

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 2018 Standard Occupational Classification (SOC) codes. Additional information and resources can be found in the [IPEDS HR/SOC Information Center](#), including general information about the SOC, the IPEDS/SOC crosswalk, a SOC Browse Tool, Frequently Asked Questions, and Web Tutorials.
- To access your prior year data submission for this component: [Reported Data](#)

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

Human Resources Screening Questions

Does your institution have any part-time staff?

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

No

Yes

Does your institution have graduate assistants?

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

No

Yes

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

No

Yes

Does your institution have a tenure system?

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

No

Yes

Did your institution hire any **full-time permanent staff** who were included on the payroll of the institution between **November 1, 2017 and October 31, 2018** either for the **first time** (new to the institution) or **after a break in service**? Do not exclude persons who were no longer on the payroll as of November 1, 2018. (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

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

No

Yes

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

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

No

Yes

Are ALL of the instructional staff military personnel?

No

Yes

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

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

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

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

As of November 1, 2018

- 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, 2018

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	1	0	1
Hispanic/Latino	0	0	0	0	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	6	0	6
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	39	0	39
Two or more races	0	0	0	0	2	0	2
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	0	0	0	0	54	0	54

Women

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	3	0	3
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	5	0	5
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	0	0	0	0	70	0	70
Two or more races	0	0	0	0	2	0	2
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	0	0	0	0	89	0	89
Total (men+women)	0	0	0	0	143	0	143
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, 2018

- 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	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	23	0	23
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	30	0	30

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	4	0	4
American Indian or Alaska Native	0	0	0	0	1	0	1
Asian	0	0	0	0	1	0	1
Black or African American	0	0	0	0	4	0	4
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	38	0	38
Two or more races	0	0	0	0	2	0	2
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	0	0	0	0	53	0	53
Total (men+women)	0	0	0	0	83	0	83
Total from prior year							76

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, 2018

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

Men

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

Women

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

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

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2018

- 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, 2018

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

	With <u>Faculty Status</u>						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at -will)		
Instructional staff	351	201	0	143	83	0	0	778
Total carried forward from previous screens	351	201	0	143	83	0	0	778
<u>Primarily Instruction</u>	28	0	0	143	83	0	0	254
Exclusively credit	28	0	0	143	83	0	0	254
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>	323	201	0	0	0	0	0	524

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2018

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	19	16	35
Hispanic/Latino	29	23	52
American Indian or Alaska Native	0	3	3
Asian	33	24	57
Black or African American	16	17	33
Native Hawaiian or Other Pacific Islander	0	0	0
White	305	282	587
Two or more races	3	8	11
Race and ethnicity unknown	0	0	0
Total	405	373	778
Total from prior year			767

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

by Occupational Category

As of November 1, 2018

•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	29	0	0
American Indian or Alaska Native	0	0	0
Asian	33	0	0
Black or African American	16	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	305	0	6
Two or more races	3	0	0
Race and ethnicity unknown	0	0	0
Total men	405	0	6

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	16	0	1
Hispanic/Latino	23	0	1
American Indian or Alaska Native	3	0	1
Asian	24	0	1
Black or African American	17	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	282	0	9
Two or more races	8	0	0
Race and ethnicity unknown	0	0	0
Total women	373	0	13

Total (men+women) 778 0 19Total from prior year **767** **21**

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians 25-4010</u>	<u>Librarians and Media Collections Specialists 25-4020</u>	<u>Library Technicians 25-4030</u>	<u>Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000</u>
Nonresident alien	0	0	0	0
Hispanic/Latino	0	0	0	0
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	4	0	0	17
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total men	4	0	0	17

Women

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians 25-4010</u>	<u>Librarians and Media Collections Specialists 25-4020</u>	<u>Library Technicians 25-4030</u>	<u>Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000</u>
Nonresident alien	0	0	0	0
Hispanic/Latino	0	0	0	5
American Indian or Alaska Native	0	0	0	1
Asian	0	0	0	0
Black or African American	0	0	0	3
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	0	0	38
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total women	2	0	0	47
Total (men+women)	6	0	0	64
Total from prior year	6			66

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2018

•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	4	0	0
Hispanic/Latino	7	12	8	2	1
American Indian or Alaska Native	0	0	0	0	0
Asian	3	2	0	0	0
Black or African American	7	4	6	7	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	59	54	64	43	3
Two or more races	0	1	1	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	76	73	83	52	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	1	2	0	0
Hispanic/Latino	8	10	3	5	3
American Indian or Alaska Native	1	0	0	0	0
Asian	1	3	3	0	0
Black or African American	5	9	5	9	5
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	65	106	21	20	10
Two or more races	0	2	0	1	0
Race and ethnicity unknown	0	0	0	0	0
Total women	80	131	34	35	18

Total (men+women)	156	204	117	87	22
Total from prior year	149	189	114	84	19

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

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

As of November 1, 2018

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

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien	0	0	2	0	0	25
Hispanic/Latino	25	0	9	3	0	96
American Indian or Alaska Native	1	0	0	0	0	1
Asian	0	0	1	0	0	39
Black or African American	25	0	11	2	0	78
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	58	0	46	39	0	698
Two or more races	0	0	2	1	0	8
Race and ethnicity unknown	0	0	0	0	0	0
Total men	109	0	71	45	0	945

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien	1	0	3	0	0	24
Hispanic/Latino	45	0	38	0	0	141
American Indian or Alaska Native	0	0	3	0	0	9
Asian	0	0	5	0	0	37
Black or African American	7	0	31	0	0	91
Native Hawaiian or Other Pacific Islander	0	0	1	0	0	1
White	15	1	278	3	0	850
Two or more races	0	0	7	0	0	18
	0	0	0	0	0	0

Race and ethnicity unknown						
Total women	68	1	366	3	0	1,171
Total (men+women)	177	1	437	48	0	2,116
Total from prior year	177	1	414	45		2,052

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, 2018									
Occupational category	With Faculty Status						Without Faculty Status	Total	
	Tenured	On Tenure Track	Not on Tenure Track						
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)			
Research staff	0	0	0	0	0	0	0	0	
Public Service staff	6	10	0	3	0	0	0	19	
Archivists, Curators, and Museum Technicians 25-4010	0	0	0	0	0	0	0	6	
Librarians and Media Collections Specialists 25-4020	0	0	0	0	0	0	0	0	
Library Technicians 25-4030	0	0	0	0	0	0	0	0	
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	0	0	0	0	0	1	0	63	
Management Occupations 11-0000	10	0	0	0	0	20	0	126	
Business and Financial Operations Occupations 13-0000	0	0	0	0	0	18	0	186	
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	0	0	4	0	113	
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	0	0	0	4	0	83	
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	1	0	0	0	21	
Total	16	10	0	4	47	0	598	675	
Total from prior year	15	12		4	42		575	648	

Part G1 - Salaries Worksheet

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

Annual Salary, 2018-19

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

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Men							
Professors	0	0	0	115		115	115
Associate professors	2	0	0	114		116	116
Assistant professors	0	0	0	90		90	90
Instructors	0	0	0	0		0	0
Lecturers	0	0	0	84		84	84
No academic rank	0	0	0	0		0	0
Total men	2	0	0	403	0	405	405
Total men full-time instructional staff from Part A						405	
Women							
Professors	0	0	0	61		61	61
Associate professors	0	0	0	71		71	71
Assistant professors	0	0	0	98		98	98
Instructors	0	0	0	1		1	1
Lecturers	0	0	0	142		142	142
No academic rank	0	0	0	0		0	0
Total women	0	0	0	373	0	373	373
Total women full-time instructional staff from Part A						373	
Total (men+women)	2	0	0	776	0	778	778
Total (men+women) full-time instructional staff from Part A						778	

Part G2 - Salary Outlays for Instructional Staff**Salary Outlays****for Full-time Instructional Staff****Annual Salary Outlays, 2018-19**

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

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

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays					Equated 9 months
		12 months	11 months	10 months	9 months		
Men							
Professors	115	0	0	0	11,911,176	11,911,176	
Associate professors	116	335,016	0	0	9,285,064	9,536,326	
Assistant professors	90	0	0	0	6,210,558	6,210,558	
Instructors	0	0	0	0	0	0	
Lecturers	84	0	0	0	3,054,348	3,054,348	
No academic rank	0	0	0	0	0	0	
Total men	405	335,016	0	0	30,461,146	30,712,408	
Women							
Professors	61	0	0	0	5,651,874	5,651,874	
Associate professors	71	0	0	0	5,570,064	5,570,064	
Assistant professors	98	0	0	0	6,538,014	6,538,014	
Instructors	1	0	0	0	64,584	64,584	
Lecturers	142	0	0	0	5,650,596	5,650,596	
No academic rank	0	0	0	0	0	0	
Total women	373	0	0	0	23,475,132	23,475,132	
Total (men + women)	778	335,016	0	0	53,936,278	54,187,540	

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank
 for Full-time Instructional Staff

Annual Average Salaries, 2018-19

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				Equated 9 months
		12 months	11 months	10 months	9 months	
Men						
Professors	115				103,575	103,575
Associate professors	116	167,508			81,448	82,210
Assistant professors	90				69,006	69,006
Instructors	0					
Lecturers	84				36,361	36,361
No academic rank	0					
Total men	405	167,508			75,586	75,833
Women						
Professors	61				92,654	92,654
Associate professors	71				78,452	78,452
Assistant professors	98				66,714	66,714
Instructors	1				64,584	64,584
Lecturers	142				39,793	39,793
No academic rank	0					
Total women	373				62,936	62,936
Total (men+women)	778	167,508			69,506	69,650

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays

for Full-time Non-instructional Staff

Annual Salary Outlays, 2018-19

Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
Research staff	0	0
Public Service staff	19	1,140,072
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	70	3,324,240
Management Occupations 11-0000	156	17,602,511
Business and Financial Operations Occupations 13-0000	204	11,796,864
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	117	7,268,160
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	87	5,116,032
Healthcare Practitioners and Technical Occupations 29-0000	22	1,484,832
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	177	6,326,496
Sales and Related Occupations 41-0000	1	33,960
Office and Administrative Support Occupations 43-0000	437	17,850,841
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	48	2,135,064
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, 2018

- 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	0	0
Hispanic/Latino	8	0	0
American Indian or Alaska Native	0	0	0
Asian	1	0	0
Black or African American	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	77	0	0
Two or more races	2	0	0
Race and ethnicity unknown	0	0	0
Total men	91	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	0	1	0
Hispanic/Latino	6	0	0
American Indian or Alaska Native	0	0	0
Asian	2	0	0
Black or African American	10	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	107	0	0
Two or more races	1	0	0
Race and ethnicity unknown	0	0	0
Total women	126	1	0

Total (men+women)	217	1	0
Total from prior year	224	1	

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff by Occupational Category****As of November 1, 2018**

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	1	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	3	0	0	3	6
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	3	0	0	4	7

Total (men+women)	3	0	0	5	8
Total from prior year	3			11	14

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

As of November 1, 2018

•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	2	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	1	1	1	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	0	1	3	1	0

Women

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

Total (men+women)	0	2	4	1	0
Total from prior year	1	3	3	2	1

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2018

- 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	0
Hispanic/Latino	0	0	0	0	0	10
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	1
Black or African American	0	0	0	0	0	3
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	1	0	7	0	0	89
Two or more races	0	0	0	0	0	2
Race and ethnicity unknown	0	0	0	0	0	0
Total men	1	0	7	0	0	105

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	4	0	0	10
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	2
Black or African American	1	0	2	0	0	14
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	0	0	17	0	0	132
Two or more races	0	0	0	0	0	1
Race and ethnicity unknown	0	0	0	0	0	0

Total women	1	0	23	0	0	160
Total (men+women)	2	0	30	0	0	265
Total from prior year	2		32			283

Part D - Graduate assistants**Number of Graduate Assistants****As of November 1, 2018**

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Teaching 25-9044	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	3	3		18 24
Hispanic/Latino	0	8		12 20
American Indian or Alaska Native	0	0		0 0
Asian	0	1		2 3
Black or African American	0	3		4 7
Native Hawaiian or Other Pacific Islander	0	0		1 1
White	13	13		37 63
Two or more races	0	0		1 1
Race and ethnicity unknown	0	0		0 0
Total men	16	28		75 119

Women

Race/ethnicity	Teaching 25-9044	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	8	6		20 34
Hispanic/Latino	4	13		20 37
American Indian or Alaska Native	0	0		0 0
Asian	1	1		7 9
Black or African American	3	3		5 11
Native Hawaiian or Other Pacific Islander	0	0		0 0
White	23	53		85 161
Two or more races	0	1		2 3
Race and ethnicity unknown	0	0		0 0
Total women	39	77		139 255
Total (men+women)	55	105		214 374
Total from prior year	48	94		204 346

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

Number of Part-time Staff

As of November 1, 2018

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track			Indefinite duration (continuing or at-will)		
			Multi-year contract	Annual contract	Less-than-annual contract			
Primarily Instruction	0	0	0	22	195	0	0	217
? Exclusively credit	0	0	0	22	195	0	0	217
? Exclusively not-for-credit	0	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0	0
Instruction/research/public service staff	0	0	0	0	0	0	0	0
Research staff	0	0	0	0	0	0	1	1
Public Service staff	0	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians	0	0	0	0	0	0	3	3
25-4010 Librarians and Media Collections Specialists	0	0	0	0	0	0	0	0
25-4020 Library Technicians	0	0	0	0	0	0	0	0
25-4030 ? Student and Academic Affairs and Other Education Services Occupations	0	0	0	0	0	0	5	5
25-2000 + 25-3000 + 25-9000 Management Occupations	0	0	0	0	0	0	0	0
11-0000 Business and Financial Operations Occupations	0	0	0	0	0	0	2	2
13-0000 Computer, Engineering, and Science Occupations	0	0	0	0	0	0	4	4
15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	0	0	0	0	0	0	1	1
21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations	0	0	0	0	0	0	0	0
29-0000 Total	0	0	0	22	195	0	16	233
Total from prior year	0	0		29	195		25	249

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

Total

639

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

(Hired full-time between November 1, 2017 - October 31, 2018)

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

Men

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien	0	4	0	1	0	0	0	5
Hispanic/Latino	0	0	0	3	1	0	0	4
American Indian or Alaska Native	0	0	0	0	0	0	0	0
Asian	0	2	0	1	0	0	0	3
Black or African American	0	1	0	3	0	0	0	4
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	2	13	0	19	3	0	0	37
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	2	20	0	28	4	0	0	54

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	0	0	5	0	0	0	5
Hispanic/Latino	0	1	0	2	0	0	0	3
American Indian or Alaska Native	0	0	0	0	0	0	0	0
Asian	0	0	0	2	0	0	0	2
Black or African American	0	0	0	0	1	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	0	10	0	25	5	0	0	40
Two or more races	1	1	0	2	0	0	0	4
Race and ethnicity unknown	0	0	0	0	0	0	0	0
Total women	1	12	0	36	6	0	0	55

Total (men+women) 3 32 0 64 10 0 0 109

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

(Hired full-time between November 1, 2017 - October 31, 2018)

•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	4	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	0	0	0
Black or African American	4	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	37	0	0	3
Two or more races	1	0	0	0
Race and ethnicity unknown	0	0	0	0
Total men	54	0	0	3

Women

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	5	0	0	0
Hispanic/Latino	3	0	0	3
American Indian or Alaska Native	0	0	0	0
Asian	2	0	0	0
Black or African American	1	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	40	0	2	12
Two or more races	4	0	0	0
Race and ethnicity unknown	0	0	0	0
Total women	55	0	2	17
Total (men+women)	109	0	2	20

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2017 - October 31, 2018)

•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	0	0
Hispanic/Latino	0	2	2	1	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	2	4	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	5	9	12	8	2
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	5	11	17	13	2

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	1	1	0	0
Hispanic/Latino	2	2	1	3	1
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	1	0	0
Black or African American	1	1	1	5	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	6	16	0	8	2
Two or more races	0	0	0	1	0
Race and ethnicity unknown	0	0	0	0	0
Total women	9	20	4	17	4

Total (men+women)	14	31	21	30	6
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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, 2017 - October 31, 2018)

- 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	2	0	0	8
Hispanic/Latino	3	0	2	0	0	14
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	3
Black or African American	3	0	5	0	1	19
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	13	0	14	0	8	111
Two or more races	0	0	1	0	0	2
Race and ethnicity unknown	0	0	0	0	0	0
Total men	19	0	24	9	0	157

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien	1	0	2	0	0	10
Hispanic/Latino	6	0	11	0	0	32
American Indian or Alaska Native	0	0	2	0	0	2
Asian	0	0	1	0	0	4
Black or African American	2	0	14	0	0	28
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	4	0	55	0	2	147
Two or more races	0	0	1	0	0	6
	0	0	0	0	0	0

Race and ethnicity unknown						
Total women	13	0	86	2	0	229
Total (men+women)	32	0	110	11	0	386

Human Resources Survey Evaluation

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

Prepared by

The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data. The Keyholder will be copied on all email correspondence to other preparers.

The time it took to prepare this component is being collected so that we can continue to improve our estimate of the reporting burden associated with IPEDS. Please include in your estimate the time it took for you to review instructions, query and search data sources, complete and review the component, and submit the data through the Data Collection System.

Thank you for your assistance.

This survey component was prepared by:

- | | | |
|--|--|----------------------------------|
| <input checked="" 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: Xiaohong Li

Email: xiaohong.li@shsu.edu

How many staff from your institution only were involved in the data collection and reporting process of this survey component?

4.00 Number of Staff (including yourself)

How many hours did you and others from your institution only spend on each of the steps below when responding to this survey component?

Exclude the hours spent collecting data for state and other reporting purposes.

Staff member	Collecting Data Needed	Revising Data to Match IPEDS Requirements	Entering Data	Revising and Locking Data
Your office	hours	hours	hours	hours
Other offices	hours	hours	hours	hours

Summary**Human Resources Component Summary**

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the [Data Center](#) and sent to your institution's CEO in November 2018.

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 2018**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	2,116	265	2,204
Instructional Staff	778	217	850
Primary Instruction	254	217	326
Exclusively credit	254	217	326
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	524	0	524
Research Staff	0	1	0
Public Service Staff	19	0	19
Library and Student and Academic Affairs and Other Education Services Occupations SOC	70	8	73
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	64	5	66
Management Occupations SOC 11-0000	156	0	156
Business and Financial Operations Occupations SOC 13-0000	204	2	205
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	117	4	118
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	87	1	87
Healthcare Practitioners and Technical Occupations SOC 29-0000	22	0	22
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	177	2	178
Sales and Related Occupations SOC 41-0000	1	0	1
Office and Administrative Support Occupations SOC 43-0000	437	30	447
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	48	0	48

**Number of staff by employment status and occupational category:
Fall 2018**

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 2018-19**

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	2			776	778	7,008	\$54,271,294	\$7,744
Professor				176	176	1,584	\$17,563,050	\$11,088
Associate professor	2			185	187	1,689	\$15,190,144	\$8,994
Assistant professor				188	188	1,692	\$12,748,572	\$7,535
Instructor				1	1	9	\$64,584	\$7,176
Lecturer				226	226	2,034	\$8,704,944	\$4,280
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: D - PT Staff, Occupation - 3				
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:	Part-time employee separated.			
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:	Part-time employee separated.			
Screen: H - New Hires Instructional, Tenure				
Perform Edits	The total number of new hires for instructional staff (109) is outside the expected range of between 11 and 77 based on the number of full-time instructional staff reported in the prior year and the number of full-time instructional staff reported in part A. Please correct your data or explain. (Error #1393)	Explanation	Yes	
Reason:	Number increased due to more temporary faculty new hires this academic year.			