

Institution: Sam Houston State University (227881)

User ID: P2278811

## Overview

### Human Resources Overview

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

#### Recent changes

- New occupational categories replaced the primary function/occupational activity categories previously used in the IPEDS HR survey. The change was required to align the IPEDS HR categories with the 2010 Standard Occupational Classification (SOC) System. For additional information on the IPEDS HR survey and how it relates to the 2010 SOC system, refer to the section of the IPEDS HR instructions called, "Reporting Staff by Occupational Category."
- A few other changes were made to the IPEDS HR survey that is applicable to degree-granting institutions. These changes can be found in the section of the IPEDS HR instructions called, "Changes in Reporting."
- Survey became part of the IPEDS Spring data collection.

#### Resources:

- The NEW IPEDS HR/SOC Information Center can be found at the following website: <http://nces.ed.gov/ipeds/resource/soc.asp>. (The new center includes, but is not limited to the following links: New (2012-13) IPEDS Occupational Categories and 2010 SOC crosswalk; 2012-13 IPEDS HR survey material; Standard Occupational Classification (SOC) System material; IPEDS HR/SOC Browse Tool; and Web Tutorials.)
- To download the survey materials for this component: [Survey Materials](#)

#### Data reporting reminders:

- Enter data on each displayed screen. If a screen is not applicable, enter at least one zero in a field on the screen.
- Report staff members difficult to categorize in the "Human Resources Survey Evaluation" box at the end of the survey.

You must enter data on each displayed screen. If a screen is not applicable, you must enter at least one zero in a field on the screen.

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.

Yes  No

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

Yes  No

#### 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, the full-time instructional staff screens of **Part G** are **NOT** applicable to your institution and you will **NOT** be required to report data for the full-time instructional staff screens of **Part G**. However, Part G will still be required for reporting data for full-time non-instructional staff.

- |                                     |                           |   |
|-------------------------------------|---------------------------|---|
| <input checked="" type="radio"/> No | <input type="radio"/> Yes | Are ALL of the instructional staff military personnel?  |
| <input checked="" type="radio"/> No | <input type="radio"/> Yes | Do ALL of the instructional staff contribute their services (e.g., members of a religious order)? |
| <input checked="" type="radio"/> No | <input type="radio"/> Yes | Do ALL of the instructional staff teach pre-clinical or clinical medicine?                        |

#### The reporting of data by gender AND race/ethnicity is optional this year as it is in even-numbered years.

Do you wish to report data by gender AND race/ethnicity this year?

If you answer **No**, screens to report data by employment status (full-time and part-time) and occupational category will be displayed.

If you answer **Yes**, screens to report data by employment status (full-time and part-time), occupational category, and gender AND race/ethnicity will be displayed and you must complete all applicable screens.

- No, I will not report data by gender and race/ethnicity this year
- Yes, I will report data by gender and race/ethnicity this year

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

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### Human Resources Screening Questions

#### 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.*

Yes  No

#### Does your institution have graduate assistants?

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

Yes  No

**Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2012 either for the *first time* (new to the institution) or *after a break in service* AND who were still on the payroll of the institution as of November 1, 2012? (Exclude persons who have returned from sabbatical leave OR full-time Postsecondary Staff who are working less-than-9-month contracts.)**

*If you answer **Yes** to this question and your institution has 15 or more full-time staff, you will be provided the screens to report **full-time permanent new hires** in **Part H**.*

Yes  No

**Part A - Full-time instructional staff**

**Number of full-time instructional staff with faculty status who are tenured  
by academic rank, gender, and race/ethnicity**

**As of November 1, 2012**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
<b>Men</b>							
Nonresident alien	0	4	0	0	0	0	4
Hispanic/Latino	2	5	1	0	0	0	8
American Indian or Alaska Native	1	0	0	0	0	0	1
Asian	6	4	1	0	0	0	11
Black or African American	1	3	0	0	0	0	4
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	96	71	1	0	0	0	168
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
<b>Total men</b>	<b>106</b>	<b>87</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>196</b>
<b>Women</b>							
Nonresident alien	0	3	0	0	0	0	3
Hispanic/Latino	2	3	0	0	0	0	5
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	1	6	0	0	0	0	7
Black or African American	0	1	0	0	0	0	1
	0	0	0	0	0	0	0

Native Hawaiian or Other Pacific Islander								
White	37	57	2	1	0	0	97	
Two or more races	0	0	0	0	0	0	0	
Race and ethnicity unknown	0	0	0	0	0	0	0	
<b>Total women</b>	40	70	2	1	0	0	113	
<b>Total (men+women)</b>	146	157	5	1	0	0	309	

**Part A - Full-time instructional staff**

**Number of full-time instructional staff with faculty status who are on tenure track  
by academic rank, gender, and race/ethnicity**

**As of November 1, 2012**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
<b>Men</b>							
Nonresident alien	0	1	13	0	0	0	14
Hispanic/Latino	0	0	5	0	0	0	5
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	1	0	0	0	1
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	2	65	0	0	0	67
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
<b>Total men</b>	0	3	84	0	0	0	87
<b>Women</b>							
Nonresident alien	0	0	11	0	0	0	11
Hispanic/Latino	0	0	3	0	0	0	3
American Indian or Alaska Native	0	0	2	0	0	0	2
Asian	0	0	3	0	0	0	3
Black or African American	0	0	4	0	0	0	4
	0	0	0	0	0	0	0

Native Hawaiian or Other Pacific Islander									
White	0	2	56	0	0	0			58
Two or more races	0	0	0	0	0	0			0
Race and ethnicity unknown	0	0	0	0	0	0			0
<b>Total women</b>	0	2	79	0	0	0			81
<b>Total (men+women)</b>	0	5	163	0	0	0			168

**Part A - Full-time instructional staff**

**Number of full-time instructional staff with faculty status who are not on tenure track  
with multi-year contract  
by academic rank, gender, and race/ethnicity**

**As of November 1, 2012**

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

•Report race for non-Hispanic/Latino individuals only

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





**Part A - Full-time instructional staff**

**Number of full-time instructional staff with faculty status who are not on tenure track  
with annual contract  
by academic rank, gender, and race/ethnicity**

**As of November 1, 2012**

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

•Report race for non-Hispanic/Latino individuals only

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



**Part A - Full-time instructional staff**

**Number of full-time instructional staff with faculty status who are not on tenure track  
with less than annual contract  
by academic rank, gender, and race/ethnicity**

**As of November 1, 2012**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
<b>Men</b>							
Nonresident alien	0	0	0	0	2	0	2
Hispanic/Latino	0	0	0	0	9	0	9
American Indian or Alaska Native	0	0	1	0	0	0	1
Asian	0	0	0	0	1	0	1
Black or African American	0	0	1	0	3	0	4
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	1	1	7	0	39	0	48
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
<b>Total men</b>	<b>1</b>	<b>1</b>	<b>9</b>	<b>0</b>	<b>54</b>	<b>0</b>	<b>65</b>
<b>Women</b>							
Nonresident alien	0	0	0	0	5	0	5
Hispanic/Latino	0	0	0	0	2	0	2
American Indian or Alaska Native	0	0	0	0	1	0	1
Asian	0	0	0	0	3	0	3
Black or African American	0	0	2	0	2	0	4
	0	0	0	0	0	0	0

Native Hawaiian or Other Pacific Islander								
White	1	0	11	0	63	0		75
Two or more races	0	0	0	0	0	0		0
Race and ethnicity unknown	0	0	0	0	0	0		0
<b>Total women</b>	<b>1</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>76</b>	<b>0</b>		<b>90</b>
<b>Total (men+women)</b>	<b>2</b>	<b>1</b>	<b>22</b>	<b>0</b>	<b>130</b>	<b>0</b>		<b>155</b>

**Part A - Full-time instructional staff**

**Number of full-time instructional staff without faculty status  
by gender and race/ethnicity**

**As of November 1, 2012**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Total
<b>Men</b>	
<u>Nonresident alien</u>	0
<u>Hispanic/Latino</u>	0
<u>American Indian or Alaska Native</u>	0
<u>Asian</u>	0
<u>Black or African American</u>	0
<u>Native Hawaiian or Other Pacific Islander</u>	0
<u>White</u>	0
<u>Two or more races</u>	0
<u>Race and ethnicity unknown</u>	0
<b>Total men</b>	<b>0</b>
<b>Women</b>	
<u>Nonresident alien</u>	0
<u>Hispanic/Latino</u>	0
<u>American Indian or Alaska Native</u>	0
<u>Asian</u>	0
<u>Black or African American</u>	0
<u>Native Hawaiian or Other Pacific Islander</u>	0
<u>White</u>	0
<u>Two or more races</u>	0
<u>Race and ethnicity unknown</u>	0
<b>Total women</b>	<b>0</b>
<b>Total (men+women)</b>	<b>0</b>

**Part A - Full-time instructional staff**

**Number of full-time instructional staff  
by tenure status, and function**

**As of November 1, 2012**

	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
Total carried forward from previous screens	309	168	0	0	155	0	632
<u>Instruction</u>	55	0	0	0	155	0	210
Exclusively credit	55	0	0	0	155	0	210
Exclusively not-for-credit	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0
Instruction/research/public service	254	168	0	0	0	0	422

**Part A - Full-time instructional staff - Totals****Total number of full-time instructional staff  
by gender and race/ethnicity****As of November 1, 2012**

Race/ethnicity	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	20	19	39
<u>Hispanic/Latino</u>	22	10	32
<u>American Indian or Alaska Native</u>	2	3	5
<u>Asian</u>	13	13	26
<u>Black or African American</u>	8	9	17
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	283	230	513
<u>Two or more races</u>	0	0	0
<u>Race and ethnicity unknown</u>	0	0	0
<b>Total</b>	348	284	632



**Part B - Full-time non-instructional staff**

**Number of full-time non-instructional staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Instructional Staff (carried forward from Part A)	Postsecondary Teachers	
		Research	Public Service
<b>Men</b>			
Nonresident alien	20	0	0
Hispanic/Latino	22	0	0
American Indian or Alaska Native	2	0	0
Asian	13	0	0
Black or African American	8	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	283	0	6
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
<b>Total men</b>	<b>348</b>	<b>0</b>	<b>6</b>
<b>Women</b>			
Nonresident alien	19	0	1
Hispanic/Latino	10	0	1
American Indian or Alaska Native	3	0	0
Asian	13	0	0
Black or African American	9	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	230	0	12
Two or more races	0	0	0

<u>Race and ethnicity unknown</u>	0	0	0
<b>Total women</b>	284	0	14
<b>Total (men+women)</b>	632	0	20

**Part B - Full-time non-instructional staff**

**Number of full-time non-instructional staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Archivists, Curators, and Museum Technicians	Librarians	Library Technicians	Other Teachers and Instructional Support Staff
<b>Men</b>				
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	0
Black or African American	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	0	0	24
Two or more races	0	0	0	1
Race and ethnicity unknown	0	0	0	0
<b>Total men</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>31</b>
<b>Women</b>				
Nonresident alien	0	0	0	2
Hispanic/Latino	0	0	0	6
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	5
	0	0	0	0

Native Hawaiian or Other Pacific Islander				
White	5	0	0	36
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
<b>Total women</b>	5	0	0	49
<b>Total (men+women)</b>	7	0	0	80

**Part B - Full-time non-instructional staff**

**Number of full-time non-instructional staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Management Occupations	Business and Financial Operations Occupations	Computer, Engineering, and Science Occupations	Community Service, Legal, Arts, and Media Occupations	Healthcare Practitioners and Technical Occupations
<b>Men</b>					
Nonresident alien	3	1	6	0	0
Hispanic/Latino	3	3	4	4	1
American Indian or Alaska Native	0	0	0	1	0
Asian	1	0	1	0	0
Black or African American	5	3	2	7	0
Native Hawaiian or Other Pacific Islander	1	0	0	0	0
White	42	32	73	42	4
Two or more races	0	0	0	0	0
Race and ethnicity unknown	1	0	0	0	0
<b>Total men</b>	<b>56</b>	<b>39</b>	<b>86</b>	<b>54</b>	<b>5</b>
<b>Women</b>					
Nonresident alien	0	4	1	2	3
Hispanic/Latino	1	6	2	2	1
American Indian or Alaska Native	1	0	0	1	0
Asian	1	1	2	0	0
Black or African American	6	5	4	4	3

Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	56	81	25	31	6
Two or more races	0	1	0	0	0
Race and ethnicity unknown	1	0	0	1	0
<b>Total women</b>	66	98	34	41	13
<b>Total (men+women)</b>	122	137	120	95	18

**Part B - Full-time non-instructional staff**

**Number of full-time non-instructional staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Natural Resources, Construction, and Maintenance Occupations	Production, Transportation, and Material Moving Occupations	Grand Total (All full-time staff)
<b>Men</b>						
Nonresident alien	6	0	0	2	0	38
Hispanic/Latino	12	0	2	1	0	57
American Indian or Alaska Native	2	0	0	0	0	5
Asian	0	0	0	0	0	15
Black or African American	24	1	0	1	0	52
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	1
White	56	6	16	38	0	624
Two or more races	1	0	0	0	0	2
Race and ethnicity unknown	0	0	0	0	0	1
<b>Total men</b>	<b>101</b>	<b>7</b>	<b>18</b>	<b>42</b>	<b>0</b>	<b>795</b>
<b>Women</b>						
Nonresident alien	14	0	3	0	0	49
Hispanic/Latino	19	0	17	0	0	65
American Indian or Alaska Native	0	0	2	0	0	7
Asian	0	0	2	0	0	19
	12	0	18	0	0	66

Black or African American							
Native Hawaiian or Other Pacific Islander	0	0	0	0	0		0
White	21	2	211	1	0		717
Two or more races	0	0	0	0	0		1
Race and ethnicity unknown	1	0	2	0	0		5
<b>Total women</b>		67	2	255	1	0	929
<b>Total (men+women)</b>		168	9	273	43	0	1,724



**Part B - Full-time non-instructional staff**

**Number of full-time non-instructional staff  
by tenure status and occupational category**

**As of November 1, 2012**

Occupational category	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
Postsecondary Teachers - Research	0	0	0	0	0	0	0
Postsecondary Teachers - Public Service	7	11	0	2	0	0	20
Archivists, Curators, and Museum Technicians	0	0	0	0	0	7	7
Librarians	0	0	0	0	0	0	0
Library Technicians	0	0	0	0	0	0	0
Other Teachers and Instructional Support Staff	0	0	0	0	8	72	80
Management Occupations	3	0	0	0	15	104	122
Business and Financial Operations Occupations	0	0	0	0	5	132	137
Computer, Engineering, and Science Occupations	0	0	0	0	1	119	120
Community Service, Legal, Arts, and Media Occupations	0	0	0	0	5	90	95
Healthcare Practitioners and Technical Occupations	0	0	0	0	1	17	18



**Part G - Salary Worksheet**

**Number of full-time, non-medical, instructional staff for calculation of total number of months**

**As of November 1, 2012**

Gender and academic rank	9-Month Contract or Employment agreement	10-Month Contract or Employment agreement	11-Month Contract or Employment agreement	12-Month Contract or Employment agreement	Total employees for Salary reporting	Total Number of Months	Total full-time, non-medical, instructional staff from Part A	Balance (All other full-time instructional staff)
<b>Men</b>								
Professors	107	0	0	0	107	963	107	0
Associate professors	91	0	0	0	91	819	91	0
Assistant professors	96	0	0	0	96	864	96	0
Instructors	0	0	0	0	0	0	0	0
Lecturers	54	0	0	0	54	486	54	0
No academic rank	0	0	0	0	0	0	0	0
<b>Total men</b>	<b>348</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>348</b>	<b>3,132</b>	<b>348</b>	<b>0</b>
<b>Women</b>								
Professors	41	0	0	0	41	369	41	0
Associate professors	72	0	0	0	72	648	72	0
Assistant professors	94	0	0	0	94	846	94	0
Instructors	1	0	0	0	1	9	1	0
Lecturers	76	0	0	0	76	684	76	0
No academic rank	0	0	0	0	0	0	0	0
<b>Total women</b>	<b>284</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>284</b>	<b>2,556</b>	<b>284</b>	<b>0</b>
<b>Total (men + women)</b>	<b>632</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>632</b>	<b>5,688</b>	<b>632</b>	<b>0</b>


**Part G - Salary outlays for full-time instructional staff**

**Salary outlays for full-time, non-medical, instructional staff  
by gender and academic rank**

**As of November 1, 2012**

Gender and academic rank	Headcount (from Part G, screen 1) OR Total employees for Salary reporting	Total Number of Months (from Part G, screen 1)	Salary Outlays	Weighted average Salaries per month
<b>Men</b>				
Professors	107	963	9,884,205	10,264
Associate professors	91	819	6,603,003	8,062
Assistant professors	96	864	5,849,415	6,770
Instructors	0	0	0	
Lecturers	54	486	1,282,869	2,640
No academic rank	0	0	0	
<b>Total men</b>	<b>348</b>	<b>3,132</b>	<b>23,619,492</b>	<b>7,541</b>
<b>Women</b>				
Professors	41	369	3,500,991	9,488
Associate professors	72	648	4,883,976	7,537
Assistant professors	94	846	5,516,856	6,521
Instructors	1	9	56,736	6,304
Lecturers	76	684	1,708,686	2,498
No academic rank	0	0	0	
<b>Total women</b>	<b>284</b>	<b>2,556</b>	<b>15,667,245</b>	<b>6,130</b>
<b>Total (men + women)</b>	<b>632</b>	<b>5,688</b>	<b>39,286,737</b>	<b>6,907</b>

**Part G - Salary outlays for full-time non-instructional staff****Salary outlays for full-time, non-medical, non-instructional staff****by occupational category****As of November 1, 2012**

Occupational category	 Number of full-time staff	 Total salary outlays
<u>Postsecondary Teachers - Research</u>	0	0
<u>Postsecondary Teachers - Public Service</u>	20	1,121,172
<u>Library and Instructional Support Occupations</u>	87	3,744,937
<u>Management Occupations</u>	122	11,761,809
<u>Business and Financial Operations Occupations</u>	137	6,881,494
<u>Computer, Engineering, and Science Occupations</u>	120	6,438,340
<u>Community Service, Legal, Arts, and Media Occupations</u>	95	4,555,760
<u>Healthcare Practitioners and Technical Occupations</u>	18	973,904
<u>Service Occupations</u>	168	5,559,372
<u>Sales and Related Occupations</u>	9	309,726
<u>Office and Administrative Support Occupations</u>	273	9,440,580
<u>Natural Resources, Construction, and Maintenance Occupations</u>	43	1,866,310
<u>Production, Transportation, and Material Moving Occupations</u>	0	0

**Part D - Part-time staff**

**Number of part-time staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Postsecondary Teachers		
	Instructional Staff	Research	Public Service
<b>Men</b>			
Nonresident alien	1	0	0
Hispanic/Latino	3	0	0
American Indian or Alaska Native	0	0	0
Asian	3	0	0
Black or African American	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	81	0	1
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
<b>Total men</b>	95	0	1
<b>Women</b>			
Nonresident alien	1	0	0
Hispanic/Latino	11	0	0
American Indian or Alaska Native	1	0	0
Asian	3	0	0
Black or African American	12	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	123	0	0
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0

<b>Total women</b>	151	0	0
<b>Total (men+women)</b>	246	0	1

**Part D - Part-time staff**

**Number of part-time non-instructional staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Archivists, Curators, and Museum Technicians	Librarians	Library Technicians	Other Teachers and Instructional Support Staff	Library and Instructional Support Occupations
<b>Men</b>					
Nonresident alien	0	0	0	1	1
Hispanic/Latino	0	0	0	1	1
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	1	0	0	1	2
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
<b>Total men</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>4</b>
<b>Women</b>					
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	2	0	0	7	9
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
<b>Total women</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>9</b>
<b>Total (men+women)</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>13</b>

**Part D - Part-time staff**

**Number of part-time staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Management Occupations	Business and Financial Operations Occupations	Computer, Engineering, and Science Occupations	Community Service, Legal, Arts, and Media Occupations	Healthcare Practitioners and Technical Occupations
<b>Men</b>					
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	0	0	2	1
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
<b>Total men</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>
<b>Women</b>					
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	0	3	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
<b>Total women</b>	0	1	0	3	0
<b>Total (men+women)</b>	0	1	0	5	1

**Part D - Part-time staff**

**Number of part-time staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Natural Resources, Construction, and Maintenance Occupations	Production, Transportation, and Material Moving Occupations	Grand Total (All part-time staff)
<b>Men</b>						
Nonresident alien	0	0	0	0	0	2
Hispanic/Latino	0	0	0	0	0	4
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	3
Black or African American	0	0	0	0	0	7
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	0	0	5	0	0	92
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0
<b>Total men</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>108</b>
<b>Women</b>						
Nonresident alien	0	0	0	0	0	1
Hispanic/Latino	1	0	0	0	0	12
American Indian or Alaska Native	0	0	0	0	0	1
Asian	0	0	0	0	0	3
	0	0	1	0	0	13

Black or African American						
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	0	0	15	0	0	151
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0
<b>Total women</b>	<b>1</b>	<b>0</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>181</b>
<b>Total (men+women)</b>	<b>1</b>	<b>0</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>289</b>



Native Hawaiian or Other Pacific Islander										
White	48	47	0	11	33	6	0	3		148
Two or more races	3	0	0	0	1	0	0	0		4
Race and ethnicity unknown	0	0	0	0	0	0	0	0		0
<b>Total women</b>		61	67	0	12	47	7	0	3	197
<b>Total (men+women)</b>		93	97	0	20	95	15	0	3	323

**Part E - Part-time staff**

**Number of part-time staff  
by tenure status and occupational category**

**As of November 1, 2012**

Occupational category	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
Postsecondary Teachers	0	0	0	0	247	0	247
Instruction	0	0	0	0	246	0	246
Exclusively credit	0	0	0	0	246	0	246
Exclusively not-for-credit	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0
Instruction/research/public service	0	0	0	0	0	0	0
Research	0	0	0	0	0	0	0
Public Service	0	0	0	0	1	0	1
Archivists, Curators, and Museum Technicians	0	0	0	0	0	3	3
Librarians	0	0	0	0	0	0	0
Library Technicians	0	0	0	0	0	0	0
Other Teachers and Instructional Support Staff	0	0	0	0	0	10	10
Management Occupations	0	0	0	0	0	0	0
Business and Financial Operations Occupations	0	0	0	0	0	1	1
Computer, Engineering, and Science Occupations	0	0	0	0	0	0	0
Community Service, Legal, Arts, and Media Occupations	0	0	0	0	0	5	5
Healthcare Practitioners and Technical Occupations	0	0	0	0	0	1	1





Community Service, Legal, Arts, and Media		
Library and Instructional Support		0
Healthcare Practitioners and Technical		3
Total		612

**Part H - New Hires - Full-time instructional staff**

**Number of newly hired full-time permanent instructional staff  
by tenure status, gender, and race/ethnicity  
(Hired full time between July 1 and October 31, 2012 and  
still on payroll of the institution as of November 1, 2012)**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
<b>Men</b>							
Nonresident alien	0	2	0	0	0	0	2
Hispanic/Latino	0	1	0	0	1	0	2
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	1	0	1
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	1	10	0	0	7	0	18
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
<b>Total men</b>	<b>1</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>0</b>	<b>25</b>
<b>Women</b>							
Nonresident alien	0	3	0	0	1	0	4
Hispanic/Latino	0	1	0	0	0	0	1
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	3	0	3

Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	1	15	0	0	13	0	29
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
<b>Total women</b>	1	19	0	0	17	0	37
<b>Total (men+women)</b>	2	32	0	0	28	0	62

**Part H - New Hires - Full-time staff**

**Number of newly hired full-time staff  
by occupational category, gender, and race/ethnicity  
(Hired full time between July 1 and October 31, 2012 and  
still on payroll of the institution as of November 1, 2012)**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Instructional Staff (carried forward from Part H, screen 1)	Postsecondary Teachers		Library and Instructional Support Occupations
		Research	Public Service	
<b>Men</b>				
Nonresident alien	2	0	0	0
Hispanic/Latino	2	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African American	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	0	2	6
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
<b>Total men</b>	<b>25</b>	<b>0</b>	<b>2</b>	<b>6</b>
<b>Women</b>				
Nonresident alien	4	0	0	0
Hispanic/Latino	1	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	3	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0

White	29	0	2	3
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
<b>Total women</b>	37	0	2	4
<b>Total (men+women)</b>	62	0	4	10

**Part H - New Hires - Full-time non-instructional staff**

**Number of newly hired full-time non-instructional staff  
by occupational category, gender, and race/ethnicity**

**(Hired full time between July 1 and October 31, 2012 and  
still on payroll of the institution as of November 1, 2012)**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Management Occupations	Business and Financial Operations Occupations	Computer, Engineering, and Science Occupations	Community Service, Legal, Arts, and Media Occupations	Healthcare Practitioners and Technical Occupations
<b>Men</b>					
Nonresident alien	0	0	2	0	0
Hispanic/Latino	0	0	1	1	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	1	0	0	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0	0
White	1	5	6	8	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
<b>Total men</b>	<b>3</b>	<b>5</b>	<b>9</b>	<b>9</b>	<b>0</b>
<b>Women</b>					
Nonresident alien	0	0	0	0	2
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	5	4	2	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
<b>Total women</b>	1	5	4	3	3
<b>Total (men+women)</b>	4	10	13	12	3



**Part H - New Hires - Full-time non-instructional staff and Total New Hires**

**Number of newly hired full-time non-instructional staff and Total new hires  
by occupational category, gender, and race/ethnicity  
(Hired full time between July 1 and October 31, 2012 and  
still on payroll of the institution as of November 1, 2012)**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Natural Resources, Construction, and Maintenance Occupations	Production, Transportation, and Material Moving Occupations	Grand Total (All full-time new hires)
<b>Men</b>						
Nonresident alien	0	0	0	0	0	4
Hispanic/Latino	0	0	0	0	0	4
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	1
Black or African American	2	0	0	0	0	5
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	1
White	4	0	3	0	0	53
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0
<b>Total men</b>	<b>6</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>68</b>
<b>Women</b>						
Nonresident alien	0	0	0	0	0	6
Hispanic/Latino	2	0	0	0	0	3
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	0

Black or African American	0	0	3	0	0	9
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	3	0	13	0	0	62
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0
<b>Total women</b>	5	0	16	0	0	80
<b>Total (men+women)</b>	11	0	19	0	0	148

Institution: Sam Houston State University (227881)

User ID: P2278811

**Human Resources Survey Evaluation**

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

Institution: Sam Houston State University (227881)

User ID: P2278811

**Prepared by**

**This survey component was prepared by:**

Keyholder  SFA Contact  HR Contact  Finance Contact  Other

Name:

Email:

How long did it take to prepare this survey component?  hours  minutes

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.

**Summary**

**Human Resources Component Summary**  
**(Applicable to Degree-granting institutions and Related Administrative Offices)**

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 ExPT and sent to your institution's CEO in November 2013.

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

**Number of staff by employment status and occupational category:**  
**Fall 2012**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
<b>Total number of staff</b>	1,724	289	1,820
Postsecondary Teachers	652	247	734
Instructional Staff	632	246	714
Instruction	210	246	292
Exclusively credit	210	246	292
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	422	0	422
Research	0	0	0
Public Service	20	1	20
Library and Instructional Support Occupations	87	13	91
Librarians, Curators, and Archivists	7	3	8
Archivists, Curators, and Museum Technicians	7	3	8
Librarians	0	0	0
Library Technicians	0	0	0
Other Teachers and Instructional Support Staff	80	10	83
Management Occupations	122	0	122
Business and Financial Operations Occupations	137	1	137
Computer, Engineering, and Science Occupations	120	0	120
Community Service, Legal, Arts, and Media Occupations	95	5	97
Healthcare Practitioners and Technical Occupations	18	1	18
Service Occupations	168	1	168
Sales and Related Occupations	9	0	9
Office and Administrative Support Occupations	273	21	280

**Number of staff by employment status and occupational category:  
Fall 2012**

Natural Resources, Construction, and Maintenance Occupations	43	0	43
Production, Transportation, and Material Moving Occupations	0	0	0

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 2012-13**

Academic rank	Full-time instructional staff				Total employees for Salary reporting	Total Number of Months	Salary Outlays	Weighted average Salaries per month
	9-month contracts	10-month contracts	11-month contracts	12-month contracts				
<b>All Ranks</b>	632				632	5,688	\$39,286,737	\$6,907
Professor	148				148	1,332	\$13,385,196	\$10,049
Associate professor	163				163	1,467	\$11,486,979	\$7,830
Assistant professor	190				190	1,710	\$11,366,271	\$6,647
Instructor	1				1	9	\$56,736	\$6,304
Lecturer	130				130	1,170	\$2,991,555	\$2,557
No academic rank								

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

## Human Resources

Sam Houston State University (227881)

**There are no errors for the selected survey and institution.**