b>Women</b>					
Nonresident alien	0	0	0	0	0
Hispanic/Latino	0	0	1	2	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	1	0	0	0
Black or African American	0	0	0	0	0

Native Hawaiian or Other Pacific Islander	0	0	0	1	0
White	8	8	3	18	9
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
<b>Total women</b>	<b>8</b>	<b>9</b>	<b>4</b>	<b>21</b>	<b>9</b>
<b>Total (men+women)</b>	<b>11</b>	<b>12</b>	<b>7</b>	<b>27</b>	<b>9</b>



**Part D - Part-time staff**

**Number of part-time staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Natural Resources, Construction, and Maintenance Occupations	Production, Transportation, and Material Moving Occupations	Grand Total (All part-time staff)
<b>Men</b>						
Nonresident alien	0	0	0	0	0	0
Hispanic/Latino	1	0	0	0	0	5
American Indian or Alaska Native	0	0	0	0	0	0
Asian	1	0	0	0	0	4
Black or African American	2	0	0	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	9	0	3	2	29	140
Two or more races	0	0	0	0	1	1
Race and ethnicity unknown	0	0	0	0	0	0
<b>Total men</b>	<b>13</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>30</b>	<b>152</b>
<b>Women</b>						
Nonresident alien	1	0	0	0	0	3
Hispanic/Latino	1	0	0	0	1	8
American Indian or Alaska Native	1	0	0	0	2	3
Asian	2	0	0	0	0	8
	2	0	0	0	1	7

Black or African American							
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	1	
White	38	0	41	0	42	291	
Two or more races	0	0	0	0	0	3	
Race and ethnicity unknown	0	0	0	0	0	0	
<b>Total women</b>		45	0	41	0	46	324
<b>Total (men+women)</b>		58	0	44	2	76	476





**Part E - Part-time staff**

**Number of part-time staff  
 by tenure status and occupational category**

**As of November 1, 2012**

Occupational category	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
Postsecondary Teachers	30	0	1	0	163	0	194
Instruction	0	0	0	0	0	0	0
Exclusively credit	0	0	0	0	0	0	0
Exclusively not-for-credit	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0
Instruction/research/public service	30	0	1	0	163	0	194
Research	0	0	0	0	0	0	0
Public Service	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians	0	0	0	0	0	0	0
Librarians	1	0	0	0	1	0	2
Library Technicians	0	0	0	0	0	0	0
Other Teachers and Instructional Support Staff	0	0	0	0	0	34	34
Management Occupations	0	0	0	0	0	11	11
Business and Financial Operations Occupations	0	0	0	0	0	12	12
Computer, Engineering, and Science Occupations	0	0	0	0	0	7	7
Community Service, Legal, Arts, and Media Occupations	0	0	0	0	0	27	27
Healthcare Practitioners and Technical Occupations	0	0	0	0	0	9	9



Community Service, Legal, Arts, and Media		
Library and Instructional Support		0
Healthcare Practitioners and Technical		0
Total		777

**Part G - Salary Worksheet**

**Number of full-time, non-medical, instructional staff for calculation of total number of months**

**As of November 1, 2012**

Gender and academic rank	9-Month Contract or Employment agreement	10-Month Contract or Employment agreement	11-Month Contract or Employment agreement	12-Month Contract or Employment agreement	Total employees for Salary reporting	Total Number of Months	Total full-time, non-medical, instructional staff from Part A	Balance (All other full-time instructional staff)
<b>Men</b>								
Professors	106	0	0	0	106	954	108	2
Associate professors	102	0	0	0	102	918	107	5
Assistant professors	49	0	0	0	49	441	50	1
Instructors	31	0	0	0	31	279	40	9
Lecturers	0	0	0	0	0	0	1	1
No academic rank	0	0	0	0	0	0	0	0
<b>Total men</b>	<b>288</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>288</b>	<b>2,592</b>	<b>306</b>	<b>18</b>
<b>Women</b>								
Professors	42	0	0	0	42	378	42	0
Associate professors	76	0	0	0	76	684	81	5
Assistant professors	63	0	0	0	63	567	65	2
Instructors	56	0	0	0	56	504	69	13
Lecturers	0	0	0	0	0	0	0	0
No academic rank	0	0	0	0	0	0	0	0
<b>Total women</b>	<b>237</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>237</b>	<b>2,133</b>	<b>257</b>	<b>20</b>
<b>Total (men + women)</b>	<b>525</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>525</b>	<b>4,725</b>	<b>563</b>	<b>38</b>



**Part G - Salary outlays for full-time instructional staff**

**Salary outlays for full-time, non-medical, instructional staff  
by gender and academic rank**

**As of November 1, 2012**

Gender and academic rank	Headcount (from Part G, screen 1) OR Total employees for Salary reporting	Total Number of Months (from Part G, screen 1)	Salary Outlays	Weighted average Salaries per month
<b>Men</b>				
Professors	106	954	9,691,710	10,159
Associate professors	102	918	7,333,109	7,988
Assistant professors	49	441	3,239,059	7,345
Instructors	31	279	1,684,601	6,038
Lecturers	0	0	0	
No academic rank	0	0	0	
<b>Total men</b>	<b>288</b>	<b>2,592</b>	<b>21,948,479</b>	<b>8,468</b>
<b>Women</b>				
Professors	42	378	3,289,075	8,701
Associate professors	76	684	5,170,818	7,560
Assistant professors	63	567	3,626,132	6,395
Instructors	56	504	2,961,675	5,876
Lecturers	0	0	0	
No academic rank	0	0	0	
<b>Total women</b>	<b>237</b>	<b>2,133</b>	<b>15,047,700</b>	<b>7,055</b>
<b>Total (men + women)</b>	<b>525</b>	<b>4,725</b>	<b>36,996,179</b>	<b>7,830</b>

**Part G - Salary outlays for full-time non-instructional staff****Salary outlays for full-time, non-medical, non-instructional staff****by occupational category****As of November 1, 2012**

Occupational category	? Number of full-time staff	? Total salary outlays
<u>Postsecondary Teachers - Research</u>	0	0
<u>Postsecondary Teachers - Public Service</u>	0	0
<u>Library and Instructional Support Occupations</u>	113	6,106,492
<u>Management Occupations</u>	243	21,512,881
<u>Business and Financial Operations Occupations</u>	77	4,565,007
<u>Computer, Engineering, and Science Occupations</u>	106	6,493,388
<u>Community Service, Legal, Arts, and Media Occupations</u>	86	5,616,782
<u>Healthcare Practitioners and Technical Occupations</u>	18	1,283,115
<u>Service Occupations</u>	164	7,637,183
<u>Sales and Related Occupations</u>	3	132,245
<u>Office and Administrative Support Occupations</u>	223	11,668,723
<u>Natural Resources, Construction, and Maintenance Occupations</u>	62	3,298,895
<u>Production, Transportation, and Material Moving Occupations</u>	38	1,773,518

**Part H - New Hires - Full-time instructional staff**

**Number of newly hired full-time permanent instructional staff  
by tenure status, gender, and race/ethnicity  
(Hired full time between July 1 and October 31, 2012 and  
still on payroll of the institution as of November 1, 2012)**

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
<b>Men</b>							
Nonresident alien	0	0	0	0	1	0	1
Hispanic/Latino	0	1	0	0	0	0	1
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	2	0	0	7	0	9
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
<b>Total men</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>11</b>
<b>Women</b>							
Nonresident alien	0	2	0	0	0	0	2
Hispanic/Latino	0	1	0	0	1	0	2
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0

Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	3	2	0	5	0	10
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
<b>Total women</b>	0	6	2	0	6	0	14
<b>Total (men+women)</b>	0	9	2	0	14	0	25

**Part H - New Hires - Full-time staff**

**Number of newly hired full-time staff  
by occupational category, gender, and race/ethnicity  
(Hired full time between July 1 and October 31, 2012 and  
still on payroll of the institution as of November 1, 2012)**

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Instructional Staff (carried forward from Part H, screen 1)	Postsecondary Teachers		Library and Instructional Support Occupations
		Research	Public Service	
<b>Men</b>				
Nonresident alien	1	0	0	1
Hispanic/Latino	1	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	0	0	5
Two or more races	0	0	0	1
Race and ethnicity unknown	0	0	0	0
<b>Total men</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>9</b>
<b>Women</b>				
Nonresident alien	2	0	0	0
Hispanic/Latino	2	0	0	0
American Indian or Alaska Native	0	0	0	1
Asian	0	0	0	0
Black or African American	0	0	0	3
Native Hawaiian or Other Pacific Islander	0	0	0	0

White	10			
		0	0	9
Two or more races	0			
		0	0	0
Race and ethnicity unknown	0			
		0	0	0
<b>Total women</b>	14	0	0	13
<b>Total (men+women)</b>	25	0	0	22

**Part H - New Hires - Full-time non-instructional staff**

**Number of newly hired full-time non-instructional staff  
by occupational category, gender, and race/ethnicity**

**(Hired full time between July 1 and October 31, 2012 and  
still on payroll of the institution as of November 1, 2012)**

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Management Occupations	Business and Financial Operations Occupations	Computer, Engineering, and Science Occupations	Community Service, Legal, Arts, and Media Occupations	Healthcare Practitioners and Technical Occupations
<b>Men</b>					
Nonresident alien	0	0	1	0	0
Hispanic/Latino	0	1	0	1	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	2	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	3	2	4	7	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
<b>Total men</b>	<b>3</b>	<b>3</b>	<b>5</b>	<b>10</b>	<b>0</b>
<b>Women</b>					
Nonresident alien	0	0	0	1	0
Hispanic/Latino	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0

Black or African American	1	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	8	3	0	6	3
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
<b>Total women</b>	9	4	0	7	3
<b>Total (men+women)</b>	12	7	5	17	3



**Part H - New Hires - Full-time non-instructional staff and Total New Hires**

**Number of newly hired full-time non-instructional staff and Total new hires  
by occupational category, gender, and race/ethnicity  
(Hired full time between July 1 and October 31, 2012 and  
still on payroll of the institution as of November 1, 2012)**

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Natural Resources, Construction, and Maintenance Occupations	Production, Transportation, and Material Moving Occupations	Grand Total (All full-time new hires)
<b>Men</b>						
Nonresident alien	0	0	0	0	0	3
Hispanic/Latino	0	0	0	0	0	3
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	0
Black or African American	0	0	0	0	0	4
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	0	0	0	2	0	32
Two or more races	0	0	0	0	0	1
Race and ethnicity unknown	0	0	0	0	0	0
<b>Total men</b>	0	0	0	2	0	43
<b>Women</b>						
Nonresident alien	0	0	0	0	0	3
Hispanic/Latino	0	0	0	0	0	2
American Indian or Alaska Native	0	0	0	0	0	1
Asian	0	0	0	0	0	0

Black or African American	0	0	0	0	0	5
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	2	0	2	1	0	44
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0
<b>Total women</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>55</b>
<b>Total (men+women)</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>98</b>

Institution: University of Northern Iowa (154095)

User ID: P1540951

**Prepared by**

**This survey component was prepared by:**

Keyholder  SFA Contact  HR Contact  Finance Contact  Other

Name:

Email:

How long did it take to prepare this survey component?  hours  minutes

The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data. The Keyholder will be copied on all email correspondence to other preparers.

The time it took to prepare this component is being collected so that we can continue to improve our estimate of the reporting burden associated with IPEDS. Please include in your estimate the time it took for you to review instructions, query and search data sources, complete and review the component, and submit the data through the Data Collection System.

Thank you for your assistance.

**Summary**

**Human Resources Component Summary**  
**(Applicable to Degree-granting institutions and Related Administrative Offices)**

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the ExPT and sent to your institution's CEO in November 2013.

Please review your data for accuracy. If you have questions about the data displayed below after reviewing the data reported on the survey screens, please contact the IPEDS Help Desk at: 1-877-225-2568 or [ipedshelp@rti.org](mailto:ipedshelp@rti.org).

**Number of staff by employment status and occupational category:**  
**Fall 2012**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
<b>Total number of staff</b>	1,696	476	1,855
Postsecondary Teachers	563	194	628
Instructional Staff	563	194	628
Instruction	0	0	0
Exclusively credit	0	0	0
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	563	194	628
Research	0	0	0
Public Service	0	0	0
Library and Instructional Support Occupations	113	36	125
Librarians, Curators, and Archivists	2	2	3
Archivists, Curators, and Museum Technicians	1	0	1
Librarians	1	2	2
Library Technicians	0	0	0
Other Teachers and Instructional Support Staff	111	34	122
Management Occupations	243	11	247
Business and Financial Operations Occupations	77	12	81
Computer, Engineering, and Science Occupations	106	7	108
Community Service, Legal, Arts, and Media Occupations	86	27	95
Healthcare Practitioners and Technical Occupations	18	9	21
Service Occupations	164	58	183
Sales and Related Occupations	3	0	3
Office and Administrative Support Occupations	223	44	238

**Number of staff by employment status and occupational category:  
Fall 2012**

Natural Resources, Construction, and Maintenance Occupations	62	2	63
Production, Transportation, and Material Moving Occupations	38	76	63

NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.

**Salaries of full-time instructional staff by contract length and academic rank:  
Academic year 2012-13**

Academic rank	Full-time instructional staff				Total employees for Salary reporting	Total Number of Months	Salary Outlays	Weighted average Salaries per month
	9-month contracts	10-month contracts	11-month contracts	12-month contracts				
<b>All Ranks</b>	525				525	4,725	\$36,996,179	\$7,830
Professor	148				148	1,332	\$12,980,785	\$9,745
Associate professor	178				178	1,602	\$12,503,927	\$7,805
Assistant professor	112				112	1,008	\$6,865,191	\$6,811
Instructor	87				87	783	\$4,646,276	\$5,934
Lecturer								
No academic rank								

NOTE: The above data are based on the Salary outlays part of the IPEDS HR component. The Weighted average salaries per month of full-time instructional staff by academic rank are calculated by adding the salary outlays reported for Men plus Women by academic rank [reported on the Part G, Salary outlays screen] then dividing the sum by the "Total Number of Months" for Men plus Women by academic rank [calculated from data reported on the Part G, Salary Worksheet screen]. Salaries of full-time instructional staff on less-than-9-month contracts are not collected. Also, salaries of medical school staff are not collected. The weighted average salaries per month may be included in the DFR.