

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

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

Human Resources Screening Questions

Does your institution have any part-time staff?

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

No

Yes

Does your institution have graduate assistants?

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

No

Yes

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

No

Yes

Does your institution have a tenure system?

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

No

Yes

Did your institution hire any **full-time permanent staff** who were included on the payroll of the institution between **November 1, 2015 and October 31, 2016** either for the **first time** (new to the institution) or **after a break in service**? (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, 2016

- 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	14	0	0	0	14
Hispanic/Latino	0	0	7	0	0	0	7
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	1	6	0	0	0	7
Black or African American	0	1	4	0	0	0	5
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	9	56	0	0	0	65
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	11	87	0	0	0	98

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	3	0	0	0	3
Hispanic/Latino	0	0	7	0	0	0	7
American Indian or Alaska Native	0	0	1	0	0	0	1
Asian	0	1	8	0	0	0	9
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	4	61	0	0	0	65
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	88	0	0	0	93

Total (men+women) 0 16 175 0 0 0 0 191

Total from prior year 176

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

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

As of November 1, 2016

- 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

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, 2016

- 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	2	0	2
Hispanic/Latino	0	0	0	0	5	0	5
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	3	0	3
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	1	0	0	44	0	45
Two or more races	0	0	0	0	2	0	2
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	0	1	0	0	57	0	58

Women

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	2	0	2
American Indian or Alaska Native	0	0	0	0	2	0	2
Asian	0	0	0	0	5	0	5
Black or African American	0	0	0	0	6	0	6
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	63	0	63
Two or more races	0	0	0	0	1	0	1
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	0	0	0	0	83	0	83

Total (men+women)	0	1	0	0	140	0	141
Total from prior year							133

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, 2016

- 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	2	0	2
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	1	0	1
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	13	0	13
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	21	0	21

Women							
Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	1	0	1
Hispanic/Latino	0	0	0	0	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	2	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	26	0	26
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	34	0	34

Total (men+women)	0	0	0	0	55	0	55
Total from prior year							71

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

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

As of November 1, 2016

- 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

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2016

- 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, 2016

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

	With <u>Faculty Status</u>						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at -will)		
Instructional staff	348	191	0	141	55	0	0	735
Total carried forward from previous screens	348	191	0	141	55	0	0	735
<u>Primarily Instruction</u>	36	0	0	139	55	0	0	230
Exclusively credit	36	0	0	139	55	0	0	230
Exclusively not-for-credit	0	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0	0
<u>Instruction/research/public service staff</u>	312	191	0	2	0	0	0	505

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2016

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	19	8	27
Hispanic/Latino	27	18	45
American Indian or Alaska Native	1	3	4
Asian	28	28	56
Black or African American	13	19	32
Native Hawaiian or Other Pacific Islander	0	0	0
White	307	259	566
Two or more races	3	2	5
Race and ethnicity unknown	0	0	0
Total	398	337	735
Total from prior year			718

Part B1 - Full-time Non-instructional Staff by Occupational Category**Number of Full-time Non-instructional Staff****by Occupational Category****As of November 1, 2016**

•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	19	0	0
Hispanic/Latino	27	0	0
American Indian or Alaska Native	1	0	0
Asian	28	0	0
Black or African American	13	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	307	0	7
Two or more races	3	0	0
Race and ethnicity unknown	0	0	0
Total men	398	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	8	0	0
Hispanic/Latino	18	0	1
American Indian or Alaska Native	3	0	1
Asian	28	0	1
Black or African American	19	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	259	0	7
Two or more races	2	0	0
Race and ethnicity unknown	0	0	0
Total women	337	0	10
Total (men+women)	735	0	17
Total from prior year	718		17

Part B1 - Full-time Non-instructional Staff by Occupational Category**Number of Full-time Non-instructional Staff****by Occupational Category****As of November 1, 2016**

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien		0	0	0
Hispanic/Latino		0	0	0
American Indian or Alaska Native		0	0	0
Asian		0	0	0
Black or African American		0	0	0
Native Hawaiian or Other Pacific Islander		0	0	0
White	4	0	0	20
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total men	4	0	0	21

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien		0	0	0
Hispanic/Latino		0	0	5
American Indian or Alaska Native		0	0	0
Asian		0	0	0
Black or African American		0	0	1
Native Hawaiian or Other Pacific Islander		0	0	0
White	2	0	0	31
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total women	2	0	0	37
Total (men+women)	6	0	0	58
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, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	1	3	2	0
Hispanic/Latino	6	7	7	4	1
American Indian or Alaska Native	0	0	0	0	0
Asian	4	1	1	0	0
Black or African American	6	3	5	7	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	56	51	64	41	2
Two or more races	0	0	0	1	0
Race and ethnicity unknown	0	0	0	0	0
Total men	72	63	80	55	3

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	3	0	0
Hispanic/Latino	6	7	4	3	2
American Indian or Alaska Native	1	0	0	0	0
Asian	0	4	2	0	0
Black or African American	4	7	4	8	4
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	64	86	26	22	8
Two or more races	1	1	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	76	105	39	33	14
Total (men+women)	148	168	119	88	17
Total from prior year	136	155	126	103	22

Part B1 - Full-time Non-instructional Staff by Occupational CategoryNumber of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

•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	1	0	2	0	0	28
Hispanic/Latino	23	0	9	3	0	88
American Indian or Alaska Native	1	0	0	0	0	2
Asian	0	0	3	0	0	37
Black or African American	27	0	5	1	0	67
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	57	0	39	37	0	685
Two or more races	0	0	0	1	0	5
Race and ethnicity unknown	0	0	0	0	0	0
Total men	109	0	58	42	0	912

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	2	0	4	0	0	17
Hispanic/Latino	39	0	35	0	0	120
American Indian or Alaska Native	0	0	1	0	0	6
Asian	0	0	3	0	0	38
Black or African American	9	0	25	0	0	81
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	15	0	268	1	0	789
Two or more races	0	0	6	0	0	10
	0	0	0	0	0	0

Race and ethnicity unknown						
Total women	65	0	342	1	0	1,061
Total (men+women)	174	0	400	43	0	1,973
Total from prior year	169	3	325	45		1,902

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

Number of <u>Full-time Non-instructional Staff</u>								
As of November 1, 2016								
Occupational category	With <u>Faculty Status</u>						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Research staff	0	0	0	0	0	0	0	0
Public Service staff	6	8	0	3	0	0	0	17
Archivists, Curators, and Museum Technicians 25-4010	0	0	0	0	0	0	0	6
Librarians 25-4020	0	0	0	0	0	0	0	0
Library Technicians 25-4030	0	0	0	0	0	0	0	0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	0	0	0	0	0	4	0	54
Management Occupations 11-0000	10	0	0	0	0	26	0	112
Business and Financial Operations Occupations 13-0000	0	0	0	0	0	12	0	156
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	0	0	5	0	114
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	0	0	0	10	0	78
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	1	0	3	0	13
Total	16	8	0	4	0	60	0	533
Total from prior year	14	7		3		52		566

Part G - Salaries Worksheet

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

Annual Salary, 2016-17

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

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting	Total number of months
	12 months	11 months	10 months	9 months	< 9 months			
Men								
Professors	0	0	0	111		111	111	999
Associate professors	0	0	0	121		121	121	1,089
Assistant professors	0	0	0	88		88	88	792
Instructors	0	0	0	0		0	0	0
Lecturers	0	0	0	78		78	78	702
No academic rank	0	0	0	0		0	0	0
Total men	0	0	0	398	0	398	398	3,582
Total men full-time instructional staff from Part A						398		
Women								
Professors	0	0	0	51		51	51	459
Associate professors	0	0	0	78		78	78	702
Assistant professors	0	0	0	90		90	90	810
Instructors	0	0	0	1		1	1	9
Lecturers	0	0	0	117		117	117	1,053
No academic rank	0	0	0	0		0	0	0
Total women	0	0	0	337	0	337	337	3,033
Total women full-time instructional staff from Part A						337		
Total (men + women)	0	0	0	735	0	735	735	6,615
Total (men +women) full-time instructional staff from Part A						735		

Part G - Salary Outlays for Instructional Staff

Salary Outlays for Full-time Instructional Staff

Annual Salary Outlays, 2016-17

•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)	Salary Outlays				Weighted average monthly salaries
			12 months	11 months	10 months	9 months	
Men							
Professors	111	999	0	0	0	11,271,132	11,282
Associate professors	121	1,089	0	0	0	9,580,471	8,797
Assistant professors	88	792	0	0	0	5,835,978	7,369
Instructors	0	0	0	0	0	0	
Lecturers	78	702	0	0	0	2,696,859	3,842
No academic rank	0	0	0	0	0	0	
Total men	398	3,582	0	0	0	29,384,440	8,203
Women							
Professors	51	459	0	0	0	4,636,242	10,101
Associate professors	78	702	0	0	0	5,967,648	8,501
Assistant professors	90	810	0	0	0	5,949,882	7,346
Instructors	1	9	0	0	0	62,694	6,966
Lecturers	117	1,053	0	0	0	4,453,899	4,230
No academic rank	0	0	0	0	0	0	
Total women	337	3,033	0	0	0	21,070,365	6,947
Total (men + women)	735	6,615	0	0	0	50,454,805	7,627

Part G - Average Salary by academic rank

**Average Salary by academic rank
 for Full-time Instructional Staff**

Annual Average Salaries, 2016-17

Gender and academic rank	Average Salaries				Equated 9-month Average Salary
	12 months	11 months	10 months	9 months	
Men					
Professors				101,542	101,542
Associate professors				79,177	79,177
Assistant professors				66,318	66,318
Instructors					
Lecturers				34,575	34,575
No academic rank					
Total men				73,830	73,830
Women					
Professors				90,907	90,907
Associate professors				76,508	76,508
Assistant professors				66,110	66,110
Instructors				62,694	62,694
Lecturers				38,068	38,068
No academic rank					
Total women				62,523	62,523
Total (men + women)				68,646	68,646

Part G - Salary Outlays for Non-instructional Staff

Salary Outlays for <u>Full-time Non-instructional Staff</u> Annual Salary Outlays, 2016-17		
Occupational category	Number of full-time staff (carried forward from previous screens)	Total annual salary outlays
Research staff	0	0
Public Service staff	17	1,047,156
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	64	3,097,128
Management Occupations 11-0000	148	15,700,949
Business and Financial Operations Occupations 13-0000	168	9,555,240
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	119	6,989,280
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	88	4,788,576
Healthcare Practitioners and Technical Occupations 29-0000	17	1,147,848
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	174	6,166,824
Sales and Related Occupations 41-0000	0	0
Office and Administrative Support Occupations 43-0000	400	15,841,326
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	43	1,923,120
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, 2016

- 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	0	1	0
Hispanic/Latino	7	0	0
American Indian or Alaska Native	0	0	0
Asian	0	0	0
Black or African American	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	84	0	0
Two or more races	1	0	0
Race and ethnicity unknown	0	0	0
Total men	93	1	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	1	0	0
Hispanic/Latino	10	0	0
American Indian or Alaska Native	0	0	0
Asian	2	0	0
Black or African American	9	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	121	0	1
Two or more races	3	0	0
Race and ethnicity unknown	0	0	0
Total women	146	0	1

Total (men+women)	239	1	1
Total from prior year	235		1

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff by Occupational Category****As of November 1, 2016**

•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	5
American Indian or Alaska Native		0	0	0	0
Asian		0	0	0	0
Black or African American		0	0	0	2
Native Hawaiian or Other Pacific Islander		0	0	0	0
White		3	0	0	8
Two or more races		0	0	0	0
Race and ethnicity unknown		0	0	0	0
Total women		3	0	0	15

Total (men+women)		3	0	0	17	20
Total from prior year		2			9	11

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff****As of November 1, 2016**

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Women

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

Total (men+women)	1	3	2	4	1
Total from prior year	2	2	1	8	1

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2016

•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	1
Hispanic/Latino	0	0	0	0	0	9
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	0
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	5	0	0	96
Two or more races	0	0	0	0	0	1
Race and ethnicity unknown	0	0	0	0	0	0
Total men	1	0	6	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	1
Hispanic/Latino	0	0	3	0	0	18
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	2
Black or African American	0	0	2	0	0	13
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	1	0	18	1	0	158
Two or more races	0	0	0	0	0	3
Race and ethnicity unknown	0	0	0	0	0	0

Total women	1	0	23	1	0	195
Total (men+women)	2	0	29	1	0	304
Total from prior year	2		28	1		292

Part D - Graduate assistants**Number of Graduate Assistants****As of November 1, 2016**

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Teaching 25-1191	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	0	5	30	35
Hispanic/Latino	2	4	7	13
American Indian or Alaska Native	0	0	0	0
Asian	0	1	1	2
Black or African American	0	1	5	6
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	16	44	67
Two or more races	0	1	1	2
Race and ethnicity unknown	0	0	0	0
Total men	9	28	88	125

Women

Race/ethnicity	Teaching 25-1191	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	2	8	34	44
Hispanic/Latino	3	3	6	12
American Indian or Alaska Native	0	0	0	0
Asian	1	1	4	6
Black or African American	1	3	8	12
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	20	49	71	140
Two or more races	0	2	1	3
Race and ethnicity unknown	0	0	0	0
Total women	27	66	124	217
Total (men+women)	36	94	212	342
Total from prior year	49	87	218	354

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

Number of Part-time Staff

As of November 1, 2016

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	0	0	0	22	217	0	0	239
? Exclusively credit	0	0	0	22	217	0	0	239
? Exclusively not-for-credit	0	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0	0
Instruction/research/public service staff	0	0	0	0	0	0	0	0
Research staff	0	0	0	0	0	0	1	1
Public Service staff	0	0	0	1	0	0	0	1
Archivists, Curators, and Museum Technicians	0	0	0	0	0	0	3	3
25-4010 Librarians	0	0	0	0	0	0	0	0
25-4020 Library Technicians	0	0	0	0	0	0	0	0
25-4030 ? Student and Academic Affairs and Other Education Services Occupations	0	0	0	0	0	0	17	17
25-2000 + 25-3000 + 25-9000 Management Occupations	0	0	0	0	0	0	1	1
11-0000 Business and Financial Operations Occupations	0	0	0	0	0	0	3	3
13-0000 Computer, Engineering, and Science Occupations	0	0	0	0	0	0	2	2
15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	0	0	0	0	0	0	4	4
21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations	0	0	0	0	0	0	1	1
29-0000	0	0	0	0	0	0	0	0
Total	0	0	0	23	217	0	32	272
Total from prior year	0	0		29	207		25	261

25-4010, 25-4020, 25-4030,
25-2000, 25-3000, 25-9000,
29-0000

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 November 1, 2015 - October 31, 2016)

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

Men

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien	0	3	0	2	0	0	0	5
Hispanic/Latino	0	3	0	4	0	0	0	7
American Indian or Alaska Native	0	0	0	0	0	0	0	0
Asian	1	1	0	0	0	0	0	2
Black or African American	0	1	0	1	1	0	0	3
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	4	16	0	27	3	0	0	50
Two or more races	0	0	0	1	0	0	0	1
Race and ethnicity unknown	0	0	0	0	0	0	0	0
Total men	5	24	0	35	4	0	0	68

Women

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien	0	1	0	2	1	0	0	4
Hispanic/Latino	0	0	0	1	0	0	0	1
American Indian or Alaska Native	0	0	0	2	0	0	0	2
Asian	0	2	0	3	1	0	0	6
Black or African American	0	2	0	2	0	0	0	4
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	0	16	0	25	3	0	0	44
Two or more races	0	0	0	1	0	0	0	1
Race and ethnicity unknown	0	0	0	0	0	0	0	0
Total women	0	21	0	36	5	0	0	62

Total (men+women) 5 45 0 71 9 0 0 130

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

(Hired full-time between November 1, 2015 - October 31, 2016)

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

Men

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	5	0	0	0
Hispanic/Latino	7	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	50	0	1	0
Two or more races	1	0	0	0
Race and ethnicity unknown	0	0	0	0
Total men	68	0	1	0

Women

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	4	0	0	0
Hispanic/Latino	1	0	0	0
American Indian or Alaska Native	2	0	0	0
Asian	6	0	0	0
Black or African American	4	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	44	0	0	0
Two or more races	1	0	0	0
Race and ethnicity unknown	0	0	0	0
Total women	62	0	0	0
Total (men+women)	130	0	1	0

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2015 - October 31, 2016)

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	0	0	0	0
Hispanic/Latino	0	0	0	0	1
American Indian or Alaska Native	0	0	0	0	0
Asian	0	1	0	0	0
Black or African American	0	0	0	1	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	1	4	4	8	1
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	1	5	4	9	2

Women

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

Total (men+women)	3	7	8	15	3
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Part H - New Hires, Full-time Staff by Occupational Category**Number of Newly Hired Full-time Staff**

(Hired full-time between November 1, 2015 - October 31, 2016)

•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	1	0	0	6
Hispanic/Latino	0	0	1	0	0	9
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	2	0	0	5
Black or African American	0	0	1	0	0	5
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	4	0	3	2	0	78
Two or more races	0	0	0	0	0	1
Race and ethnicity unknown	0	0	0	0	0	0
Total men	4	0	8	2	0	104

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	0	0	1	0	0	6
Hispanic/Latino	1	0	2	0	0	7
American Indian or Alaska Native	0	0	0	0	0	2
Asian	0	0	0	0	0	6
Black or African American	0	0	5	0	0	12
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	0	0	17	0	0	68
Two or more races	0	0	0	0	0	2
	0	0	0	0	0	0

Race and ethnicity unknown							
Total women	1	0	25	0	0	103	
Total (men+women)	5	0	33	2	0	207	

Human Resources Survey Evaluation

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

Prepared by

This survey component was prepared by:

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

Name: _____

Email: _____

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

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 2016**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,973	304	2,074
Instructional Staff	735	239	815
Primary Instruction	230	239	310
Exclusively credit	230	239	310
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	505	0	505
Research Staff	0	1	0
Public Service Staff	17	1	17
Library and Student and Academic Affairs and Other Education Services Occupations SOC	64	20	71
Librarians, Curators, and Archivists SOC 25-4000	6	3	7
Archivists, Curators, and Museum Technicians SOC 25-4010	6	3	7
Librarians SOC 25-4020	0	0	0
Library Technicians SOC 25-4030	0	0	0
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	58	17	64
Management Occupations SOC 11-0000	148	1	148
Business and Financial Operations Occupations SOC 13-0000	168	3	169
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	119	2	120
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	88	4	89
Healthcare Practitioners and Technical Occupations SOC 29-0000	17	1	17
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	174	2	175
Sales and Related Occupations SOC 41-0000	0	0	0
Office and Administrative Support Occupations SOC 43-0000	400	29	410
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	43	1	43

**Number of staff by employment status and occupational category:
Fall 2016**

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 2016-17**

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				735	735	6,615	\$50,454,805	\$7,627
Professor				162	162	1,458	\$15,907,374	\$10,910
Associate professor				199	199	1,791	\$15,548,119	\$8,681
Assistant professor				178	178	1,602	\$11,785,860	\$7,357
Instructor				1	1	9	\$62,694	\$6,966
Lecturer				195	195	1,755	\$7,150,758	\$4,075
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: B1 - FT Non-instructional, Occupation - 4				
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:	Due to re-classification these employees were placed in a category that was more relevant with job description.			
Screen: E - PT Staff, Occupation and Tenure - 1				
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:	Additional part-time positions added to payroll to reflect the on-going position of graders during the academic year.			
Screen: H - New Hires Instructional, Tenure				
Perform Edits	The total number of new hires (130) is outside the expected range of between 17 and 73 based on the number of full-time staff reported in the prior year and the number of full-time staff reported in part A. Please correct your data or explain. (Error #1393)	Explanation	Yes	
Reason:	Number increased due to IPEDS change in reporting for 2016-2017. New Hires reporting for 2016-2017 in Part H is for new hires full-time between November 1, 2015, through October 31, 2016. Last year's report was for time period of July 1, 2015, through October 31, 2015.			