

Institution: University of Colorado Boulder (126614)
User ID: P1266144

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 2010 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.

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, 2016 and October 31, 2017** either for the **first time** (new to the institution) or **after a break in service**? Do not exclude persons that were no longer on the payroll as of November 1, 2017. (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

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

No

Yes

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

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

No

Yes

Are ALL of the instructional staff military personnel?

No

Yes

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

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

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

**Number of Full-time Instructional Staff
 With Faculty Status
 On Tenure Track**

As of November 1, 2017

- 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	17	0	0	0	17
Hispanic/Latino	0	0	7	0	0	0	7
American Indian or Alaska Native	0	0	1	0	0	0	1
Asian	0	2	22	0	0	0	24
Black or African American	0	0	5	0	0	0	5
Native Hawaiian or Other Pacific Islander	0	0	1	0	0	0	1
White	1	9	88	0	0	0	98
Two or more races	0	0	2	0	0	0	2
Race and ethnicity unknown	0	1	31	0	0	0	32
Total men	1	12	174	0	0	0	187

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	13	0	0	0	13
Hispanic/Latino	0	2	6	0	0	0	8
American Indian or Alaska Native	0	0	1	0	0	0	1
Asian	0	0	12	0	0	0	12
Black or African American	0	0	2	0	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	1	0	0	0	1
White	0	4	55	0	0	0	59
Two or more races	0	0	4	0	0	0	4
Race and ethnicity unknown	0	1	23	0	0	0	24
Total women	0	7	117	0	0	0	124

Total (men+women) 1 19 291 0 0 0 311

Total from prior year 289

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, 2017

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

Men

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

Women

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

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

Part A1 - Full-time Instructional Staff 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, 2017

- 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	8	0	0	8
Hispanic/Latino	0	0	0	7	0	0	7
American Indian or Alaska Native	0	0	0	1	0	0	1
Asian	0	0	0	5	0	0	5
Black or African American	0	0	0	2	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	156	0	0	156
Two or more races	0	0	0	2	0	0	2
Race and ethnicity unknown	0	0	0	11	0	0	11
Total men	0	0	0	192	0	0	192

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	9	0	0	9
Hispanic/Latino	0	0	0	9	0	0	9
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	17	0	0	17
Black or African American	0	0	0	2	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	138	0	0	138
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	16	0	0	16
Total women	0	0	0	191	0	0	191

Total (men+women)	0	0	0	383	0	0	383
Total from prior year							336

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, 2017

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

Women							
Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	9	0	0	9
Two or more races	0	0	0	1	0	0	1
Race and ethnicity unknown	0	0	0	3	0	0	3
Total women	0	0	0	13	0	0	13
Total (men+women)	0	0	0	25	0	0	25
Total from prior year							33

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, 2017

- 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
Total men	0	0	0	0	0	0	0

Women

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

Part A1 - Full-time Instructional Staff - Without Faculty Status

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2017

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

Men

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

Women

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

Total (men+women) 0

Total from prior year

Part A2 - Full-time Instructional Staff by Function

Number of Full-time Instructional Staff

As of November 1, 2017

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

	With <u>Faculty Status</u>						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Instructional staff	869	311	0	383	25	0	0	1,588
Total carried forward from previous screens	869	311	0	383	25	0	0	1,588
<u>Primarily Instruction</u>	0	0	0	383	25	0	0	408
Exclusively credit	0	0	0	381	14	0	0	395
Exclusively not-for-credit	0	0	0	2	11	0	0	13
Combined credit/not-for-credit	0	0	0	0	0	0	0	0
<u>Instruction/research/public service staff</u>	869	311	0	0	0	0	0	1,180

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2017

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	32	25	57
Hispanic/Latino	50	30	80
American Indian or Alaska Native	4	4	8
Asian	81	70	151
Black or African American	16	9	25
Native Hawaiian or Other Pacific Islander	2	1	3
White	714	409	1,123
Two or more races	5	9	14
Race and ethnicity unknown	72	55	127
Total	976	612	1,588
Total from prior year			1,508

Part B1 - Full-time Non-instructional Staff by Occupational Category**Number of Full-time Non-instructional Staff****by Occupational Category****As of November 1, 2017**

•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	32	183	0
Hispanic/Latino	50	15	0
American Indian or Alaska Native	4	1	0
Asian	81	33	0
Black or African American	16	2	0
Native Hawaiian or Other Pacific Islander	2	1	0
White	714	251	0
Two or more races	5	1	0
Race and ethnicity unknown	72	35	0
Total men	976	522	0

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	25	56	0
Hispanic/Latino	30	12	0
American Indian or Alaska Native	4	1	0
Asian	70	15	0
Black or African American	9	1	0
Native Hawaiian or Other Pacific Islander	1	0	0
White	409	131	0
Two or more races	9	2	0
Race and ethnicity unknown	55	22	0
Total women	612	240	0

Total (men+women)	1,588	762	0
--------------------------	--------------	------------	----------

Total from prior year	1,508	673	
-----------------------	--------------	------------	--

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2017

•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 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
Hispanic/Latino		0	0	0
American Indian or Alaska Native		0	0	0
Asian		0	0	0
Black or African American		0	0	0
Native Hawaiian or Other Pacific Islander		0	0	0
White	2	13	4	63
Two or more races	0	0	0	1
Race and ethnicity unknown	0	0	0	9
Total men	2	13	4	80

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 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
Hispanic/Latino		0	1	14
American Indian or Alaska Native		0	0	1
Asian		0	2	2
Black or African American		0	0	0
Native Hawaiian or Other Pacific Islander		0	0	0
White	0	24	11	132
Two or more races	0	3	0	4
Race and ethnicity unknown	0	1	1	16
Total women	0	31	15	182
Total (men+women)	2	44	19	262
Total from prior year	3	43	16	230

Part B1 - Full-time Non-instructional Staff by Occupational Category**Number of Full-time Non-instructional Staff****by Occupational Category****As of November 1, 2017**

•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	1	27	0	0
Hispanic/Latino	21	4	35	5	0
American Indian or Alaska Native	0	1	3	0	0
Asian	14	3	26	1	1
Black or African American	10	2	12	7	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	318	53	627	80	9
Two or more races	5	2	6	0	0
Race and ethnicity unknown	22	13	53	19	3
Total men	391	79	789	112	13

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	6	15	0	0
Hispanic/Latino	33	20	24	11	6
American Indian or Alaska Native	5	1	2	0	0
Asian	22	18	29	3	6
Black or African American	10	4	4	2	0
Native Hawaiian or Other Pacific Islander	1	0	1	0	2
White	414	150	330	108	26
Two or more races	4	2	7	2	0
Race and ethnicity unknown	41	15	36	19	8
Total women	531	216	448	145	48
Total (men+women)	922	295	1,237	257	61
Total from prior year	864	258	1,155	234	62

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2017

•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	1	0	0	245
Hispanic/Latino	102	3	35	37	9	321
American Indian or Alaska Native	2	0	0	1	1	13
Asian	52	0	5	6	4	227
Black or African American	9	0	8	1	2	70
Native Hawaiian or Other Pacific Islander	0	0	2	0	0	5
White	140	8	159	154	31	2,626
Two or more races	0	0	7	5	0	32
Race and ethnicity unknown	24	2	20	12	8	292
Total men	329	13	237	216	55	3,831

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	103
Hispanic/Latino	125	3	44	1	0	325
American Indian or Alaska Native	0	0	4	0	0	18
Asian	78	7	24	2	0	288
Black or African American	8	1	10	0	0	53
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	6
White	31	5	443	25	5	2,244
Two or more races	1	0	10	0	0	44
	20	1	49	5	0	289

Race and ethnicity unknown							
Total women	263	17	584	33	5	3,370	
Total (men+women)	592	30	821	249	60	7,201	
Total from prior year	592	33	863	225	58	6,817	

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

Number of <u>Full-time Non-instructional Staff</u>								
As of November 1, 2017								
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	756	0	0	6	762
Public Service staff	0	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians 25-4010	0	0	0	0	0	0	2	2
Librarians 25-4020	11	20	0	13	0	0	0	44
Library Technicians 25-4030	0	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	0	262	262
Management Occupations 11-0000	48	1	0	49	0	0	824	922
Business and Financial Operations Occupations 13-0000	1	0	0	4	0	0	290	295
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	58	0	0	1,179	1,237
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	0	0	0	0	257	257
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	0	0	0	61	61
Total	60	21	0	880	0	0	2,900	3,861
Total from prior year	67	18		815			2,638	3,538

Part G1 - Salaries Worksheet

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

Annual Salary, 2017-18

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

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Men							
Professors	0	0	0	368		368	368
Associate professors	0	0	0	223		223	223
Assistant professors	0	0	0	181		181	181
Instructors	0	0	0	204		204	204
Lecturers	0	0	0	0		0	0
No academic rank	0	0	0	0		0	0
Total men	0	0	0	976	0	976	976
Total men full-time instructional staff from Part A						976	
Women							
Professors	0	0	0	123		123	123
Associate professors	0	0	0	164		164	164
Assistant professors	0	0	0	121		121	121
Instructors	0	0	0	204		204	204
Lecturers	0	0	0	0		0	0
No academic rank	0	0	0	0		0	0
Total women	0	0	0	612	0	612	612
Total women full-time instructional staff from Part A						612	
Total (men + women)	0	0	0	1,588	0	1,588	1,588
Total (men +women) full-time instructional staff from Part A						1,588	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays for Full-time Instructional Staff

Annual Salary Outlays, 2017-18

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

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays				Equated 9 months
		12 months	11 months	10 months	9 months	
Men						
Professors	368	0			51,789,350	51,789,350
Associate professors	223	0			23,499,477	23,499,477
Assistant professors	181	0			18,026,454	18,026,454
Instructors	204	0			13,015,950	13,015,950
Lecturers	0	0				0
No academic rank	0	0				0
Total men	976	0	0	0	106,331,231	106,331,231
Women						
Professors	123	0			16,778,261	16,778,261
Associate professors	164	0			16,261,874	16,261,874
Assistant professors	121	0			10,521,402	10,521,402
Instructors	204	0			11,840,263	11,840,263
Lecturers	0	0				0
No academic rank	0	0				0
Total women	612	0	0	0	55,401,800	55,401,800
Total (men + women)	1,588	0	0	0	161,733,031	161,733,031

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank for Full-time Instructional Staff

Annual Average Salaries, 2017-18

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				Equated 9 months
		12 months	11 months	10 months	9 months	
Men						
Professors	368				140,732	140,732
Associate professors	223				105,379	105,379
Assistant professors	181				99,594	99,594
Instructors	204				63,804	63,804
Lecturers	0					
No academic rank	0					
Total men	976				108,946	108,946
Women						
Professors	123				136,409	136,409
Associate professors	164				99,158	99,158
Assistant professors	121				86,954	86,954
Instructors	204				58,041	58,041
Lecturers	0					
No academic rank	0					
Total women	612				90,526	90,526
Total (men + women)	1,588				101,847	101,847

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays

for Full-time Non-instructional Staff

Annual Salary Outlays, 2017-18

Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
Research staff	762	57,943,413
Public Service staff	0	0
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	327	18,419,072
Management Occupations 11-0000	922	92,874,186
Business and Financial Operations Occupations 13-0000	295	19,317,711
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	1,237	97,290,313
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	257	18,640,153
Healthcare Practitioners and Technical Occupations 29-0000	61	3,349,653
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	592	21,062,829
Sales and Related Occupations 41-0000	30	875,019
Office and Administrative Support Occupations 43-0000	821	40,740,988
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	249	13,739,120
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	60	2,822,060

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2017

- 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	12	13	0
Hispanic/Latino	20	5	0
American Indian or Alaska Native	0	0	0
Asian	11	1	0
Black or African American	8	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	279	138	1
Two or more races	1	1	0
Race and ethnicity unknown	72	21	3
Total men	403	179	4

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	10	3	0
Hispanic/Latino	17	2	0
American Indian or Alaska Native	0	0	0
Asian	16	11	0
Black or African American	4	1	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	220	82	0
Two or more races	4	0	0
Race and ethnicity unknown	54	7	1
Total women	325	106	1

Total (men+women)	728	285	5
Total from prior year	834	272	5

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff by Occupational Category****As of November 1, 2017**

•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 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
Hispanic/Latino		0	0	0	0
American Indian or Alaska Native		0	0	0	0
Asian		1	0	0	1
Black or African American		0	0	0	0
Native Hawaiian or Other Pacific Islander		0	0	0	0
White		17	4	0	5
Two or more races		0	0	0	0
Race and ethnicity unknown		7	2	0	2
Total men		25	6	0	8

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 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
Hispanic/Latino		1	1	0	2
American Indian or Alaska Native		0	0	0	1
Asian		1	1	0	1
Black or African American		0	1	0	0
Native Hawaiian or Other Pacific Islander		0	0	0	0
White		13	0	0	23
Two or more races		0	0	0	0
Race and ethnicity unknown		2	3	0	0
Total women		17	6	0	27

Total (men+women)		42	12	0	35
Total from prior year		44	9		36
					89

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2017

•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	4	0	0
Hispanic/Latino	0	0	5	0	1
American Indian or Alaska Native	0	0	0	0	0
Asian	1	0	4	0	2
Black or African American	0	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	10	0	115	10	10
Two or more races	0	0	1	0	0
Race and ethnicity unknown	1	0	19	2	0
Total men	12	0	150	12	13

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	1	0	0
Hispanic/Latino	0	2	9	0	1
American Indian or Alaska Native	0	0	2	0	0
Asian	4	0	13	0	2
Black or African American	1	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	23	13	111	12	39
Two or more races	0	0	0	0	0
Race and ethnicity unknown	2	1	7	2	8
Total women	30	16	143	14	50

Total (men+women)	42	16	293	26	63
Total from prior year	43	12	308	38	60

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2017

•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	6	0	0	36
Hispanic/Latino	1	0	9	1	0	42
American Indian or Alaska Native	0	0	0	1	0	1
Asian	0	0	5	0	0	26
Black or African American	0	0	1	0	1	12
Native Hawaiian or Other Pacific Islander	0	0	1	0	0	1
White	8	3	92	5	13	710
Two or more races	0	0	2	0	0	5
Race and ethnicity unknown	5	1	6	0	5	146
Total men	15	4	122	7	19	979

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	0	21
Hispanic/Latino	1	0	18	0	1	55
American Indian or Alaska Native	0	0	1	0	0	4
Asian	1	0	6	0	0	56
Black or African American	0	0	1	0	1	9
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	6	1	174	2	3	722
Two or more races	0	0	1	0	0	5
Race and ethnicity unknown	1	0	20	0	0	108

Total women	9	1	228	2	5	980
Total (men+women)	24	5	350	9	24	1,959
Total from prior year	22	6	366	10	20	2,085

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2017

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Teaching 25-1191	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	154		225	379
Hispanic/Latino	36		33	69
American Indian or Alaska Native	3		3	6
Asian	25		25	50
Black or African American	15		2	17
Native Hawaiian or Other Pacific Islander			1	1
White	386		428	814
Two or more races	7		2	9
Race and ethnicity unknown	135		92	227
Total men	761	0	811	1,572

Women

Race/ethnicity	Teaching 25-1191	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	108		88	196
Hispanic/Latino	44		24	68
American Indian or Alaska Native	2		2	4
Asian	28		23	51
Black or African American	9		4	13
Native Hawaiian or Other Pacific Islander				0
White	343		238	581
Two or more races	3		7	10
Race and ethnicity unknown	122		52	174
Total women	659	0	438	1,097
Total (men+women)	1,420	0	1,249	2,669
Total from prior year	1,339		1,264	2,603

Part E - Part-time Staff by Occupational Category and Tenure StatusNumber of Part-time Staff

As of November 1, 2017

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year contract	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	0	0	0	718	4	0	0	722
Exclusively credit				587	3			590
Exclusively not-for-credit				131	1			132
Combined credit/not-for-credit								0
Instruction/research/public service staff	6							6
Research staff				283			2	285
Public Service staff				5				5
Archivists, Curators, and Museum Technicians				40			2	42
25-4010 Librarians				12				12
25-4020 Library Technicians								0
25-4030 Student and Academic Affairs and Other Education Services Occupations							35	35
25-2000 + 25-3000 + 25-9000 Management Occupations				2			40	42
11-0000 Business and Financial Operations Occupations							16	16
13-0000 Computer, Engineering, and Science Occupations				48			245	293
15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							26	26
21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations							63	63
29-0000								
Total	6	0	0	1,108	4	0	429	1,547
Total from prior year	14	0		1,205	5		437	1,661

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

Total

4,628

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, 2016 - October 31, 2017)

- 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	2	0	3	0		0	5
Hispanic/Latino	0	1	0	0	0		0	1
American Indian or Alaska Native	0	0	0	0	0		0	0
Asian	0	4	0	0	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	5	10	0	4	0		0	19
Two or more races	0	0	0	0	0		0	0
Race and ethnicity unknown	2	10	0	3	0		0	15
Total men	7	27	0	10	0	0	0	44

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	6	0	1	0		0	7
Hispanic/Latino	0	1	0	0	0		0	1
American Indian or Alaska Native	0	0	0	0	0		0	0
Asian	3	0	0	1	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	1	6	0	4	0		0	11
Two or more races	0	1	0	0	0		0	1
Race and ethnicity unknown	3	6	0	1	0		0	10
Total women	7	20	0	7	0	0	0	34
Total (men+women)	14	47	0	17	0	0	0	78

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2016 - October 31, 2017)

•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	5	54		
Hispanic/Latino	1	3		
American Indian or Alaska Native	0			
Asian	4	2		
Black or African American	0	1		
Native Hawaiian or Other Pacific Islander	0			
White	19	14		6
Two or more races	0	1		1
Race and ethnicity unknown	15	10		1
Total men	44	85	0	8

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	7	10		
Hispanic/Latino	1	3		1
American Indian or Alaska Native	0			
Asian	4	1		
Black or African American	0			2
Native Hawaiian or Other Pacific Islander	0			
White	11	20		15
Two or more races	1	1		1
Race and ethnicity unknown	10	7		6
Total women	34	42	0	25
Total (men+women)	78	127	0	33

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2016 - October 31, 2017)

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
Nonresident alien		1	3		
Hispanic/Latino	2	1	9		
American Indian or Alaska Native		1			
Asian			2		
Black or African American	2		4	3	
Native Hawaiian or Other Pacific Islander					
White	18	8	64	12	2
Two or more races	1	1			
Race and ethnicity unknown	4	5	18	7	1
Total men	27	17	100	22	3

Women

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
Nonresident alien			3		
Hispanic/Latino		1	3	3	1
American Indian or Alaska Native		1			
Asian	2	1	2		1
Black or African American	1	1			
Native Hawaiian or Other Pacific Islander					
White	21	17	36	12	6
Two or more races		1			
Race and ethnicity unknown	7	4	15	4	2
Total women	31	26	59	19	10

Total (men+women)	58	43	159	41	13
--------------------------	-----------	-----------	------------	-----------	-----------

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

(Hired full-time between November 1, 2016 - October 31, 2017)

•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				1		64
Hispanic/Latino	10		4		6	36
American Indian or Alaska Native	1				1	3
Asian	9				2	19
Black or African American	1		1			12
Native Hawaiian or Other Pacific Islander			1			1
White	14	1	13		12	5
Two or more races						4
Race and ethnicity unknown	3		6		5	5
Total men	38	1	26		25	11

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						20
Hispanic/Latino	2	1	4		1	21
American Indian or Alaska Native						1
Asian	11	1	1			24
Black or African American				2		6
Native Hawaiian or Other Pacific Islander						0
White	3	1	37		1	180
Two or more races						4
	4		17		3	79

Race and ethnicity unknown							
Total women	20	3	61	5	0	335	
Total (men+women)	58	4	87	30	11	742	⚠

Human Resources Survey Evaluation

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

Prepared by

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

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

Thank you for your assistance.

This survey component was prepared by:

<input type="radio"/> Keyholder	<input type="radio"/> SFA Contact	<input type="radio"/> HR Contact
<input type="radio"/> Finance Contact	<input type="radio"/> Academic Library Contact	<input type="radio"/> Other
Name:		
Email:		

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 2017.

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

**Number of staff by employment status and occupational category:
Fall 2017**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	7,201	1,959	7,854
Instructional Staff	1,588	728	1,831
Primary Instruction	408	722	649
Exclusively credit	395	590	592
Exclusively not-for-credit	13	132	57
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	1,180	6	1,182
Research Staff	762	285	857
Public Service Staff	0	5	2
Library and Student and Academic Affairs and Other Education Services Occupations SOC	327	89	357
Librarians, Curators, and Archivists SOC 25-4000	65	54	83
Archivists, Curators, and Museum Technicians SOC 25-4010	2	42	16
Librarians SOC 25-4020	44	12	48
Library Technicians SOC 25-4030	19	0	19
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	262	35	274
Management Occupations SOC 11-0000	922	42	936
Business and Financial Operations Occupations SOC 13-0000	295	16	300
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	1,237	293	1,335
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	257	26	266
Healthcare Practitioners and Technical Occupations SOC 29-0000	61	63	82
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	592	24	600
Sales and Related Occupations SOC 41-0000	30	5	32
Office and Administrative Support Occupations SOC 43-0000	821	350	938
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	249	9	252

**Number of staff by employment status and occupational category:
Fall 2017**

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	60	24	68
--	----	----	----

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 2017-18**

Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				
All Ranks				1,588	1,588	14,292	\$161,733,031	\$11,316
Professor				491	491	4,419	\$68,567,611	\$15,517
Associate professor				387	387	3,483	\$39,761,351	\$11,416
Assistant professor				302	302	2,718	\$28,547,856	\$10,503
Instructor				408	408	3,672	\$24,856,213	\$6,769
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
Screen: A1 - FT Instructional, Rank and Tenure - Less-Than-Annual Contract				
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 being assigned to an 'Unknown' race/ethnicity. However, all new employees continue to be asked to provide and identify their race/ethnicity.			
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 being assigned to an 'Unknown' race/ethnicity. However, all new employees continue to be asked to provide and identify their race/ethnicity.			
Perform Edits	The total number of new hires (78) is outside the expected range of between 80 and 158 based on the number of full-time staff reported in the prior year and the number of full-time staff reported in part A. Please correct your data or explain. (Error #1393)	Explanation	Yes	
Reason:	Lower than expected count to due the cyclical nature of hiring full-time instructional staff. Distribution of job titles is comparable to prior years.			
Screen: H - New Hires, Occupation - 3				
Perform Edits	The percentage of new hires (men + women) reported across all occupational categories whose race/ethnicity is unknown is greater than expected. Please correct your data or explain. (Error #1360)	Explanation	Yes	
Reason:	University of Colorado upgraded to a new HR system that has resulted in more new employees being assigned to an 'Unknown' race/ethnicity. However, all new employees continue to be asked to provide and identify their race/ethnicity.			
Related Screens:	H - New Hires, Occupation - 3			