#### Human Resources 2012-13

Institution: University of Northern Iowa (154095)

User ID: P1540951

#### Overview

#### **Human Resources Overview**

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

#### Recent changes

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

#### Resources:

- The NEW IPEDS HR/SOC Information Center can be found at the following website:

  <a href="http://nces.ed.gov/ipeds/resource/soc.asp">http://nces.ed.gov/ipeds/resource/soc.asp</a>. (The new center includes, but is not limited to the following links: New (2012-13) IPEDS Occupational Categories and 2010 SOC crosswalk; 2012-13 IPEDS HR survey material; Standard Occupational Classification (SOC) System material; IPEDS HR/SOC Browse Tool; and Web Tutorials.)
- To download the survey materials for this component: <u>Survey Materials</u>

#### Data reporting reminders:

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

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

To access your prior year data submission for this component: Reported Data

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

**Human Resources Screening Questions** Does your institution have any part-time staff? If you answer Yes to this question, you will be provided the screens to report part-time staff. O No Does your institution have 15 or more full-time staff? Yes ONO Do ALL of the instructional staff at your institution fall into any of the following categories? If you answer Yes to any of the questions below, the full-time instructional staff screens of Part G are NOT applicable to your institution and you will NOT be required to report data for the full-time instructional staff screens of Part G. However, Part G will still be required for reporting data for full-time non-instructional staff. 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 © No order)? Yes Do ALL of the instructional staff teach pre-clinical or clinical medicine? © No The reporting of data by gender AND race/ethnicity is optional this year as it is in even-numbered years. Do you wish to report data by gender AND race/ethnicity this year? If you answer No, screens to report data by employment status (full-time and part-time) and occupational category will be displayed. If you answer Yes, screens to report data by employment status (full-time and part-time), occupational category, and gender AND race/ethnicity will be displayed and you must complete all applicable screens. No, I will not report data by gender and race/ethnicity this year Yes, I will report data by gender and race/ethnicity this year You may use the space below to provide context for the data you've reported above.

Institution: University of Northern Iowa (154095)

User ID: P1540951



<b>Human Resources Screening Questions</b>				
Does your institution have a tenure system?				
If you answer Yes to this question, you will be provided the screens to report sor	ne data by	tenure sta	tus.	
	•	Yes	O	No
Does your institution have graduate assistants?				
If you answer Yes to this question, you will be provided the screens to report gra	iduate assi	istants.		
	•	Yes	0	No
Did your institution hire any full-time permanent staff who were included o	n the payr	oll of the i	nstitution	1
between July 1 and October 31, 2012 either for the first time (new to the ins	stitution) c	r after a b	reak in se	ervice
AND who were still on the payroll of the institution as of November 1, 2012	? (Exclude	persons	who have	•
returned from sabbatical leave OR full-time Postsecondary Staff who are w	orking les	s-than-9-r	nonth cor	ntracts.)
If you answer <b>Yes</b> to this question and your institution has 15 or more full-time streport <b>full-time permanent new hires</b> in <b>Part H</b> .	taff, you wi	ll be provid	led the scr	eens to
	0	Yes	0	No

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

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

•Report Hispar	nic/Latino individuals of	any race as Hispanic/La	tino				
•Report race for	or non-Hispanic/Latino in	dividuals only					
Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Tota
Men							
Nonresident alien Hispanic/Latino	0	8	0	0	0	0	
	3	2	0	0	0	0	
American Indian or Alaska Native	0	0	0	0	0	0	
<u>Asian</u>	10	8	0	0	0	0	1
Black or African American	4	3	0	0	0	0	
Native Hawaiian or Other Pacific	1	0	0	0	0	0	
Islander White	89	83	4	10	0	0	18
Two or more races	1	2	0	0	О	0	
Race and ethnicity unknown	0	0	0	0	0	0	
Total men		108	106	4	10	0	0 22
Women							
Nonresident alien Hispanic/Latino	0	5	0	0	0	0	
	1	2	0	0	0	0	
American Indian or Alaska Native	1	0	0	0	0	0	
<u>Asian</u>	0	4	0	0	0	0	
Black or African American	0	3	0	0	0	0	
	0	0	0	0	0	0	

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

# Part A - Full-time instructional staff

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

#### As of November 1, 2012

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

		of any race as Hispanic/La	atino				
_	or non-Hispanic/Latin						
Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Tota
Men							
Nonresident alien	0	0	7	0	0	0	
Hispanic/Latin	0	0	1	0	0	0	
American Indian or Alaska Native	0	0	0	0	0	0	
Asian	0	0	0	0	0	0	
<u>Black or</u> <u>African</u> American	0	0	0	0	0	0	
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	
White	0	1	38	0	0	0	39
Two or more races Race and	0	0	0	0	0	0	
ethnicity unknown	0	0	0	0	0	0	
Total men		0	1	46	0	0	0 4
Women							HARASS -
Nonresident alien	0	1	10	0	0	0	1
Hispanic/Latin	0	0	4	0	0	0	
American Indian or Alaska Native	0	0	0	0	0	0	
<u>Asian</u>	0	0	0	0	0	0	
Black or African American	0	0	1	0	0	0	
	0	0	0	0	0	0	

Native Hawaiian or Other Pacific Islander							
White							_ 50
	0	0	44	6	0	0	
Two or more							_ 0
races	0	0	0	0	0	0	
Race and							_ 0
Race and ethnicity	0	0	0	0	0	0	
unknown							
Total women	0	1	59	6	C		0 66
Total	0	2	105	6	C		0 113
(men+women)							

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

# Number of full-time instructional staff with faculty status who are <u>not on tenure track</u>

# with multi-year contract

by academic rank, gender, and race/ethnicity

		of any race as Hispanic/La	tino				
Gender and	r non-Hispanic/Latir Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Tota
Men							
Nonresident alien Hispanic/Latino	0	0	0	0	0	0	
American	0	0	0	0	0	0	
Indian or Alaska Native	0	0	0	0	0	0	
Asian Disale an	0	0	0	0	0	0	
Black or African American	0	0	0	1	0	0	
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	
White	0	0	0	10	0	0	1
Two or more races Race and	0	0	0	0	0	0	
ethnicity unknown	0	0	0	0	0	0	
Total men		0	0	0	11	0	0 1
Women							
Nonresident alien Hispanic/Latino	0	0	0	2	0	0	
American	0	0	0	0	0	0	
Indian or Alaska Native	0	0	0	0	0	0	
<u>Asian</u>	0	0	0	0	0	0	
Black or African American	0	0	0	0	0	0	
	0	0	0	0	0	0	

Native Hawaiian or Other Pacific Islander							
White							22
	0	0	0	22	0	0	
Two or more						-	_ 0
races	[0	0	0	0	[0	0	
Race and							_ 0
Race and ethnicity	0	0	0	0	0	0	
unknown							
Total women	0	0	0	24	C	0	24
Total	0	0	0	35	C	0	35
(men+women)							

# Part A - Full-time instructional staff

# Number of full-time instructional staff with faculty status who are <u>not on tenure track</u> with annual contract

# by academic rank, gender, and race/ethnicity

#### As of November 1, 2012

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

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

Native Hawaiian or Other Pacific Islander								
White								0
	0	0	0	0	0	0		
Two or more								0
races	0	0	0	0	0	0		
Race and							_	0
Race and ethnicity	0	0	0	0	0	0		
unknown								
Total women	0	0	0	0	0	(	0	0
Total	0	0	0	0	0	(	0	0
(men+women)								

# Part A - Full-time instructional staff

# Number of full-time instructional staff with faculty status who are <u>not on tenure track</u> with less than annual contract

by academic rank, gender, and race/ethnicity

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men	1 101633013	р. отоссото	protocolo	mstructors	Lecturers	, <b></b>	Total
Nonresident alien	0	0	0	1	0	0	1
Hispanic/Latino	0	0	0	0	0	0	0
American ndian or Alaska Native	0	0	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0	0	0
<u>Black or</u> <u>African</u> American	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	17	1	0	18
Two or more races	0	0	0	1	0	0	1
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men		0	0	0	19	1	0 20
Women							
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
<u>Asian</u>	0	0	0	1	0	0	1
<u>Black or</u> African American	0	0	0	0	0	0	0
	0	0	0	0	0	0	0

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

Part A - Full-time instructional staff	
Number of full-time instructional staff without	
by gender and race/ethnicit	у
As of November 1, 2012	
• Report Hispanic/Latino individuals of any race as Hispanic/Latino	
Report race for non-Hispanic/Latino individuals only  Gender and race/ethnicity	Total
Men	i Otai
Nonresident alien	
Hispanic/Latino	
American Indian or Alaska Native	
Asian	
Black or African American	
Native Hawaiian or Other Pacific Islander	
White	
Two or more races	
Race and ethnicity unknown	0
Total men	, C
Women	
Nonresident alien	
Hispanic/Latino	
American Indian or Alaska Native	,
Asian	
Black or African American	,
Native Hawaiian or Other Pacific Islander	
<u>White</u>	
Two or more races	
Race and ethnicity unknown	0
Total women	
Total (men+women)	(

# Part A - Full-time instructional staff

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

	<u>Tenured</u>	On Tenure Track		Not on Tenure Track		Without Faculty status	Tota
			Multi-year contract	Annual contract	Less-than-annual contract		
Total carried forward from	376	113	35	0	39		0 56
previous screens							
Instruction	0	0	0	0	0	(	0
Exclusively credit							
	0	0	0	0	0	0	
Exclusively not-for-credit							
	0	0	0	0	0	0	
Combined credit/not-for-							
credit	0	0	0	0	0	0	
Instruction/research/public							_ 56
service	376	113	35	0	39	0	

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

Total number of full-time instructional staff								
by gender and race/ethnicity								
As of November 1, 2012								
Race/ethnicity	Total men	Total women	Total (men+women)					
Nonresident alien	16	18	34					
Hispanic/Latino	6	8	14					
American Indian or Alaska Native	0	1	1					
Asian	18	5	23					
Black or African American	8	4	12					
Native Hawaiian or Other Pacific Islander	1	0	1					
White	253	220	473					
Two or more races	4	1	5					
Race and ethnicity unknown	0	0	0					
Total	306	257	563					

# Part B - Full-time non-instructional staff

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

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

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



Race and ethnicity unknown	0 0	0	
Total women	257	0	0
Total (men+women)	563	0	0

# Part B - Full-time non-instructional staff

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

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

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



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

# Part B - Full-time non-instructional staff

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

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

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



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

Part B - Full-time non-instructional staff

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

# As of November 1, 2012

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

•Report nispan	ic/Latino individuais of an	y race as mispanic/Latino				
•Report race for	r non-Hispanic/Latino indi	viduals only				
Gender and race/ethnicity	Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Natural Resources, Construction, and Maintenance Occupations	Production, Transportation, and Material Moving Occupations	Grand Total (All full- time staff)
Men						
Nonresident					-	_ 20
alien	0	0	0	0	2	
Hispanic/Latino	0					_ 12
•	Į0	0	0	0	0	(
American Indian or	0	0	0	0	0	_ (
Alaska Native	Į <b>U</b>	10		10	l lo	
Asian						21
7 tolari	0	0	0	1	0	
Black or						36
African	7	0	1	0	3	
American						
Native	0	0	0	0	0	
Hawaiian or Other Pacific Islander	JO	Į0	ĮU į	Į0	JU	685
White	65	0	9	56	29	_ 000
Two or more						_ 7
races	0	0	0	0	0	
Race and						(
ethnicity	0	0	0	0	0	
unknown		70		5-	7	4 700
Total men		72	0 10	57	34	4 782
Women						0.
Nonresident	0	0	0	0	0	_ 22
alien		Į <b>U</b>	Į0	Į0	Į U	19
Hispanic/Latino	1	0	2	0	1	_ 18
American	<u>                                      </u>	10	I L	10	] 1	
Indian or	0	0	0	0	0	
Alaska Native	1	12		,-	, -	
Asian						_ 1
	2	0	1	0	0	
						_ 43
	8	0	11	0	0	

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

Part B - Full-time non-instructional staff

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

Occupational category	Tenured	On Tenure Track	Multi-year contract	Not on Tenure Track Annual contract	Less-than-annual contract	Without Faculty status	Total
,			india jour contract	<u></u>			
Postsecondary							_ 0
Teachers -	0	0	0	0	0	0	
Research							
Postsecondary	0	0	0		0	0	_ 0
	0	Į0	Į0	0	0	JU	
Public Service Archivists,							1
Curators, and	0	0	0	0	0	1	- '
Museum	10			,-	10	1.	
Technicians							
Librarians							_ 1
	1	0	0	0	0	0	
Library				[o			_ 0
Technicians	0	0	0	0	0	0	_ 111
Other Teachers and	0	0	0	0	0	111	_ !!!
Instructional	Į <b>O</b>	10	10	10	IO	1111	
Support Staff							
Management							_ 243
Occupations	50	0	0	0	0	193	
Business and							_ 77
Financial	0	0	0	0	0	77	
Operations							
Occupations							_ 106
Computer,	0	0	0	0	0	106	_ 106
Engineering, and Science	JO	10	10	10	JO	100	
Occupations							
Community							_ 86
Service, Legal,	0	0	0	0	0	86	
Arts, and							
Media							
Occupations							40
<u>Healthcare</u>	0	0	0	0	0	18	_ 18
	U	IO	IO	IU	IO	10	
and Technical Occupations							
Occupations							

Part C - Full-time summary non-medical

# Summary of full-time, non-medical school, staff by tenure status and occupational category

Occupational category	Tenured	On Tenure Track	N Multi-year contract	ot on Tenu Annual contract	re Track Less-than-annual contract	Without Faculty status	Total
Postsecondary Teachers	376	113	35	0	39	0	563
Instruction	0	0	0	0	0	0	0
Exclusively credit	0	0	0	0	0	0	0
Exclusively not-for-credit	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0
Instruction/research/public service	376	113	35	0	39	0	563
Research	0	0	0	0	0	0	0
Public Service	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians	0	0	0	0	0	1	1
Librarians	1	0	0	0	0	0	1
Library Technicians	0	0	0	0	0	0	0
Other Teachers and Instructional Support Staff	0	0	0	0	0	111	111
Management Occupations	50	0	0	0	0	193	243
Business and Financial Operations Occupations	0	0	0	0	0	77	77
Computer, Engineering, and Science Occupations	0	0	0	0	0	106	
Community Service, Legal, Arts, and Media Occupations	0	0	0	0	0	86	
Healthcare Practitioners and Technical Occupations	0	0	0	0	0	18	18
Service Occupations							164
Sales and Related Occupations							3
Office and Administrative Support Occupations							223
Natural Resources, Construction, and Maintenance Occupations							62
Production, Transportation, and Material Moving Occupations							38
Total							1,696

# Part D - Part-time staff

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

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

Gender and race/ethnicity		Postsecondary Teachers	
	Instructional Staff	Research	Public Service
Men			
Nonresident alien	0	0	0
Hispanic/Latino	4	0	0
American Indian or Alaska Native	0	0	0
<u>Asian</u>	3	0	0
Black or African American	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	74	0	0
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
Total men	8	C	0
Women			
Nonresident alien	1	0	0
Hispanic/Latino	2	0	0
American Indian or Alaska Native	0	0	0
<u>Asian</u>	4	0	0
Black or African American	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	101	0	0
Two or more races	3	0	0
Race and ethnicity unknown	0	0	0



Total women	113	0	0
Total (men+women)	194	0	0

# Part D - Part-time staff

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

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

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

# Part D - Part-time staff

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

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

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

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

Part D - Part-time staff

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

# As of November 1, 2012

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

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

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

# **Part D - Graduate assistants**

# Number of graduate assistants by occupational category, gender, and race/ethnicity

# As of November 1, 2012

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

#### •Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Teaching	Research	Management	Business and Financial Operations	Computer, Engineering, and Science	Community Service, Legal, Arts, and Media	Library and Instructional Support	Healthcare Practitioners and Technical	Tota
Men				<u>Operations</u>	and Science	Aits, and Media	Support	and recinical	
Nonresident									_ 2
<u> </u>	1	21	0	0	0	0	0	0	
Hispanic/Latino	1	2	0	0	0	0	0	0	
Alaska Native	0	1	0	0	0	0	0	0	
	0	1	0	0	0	0	0	0	_ 1
Black or African American	0	5	0	0	0	0	0	0	_ 5
Native									_ 0
Hawaiian or	0	0	0	0	0	0	0	0	
Other Pacific Islander									_ 77
	8	69	0	0	0	0	0	0	- //
	0	0	0	0	0	0	0	0	
	0	0	0	0	0	0	0	0	_ (
unknown Total men	10	99	)	0		0	)		0 109
Women	10		The state of the s			,			, ,,
Nonresident	1	18	0	0	0	0	0	0	_ 19
Hispanic/Latino	0	4	0	0	0	0	0	0	_ 4
American Indian or	0	1	0	0	0	0	0	0	_ 1
Alaska Native									
Asian	1	2	0	0	0	0	0	0	_
Black or African American	1	7	0	О	0	0	0	0	_ 8
	0	0	0	0	0	0	0	0	_ (

Native Hawaiian or Other Pacific Islander									
White									153
	20	133	0	0	] 0	0	0	0	
Two or more									_ 2
races	0	2	0	0	0	0	0	0	
Race and									_ 2
ethnicity	0	2	0	0	0	0	0	0	
Race and ethnicity unknown									
Total women	23			(	0	0	(		0 192
Total	33	268	0	C	0	0	C		0 301
(men+women)									

**Part E - Part-time staff** 

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

### As of November 1, 2012

Occupational category	<u>Tenured</u>	On Tenure Track	Multi voor contract	Not on Tenure Track Annual contract	Less-than-annual contract	Without Faculty status	Total
			Multi-year contract	Annual contract	Less-man-annual contract		
Postsecondary Teachers	30	0	1	C	163	(	0 194
Instruction	0	0	0	C	0	(	0 0
Exclusively credit	0	0	0	0	0	0	_ 0
Exclusively not-for-credit	0	0	0	0	0	0	_ 0
Combined credit/not-for- credit	0	0	0	0	0	0	_ 0
Instruction/research/public service	30	0	1	0	163	0	_ 194
Research	0	0	0	0	0	0	_ 0
Public Service	0	0	0	0	0	0	_ 0
Archivists, Curators, and Museum Technicians	0	0	0	0	0	0	_ 0
<u>Librarians</u>	1	0	0	0	1	0	
Library Technicians	0	0	0	0	0	0	24
Other Teachers and Instructional Support Staff	0	0	0	0	0	34	34
Management Occupations	0	0	0	0	0	11	_ 12
Business and Financial Operations Occupations	0	0	0	0	0	12	7
Computer, Engineering, and Science Occupations	0	0	0	0	0	7	- <i>'</i> 27
Community Service, Legal, Arts, and Media Occupations	0	0	0	0	0	27	_ 21
Healthcare Practitioners and Technical Occupations	0	0	0	0	0	9	_ 9

**Part F - Part-time summary non-medical** 

## Summary of part-time staff by tenure status and occupational category

### As of November 1, 2012

Occupational category	Tenured	On		lot on Tenu			Total
		Tenure Track	Multi-year contract	Annual contract	Less-than-annual contract	Faculty status	
Postsecondary Teachers	30	0	1		163	0	194
Instruction	0	0	0	0	0	0	0
Exclusively credit	0	0	0	0	0	0	0
Exclusively not-for-credit	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0
Instruction/research/public service	30	0	1	0	163	0	194
Research	0	0	0	0	0	0	0
Public Service	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians	0	0	0	0	0	0	0
Librarians	1	0	0	0	1	0	
Library Technicians	0	0	0	0	0	0	0
Other Teachers and Instructional Support Staff	0	0	0	0	0	34	34
Management Occupations	0	0	0	0	0	11	11
Business and Financial Operations Occupations	0	0	0	0	0	12	12
Computer, Engineering, and Science Occupations	0	0	0	0	0	7	7
Community Service, Legal, Arts, and Media Occupations	0	0	0	0	0	27	27
Healthcare Practitioners and Technical Occupations	0	0	0	0	0	9	9
Service Occupations							58
Sales and Related Occupations							0
Office and Administrative Support Occupations							44
Natural Resources, Construction, and Maintenance Occupations							2
Production, Transportation, and Material Moving Occupations							76
Graduate Assistants							301
Teaching							33
Research							268
Management							C
Business and Financial Operations							C
Computer, Engineering, and Science							0

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

Part G - Salary Worksheet

Part G - Sa	alary Worksheet							
	Numb	per of full-time, non-medic	cal, instructional staff for o	calculation of total number	r of month	S		
			As of November 1, 20	12				
Gender and academic rank	9-Month Contract or Employment agreement	② 10-Month Contract or Employment agreement	② 11-Month Contract or Employment agreement	2 12-Month Contract or Employment agreement	Total employees for Salary reporting	of	Total full- time, non- medical, instructional staff from Part A	Balance (All other full-time instructional staff)
Men								
Professors	106	0	0	0	106		108	
Associate professors	102	0	0	0	102		107	
Assistant professors	49	0	0	0	49		50	
Instructors	31	0	0	0	31		40	
Lecturers	0	0	0	0	0		1	
No academic rank	0	0	0	0	0	0	0	0
Total men	288	0	0	0	288	2,592	306	18
Women								
	42	0	0	0	42		42	
Associate professors	76	0	0	0	76		81	
Assistant professors	63	0	0	0	63	567	65	2
Instructors					56	504	69	13
Lecturers	56	0	0	0	0	0	0	0
	0	0	0	0				
No academic rank	0	0	0	0	0	0	0	0
Total women	237	0	0	0	237	2,133	257	20
Total (men + women)	525	0	0	0	525	4,725	563	38

Part C - Salary outlays for full-time instructional staff

Part G - Salary out	lays for full-time instructional s											
	Salary outlays for full-ti											
by gender and academic rank												
	As of	November 1	, 2012									
Gender and academic rank	Headcount (from Part G, screen 1) OR Total employees fo Salary reporting	Number	Salary Outlays	Weighted average Salaries per month								
Men				10.450								
Professors	100	954	9,691,710	10,159								
Associate professors	102	918	7,333,109	7,988								
Assistant professors	49	9 441	3,239,059	7,345								
Instructors	3:	1 279	1,684,601	6,038								
Lecturers		0	0									
No academic rank		0	0	-								
Total men	288	3 2,592	21,948,479	8,468								
Women												
Professors	42	2 378	3,289,075	8,701								
Associate professors	70	684	5,170,818	7,560								
Assistant professors	63	3 567	3,626,132	6,395								
Instructors	50	5 504	2,961,675	5,876								
Lecturers		0	0									
No academic rank		0	0									
Total women	237	·	15,047,700									
Total (men + women)	529	5 4,725	36,996,179	7,830								

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

# Salary outlays for full-time, non-medical, non-instructional staff by occupational category

As of November 1, 2012									
Occupational category	Number of full-time staff	Total salary outlays							
Postsecondary Teachers - Research	0	0							
Postsecondary Teachers - Public Service	0	0							
Library and Instructional Support Occupations	113	6,106,492							
Management Occupations	243	21,512,881							
Business and Financial Operations Occupations	77	4,565,007							
Computer, Engineering, and Science Occupations	106	6,493,388							
Community Service, Legal, Arts, and Media Occupations	86	5,616,782							
Healthcare Practitioners and Technical Occupations	18	1,283,115							
Service Occupations	164	7,637,183							
Sales and Related Occupations	3	132,245							
Office and Administrative Support Occupations	223	11,668,723							
Natural Resources, Construction, and Maintenance Occupations	62	3,298,895							
Production, Transportation, and Material Moving Occupations	38	1,773,518							



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

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

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

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

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

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

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

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

Report race for non-Hispanic/Latino individuals only								
Gender and race/ethnicity	Instructional Staff	Postseconda <u>Research</u>	ry Teachers <u>Public Service</u>	Library and Instructional Support Occupations				
	(carried forward from							
	Part H, screen							
	<u></u>							
Men	4							
Nonresident alien	1	0	0	1				
Hispanic/Latino	1	0	0	0				
American Indian	0							
or Alaska Native		0	0	0				
<u>Asian</u>	0	0	0	0				
Black or African American	0	0	0	2				
Native Hawaiian	0	_						
or Other Pacific Islander		0	0	0				
<u>White</u>	9	0	0	5				
Two or more races	0	0	0	1				
Race and ethnicity	0							
unknown	4.4	0	0	0				
Total men	11	0	0	9				
Women	0							
Nonresident alien	2	0	0	0				
Hispanic/Latino	2	0	0	0				
American Indian or Alaska Native	0	0	0	1				
Asian	0							
		0	0	0				
Black or African American	0	0	0	3				
Native Hawaiian or Other Pacific	0	0	0	0				
Islander								



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

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

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

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

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

#### •Report race for non-Hispanic/Latino individuals only

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

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

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

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

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

Cander and race/ethnicity   Service Occupations   Sales and Related Occupations   Office and Administrative Support Occupations   Support Occupations   Office and Administrative Support Occupations   Office and Occupatio	<ul> <li>Report race for</li> </ul>	non-Hispanic/Latino individ	duals only				
Nonresident alien	race/ethnicity	Service Occupations	Sales and Related Occupations	Support Occupations	Construction, and	Transportation, and Material Moving	Total (All full- time new
American   Company   Com							2
Hispanic/Latino		0	0	0	0	0	_ 3
O							_ 3
Indian or   Alaska Native   Asian		0	0	0	0	0	
Alaska Native	American Indian or	0	0	0	0	0	_ 0
Asian		JO	JO	JO	JO	Į0	
Black or African American							_ 0
African American American	Division	0	0	0	0	0	1
American Native	African	0	0	0	0	0	- 4
Hawaiian or Other Pacific Islander   O	American	,	,	'	,	'	
Other Pacific Islander   White   O				0		0	_ 0
Slander   White		U	JU	JU	<u> </u> U	ĮU	
O	Islander						
Two or more races	<u>White</u>	0	0	0	2		_ 32
races   0	Two or more	JU	JU	JU	Z	JU	1
Color   Colo		0	0	0	0	0	
Unknown         Total men         0         0         0         2         0         43           Women         Nonresident alien         0         0         0         0         0         0         3 alien         3 alien         0         0         0         0         0         0         0         0         0         0         1 alien         0         0         0         0         0         0         0         1 alien         0							_ 0
Total men		Į0	Į0	Į0	JU	ĮU	
Nonresident alien		0	0	0	2	2	0 43
Name	Women						
Hispanic/Latino	Nonresident						_ 3
O   O   O   O   O   O   O   O   O   O		0	0	0	Į0	Į0	2
American   0   0   0   0   0   0   0   0   0	пізрапіс/цашіо	0	0	0	0	0	
Alaska Native Asian	American			_			_ 1
Asian 0		0	0	Į0	10	Į0	
0 0 0							0
		0	0	0	0	0	

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

Prepared by			
This survey component was prepared b	y:		
C Keyholder C SFA Contact	HR Contact	Finance Contact	Other
Name:			
Email:			
How long did it take to prepare this survey component?		hours	minutes
The name of the preparer is being collected	d so that we can follow up wi	th the appropriate person in the	went that there
are questions concerning the data. The Ke			
The time it took to prepare this component reporting burden associated with IPEDS. P query and search data sources, complete a System.	is being collected so that we lease include in your estimat	can continue to improve our esti te the time it took for you to revie	mate of the w instructions,
Thank you for your assistance.			

User ID: P1540951

**Summary** 

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

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

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

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



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

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

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

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

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

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