

Institution: Sam Houston State University (227881)
User ID: P2278811

Overview

Human Resources Overview

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

Changes to reporting for 2019-20

There are no changes for this survey component.

Data Reporting Reminders

- Report each employee only once. If an employee could be coded in more than one occupation, code the employee in the occupation that requires the highest level of skill OR if there is no measurable difference in skill requirements, code the employee in the occupation in which they spend the most time.
- Report staff members difficult to categorize in the "Human Resources Survey Evaluation" box at the end of the survey.
- Enter data on each displayed screen. If a screen is not applicable, enter at least one zero in a field on the screen and save before continuing.
- When reporting salary data (applicable to degree-granting institutions only) include all full-time, non-medical school, instructional staff - both with and without faculty status.

See the instructions for the **Key Reporting Concepts** section -- basic reporting concepts that will assist you in completing the Human Resources survey component.

Resources:

- To download the survey materials for this component: [Survey Materials](#)
- All staff must now be reported using the new IPEDS occupational categories, which align with the 2018 Standard Occupational Classification (SOC) codes. Additional information and resources can be found in the [IPEDS HR/SOC Information Center](#), including general information about the SOC, the IPEDS/SOC crosswalk, a SOC Browse Tool, Frequently Asked Questions, and Web Tutorials.
- To access your prior year data submission for this component: [Reported Data](#)

If you have questions about completing this survey, please contact the **IPEDS Help Desk at 1-877-225-2568**.

Human Resources Screening Questions

Does your institution have any part-time staff?

If you answer **Yes** to this question, you will be provided the screens to report part-time staff.

No

Yes

Does your institution have graduate assistants?

If you answer **Yes** to this question, you will be provided the screens to report graduate assistants.

No

Yes

Does your institution have 15 or more full-time staff?

No

Yes

Does your institution have a tenure system?

If you answer **Yes** to this question, you will be provided the screens to report some data by tenure status.

No

Yes

Did your institution hire any **full-time permanent staff** who were included on the payroll of the institution between **November 1, 2018 and October 31, 2019** either for the **first time** (new to the institution) or **after a break in service**? Do not exclude persons who were no longer on the payroll as of November 1, 2019. (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

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

No

Yes

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

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

No

Yes

Are ALL of the instructional staff military personnel?

No

Yes

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

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

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

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

As of November 1, 2019

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

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, 2019

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	1	0	1
Hispanic/Latino	0	0	0	0	6	0	6
American Indian or Alaska Native	0	0	0	0	1	0	1
Asian	0	0	0	0	1	0	1
Black or African American	0	0	0	0	6	0	6
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	46	0	46
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	61	0	61

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	2	0	2
Hispanic/Latino	0	0	0	0	8	0	8
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	4	0	4
Black or African American	0	0	0	0	5	0	5
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	68	0	68
Two or more races	0	0	0	0	4	0	4
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	0	0	0	0	91	0	91

Total (men+women)	0	0	0	0	152	0	152
Total from prior year							143

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Less-Than-Annual Contract

**Number of Full-time Instructional Staff
 With Faculty Status
 Not on Tenure Track - Less-than-annual Contract**

As of November 1, 2019

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	1	0	1
Hispanic/Latino	0	0	0	0	4	0	4
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	2	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	24	0	24
Two or more races	0	0	0	0	2	0	2
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	0	0	0	0	33	0	33

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	2	0	2
Hispanic/Latino	0	0	0	0	5	0	5
American Indian or Alaska Native	0	0	0	0	1	0	1
Asian	0	0	0	0	2	0	2
Black or African American	0	0	0	0	5	0	5
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	28	0	28
Two or more races	0	0	0	0	2	0	2
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	0	0	0	0	45	0	45

Total (men+women)	0	0	0	0	78	0	78
Total from prior year							83

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Indefinite duration contract

**Number of Full-time Instructional Staff
 With Faculty Status
 Not on Tenure Track - Indefinite duration contract**

As of November 1, 2019

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

Men

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

Women

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

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2019

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

Men

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

Women

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

Total (men+women)

Total (men+women)	0
Total from prior year	

Part A2 - Full-time Instructional Staff by Function

Number of Full-time Instructional Staff

As of November 1, 2019

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

	With <u>Faculty Status</u>						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at -will)		
Instructional staff	351	200	0	152	78	0	0	781
Total carried forward from previous screens	351	200	0	152	78	0	0	781
<u>Primarily Instruction</u>	21	0	0	152	78	0	0	251
Exclusively credit	21	0	0	152	78	0	0	251
Exclusively not-for-credit	0	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0	0
<u>Instruction/research/public service staff</u>	330	200	0	0	0	0	0	530

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2019

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	16	13	29
Hispanic/Latino	29	33	62
American Indian or Alaska Native	1	3	4
Asian	35	23	58
Black or African American	18	19	37
Native Hawaiian or Other Pacific Islander	0	0	0
White	307	270	577
Two or more races	2	12	14
Race and ethnicity unknown	0	0	0
Total	408	373	781
Total from prior year			778

Part B1 - Full-time Non-instructional Staff by Occupational Category**Number of Full-time Non-instructional Staff****by Occupational Category****As of November 1, 2019**

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	16	0	0
Hispanic/Latino	29	0	0
American Indian or Alaska Native	1	0	0
Asian	35	0	0
Black or African American	18	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	307	0	6
Two or more races	2	0	0
Race and ethnicity unknown	0	0	0
Total men	408	0	6

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	13	0	0
Hispanic/Latino	33	0	1
American Indian or Alaska Native	3	0	1
Asian	23	0	2
Black or African American	19	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	270	0	9
Two or more races	12	0	0
Race and ethnicity unknown	0	0	0
Total women	373	0	13

Total (men+women) 781 0 19

Total from prior year 778 0 19

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	0	0	0
Hispanic/Latino	0	0	0	2
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	0	0	16
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total men	3	0	0	18

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	0	0	0
Hispanic/Latino	0	0	0	5
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	1
Black or African American	0	0	0	5
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	0	0	45
Two or more races	0	0	0	1
Race and ethnicity unknown	0	0	0	0
Total women	3	0	0	57
Total (men+women)	6	0	0	75
Total from prior year	6			64

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	1	2	1	0
Hispanic/Latino	7	15	10	0	0
American Indian or Alaska Native	0	0	1	0	0
Asian	2	3	1	0	0
Black or African American	8	3	8	8	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	63	59	63	43	5
Two or more races	0	2	2	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	80	83	87	52	5

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	2	3	0	0
Hispanic/Latino	9	10	3	8	2
American Indian or Alaska Native	1	0	0	0	0
Asian	0	2	3	0	0
Black or African American	6	11	5	6	3
Native Hawaiian or Other Pacific Islander	0	1	0	0	0
White	68	111	26	23	10
Two or more races	0	2	0	1	0
Race and ethnicity unknown	0	0	0	0	0
Total women	84	139	40	38	15

Total (men+women)	164	222	127	90	20
Total from prior year	156	204	117	87	22

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

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

As of November 1, 2019

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

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien	0	0	0	0	0	20
Hispanic/Latino	23	1	12	3	0	102
American Indian or Alaska Native	1	0	0	0	0	3
Asian	0	0	1	0	0	42
Black or African American	24	0	11	2	0	82
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	54	0	56	35	0	710
Two or more races	0	0	1	1	0	8
Race and ethnicity unknown	0	0	0	0	0	0
Total men	102	1	81	41	0	967

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	1	0	3	0	0	22
Hispanic/Latino	49	0	48	0	0	168
American Indian or Alaska Native	0	0	3	0	0	8
Asian	1	0	5	0	0	37
Black or African American	5	0	30	0	0	90
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	1
White	14	0	275	3	0	857
Two or more races	1	0	7	0	0	24
	0	0	0	0	0	0

Race and ethnicity unknown						
Total women	71	0	371	3	0	1,207
Total (men+women)	173	1	452	44	0	2,174
Total from prior year	177	1	437	48		2,116

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

Number of Full-time Non-instructional Staff

As of November 1, 2019

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Research staff	0	0	0	0	0	0	0	0
Public Service staff	7	9	0	3	0	0	0	19
Archivists, Curators, and Museum Technicians 25-4010	0	0	0	0	0	0	6	6
Librarians and Media Collections Specialists 25-4020	0	0	0	0	0	0	0	0
Library Technicians 25-4030	0	0	0	0	0	0	0	0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	0	0	0	0	2	0	73	75
Management Occupations 11-0000	12	0	0	0	20	0	132	164
Business and Financial Operations Occupations 13-0000	0	0	0	0	19	0	203	222
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	0	2	0	125	127
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	0	0	3	0	87	90
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	1	0	0	19	20
Total	19	9	0	4	46	0	645	723
Total from prior year	16	10		4	47		598	675

Part G1 - Salaries Worksheet

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

Annual Salary, 2019-20

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

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Men							
Professors	1	0	0	114		115	115
Associate professors	3	0	0	107		110	110
Assistant professors	3	0	0	86		89	89
Instructors	0	0	0	0		0	0
Lecturers	3	0	0	91		94	94
No academic rank	0	0	0	0		0	0
Total men	10	0	0	398	0	408	408
Total men full-time instructional staff from Part A						408	
Women							
Professors	0	0	0	61		61	61
Associate professors	1	0	0	77		78	78
Assistant professors	1	0	0	96		97	97
Instructors	0	0	0	1		1	1
Lecturers	1	0	0	135		136	136
No academic rank	0	0	0	0		0	0
Total women	3	0	0	370	0	373	373
Total women full-time instructional staff from Part A						373	
Total (men+women)	13	0	0	768	0	781	781
Total (men+women) full-time instructional staff from Part A						781	

Part G2 - Salary Outlays for Instructional Staff**Salary Outlays****for Full-time Instructional Staff****Annual Salary Outlays, 2019-20**

•Report the TOTAL ANNUAL salary outlays for the full-time instructional staff reported in the 12 months, 11 months, 10 months, and 9 months columns on the previous screen, Part G1 – Salaries Worksheet

•Using the TOTAL ANNUAL salary outlays data provided, the system will calculate the Equated 9 months by academic rank and gender.

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays					
		12 months	11 months	10 months	9 months	Equated 9 months	
Men							
Professors	115	147,504	0	0	11,979,990	12,090,618	
Associate professors	110	357,000	0	0	9,092,466	9,360,216	
Assistant professors	89	312,024	0	0	6,127,335	6,361,353	
Instructors	0	0	0	0	0	0	
Lecturers	94	585,000	0	0	3,554,016	3,992,766	
No academic rank	0	0	0	0	0	0	
Total men	408	1,401,528	0	0	30,753,807	31,804,953	
Women							
Professors	61	0	0	0	5,814,144	5,814,144	
Associate professors	78	120,000	0	0	6,229,047	6,319,047	
Assistant professors	97	105,000	0	0	6,563,527	6,642,277	
Instructors	1	0	0	0	66,528	66,528	
Lecturers	136	215,016	0	0	5,683,858	5,845,120	
No academic rank	0	0	0	0	0	0	
Total women	373	440,016	0	0	24,357,104	24,687,116	
Total (men + women)	781	1,841,544	0	0	55,110,911	56,492,069	

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank for Full-time Instructional Staff

Annual Average Salaries, 2019-20

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				Equated 9 months
		12 months	11 months	10 months	9 months	
Men						
Professors	115	147,504			105,088	105,136
Associate professors	110	119,000			84,976	85,093
Assistant professors	89	104,008			71,248	71,476
Instructors	0					
Lecturers	94	195,000			39,055	42,476
No academic rank	0					
Total men	408	140,153			77,271	77,953
Women						
Professors	61				95,314	95,314
Associate professors	78	120,000			80,897	81,013
Assistant professors	97	105,000			68,370	68,477
Instructors	1				66,528	66,528
Lecturers	136	215,016			42,103	42,979
No academic rank	0					
Total women	373	146,672			65,830	66,185
Total (men+women)	781	141,657			71,759	72,333

Part G4 - Salary Outlays for Non-instructional Staff**Salary Outlays****for Full-time Non-instructional Staff****Annual Salary Outlays, 2019-20**

Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
Research staff	0	0
Public Service staff	19	1,183,584
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	81	3,980,746
Management Occupations 11-0000	164	19,510,948
Business and Financial Operations Occupations 13-0000	222	13,320,640
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	127	7,908,839
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	90	5,353,602
Healthcare Practitioners and Technical Occupations 29-0000	20	1,378,176
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	173	6,334,946
Sales and Related Occupations 41-0000	1	35,016
Office and Administrative Support Occupations 43-0000	452	19,149,529
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	44	2,001,528
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	0	0

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2019

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

Men			
Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	1	1	0
Hispanic/Latino	4	0	0
American Indian or Alaska Native	0	0	0
Asian	0	0	0
Black or African American	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	65	0	0
Two or more races	2	0	0
Race and ethnicity unknown	0	0	0
Total men	77	1	0
Women			
Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	2	0	0
Hispanic/Latino	5	0	0
American Indian or Alaska Native	0	0	0
Asian	2	0	0
Black or African American	13	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	115	0	0
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
Total women	137	0	0
Total (men+women)	214	1	0
Total from prior year	217	1	

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

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	3	3
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	2	0	0	13	15
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	2	0	0	16	18

Total (men+women)	3	0	0	19	22
Total from prior year	3			5	8

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff****As of November 1, 2019**

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	1	1	1	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	0	1	1	1	0
Total (men+women)	0	2	3	1	0
Total from prior year		2	4	1	

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien	0	0	0	0	0	2
Hispanic/Latino	0	0	0	0	0	5
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	0
Black or African American	0	0	0	0	0	6
Native Hawaiian or Other Pacific Islander	0	0	1	0	0	1
White	2	0	3	0	0	75
Two or more races	0	0	0	0	0	2
Race and ethnicity unknown	0	0	0	0	0	0
Total men	2	0	4	0	0	91

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien	0	0	0	0	0	2
Hispanic/Latino	0	0	3	0	0	8
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	2
Black or African American	1	0	1	0	0	18
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	1	0	19	0	0	153
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0

Total women	2	0	23	0	0	183
Total (men+women)	4	0	27	0	0	274
Total from prior year	2		30			265

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Teaching 25-9044	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	1	8		15
Hispanic/Latino	1	5		9
American Indian or Alaska Native	0	0		0
Asian	0	2		3
Black or African American	0	0		3
Native Hawaiian or Other Pacific Islander	0	0		1
White	10	12		40
Two or more races	1	2		1
Race and ethnicity unknown	0	0		0
Total men	13	29		72

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	7	12		18
Hispanic/Latino	2	16		13
American Indian or Alaska Native	0	0		0
Asian	0	6		8
Black or African American	2	9		4
Native Hawaiian or Other Pacific Islander	0	0		0
White	26	55		66
Two or more races	0	2		5
Race and ethnicity unknown	0	0		0
Total women	37	100		114
Total (men+women)	50	129		186
Total from prior year	55	105		214
				374

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

Number of Part-time Staff

As of November 1, 2019

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track			Indefinite duration (continuing or at-will)		
			Multi-year contract	Annual contract	Less-than-annual contract			
Primarily Instruction	0	0	0	26	188	0	0	214
? Exclusively credit	0	0	0	26	188	0	0	214
? Exclusively not-for-credit	0	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0	0
Instruction/research/public service staff	0	0	0	0	0	0	0	0
Research staff	0	0	0	0	0	0	1	1
Public Service staff	0	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians	0	0	0	0	0	0	3	3
25-4010 Librarians and Media Collections Specialists	0	0	0	0	0	0	0	0
25-4020 Library Technicians	0	0	0	0	0	0	0	0
25-4030 ? Student and Academic Affairs and Other Education Services Occupations	0	0	0	0	1	0	18	19
25-2000 + 25-3000 + 25-9000 Management Occupations	0	0	0	0	0	0	0	0
11-0000 Business and Financial Operations Occupations	0	0	0	0	0	0	2	2
13-0000 Computer, Engineering, and Science Occupations	0	0	0	0	0	0	3	3
15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	0	0	0	0	0	0	1	1
21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations	0	0	0	0	0	0	0	0
29-0000 Total	0	0	0	26	189	0	28	243
Total from prior year	0	0		22	195		16	233

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

Total

639

Part H - New Hires, Full-time Instructional Staff by Tenure Status
Number of Newly Hired Full-time Permanent Instructional Staff

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

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

Men

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien	0	4	0	1	0	0	0	5
Hispanic/Latino	0	2	0	0	1	0	0	3
American Indian or Alaska Native	0	0	0	1	0	0	0	1
Asian	0	1	0	1	0	0	0	2
Black or African American	1	3	0	2	1	0	0	7
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	1	9	0	12	4	0	0	26
Two or more races	0	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0	0
Total men	2	19	0	17	6	0	0	44

Women

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien	0	4	0	2	1	0	0	7
Hispanic/Latino	1	4	0	5	2	0	0	12
American Indian or Alaska Native	0	0	0	0	0	0	0	0
Asian	0	1	0	0	1	0	0	2
Black or African American	0	0	0	1	3	0	0	4
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	0	14	0	16	13	0	0	43
Two or more races	0	2	0	2	0	0	0	4
Race and ethnicity unknown	0	0	0	0	0	0	0	0
Total women	1	25	0	26	20	0	0	72

Total (men+women) 3 44 0 43 26 0 0 116

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

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

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	5	0	0	0
Hispanic/Latino	3	0	0	0
American Indian or Alaska Native	1	0	0	0
Asian	2	0	0	0
Black or African American	7	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	26	0	0	3
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total men	44	0	0	3

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	0	0	0
Hispanic/Latino	12	0	0	2
American Indian or Alaska Native	0	0	0	0
Asian	2	0	0	1
Black or African American	4	0	0	4
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	43	0	0	12
Two or more races	4	0	0	1
Race and ethnicity unknown	0	0	0	0
Total women	72	0	0	20
Total (men+women)	116	0	0	23

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

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

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	1	0	1	0
Hispanic/Latino	0	4	2	0	0
American Indian or Alaska Native	0	0	1	0	0
Asian	0	1	1	0	0
Black or African American	1	1	1	4	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	5	8	13	6	2
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	6	15	18	11	2

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	1	1	0	0
Hispanic/Latino	1	3	1	3	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	1	0	2	1	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	4	10	7	9	2
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	6	14	11	13	3

Total (men+women)	12	29	29	24	5
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Part H - New Hires, Full-time Staff by Occupational Category**Number of Newly Hired Full-time Staff**

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

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien	0	0	0	0	0	7
Hispanic/Latino	2	1	5	1	0	18
American Indian or Alaska Native	0	0	0	0	0	2
Asian	0	0	0	0	0	4
Black or African American	2	0	4	0	0	20
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	7	0	17	3	0	90
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0
Total men	11	1	26	4	0	141

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	1	0	2	0	0	12
Hispanic/Latino	7	0	13	0	0	42
American Indian or Alaska Native	0	0	0	0	0	0
Asian	1	0	1	0	0	5
Black or African American	1	0	6	0	0	20
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	5	0	42	0	0	134
Two or more races	1	0	2	0	0	8
	0	0	0	0	0	0

Race and ethnicity unknown						
Total women	16	0	66	0	0	221
Total (men+women)	27	1	92	4	0	362

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 2019.

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

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

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	2,174	274	2,265
Instructional Staff	781	214	852
Primary Instruction	251	214	322
Exclusively credit	251	214	322
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	530	0	530
Research Staff	0	1	0
Public Service Staff	19	0	19
Library and Student and Academic Affairs and Other Education Services Occupations SOC	81	22	88
Librarians, Curators, and Archivists SOC 25-4000	6	3	7
Archivists, Curators, and Museum Technicians SOC 25-4010	6	3	7
Librarians SOC 25-4020	0	0	0
Library Technicians SOC 25-4030	0	0	0
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	75	19	81
Management Occupations SOC 11-0000	164	0	164
Business and Financial Operations Occupations SOC 13-0000	222	2	223
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	127	3	128
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	90	1	90
Healthcare Practitioners and Technical Occupations SOC 29-0000	20	0	20
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	173	4	174
Sales and Related Occupations SOC 41-0000	1	0	1
Office and Administrative Support Occupations SOC 43-0000	452	27	461
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	44	0	44

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

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	0	0	0
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NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.

**Salaries of full-time instructional staff by contract length and academic rank:
Academic year 2019-20**

Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				
All Ranks	13			768	781	7,068	\$56,952,455	\$8,058
Professor	1			175	176	1,587	\$17,941,638	\$11,305
Associate professor	4			184	188	1,704	\$15,798,513	\$9,271
Assistant professor	4			182	186	1,686	\$13,107,886	\$7,775
Instructor				1	1	9	\$66,528	\$7,392
Lecturer	4			226	230	2,082	\$10,037,890	\$4,821
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

Sam Houston State University (227881)

Source	Description	Severity	Resolved	Options
Screen: G2 - Salary Outlays, Instructional Staff				
Perform Edits	You reported full-time men (12 months) Lecturers earning \$585,000 in total outlays. This equates to \$16,250 per month for these staff. Please review your data and make any necessary corrections or explain the discrepancy. (Error #1635)	Explanation	Yes	
Reason:	The SHSU College of Medicine will begin instruction of its first class in Fall 2020. At that time medical school faculty salaries, currently included in this data, will be excluded.			
Related Screens:	Part G2 - Salary Outlays for Instructional Staff			
Perform Edits	You reported full-time women (12 months) Lecturers earning \$215,016 in total outlays. This equates to \$17,918 per month for these staff. Please review your data and make any necessary corrections or explain the discrepancy. (Error #1635)	Explanation	Yes	
Reason:	The SHSU College of Medicine will begin instruction of its first class in Fall 2020. At that time medical school faculty salaries, currently included in this data, will be excluded.			
Related Screens:	Part G2 - Salary Outlays for Instructional Staff			
Screen: H - New Hires Instructional, Tenure				
Perform Edits	The total number of new hires for instructional staff (116) is outside the expected range of between 3 and 78 based on the number of full-time instructional staff reported in the prior year and the number of full-time instructional staff reported in part A. Please correct your data or explain. (Error #1393)	Explanation	Yes	
Reason:	The number increased due to more temporary faculty new hires in the academic year.			