IPEDS **2023-24 Data Collection System**

IPEDS HELP DESK (877) 225-2568 | ipedshelp@rti.org
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User ID: P126580A

Human Resources 2023-24

Institution: University of Colorado Colorado Springs (126580)   User ID: P126580A

Overview

Human Resources Overview

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

Data Reporting Reminders

- Report data to accurately reflect the time period corresponding with the IPEDS survey component, even if such reporting is seemingly inconsistent with prior-year reporting.
- 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 -- which will have basic reporting concepts that will assist you in completing the Human Resources survey component.

Changes in reporting

The following changes were implemented for the 2023-24 data collection period:

- Rephrased "remedial education" terminology in survey materials to "developmental education," including Glossary terms
- Added FAQ regarding staff who provide instruction or services to incarcerated students.

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 <u>part-time</u> 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 <u>full-time</u> 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 persons for full-time permanent employment either for the first time (new to the institution) or after a break in service on the payroll as of November 1, 2023?

    (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 <u>instructional staff</u> 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 box below to provide additional context for the data you have reported above.

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Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Tenured

Number of Full-time Instructional Staff With Faculty Status Tenured

As of November 1, 2023

- 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		
U.S. Nonresident	0	0	0	0	0	0	0
Hispanic/Latino	5	1	0	0	0	0	6
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	5	7	0	0	0	0	12
Black or African American	0	1					1
Native Hawaiian or Other Pacific Islander							0
White	41	33					74
Two or more races							0
Race and ethnicity unknown	3	3					6
Total men	**54**	**45**	**0**	**0**	**0**	**0**	**99**

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
U.S. Nonresident							0
Hispanic/Latino	4	1					5
American Indian or Alaska Native							0
Asian	4	7					11
Black or African American	0	1					1
Native Hawaiian or Other Pacific Islander							0
White	20	27					47
Two or more races							0
Race and ethnicity unknown	1	2					3
Total women	**29**	**38**	**0**	**0**	**0**	**0**	**67**

Total (men+women)	**83**	**83**	**0**	**0**	**0**	**0**	**166**
Total from prior year							203

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, 2023

- 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		
U.S. Nonresident							0
Hispanic/Latino			5				5
American Indian or Alaska Native							0
Asian			8				8
Black or African American			2				2
Native Hawaiian or Other Pacific Islander							0
White			31				31
Two or more races							0
Race and ethnicity unknown			2				2
Total men	0	0	48	0	0	0	48

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
U.S. Nonresident							0
Hispanic/Latino			4				4
American Indian or Alaska Native			1				1
Asian			7				7
Black or African American			3				3
Native Hawaiian or Other Pacific Islander			1				1
White			35				35
Two or more races			2				2
Race and ethnicity unknown			2				2
Total women	0	0	55	0	0	0	55

Total (men+women)	0	0	103	0	0	0	103
Total from prior year							116

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, 2023

- 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		
U.S. Nonresident							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	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		
U.S. Nonresident							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	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 - Annual Contract

Number of Full-time Instructional Staff With Faculty Status Not on Tenure Track - Annual Contract

As of November 1, 2023

- 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		
U.S. Nonresident							0
Hispanic/Latino				5		0	5
American Indian or Alaska Native				0			0
Asian				1			1
Black or African American				1		0	1
Native Hawaiian or Other Pacific Islander							0
White				55	0	3	58
Two or more races				2			2
Race and ethnicity unknown				6	0	0	6
Total men	**0**	**0**	**0**	**70**	**0**	**3**	**73**

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
U.S. Nonresident							0
Hispanic/Latino				7	0	1	8
American Indian or Alaska Native				1		1	2
Asian				6	0	1	7
Black or African American				1	0	2	3
Native Hawaiian or Other Pacific Islander							0
White				81	2	10	93
Two or more races				5	0	1	6
Race and ethnicity unknown				7		1	8
Total women	**0**	**0**	**0**	**108**	**2**	**17**	**127**

Total (men+women)	**0**	**0**	**0**	**178**	**2**	**20**	**200**
Total from prior year							215

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, 2023
- 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		
U.S. Nonresident							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		0	0
Two or more races							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		
U.S. Nonresident							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	2
Two or more races							0
Race and ethnicity unknown						1	1
Total women	**0**	**0**	**0**	**1**	**0**	**2**	**3**

Total (men+women)	**0**	**0**	**0**	**1**	**0**	**2**	**3**
Total from prior year							7

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, 2023
- 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		
U.S. Nonresident							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	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		
U.S. Nonresident							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	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, 2023

- 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
U.S. Nonresident	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
U.S. Nonresident	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, 2023

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

	With Faculty Status						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)		
Instructional staff	**166**	**103**	**0**	**200**	**3**	**0**	**0**	**472**
Total carried forward from previous screens	166	103	0	200	3	0	0	472
Primarily Instruction	**0**	**0**	**0**	**180**	**1**	**0**	**0**	**181**
ⓘ Exclusively credit								0
ⓘ Exclusively not-for-credit								0
Combined credit/not-for-credit				180	1			181
Instruction/research/public service staff	166	103		20	2			291

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff
As of November 1, 2023

Race/ethnicity	Total men	Total women	Total (men+women)
U.S. Nonresident	0	0	0
Hispanic/Latino	16	17	33
American Indian or Alaska Native	0	3	3
Asian	21	25	46
Black or African American	4	7	11
Native Hawaiian or Other Pacific Islander	0	1	1
White	163	177	340
Two or more races	2	8	10
Race and ethnicity unknown	14	14	28
Total	**220**	**252**	**472**
Total from prior year			541

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

Number of Full-time Non-instructional Staff by Occupational Category

As of November 1, 2023

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

Men

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
U.S. Nonresident	0		
Hispanic/Latino	16	1	1
American Indian or Alaska Native	0		
Asian	21		
Black or African American	4		
Native Hawaiian or Other Pacific Islander	0		
White	163	9	
Two or more races	2		0
Race and ethnicity unknown	14	1	
Total men	**220**	**11**	**1**

Women

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
U.S. Nonresident	0		
Hispanic/Latino	17	1	3
American Indian or Alaska Native	3		
Asian	25	2	
Black or African American	7		1
Native Hawaiian or Other Pacific Islander	1		
White	177	9	3
Two or more races	8		
Race and ethnicity unknown	14	0	1
Total women	**252**	**12**	**8**

Total (men+women)	**472**	**23**	☑ 9
Total from prior year	541	15	29

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

Number of Full-time Non-instructional Staff by Occupational Category

As of November 1, 2023

- 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	❶ Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
U.S. Nonresident				
Hispanic/Latino				5
American Indian or Alaska Native				
Asian				
Black or African American				3
Native Hawaiian or Other Pacific Islander			4	
White				47
Two or more races				2
Race and ethnicity unknown				
Total men	**0**	**0**	**4**	**57**

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
U.S. Nonresident				
Hispanic/Latino			1	24
American Indian or Alaska Native				
Asian				6
Black or African American				7
Native Hawaiian or Other Pacific Islander				
White			4	92
Two or more races				6
Race and ethnicity unknown				1
Total women	**0**	**0**	**5**	**136**

Total (men+women)	**0**	**0**	**9**	**193**
Total from prior year			9	178

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

Number of Full-time Non-instructional Staff by Occupational Category

As of November 1, 2023

- 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
U.S. Nonresident					
Hispanic/Latino	5	6	4	4	
American Indian or Alaska Native	0	0	1	0	
Asian	2	1	2	1	
Black or African American	1	2	0		
Native Hawaiian or Other Pacific Islander	0	0	0	0	
White	28	23	32	19	6
Two or more races	1	0	4	3	
Race and ethnicity unknown	2	1	2	1	1
Total men	**39**	**33**	**45**	**28**	**7**

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
U.S. Nonresident					
Hispanic/Latino	3	14	0	3	1
American Indian or Alaska Native	0	3	0	0	
Asian	2	3	1		1
Black or African American	1	1	0		1
Native Hawaiian or Other Pacific Islander			0	0	
White	42	79	15	19	18
Two or more races	1	2	1	0	1
Race and ethnicity unknown	2	1	0	0	
Total women	**51**	**103**	**17**	**22**	**22**

	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	Healthcare Practitioners and Technical Occupations
Total (men+women)	**90**	**136**	**62**	☑ **50**	**29**
Total from prior year	91	135	86	89	40

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

Number of Full-time Non-instructional Staff by Occupational Category

As of November 1, 2023

- 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)
U.S. Nonresident						0
Hispanic/Latino	9		3	4	1	59
American Indian or Alaska Native	1			1		3
Asian	4					31
Black or African American	2		1			13
Native Hawaiian or Other Pacific Islander						4
White	39		7	18	1	392
Two or more races	4					16
Race and ethnicity unknown	4			3		29
Total men	**63**	**0**	**11**	**26**	**2**	**547**

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)
U.S. Nonresident						0
Hispanic/Latino	8		7			82
American Indian or Alaska Native	0		1			7
Asian	0		2			42
Black or African American	3		1			22
Native Hawaiian or Other Pacific Islander	0		0			1
White	10		29	1		498
Two or more races	1				1	21
Race and ethnicity unknown	1		1	1		22
Total women	**23**	**0**	**41**	**2**	**1**	**695**

	Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Natural Resources, Construction, and Maintenance Occupations	Production, Transportation, and Material Moving Occupations	Grand Total
Total (men+women)	**86**	**0**	**52**	☑ **28**	**3**	**1,242**
Total from prior year	71		71	65	20	1,440

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

Number of Full-time Non-instructional Staff
As of November 1, 2023

Occupational category	With Faculty Status						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)		
Research staff	2					7	14	23
Public Service staff							9	9
Archivists, Curators, and Museum Technicians 25-4010							0	0
Librarians and Media Collections Specialists 25-4020							0	0
Library Technicians 25-4030							9	9
ⓘ Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							193	193
Management Occupations 11-0000							90	90
Business and Financial Operations Occupations 13-0000							136	136
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							62	62
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							50	50
Healthcare Practitioners and Technical Occupations 29-0000							29	29
Total	**2**	**0**	**0**	**0**	**0**	☑ **7**	**592**	**601**
Total from prior year				0		44	628	672

Part C - Full-time Summary

Summary of Full-time Staff

As of November 1, 2023

- Data will not be generated on this screen until the relevant screens in the previous section have been completed.

Occupational category	With Faculty Status						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)		
Primarily Instruction	0	0	0	180	1	0	0	**181**
Exclusively credit								**0**
Exclusively not-for-credit								**0**
Combined credit/not-for-credit				180	1			**181**
Instruction/research/public service staff	166	103		20	2			**291**
Research staff	2					7	14	**23**
Public Service staff							9	**9**
Archivists, Curators, and Museum Technicians 25-4010							0	**0**
Librarians and Media Collections Specialists 25-4020							0	**0**
Library Technicians 25-4030							9	**9**
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							193	**193**
Management Occupations 11-0000							90	**90**
Business and Financial Operations Occupations 13-0000							136	**136**
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							62	**62**
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							50	**50**
Healthcare Practitioners and Technical Occupations 29-0000							29	**29**
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000								**86**
Sales and Related Occupations 41-0000								**0**
Office and Administrative Support Occupations 43-0000								**52**
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000								**28**
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000								**3**
Total								**1,242**

Part G1 - Salaries Worksheet

Number of Full-time Instructional Staff For Calculation of Total Number of Months
Annual Salary, 2023-24
- 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

Men

Academic Rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Professors	2			52		54	54
Associate professors	4			41		45	45
Assistant professors				48		48	48
Instructors	2			68		70	70
Lecturers						0	0
No academic rank				3		3	3
Total men	**8**	**0**	**0**	**212**	**0**	**220**	**220**
Total men full-time instructional staff from Part A						220	

Women

Academic Rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Professors				29		29	29
Associate professors	2			36		38	38
Assistant professors	1			54		55	55
Instructors	1	1		106	1	109	108
Lecturers				2		2	2
No academic rank		1		16	2	19	17
Total women	**4**	**2**	**0**	**243**	**3**	**252**	**249**
Total women full-time instructional staff from Part A						252	

Total (men+women)	**12**	**2**	**0**	**455**	**3**	**472**	**469**
Total (men+women) full-time instructional staff from Part A						472	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays for Full-time Instructional Staff
Annual Salary Outlays, 2023-24
- 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.

Men

Academic Rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays				
		12 months	11 months	10 months	9 months	Equated 9 months
Professors	54	322,660			6,360,140	6,602,135
Associate professors	45	586,184			4,020,654	4,460,292
Assistant professors	48				4,152,859	4,152,859
Instructors	70	145,536			4,165,320	4,274,472
Lecturers	0					0
No academic rank	3				268,724	268,724
Total men	**220**	**1,054,380**	**0**	**0**	**18,967,697**	**19,758,482**

Women

Academic Rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays				
		12 months	11 months	10 months	9 months	Equated 9 months
Professors	29				3,190,614	3,190,614
Associate professors	38	240,970			3,249,768	3,430,496
Assistant professors	55	157,768			4,201,141	4,319,467
Instructors	108	71,485	64,570		6,434,903	6,541,335
Lecturers	2				108,580	108,580
No academic rank	17		55,000		1,341,947	1,386,937
Total women	**249**	**470,223**	**119,570**	**0**	**18,526,953**	**18,977,429**

| **Total (men + women)** | **469** | **1,524,603** | **119,570** | **0** | **37,494,650** | **38,735,911** |

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank for <u>Full-time</u> <u>Instructional Staff</u>
Annual Average Salaries, 2023-24

Men

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
Professors	54	**161,330**			**122,310**	**122,262**
Associate professors	45	**146,546**			**98,065**	**99,118**
Assistant professors	48				**86,518**	**86,518**
Instructors	70	**72,768**			**61,255**	**61,064**
Lecturers	0					
No academic rank	3				**89,575**	**89,575**
Total men	**220**	**131,798**			**89,470**	**89,811**

Women

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
Professors	29				**110,021**	**110,021**
Associate professors	38	**120,485**			**90,271**	**90,276**
Assistant professors	55	**157,768**			**77,799**	**78,536**
Instructors	108	**71,485**	**64,570**		**60,707**	**60,568**
Lecturers	2				**54,290**	**54,290**
No academic rank	17		**55,000**		**83,872**	**81,585**
Total women	**249**	**117,556**	**59,785**		**76,243**	**76,215**

Total (men+women)	**469**	**127,050**	**59,785**		**82,406**	**82,593**

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays for Full-time Non-instructional Staff
Annual Salary Outlays, 2023-24

Occupational category	ⓘ Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	ⓘ Total annual salary outlays
Research staff	23	1,873,929
Public Service staff	9	869,266
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	202	13,002,544
Management Occupations 11-0000	90	5,879,193
Business and Financial Operations Occupations 13-0000	136	8,786,969
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	62	4,600,026
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	50	2,883,428
Healthcare Practitioners and Technical Occupations 29-0000	29	2,235,527
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	86	4,031,708
Sales and Related Occupations 41-0000	0	0
Office and Administrative Support Occupations 43-0000	52	2,722,483
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	28	1,475,316
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	3	137,710
Total	770	**48,498,099**
Total from prior year	899	52,767,456

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2023

- 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
U.S. Nonresident	0		
Hispanic/Latino	8		
American Indian or Alaska Native	0		
Asian	4		
Black or African American	2	1	
Native Hawaiian or Other Pacific Islander			
White	80	7	
Two or more races	4		
Race and ethnicity unknown	17		
Total men	**115**	**8**	**0**

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
U.S. Nonresident			
Hispanic/Latino	18	1	
American Indian or Alaska Native	2		
Asian	7		
Black or African American	10	1	
Native Hawaiian or Other Pacific Islander	0		
White	142	6	
Two or more races	6		
Race and ethnicity unknown	17	1	
Total women	**202**	**9**	**0**

	Instructional staff	Research staff	Public Service staff
Total (men+women)	☑ **317**	**17**	**0**
Total from prior year	465	8	8

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2023

- 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
U.S. Nonresident					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				3	3
Two or more races					0
Race and ethnicity unknown					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
U.S. Nonresident					0
Hispanic/Latino				1	1
American Indian or Alaska Native					0
Asian					0
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White			2	18	20
Two or more races				1	1
Race and ethnicity unknown				1	1
Total women	0	0	2	21	23

Total (men+women)	0	0	2	24	26
Total from prior year			2	14	16

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2023

- 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
U.S. Nonresident					
Hispanic/Latino		1			
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	1	6			0
Two or more races					
Race and ethnicity unknown					
Total men	**1**	**7**	**0**	**0**	**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
U.S. Nonresident					
Hispanic/Latino		1			2
American Indian or Alaska Native					
Asian		1			1
Black or African American					1
Native Hawaiian or Other Pacific Islander					
White		14		1	7
Two or more races		1		1	
Race and ethnicity unknown					1
Total women	**0**	**17**	**0**	**2**	**12**

Total (men+women)	**1**	**24**	**0**	**2**	**12**
Total from prior year	2	23	5	3	9

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2023

- 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)
U.S. Nonresident						0
Hispanic/Latino						9
American Indian or Alaska Native						0
Asian						4
Black or African American	1				2	6
Native Hawaiian or Other Pacific Islander	1					1
White	1		1		12	111
Two or more races						4
Race and ethnicity unknown					1	18
Total men	**3**	**0**	**1**	**0**	**15**	**153**

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)
U.S. Nonresident						0
Hispanic/Latino						23
American Indian or Alaska Native						2
Asian						9
Black or African American						12
Native Hawaiian or Other Pacific Islander						0
White			2			192
Two or more races						9
Race and ethnicity unknown	1					21
Total women	**1**	**0**	**2**	**0**	**0**	**268**

Total (men+women)	**4**	**0**	**3**	**0**	**15**	☑ **421**
Total from prior year	10		5	3	13	570

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2023

- 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
U.S. Nonresident	8	11	0	19
Hispanic/Latino	1	7	0	8
American Indian or Alaska Native	1	0	0	1
Asian	0	1	0	1
Black or African American	2	2	0	4
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	8	0	26
Two or more races	3	0	0	3
Race and ethnicity unknown	2	2	1	5
Total men	**35**	**31**	**1**	**67**

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
U.S. Nonresident	1	2	2	5
Hispanic/Latino	0	1	1	2
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	2	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	16	4	38
Two or more races	2	0	1	3
Race and ethnicity unknown	4	6	3	13
Total women	**25**	**27**	**11**	**63**

Total (men+women)	☑ 60	☑ 58	12	☑ 130
Total from prior year	148	140	22	310

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

Number of Part-time Staff

As of November 1, 2023

Occupational category	With Faculty Status						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)		
Primarily Instruction	**4**	**0**	**0**	**23**	**277**	**0**	**13**	**317**
ⓘ Exclusively credit								**0**
ⓘ Exclusively not-for-credit								**0**
Combined credit/not-for-credit	4			23	277		13	**317**
Instruction/research/public service staff								**0**
Research staff						9	8	**17**
Public Service staff							0	**0**
Archivists, Curators, and Museum Technicians 25-4010								**0**
Librarians and Media Collections Specialists 25-4020								**0**
Library Technicians 25-4030							2	**2**
ⓘ Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							24	**24**
Management Occupations 11-0000							1	**1**
Business and Financial Operations Occupations 13-0000							24	**24**
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							0	**0**
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							2	**2**
Healthcare Practitioners and Technical Occupations 29-0000							12	**12**
Total	**4**	**0**	**0**	**23**	☑ **277**	**9**	☑ **86**	☑ **399**
Total from prior year	0	0		16	465	0	58	539

Part F - Part-time Summary

Summary of Part-time Staff

As of November 1, 2023

Occupational category	With Faculty Status						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)		
Primarily Instruction	4	0	0	23	277	0	13	**317**
Exclusively credit								**0**
Exclusively not-for-credit								**0**
Combined credit/not-for-credit	4			23	277		13	**317**
Instruction/research/public service staff								**0**
Research staff						9	8	**17**
Public Service staff							0	**0**
Archivists, Curators, and Museum Technicians 25-4010								**0**
Librarians and Media Collections Specialists 25-4020								**0**
Library Technicians 25-4030							2	**2**
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							24	**24**
Management Occupations 11-0000							1	**1**
Business and Financial Operations Occupations 13-0000							24	**24**
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							0	**0**
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							2	**2**
Healthcare Practitioners and Technical Occupations 29-0000							12	**12**
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000								**4**
Sales and Related Occupations 41-0000								**0**
Office and Administrative Support Occupations 43-0000								**3**
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000								**0**
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000								**15**
Graduate Assistants								**130**
Teaching 25-9044								**60**
Research								**58**
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								**12**
Total								**551**

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, 2022 - October 31, 2023 and on the payroll as of November 1, 2023)
- 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 | Not on Tenure Track | | | | | |
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
U.S. Nonresident								0
Hispanic/Latino				1				1
American Indian or Alaska Native								0
Asian	1	2						3
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White		3		5				8
Two or more races								0
Race and ethnicity unknown								0
Total men	**1**	**5**	**0**	**6**	**0**	**0**	**0**	**12**

Women

| Race/ethnicity | With Faculty Status | | | | | | 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)		
U.S. Nonresident								0
Hispanic/Latino				1				1
American Indian or Alaska Native								0
Asian		2						2
Black or African American		1						1
Native Hawaiian or Other Pacific Islander								0
White	1	3		4				8
Two or more races		1						1
Race and ethnicity unknown								0
Total women	**1**	**7**	**0**	**5**	**0**	**0**	**0**	**13**

Total (men+women)	**2**	**12**	**0**	**11**	**0**	**0**	**0**	**25**

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

Number of Newly Hired Full-time Permanent Non-instructional Staff

(Hired full-time between November 1, 2022 - October 31, 2023 and on the payroll as of November 1, 2023)

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

Men

Race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
U.S. Nonresident	0			
Hispanic/Latino	1			
American Indian or Alaska Native	0			
Asian	3			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	8			5
Two or more races	0			
Race and ethnicity unknown	0			
Total men	**12**	**0**	**0**	**5**

Women

Race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
U.S. Nonresident	0			
Hispanic/Latino	1			4
American Indian or Alaska Native	0			
Asian	2			1
Black or African American	1			1
Native Hawaiian or Other Pacific Islander	0			
White	8			5
Two or more races	1			
Race and ethnicity unknown	0		0	
Total women	**13**	**0**	**0**	**11**

Total (men+women)	**25**	**0**	**0**	**16**

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

Number of Newly Hired Full-time Permanent Non-instructional Staff
(Hired full-time between November 1, 2022 - October 31, 2023 and on the payroll as of November 1, 2023)

- 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
U.S. Nonresident					
Hispanic/Latino		1			
American Indian or Alaska Native					
Asian	1				
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	2	1	3	2	1
Two or more races				1	
Race and ethnicity unknown					
Total men	**3**	**2**	**3**	**3**	**1**

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
U.S. Nonresident					
Hispanic/Latino		3		1	
American Indian or Alaska Native					
Asian		1			
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	2	6	1	1	2
Two or more races					1
Race and ethnicity unknown					
Total women	**2**	**10**	**1**	**2**	**3**

| **Total (men+women)** | **5** | **12** | **4** | **5** | **4** |

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

Number of Newly Hired Full-time Permanent Non-instructional Staff

(Hired full-time between November 1, 2022 - October 31, 2023 and on the payroll as of November 1, 2023)

- 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)
U.S. Nonresident						0
Hispanic/Latino	1					3
American Indian or Alaska Native						0
Asian						4
Black or African American	1		1			2
Native Hawaiian or Other Pacific Islander						0
White	4		1	0		27
Two or more races						1
Race and ethnicity unknown	2					2
Total men	**8**	**0**	**2**	**0**	**0**	**39**

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)
U.S. Nonresident						0
Hispanic/Latino	1					10
American Indian or Alaska Native						0
Asian						4
Black or African American			1	0		3
Native Hawaiian or Other Pacific Islander						0
White	2		1			28
Two or more races	1				0	3
Race and ethnicity unknown						0
Total women	**4**	**0**	**2**	**0**	**0**	**48**

Total (men+women)	**12**	**0**	**4**	**0**	**0**	**87**

Human Resources Survey Evaluation

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

It's difficult to categorize individuals with unknown or non-binary gender.

In addition, some of our leadership have active roles within their field (such as Research), so it was difficult to determine the appropriate category to assign them to for reporting.

Prepared by

Prepared by

Reporting Reminders:

- 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:					
⦿	Keyholder	○	SFA Contact	○	HR Contact
○	Finance Contact	○	Academic Library Contact	○	Other
Name:	Jenny Russell				
Email:	jrussel7@uccs.edu				

How many staff from your institution only were involved in the data collection and reporting process of this survey component?
☐ 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	30.00 hours	40.00 hours	10.00 hours	15.00 hours
Other offices	hours	hours	hours	hours

Summary

Human Resources Component Summary

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 institution's Data Feedback Report (DFR). In addition, all data reported in IPEDS survey components become publicly available through the IPEDS Use the Data and appear as aggregated statistics in various Department of Education reports. College Navigator is updated approximately three months after the data collection period closes and DFRs will be available through the IPEDS Use the Data and sent to your institution's CEO at the end of 2024.

Please review your data for accuracy. If you have questions about the data displayed below or 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 2023			
Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	**1,242**	**421**	**1,382**
Instructional Staff	472	317	578
Primarily Instruction	181	317	287
Exclusively credit	0	0	0
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	181	317	287
Instruction/research/public service staff	291	0	291
Research staff	23	17	29
Public Service staff	9	0	9
Library and Student and Academic Affairs and Other Education Services Occupations SOC	202	26	211
Librarians, Curators, and Archivists SOC 25-4000	9	2	10
Archivists, Curators, and Museum Technicians 25-4010	0	0	0
Librarians and Media Collections Specialists 25-4020	0	0	0
Library Technicians 25-4030	9	2	10
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	193	24	201
Management Occupations 11-0000	90	1	90
Business and Financial Operations Occupations 13-0000	136	24	144
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	62	0	62
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	50	2	51
Healthcare Practitioners and Technical Occupations 29-0000	29	12	33
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	86	4	87
Sales and Related Occupations 41-0000	0	0	0
Office and Administrative Support Occupations 43-0000	52	3	53
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	28	0	28
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	3	15	8

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 2023-24							
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	12	2	0	455	469	4,261	39,138,823	9,185
Professors	2	0	0	81	83	753	9,873,414	13,112
Associate professors	6	0	0	77	83	765	8,097,576	10,585
Assistant professors	1	0	0	102	103	930	8,511,768	9,152
Instructors	3	1	0	174	178	1,613	10,881,814	6,746
Lecturers	0	0	0	2	2	18	108,580	6,032

No academic rank	0	1	0	19	20	182	1,665,671	9,152

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.

Salary Outlays for Full-time Non-instructional Staff		
Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays ($)
Research staff	23	1,873,929
Public Service staff	9	869,266
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	202	13,002,544
Management Occupations 11-0000	90	5,879,193
Business and Financial Operations Occupations 13-0000	136	8,786,969
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	62	4,600,026
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	50	2,883,428
Healthcare Practitioners and Technical Occupations 29-0000	29	2,235,527
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	86	4,031,708
Sales and Related Occupations 41-0000	0	0
Office and Administrative Support Occupations 43-0000	52	2,722,483
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	28	1,475,316
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	3	137,710
Total	770	**48,498,099**

Number of Graduate Assistants by occupational category: Fall 2023	
Occupational category	Number of part-time staff
Graduate Assistants	**130**
Teaching 25-9044	60
Research	58
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	12

Number of Newly Hired Full-time Permanent Staff (Hired full-time between November 1, 2022 - October 31, 2023 and on the payroll as of November 1, 2023)	
	Number of staff
Newly Hired Full-time Permanent Staff	**87**

Edit Report

Human Resources

Source	Description	Severity	Resolved	Options
Global Edits				
Perform Edits	You reported full-time men (12 months) Associate professors earning $147,460 average per year. In the the prior year you reported full-time men (12 months) Associate professors earning $89,884 average per year. These two average salaries per year are very different. Please review your data and make any necessary corrections or explain the discrepancy. (Error #1636)	Explanation	Yes	
Reason	Salaries were reported incorrectly last year, we will be revising the data.			
Related Screens	Part G3 - Average Salaries for Instructional Staff by Academic Rank			
Perform Edits	You reported full-time women (12 months) Assistant professors earning $157,768 average per year. In the the prior year you reported full-time women (12 months) Assistant professors earning $75,699 average per year. These two average salaries per year are very different. Please review your data and make any necessary corrections or explain the discrepancy. (Error #1636)	Explanation	Yes	
Reason	Last year's data was incorrect and is being revised.			
Related Screens	Part G3 - Average Salaries for Instructional Staff by Academic Rank			
Perform Edits	You indicated that your institution has Library Staff in the Academic Libraries Component but entered 0 for Total Librarian Media and Collection Specialist 25-4020 in the Human Resources Component. Please correct your data or explain. (Error #1962)	Explanation	Yes	
Reason	Our Librarians are Instructional Faculty, the remaining Library Staff are Library Technicians according to the SOC they are assigned to by Human Resources.			
Perform Edits	The Equated 9 months Annual Average salaries of Professors (Men) reported in Part G3 - Average Salaries for Instructional Staff by Academic Rank has changed significantly since last year. Please review your data and make any necessary corrections, or explain the discrepancy. (Error #1944)	Explanation	Yes	
Reason	Salaries were reported incorrectly last year, we will be revising the data.			
Related Screens	G3 - Average Salaries for Instructional Staff by Academic Rank			
Perform Edits	The Equated 9 months Annual Average salaries of Associate professors (Men) reported in Part G3 - Average Salaries for Instructional Staff by Academic Rank has changed significantly since last year. Please review your data and make any necessary corrections, or explain the discrepancy. (Error #1945)	Explanation	Yes	
Reason	Salaries were reported incorrectly last year, we will be revising the data.			
Related Screens	G3 - Average Salaries for Instructional Staff by Academic Rank			
Perform Edits	The Equated 9 months Annual Average salaries of Assistant professors (Men) reported in Part G3 - Average Salaries for Instructional Staff by Academic Rank has changed significantly since last year. Please review your data and make any necessary corrections, or explain the discrepancy. (Error #1946)	Explanation	Yes	
Reason	Salaries were reported incorrectly last year, we will be revising the data.			
Related Screens	G3 - Average Salaries for Instructional Staff by Academic Rank			
Perform Edits	The Equated 9 months Annual Average salaries of Instructors (Men) reported in Part G3 - Average Salaries for Instructional Staff by Academic Rank has changed significantly since last year. Please review your data and make any necessary corrections, or explain the discrepancy. (Error #1947)	Explanation	Yes	
Reason	Salaries were reported incorrectly last year, we will be revising the data.			
Related Screens	G3 - Average Salaries for Instructional Staff by Academic Rank			
Perform Edits	The Equated 9 months Annual Average salaries of Professors (Women) reported in Part G3 - Average Salaries for Instructional Staff by Academic Rank has changed significantly since last year. Please review your data and make any necessary corrections, or explain the discrepancy. (Error #1950)	Explanation	Yes	
Reason	Salaries were reported incorrectly last year, we will be revising the data.			
Related Screens	G3 - Average Salaries for Instructional Staff by Academic Rank			
Perform Edits	The Equated 9 months Annual Average salaries of Associate professors (Women) reported in Part G3 - Average Salaries for Instructional Staff by Academic Rank has changed significantly since last year. Please review your data and make any necessary corrections, or explain the discrepancy. (Error #1951)	Explanation	Yes	
Reason	Salaries were reported incorrectly last year, we will be revising the data.			
Related Screens	G3 - Average Salaries for Instructional Staff by Academic Rank			
Perform Edits	The Equated 9 months Annual Average salaries of Assistant professors (Women) reported in Part G3 - Average Salaries for Instructional Staff by Academic Rank has changed significantly since last year. Please review your data and make any necessary corrections, or explain the discrepancy. (Error #1952)	Explanation	Yes	
Reason	Last year's data is incorrect and is being revised.			
Related Screens	G3 - Average Salaries for Instructional Staff by Academic Rank			
Perform Edits	The Equated 9 months Annual Average salaries of Instructors (Women) reported in Part G3 - Average Salaries for Instructional Staff by Academic Rank has changed significantly since last year. Please review your data and make any necessary corrections, or explain the discrepancy. (Error #1953)	Explanation	Yes	

Reason	Salaries were reported incorrectly last year, we will be revising the data.			
Related Screens	G3 - Average Salaries for Instructional Staff by Academic Rank			
Perform Edits	The Equated 9 months Annual Average salaries of No academic rank (Women) reported in Part G3 - Average Salaries for Instructional Staff by Academic Rank has changed significantly since last year. Please review your data and make any necessary corrections, or explain the discrepancy. (Error #1955)	Explanation	Yes	
Reason	Salaries were reported incorrectly last year, we will be revising the data.			
Related Screens	G3 - Average Salaries for Instructional Staff by Academic Rank			

Screen: B1 - FT Non-instructional, Occupation - 1

Screen Entry	This number(9) is outside the expected range of between 19 and 39 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	Last year's number is incorrect, we will be completing corrections. In addition, Clinical Faculty are now included with Regular Faculty rather than Staff to align with campus IRC definitions and teaching loads.			

Screen: B1 - FT Non-instructional, Occupation - 3

Screen Entry	This number(50) is outside the expected range of between 58 and 120 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	Several positions were incorrectly categorized last year, we will be making corrections.			

Screen: B1 - FT Non-instructional, Occupation - 4

Screen Entry	This number(28) is outside the expected range of between 43 and 87 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	Several positions were incorrectly categorized last year, we will be making corrections.			

Screen: B2 - FT Non-instructional, Occupation and Tenure - 1

Screen Entry	This number(7) is outside the expected range of between 29 and 59 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	Last year's data is under revision. Current year data is aligned with submission from 2 years ago.			

Screen: D - PT Staff, Occupation - 1

Screen Entry	This number(317) is outside the expected range of between 349 and 581 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	Current data is in line with years prior to last, we believe last year may have had an error. We are validating last year's submission and will request corrections if necessary.			

Screen: D - PT Staff, Occupation - 4

Screen Entry	The total number of part-time staff (men + women) reported (421) is outside the expected range of between 428 and 712 based on the prior year value. Please correct your data or explain. (Error #1575)	Explanation	Yes	
Reason	Last year's data was incorrect and is being updated. Current year data aligns with updated data from last year and year prior.			
Related Screens	D - PT Staff, Occupation - 4			

Screen: D - Graduate Assistants

Screen Entry	This number(60) is outside the expected range of between 97 and 199 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	Prior year data is under review and may need revisions. Current year totals align with IPEDS data from 2 years ago.			
Screen Entry	This number(58) is outside the expected range of between 91 and 189 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	Prior year data is under review and may need revisions. Current year totals align with IPEDS data from 2 years ago.			
Screen Entry	This number(130) is outside the expected range of between 233 and 387 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	Last year's data was reported incorrectly, with other student employees counted as Graduate Assistants. We are correcting last year's data.			

Screen: E - PT Staff, Occupation and Tenure - 1

Screen Entry	This number(277) is outside the expected range of between 349 and 581 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	Last year's data is under review and will likely need revisions. Current year submission aligns with data from earlier years.			
Screen Entry	This number(86) is outside the expected range of between 38 and 78 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	Last year's number has been corrected.			
Screen Entry	This number(399) is outside the expected range of between 405 and 673 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	Last year's data is incorrect and is under revision. The current amount is in line with corrected data for last year and the year prior.			