Human Resources 2010-11

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 staff.

Data Reporting Reminders

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.

Resources:

To download the survey materials for this component: <u>Survey Materials</u>

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.

User ID: P2278811 **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 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 Salaries section is NOT applicable to your institution and you will **NOT** be required to report data for the **Salaries** section. Yes Are ALL of the instructional staff military personnel? Yes Do ALL of the instructional staff contribute their services (e.g., members of a religious order)? Yes Do ALL of the instructional staff teach pre-clinical or clinical medicine? The completion of the Fall Staff section is optional this year as it is in even-numbered years. Do you wish to complete the Fall Staff section this year? If you answer No, screens to report Fall Staff data will not be displayed. If you answer Yes, screens to report Fall Staff data will be displayed and you must complete ALL applicable Fall Staff screens. No, I will not complete the Fall Staff section this year Yes, I will complete the Fall Staff section this year You may use the space below to provide context for the data you've reported above.

Institution: Sam Houston State University (227881)



User ID: P2278811

Human Resources Screening Questions

Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2010 either for the *first time* or *after a break in service* AND who were still on the payroll of the institution as of November 1, 2010? (Exclude persons who have returned from sabbatical leave OR full-time staff who are working less-than-9-month contracts/teaching periods and whose primary responsibility is instruction, research, and/or public service.)

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 the **Fall Staff section (long version)**.

(•	Yes	0	No

Part A - Employees by Assigned Position - Full-time staff

Part A - Employees by Ass					
Number of <u>full-time</u> staff by faculty	y status and primary funct	tion/occupational activity			
		As of November 1, 2010			
Primary function/		Faculty status		Without	Total
occupational activity (mutually exclusive categories)	<u>Tenured</u>	On tenure track	Not on tenure track/ no tenure system	faculty status	
Primarily instruction					0
Instruction/research/public service	268	205	144		617
Primarily instruction + Instruction/research/public service	268	205	144	0	617
Primarily research					0
Primarily public service					0
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	268	205	144	0	617
Executive/administrative/managerial				96	96
Other professionals (support/service)	7	7	1	470	485
Technical and paraprofessionals	,-	,	, .	31	31
Clerical and secretarial				191	191
Skilled crafts				55	55
Service/Maintenance				129	129
Total full time	275	212	145	972	1,604
Total from prior year	268	210	125	920	1,523

Part B - Employees by Assigned Position - Part-time staff

Part B - Employees by Ass						
Number of part-time staff by facult	ty status and primary fund	ction/occupational activit	у			
		As of Novem	hor 1 2010			
Primary function/		Faculty status	Dei 1, 2010	Without	Total	Graduate assistants
occupational activity (mutually exclusive categories)	<u>Tenured</u>	On tenure track	Not on tenure track/ no tenure system	faculty status		<u> </u>
Primarily instruction					0	
Instruction/research/public service	1		185		186	164
Primarily instruction + Instruction/research/public service	1	'		0	186	164
Primarily research					0	
Primarily public service					0	
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	1	(185	0	186	164
Executive/administrative/managerial				0	0	
Other professionals (support/service) Technical and paraprofessionals			1	6	7	
Clerical and secretarial				1	12	
Skilled crafts				0	0	
Service/Maintenance				2	2	,
Total part time	1	(186	21	208	164
Total from prior year			176	21	197	140

Part C - Employees by Assigned Position - Total number of staff

Total number of staff by employment status and primary function/occupational activity							
	As of	Novembe	r 1, 2010				
Primary function/occupational activity		from prior year		year	Graduate assistants	Graduate assistants from prior year	Total including Graduate assistants
Primarily instruction	0		0		0		0
Instruction/research/public service	617	• • • • • • • • • • • • • • • • • • • •			164	140	967
Primarily instruction + Instruction/research/public service	617	587	186	175	164	140	967
Primarily research	0		0		0		0
Primarily public service	0		0		0		0
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	617	587	186	175	164	140	967
Executive/administrative/managerial	96	90	0		0		96
Other professionals (support/service)	485	436	7	6	0		492
Technical and paraprofessionals	31	30	1	1	0		32
Clerical and secretarial	191	195	12	14	0		203
Skilled crafts	55	55	0		0		55
Service/Maintenance	129	130	2	1	0		131
Grand total	1,604	1,523	208	197	164	140	1,976



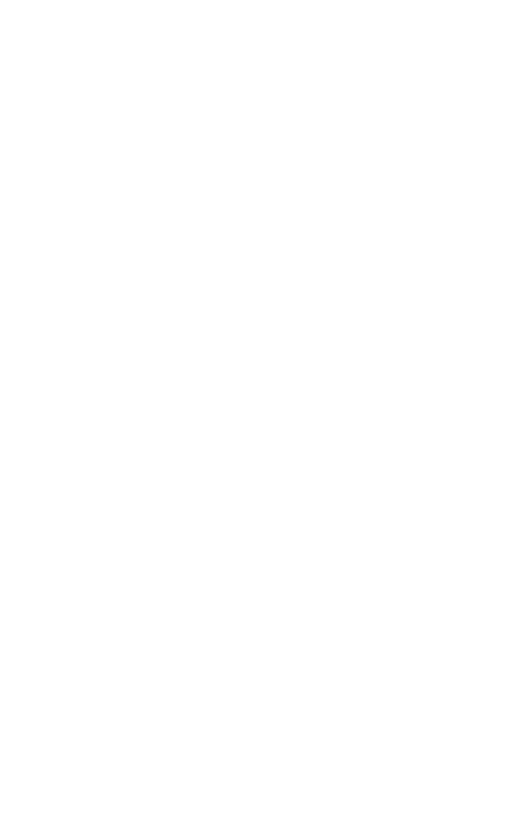
Part D - Salaries - Full-time instructional staff by contract length/teaching period - Headcount

Headcount		/4 I- i iI I		
Number of full-time instruction	nal staff by contract length/ As of Novem		and academic rank	
Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
Men				400
Professors	2	106		108
Associate professors		78		78
Assistant professors		105		105
Instructors				0
Lecturers	33	23		56
No academic rank				0
Total men	35	312	0	347
Total men from prior year		301		
Women				
Professors		33		33
Associate professors	1	59		60
Assistant professors		90		90
Instructors		2		2
Lecturers	59	26		85
No academic rank				0
Total women	60	210	0	270
Total women from prior year Total (men + women)	95	206 522		617
Total (men' + women) Total from EAP, full-time non- medical section (Primarily instruction + Instruction/research/public service lines)	30	OLL.		617
Total from prior year (Salaries section)	80	507		587

Part D - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Faculty status

**** Applicable to 4-year degree-granting institutions and above only

Number of rank	full-time instructional sta	ff on 9/10-month contract	s/teaching periods by fac	ulty status, gender, and a	cademic
		As of Nover Faculty status	mber 1, 2010		Total from
Gender and academic rank	<u>Tenured</u>	On tenure track	Not on tenure track/ no tenure system	Without faculty	Part D (Headcount screen)
Men					100
Professors	106				106
Associate Professors	69	9			78
Assistant Professors		101			105
Instructors	0	0		,	
Lecturers			23		23
No academic rank					
Total men	179	110	23	0	312
Total men prior year	172	109	20	0	301
Women					
Professors					33
Associate	32	1			59
Professors	52	7			
Assistant Professors	3	87			90
Instructors	2				2
Lecturers			26		26
No	,	,	, -		
academic rank					
Total women	89	95	26	0	210
	89	93	24	0	206



Total					
women					
prior year					
Total	268	205	49	0	522
(men +					
women)					

Part E - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Salary outlays

Salaries of full-time instruction			nder and acade	mic rank
Gender and academic rank	Total from Part D (Headcount screen)	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	106	9,763,400	92,108	89,353
Associate professors	78	5,698,116	73,053	,
Assistant professors	105	6,451,452	61,442	59,610
Instructors				0
Lecturers	23	1,121,004	48,739	48,759
No academic rank				
Total men	312	23,03	3,972 73,827	72,062
Women				
Professors	33	2,734,524	82,864	81,564
Associate professors	59	3,942,738	66,826	66,065
Assistant professors	90	5,381,244	59,792	57,423
Instructors	2	108,684	54,342	52,128
Lecturers	26	1,163,970	44,768	46,230
No academic rank				
Total women	210	13,33	1,160 63,482	62,067
Total (men + women)	522	36,36	5,132 69,665	68,001

Part F - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Fringe benefits

periods - Fringe benefits Fringe benefits of full-time instruc	ctional staff on 9/10-mont	h contracts/teaching perio	ods				
As of November 1, 2010							
Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures			
Retirement plans (other than Social Security) - Vested within 5-years Retirement plans (other than Social Security) - Vested after 5-years	519	2,031,132	3,914	4,706			
Medical/dental plans	509	2,646,763	5,200	5,653			
Group life insurance	286	13,490	. 47	47			
Other insurance benefits (cafeteria plan, etc.)							
Guaranteed disability income protection							
Tuition plan (dependents only) Unrestricted							
Restricted							
Housing plan							
Unrestricted							
Restricted							
Social Security taxes	519	1,906,869	3,674	4,469			
Unemployment compensation taxes							
Worker's compensation taxes							
Other benefits in kind with cash options							
Total expenditures		6,598,254					

Part G - Fall Staff - Full-time instruction/research/public service staff - Tenured

Number of full-time staff with faculty status who are Tenured and whose primary responsibility is instruction, research, and/or public service by academic rank, gender, and race/ethnicity

As of November 1, 2010

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

 Report race for 	r non-Hispanic/Latino indivi	duals only					
Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident							_ 1
alien	1	I.			I.		_
Hispanic/Latino	1	3	1			0	. 5
American							_ 1
Indian or	1						
Alaska Native							44
<u>Asian</u>	6	4	1				11
Diaglean	JO	4] [1	I .	1	3
Black or African	1	2			0		. 3
American	'	12		1		1	
Native Native							_ 0
Hawaiian or							
Other Pacific							
Islander							450
White	96	60	2	0			158
Two or more							. 0
races							
Race and							_ 0
ethnicity	J	I	<u> </u>	<u> </u>	<u> </u>	L	
unknown	106	69	1	0	0		179
Total men Women	100	09	7	0			, 173
Nonresident							0
alien							
Hispanic/Latino	,						4
	3	1			0		
American							0
Indian or							
Alaska Native							
<u>Asian</u>	1	4					. 5
Disabas]1	4	I	1	I	I.	2
Black or African	1	1					. 2
American	1.	1.	1	1	1	1	
7 anonoan							0

Native Hawaiian or Other Pacific Islander White	27	46	3	2		0	. 78
Two or more races							. 0
Race and ethnicity unknown							0
Total women	32	52	3	2	0	0	89
Total (men+women)		121	7	2	0	0	268
Total from EAP							268

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Part G - Fall Staff - Full-time instruction/research/public service staff - On tenure track

Number of full-time staff with faculty status who are On tenure track and whose primary responsibility is instruction, research, and/or public service by academic rank, gender, and race/ethnicity

As of November 1, 2010

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

ender and ce/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Tota
en	1 101033013	, , , , , , , , , , , , , , , , , , ,		motructors	Lociulois		100
onresident							1
en		1	9				
spanic/Latin	2						
		l l	9		 		
<u>nerican</u>							
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sian							
<u>siaii</u>		1	6				
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tal men		0	9	101	0	0	0 11
omen							
onresident			4				
en spanic/Latin			14	I			
Spariic/Lauri	<u> </u>		7				
merican			, , .			<u> </u>	
dian or			1				
aska Native	•						
sian							1
			11				
ack or	1		2				
rican	<u> I</u>	2	Z			I	
nerican							

Native Hawaiian or Other Pacific Islander							
White	0	5	62				67
Two or more races							0
Race and ethnicity							0
unknown Total women	1	7	87	0	C	0	95
Total (men+women)	1	16	188	0	C	0	205
Total from EAP							205

Black or African

American

Part G - Fall Staff - Full-time instruction/research/public service staff - Not on tenure

track/no tenure system

Number of full-time staff with faculty status who are Not on tenure track and whose primary responsibility is instruction, research, and/or public service OR number of full-

race/ethnicity	se primary responsibili	ity is ilistruction, res	earch, and/or public servi	ce and who work at an inst	utation with No tenare sy	stelli by acadellic ralik, g	siluei, allu
uoorouony							
Report Hispan	ic/Latino individuals of a	nv race as Hispanic/La		vember 1, 2010			
	r non-Hispanic/Latino inc						
Gender and	i non mopanio Latino me	Associate	Assistant			No academic	
	Professors	professors	professors	Instructors	Lecturers	rank	Tota
len	1 101033013		·	motractors	Locidiois		100
lonresident							
lien					3		
lispanic/Latino	!				6		
American	I.	I		I	JU	l l	
ndian or					1		
laska Native	,	,	,	'	,	,	
sian							
			I	l l			
lack or					3		
<u>frican</u> merican		I			J		
lative							
lawaiian or							
ther Pacific							
slander							
<u>/hite</u>	2				43		4
wo or more	14	I	I		J-0	l l	
aces							
ace and	,						
thnicity			<u> </u>				
nknown			0	0		50	0 5
otal men		2	0	0	0	56	0 5
Vomen							
lonresident lien					2		
lispanic/Latino							
noparno, Latino					6		
merican							
ndian or					1		
laska Native							
<u>sian</u>					4		

4

2

Native Hawaiian or Other Pacific Islander							. 0
White					70		70
Two or more races							. 0
Race and ethnicity unknown							0
Total women	0	1	0	0	85	0	86
Total (men+women)	2	1	0	0	141	0	144
Total from EAP							144

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Total women

Part G - Fall Staff - Full-time instruction/research/public service staff - Without faculty status Number of full-time staff Without faculty status whose primary responsibility is instruction, research, and/or public service by gender and race/ethnicity As of November 1, 2010 •Report Hispanic/Latino individuals of any race as Hispanic/Latino •Report race for non-Hispanic/Latino individuals only Total Gender and race/ethnicity Nonresident alien 0 Hispanic/Latino American Indian or Alaska Native Asian Black or African American Native Hawaiian or Other Pacific Islander White Two or more races Race and ethnicity unknown Total men Women Nonresident alien 0 Hispanic/Latino American Indian or Alaska Native Asian Black or African American Native Hawaiian or Other Pacific Islander White Two or more races Race and ethnicity unknown



Total (men+women) Total from EAP	0
Total from EAP	0

Part G - Fall Staff - Full-time instruction/research/public service staff - Totals

Total number of full-time staff whose primary responsibility is instruction, research, and/or public service by									
gender and race/ethnicity									
As of November 1, 2010									
	Total men	Total women	Total (men+women)						
Nonresident alien	14	6	20						
Hispanic/Latino	20	17	37						
American Indian or Alaska Native	2	2	4						
Asian	18	20	38						
Black or African American	7	10	17						
Native Hawaiian or Other Pacific Islander	0	0	0						
White	286	215	501						
Two or more races	0	0	0						
Race and ethnicity unknown	0	0	0						
Total (must equal Part H (next part))	347	270	617						



Part H - Fall Staff - Full-time instruction/research/public service staff by contract length/teaching period - Headcount Number of full-time staff whose primary responsibility is instruction, research, and/or public service by contract

length/teaching period, gender, and race/ethnicity

(Include all staff from these functions, including those with and without faculty status.)

•Report Hispanic/Latin	As o o individuals of any race as Hi	of November 1, 2010 ispanic/Latino			
•Report race for non-H	ispanic/Latino individuals only	У			
Gender and race/ethnicity	Less-than-9-month	9/10-month	11/12-month	Total	Total from Part G
Men					
Nonresident alien	2	12		. 14	14
Hispanic/Latino	6	14		20	20
American Indian or Alaska Native		2		. 2	2
Asian		18		18	18
Black or African American	2	5		. 7	7
Native Hawaiian or Other Pacific Islander		0		. 0	C
<u>White</u>	25	261		286	286
Two or more races		0		. 0	C
Race and ethnicity unknown		0		. 0	C
Total men	35	312	0	347	347
Women					
Nonresident alien	1	5		6	6
Hispanic/Latino	4	13		. 17	17
American Indian or Alaska Native	1	1		. 2	2
<u>Asian</u>	4	16		. 20	20
Black or African American	2	8		. 10	10
Native Hawaiian or Other Pacific Islander		0		. 0	(
White	48	167		215	215
Two or more races				0	C



		0			
Race and ethnicity unknown		0		0	0
Total women	60	210	0	270	270
Total (men+women)	95	522	0	617	617
Total from EAP				617	
Total (men+women) from Fall 2009	80	507			

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American

Part H - Fall Staff - Full-time instruction/research/public service staff on 9/10-month

contracts/teaching periods - Salary class intervals Number of full-time staff on 9/10-month contracts/teaching periods whose primary responsibility is instruction, research, and/or public service by salary class intervals, gender, and race/ethnicity (Include all staff from these functions, including those with and without faculty status.) As of November 1, 2010 •Report Hispanic/Latino individuals of any race as Hispanic/Latino •Report race for non-Hispanic/Latino individuals only Below \$30,000 40,000-49,999 100,000 and above Total from Gender and 30,000-39,999 50,000-64,999 65,000-79,999 80,000-99,999 race/ethnicity Part H (Headcount screen) Men Nonresident 12 5 alien Hispanic/Latino 14 2 2 8 American Indian or Alaska Native Asian 18 3 6 4 4 Black or 2 African American Native Hawaiian or Other Pacific Islander 261 White 22 86 54 63 35 Two or more races Race and ethnicity unknown 24 102 69 70 43 312 Total men Women Nonresident 2 2 alien Hispanic/Latino 13 3 2 5 3 American Indian or Alaska Native 16 Asian 9 4 2 Black or 2 2 3 African

Native Hawaiian or Other Pacific Islander								0
White	1	3	22	78	32	25	6	167
Two or more races								0
Race and ethnicity unknown								0
Total women	1	4	27		42	32		210
Total (men+women)	2	7	51	200	111	102	49	522

Part I - Fall Staff - Full-time executive/administrative/managerial staff - Salary class

Hamber of full	-unie <u>executive/duiii</u>	<u>mnodadive/managenai</u> sta	aff by salary class interval	o, gender, and race/ellinic	inty.			
. Damant I lianan	ia/l atima individuale a	f ann ann an Hismania (I ati		As of November 1, 2010)			
	r non-Hispanic/Latino	f any race as Hispanic/Latin	по					
	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
ace/ethnicity	DCIOW \$30,000	30,000-33,333	40,000-43,333	50,000-04,939	00,000-10,000	00,000-33,333	100,000 and above	Total
Men								0
Nonresident alien								
o Hispanic/Latino							<u>'</u>	3
					1	J	2	
American ndian or								
Alaska Native	'	1	,			,	,	
<u>Asian</u>							2	2
Black or							L	1
African							1	
American								0
<u>Native</u> Hawaiian or								
Other Pacific	,	,	,	,	,	,	,	
slander Meita								42
<u>White</u>				1	6	10	25	42
Two or more								0
aces								0
Race and ethnicity								
unknown		,	,			,	,	
Total men		0	0	0	1	7	10	30 48
Women Nonresident								0
alien								
Hispanic/Latino	2							5
A mariaan					2	1	2	0
<u>American</u> ndian or								
Alaska Native	,	<i>'</i>	,	,	,	<i>'</i>	,	
<u>Asian</u>								0
Black or								0
African								
American								0
								0

Native Hawaiian or Other Pacific Islander								
<u>White</u>				4	13	13	11	41
Two or more races								0
Race and ethnicity unknown				2				2
Total women	0	0	0	6	15	14	13	48
Total (men+women)	0	0	0	7	22	24	43	
Total from EAP								96

Part I - Fall Staff - Full-time other professional (support/service) staff - Salary class

		(3.5) 0.0	, 5, 5	s, gender, and race/ethnic				
Report Hispa	nic/Latino individuals o	f any race as Hispanic/Lati	no	As of November 1, 2010)			
	or non-Hispanic/Latino							
Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
Men								
Nonresident alien			1	1				2
<u>alleri</u> Hispanic/Latin	0							12
		5	2	4	1			
American								0
Indian or Alaska Native	J							
Asian_								2
		1				1		45
<u>Black or</u> African		6	4	4		1		15
American		Jo				'		
Native								0
Hawaiian or								
Other Pacific Islander								
White								163
_	4	36	45	47	21	8	2	
Two or more races								
Race and								0
ethnicity								
unknown Total men		4	48	52	56	22	10	2 194
Women		7	40	JL	30	22	10	2 134
Nonresident								2
alien		1	1					
Hispanic/Latin	0 1	8	9	6	1			25
American	<u> </u>	JO	J9	JO] 1	I	I	3
Indian or		2		1				
Alaska Native								
<u>Asian</u>		2	2	3				7
Black or								21
African		6	6	8	1			
Allicali								
American								0

Native Hawaiian or Other Pacific Islander White	4	68	70	62	17	9	2	232
Two or more races								0
Race and ethnicity unknown		1						1
unknown Total women	5	88	88	80	19	Q	2	291
	J O							
Total (men+women)	9	136	140	136	41	19		485
Total from EAP								485

Part I - Fall Staff - Full-time technical and paraprofessional staff - Salary class

Number of full	I-time <u>technical and p</u>	araprofessional staff by	salary class intervals, ger	nder, and race/ethnicity		
			As of November 1, 2010)		
Report Hispan	nic/Latino individuals of	any race as Hispanic/Latir				
Report race fo	or non-Hispanic/Latino i	ndividuals only				
Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Tota
Men						
Nonresident alien						
Hispanic/Latino	2		2	1		3
American Indian or Alaska Native						
Asian Black or						
African American						
Native Hawaiian or Other Pacific						
Islander White		1	6	3	4	14
Two or more races						
Race and ethnicity						
unknown Total men		0	1	8	4	4 17
Women						
Nonresident alien						
Hispanic/Latino	2			1		
American Indian or Alaska Native						
<u>Asian</u>						
Black or African American				1		
- IIICIICAII						

Native Hawaiian or Other Pacific Islander						
White		1	8	3		12
Two or more races						0
Race and ethnicity unknown						0
Total women	0	1	8	5	0	14
Total (men+women)		2	16	9	4	
Total from EAP						31

Part I - Fal	l Staff - Full-tim	ne clerical and secre	etarial staff - Salary	class intervals		
Number of full	l-time <u>clerical and se</u>	<u>ecretarial</u> staff by salary cl	ass intervals, gender, and	d race/ethnicity		
			As of November 1, 2010)		
•Report Hispan	nic/Latino individuals o	of any race as Hispanic/Latir				
	r non-Hispanic/Latino					
Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						0
Nonresident alien						0
Hispanic/Latino		1				
American Indian or						0
Alaska Native Asian						0
						0
Black or African						
American Native						0
Hawaiian or Other Pacific						
Islander						5
<u>White</u>		5				
Two or more races						0
Race and ethnicity						0
unknown	1		_			
Total men		0	6	0	0	0 6
Women Nonresident						0
alien						
Hispanic/Latino	2	6	7			13
American Indian or		2				2
Alaska Native	'		'	,	'	2
<u>Asian</u>			2			
Black or African		5	7	1		13
American	,	,	,	,	,	0
Native Hawaiian or						
Other Pacific Islander						

<u>White</u>		57	61	31	6	155
Two or more races						0
Race and ethnicity						0
<u>ethnicity</u> unknown						
Total women	0	70	77	32	6	
Total (men+women)	0	76	77	32	6	191
Total from EAP						191

Part I - Fal	ll Staff - Full-time sl	killed crafts staff - S	alary class intervals	5		
Number of full	I-time <u>skilled crafts</u> staff b	y salary class intervals, ge	ender, and race/ethnicity			
		Δς,	of November 1, 2010			
•Report Hispan	nic/Latino individuals of any		7, 10, 10, 10, 10, 10, 10, 10, 10, 10, 10			
Report race fo	or non-Hispanic/Latino indivi	iduals only				
Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						
Nonresident alien						0
Hispanic/Latino	2		2	2		4
American Indian or			1			1
Alaska Native	'		'	'	'	0
<u>Asian</u>						U
Black or African			1			1
American	1			'		
Native Hawaiian or						0
Other Pacific Islander	,					
White						49
Two or more			21	15	13	0
races						
Race and ethnicity						0
unknown	'		25	4.7	40	
Total men	(0	25	17	13	55
Women Nonresident						0
alien						0
Hispanic/Latino						
American Indian or						0
Alaska Native	'			'	1	
<u>Asian</u>						0
Black or						0
African American						
Native Hawaiian or						0
Other Pacific			,			
Islander						

White						0
Two or more races						0
Race and ethnicity unknown Total women						0
Total women	0	0	0	0	0	0
Total (men+women) Total from EAP	0	0	25	17	13	
Total from EAP						55

Part I - Fal	ll Staff - Full-time	e service/maintena	ance staff - Salary o	class intervals		
Number of full	I-time <u>service/mainten</u>	ance staff by salary clas	s intervals, gender, and r	ace/ethnicity		
			As of November 1, 2010)		
		any race as Hispanic/Latir	10			
	or non-Hispanic/Latino in					
Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men Neprosident						0
Nonresident alien						16
Hispanic/Latino		10	6			
American Indian or		1				'
Alaska Native						0
<u>Asian</u>						
Black or		15	7	3		25
African American		10	I I	JS		
Native						0
Hawaiian or Other Pacific						
Islander						
<u>White</u>		7	10	11		28
Two or more						0
races						0
Race and ethnicity						
unknown			00	00	4.4	0 70
Total men		0	33	23	14	0 70
Women Nonresident						1
alien		1				
Hispanic/Latino	2	20	6	4		30
American						0
Indian or						
Alaska Native Asian						1
			1			
Black or African		9	4	1		14
American	,	1-				
<u>Native</u> Hawaiian or						0
Other Pacific Islander	1					
ISIAITUUI						

<u>White</u>		8	1	4		13
Two or more races						0
Race and ethnicity unknown						0
Total women	0	38	12	9	0	59
Total (men+women)	0	71	35	23	0	
Total from EAP						129

Part I - Fall Staff - Full-time staff (excluding instruction/research/public service staff)

- Totals

Total number of full-time staff by primary function/occupational activity, gender, and race/ethnicity (excluding instruction/research/public service staff)

As of November 1							
Gender and race/ethnicity				Clerical and secretarial	Skilled crafts	Service/ Maintenance	Total
Men							
Nonresident alien	0		0	0			
Hispanic/Latino	3	12	3	1	4	16	
American Indian or Alaska Native	0		0	0			
<u>Asian</u>	2		0	0	C		
Black or African American	1	15	0	0	1	25	
Native Hawaiian or Other Pacific Islander	0		0	O	O	0	
<u>White</u>	42	163	14	5	49	28	301
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	C	0	
Total men	48	194	17	6	55	70	390
Women							
Nonresident alien	0	2	0	0	C	1	3
Hispanic/Latino	5	25	1	13	0	30	74
American Indian or Alaska Native	0	3	0	2	0	0	
<u>Asian</u>	0	7	0	2	C) 1	
Black or African American	0	21	1	13	C	14	49
Native Hawaiian or Other Pacific Islander	0	0	0	0	O	0	
White	41	232	12	155	0	13	453
Two or more races	0	0	0	0	O	0	0
Race and ethnicity unknown	2	1	0	0	O	0	3
Total women	48	291	14	185	O	59	597
Total (men+women)	96	485	31	191			
Total from EAP	96	485	31	191	55	129	987

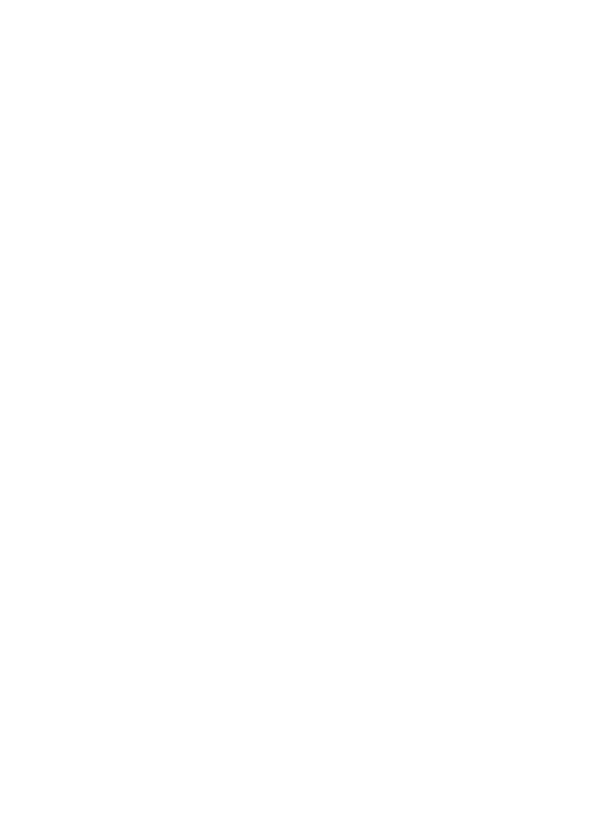


Part J - Fall Staff - Part-tin			
Number of <u>part-time</u> staff by prima	ry function/occupational	activity, gender, and race/	ethnicity
	As of Novembe		
•Report Hispanic/Latino individuals o	•	no	
•Report race for non-Hispanic/Latino			
Gender and race/ethnicity	Staff whose primary responsibility is instruction, research, and/or public service	Executive/ administrative/ managerial	Other professionals (support/service)
Men			<u>(Copposition)</u>
Nonresident alien			
Hispanic/Latino	2		
American Indian or Alaska Native			
Asian			
Black or African American	3		
Native Hawaiian or Other Pacific Islander			
<u>White</u>	64		4
Two or more races			
Race and ethnicity unknown			
Total men	6	9 (4
Women			
Nonresident alien	1		
Hispanic/Latino	6		
American Indian or Alaska Native	1		
<u>Asian</u>	1		
Black or African American	7		
Native Hawaiian or Other Pacific Islander			
White	101		3
Two or more races			
Race and ethnicity unknown			



Total women	117	0	3
Total (men+women)	186	0	7
Total from EAP	186	0	7

	l Staff - Part-time n			
Number of pai	rt-time staff by primary fur	nction/occupational activi	ty, gender, and race/ethnic	city
		A a of November 4	2040	
•Report Hispan	ic/Latino individuals of any	As of November 1, race as Hispanic/Latino	2010	
	r non-Hispanic/Latino indivi			
Gender and	Technical and	Clerical and		Service/
race/ethnicity	paraprofessionals	<u>secretarial</u>	Skilled crafts	<u>Maintenance</u>
Men				
Nonresident alien				
Hispanic/Latino	2			
American				
Indian or				
Alaska Native Asian				
<u>Asiaii</u>				
Black or				
African American		I.	I .	
Native				
Hawaiian or				
Other Pacific Islander				
White				
		2		1
Two or more races				
Race and				
ethnicity				
unknown Total men	C) 2	2	1
Women				
Nonresident				
alien				
Hispanic/Latino	2	1		
American				
Indian or				
Alaska Native				
<u>Asian</u>				
Black or				4
African American				1
Native				
Hawaiian or				
Other Pacific				
Islander				



White	1	9		
Two or more races				
Race and ethnicity unknown				
Total women	1	10	0	1
Total (men+women)	1	12		2
Total from EAP	1	12	0	2

Part J - Fall Staff - Graduate assistants and part-time grand total

Part J - Fall Staff - Graduate assistants and part-time grand total Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity							
stander of partition standard primary function	occupational activity,	gender, and race/elimiony					
	s of November 1, 2010						
• Report Hispanic/Latino individuals of any race as							
Report race for non-Hispanic/Latino individuals							
Gender and race/ethnicity	Total (includes Part-time Professionals and Part-time Non- professionals)	Graduate assistants	Part-time grand total (includes graduate assistants)				
Men							
Nonresident alien	0	26	_ 26				
Hispanic/Latino	2	3	_ 5				
American Indian or Alaska Native	0		0				
<u>Asian</u>	0	2	2				
Black or African American	3		3				
Native Hawaiian or Other Pacific Islander	0		0				
White	71	47	118				
Two or more races	0	141	0				
Race and ethnicity unknown	0		0				
Total men	76	78	3 154				
Women							
Nonresident alien	1	15	16				
Hispanic/Latino	7	7	14				
American Indian or Alaska Native	1		_ 1				
Asian	1	1	2				
Black or African American	8	2	10				
Native Hawaiian or Other Pacific Islander	0	,	0				
White	114	61	175				
Two or more races	0	1.	0				
Race and ethnicity unknown	0		0				



Total women	132	86	218
Total (men+women)	208	164	372
Total from EAP	208	164	372

Part K - Fall Staff - Total number of staff

Total number of staff by employment status, gender, and race/ethnicity										
As of November 1, 2010										
Gender and race/ethnicity	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women				
Nonresident alien	16	9	26	16	42	25				
Hispanic/Latino	59	91	5	14	64	105				
American Indian or Alaska Native	4	7	0	1	4	8				
<u>Asian</u>	22	30	2	2	24	32				
Black or African American	49	59	3	10	52	69				
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0				
White	587	668	118	175	705	843				
Two or more races	0	0	0	0	0	0				
Race and ethnicity unknown	0	3	0	0	0	3				
Grand total	737	867	154	218	891	1,085				

User ID: P2278811

Part L - Fall Staff - New hires - Full-time instruction/research/public service staff - Faculty status

Number of full-time permanent new hires whose primary responsibility is instruction, research, and/or public service by faculty status, gender, and race/ethnicity

(Hired full time between July 1 and October 31, 2010 and still on payroll of the institution as of November 1, 2010)

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

• Poport ross for	non-Hispanic/Latino individ	Jugle only			
_	non-nispanic/Launo individ				
Gender and race/ethnicity	<u>Tenured</u>		Not on tenure track/ no tenure system	Without faculty status	Total
Men					
Nonresident alien Hispanic/Latino	1	2			. 3
American Indian or Alaska Native		2			0
<u>Asian</u>		1			. 1
Black or African American					. 0
Native Hawaiian or Other Pacific Islander					. 0
White		12	5		. 17
Two or more races					. 0
Race and ethnicity unknown					. 0
Total men	1	17	5	0	23
Women					
Nonresident alien					. 0
Hispanic/Latino			2		. 2
American Indian or Alaska Native					. 0
<u>Asian</u>		3			0
					J



<u>Black or</u> <u>African</u> American					
Native Hawaiian or Other Pacific					0
Islander White		10	2		12
Two or more races					0
Race and ethnicity unknown					0
Total women	0	13	4	0	17
Total (men+women)	1	30	9	0	40

Part L - Fall Staff - New hires - Full-time staff by position

Number of full-time permanent new hires by primary function/occupational activity, gender, and race/ethnicity

(Hired full time between July 1 and October 31, 2010 and still on payroll of the institution as of November 1, 2010)

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

Gender and	Executive/	Other	Technical	Clerical			
race/ethnicity	administrative/	professionals	and	and	Skilled	Service/	
,	managerial	(support/service)	paraprofessionals	secretarial	crafts	Maintenance	Total
Men							10101
Nonresident							1
alien		1					
Hispanic/Latino	2						1
			1		I	I	
American							0
Indian or Alaska Native				I			
Asian							1
tolan	1						
Black or							4
African		1				3	
American							
Native							0
Hawaiian or Other Pacific							
Islander							
White							14
		12	1			1	
Two or more							0
races							
Race and		_					0
ethnicity			 	J	I	L	
unknown Total men		1	14	2	0	0	4 21
Women			17		O .	ŭ	7 21
Nonresident							1
alien						1	
Hispanic/Latino							4
		3			 	1	
<u>American</u>		_					0
Indian or							
Alaska Native							
<u>Asian</u>							0
Black or	J.		I	I	I	l l	1
African				1			
American	,				,	,	
							0

Native Hawaiian or Other Pacific Islander							
White	3	15		5		1	_ 24
Two or more races							_ 0
Race and ethnicity							. 0
unknown Total women	3	18	0	6	0	3	3 30
Total women (men+women)	4	32		6	0	7	7 51

Part L - Fall Staff - New hires - Totals

Total number of full-time permanent new hires by gender and race/ethnicity

(Hired full time between July 1 and October 31, 2010 and still on payroll of the institution as of November 1, 2010)

	Total men	Total women	Total (men+women)
Nonresident alien	4	1	5
Hispanic/Latino	3	6	9
American Indian or Alaska Native	0	0	0
<u>Asian</u>	2	3	5
Black or African American	4	1	5
Native Hawaiian or Other Pacific Islander	0	0	0
White	31	36	67
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
Grand total	44	47	91



Institution: Sam Houston State U User ID: P2278811	niversity (227881)
Human Resources Survey	
Were any staff members difficult t	categorize? If so, please explain in the box below.

Summary

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

User ID: P2278811

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 2011.

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 primary function/occupational activity: Fall 2010

Primary function/occupational activity	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,604	208	1,673
Professional staff	1,198	193	1,262
Staff whose primary responsibility is instruction, research, and/or public service	617	186	679
Primary instruction	0	0	0
Instruction/research/public service	617	186	679
Primarily research	0	0	0
Primarily public service	0	0	0
Executive/administrative/managerial	96	0	96
Other professionals (support/service)	485	7	487
Non-professional staff	406	15	411
Technical and paraprofessional	31	1	31
Clerical/secretarial	191	12	195
Skilled crafts	55	0	55
Service/Maintenance	129	2	130

NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff from the Employees by Assigned Position (EAP) section of the IPEDS HR component and adding one-third of the total number of part-time staff from the EAP section. Graduate assistants are not included in the above figures. Many of the FTE figures are included in the DFR.

Salaries of full-time instructional staff by contract length and academic rank: Academic year 2010-11

Salaries of full-time instructional staff by contract length and academic rank: Academic year 2010-11

Academic rank	Reported values				Equated 9-month	
	Full-time instructional staff on 9/10-month contracts		Full-time instructional staff on 11/12-month contracts			
	Number of staff	Salary outlays	Number of staff	Salary outlays	Number of staff	Average salaries
All Ranks	522	\$36,365,130			522	\$69,665
Professor	139	\$12,497,920			139	\$89,913
Associate professor	137	\$9,640,854			137	\$70,371
Assistant professor	195	\$11,832,700			195	\$60,680
Instructor	2	\$108,684			2	\$54,342
Lecturer	49	\$2,284,974			49	\$46,632
No academic rank						

NOTE: The above data are based on the Salaries section of the IPEDS HR component. The number of equated 9-month full-time instructional staff is the sum of staff on 9/10-month and 11/12-month contracts. The equated 9-month average salaries of full-time instructional staff (by rank) are calculated by multiplying the salary outlays (by rank) for staff on 11/12-month contracts by 0.8182 then adding the salary outlays (by rank) for staff on 9/10-month contracts. The resulting sum is then divided by the number of equated 9-month full-time instructional staff (by rank) to determine an average salary for each rank. 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 equated 9-month average salaries are included in the DFR.

Institution: Sam Houston State University (227881)

Explanation Report User ID: P2278811

There are no explanations for selected survey and institution