

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.

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](#)
- To access your prior year data submission for this component: [Reported Data](#)
- All staff must now be reported using the new IPEDS occupational categories, which align with the 2010 Standard Occupational Classification (SOC) codes. Additional information and resources can be found in the [IPEDS HR/SOC Information Center](#), including general information about the SOC, the IPEDS/SOC crosswalk, a SOC Browse Tool, frequently asked questions, and web tutorials.

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

Human Resources Screening Questions

Does your institution have any part-time staff?

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

No

Yes

Does your institution have graduate assistants?

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

No

Yes

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

No

Yes

Does your institution have a tenure system?

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

No

Yes

Did your institution hire any **full-time permanent staff** who were included on the payroll of the institution between **July 1 and October 31, 2015** 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, 2015**? (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

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

No

Yes

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

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

No

Yes

Are ALL of the instructional staff military personnel?

No

Yes

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

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

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

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

As of November 1, 2015

- 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	2	24	0	0	0	26
Hispanic/Latino	0	0	6	0	0	0	6
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	4	0	0	0	4
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	5	47	0	0	0	52
Two or more races	0	0	1	0	0	0	1
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	0	7	83	0	0	0	90

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	1	13	0	0	0	14
Hispanic/Latino	0	0	4	0	0	0	4
American Indian or Alaska Native	0	0	1	0	0	0	1
Asian	0	1	1	0	0	0	2
Black or African American	0	0	8	0	0	0	8
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	3	54	0	0	0	57
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	5	81	0	0	0	86

Total (men+women) 0 12 164 0 0 0 176

Total from prior year 178

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 or Continuing or At-will Contract**

As of November 1, 2015

- 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, 2015

- 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	5	0	5
Hispanic/Latino	0	0	0	0	6	0	6
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	0	0	0	0	45	0	45
Two or more races	0	0	0	0	1	0	1
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	0	0	0	0	60	0	60

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	9	0	9
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	1	0	1
Asian	0	0	0	0	4	0	4
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	57	0	57
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	73	0	73

Total (men+women)	0	0	0	0	133	0	133
Total from prior year							126

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, 2015

- 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	4	0	4
Hispanic/Latino	0	0	0	0	1	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	1	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	19	0	19
Two or more races	0	0	0	0	1	0	1
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	0	0	0	0	26	0	26

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	3	0	3
Hispanic/Latino	0	0	0	0	3	0	3
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	2	0	2
Black or African American	0	0	0	0	4	0	4
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	1	0	0	0	32	0	33
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	1	0	0	0	44	0	45

Total (men+women)	1	0	0	0	70	0	71
Total from prior year							50

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2015

- 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, 2015

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

	With Faculty Status					Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Instructional staff	338	176	0	133	71	0	718
Total carried forward from previous screens	338	176	0	133	71	0	718
Primarily Instruction	41	0	0	131	71	0	243
Exclusively credit	41	0	0	131	71	0	243
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 staff	297	176	0	2	0	0	475

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2015

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	57	37	94
Hispanic/Latino	21	13	34
American Indian or Alaska Native	1	2	3
Asian	6	13	19
Black or African American	11	17	28
Native Hawaiian or Other Pacific Islander	0	0	0
White	292	244	536
Two or more races	3	1	4
Race and ethnicity unknown	0	0	0
Total	391	327	718
Total from prior year			686

Part B1 - Full-time Non-instructional Staff by Occupational Category**Number of Full-time Non-instructional Staff****by Occupational Category****As of November 1, 2015**

•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	57	0	0
Hispanic/Latino	21	0	0
American Indian or Alaska Native	1	0	0
Asian	6	0	0
Black or African American	11	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	292	0	7
Two or more races	3	0	0
Race and ethnicity unknown	0	0	0
Total men	391	0	7

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	37	0	1
Hispanic/Latino	13	0	1
American Indian or Alaska Native	2	0	1
Asian	13	0	0
Black or African American	17	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	244	0	7
Two or more races	1	0	0
Race and ethnicity unknown	0	0	0
Total women	327	0	10

Total (men+women) 718 0 17Total from prior year **686** **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, 2015

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Archivists, Curators, and	Librarians	Library	Student and Academic Affairs and Other
	Museum Technicians 25-4010	25-4020	Technicians 25-4030	Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien		0	0	0
Hispanic/Latino		0	0	0
American Indian or Alaska Native		0	0	0
Asian		0	0	0
Black or African American		0	0	0
Native Hawaiian or Other Pacific Islander		0	0	0
White	4	0	0	31
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total men	4	0	0	34

Women

Race/ethnicity	Archivists, Curators, and	Librarians	Library	Student and Academic Affairs and Other
	Museum Technicians 25-4010	25-4020	Technicians 25-4030	Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien		0	0	0
Hispanic/Latino		0	0	0
American Indian or Alaska Native		0	0	0
Asian		0	0	0
Black or African American		0	0	0
Native Hawaiian or Other Pacific Islander		0	0	0
White	4	0	0	33
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total women	4	0	0	41
Total (men+women)	8	0	0	75
Total from prior year	8			75

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2015

•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	2	1	4	1	0
Hispanic/Latino	6	6	7	4	1
American Indian or Alaska Native	0	0	0	0	0
Asian	1	0	1	0	0
Black or African American	6	4	3	6	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	51	40	71	48	3
Two or more races	0	0	0	1	0
Race and ethnicity unknown	0	0	0	0	0
Total men	66	51	86	60	4

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	4	2	0
Hispanic/Latino	4	5	3	2	2
American Indian or Alaska Native	1	0	0	0	0
Asian	0	1	2	0	0
Black or African American	5	6	4	6	4
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	60	89	27	32	12
Two or more races	0	1	0	1	0
Race and ethnicity unknown	0	0	0	0	0
Total women	70	104	40	43	18
Total (men+women)	136	155	126	103	22
Total from prior year	139	155	124	96	25

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2015

•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	7	0	1		1	0	74
Hispanic/Latino	16	0	5		2	0	70
American Indian or Alaska Native	1	0	0		0	0	2
Asian	0	0	0		0	0	9
Black or African American	24	1	0		1	0	56
Native Hawaiian or Other Pacific Islander	0	0	0		0	0	0
White	54	2	22		39	0	664
Two or more races	0	0	0		1	0	5
Race and ethnicity unknown	0	0	0		0	0	0
Total men	102	3	28		44	0	880

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	15	0	6		0	0	68
Hispanic/Latino	24	0	24		0	0	83
American Indian or Alaska Native	0	0	1		0	0	5
Asian	0	0	1		0	0	17
Black or African American	14	0	20		0	0	78
Native Hawaiian or Other Pacific Islander	0	0	0		0	0	0
White	14	0	241		1	0	764
Two or more races	0	0	4		0	0	7
	0	0	0		0	0	0

Race and ethnicity unknown						
Total women	67	0	297	1	0	1,022
Total (men+women)	169	3	325	45	0	1,902
Total from prior year	166	9	300	44		1,849

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

Number of Full-time Non-instructional Staff

As of November 1, 2015

Occupational category	With Faculty Status					Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at -will contract	Annual contract	Less-than-annual contract		
Research staff	0	0	0	0	0	0	0
Public Service staff	8	7	0	2	0	0	17
Archivists, Curators, and Museum Technicians 25-4010	0	0	0	0	0	8	8
Librarians 25-4020	0	0	0	0	0	0	0
Library Technicians 25-4030	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	4	71	75
Management Occupations 11-0000	6	0	0	0	18	112	136
Business and Financial Operations Occupations 13-0000	0	0	0	0	8	147	155
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	0	4	122	126
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	0	0	14	89	103
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	1	4	17	22
Total	14	7	0	3	52	566	642
Total from prior year	17	10		3	50	564	644

Part G - Salaries Worksheet

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

Annual Salary, 2015-16

- 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
- Balance column should include instructional staff whose annual salary covers less than 9 months worked

Gender and academic rank	Months worked				Total staff for salary reporting	Total number of months	Total full-time instructional staff from Part A	Balance (all other full-time instructional staff)
	12 months	11 months	10 months	9 months				
Men								
Professors	0	0	0	110	110	990		
Associate professors	0	0	0	109	109	981		
Assistant professors	0	0	0	86	86	774		
Instructors	0	0	0	0	0	0		
Lecturers	0	0	0	86	86	774		
No academic rank	0	0	0	0	0	0		
Total men	0	0	0	391	391	3,519	391	0
Women								
Professors	0	0	0	50	50	450		
Associate professors	0	0	0	76	76	684		
Assistant professors	0	0	0	83	83	747		
Instructors	0	0	0	1	1	9		
Lecturers	0	0	0	117	117	1,053		
No academic rank	0	0	0	0	0	0		
Total women	0	0	0	327	327	2,943	327	0
Total (men + women)	0	0	0	718	718	6,462	718	0

Part G - Salary Outlays for Instructional Staff

**Salary Outlays
 for Full-time Instructional Staff**

Annual Salary Outlays, 2015-16

•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

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Total number of months (from Part G, screen 1)	? Total annual salary outlays	? Weighted average monthly salaries
Men				
Professors	110	990	11,149,920	11,263
Associate professors	109	981	8,430,226	8,594
Assistant professors	86	774	5,694,876	7,358
Instructors	0	0	0	
Lecturers	86	774	2,945,268	3,805
No academic rank	0	0	0	
Total men	391	3,519	28,220,290	8,019
Women				
Professors	50	450	4,451,760	9,893
Associate professors	76	684	5,645,268	8,253
Assistant professors	83	747	5,289,138	7,081
Instructors	1	9	62,694	6,966
Lecturers	117	1,053	4,211,604	4,000
No academic rank	0	0	0	
Total women	327	2,943	19,660,464	6,680
Total (men + women)	718	6,462	47,880,754	7,410

Part G - Salary Outlays for Non-instructional Staff

Salary Outlays for <u>Full-time</u> Non-instructional Staff		
Annual Salary Outlays, 2015-16		
Occupational category	Number of full-time staff (carried forward from previous screens)	Total annual salary outlays
Research staff	0	0
Public Service staff	17	1,017,894
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	83	3,899,544
Management Occupations 11-0000	136	14,048,249
Business and Financial Operations Occupations 13-0000	155	8,249,896
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	126	7,038,948
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	103	5,347,452
Healthcare Practitioners and Technical Occupations 29-0000	22	1,329,048
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	169	5,797,704
Sales and Related Occupations 41-0000	3	113,880
Office and Administrative Support Occupations 43-0000	325	12,578,484
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	45	2,004,912
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, 2015**

•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	2	0	0
Hispanic/Latino	9	0	0
American Indian or Alaska Native	0	0	0
Asian	1	0	0
Black or African American	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	78	0	0
Two or more races	1	0	0
Race and ethnicity unknown	0	0	0
Total men	92	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	6	0	0
Hispanic/Latino	12	0	0
American Indian or Alaska Native	0	0	0
Asian	2	0	0
Black or African American	11	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	112	0	1
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
Total women	143	0	1

Total (men+women)	235	0	1
Total from prior year	248		

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

As of November 1, 2015

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien		0	0	0	0
Hispanic/Latino		0	0	0	1
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		0	0	0	1
Two or more races		0	0	0	0
Race and ethnicity unknown		0	0	0	0
Total men		0	0	0	2

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien		0	0	0	0
Hispanic/Latino		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	1
Native Hawaiian or Other Pacific Islander		0	0	0	0
White		2	0	0	4
Two or more races		0	0	0	0
Race and ethnicity unknown		0	0	0	0
Total women		2	0	0	7

Total (men+women)		2	0	0	9	11
Total from prior year		3			8	11

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff****As of November 1, 2015**

•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	1	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	1	0	1	3	1
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	1	1	1	3	1

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	1	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	1	0	5	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	1	1	0	5	0

Total (men+women)	2	2	1	8	1
Total from prior year	1	1		5	2

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2015

•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	11
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	1
Black or African American	0	0	1	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	1	0	6	0	0	92
Two or more races	0	0	0	0	0	1
Race and ethnicity unknown	0	0	0	0	0	0
Total men	1	0	7	0	0	109

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	6
Hispanic/Latino	0	0	3	0	0	17
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	2
Black or African American	0	0	3	0	0	16
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	1	0	15	1	0	142
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0

Total women	1	0	21	1	0	183
Total (men+women)	2	0	28	1	0	292
Total from prior year	1		26			295

Native Hawaiian or Other Pacific Islander										
White	23	42	35	7	16	6	0	5	134	
Two or more races	0	2	1	0	0	0	0	0	3	
Race and ethnicity unknown	0	0	0	0	0	0	0	0	0	
Total women	32	63	52	11	40	16	0	8	222	
Total (men+women)	49	87	73	18	77	41	0	9	354	
Total from prior year	62	99	83	16	84	29	2	2	377	

Part E - Part-time Staff by Occupational Category and Tenure Status**Number of Part-time Staff****As of November 1, 2015**

Occupational category	With Faculty Status					Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
<u>Primarily Instruction</u>	0	0	0	28	207	0	235
? Exclusively credit	0	0	0	28	207	0	235
? Exclusively not-for-credit	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0
<u>Instruction/research/public service staff</u>	0	0	0	0	0	0	0
<u>Research staff</u>	0	0	0	0	0	0	0
<u>Public Service staff</u>	0	0	0	1	0	0	1
<u>Archivists, Curators, and Museum Technicians</u>	0	0	0	0	0	2	2
25-4010							
<u>Librarians</u>	0	0	0	0	0	0	0
25-4020							
<u>Library Technicians</u>	0	0	0	0	0	0	0
25-4030							
? <u>Student and Academic Affairs and Other Education Services Occupations</u>	0	0	0	0	0	9	9
25-2000 + 25-3000 + 25-9000							
<u>Management Occupations</u>	0	0	0	0	0	2	2
11-0000							
<u>Business and Financial Operations Occupations</u>	0	0	0	0	0	2	2
13-0000							
<u>Computer, Engineering, and Science Occupations</u>	0	0	0	0	0	1	1
15-0000 + 17-0000 + 19-0000							
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u>	0	0	0	0	0	8	8
21-0000 + 23-0000 + 27-0000							
<u>Healthcare Practitioners and Technical Occupations</u>	0	0	0	0	0	1	1
29-0000							
Total	0	0	0	29	207	25	261
Total from prior year	0	0		27	221	20	268

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		41
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000		0
Healthcare Practitioners and Technical Occupations 29-0000		9
Total		646

Part H - New Hires, Full-time Instructional Staff by Tenure Status

Number of Newly Hired Full-time Permanent Instructional Staff

(Hired full-time between July 1 and October 31, 2015 and still on the payroll of the institution as of November 1, 2015)

- 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		Not on Tenure Track				
		Track	Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract			
Nonresident alien	0	10	0	2	1	0	13	
Hispanic/Latino	0	1	0	5	0	0	6	
American Indian or Alaska Native	0	0	0	0	0	0	0	
Asian	0	1	0	1	0	0	2	
Black or African American	1	1	0	1	0	0	3	
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	
White	1	10	0	28	1	0	40	
Two or more races	0	0	0	0	0	0	0	
Race and ethnicity unknown	0	0	0	0	0	0	0	
Total men	2	23	0	37	2	0	64	

Women

Race/ethnicity	With Faculty Status					Without Faculty Status	Total	
	Tenured	On Tenure		Not on Tenure Track				
		Track	Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract			
Nonresident alien	0	1	0	4	0	0	5	
Hispanic/Latino	0	1	0	0	0	0	1	
American Indian or Alaska Native	0	0	0	1	0	0	1	
Asian	0	0	0	3	1	0	4	
Black or African American	0	2	0	0	0	0	2	
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	
White	2	6	0	24	3	0	35	
Two or more races	0	0	0	0	0	0	0	
Race and ethnicity unknown	0	0	0	0	0	0	0	
Total women	2	10	0	32	4	0	48	
Total (men+women)	4	33	0	69	6	0	112	

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

Number of Newly Hired Full-time Staff

(Hired full-time between July 1 and October 31, 2015 and
 still on the payroll of the institution as of November 1, 2015)

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

Men

Race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	13	0	0	0
Hispanic/Latino	6	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	0	0	0
Black or African American	3	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	40	0	1	4
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total men	64	0	1	4

Women

Race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	5	0	0	0
Hispanic/Latino	1	0	0	0
American Indian or Alaska Native	1	0	0	0
Asian	4	0	0	0
Black or African American	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	35	0	0	1
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total women	48	0	0	1
Total (men+women)	112	0	1	5

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

(Hired full-time between July 1 and October 31, 2015 and still on the payroll of the institution as of November 1, 2015)

•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	1	1	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	1	1	1	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	1	4	3	1
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	0	2	6	5	1

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	0	1	1	0
Hispanic/Latino	0	2	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	1	4	0	4	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	1	6	1	5	0

Total (men+women)	1	8	7	10	1
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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 July 1 and October 31, 2015 and
still on the payroll of the institution as of November 1, 2015)

•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	15
Hispanic/Latino	1	0	2	0	0	9
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	2
Black or African American	1	0	0	0	0	7
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	3	0	3	2	0	62
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0
Total men	5	0	5	2	0	95

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	0	0	0	8
Hispanic/Latino	3	0	4	0	0	10
American Indian or Alaska Native	0	0	0	0	0	1
Asian	0	0	0	0	0	4
Black or African American	1	0	2	0	0	5
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	2	0	21	0	0	68
Two or more races	0	0	0	0	0	0

Race and ethnicity unknown	0	0	0	0	0	0
Total women	7	0	27	0	0	96
Total (men+women)	12	0	32	2	0	191

Human Resources Survey Evaluation

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

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 2016.

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 2015**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,902	292	1,999
Instructional Staff	718	235	796
Primary Instruction	243	235	321
Exclusively credit	243	235	321
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	475	0	475
Research Staff	0	0	0
Public Service Staff	17	1	17
Library and Student and Academic Affairs and Other Education Services Occupations SOC	83	11	87
Librarians, Curators, and Archivists SOC 25-4000	8	2	9
Archivists, Curators, and Museum Technicians SOC 25-4010	8	2	9
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	9	78
Management Occupations SOC 11-0000	136	2	137
Business and Financial Operations Occupations SOC 13-0000	155	2	156
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	126	1	126
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	103	8	106
Healthcare Practitioners and Technical Occupations SOC 29-0000	22	1	22
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	169	2	170
Sales and Related Occupations SOC 41-0000	3	0	3
Office and Administrative Support Occupations SOC 43-0000	325	28	334
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	45	1	45

**Number of staff by employment status and occupational category:
Fall 2015**

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 2015-16**

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				718	718	6,462	\$47,880,754	\$7,410
Professor				160	160	1,440	\$15,601,680	\$10,834
Associate professor				185	185	1,665	\$14,075,494	\$8,454
Assistant professor				169	169	1,521	\$10,984,014	\$7,222
Instructor				1	1	9	\$62,694	\$6,966
Lecturer				203	203	1,827	\$7,156,872	\$3,917
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: A1 - FT Instructional, Rank and Tenure - Less-Than-Annual Contract				
Upload File	This number is outside the expected range of between 33 and 67 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason: There was an increase in temporary faculty in order to meet the instructional needs of the university.				
Screen: A2 - FT Instructional, Function				
Upload File	The total number of full-time non-medical school Instructional staff (Primarily instruction + Instruction/research/public service staff) with a Less-than-annual contract reported by function in Part A (71) is outside the expected range of between 33 and 67 based on the prior year value. Please correct your data or explain. (Error #1564)	Explanation	Yes	
Reason: There was an increase in temporary faculty in order to meet the instructional needs of the university.				
Screen: D - Graduate Assistants				
Upload File	This number is outside the expected range of between 19 and 39 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason: Faculty and academic personnel determine the need for various positions for graduate research, graduate teaching and graduate assistant positions. Fewer graduate positions were needed than previous year.				
Upload File	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason: Faculty and academic personnel determine the need for various positions for graduate research, graduate teaching and graduate assistant positions. Fewer graduate positions were needed than previous year.				