

## 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 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, 2017 and October 31, 2018** 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, 2018. (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

If you answer **Yes** to this question, you will be provided the screens to report **full-time permanent new hires** in **Part H**.

No

Yes

### Do ALL of the instructional staff at your institution fall into any of the following categories?

If you answer **Yes** to any of the questions below, you will **NOT** be required to report **Part G - Salaries** for instructional staff. However, Part G will still be required for reporting data for full-time non-instructional staff.

No

Yes

Are ALL of the instructional staff military personnel?

No

Yes

Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?

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





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

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

As of November 1, 2018

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

**Men**

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

**Women**

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	0	0	0
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
<b>Total women</b>	0	0	0	0	0	0	0
<b>Total (men+women)</b>	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, 2018

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

**Men**

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	2	0	0	2
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	23	0	0	23
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	6	0	0	6
<b>Total men</b>	0	0	0	31	0	0	31

**Women**

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	3	0	0	3
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	4	0	0	4
Black or African American	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	25	0	0	25
Two or more races	0	0	0	1	0	0	1
Race and ethnicity unknown	0	0	0	2	0	0	2
<b>Total women</b>	0	0	0	35	0	0	35

<b>Total (men+women)</b>	0	0	0	66	0	0	66
Total from prior year							25

**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, 2018

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

**Men**

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
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
<b>Total men</b>	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
<b>Total women</b>	0	0	0	0	0	0	0

<b>Total (men+women)</b>	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, 2018**

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

**Men**

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

**Women**

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

**Total (men+women)**

<b>Total (men+women)</b>	<b>0</b>
Total from prior year	

**Part A2 - Full-time Instructional Staff by Function**

**Number of Full-time Instructional Staff**

**As of November 1, 2018**

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

	With <u>Faculty Status</u>						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
<u>Instructional staff</u>	866	334	0	344	66	0	0	1,610
Total carried forward from previous screens	866	334	0	344	66	0	0	1,610
<u>Primarily Instruction</u>	0	0	0	344	66	0	0	410
Exclusively credit	0	0	0	343	56		0	399
Exclusively not-for-credit	0	0	0	1	10		0	11
Combined credit/not-for-credit	0	0	0	0	0		0	0
<u>Instruction/research/public service staff</u>	866	334	0	0	0		0	1,200

### Part A3 - Full-time Instructional Staff - Totals

#### Total number of Full-time Instructional Staff

As of November 1, 2018

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	30	25	55
Hispanic/Latino	49	29	78
American Indian or Alaska Native	4	3	7
Asian	80	72	152
Black or African American	16	9	25
Native Hawaiian or Other Pacific Islander	2	1	3
White	709	420	1,129
Two or more races	4	10	14
Race and ethnicity unknown	85	62	147
<b>Total</b>	979	631	1,610
Total from prior year			<b>1,588</b>

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

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

by Occupational Category

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	30	178	0
Hispanic/Latino	49	14	0
American Indian or Alaska Native	4	1	0
Asian	80	38	0
Black or African American	16	2	0
Native Hawaiian or Other Pacific Islander	2	1	0
White	709	267	0
Two or more races	4	0	0
Race and ethnicity unknown	85	42	0
<b>Total men</b>	<b>979</b>	<b>543</b>	<b>0</b>

**Women**

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	25	69	0
Hispanic/Latino	29	14	0
American Indian or Alaska Native	3	1	0
Asian	72	16	0
Black or African American	9	0	0
Native Hawaiian or Other Pacific Islander	1	0	0
White	420	153	0
Two or more races	10	3	0
Race and ethnicity unknown	62	24	0
<b>Total women</b>	<b>631</b>	<b>280</b>	<b>0</b>

<b>Total (men+women)</b>	<b>1,610</b>	<b>823</b>	<b>0</b>
Total from prior year	<b>1,588</b>	<b>762</b>	

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

## Number of Full-time Non-instructional Staff

## by Occupational Category

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	0	0	0
Hispanic/Latino	0	1	0	14
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	1
Black or African American	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	17	5	71
Two or more races	0	0	0	1
Race and ethnicity unknown	0	0	0	9
<b>Total men</b>	<b>4</b>	<b>18</b>	<b>5</b>	<b>97</b>

**Women**

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	0	0	1
Hispanic/Latino	0	2	1	17
American Indian or Alaska Native	0	0	0	3
Asian	0	1	2	12
Black or African American	0	1	0	5
Native Hawaiian or Other Pacific Islander	0	0	0	1
White	0	31	9	169
Two or more races	0	3	0	6
Race and ethnicity unknown	0	0	2	15
<b>Total women</b>	<b>0</b>	<b>38</b>	<b>14</b>	<b>229</b>
<b>Total (men+women)</b>	<b>4</b>	<b>56</b>	<b>19</b>	<b>326</b>
Total from prior year	<b>2</b>	<b>44</b>	<b>19</b>	<b>262</b>

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2018

•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	2	19	0	0
Hispanic/Latino	17	11	45	6	1
American Indian or Alaska Native	0	0	5	0	0
Asian	12	4	34	2	0
Black or African American	8	3	11	7	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	275	103	614	74	11
Two or more races	3	2	6	1	0
Race and ethnicity unknown	19	14	53	14	0
<b>Total men</b>	<b>335</b>	<b>139</b>	<b>787</b>	<b>104</b>	<b>12</b>

**Women**

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	3	15	0	0
Hispanic/Latino	37	29	26	11	4
American Indian or Alaska Native	4	1	2	0	0
Asian	20	32	31	3	5
Black or African American	12	5	6	2	0
Native Hawaiian or Other Pacific Islander	1	0	1	0	2
White	410	247	337	110	26
Two or more races	4	4	6	0	0
Race and ethnicity unknown	32	23	29	15	4
<b>Total women</b>	<b>520</b>	<b>344</b>	<b>453</b>	<b>141</b>	<b>41</b>

<b>Total (men+women)</b>	<b>855</b>	<b>483</b>	<b>1,240</b>	<b>245</b>	<b>53</b>
Total from prior year	<b>922</b>	<b>295</b>	<b>1,237</b>	<b>257</b>	<b>61</b>

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien	0	0	0	0	0	230
Hispanic/Latino	109	1	24	36	8	336
American Indian or Alaska Native	1	0	0	4	1	16
Asian	57	0	3	7	0	238
Black or African American	8	0	5	5	1	67
Native Hawaiian or Other Pacific Islander	0	0	2	0	0	5
White	174	9	136	154	30	2,653
Two or more races	4	0	7	5	0	33
Race and ethnicity unknown	23	2	18	14	6	299
<b>Total men</b>	<b>376</b>	<b>12</b>	<b>195</b>	<b>225</b>	<b>46</b>	<b>3,877</b>

**Women**

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien	0	0	0	0	0	113
Hispanic/Latino	130	3	48	1	0	352
American Indian or Alaska Native	1	0	3	0	0	18
Asian	90	6	23	2	0	315
Black or African American	3	1	9	1	0	54
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	6
White	48	3	395	23	5	2,386
Two or more races	2	0	7	0	0	45
	24	1	34	3	0	268

Race and ethnicity unknown							
<b>Total women</b>	298	14	519	30	5	3,557	
<b>Total (men+women)</b>	674	26	714	255	51	7,434	
Total from prior year	<b>592</b>	<b>30</b>	<b>821</b>	<b>249</b>	<b>60</b>	<b>7,201</b>	



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

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

As of November 1, 2018

Occupational category	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)		
Research staff	0	0	0	804	0		19	823
Public Service staff	0	0	0	0	0		0	0
Archivists, Curators, and Museum Technicians 25-4010	1	0	0	0	0		3	4
Librarians and Media Collections Specialists 25-4020	13	25	0	11	1		6	56
Library Technicians 25-4030	0	0	0	0	0		19	19
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	0	0	0	0	0		326	326
Management Occupations 11-0000	50	1	0	32	0		772	855
Business and Financial Operations Occupations 13-0000	0	0	0	1	0		482	483
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	41	0		1,199	1,240
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	0	0	0		245	245
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	0	0		53	53
<b>Total</b>	<b>64</b>	<b>26</b>	<b>0</b>	<b>889</b>	<b>1</b>	<b>0</b>	<b>3,124</b>	<b>4,104</b>
Total from prior year	<b>60</b>	<b>21</b>		<b>880</b>			<b>2,900</b>	<b>3,861</b>



## Part G1 - Salaries Worksheet

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

#### Annual Salary, 2018-19

- Report the number of instructional staff based on the number of months to be worked
- Months reported should correspond with the number of months that staff worked (which may differ from the number of months over which they are paid)
- Include ONLY full-time instructional staff
- Include instructional staff *with* faculty status and *without* faculty status
- Include instructional staff regardless of tenure status

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
<b>Men</b>							
Professors	0	0	0	376		376	376
Associate professors	0	0	0	219		219	219
Assistant professors	0	0	0	183		183	183
Instructors	0	0	0	201		201	201
Lecturers	0	0	0	0		0	0
No academic rank	0	0	0	0		0	0
<b>Total men</b>	0	0	0	979	0	979	979
Total men full-time instructional staff from Part A						979	
<b>Women</b>							
Professors	0	0	0	134		134	134
Associate professors	0	0	0	159		159	159
Assistant professors	0	0	0	129		129	129
Instructors	0	0	0	209		209	209
Lecturers	0	0	0	0		0	0
No academic rank	0	0	0	0		0	0
<b>Total women</b>	0	0	0	631	0	631	631
Total women full-time instructional staff from Part A						631	
<b>Total (men+women)</b>	0	0	0	1,610	0	1,610	1,610
Total (men+women) full-time instructional staff from Part A						1,610	

## Part G2 - Salary Outlays for Instructional Staff

### Salary Outlays for Full-time Instructional Staff

#### Annual Salary Outlays, 2018-19

- Report the TOTAL ANNUAL salary outlays for the full-time instructional staff reported in the 12 months, 11 months, 10 months, and 9 months columns on the previous screen, Part G1 – Salaries Worksheet
- Using the TOTAL ANNUAL salary outlays data provided, the system will calculate the Equated 9 months by academic rank and gender.

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays				Equated 9 months
		12 months	11 months	10 months	9 months	
<b>Men</b>						
Professors	376	0			54,536,264	54,536,264
Associate professors	219	0			23,267,881	23,267,881
Assistant professors	183	0			19,041,256	19,041,256
Instructors	201	0			13,566,402	13,566,402
Lecturers	0	0				0
No academic rank	0	0				0
<b>Total men</b>	<b>979</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>110,411,803</b>	<b>110,411,803</b>
<b>Women</b>						
Professors	134	0			18,640,980	18,640,980
Associate professors	159	0			15,796,496	15,796,496
Assistant professors	129	0			11,754,985	11,754,985
Instructors	209	0			12,701,492	12,701,492
Lecturers	0	0				0
No academic rank	0	0				0
<b>Total women</b>	<b>631</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>58,893,953</b>	<b>58,893,953</b>
<b>Total (men + women)</b>	<b>1,610</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>169,305,756</b>	<b>169,305,756</b>

### Part G3 - Average Salaries for Instructional Staff by Academic Rank

#### Average Salary by academic rank for Full-time Instructional Staff

#### Annual Average Salaries, 2018-19

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				Equated 9 months
		12 months	11 months	10 months	9 months	
<b>Men</b>						
Professors	376				145,043	145,043
Associate professors	219				106,246	106,246
Assistant professors	183				104,051	104,051
Instructors	201				67,495	67,495
Lecturers	0					
No academic rank	0					
<b>Total men</b>	<b>979</b>				<b>112,780</b>	<b>112,780</b>
<b>Women</b>						
Professors	134				139,112	139,112
Associate professors	159				99,349	99,349
Assistant professors	129				91,124	91,124
Instructors	209				60,773	60,773
Lecturers	0					
No academic rank	0					
<b>Total women</b>	<b>631</b>				<b>93,334</b>	<b>93,334</b>
<b>Total (men+women)</b>	<b>1,610</b>				<b>105,159</b>	<b>105,159</b>

**Part G4 - Salary Outlays for Non-instructional Staff**

**Salary Outlays**

**for Full-time Non-instructional Staff**

**Annual Salary Outlays, 2018-19**

Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
Research staff	823	64,155,289
Public Service staff	0	0
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	405	24,469,103
Management Occupations 11-0000	855	89,181,165
Business and Financial Operations Occupations 13-0000	483	32,854,065
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	1,240	102,187,473
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	245	19,825,892
Healthcare Practitioners and Technical Occupations 29-0000	53	3,228,151
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	674	25,697,743
Sales and Related Occupations 41-0000	26	795,706
Office and Administrative Support Occupations 43-0000	714	36,621,810
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	255	13,857,194
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	51	2,658,789

## Part D - Part-time Staff by Occupational Category

### Number of Part-time Staff by Occupational Category

As of November 1, 2018

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

#### Men

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	37	15	0
Hispanic/Latino	26	4	0
American Indian or Alaska Native	2	0	0
Asian	21	1	0
Black or African American	12	0	2
Native Hawaiian or Other Pacific Islander	1	0	0
White	406	133	0
Two or more races	4	1	0
Race and ethnicity unknown	92	21	2
<b>Total men</b>	<b>601</b>	<b>175</b>	<b>4</b>

#### Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	28	4	0
Hispanic/Latino	38	3	0
American Indian or Alaska Native	1	0	0
Asian	21	12	0
Black or African American	8	1	0
Native Hawaiian or Other Pacific Islander	1	0	0
White	329	66	1
Two or more races	4	0	0
Race and ethnicity unknown	65	8	1
<b>Total women</b>	<b>495</b>	<b>94</b>	<b>2</b>

<b>Total (men+women)</b>	<b>1,096</b>	<b>269</b>	<b>6</b>
Total from prior year	<b>728</b>	<b>285</b>	<b>5</b>

**Part D - Part-time Staff by Occupational Category****Number of Part-time Staff by Occupational Category**

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien	0	0	0	0	0
Hispanic/Latino	1	2	0	1	4
American Indian or Alaska Native	0	0	0	0	0
Asian	1	0	0	1	2
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	19	4	0	5	28
Two or more races	0	0	0	0	0
Race and ethnicity unknown	7	1	0	2	10
<b>Total men</b>	<b>28</b>	<b>7</b>	<b>0</b>	<b>9</b>	<b>44</b>

**Women**

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien	0	0	0	0	0
Hispanic/Latino	1	0	0	1	2
American Indian or Alaska Native	0	0	0	1	1
Asian	1	0	1	2	4
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	12	3	0	26	41
Two or more races	0	1	0	0	1
Race and ethnicity unknown	2	1	0	1	4
<b>Total women</b>	<b>16</b>	<b>5</b>	<b>1</b>	<b>31</b>	<b>53</b>

<b>Total (men+women)</b>	<b>44</b>	<b>12</b>	<b>1</b>	<b>40</b>	<b>97</b>
Total from prior year	<b>42</b>	<b>12</b>		<b>35</b>	<b>89</b>



**Part D - Part-time Staff by Occupational Category****Number of Part-time Staff**

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	0	2	0	0
Hispanic/Latino	0	0	2	2	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	1	3	1	2
Black or African American	0	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	2	0
White	11	0	106	29	9
Two or more races	0	0	1	0	0
Race and ethnicity unknown	1	0	16	3	0
<b>Total men</b>	<b>12</b>	<b>1</b>	<b>132</b>	<b>37</b>	<b>11</b>

**Women**

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	0	2	1	0
Hispanic/Latino	0	1	6	0	1
American Indian or Alaska Native	0	0	2	0	0
Asian	5	0	8	0	2
Black or African American	1	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	20	22	105	20	39
Two or more races	0	0	1	0	0
Race and ethnicity unknown	1	4	14	1	6
<b>Total women</b>	<b>27</b>	<b>27</b>	<b>138</b>	<b>22</b>	<b>48</b>

<b>Total (men+women)</b>	<b>39</b>	<b>28</b>	<b>270</b>	<b>59</b>	<b>59</b>
Total from prior year	<b>42</b>	<b>16</b>	<b>293</b>	<b>26</b>	<b>63</b>

## Part D - Part-time Staff by Occupational Category

### Number of Part-time Staff

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

### Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien	1	0	10		0	65
Hispanic/Latino	1	0	11		1	52
American Indian or Alaska Native	0	0	0		1	3
Asian	0	0	6		0	37
Black or African American	0	0	3		0	20
Native Hawaiian or Other Pacific Islander	0	0	0		0	3
White	8	1	92		7	844
Two or more races	0	0	1		0	7
Race and ethnicity unknown	2	1	12		1	165
<b>Total men</b>	<b>12</b>	<b>2</b>	<b>135</b>		<b>10</b>	<b>1,196</b>

### Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien	0	0	7		0	42
Hispanic/Latino	1	0	25		0	78
American Indian or Alaska Native	0	0	1		0	5
Asian	0	0	7		0	59
Black or African American	0	0	4		0	14
Native Hawaiian or Other Pacific Islander	0	0	0		0	1
White	10	1	195		2	855
Two or more races	0	0	1		0	7
Race and ethnicity unknown	4	0	29		0	137

<b>Total women</b>	15	1	269	2	5	1,198
<b>Total (men+women)</b>	27	3	404	12	25	2,394
Total from prior year	24	5	350	9	24	1,959

## Part D - Graduate assistants

### Number of Graduate Assistants

As of November 1, 2018

•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	147	236	13	396
Hispanic/Latino	31	32	5	68
American Indian or Alaska Native	3	4	0	7
Asian	23	21	5	49
Black or African American	11	4	2	17
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	336	385	37	758
Two or more races	4	4	0	8
Race and ethnicity unknown	96	124	4	224
<b>Total men</b>	<b>651</b>	<b>810</b>	<b>66</b>	<b>1,527</b>

#### 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	89	93	5	187
Hispanic/Latino	24	19	4	47
American Indian or Alaska Native	0	1	1	2
Asian	27	21	2	50
Black or African American	6	6	1	13
Native Hawaiian or Other Pacific Islander	1	2	0	3
White	275	226	33	534
Two or more races	1	3	1	5
Race and ethnicity unknown	85	63	3	151
<b>Total women</b>	<b>508</b>	<b>434</b>	<b>50</b>	<b>992</b>
<b>Total (men+women)</b>	<b>1,159</b>	<b>1,244</b>	<b>116</b>	<b>2,519</b>
Total from prior year	<b>1,420</b>		<b>1,249</b>	<b>2,669</b>

**Part E - Part-time Staff by Occupational Category and Tenure Status**Number of Part-time Staff

As of November 1, 2018

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On	Not on Tenure Track					
		Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	0	0	0	816	4	0	269	1,089
? Exclusively credit				678	3		269	950
? Exclusively not-for-credit				138	1			139
Combined credit/not-for-credit								0
Instruction/research/public service staff	6	1						7
Research staff				268			1	269
Public Service staff				6				6
Archivists, Curators, and Museum Technicians				41			3	44
25-4010 Librarians and Media Collections Specialists				11			1	12
25-4020 Library Technicians							1	1
25-4030 ? Student and Academic Affairs and Other Education Services Occupations							40	40
25-2000 + 25-3000 + 25-9000 Management Occupations	1			4			34	39
11-0000 Business and Financial Operations Occupations							28	28
13-0000 Computer, Engineering, and Science Occupations				20			250	270
15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							59	59
21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations							59	59
29-0000 Total	7	1	0	1,166	4	0	745	1,923
Total from prior year	6	0		1,108	4		429	1,547



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

4,913

**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, 2017 - October 31, 2018)

- 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)		
Nonresident alien	0	4	0	0	0	0	0	4
Hispanic/Latino	0	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0	0
Asian	1	2	0	0	0	0	0	3
Black or African American	0	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	2	6	0	2	4	0	0	14
Two or more races	0	0	0	0	0	0	0	0
Race and ethnicity unknown	1	5	0	0	2	0	0	8
<b>Total men</b>	<b>4</b>	<b>17</b>	<b>0</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>29</b>

**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)		
Nonresident alien	0	2	0	0	0	0	0	2
Hispanic/Latino	0	1	0	0	0	0	0	1
American Indian or Alaska Native	0	0	0	0	0	0	0	0
Asian	0	2	0	0	3	0	0	5
Black or African American	1	0	0	0	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	2	9	0	1	3	0	0	15
Two or more races	0	0	0	0	0	0	0	0
Race and ethnicity unknown	2	6	0	0	0	0	0	8
<b>Total women</b>	<b>5</b>	<b>20</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>32</b>

**Total (men+women)** 9 37 0 3 12 0 0 61



**Part H - New Hires, Full-time Staff by Occupational Category****Number of Newly Hired Full-time Staff**

(Hired full-time between November 1, 2017 - October 31, 2018)

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	4	37		
Hispanic/Latino	0	1		5
American Indian or Alaska Native	0			
Asian	3	5		
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	14	38		9
Two or more races	0			
Race and ethnicity unknown	8	17		3
<b>Total men</b>	<b>29</b>	<b>98</b>	<b>0</b>	<b>17</b>

**Women**

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	2	26		1
Hispanic/Latino	1	2		3
American Indian or Alaska Native	0			1
Asian	5	3		2
Black or African American	1			1
Native Hawaiian or Other Pacific Islander	0			
White	15	24		36
Two or more races	0			1
Race and ethnicity unknown	8	7		
<b>Total women</b>	<b>32</b>	<b>62</b>	<b>0</b>	<b>45</b>
<b>Total (men+women)</b>	<b>61</b>	<b>160</b>	<b>0</b>	<b>62</b>

**Part H - New Hires, Full-time Staff by Occupational Category****Number of Newly Hired Full-time Staff**

(Hired full-time between November 1, 2017 - October 31, 2018)

•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	5		
Hispanic/Latino	1	3	2	2	
American Indian or Alaska Native					
Asian	2	1	5	1	
Black or African American	2			2	
Native Hawaiian or Other Pacific Islander					
White	8	22	46	9	2
Two or more races			1	1	
Race and ethnicity unknown			10		
<b>Total men</b>	<b>13</b>	<b>27</b>	<b>69</b>	<b>15</b>	<b>2</b>

**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	2		
Hispanic/Latino		3	6	3	1
American Indian or Alaska Native					
Asian		7	3		1
Black or African American	1	1	3		
Native Hawaiian or Other Pacific Islander			1		
White	23	38	37	19	11
Two or more races					
Race and ethnicity unknown		2	2	1	1
<b>Total women</b>	<b>24</b>	<b>52</b>	<b>54</b>	<b>23</b>	<b>14</b>

<b>Total (men+women)</b>	<b>37</b>	<b>79</b>	<b>123</b>	<b>38</b>	<b>16</b>
--------------------------	-----------	-----------	------------	-----------	-----------

**Part H - New Hires, Full-time Staff by Occupational Category****Number of Newly Hired Full-time Staff**

(Hired full-time between November 1, 2017 - October 31, 2018)

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						47
Hispanic/Latino	13				3	31
American Indian or Alaska Native					2	2
Asian	10					27
Black or African American	1		1		2	8
Native Hawaiian or Other Pacific Islander						0
White	19	1	15		15	200
Two or more races	1		1			4
Race and ethnicity unknown		1	1		1	41
<b>Total men</b>	<b>44</b>	<b>2</b>	<b>18</b>		<b>23</b>	<b>360</b>

**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						32
Hispanic/Latino	13		3		1	36
American Indian or Alaska Native	1					2
Asian	9	2	4			36
Black or African American	1				1	9
Native Hawaiian or Other Pacific Islander						1
White	6	1	50		1	261
Two or more races			1			2
	3	1	3			28

Race and ethnicity unknown						
<b>Total women</b>	33	4	61	3	0	407
<b>Total (men+women)</b>	77	6	79	26	3	767

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

Name: Fanchon Finucane

Email: fanchon.finucane@colorado.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	hours	hours	hours	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 2018.

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](mailto:ipedshelp@rti.org).

**Number of staff by employment status and occupational category:  
Fall 2018**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
<b>Total number of staff</b>	7,434	2,394	8,232
Instructional Staff	1,610	1,096	1,975
Primary Instruction	410	1,089	773
Exclusively credit	399	950	716
Exclusively not-for-credit	11	139	57
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	1,200	7	1,202
Research Staff	823	269	913
Public Service Staff	0	6	2
Library and Student and Academic Affairs and Other Education Services Occupations SOC	405	97	437
Librarians, Curators, and Archivists SOC 25-4000	79	57	98
Archivists, Curators, and Museum Technicians SOC 25-4010	4	44	19
Librarians SOC 25-4020	56	12	60
Library Technicians SOC 25-4030	19	1	19
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	326	40	339
Management Occupations SOC 11-0000	855	39	868
Business and Financial Operations Occupations SOC 13-0000	483	28	492
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	1,240	270	1,330
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	245	59	265
Healthcare Practitioners and Technical Occupations SOC 29-0000	53	59	73
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	674	27	683
Sales and Related Occupations SOC 41-0000	26	3	27
Office and Administrative Support Occupations SOC 43-0000	714	404	849
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	255	12	259

**Number of staff by employment status and occupational category:  
Fall 2018**

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	51	25	59
--	----	----	----

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 2018-19**

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				
<b>All Ranks</b>				1,610	1,610	14,490	\$169,305,756	\$11,684
Professor				510	510	4,590	\$73,177,244	\$15,943
Associate professor				378	378	3,402	\$39,064,377	\$11,483
Assistant professor				312	312	2,808	\$30,796,241	\$10,967
Instructor				410	410	3,690	\$26,267,894	\$7,119
Lecturer								
No academic rank								

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



Human Resources

University of Colorado Boulder (126614)

Source	Description	Severity	Resolved	Options
<b>Global Edits</b>				
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:	The headcounts and salary outlays in Parts G1 and G2 were moved from the '12 months' column to the '9 months' column, resulting in a change in the average salaries for instructional staff in Part G3.			
Related Screens:	G3 - Average Salaries for Instructional Staff by Academic Rank			
Perform Edits	Annual Average Salaries (equated 9 months) for any gender and academic rank should be between \$9,000 and \$144,000. The calculated average for the academic rank Professors, men is \$145,043. Please correct your data or explain. (Error #1762)	Explanation	Yes	
Reason:	The data were reviewed and are correct. The annual average salary of \$145,043 reflects a 3.1% increase between Fall 2017 and Fall 2018 for the academic rank Professors, men.			
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:	The headcounts and salary outlays in Parts G1 and G2 were moved from the '12 months' column to the '9 months' column, resulting in a change in the average salaries for instructional staff in Part G3.			
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:	The headcounts and salary outlays in Parts G1 and G2 were moved from the '12 months' column to the '9 months' column, resulting in a change in the average salaries for instructional staff in Part G3.			
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:	The headcounts and salary outlays in Parts G1 and G2 were moved from the '12 months' column to the '9 months' column, resulting in a change in the average salaries for instructional staff in Part G3.			
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:	The headcounts and salary outlays in Parts G1 and G2 were moved from the '12 months' column to the '9 months' column, resulting in a change in the average salaries for instructional staff in Part G3.			
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:	The headcounts and salary outlays in Parts G1 and G2 were moved from the '12 months' column to the '9 months' column, resulting in a change in the average salaries for instructional staff in Part G3.			
Related Screens:	G3 - Average Salaries for Instructional Staff by Academic Rank			
		Explanation	Yes	

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)			
Reason:	The headcounts and salary outlays in Parts G1 and G2 were moved from the '12 months' column to the '9 months' column, resulting in a change in the average salaries for instructional staff in Part G3.			
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:	The headcounts and salary outlays in Parts G1 and G2 were moved from the '12 months' column to the '9 months' column, resulting in a change in the average salaries for instructional staff in Part G3.			
Related Screens:	G3 - Average Salaries for Instructional Staff by Academic Rank			
<b>Screen: A1 - FT Instructional, Rank and Tenure - Less-Than-Annual Contract</b>				
Upload File	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Higher than expected number is due to a change in business practices.			
<b>Screen: A2 - FT Instructional, Function</b>				
Upload File	The total number of full-time non-medical school Instructional staff (Primarily instruction + Instruction/research/public service staff) with a Less-than-annual contract reported by function in Part A (66) is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1564)	Explanation	Yes	
Reason:	Higher than expected number is due to a change in business practices.			
<b>Screen: B1 - FT Non-instructional, Occupation - 3</b>				
Upload File	This number is outside the expected range of between 192 and 398 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Higher than expected number of Business and Financial Operations (13-0000) due to changes in SOC code assignments.			
<b>Screen: G2 - Salary Outlays, Instructional Staff</b>				
Perform Edits	You reported full-time men (9 months) Professor earning \$54,536,264 in total outlays. This equates to \$16,115.90 per month for these staff. Please review your data and make any necessary corrections or explain the discrepancy. (Error #1635)	Explanation	Yes	
Reason:	The data were reviewed and are correct. The monthly average salary of \$16,115.90 reflects a 3.1% increase between Fall 2017 and Fall 2018 for the academic rank Professors, men.			
Related Screens:	Part G2 - Salary Outlays for Instructional Staff			
<b>Screen: D - PT Staff, Occupation - 1</b>				
Screen Entry	This number is outside the expected range of between 546 and 910 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	The number is higher than expected because it now reflects graduate part-time instructors (GPTIs) in the "Primarily instruction, Exclusively credit" instead of the "Graduate Assistants - Teaching" category. Per IPEDS human resources survey instructions, graduate students who teach one or more full courses (like GPTIs) should be classified in the 25-1000 minor group. This corresponds to "Primarily instruction, Exclusively credit" category for GPTIs.			
<b>Screen: D - PT Staff, Occupation - 3</b>				
Upload File	This number is outside the expected range of between 17 and 35 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Higher than expected number is due to a change in position and job classifications in one unit.			
<b>Screen: D - Graduate Assistants</b>				
Screen Entry	This number is outside the expected range of between 937 and 1,561 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Lower than expected number of "Other" graduate assistants is due to a change in business practices: Graduate student Research Assistants previously reported as "Other" now are reported in the "Research" category.			
<b>Screen: E - PT Staff, Occupation and Tenure - 1</b>				
Screen Entry	This number is outside the expected range of between 322 and 536 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:				

The number is higher than expected because it now reflects graduate part-time instructors (GPTIs) in the "Primarily instruction, Exclusively credit" category. Per IPEDS human resources survey instructions, graduate students who teach one or more full courses (like GPTIs) should be classified in the 25-1000 minor group. This corresponds to "Primarily instruction, Exclusively credit" category for GPTIs.

**Screen: H - New Hires Instructional, Tenure**

Upload File	The percent of these staff (men + women) whose race/ethnicity is unknown is greater than expected. Please correct your data or explain. (Error #1302)	Explanation	Yes	
Reason:	University of Colorado upgraded to a new HR system that has resulted in more new employees to be assigned to an 'Unknown' race/ethnicity. However, all new employees continue to be asked to provide and identify their race/ethnicity.			