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Human Resources 2010-11

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 staff.

Data Reporting Reminders

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.

Resources:

To download the survey materials for this component: [Survey Materials](#)

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**.

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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

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 **Salaries** section is **NOT** applicable to your institution and you will **NOT** be required to report data for the **Salaries** section.

- 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)?
- No Yes Do ALL of the instructional staff teach pre-clinical or clinical medicine?

The completion of the Fall Staff section is optional this year as it is in even-numbered years.

Do you wish to complete the **Fall Staff** section this year?

If you answer **No**, screens to report **Fall Staff** data will not be displayed.

If you answer **Yes**, screens to report **Fall Staff** data will be displayed and you must complete ALL applicable **Fall Staff** screens.

- No, I will not complete the Fall Staff section this year
- Yes, I will complete the Fall Staff section this year

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

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Part A - Employees by Assigned Position - Full-time staffNumber of full-time staff by faculty status and primary function/occupational activity

As of November 1, 2010

Primary function/ occupational activity (mutually exclusive categories)	Faculty status				Total
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
<u>Primarily instruction</u>	379	122	76		577
<u>Instruction/research/public service</u>					0
Primarily instruction + Instruction/research/public service	379	122	76	0	577
<u>Primarily research</u>					0
<u>Primarily public service</u>					0
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	379	122	76	0	577
<u>Executive/administrative/managerial</u>	52			46	98
<u>Other professionals (support/service)</u>				558	558
<u>Technical and paraprofessionals</u>				22	22
<u>Clerical and secretarial</u>				214	214
<u>Skilled crafts</u>				55	55
<u>Service/Maintenance</u>				198	198
Total full time	431	122	76	1,093	1,722
Total from prior year	448	125	64	1,115	1,752

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Part B - Employees by Assigned Position - Part-time staff

Number of part-time staff by faculty status and primary function/occupational activity

As of November 1, 2010

Primary function/ occupational activity (mutually exclusive categories)	Faculty status				Total	<u>Graduate assistants</u>
	<u>Tenured</u>	<u>On tenure track</u>	Not on tenure track/ no tenure system	Without faculty status		
<u>Primarily instruction</u>	34		165		199	
<u>Instruction/research/public service</u>					0	317
Primarily instruction + Instruction/research/public service	34	0	165	0	199	317
<u>Primarily research</u>					0	
<u>Primarily public service</u>					0	
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	34	0	165	0	199	317
<u>Executive/administrative/managerial</u>	1				1	
<u>Other professionals (support/service)</u>				104	104	
<u>Technical and paraprofessionals</u>				1	1	
<u>Clerical and secretarial</u>				46	46	
<u>Skilled crafts</u>					0	
<u>Service/Maintenance</u>				43	43	
Total part time	35	0	165	194	394	317
Total from prior year	32		144	168	344	303

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Part C - Employees by Assigned Position - Total number of staff**Total number of staff by employment status and primary function/occupational activity****As of November 1, 2010**

Primary function/occupational activity	Full-time	Full-time from prior year	Part-time	Part-time from prior year	Graduate assistants	Graduate assistants from prior year	Total including Graduate assistants
<u>Primarily instruction</u>	577	575	199	144	0		776
<u>Instruction/research/public service</u>	0		0	32	317	303	317
Primarily instruction + Instruction/research/public service	577	575	199	176	317	303	1,093
<u>Primarily research</u>	0		0		0		0
<u>Primarily public service</u>	0		0		0		0
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	577	575	199	176	317	303	1,093
<u>Executive/administrative/managerial</u>	98	111	1	1	0		99
<u>Other professionals (support/service)</u>	558	554	104	74	0		662
<u>Technical and paraprofessionals</u>	22	26	1	2	0		23
<u>Clerical and secretarial</u>	214	222	46	48	0		260
<u>Skilled crafts</u>	55	59	0		0		55
<u>Service/Maintenance</u>	198	205	43	43	0		241
Grand total	1,722	1,752	394	344	317	303	2,433

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Part D - Salaries - Full-time instructional staff by contract length/teaching period - Headcount

Number of full-time instructional staff by contract length/teaching period, gender, and academic rank

As of November 1, 2010

Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
Men				
Professors	<input type="text"/>	<input type="text" value="115"/>	<input type="text" value="5"/>	120
Associate professors	<input type="text"/>	<input type="text" value="96"/>	<input type="text" value="4"/>	100
Assistant professors	<input type="text"/>	<input type="text" value="62"/>	<input type="text" value="1"/>	63
Instructors	<input type="text"/>	<input type="text" value="39"/>	<input type="text" value="4"/>	43
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	312	14	326
Total men from prior year		313	6	
Women				
Professors	<input type="text"/>	<input type="text" value="29"/>	<input type="text" value="2"/>	31
Associate professors	<input type="text"/>	<input type="text" value="84"/>	<input type="text" value="5"/>	89
Assistant professors	<input type="text"/>	<input type="text" value="54"/>	<input type="text" value="1"/>	55
Instructors	<input type="text"/>	<input type="text" value="74"/>	<input type="text" value="2"/>	76
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	241	10	251
Total women from prior year		249	7	
Total (men + women)	0	553	24	577
Total from EAP, full-time non-medical section (Primarily instruction + Instruction/research/public service lines)				577
Total from prior year (Salaries section)		562	13	575

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Part D - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Faculty status

**** Applicable to 4-year degree-granting institutions and above only ****

Number of full-time instructional staff on 9/10-month contracts/teaching periods by faculty status, gender, and academic rank

Gender and academic rank	As of November 1, 2010				Total from Part D (Headcount screen)
	Faculty status				
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
Men					
Professors	114		1		115
Associate Professors	93	3			96
Assistant Professors	5	55	2		62
Instructors	9	2	28		39
Lecturers					
No academic rank					
Total men	221	60	31	0	312
Total men prior year	229	58	26	0	313
Women					
Professors	29				29
Associate Professors	83	1			84
Assistant Professors	3	51			54
Instructors	24	7	43		74
Lecturers					
No academic rank					
Total women	139	59	43	0	241
Total women prior year	149	63	37	0	249
Total (men + women)	360	119	74	0	553

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Part D - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Faculty status

**** Applicable to 4-year degree-granting institutions and above only ****

Number of full-time instructional staff on 11/12-month contracts/teaching periods by faculty status, gender, and academic rank

Gender and academic rank	As of November 1, 2010				Total from Part D (Headcount screen)
	Faculty status				
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
Men					
Professors	5				5
Associate Professors	4				4
Assistant Professors		1			1
Instructors	2		2		4
Lecturers					
No academic rank					
Total men	11	1	2	0	14
Total men prior year	5	1	0	0	6
Women					
Professors	2				2
Associate Professors	5				5
Assistant Professors		1			1
Instructors	1	1			2
Lecturers					
No academic rank					
Total women	8	2	0	0	10
Total women prior year	4	2	1	0	7
Total (men + women)	19	3	2	0	24

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Part E - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Salary outlays**Salaries of full-time instructional staff on 9/10-month contracts/teaching periods by gender and academic rank****As of November 1, 2010**

Gender and academic rank	Total from Part D (Headcount screen)	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	115	10,085,035	87,696	85,816
Associate professors	96	6,862,217	71,481	70,234
Assistant professors	62	3,580,195	57,745	55,470
Instructors	39	1,674,107	42,926	49,054
Lecturers				
No academic rank				
Total men	312	22,201,554	71,159	70,813
Women				
Professors	29	2,271,168	78,316	77,878
Associate professors	84	5,553,929	66,118	63,309
Assistant professors	54	2,956,273	54,746	53,293
Instructors	74	3,238,662	43,766	48,053
Lecturers				
No academic rank				
Total women	241	14,020,032	58,174	59,012
Total (men + women)	553	36,221,586	65,500	65,584

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Part E - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Salary outlays**Salaries of full-time instructional staff on 11/12-month contracts/teaching periods by gender and academic rank****As of November 1, 2010**

Gender and academic rank	Total from Part D (Headcount screen)	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	5	543,320	108,664	85,594
Associate professors	4	308,839	77,210	65,832
Assistant professors	1	55,662	55,662	54,069
Instructors	4	153,723	38,431	0
Lecturers				
No academic rank				
Total men	14	1,061,544	75,825	70,459
Women				
Professors	2	163,840	81,920	0
Associate professors	5	370,030	74,006	71,220
Assistant professors	1	60,280	60,280	55,696
Instructors	2	118,370	59,185	45,551
Lecturers				
No academic rank				
Total women	10	712,520	71,252	63,118
Total (men + women)	24	1,774,064	73,919	66,506

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Part F - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Fringe benefits

Fringe benefits of full-time instructional staff on 9/10-month contracts/teaching periods

As of November 1, 2010

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>	540	3,529,741	6,537	5,714
Retirement plans (other than Social Security) - Vested after 5-years				
Medical/dental plans	507	4,929,684	9,723	9,854
Group life insurance	504	291,835	579	492
<u>Other insurance benefits (cafeteria plan, etc.)</u>				
Guaranteed disability income protection	485	459,650	948	830
Tuition plan (dependents only)				
Unrestricted				
<u>Restricted</u>				
Housing plan				
Unrestricted				
<u>Restricted</u>				
Social Security taxes	552	2,208,343	4,001	4,917
Unemployment compensation taxes	553	17,696	32	21
Worker's compensation taxes	553	199,080	360	350
Other benefits in kind with cash options				
Total expenditures		11,636,029		

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Part F - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Fringe benefits

Fringe benefits of full-time instructional staff on 11/12-month contracts/teaching periods

As of November 1, 2010

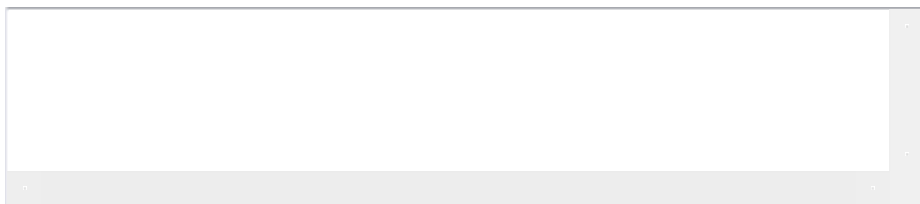
Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>	23	170,468	7,412	5,764
Retirement plans (other than Social Security) - Vested after 5-years				
Medical/dental plans	22	205,776	9,353	9,455
Group life insurance	22	15,362	698	516
<u>Other insurance benefits (cafeteria plan, etc.)</u>				
Guaranteed disability income protection	23	24,400	1,061	842
Tuition plan (dependents only)				
Unrestricted				
<u>Restricted</u>				
Housing plan				
Unrestricted				
<u>Restricted</u>				
Social Security taxes	24	101,400	4,225	5,088
Unemployment compensation taxes	24	768	32	21
Worker's compensation taxes	24	8,640	360	350
Other benefits in kind with cash options				
Total expenditures		526,814		

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Human Resources Survey Evaluation

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



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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 2011.

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 primary function/occupational activity: Fall 2010

Primary function/occupational activity	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,722	394	1,853
Professional staff	1,233	304	1,334
Staff whose primary responsibility is instruction, research, and/or public service	577	199	643
Primary instruction	577	199	643
Instruction/research/public service	0	0	0
Primarily research	0	0	0
Primarily public service	0	0	0
Executive/administrative/managerial	98	1	98
Other professionals (support/service)	558	104	593
Non-professional staff	489	90	519
Technical and paraprofessional	22	1	22
Clerical/secretarial	214	46	229
Skilled crafts	55	0	55
Service/Maintenance	198	43	212

NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff from the Employees by Assigned Position (EAP) section of the IPEDS HR component and adding one-third of the total number of part-time staff from the EAP section. Graduate assistants are not included in the above figures. Many of the FTE figures are included in the DFR.

Salaries of full-time instructional staff by contract length and academic rank: Academic year 2010-11

Academic rank	Reported values	Equated 9-month
---------------	-----------------	-----------------

	Full-time instructional staff on 9/10-month contracts		Full-time instructional staff on 11/12-month contracts		Number of staff	Average salaries
	Number of staff	Salary outlays	Number of staff	Salary outlays		
All Ranks	553	\$36,221,580	24	\$1,774,064	577	\$65,291
Professor	144	\$12,356,200	7	\$707,160	151	\$85,661
Associate professor	180	\$12,416,150	9	\$678,869	189	\$68,633
Assistant professor	116	\$6,536,468	2	\$115,942	118	\$56,198
Instructor	113	\$4,912,769	6	\$272,093	119	\$43,155
Lecturer						
No academic rank						

NOTE: The above data are based on the Salaries section of the IPEDS HR component. The number of equated 9-month full-time instructional staff is the sum of staff on 9/10-month and 11/12-month contracts. The equated 9-month average salaries of full-time instructional staff (by rank) are calculated by multiplying the salary outlays (by rank) for staff on 11/12-month contracts by 0.8182 then adding the salary outlays (by rank) for staff on 9/10-month contracts. The resulting sum is then divided by the number of equated 9-month full-time instructional staff (by rank) to determine an average salary for each rank. 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 equated 9-month average salaries are included in the DFR.

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Explanation Report					
Number	Source	Location	Description	Severity	Accepted
Global Edits					
1		Perform Edits	The total number of employees in EAP for part-time primarily instruction entered, 199, has an expected range of between 101 and 187. Please explain this difference.	Explanation	Yes
Reason:	For 2010 a data entry error was made, putting some of the employees who should have been in this category, into another category. The error has been corrected this year, but the result is that the number in this section is higher than expected.				
2		Perform Edits	The total number of employees in EAP for part-time instruction/research/public service entered, 0, has an expected range of between 23 and 41. Please explain this difference.	Explanation	Yes
Reason:	For 2010 a data entry error was made, putting some of the employees who should have been in another category, into this category. The error has been corrected this year, but the result is that the number in this section is zero, and the system expects it to be higher due to last year's error.				
3		Perform Edits	The total number of employees in EAP for part-time other professionals (support/service) entered, 104, has an expected range of between 52 and 96. Please explain this difference.	Explanation	Yes
Reason:	The number in this category, 104, is slightly above the expected range. After a few years of steady hiring, there was a slight increase during the last year in this category.				
Screen: Faculty Status 11/12 mo					
4	Row 37 Column 7	Screen Entry	The number entered, 0, has an expected range of between 1 and 30. Please explain this difference.	Explanation	Yes
Reason:	No females fit into this category during the date range.				
Global Edits					
5		Perform Edits	The average salary for one of the academic ranks in 11/12-month contracts, 108,664, is not within the expected range of between 68,476 and 102,712 based on the prior year value. Please fix or explain.	Explanation	Yes
Reason:	Administrator returns as Professor				
6		Perform Edits	The average salary for one of the academic ranks in 11/12-month contracts, 59,185, is not within the expected range of between 36,441 and 54,661 based on the prior year value. Please fix or explain.	Explanation	Yes
Reason:	Small sample size of 2.				

Global Edits					
7		Perform Edits	The average expenditure for one of the benefits in 9/10-month contracts, 32, is not within the expected range of between 15 and 27. Please fix or explain.	Explanation	Yes
Reason:		Relates to furloughs			
Global Edits					
8		Perform Edits	The average expenditure for one of the benefits in 11/12-month contracts, 698, is not within the expected range of between 362 and 670. Please fix or explain.	Explanation	Yes
Reason:		There was a life insurance rate increase.			
9		Perform Edits	The average expenditure for one of the benefits in 11/12-month contracts, 32, is not within the expected range of between 15 and 27. Please fix or explain.	Explanation	Yes
Reason:		Relates to furloughs.			

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