

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

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, **Part D** is **NOT** applicable to your institution and you will **NOT** be required to report data for **Part D**.

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?

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

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Human Resources Screening Questions

Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2011 either for the *first time* or *after a break in service* AND who were still on the payroll of the institution As of November 1, 2011? (Exclude persons who have returned from sabbatical leave OR full-time staff who are working less-than-9-month contracts/teaching periods and whose primary responsibility is instruction, research, and/or public service.)

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 the Fall Staff section (long version).

Yes

No

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

Primary function/ occupational activity (mutually exclusive categories)	As of November 1, 2011 Faculty status			Without faculty status	Total
	Tenured	On tenure track	Not on tenure track/ no tenure system		
Primarily instruction					0
Instruction/research/public service	390	126	94		610
Primarily instruction + Instruction/research/public service	390	126	94	0	610
Primarily research					0
Primarily public service					0
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	390	126	94	0	610
Executive/administrative/managerial	51			44	95
Other professionals (support/service)				563	563
Technical and paraprofessionals				20	20
Clerical and secretarial				223	223
Skilled crafts				54	54
Service/Maintenance				194	194
Total full time	441	126	94	1,098	1,759
Total from prior year	431	122	76	1,093	1,722

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

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

Primary function/ occupational activity (mutually exclusive categories)	As of November 1, 2011				Total	Graduate assistants
	Tenured	Faculty status On tenure track	Not on tenure track/ no tenure system	Without faculty status		
Primarily instruction					0	
Instruction/research/public service	31	1	152		184	314
Primarily instruction + Instruction/research/public service	31	1	152	0	184	314
Primarily research					0	
Primarily public service					0	
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	31	1	152	0	184	314
Executive/administrative/managerial				1	1	
Other professionals (support/service)				110	110	
Technical and paraprofessionals				1	1	
Clerical and secretarial				42	42	
Skilled crafts				1	1	
Service/Maintenance				44	44	
Total part time	31	1	152	199	383	314
Total from prior year	35		165	194	394	317

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

Primary function/occupational activity	As of November 1, 2011						Total including Graduate assistants
	Full-time	Full-time from prior year	Part-time	Part-time from prior year	Graduate assistants	Graduate assistants from prior year	
Primarily instruction	0	577	0	199	0		0
Instruction/research/public service	610		184		314	317	1,108
Primarily instruction + Instruction/research/public service	610	577	184	199	314	317	1,108
Primarily research	0		0		0		0
Primarily public service	0		0		0		0
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	610	577	184	199	314	317	1,108
Executive/administrative/managerial	95	98	1	1	0		96
Other professionals (support/service)	563	558	110	104	0		673
Technical and paraprofessionals	20	22	1	1	0		21
Clerical and secretarial	223	214	42	46	0		265
Skilled crafts	54	55	1		0		55
Service/Maintenance	194	198	44	43	0		238
Grand total	1,759	1,722	383	394	314	317	2,456

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, 2011				
Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
Men				
Professors	1	118	2	121
Associate professors		102	4	106
Assistant professors		60	1	61
Instructors	5	42		47
Lecturers	1			1
No academic rank				0
Total men	7	322	7	336
Total men from prior year		312	14	
Women				
Professors		37		37
Associate professors		86	4	90
Assistant professors	1	60	2	63
Instructors	10	74		84
Lecturers				0
No academic rank				0
Total women	11	257	6	274
Total women from prior year		241	10	
Total (men + women)	18	579	13	610
Total from EAP				610
Total from prior year (Salaries section)		553	24	577

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, 2011 Faculty status				Total from Part D (Headcount screen)
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
Men					
Professors	118				118
Associate Professors	100	2			102
Assistant Professors	5	52	3		60
Instructors	10	1	31		42
Lecturers					
No academic rank					
Total men	233	55	34	0	322
Total men prior year	221	60	31	0	312
Women					
Professors	37				37
Associate Professors	84	1	1		86
Assistant Professors	4	56			60
Instructors	22	10	42		74
Lecturers					
No academic rank					
Total women	147	67	43	0	257
	139	59	43	0	241

Total women prior year					
Total (men + women)	380	122	77	0	579

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, 2011 Faculty status				Total from Part D (Headcount screen)
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
Men					
Professors	2				2
Associate Professors	4				4
Assistant Professors		1			1
Instructors					
Lecturers					
No academic rank					
Total men	6	1	0	0	7
Total men prior year	11	1	2	0	14
Women					
Professors					
Associate Professors	4				4
Assistant Professors		2			2
Instructors					
Lecturers					
No academic rank					
Total women	4	2	0	0	6
	8	2	0	0	10

Total women prior year					
Total (men + women)	10	3	0	0	13

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, 2011**

Gender and academic rank	Total from Part D (Headcount screen)	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	118	10,589,262	89,740	87,696
Associate professors	102	7,212,158	70,707	71,481
Assistant professors	60	3,746,294	62,438	57,745
Instructors	42	2,093,699	49,850	42,926
Lecturers				
No academic rank				
Total men	322	23,641,413	73,421	71,159
Women				
Professors	37	2,909,377	78,632	78,316
Associate professors	86	5,749,137	66,850	66,118
Assistant professors	60	3,316,474	55,275	54,746
Instructors	74	3,689,591	49,859	43,766
Lecturers				
No academic rank				
Total women	257	15,664,579	60,952	58,174
Total (men + women)	579	39,305,992	67,886	65,500

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, 2011**

Gender and academic rank	Total from Part D (Headcount screen)	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	2	180,728	90,364	108,664
Associate professors	4	315,865	78,966	77,210
Assistant professors	1	56,956	56,956	55,662
Instructors			⚠	38,431
Lecturers				
No academic rank				
Total men	7	553,549	79,078	75,825
Women				
Professors			⚠	81,920
Associate professors	4	304,560	76,140	74,006
Assistant professors	2	116,615	58,308	60,280
Instructors			⚠	59,185
Lecturers				
No academic rank				
Total women	6	421,175	70,196	71,252
Total (men + women)	13	974,724	74,979	73,919

Part G - Fall Staff - Full-time instruction/research/public service staff - Not on tenure track/no tenure system

Number of full-time staff with faculty status who are Not on tenure track and whose primary responsibility is instruction, research, and/or public service OR number of full-time staff whose primary responsibility is instruction, research, and/or public service and who work at an institution with No tenure system by academic rank, gender, and race/ethnicity

As of November 1, 2011

•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
Men							
Nonresident alien				1			1
Hispanic/Latino	1						1
American Indian or Alaska Native							0
Asian							0
Black or African American				1			1
Native Hawaiian or Other Pacific Islander							0
White			3	34	1		38
Two or more races							0
Race and ethnicity unknown							0
Total men	1	0	3	36	1	0	41
Women							
Nonresident alien				2			2
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian				1			1
Black or African American				1			1

Part G - Fall Staff - Full-time instruction/research/public service staff - Without faculty status

Number of full-time staff Without faculty status whose primary responsibility is instruction, research, and/or public service by gender and race/ethnicity

As of November 1, 2011

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Total
Men	
<u>Nonresident alien</u>	0
<u>Hispanic/Latino</u>	
<u>American Indian or Alaska Native</u>	
<u>Asian</u>	
<u>Black or African American</u>	
<u>Native Hawaiian or Other Pacific Islander</u>	
<u>White</u>	
<u>Two or more races</u>	
<u>Race and ethnicity unknown</u>	
Total men	0
Women	
<u>Nonresident alien</u>	
<u>Hispanic/Latino</u>	
<u>American Indian or Alaska Native</u>	
<u>Asian</u>	
<u>Black or African American</u>	
<u>Native Hawaiian or Other Pacific Islander</u>	
<u>White</u>	
<u>Two or more races</u>	
<u>Race and ethnicity unknown</u>	
Total women	0

Total (men+women)	0
Total from EAP	0

Part G - Fall Staff - Full-time instruction/research/public service staff - Totals

Total number of full-time staff whose primary responsibility is instruction, research, and/or public service by gender and race/ethnicity

As of November 1, 2011

	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	18	17	35
<u>Hispanic/Latino</u>	6	7	13
<u>American Indian or Alaska Native</u>	0	1	1
<u>Asian</u>	19	7	26
<u>Black or African American</u>	8	5	13
<u>Native Hawaiian or Other Pacific Islander</u>	1	0	1
<u>White</u>	282	235	517
<u>Two or more races</u>	2	2	4
<u>Race and ethnicity unknown</u>	0	0	0
Total	336	274	610

Native Hawaiian or Other Pacific Islander								
White	35	268	4	205	3	81		596
Two or more races		1						1
Race and ethnicity unknown								0
Total women	38	301	5	217	3	94		658
Total (men+women)	95	563	20	223	54	194		1,149
Total from EAP	95	563	20	223	54	194		1,149

Part J - Fall Staff - Part-time professional staff

Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity

As of November 1, 2011

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Staff whose primary responsibility is instruction, research, and/or public service	Executive/administrative/managerial	Other professionals (support/service)
Men			
Nonresident alien	1		
Hispanic/Latino	2		
American Indian or Alaska Native			
Asian	2		
Black or African American	1		
Native Hawaiian or Other Pacific Islander			
White	74		25
Two or more races	1		
Race and ethnicity unknown			
Total men	81	0	25
Women			
Nonresident alien			1
Hispanic/Latino	3		2
American Indian or Alaska Native			1
Asian	2		1
Black or African American	1		
Native Hawaiian or Other Pacific Islander			
White	95	1	80
Two or more races	2		
Race and ethnicity unknown			

Total women	103	1	85
Total (men+women)	184	1	110
Total from EAP	184	1	110

Part J - Fall Staff - Part-time non-professional staff

Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity

As of November 1, 2011

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/Maintenance
Men				
Nonresident alien				
Hispanic/Latino				2
American Indian or Alaska Native				
Asian				1
Black or African American				2
Native Hawaiian or Other Pacific Islander				
White	1	1	1	9
Two or more races				
Race and ethnicity unknown				
Total men	1	1	1	14
Women				
Nonresident alien				
Hispanic/Latino				1
American Indian or Alaska Native				1
Asian		1		
Black or African American				2
Native Hawaiian or Other Pacific Islander				

White		40		26	
Two or more races					
Race and ethnicity unknown					
Total women	0	41	0	30	
Total (men+women)	1	42	1	44	
Total from EAP	1	42	1	44	

Part J - Fall Staff - Graduate assistants and part-time grand total
 Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity

As of November 1, 2011

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Total (includes Part-time Professionals and Part-time Non- professionals)	Graduate assistants	Part-time grand total (includes graduate assistants)
Men			
Nonresident alien	1	25	26
Hispanic/Latino	4	4	8
American Indian or Alaska Native	0		0
Asian	3		3
Black or African American	3	5	8
Native Hawaiian or Other Pacific Islander	0	1	1
White	111	79	190
Two or more races	1	1	2
Race and ethnicity unknown	0		0
Total men	123	115	238
Women			
Nonresident alien	1	25	26
Hispanic/Latino	6	4	10
American Indian or Alaska Native	2	1	3
Asian	4	5	9
Black or African American	3	8	11
Native Hawaiian or Other Pacific Islander	0		0
White	242	152	394
Two or more races	2	3	5
Race and ethnicity unknown	0	1	1

Total women	260	199	459
Total (men+women)	383	314	697
Total from EAP	383	314	697

Part K - Fall Staff - Total number of staff**Total number of staff by employment status, gender, and race/ethnicity****As of November 1, 2011**

Gender and race/ethnicity	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women
<u>Nonresident alien</u>	21	21	26	26	47	47
<u>Hispanic/Latino</u>	11	18	8	10	19	28
<u>American Indian or Alaska Native</u>	0	2	0	3	0	5
<u>Asian</u>	22	15	3	9	25	24
<u>Black or African American</u>	38	42	8	11	46	53
<u>Native Hawaiian or Other Pacific Islander</u>	1	0	1	0	2	0
<u>White</u>	728	831	190	394	918	1,225
<u>Two or more races</u>	6	3	2	5	8	8
<u>Race and ethnicity unknown</u>	0	0	0	1	0	1
Grand total	827	932	238	459	1,065	1,391

Part L - Fall Staff - New hires - Full-time instruction/research/public service staff - Faculty status

Number of full-time permanent new hires whose primary responsibility is instruction, research, and/or public service by faculty status, gender, and race/ethnicity

(Hired full time between July 1 and October 31, 2011 and still on payroll of the institution as of November 1, 2011)

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Faculty status			Without faculty status	Total
	Tenured	On tenure track	Not on tenure track/ no tenure system		
Men					
Nonresident alien	8	9	1		18
Hispanic/Latino	5		1		6
American Indian or Alaska Native					0
Asian	17	2			19
Black or African American	7		1		8
Native Hawaiian or Other Pacific Islander	1				1
White	199	45	38		282
Two or more races	2				2
Race and ethnicity unknown					0
Total men	239	56	41	0	336
Women					
Nonresident alien	4	11	2		17
Hispanic/Latino	4	3			7
American Indian or Alaska Native	1				1
Asian	5	1	1		7
					5

Black or African American	2	2	1		
Native Hawaiian or Other Pacific Islander					0
White	133	53	49		235
Two or more races	2				2
Race and ethnicity unknown					0
Total women	151	70	53	0	274
Total (men+women)	390	126	94	0	610

Native Hawaiian or Other Pacific Islander									
White		25		6			2		33
Two or more races									0
Race and ethnicity unknown									0
Total women	0	27	0	6	0	3	36		
Total (men+women)	0	48	0	6	2	8	64		

Part L - Fall Staff - New hires - Totals**Total number of full-time permanent new hires by gender and race/ethnicity****(Hired full time between July 1 and October 31, 2011 and still on payroll of the institution as of November 1, 2011)**

	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	20	17	37
<u>Hispanic/Latino</u>	6	8	14
<u>American Indian or Alaska Native</u>	0	1	1
<u>Asian</u>	19	8	27
<u>Black or African American</u>	13	6	19
<u>Native Hawaiian or Other Pacific Islander</u>	1	0	1
<u>White</u>	303	268	571
<u>Two or more races</u>	2	2	4
<u>Race and ethnicity unknown</u>	0	0	0
Grand total	364	310	674

Institution: University of Northern Iowa (154095)

User ID: P1540951

Human Resources Survey Evaluation

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

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 2012.

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 2011

Primary function/occupational activity	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,759	383	1,887
Professional staff	1,268	295	1,366
Staff whose primary responsibility is instruction, research, and/or public service	610	184	671
Primary instruction	0	0	0
Instruction/research/public service	610	184	671
Primarily research	0	0	0
Primarily public service	0	0	0
Executive/administrative/managerial	95	1	95
Other professionals (support/service)	563	110	600
Non-professional staff	491	88	520
Technical and paraprofessional	20	1	20
Clerical/secretarial	223	42	237
Skilled crafts	54	1	54
Service/Maintenance	194	44	209

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 2011-12

**Salaries of full-time instructional staff by contract length and academic rank:
Academic year 2011-12**

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	Salary outlays	Number of staff	Salary outlays	Number of staff	Average salaries
All Ranks	579	\$39,305,992	13	\$974,724	592	\$67,742
Professor	155	\$13,498,639	2	\$180,728	157	\$86,920
Associate professor	188	\$12,961,295	8	\$620,425	196	\$68,719
Assistant professor	120	\$7,062,768	3	\$173,571	123	\$58,575
Instructor	116	\$5,783,290			116	\$49,856
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.