

Overview**Human Resources Overview**

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

Data Reporting Reminders

- Report each employee only once. If an employee could be coded in more than one occupation, code the employee in the occupation that requires the highest level of skill OR if there is no measurable difference in skill requirements, code the employee in the occupation in which they spend the most time.
- Report staff members difficult to categorize in the "Human Resources Survey Evaluation" box at the end of the survey.
- Enter data on each displayed screen. If a screen is not applicable, enter at least one zero in a field on the screen and save before continuing.
- When reporting salary data (applicable to degree-granting institutions only) include all full-time, non-medical school, instructional staff - both with and without faculty status.

See the instructions for the **Key Reporting Concepts** section -- basic reporting concepts that will assist you in completing the Human Resources survey component.

Resources:

- To download the survey materials for this component: [Survey Materials](#)
- All staff must now be reported using the new IPEDS occupational categories, which align with the 2010 Standard Occupational Classification (SOC) codes. Additional information and resources can be found in the [IPEDS HR/SOC Information Center](#), including general information about the SOC, the IPEDS/SOC crosswalk, a SOC Browse Tool, frequently asked questions, and web tutorials.

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.

- No
- Yes

Does your institution have graduate assistants?

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

- No
- Yes

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

- No
- Yes

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.

- No
- Yes

Did your institution hire any **full-time permanent staff** who were included on the payroll of the institution between **November 1, 2016 and October 31, 2017** either for the **first time** (new to the institution) or **after a break in service** ? Do not exclude persons that were no longer on the payroll as of November 1, 2017. (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

If you answer **Yes** to this question, you will be provided the screens to report **full-time permanent new hires in Part H**.

- No
- Yes

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, you will **NOT** be required to report **Part G - Salaries** for instructional staff. However, Part G will still be required for reporting data for full-time non-instructional staff.

- No Yes Are ALL of the instructional staff military personnel?
- No Yes Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?

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

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - On Tenure Track

**Number of Full-time Instructional Staff
With Faculty Status
On Tenure Track**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	6	0	0	0	6
Hispanic/Latino	0	0	3	0	0	0	3
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	1	0	0	0	0	1
Black or African American	0	1	2	0	0	0	3
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	3	36	1	0	0	40
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	0	5	47	1	0	0	53

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	9	0	0	0	9
Hispanic/Latino	0	0	2	0	0	0	2
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	1	6	0	0	0	7
Black or African American	0	0	1	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	3	46	0	0	0	49
Two or more races	0	0	1	0	0	0	1
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	0	4	65	0	0	0	69

Total (men+women) 0 9 112 1 0 0 122

Total from prior year **119**

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Multi-Year Contract

**Number of Full-time Instructional Staff
With Faculty Status
Not on Tenure Track - Multi-Year Contract**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
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	18	0	0	18
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	0	0	0	19	0	0	19

Women

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
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	1	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	30	0	0	30
Two or more races	0	0	0	1	0	0	1
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	0	0	0	33	0	0	33

Total (men+women) 0 0 0 52 0 0 0 52

Total from prior year 48

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Annual Contract

**Number of Full-time Instructional Staff
With Faculty Status
Not on Tenure Track - Annual Contract**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
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
Total men	0	0	0	0	0	0	0

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
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
Total women	0	0	0	0	0	0	0

Total (men+women) 0 0 0 0 0 0 0 0

Total from prior year

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Less-Than-Annual Contract

**Number of Full-time Instructional Staff
With Faculty Status
Not on Tenure Track - Less-than-annual Contract**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
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	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	1	0	0	22	0	0	23
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	1	0	0	23	0	0	24

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
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	2	0	0	2
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	30	0	0	30
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	0	0	0	33	0	0	33

Total (men+women) 1 0 0 56 0 0 57

Total from prior year **61**

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Indefinite duration contract

**Number of Full-time Instructional Staff
With Faculty Status
Not on Tenure Track - Indefinite duration contract**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Hispanic/Latino	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
American Indian or Alaska Native	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Asian	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Black or African American	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Native Hawaiian or Other Pacific Islander	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
White	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Two or more races	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Race and ethnicity unknown	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Total men	0	0	0	0	0	0	0

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Hispanic/Latino	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
American Indian or Alaska Native	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Asian	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Black or African American	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Native Hawaiian or Other Pacific Islander	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
White	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Two or more races	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Race and ethnicity unknown	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Total women	0	0	0	0	0	0	0

Total (men+women)	0	0	0	0	0	0	0
Total from prior year							

Part A1 - Full-time Instructional Staff - Without Faculty Status

**Number of Full-time Instructional Staff
Without Faculty Status
As of November 1, 2017**

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men	
Race/ethnicity	Without Faculty Status
Nonresident alien	<input type="text" value="0"/>
Hispanic/Latino	<input type="text" value="0"/>
American Indian or Alaska Native	<input type="text" value="0"/>
Asian	<input type="text" value="0"/>
Black or African American	<input type="text" value="0"/>
Native Hawaiian or Other Pacific Islander	<input type="text" value="0"/>
White	<input type="text" value="0"/>
Two or more races	<input type="text" value="0"/>
Race and ethnicity unknown	<input type="text" value="0"/>
Total men	0
Women	
Race/ethnicity	Without Faculty Status
Nonresident alien	<input type="text" value="0"/>
Hispanic/Latino	<input type="text" value="0"/>
American Indian or Alaska Native	<input type="text" value="0"/>
Asian	<input type="text" value="0"/>
Black or African American	<input type="text" value="0"/>
Native Hawaiian or Other Pacific Islander	<input type="text" value="0"/>
White	<input type="text" value="0"/>
Two or more races	<input type="text" value="0"/>
Race and ethnicity unknown	<input type="text" value="0"/>
Total women	0
Total (men+women)	0
Total from prior year	

Part A2 - Full-time Instructional Staff by Function

Number of Full-time Instructional Staff

As of November 1, 2017

- Report Primarily Instruction and Instruction Combined with Research and/or Public Service separately, as indicated below

	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
<u>Instructional staff</u>	318	122	52	0	57	0	0	549
Total carried forward from previous screens	318	122	52	0	57	0	0	549
<u>Primarily Instruction</u>	0	0	0	0	0	0	0	0
Exclusively credit	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Exclusively not-for-credit	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Combined credit/not-for-credit	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Instruction/research/public service staff</u>	<input type="text" value="318"/>	<input type="text" value="122"/>	<input type="text" value="52"/>	<input type="text" value="0"/>	<input type="text" value="57"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	549

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff			
As of November 1, 2017			
Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	7	11	18
Hispanic/Latino	10	3	13
American Indian or Alaska Native	0	1	1
Asian	21	18	39
Black or African American	8	4	12
Native Hawaiian or Other Pacific Islander	1	0	1
White	234	229	463
Two or more races	0	2	2
Race and ethnicity unknown	0	0	0
Total	281	268	549
Total from prior year			566

Part B1 - Full-time Non-instructional Staff by Occupational Category

**Number of Full-time Non-instructional Staff
by Occupational Category**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men			
Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
<u>Nonresident alien</u>	7	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Hispanic/Latino</u>	10	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>American Indian or Alaska Native</u>	0	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Asian</u>	21	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Black or African American</u>	8	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Native Hawaiian or Other Pacific Islander</u>	1	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>White</u>	234	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Two or more races</u>	0	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Race and ethnicity unknown</u>	0	<input type="text" value="0"/>	<input type="text" value="0"/>
Total men	281	0	0
Women			
Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
<u>Nonresident alien</u>	11	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Hispanic/Latino</u>	3	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>American Indian or Alaska Native</u>	1	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Asian</u>	18	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Black or African American</u>	4	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Native Hawaiian or Other Pacific Islander</u>	0	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>White</u>	229	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Two or more races</u>	2	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Race and ethnicity unknown</u>	0	<input type="text" value="0"/>	<input type="text" value="0"/>
Total women	268	0	0
Total (men+women)	549	0	0
Total from prior year	566		

Part B1 - Full-time Non-instructional Staff by Occupational Category

**Number of Full-time Non-instructional Staff
by Occupational Category**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men				
Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
Nonresident alien	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
Hispanic/Latino	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>
American Indian or Alaska Native	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
Asian	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
Black or African American	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="2"/>
Native Hawaiian or Other Pacific Islander	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
White	<input type="text" value="3"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="18"/>
Two or more races	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
Race and ethnicity unknown	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
Total men	3	0	1	21
Women				
Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
Nonresident alien	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
Hispanic/Latino	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="6"/>
American Indian or Alaska Native	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
Asian	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="2"/>
Black or African American	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="7"/>
Native Hawaiian or Other Pacific Islander	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
White	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="91"/>
Two or more races	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="4"/>
Race and ethnicity unknown	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
Total women	1	0	1	110
Total (men+women)	4	0	2	131
Total from prior year	4	1	1	118

Part B1 - Full-time Non-instructional Staff by Occupational Category

**Number of Full-time Non-instructional Staff
by Occupational Category**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0		3	1	0
Hispanic/Latino	0	1	1	0	0
American Indian or Alaska Native	0	0	1	0	0
Asian	0	0	2	0	0
Black or African American	4	0	4	7	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	49	39	98	49	6
Two or more races	0	1	1	2	0
Race and ethnicity unknown	0	0	0	0	0
Total men	53	41	110	59	6

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	0	1	0	0
Hispanic/Latino	2	1	0	0	0
American Indian or Alaska Native	1	0	0	0	0
Asian	0	0	1	0	0
Black or African American	4	2	0	8	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	42	94	40	44	17
Two or more races	0	0	2	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	49	97	44	52	18

Total (men+women)	102	138	154	111	24
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Total from prior year	256	78	109	90	23
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Part B1 - Full-time Non-instructional Staff by Occupational Category

**Number of Full-time Non-instructional Staff
by Occupational Category**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men						
Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All full-time staff)
Nonresident alien	1	0	0	0	0	12
Hispanic/Latino	2	0	0	1	0	16
American Indian or Alaska Native	0	0	0	0	0	1
Asian	1	0	0	1	0	25
Black or African American	7	0	0	1	2	35
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	1
White	86	2	11	59	26	681
Two or more races	1	0	0	0	0	5
Race and ethnicity unknown	0	0	0	0	0	0
Total men	98	2	11	62	28	776
Women						
Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All full-time staff)
Nonresident alien	0	0	0	0	0	12
Hispanic/Latino	3	0	2	0	1	19
American Indian or Alaska Native	1	0	0	0	0	3
Asian	3	0	2	0	0	26
Black or African American	8	0	7	0	1	42
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	92	8	184	4	2	848
Two or more races	0	0	1	0	0	9
Race and ethnicity unknown	0	0	0	0	0	0
Total women	107	8	196	4	4	959
Total (men+women)	205	10	207	66	32	1,735

Total from prior year	193	3	223	62	32	1,759
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Part B2 - Full-time Non-instructional Staff by Occupational Category and Tenure Status

Number of Full-time Non-instructional Staff								
As of November 1, 2017								
Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Research staff	0	0	0	0	0	0	0	0
Public Service staff	0	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians 25-4010	0	0	0	0	0	0	4	4
Librarians 25-4020	0	0	0	0	0	0	0	0
Library Technicians 25-4030	0	0	0	0	0	0	2	2
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	0	0	0	0	0	0	131	131
Management Occupations 11-0000	49	0	0	0	0	0	53	102
Business and Financial Operations Occupations 13-0000	0	0	0	0	0	0	138	138
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	0	0	0	154	154
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	0	0	0	0	111	111
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	0	0	0	24	24
Total	49	0	0	0	0	0	617	666
Total from prior year	52						628	680

Part C - Full-time Summary

Summary of Full-time Staff

As of November 1, 2017

• Data will not be generated on this screen until the relevant screens in the previous section have been completed.

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	0	0	0	0	0	0	0	0
Exclusively credit	0	0	0	0	0	0	0	0
Exclusively not-for-credit	0	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0	0
Instruction/research/public service staff	318	122	52	0	57	0	0	549
Research staff	0	0	0	0	0	0	0	0
Public Service staff	0	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians 25-4010	0	0	0	0	0	0	4	4
Librarians 25-4020	0	0	0	0	0	0	0	0
Library Technicians 25-4030	0	0	0	0	0	0	2	2
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	0	0	0	0	0	0	131	131
Management Occupations 11-0000	49	0	0	0	0	0	53	102
Business and Financial Operations Occupations 13-0000	0	0	0	0	0	0	138	138
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	0	0	0	154	154
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	0	0	0	0	111	111
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	0	0	0	24	24
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000								205
Sales and Related Occupations 41-0000								10
Office and Administrative Support Occupations 43-0000								207
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000								66
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000								32
Total								1,735

Part G1 - Salaries Worksheet

**Number of Full-time Instructional Staff
For Calculation of Total Number of Months**

Annual Salary, 2017-18

- Report the number of instructional staff based on the number of months to be worked
- Months reported should correspond with the number of months that staff worked (which may differ from the number of months over which they are paid)
- Include **ONLY** full-time instructional staff
- Include instructional staff *with* faculty status and *without* faculty status
- Include instructional staff regardless of tenure status

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Men							
Professors	0	0	0	97	1	98	97
Associate professors	1	3	0	80		84	84
Assistant professors	0	1	0	50		51	51
Instructors	0	0	0	27	21	48	27
Lecturers						0	0
No academic rank						0	0
Total men	1	4	0	254	22	281	259
Total men full-time instructional staff from Part A						281	
Women							
Professors	0	2	0	41		43	43
Associate professors	0	3	0	73		76	76
Assistant professors	0	5	0	62		67	67
Instructors	0	0	0	50	32	82	50
Lecturers						0	0
No academic rank						0	0
Total women	0	10	0	226	32	268	236
Total women full-time instructional staff from Part A						268	
Total (men + women)	1	14	0	480	54	549	495
Total (men +women) full-time instructional staff from Part A						549	

Part G2 - Salary Outlays for Instructional Staff

**Salary Outlays
for Full-time Instructional Staff**

Annual Salary Outlays, 2017-18

- Report the TOTAL ANNUAL salary outlays for the full-time instructional staff reported in the 12 months, 11 months, 10 months, and 9 months columns on the previous screen, Part G1 – Salaries Worksheet
- Using the TOTAL ANNUAL salary outlays data provided, the system will calculate the Equated 9 months by academic rank and gender.

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays					Equated 9 months
		12 months	11 months	10 months	9 months		
Men							
Professors	97				9,238,038	9,238,038	
Associate professors	84	146,355	239,482		6,122,911	6,428,574	
Assistant professors	51		58,430		3,385,976	3,433,772	
Instructors	27				1,962,737	1,962,737	
Lecturers	0					0	
No academic rank	0					0	
Total men	259	146,355	297,912	0	20,709,662	21,063,120	
Women							
Professors	43		186,864		3,466,695	3,619,550	
Associate professors	76		226,139		5,257,968	5,442,950	
Assistant professors	67		309,452		3,967,833	4,220,965	
Instructors	50				3,478,220	3,478,220	
Lecturers	0					0	
No academic rank	0					0	
Total women	236	0	722,455	0	16,170,716	16,761,684	
Total (men + women)	495	146,355	1,020,367	0	36,880,378	37,824,804	

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank for <u>Full-time Instructional Staff</u>						
Annual Average Salaries, 2017-18						
Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				Equated 9 months
		12 months	11 months	10 months	9 months	
Men						
Professors	97				95,238	95,238
Associate professors	84	146,355	79,827		76,536	76,531
Assistant professors	51		58,430		67,720	67,329
Instructors	27				72,694	72,694
Lecturers	0					
No academic rank	0					
Total men	259	146,355	74,478		81,534	81,325
Women						
Professors	43		93,432		84,554	84,176
Associate professors	76		75,380		72,027	71,618
Assistant professors	67		61,890		63,997	62,999
Instructors	50				69,564	69,564
Lecturers	0					
No academic rank	0					
Total women	236		72,246		71,552	71,024
Total (men + women)	495	146,355	72,883		76,834	76,414

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays for <u>Full-time</u> Non-instructional Staff		
Annual Salary Outlays, 2017-18		
Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
<u>Research staff</u>	0	
<u>Public Service staff</u>	0	
<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000	137	7,614,468
<u>Management Occupations</u> 11-0000	102	12,347,666
<u>Business and Financial Operations Occupations</u> 13-0000	138	9,098,245
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	154	10,714,055
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	111	7,958,975
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000	24	1,722,338
<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	205	8,615,005
<u>Sales and Related Occupations</u> 41-0000	10	482,466
<u>Office and Administrative Support Occupations</u> 43-0000	207	10,727,479
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	66	3,974,979
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	32	1,764,930

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men			
Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic/Latino	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text" value="61"/>	<input type="text"/>	<input type="text"/>
Two or more races	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total men	65	0	0
Women			
Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>
Hispanic/Latino	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text" value="81"/>	<input type="text"/>	<input type="text"/>
Two or more races	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total women	89	0	0
Total (men+women)	154	0	0
Total from prior year	143		

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men						
Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u>	
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>		1
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		0
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		0
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		0
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		0
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		0
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="7"/>		7
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		0
Total men	0	0	0	8		8
Women						
Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u>	
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		0
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		0
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		0
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>		1
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>		1
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		0
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="13"/>		13
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		0
Total women	0	0	0	15		15
Total (men+women)	0	0	0	23		23
Total from prior year				23		23

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="5"/>	<input type="text" value="9"/>	<input type="text"/>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total men	1	2	5	13	0

Women

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
Nonresident alien	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="1"/>	<input type="text" value="35"/>	<input type="text" value="5"/>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total women	2	4	1	40	5

Total (men+women)	3	6	6	53	5
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Total from prior year	11	17	8	40	8
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Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men							
Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	Grand Total (All part-time staff)	
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2	
Hispanic/Latino	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2	
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3	
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2	
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	
White	4	<input type="text"/>	3	5	1	98	
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	
Total men	5	0	3	5	1	108	
Women							
Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	Grand Total (All part-time staff)	
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2	
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	4	
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	5	
Black or African American	1	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	7	
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	
White	6	<input type="text"/>	25	<input type="text"/>	1	170	
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2	
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	
Total women	7	0	26	0	1	190	
Total (men+women)	12	0	29	5	2	298	
Total from prior year	17		32	3	1	303	

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men				
Race/ethnicity	Teaching 25-1191	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	<input type="text"/>	17	<input type="text"/>	17
Hispanic/Latino	<input type="text"/>	4	<input type="text"/>	4
American Indian or Alaska Native	<input type="text"/>	1	<input type="text"/>	1
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Black or African American	<input type="text"/>	3	<input type="text"/>	3
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White	<input type="text"/>	39	<input type="text"/>	39
Two or more races	<input type="text"/>	3	<input type="text"/>	3
Race and ethnicity unknown	<input type="text"/>	8	<input type="text"/>	8
Total men	0	75	0	75
Women				
Race/ethnicity	Teaching 25-1191	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	<input type="text"/>	19	<input type="text"/>	19
Hispanic/Latino	<input type="text"/>	6	<input type="text"/>	6
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian	<input type="text"/>	1	<input type="text"/>	1
Black or African American	<input type="text"/>	3	<input type="text"/>	3
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White	<input type="text"/>	127	<input type="text"/>	127
Two or more races	<input type="text"/>	3	<input type="text"/>	3
Race and ethnicity unknown	<input type="text"/>	18	<input type="text"/>	18
Total women	0	177	0	177
Total (men+women)	0	252	0	252
Total from prior year		265		265

Part E - Part-time Staff by Occupational Category and Tenure Status

Number of Part-time Staff

As of November 1, 2017

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	31	0	1	0	122	0	0	154
Exclusively credit	31		1		122			154
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff								0
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians 25-4020								0
Library Technicians 25-4030								0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							23	23
Management Occupations 11-0000							3	3
Business and Financial Operations Occupations 13-0000							6	6
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							6	6
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							53	53
Healthcare Practitioners and Technical Occupations 29-0000							5	5
Total	31	0	1	0	122	0	96	250
Total from prior year	31	0	1		112		106	250

Part H - New Hires, Full-time Instructional Staff by Tenure Status

Number of Newly Hired Full-time Permanent Instructional Staff

(Hired full-time between November 1, 2016 - October 31, 2017)

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include Primarily Instruction and Instruction Combined with Research and Public Service

Men

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien		2						2
Hispanic/Latino		1						1
American Indian or Alaska Native								0
Asian								0
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White		4	3		1			8
Two or more races								0
Race and ethnicity unknown								0
Total men	0	7	3	0	1	0	0	11

Women

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien		4						4
Hispanic/Latino								0
American Indian or Alaska Native								0
Asian		2						2
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White		6	3		6			15
Two or more races								0
Race and ethnicity unknown								0
Total women	0	12	3	0	6	0	0	21

Total (men+women)

0	19	6	0	7	0	0	0	32
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Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2016 - October 31, 2017)

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men					
Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000	
Nonresident alien	2	<input type="text"/>	<input type="text"/>		<input type="text"/>
Hispanic/Latino	1	<input type="text"/>	<input type="text"/>		<input type="text"/>
American Indian or Alaska Native	0	<input type="text"/>	<input type="text"/>		<input type="text"/>
Asian	0	<input type="text"/>	<input type="text"/>		<input type="text"/>
Black or African American	0	<input type="text"/>	<input type="text"/>		<input type="text"/>
Native Hawaiian or Other Pacific Islander	0	<input type="text"/>	<input type="text"/>		<input type="text"/>
White	8	<input type="text"/>	<input type="text"/>		<input type="text" value="4"/>
Two or more races	0	<input type="text"/>	<input type="text"/>		<input type="text"/>
Race and ethnicity unknown	0	<input type="text"/>	<input type="text"/>		<input type="text"/>
Total men	11	0	0		4
Women					
Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000	
Nonresident alien	4	<input type="text"/>	<input type="text"/>		<input type="text"/>
Hispanic/Latino	0	<input type="text"/>	<input type="text"/>		<input type="text"/>
American Indian or Alaska Native	0	<input type="text"/>	<input type="text"/>		<input type="text"/>
Asian	2	<input type="text"/>	<input type="text"/>		<input type="text"/>
Black or African American	0	<input type="text"/>	<input type="text"/>		<input type="text" value="2"/>
Native Hawaiian or Other Pacific Islander	0	<input type="text"/>	<input type="text"/>		<input type="text"/>
White	15	<input type="text"/>	<input type="text"/>		<input type="text" value="9"/>
Two or more races	0	<input type="text"/>	<input type="text"/>		<input type="text" value="1"/>
Race and ethnicity unknown	0	<input type="text"/>	<input type="text"/>		<input type="text"/>
Total women	21	0	0		12
Total (men+women)	32	0	0		16

Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2016 - October 31, 2017)

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men							
Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000		
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		
Hispanic/Latino	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>		
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>		
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		
Black or African American	<input type="text"/>	<input type="text"/>	1	2	<input type="text"/>		
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		
White	4	4	9	12	<input type="text"/>		
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>		
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		
Total men	4	4	12	15	0		
Women							
Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000		
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		
Black or African American	1	<input type="text"/>	<input type="text"/>	2	1		
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		
White	2	10	4	7	2		
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		
Total women	3	10	4	9	3		
Total (men+women)	7	14	16	24	3		

Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2016 - October 31, 2017)

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men							
Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	Grand Total (All full-time new hires)	
Nonresident alien	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3	
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2	
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	
Asian	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	
Black or African American	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	4	
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	
White	<input type="text" value="11"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	54	
Two or more races	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2	
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	
Total men	15	0	0	2	0	67	
Women							
Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	Grand Total (All full-time new hires)	
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	4	
Hispanic/Latino	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2	
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	6	
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	
White	<input type="text" value="3"/>	<input type="text"/>	<input type="text" value="6"/>	<input type="text" value="1"/>	<input type="text"/>	59	
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	
Total women	4	0	6	1	0	73	
Total (men+women)	19	0	6	3	0	140	

Human Resources Survey Evaluation

Were any staff members difficult to categorize? If so, please explain in the box below.



Prepared by

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.

This survey component was prepared by:

<input type="radio"/>	Keyholder	<input type="radio"/>	SFA Contact	<input type="radio"/>	HR Contact
<input type="radio"/>	Finance Contact	<input type="radio"/>	Academic Library Contact	<input type="radio"/>	Other
Name:	<input type="text"/>				
Email:	<input type="text"/>				

How many staff from your institution only were involved in the data collection and reporting process of this survey component?

<input type="text"/>	Number of Staff (including yourself)
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How many hours did you and others from your institution only spend on each of the steps below when responding to this survey component?

Exclude the hours spent collecting data for state and other reporting purposes.

Staff member	Collecting Data Needed	Revising Data to Match IPEDS Requirements	Entering Data	Revising and Locking Data
Your office	<input type="text"/> hours	<input type="text"/> hours	<input type="text"/> hours	<input type="text"/> hours
Other offices	<input type="text"/> hours	<input type="text"/> hours	<input type="text"/> hours	<input type="text"/> hours

Summary

Human Resources Component Summary

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 [Data Center](#) and sent to your institution's CEO in November 2017.

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.

**Number of staff by employment status and occupational category:
Fall 2017**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,735	298	1,834
Instructional Staff	549	154	600
Primary Instruction	0	154	51
Exclusively credit	0	154	51
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	549	0	549
Research Staff	0	0	0
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	137	23	145
Librarians, Curators, and Archivists SOC 25-4000	6	0	6
Archivists, Curators, and Museum Technicians SOC 25-4010	4	0	4
Librarians SOC 25-4020	0	0	0
Library Technicians SOC 25-4030	2	0	2
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	131	23	139
Management Occupations SOC 11-0000	102	3	103
Business and Financial Operations Occupations SOC 13-0000	138	6	140
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	154	6	156
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	111	53	129
Healthcare Practitioners and Technical Occupations SOC 29-0000	24	5	26
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	205	12	209
Sales and Related Occupations SOC 41-0000	10	0	10
Office and Administrative Support Occupations SOC 43-0000	207	29	217
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	66	5	68
Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	32	2	33

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 2017-18**

Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				

All Ranks	1	14		480	495	4,486	\$38,047,100	\$8,481
Professor		2		138	140	1,264	\$12,891,597	\$10,199
Associate professor	1	6		153	160	1,455	\$11,992,855	\$8,243
Assistant professor		6		112	118	1,074	\$7,721,691	\$7,190
Instructor				77	77	693	\$5,440,957	\$7,851
Lecturer								
No academic rank								

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

Human Resources

University of Northern Iowa (154095)

Source	Description	Severity	Resolved	Options
Global Edits				
Perform Edits	The Equated 9 months Annual Average salaries of Instructors (Men) reported in Part G3 - Average Salaries for Instructional Staff by Academic Rank has changed significantly since last year. Please review your data and make any necessary corrections, or explain the discrepancy. (Error #1947)	Explanation	Yes	
Reason:	We had a number of retirements this past year resulting in a reduction in salaries as those who retired were well paid full-professors.			
Related Screens:	G3 - Average Salaries for Instructional Staff by Academic Rank			
Perform Edits	The Equated 9 months Annual Average salaries of Instructors (Women) reported in Part G3 - Average Salaries for Instructional Staff by Academic Rank has changed significantly since last year. Please review your data and make any necessary corrections, or explain the discrepancy. (Error #1953)	Explanation	Yes	
Reason:	We had a number of retirements this past year resulting in a reduction in salaries as those who retired were well paid full-professors.			
Related Screens:	G3 - Average Salaries for Instructional Staff by Academic Rank			
Screen: B1 - FT Non-instructional, Occupation- 2				
Upload File	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	With state budget cuts we've reduced staff in certain areas.			
Screen: B1 - FT Non-instructional, Occupation - 3				
Upload File	This number is outside the expected range of between 167 and 345 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	We discovered that several employee categories were improperly coded therefore we made changes to the SOC codes to correct this issue.			
Upload File	This number is outside the expected range of between 51 and 105 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	We discovered that several employee categories were improperly coded therefore we made changes to the SOC codes to correct this issue.			
Upload File	This number is outside the expected range of between 71 and 147 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	We discovered that several employee categories were improperly coded therefore we made changes to the SOC codes to correct this issue.			