

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)?

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.

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

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

As of November 1, 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
- Include both medical school and non-medical school staff

Men

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien						0	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	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
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	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
- Include both medical school and non-medical school staff

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien						0	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				1			1
Two or more races							0
Race and ethnicity unknown				1			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
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	0	0	0	0	0	0
Total (men+women)	0	0	0	1	0	0	1
Total from prior year							7

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
- Include both medical school and non-medical school staff

Men

Race/ethnicity	Without Faculty Status
Nonresident alien	0
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	
Total men	0

Women

Race/ethnicity	Without Faculty Status
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	
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

•Report Non-medical school and Medical school staff separately, as indicated below

	With <u>Faculty Status</u>						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Non-medical school staff	348	178	0	250	1	165	0	942
Non-medical school staff from prior year	341	180		241	7	175		944
Primarily Instruction	0	0	0	249	1	141	0	391
Exclusively credit				249	1	141		391
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff	348	178		1		24		551
Medical school staff	255	1,825	0	0	0	1,459	0	3,539
Medical school staff from prior year	257	1,683		0	0	1,337		3,277
Primarily Instruction	0	0	0	0	0	1,453	0	1,453
Exclusively credit						1,453		1,453
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff	255	1,825				6		2,086
Total carried forward from previous screens	603	2,003	0	250	1	1,624	0	4,481

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	18	14	32
Hispanic/Latino	98	119	217
American Indian or Alaska Native	6	7	13
Asian	152	165	317
Black or African American	21	37	58
Native Hawaiian or Other Pacific Islander	1	3	4
White	1,253	1,754	3,007
Two or more races	9	17	26
Race and ethnicity unknown	324	483	807
Total	1,882	2,599	4,481
Total from prior year			4,221

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

•Include both medical school and non-medical school staff

Men

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	18	58	
Hispanic/Latino	98	24	3
American Indian or Alaska Native	6		
Asian	152	66	1
Black or African American	21	5	
Native Hawaiian or Other Pacific Islander	1		
White	1,253	160	29
Two or more races	9	2	
Race and ethnicity unknown	324	48	11
Total men	1,882	363	44

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	14	49	
Hispanic/Latino	119	30	4
American Indian or Alaska Native	7		
Asian	165	64	8
Black or African American	37	4	1
Native Hawaiian or Other Pacific Islander	3		
White	1,754	225	55
Two or more races	17	5	
Race and ethnicity unknown	483	70	9
Total women	2,599	447	77

Total (men+women) 4,481 810 121

Total from prior year **4,221** **786** **99**

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

•Include both medical school and non-medical school staff

Men

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
Nonresident alien				1
Hispanic/Latino		1	1	14
American Indian or Alaska Native				
Asian				2
Black or African American				8
Native Hawaiian or Other Pacific Islander				
White		10	1	32
Two or more races				1
Race and ethnicity unknown		2	3	6
Total men	0	13	5	64

Women

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino				39
American Indian or Alaska Native				1
Asian		3	4	17
Black or African American				15
Native Hawaiian or Other Pacific Islander				1
White		20	1	166
Two or more races		1		8
Race and ethnicity unknown		2	1	34
Total women	0	26	6	281
Total (men+women)	0	39	11	345
Total from prior year	4	37	12	347

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

•Include both medical school and non-medical school staff

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		3	9		3
Hispanic/Latino	26	18	52	3	46
American Indian or Alaska Native		1	2		1
Asian	21	15	45	2	57
Black or African American	18	7	14	4	15
Native Hawaiian or Other Pacific Islander		2	2		
White	254	91	376	17	203
Two or more races	8	1	7	1	3
Race and ethnicity unknown	25	18	82	3	328
Total men	352	156	589	30	656

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	1	1	21		1
Hispanic/Latino	62	63	117	18	73
American Indian or Alaska Native	3	1	15		2
Asian	34	44	104	3	61
Black or African American	26	36	22	6	22
Native Hawaiian or Other Pacific Islander					1
White	490	350	690	75	304
Two or more races	12	9	14		3
Race and ethnicity unknown	53	70	148	13	370
Total women	681	574	1,131	115	837

Total (men+women)	1,033	730	1,720	145	1,493
Total from prior year	957	715	1,611	137	1,460

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

•Include both medical school and non-medical school staff

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						92	
Hispanic/Latino	20		14		23	9	352
American Indian or Alaska Native					2		12
Asian	1		5		3		370
Black or African American	11		3		9	1	116
Native Hawaiian or Other Pacific Islander			2				7
White	32		30		80	19	2,587
Two or more races			1		1		34
Race and ethnicity unknown	10		5		8	2	875
Total men	74	0	60		126	31	4,445

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						87	
Hispanic/Latino	31		104			2	662
American Indian or Alaska Native	2		4				35
Asian	4		11		1		523
Black or African American	7		44		2	3	225
Native Hawaiian or Other Pacific Islander	1		1				7
White	46		189		3	1	4,369
Two or more races	2		7				78
	13		37		1	2	1,306

Race and ethnicity unknown							
Total women	106	0	397	7	8	7,292	
Total (men+women)	180	0	457	133	39	11,737	
Total from prior year	178		444	120	45	11,173	

Part B2 - Full-time Non-instructional Staff by Occupational Category and Tenure Status

Number of <u>Full-time Non-instructional Staff</u>								
As of November 1, 2019								
Non-medical school staff								
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	Annual contract	Less-than-annual contract				
Research staff						168	168	
Public Service staff						42	42	
Archivists, Curators, and Museum Technicians 25-4010							0	
Librarians and Media Collections Specialists 25-4020	1	11				26	39	
Library Technicians 25-4030							11	
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							230	
Management Occupations 11-0000	36	10				49	608	
Business and Financial Operations Occupations 13-0000							340	
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							399	
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							96	
Healthcare Practitioners and Technical Occupations 29-0000							59	
Total	37	21	0	0	0	285	1,744	
Total from prior year	37	21				277	1,690	
Medical school staff								
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	Annual contract	Less-than-annual contract				
Research staff						642	642	
Public Service staff						79	79	
Archivists, Curators, and Museum Technicians 25-4010							0	
Librarians and Media Collections Specialists 25-4020							0	
Library Technicians 25-4030							0	
Student and Academic Affairs and Other Education Services Occupations							115	

25-2000 + 25-3000 + 25-9000									
Management Occupations 11-0000	6	9				1	314	330	
Business and Financial Operations Occupations 13-0000							390	390	
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							1,321	1,321	
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							49	49	
Healthcare Practitioners and Technical Occupations 29-0000							1,434	1,434	
Total	6	9	0	0	0	722	3,623	4,360	
Total from prior year	7	8				681	3,444	4,140	

Part B2 - Full-time Non-instructional Staff by Medical School Status

Number of Full-time Non-instructional Staff

As of November 1, 2019

Occupational category	Total (carried forward from Part B1)	Non-medical school staff	Medical school staff
<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	180	145	35
<u>Sales and Related Occupations</u> 41-0000	0		
<u>Office and Administrative Support Occupations</u> 43-0000	457	258	199
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	133	132	1
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	39	39	
Total		574	235
Total from prior year		573	214

Part G1 - Salaries Worksheet

Number of Full-time Non-medical School 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, non-medical school 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	42	0	1	70	1	114	113
Associate professors	33	0	0	129	0	162	162
Assistant professors	40	0	0	65	0	105	105
Instructors	10	0	1	87	1	99	98
Lecturers						0	0
No academic rank						0	0
Total men	125	0	2	351	2	480	478
Women							
Professors	40	0	0	37	0	77	77
Associate professors	49	0	0	78	1	128	127
Assistant professors	80	0	1	62	0	143	143
Instructors	40	0	0	74	0	114	114
Lecturers						0	0
No academic rank						0	0
Total women	209	0	1	251	1	462	461
Total (men+women)	334	0	3	602	3	942	939
Total (men+women) full-time non-medical school instructional staff from Part A						942	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays

for Full-time Non-medical School Instructional Staff

Annual Salary Outlays, 2019-20

- Report the TOTAL ANNUAL salary outlays for the full-time Non-medical School 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	113	8,937,299	0	129,815	8,876,673	15,696,481	
Associate professors	162	5,208,298	0	0	12,248,049	16,154,273	
Assistant professors	105	5,314,858	0	0	5,755,413	9,741,557	
Instructors	98	872,146	0	42,000	5,789,795	6,481,705	
Lecturers	0					0	
No academic rank	0					0	
Total men	478	20,332,601	0	171,815	32,669,930	48,074,014	
Women							
Professors	77	7,396,862	0	0	4,340,128	9,887,775	
Associate professors	127	6,907,339	0	0	7,711,198	12,891,702	
Assistant professors	143	9,093,545	0	75,000	5,296,272	12,183,931	
Instructors	114	3,754,933	0	0	4,648,588	7,464,788	
Lecturers	0					0	
No academic rank	0					0	
Total women	461	27,152,679	0	75,000	21,996,186	42,428,195	
Total (men + women)	939	47,485,280	0	246,815	54,666,116	90,502,210	

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank

for Full-time Non-medical School Instructional Staff

Annual Average Salaries, 2019-20

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				
		12 months	11 months	10 months	9 months	 Equated 9 months
Men						
Professors	113	212,793		129,815	126,810	138,907
Associate professors	162	157,827			94,946	99,718
Assistant professors	105	132,871			88,545	92,777
Instructors	98	87,215		42,000	66,549	66,140
Lecturers	0					
No academic rank	0					
Total men	478	162,661		85,908	93,077	100,573
Women						
Professors	77	184,922			117,301	128,413
Associate professors	127	140,966			98,862	101,509
Assistant professors	143	113,669		75,000	85,424	85,202
Instructors	114	93,873			62,819	65,481
Lecturers	0					
No academic rank	0					
Total women	461	129,917		75,000	87,634	92,035
Total (men+women)	939	142,171		82,272	90,808	96,381

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays

for Full-time Non-medical School 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	168	12,662,016
Public Service staff	42	3,824,087
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	280	15,999,864
Management Occupations 11-0000	703	76,908,044
Business and Financial Operations Occupations 13-0000	340	21,484,101
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	399	26,814,819
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	96	5,387,016
Healthcare Practitioners and Technical Occupations 29-0000	59	3,003,177
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	145	6,748,853
Sales and Related Occupations 41-0000		
Office and Administrative Support Occupations 43-0000	258	12,997,741
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	132	7,528,501
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	39	1,788,097

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
- Include both medical school and non-medical school staff

Men

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	7		
Hispanic/Latino	17	1	
American Indian or Alaska Native	2		
Asian	21	1	
Black or African American	7		
Native Hawaiian or Other Pacific Islander			
White	248	13	
Two or more races	2		
Race and ethnicity unknown	68	4	
Total men	372	19	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	2		
Hispanic/Latino	21		
American Indian or Alaska Native	5		
Asian	25		
Black or African American	9		
Native Hawaiian or Other Pacific Islander			
White	343	2	
Two or more races	1		
Race and ethnicity unknown	91	5	
Total women	497	7	0

Total (men+women) 869 26 0

Total from prior year 917 18

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
- Include both medical school and non-medical school staff

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

Total (men+women)

Total from prior year				10	10
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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

•Include both medical school and non-medical school staff

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					
Hispanic/Latino		2		3	
American Indian or Alaska Native					
Asian					
Black or African American		1		3	
Native Hawaiian or Other Pacific Islander					
White	3	13	14	3	1
Two or more races			1		
Race and ethnicity unknown	1		2	2	5
Total men	4	16	17	11	6

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien			1		
Hispanic/Latino		2	3		2
American Indian or Alaska Native					
Asian		2	3		
Black or African American		2		2	1
Native Hawaiian or Other Pacific Islander					
White	6	28	29	4	21
Two or more races			2	1	
Race and ethnicity unknown			11		10
Total women	6	34	49	7	34

Total (men+women)	10	50	66	18	40
Total from prior year	13	44	50	17	7

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

•Include both medical school and non-medical school staff

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						7
Hispanic/Latino	5		2			30
American Indian or Alaska Native						2
Asian	2					24
Black or African American	3					15
Native Hawaiian or Other Pacific Islander						0
White	13				1	311
Two or more races						3
Race and ethnicity unknown	9		1			92
Total men	32	0	3		1	484

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						3
Hispanic/Latino	5		2			35
American Indian or Alaska Native	1					6
Asian	1		1			32
Black or African American	3					17
Native Hawaiian or Other Pacific Islander						0
White	24		8			467
Two or more races						4
Race and ethnicity unknown	17		3			137

Total women	51	0	14	0	0	701
Total (men+women)	83	0	17	1	0	1,185
Total from prior year	76		18	1	1	1,172

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	19	18	10	47
Hispanic/Latino	5	8	1	14
American Indian or Alaska Native		1		1
Asian	8	14	5	27
Black or African American	6	3	1	10
Native Hawaiian or Other Pacific Islander	1			1
White	68	130	24	222
Two or more races	2	5		7
Race and ethnicity unknown	24	20	12	56
Total men	133	199	53	385

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	19	28	17	64
Hispanic/Latino	11	21	6	38
American Indian or Alaska Native		1	1	2
Asian	12	20	5	37
Black or African American	2	3	5	10
Native Hawaiian or Other Pacific Islander				0
White	109	175	43	327
Two or more races	2	3	1	6
Race and ethnicity unknown	44	44	15	103
Total women	199	295	93	587
Total (men+women)	332	494	146	972
Total from prior year	322	472	172	966

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

Number of Part-time Staff

As of November 1, 2019

Non-medical school staff

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	Annual contract	Less-than-annual contract			
Primarily Instruction	0	0	0	5	444	92	0	541
? Exclusively credit								0
? Exclusively not-for-credit								0
Combined credit/not-for-credit				5	444	92		541
Instruction/research/public service staff	1	3				58		62
Research staff						19		19
Public Service staff								0
Archivists, Curators, and Museum Technicians							1	1
25-4010 Librarians and Media Collections Specialists								0
25-4020 Library Technicians								0
25-4030 ? Student and Academic Affairs and Other Education Services Occupations							2	2
25-2000 + 25-3000 + 25-9000 Management Occupations							3	6
11-0000 Business and Financial Operations Occupations								30
13-0000 Computer, Engineering, and Science Occupations								10
15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations								4
21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations								1
29-0000 Total	1	3	0	5	444	172	54	679
Total from prior year	1	2		5	453	223	61	745

Medical school staff

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	Annual contract	Less-than-annual contract			
Primarily Instruction	0	0	0	0	0	12	0	12
Exclusively credit								0
Exclusively not-for-credit								0
Combined credit/not-for-credit						12		12
Instruction/research/public service staff		36						218

Research staff						7		7
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians and Media Collections Specialists 25-4020								0
Library Technicians 25-4030								0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							2	2
Management Occupations 11-0000							1	1
Business and Financial Operations Occupations 13-0000							20	20
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							56	56
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							14	14
Healthcare Practitioners and Technical Occupations 29-0000							39	39
Total	↓ 0	36	0	0	↓ 0	237	↓ 132	405
Total from prior year	1	30	0	0	1	225	74	331

Part E - Part-time Staff by Medical School Status

Number of Part-time Staff

As of November 1, 2019

Occupational category	Total (carried forward from Part D)	Non-medical school staff	Medical school staff
<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	83	36	47
<u>Sales and Related Occupations</u> 41-0000	0		
<u>Office and Administrative Support Occupations</u> 43-0000	17	6	11
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	1	1	
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	0		
Total		43	58
PY Total		35	61
Graduate Assistants			
<u>Teaching</u> 25-9044	332	332	
<u>Research</u>	494	317	177
<u>Other</u> 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	146	146	
Total	972	795	177
PY Graduate Assistants		782	184

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

1,517

25-2000, 25-3000, 25-9000, 29-0000		
Total		640

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
- Include both medical school and non-medical school staff

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		4				1		5
Hispanic/Latino		8				4		12
American Indian or Alaska Native								0
Asian		5		1		2		8
Black or African American		4				1		5
Native Hawaiian or Other Pacific Islander								0
White	5	42		2		31		80
Two or more races						1		1
Race and ethnicity unknown		24		3		24		51
Total men	5	87	0	6	0	64	0	162

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		2				1		3
Hispanic/Latino		6		1		5		12
American Indian or Alaska Native		1						1
Asian		15				9		24
Black or African American		2				3		5
Native Hawaiian or Other Pacific Islander								0
White		49		7		126		182
Two or more races		1				2		3
Race and ethnicity unknown	1	19		2		78		100
Total women	1	95	0	10	0	224	0	330
Total (men+women)	6	182	0	16	0	288	0	492

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
- Include both medical school and non-medical school staff

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	5	18		1
Hispanic/Latino	12	9		3
American Indian or Alaska Native	0			
Asian	8	6		1
Black or African American	5	3		
Native Hawaiian or Other Pacific Islander	0			
White	80	27	5	7
Two or more races	1	1		
Race and ethnicity unknown	51	18		1
Total men	162	82	5	13

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	3	14		
Hispanic/Latino	12	9	1	5
American Indian or Alaska Native	1			
Asian	24	5	1	1
Black or African American	5			1
Native Hawaiian or Other Pacific Islander	0			
White	182	47	5	29
Two or more races	3	1		1
Race and ethnicity unknown	100	29	1	15
Total women	330	105	8	52
Total (men+women)	492	187	13	65

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		1	4		1
Hispanic/Latino	2	2	7		18
American Indian or Alaska Native		1	2		
Asian	4	2	6		41
Black or African American	3	1	3		3
Native Hawaiian or Other Pacific Islander					
White	17	13	72	5	111
Two or more races	1		1		1
Race and ethnicity unknown	3	5	29		43
Total men	30	25	124	5	218

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			7		
Hispanic/Latino	2	8	31	4	25
American Indian or Alaska Native			1		1
Asian	1	6	17		37
Black or African American	2	3	6	1	8
Native Hawaiian or Other Pacific Islander					1
White	46	52	128	27	133
Two or more races		1	5		2
Race and ethnicity unknown	14	17	43	3	50
Total women	65	87	238	35	257

Total (men+women)	95	112	362	40	475
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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
- Include both medical school and non-medical school staff

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						30
Hispanic/Latino	3		2		1	63
American Indian or Alaska Native					1	4
Asian					1	69
Black or African American	3				1	22
Native Hawaiian or Other Pacific Islander						0
White	5		10		10	364
Two or more races						5
Race and ethnicity unknown	7		1		4	162
Total men	18	0	13		21	719

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						24
Hispanic/Latino	9		26			132
American Indian or Alaska Native	1					4
Asian	1		2		1	96
Black or African American			7			33
Native Hawaiian or Other Pacific Islander	1					2
White	12		50			711
Two or more races	1		1			15
	11		20		1	304

Race and ethnicity unknown							
Total women	36	0	106	2	0	1,321	
Total (men+women)	54	0	119	23	3	2,040	

Human Resources Survey Evaluation

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

Prepared by

The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data. The Keyholder will be copied on all email correspondence to other preparers.

The time it took to prepare this component is being collected so that we can continue to improve our estimate of the reporting burden associated with IPEDS. Please include in your estimate the time it took for you to review instructions, query and search data sources, complete and review the component, and submit the data through the Data Collection System.

Thank you for your assistance.

This survey component was prepared by:

- | | | |
|---------------------------------------|--|--|
| <input type="radio"/> Keyholder | <input type="radio"/> SFA Contact | <input type="radio"/> HR Contact |
| <input type="radio"/> Finance Contact | <input type="radio"/> Academic Library Contact | <input checked="" type="radio"/> Other |

Name: Nathan Schwab

Email: nathan.schwab@ucdenver.edu

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

1.00 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	20.00 hours	5.00 hours	1.00 hours	1.00 hours
Other offices	hours	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	11,737	1,185	12,132
Instructional Staff	4,481	869	4,771
Primary Instruction	1,844	553	2,028
Exclusively credit	1,844	0	1,844
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	553	184
Instruction/research/public service	2,637	316	2,742
Research Staff	810	26	819
Public Service Staff	121	0	121
Library and Student and Academic Affairs and Other Education Services Occupations SOC	395	5	397
Librarians, Curators, and Archivists SOC 25-4000	50	1	50
Archivists, Curators, and Museum Technicians SOC 25-4010	0	1	0
Librarians SOC 25-4020	39	0	39
Library Technicians SOC 25-4030	11	0	11
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	345	4	346
Management Occupations SOC 11-0000	1,033	10	1,036
Business and Financial Operations Occupations SOC 13-0000	730	50	747
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	1,720	66	1,742
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	145	18	151
Healthcare Practitioners and Technical Occupations SOC 29-0000	1,493	40	1,506
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	180	83	208
Sales and Related Occupations SOC 41-0000			
Office and Administrative Support Occupations SOC 43-0000	457	17	463
Natural Resources, Construction, and Maintenance Occupations	133	1	133

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

SOC 45-0000 + 47-0000 + 49-0000			
Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	39		39

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	334		3	602	939	9,456	\$102,398,211	\$10,829
Professor	82		1	107	190	1,957	\$29,680,777	\$15,166
Associate professor	82			207	289	2,847	\$32,074,884	\$11,266
Assistant professor	120		1	127	248	2,593	\$25,535,088	\$9,848
Instructor	50		1	161	212	2,059	\$15,107,462	\$7,337
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.