

Institution: University of Northern Iowa (154095)

User ID: P1540951

Overview

Human Resources Overview

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

Changes to reporting for 2019-20

There are no changes for this survey component.

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 2018 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.
- 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.

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, 2018 and October 31, 2019** either for the **first time** (new to the institution) or **after a break in service**? Do not exclude persons who were no longer on the payroll as of November 1, 2019. (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, 2019

- 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	5	1	0	0	6
Hispanic/Latino	0	0	2	1	0	0	3
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	3	0	0	0	3
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	2	31	2	0	0	35
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	2	42	4	0	0	48

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	9	1	0	0	10
Hispanic/Latino	0	0	1	0	0	0	1
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	1	5	0	0	0	6
Black or African American	0	0	2	0	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	1	40	1	0	0	42
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	1	0	0	0	1
Total women	0	2	58	2	0	0	62

Total (men+women) 0 4 100 6 0 0 110

Total from prior year 115

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, 2019

- 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
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, 2019

- 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	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	1	0	0	1

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	8	0	0	8
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	8	0	0	8

Total (men+women)	0	0	0	9	0	0	9
Total from prior year							23

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, 2019

- 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	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

Gender and 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
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, 2019

- 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	0
Hispanic/Latino	0
American Indian or Alaska Native	0
Asian	0
Black or African American	0
Native Hawaiian or Other Pacific Islander	0
White	0
Two or more races	0
Race and ethnicity unknown	0
Total men	0

Women

Race/ethnicity	Without Faculty Status
Nonresident alien	0
Hispanic/Latino	0
American Indian or Alaska Native	0
Asian	0
Black or African American	0
Native Hawaiian or Other Pacific Islander	0
White	0
Two or more races	0
Race and ethnicity unknown	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, 2019

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

	With <u>Faculty Status</u>						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at -will)		
Instructional staff	306	110	58	0	9	0	0	483
Total carried forward from previous screens	306	110	58	0	9	0	0	483
<u>Primarily Instruction</u>	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
<u>Instruction/research/public service staff</u>	306	110	58	0	9	0	0	483

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2019

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	7	12	19
Hispanic/Latino	10	5	15
American Indian or Alaska Native	0	0	0
Asian	25	18	43
Black or African American	8	4	12
Native Hawaiian or Other Pacific Islander	1	0	1
White	196	194	390
Two or more races	1	1	2
Race and ethnicity unknown	0	1	1
Total	248	235	483
Total from prior year			496

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

Number of **Full-time Non-instructional Staff**

by Occupational Category

As of November 1, 2019

•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>
Nonresident alien	7	0	0
Hispanic/Latino	10	0	0
American Indian or Alaska Native	0	0	0
Asian	25	0	0
Black or African American	8	0	0
Native Hawaiian or Other Pacific Islander	1	0	0
White	196	0	0
Two or more races	1	0	0
Race and ethnicity unknown	0	0	0
Total men	248	0	0

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	12	0	0
Hispanic/Latino	5	0	0
American Indian or Alaska Native	0	0	0
Asian	18	0	0
Black or African American	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	194	0	0
Two or more races	1	0	0
Race and ethnicity unknown	1	0	0
Total women	235	0	0

Total (men+women) 483 0 0

Total from prior year **496**

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	0	0	2
Hispanic/Latino	0	0	0	1
American Indian or Alaska Native	0	0	0	1
Asian	0	0	0	0
Black or African American	0	0	0	4
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	0	1	18
Two or more races	0	0	0	1
Race and ethnicity unknown	0	0	0	0
Total men	2	0	1	27

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	0	0	0
Hispanic/Latino	1	0	0	5
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	6
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	0	1	72
Two or more races	0	0	0	5
Race and ethnicity unknown	0	0	0	0
Total women	2	0	1	88
Total (men+women)	4	0	2	115
Total from prior year	3		2	114

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

•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	0	5	0	0
Hispanic/Latino	1	1	2	0	0
American Indian or Alaska Native	0	0	1	0	0
Asian	0	0	3	0	0
Black or African American	4	0	1	8	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	45	36	96	41	5
Two or more races	0	1	1	1	0
Race and ethnicity unknown	0	0	0	0	0
Total men	50	38	109	50	5

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	1	2	0	0
Hispanic/Latino	1	2	0	0	0
American Indian or Alaska Native	1	0	0	0	0
Asian	0	0	2	0	0
Black or African American	2	2	0	6	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	43	89	41	32	6
Two or more races	1	0	1	1	0
Race and ethnicity unknown	0	0	0	0	0
Total women	48	94	46	39	7

Total (men+women)	98	132	155	89	12
Total from prior year	99	141	153	93	12

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

•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 staff)
Nonresident alien	0	0	0	0	0	14
Hispanic/Latino	3	0	0	0	1	20
American Indian or Alaska Native	0	0	0	0	0	2
Asian	1	0	0	0	0	29
Black or African American	3	0	0	0	2	31
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	1
White	67	4	15	58	26	610
Two or more races	1	0	0	0	0	6
Race and ethnicity unknown	0	0	0	0	0	0
Total men	75	4	15	61	28	713

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 staff)
Nonresident alien	0	0	0	0	0	15
Hispanic/Latino	5	0	2	0	0	21
American Indian or Alaska Native	0	0	0	0	0	1
Asian	3	0	2	0	0	25
Black or African American	5	0	7	0	1	34
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	53	11	155	4	0	702
Two or more races	0	0	1	0	0	10
	0	0	0	0	0	1

Race and ethnicity unknown						
Total women	66	11	167	4	1	809
Total (men+women)	141	15	182	65	29	1,522
Total from prior year	149	12	196	63	27	1,560

Part G1 - Salaries Worksheet

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

Annual Salary, 2019-20

- 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	85	0	85	85
Associate professors	1	3	0	85	0	89	89
Assistant professors	0	1	0	44	0	45	45
Instructors	0	0	0	28	1	29	28
Lecturers	0	0	0	0	0	0	0
No academic rank	0	0	0	0	0	0	0
Total men	1	4	0	242	1	248	247
Total men full-time instructional staff from Part A						248	
Women							
Professors	0	2	0	43	0	45	45
Associate professors	0	4	0	68	0	72	72
Assistant professors	0	5	0	55	0	60	60
Instructors	0	0	0	52	6	58	52
Lecturers	0	0	0	0	0	0	0
No academic rank	0	0	0	0	0	0	0
Total women	0	11	0	218	6	235	229
Total women full-time instructional staff from Part A						235	
Total (men+women)	1	15	0	460	7	483	476
Total (men+women) full-time instructional staff from Part A						483	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays

for Full-time Instructional Staff

Annual Salary Outlays, 2019-20

- 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	85	0	0	0	7,962,741	7,962,741	
Associate professors	89	153,891	246,331	0	6,636,280	6,953,197	
Assistant professors	45	0	60,356	0	3,157,047	3,206,418	
Instructors	28	0	0	0	1,704,658	1,704,658	
Lecturers	0	0	0	0	0	0	
No academic rank	0	0	0	0	0	0	
Total men	247	153,891	306,687	0	19,460,726	19,827,014	
Women							
Professors	45	0	191,886	0	3,730,331	3,887,294	
Associate professors	72	0	298,600	0	4,853,609	5,097,864	
Assistant professors	60	0	317,154	0	3,621,364	3,880,796	
Instructors	52	0	0	0	3,087,238	3,087,238	
Lecturers	0	0	0	0	0	0	
No academic rank	0	0	0	0	0	0	
Total women	229	0	807,640	0	15,292,542	15,953,192	
Total (men + women)	476	153,891	1,114,327	0	34,753,268	35,780,206	

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank for Full-time Instructional Staff

Annual Average Salaries, 2019-20

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	85				93,679	93,679
Associate professors	89	153,891	82,110		78,074	78,126
Assistant professors	45		60,356		71,751	71,254
Instructors	28				60,881	60,881
Lecturers	0					
No academic rank	0					
Total men	247	153,891	76,672		80,416	80,271
Women						
Professors	45		95,943		86,752	86,384
Associate professors	72		74,650		71,377	70,804
Assistant professors	60		63,431		65,843	64,680
Instructors	52				59,370	59,370
Lecturers	0					
No academic rank	0					
Total women	229		73,422		70,149	69,665
Total (men+women)	476	153,891	74,288		75,551	75,168

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays

for Full-time Non-instructional Staff

Annual Salary Outlays, 2019-20

Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
Research staff	0	0
Public Service staff	0	0
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	121	6,838,573
Management Occupations 11-0000	98	12,136,754
Business and Financial Operations Occupations 13-0000	132	8,883,681
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	155	10,793,042
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	89	6,397,233
Healthcare Practitioners and Technical Occupations 29-0000	12	706,390
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	141	6,375,954
Sales and Related Occupations 41-0000	15	755,063
Office and Administrative Support Occupations 43-0000	182	8,753,585
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	65	3,767,781
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	29	1,531,683

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2019

- 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	0	0	0
Hispanic/Latino	1	0	0
American Indian or Alaska Native	0	0	0
Asian	1	0	0
Black or African American	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	59	0	0
Two or more races	1	0	0
Race and ethnicity unknown	0	0	0
Total men	62	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	3	0	0
Hispanic/Latino	0	0	0
American Indian or Alaska Native	1	0	0
Asian	2	0	0
Black or African American	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	86	0	0
Two or more races	1	0	0
Race and ethnicity unknown	0	0	0
Total women	94	0	0

Total (men+women)	156	0	0
Total from prior year	186		

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	0	0	3	3
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	0	0	0	3	3

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	3	3
Black or African American	0	0	0	1	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	0	0	22	22
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	0	0	0	26	26

Total (men+women)	0	0	0	29	29
Total from prior year				30	30

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2019

•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	0	0	0	0
Hispanic/Latino	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	1	0
Black or African American	0	0	0	1	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	2	7	12	2
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	0	2	7	14	2

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	0	1	0
Hispanic/Latino	0	0	0	1	0
American Indian or Alaska Native	0	0	0	0	0
Asian	1	1	0	0	0
Black or African American	0	0	0	3	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	6	2	30	12
Two or more races	0	1	0	1	0
Race and ethnicity unknown	0	0	0	0	0
Total women	1	8	2	36	12

Total (men+women)	1	10	9	50	14
Total from prior year	4	10	10	59	17

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2019

•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	0	0	0	0	0	0
Hispanic/Latino	1	0	0	0	0	2
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	2
Black or African American	2	0	0	0	0	3
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	17	0	0	0	0	2
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0
Total men	20	0	0	0	0	2

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	0	0	0	0	0	0
Hispanic/Latino	1	0	0	0	0	1
American Indian or Alaska Native	1	0	0	0	0	0
Asian	0	0	0	0	0	0
Black or African American	3	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	29	2	24	0	0	2
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0

Total women	34	2	24	0	3	242
Total (men+women)	54	2	24	0	5	354
Total from prior year	59	3	30	5	6	419

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Teaching 25-9044	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	0	5	9	14
Hispanic/Latino	0	1	1	2
American Indian or Alaska Native	0	0	0	0
Asian	0	0	1	1
Black or African American	0	0	2	2
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	13	32	45
Two or more races	0	0	0	0
Race and ethnicity unknown	0	2	2	4
Total men	0	21	47	68

Women

Race/ethnicity	Teaching 25-9044	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	0	4	18	22
Hispanic/Latino	0	1	4	5
American Indian or Alaska Native	0	0	0	0
Asian	0	0	3	3
Black or African American	0	0	2	2
Native Hawaiian or Other Pacific Islander	0	1	0	1
White	0	18	91	109
Two or more races	0	2	3	5
Race and ethnicity unknown	0	1	14	15
Total women	0	27	135	162
Total (men+women)	0	48	182	230
Total from prior year		250		250

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

Number of Part-time Staff

As of November 1, 2019

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track			Indefinite duration (continuing or at-will)		
			Multi-year contract	Annual contract	Less-than-annual contract			
Primarily Instruction	14	0	0	0	142	0	0	156
? Exclusively credit	14	0	0	0	142	0	0	156
? 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	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0
25-4010 Librarians and Media Collections Specialists	0	0	0	0	0	0	0	0
25-4020 Library Technicians	0	0	0	0	0	0	0	0
25-4030 ? Student and Academic Affairs and Other Education Services Occupations	0	0	0	0	0	0	29	29
25-2000 + 25-3000 + 25-9000 Management Occupations	1	0	0	0	0	0	0	1
11-0000 Business and Financial Operations Occupations	0	0	0	0	0	0	10	10
13-0000 Computer, Engineering, and Science Occupations	0	0	0	0	0	0	9	9
15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	0	0	0	0	0	0	50	50
21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations	0	0	0	0	0	0	14	14
29-0000 Total	15	0	0	0	142	0	112	269
Total from prior year	31	0	0		155		130	316

23-0000, 27-0000, 25-4000,
25-4010, 25-4020, 25-4030,
25-2000, 25-3000, 25-9000,
29-0000

Total

584

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, 2018 - October 31, 2019)

- 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	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien	0	3	0	0	0	0	0	3
Hispanic/Latino	0	1	0	0	0	0	0	1
American Indian or Alaska Native	0	0	0	0	0	0	0	0
Asian	0	2	0	0	0	0	0	2
Black or African American	0	1	0	0	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	0	4	4	0	0	0	0	8
Two or more races	0	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0	0
Total men	0	11	4	0	0	0	0	15

Women

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien	0	2	0	0	0	0	0	2
Hispanic/Latino	0	1	0	0	0	0	0	1
American Indian or Alaska Native	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	0	11	3	0	2	0	0	16
Two or more races	0	0	0	0	0	0	0	0
Race and ethnicity unknown	0	1	0	0	0	0	0	1
Total women	0	15	3	0	2	0	0	20
Total (men+women)	0	26	7	0	2	0	0	35

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2018 - October 31, 2019)

•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	3	0	0	1
Hispanic/Latino	1	0	0	0
American Indian or Alaska Native	0	0	0	1
Asian	2	0	0	0
Black or African American	1	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	0	0	2
Two or more races	0	0	0	1
Race and ethnicity unknown	0	0	0	0
Total men	15	0	0	6

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	2	0	0	0
Hispanic/Latino	1	0	0	1
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	16	0	0	6
Two or more races	0	0	0	1
Race and ethnicity unknown	1	0	0	0
Total women	20	0	0	8
Total (men+women)	35	0	0	14

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2018 - October 31, 2019)

•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	0	0	0	0
Hispanic/Latino	0	0	1	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	3	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	3	3	6	4	0
Two or more races	0	0	0	1	0
Race and ethnicity unknown	0	0	0	0	0
Total men	3	3	7	8	0

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	0	0	0
Hispanic/Latino	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	3	4	5	2	1
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	3	4	5	2	1

Total (men+women)	6	7	12	10	1
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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, 2018 - October 31, 2019)

•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	0	0	0	0	0	4
Hispanic/Latino	0	0	0	0	1	3
American Indian or Alaska Native	0	0	0	0	0	1
Asian	0	0	0	0	0	2
Black or African American	0	0	0	0	0	5
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	4	0	2	3	2	37
Two or more races	0	0	0	0	0	2
Race and ethnicity unknown	0	0	0	0	0	0
Total men	4	0	2	3	3	54

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	0	0	0	0	0	2
Hispanic/Latino	1	0	0	0	0	3
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	1	1	13	0	0	52
Two or more races	0	0	0	0	0	1
	0	0	0	0	0	1

Race and ethnicity unknown							
Total women	2	1	13	0	0	59	
Total (men+women)	6	1	15	3	3	113	

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 checked="" 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: Kristin Moser		
Email: kristin.moser@uni.edu		

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

3.00	Number of Staff (including yourself)
------	--------------------------------------

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	hours	hours	2.00 hours	2.00 hours
Other offices	hours	4.00 hours	hours	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 2019.

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 2019**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,522	354	1,640
Instructional Staff	483	156	535
Primary Instruction	0	156	52
Exclusively credit	0	156	52
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	483	0	483
Research Staff	0	0	0
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	121	29	131
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	115	29	125
Management Occupations SOC 11-0000	98	1	98
Business and Financial Operations Occupations SOC 13-0000	132	10	135
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	155	9	158
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	89	50	106
Healthcare Practitioners and Technical Occupations SOC 29-0000	12	14	17
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	141	54	159
Sales and Related Occupations SOC 41-0000	15	2	16
Office and Administrative Support Occupations SOC 43-0000	182	24	190
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	65	0	65

**Number of staff by employment status and occupational category:
Fall 2019**

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	29	5	31
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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 2019-20**

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	15		460	476	4,317	\$36,021,486	\$8,344
Professor		2		128	130	1,174	\$11,884,958	\$10,123
Associate professor	1	7		153	161	1,466	\$12,188,711	\$8,314
Assistant professor		6		99	105	957	\$7,155,921	\$7,477
Instructor				80	80	720	\$4,791,896	\$6,655
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
Screen: D - PT Staff, Occupation - 4				
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 an enrollment drop during the current academic year we have reduced some of our part-time positions.			
Screen: D - Graduate Assistants				
Upload File	This number is outside the expected range of between 163 and 337 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	SOC recodes have resulted in a shift from those coded as research GAs to now being coded as other.			
Screen: E - PT Staff, Occupation and Tenure - 1				
Screen Entry	This number is outside the expected range of between 21 and 41 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	With an enrollment drop during the current academic year we have reduced some of our part-time positions.			