

Institution: Sam Houston State University (227881)
User ID: P2278811

Overview

Human Resources Overview

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

Recent changes

There are no changes in reporting for 2013-14. However, clarifications have been made to screens and instructions, to address respondent questions. Also, check out the new FAQs.

Several Occupational Categories have been renamed, to better describe who should be reported in them:

- **New:** Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations (21-0000 + 23-0000 + 27-0000)
- **Old:** Community Service, Legal, Arts, and Media Occupations

- **New:** Student and Academic Affairs and Other Education Services Occupations (25-2000 + 25-3000 + 25-9000)
- **Old:** Other Teaching and Instructional Support Occupations

One contract type category has been expanded:

- **New:** Multi-year or continuing or at-will contract
- **Old:** Multi-year contract

See the instructions for the **NEW Key Reporting Concepts** section -- basic reporting concepts that will assist you in completing the Human Resources component.

Resources:

- To download the survey materials for this component: [Survey Materials](#)
- The IPEDS HR/SOC Information Center can be found at the following website: <http://nces.ed.gov/ipeds/resource/soc.asp>. (The resource center includes the IPEDS/SOC crosswalk, SOC information, the IPEDS HR/SOC Browse Tool, and web tutorials.

Data reporting reminders:

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

To access your prior year data submission for this component: [Reported Data](#)

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

Human Resources Screening Questions

Does your institution have any part-time staff?

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

Yes No

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

Yes No

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

*If you answer **Yes** to any of the questions below, 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.*

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

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

Institution: Sam Houston State University (227881)

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Human Resources Screening Questions

Does your institution have a tenure system?

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

Yes No

Does your institution have graduate assistants?

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

Yes No

Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2013 either for the *first time* (new to the institution) or *after a break in service* AND who were still on the payroll of the institution as of November 1, 2013? (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 and your institution has 15 or more full-time staff, you will be provided the screens to report **full-time permanent new hires** in **Part H**.*

Yes No

Part A1 - Full-time Instructional Staff

Number of Full-time Instructional Staff

With Faculty Status

Tenured

As of November 1, 2013

- 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

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Men							
Nonresident alien	9	11	0	0	0	0	20
Hispanic/Latino	2	2	1	0	0	0	5
American Indian or Alaska Native	1	0	0	0	0	0	1
Asian	1	1	1	0	0	0	3
Black or African American	1	3	0	0	0	0	4
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	92	73	1	0	0	0	166
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	106	90	3	0	0	0	199
Women							
Nonresident alien	4	4	0	0	0	0	8
Hispanic/Latino	1	3	0	0	0	0	4
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	4	0	0	0	0	4

Black or African American	0	2	0	0	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	38	53	2	1	0	0	94
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	43	66	2	1	0	0	112
Total (men+women)	149	156	5	1	0	0	311
Total from prior year							309

Part A1 - Full-time Instructional Staff

Number of Full-time Instructional Staff

With Faculty Status

On Tenure Track

As of November 1, 2013

- 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

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Men							
Nonresident alien	0	1	12	0	0	0	13
Hispanic/Latino	0	0	6	0	0	0	6
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	1	0	0	0	1
Black or African American	0	0	2	0	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	5	64	0	0	0	69
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	1	0	0	0	1
Total men	0	6	86	0	0	0	92
Women							
Nonresident alien	0	0	13	0	0	0	13
Hispanic/Latino	0	0	7	0	0	0	7
American Indian or Alaska Native	0	0	2	0	0	0	2
Asian	0	1	3	0	0	0	4

Part A1 - Full-time Instructional Staff

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

As of November 1, 2013

- 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

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Men							
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							
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

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

As of November 1, 2013

- 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

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Men							
Nonresident alien	0	0	0	0	4	0	4
Hispanic/Latino	0	1	0	0	4	0	5
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	1	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	1	39	0	40
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	0	1	0	1	50	0	52
Women							
Nonresident alien	0	0	0	0	2	0	2
Hispanic/Latino	0	0	0	0	2	0	2
American Indian or Alaska Native	0	0	0	0	1	0	1
Asian	0	0	0	0	3	0	3

Black or African American	0	0	0	0	1	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	42	0	42
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	51	0 51
Total (men+women)	0	1	0	0	1	101	0 103
Total from prior year							

Part A1 - Full-time Instructional Staff

**Number of Full-time Instructional Staff
With Faculty Status
Not on Tenure Track - Less Than Annual Contract**

As of November 1, 2013

- 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

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Men							
Nonresident alien	0	0	0	0	4	0	4
Hispanic/Latino	0	0	0	0	1	0	1
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	0	0	0	2	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	1	0	0	0	14	0	15
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	1	0	0	0	21	0	22
Women							
Nonresident alien	0	0	0	0	4	0	4
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	2	0	2

Part A1 - Full-time Instructional Staff

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2013

- 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

Gender and race/ethnicity	Without Faculty Status
Men	
<u>Nonresident alien</u>	0
<u>Hispanic/Latino</u>	0
<u>American Indian or Alaska Native</u>	0
<u>Asian</u>	0
<u>Black or African American</u>	0
<u>Native Hawaiian or Other Pacific Islander</u>	0
<u>White</u>	0
<u>Two or more races</u>	0
<u>Race and ethnicity unknown</u>	0
Total men	0
Women	
<u>Nonresident alien</u>	0
<u>Hispanic/Latino</u>	0
<u>American Indian or Alaska Native</u>	0
<u>Asian</u>	0
<u>Black or African American</u>	0
<u>Native Hawaiian or Other Pacific Islander</u>	0
<u>White</u>	0
<u>Two or more races</u>	0
<u>Race and ethnicity unknown</u>	0

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

Part A2 - Full-time Instructional Staff

Number of Full-time Instructional Staff

As of November 1, 2013

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

	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Total carried forward from previous screens	311	183	0	103	64	0	661
Primarily Instruction	47	5	0	96	64	0	212
? Exclusively credit	47	5	0	96	64	0	212
? Exclusively not-for-credit	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0
Instruction/research/public service staff	264	178	0	7	0	0	449

Part A3 - Full-time Instructional Staff - Totals**Total number of Full-time Instructional Staff****As of November 1, 2013**

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	41	27	68
Hispanic/Latino	17	13	30
American Indian or Alaska Native	2	3	5
Asian	5	13	18
Black or African American	9	8	17
Native Hawaiian or Other Pacific Islander	0	0	0
White	290	232	522
Two or more races	0	0	0
Race and ethnicity unknown	1	0	1
Total	365	296	661

Part B1 - Full-time Non-instructional staff

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

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Men			
Nonresident alien	41	0	0
Hispanic/Latino	17	0	0
American Indian or Alaska Native	2	0	0
Asian	5	0	0
Black or African American	9	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	290	0	5
Two or more races	0	0	0
Race and ethnicity unknown	1	0	0
Total men	365	0	5
Women			
Nonresident alien	27	0	1
Hispanic/Latino	13	0	1
American Indian or Alaska Native	3	0	1
Asian	13	0	0
Black or African American	8	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	232	0	11
Two or more races	0	0	0

Race and ethnicity unknown	0	0	0
Total women	296	0	14
Total (men+women)	661	0	19
Total from prior year			20

Part B1 - Full-time Non-instructional staff

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

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25- 9000
Men				
Nonresident alien	0	0	0	0
Hispanic/Latino	0	0	0	3
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	1
Black or African American	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	0	0	27
Two or more races	0	0	0	1
Race and ethnicity unknown	0	0	0	2
Total men	2	0	0	35
Women				
Nonresident alien	0	0	0	2
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	3
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	0	0	37
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total women	5	0	0	47
Total (men+women)	7	0	0	82
Total from prior year	7			80

Part B1 - Full-time Non-instructional staff

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

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and 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
Men					
Nonresident alien	3	2	4	0	0
Hispanic/Latino	2	4	3	4	1
American Indian or Alaska Native	0	0	0	1	0
Asian	1	0	1	0	0
Black or African American	7	4	3	5	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	49	43	78	45	6
Two or more races	0	0	1	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	62	53	90	55	7
Women					
Nonresident alien	0	3	3	1	2
Hispanic/Latino	1	3	3	2	2
American Indian or Alaska Native	1	0	0	0	0
Asian					

	1	3	1	0	0
Black or African American	6	5	4	9	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	67	98	25	28	7
Two or more races	0	3	0	0	0
Race and ethnicity unknown	2	1	0	0	0
Total women	78	116	36	40	13
Total (men+women)	140	169	126	95	20
Total from prior year	122	137	120	95	18

Part B1 - Full-time Non-instructional staff

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

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and 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)
Men						
Nonresident alien	5	0	0	0	0	55
Hispanic/Latino	16	1	2	1	0	54
American Indian or Alaska Native	2	0	0	0	0	5
Asian	0	0	0	0	0	8
Black or African American	26	1	1	1	0	58
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	50	3	16	39	0	653
Two or more races	0	0	0	0	0	2
Race and ethnicity unknown	0	0	2	0	0	5
Total men	99	5	21	41	0	840
Women						
Nonresident alien	13	0	2	0	0	54
Hispanic/Latino	22	0	19	0	0	71
American Indian or Alaska Native	0	0	2	0	0	7
Asian	0	0	2	0	0	20

Black or African American	12	0	18	0	0	67
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	16	3	207	1	0	737
Two or more races	0	0	1	0	0	4
Race and ethnicity unknown	0	0	1	0	0	4
Total women	63	3	252	1	0	964
Total (men+women)	162	8	273	42	0	1,804
Total from prior year	168	9	273	43		1,724

Part B2 - Full-time non-instructional staff

Number of Full-time Non-instructional Staff

As of November 1, 2013

Occupational category	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Research staff	0	0	0	0	0	0	0
Public Service staff	9	9	0	1	0	0	19
Archivists, Curators, and Museum Technicians 25-4010	0	0	0	0	0	7	7
Librarians 25-4020	0	0	0	0	0	0	0
Library Technicians 25-4030	0	0	0	0	0	0	0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	0	0	0	0	7	75	82
Management Occupations 11-0000	8	0	0	0	14	118	140
Business and Financial Operations Occupations 13-0000	0	0	0	0	6	163	169
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	0	4	122	126
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	0	0	11	84	95
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	0	2	18	20
Total	17	9	0	1	44	587	658

Total from prior year

10

11

2

35

541 599

Office and Administrative Support Occupations 43-0000		
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000		42
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000		0
Total		1,804

Part G - Salary Worksheet

**Number of Full-time Non-medical Instructional Staff
For Calculation of Total Number of Months**

Annual Salary, 2013-14

- Report number of instructional staff by the number of months to be worked.
- Months reported should correspond with the number of months worked (which may differ from the number of months they are paid).
- Include **ONLY** full-time, non-medical instructional staff.
- Include instructional staff *with* faculty status and *without* faculty status
- Include instructional staff regardless of tenure status.
- Balance column should include instructional staff whose annual salary covers less than 9 months.

Gender and academic rank	Months worked				Total Staff for Salary reporting	Total Number of Months	Total full-time, non-medical, instructional staff from Part A	Balance (All other full-time instructional staff)
	12 months	11 months	10 months	9 months				
Men								
Professors	0	0	0	108	108	972		
Associate professors	0	0	0	97	97	873		
Assistant professors	0	0	0	89	89	801		
Instructors	0	0	0	1	1	9		
Lecturers	0	0	0	47	47	423		
No academic rank	0	0	0	0	0	0		
Total men	0	0	0	342	342	3,078	365	23
Women								
Professors	0	0	0	43	43	387		
Associate professors	0	0	0	71	71	639		
Assistant professors	0	0	0	88	88	792		
Instructors	0	0	0	1	1	9		
Lecturers	0	0	0	70	70	630		
No academic rank	0	0	0	0	0	0		
	0	0	0	273	273	2,457	296	23

Total women									
Total (men + women)	0	0	0	615	615	5,535	661	46	

Part G - Salary outlays for instructional staff

**Salary Outlays
for Full-time Non-medical Instructional Staff
Annual Salary Outlays, 2013-14**

•Report ANNUAL salary outlays for the full-time, non-medical, 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
Men				
Professors	108	972	10,318,907	10,616
Associate professors	97	873	7,165,308	8,208
Assistant professors	89	801	5,648,868	7,052
Instructors	1	9	44,820	4,980
Lecturers	47	423	1,341,441	3,171
No academic rank	0	0	0	
Total men	342	3,078	24,519,344	7,966
Women				
Professors	43	387	3,608,784	9,325
Associate professors	71	639	4,911,228	7,686
Assistant professors	88	792	5,238,132	6,614
Instructors	1	9	57,960	6,440
Lecturers	70	630	2,158,740	3,427
No academic rank	0	0	0	
Total women	273	2,457	15,974,844	6,502
Total (men + women)	615	5,535	40,494,188	7,316

Part G - Salary outlays for non-instructional staff

Salary Outlays

For Full-time Non-medical Non-instructional Staff

Annual Salary Outlays, 2013-14

Occupational category	Number of full-time staff (carried forward from previous screens)	Total salary outlays
<u>Research staff</u>	0	0
<u>Public Service staff</u>	19	1,070,700
<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000	89	3,904,025
<u>Management Occupations</u> 11-0000	140	13,537,594
<u>Business and Financial Operations Occupations</u> 13-0000	169	8,498,035
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	126	6,698,652
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	95	4,726,646
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000	20	1,076,376
<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	162	5,363,818
<u>Sales and Related Occupations</u> 41-0000	8	253,728
<u>Office and Administrative Support Occupations</u> 43-0000	273	9,483,435
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	42	1,768,080
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	0	0

Part D - Part-time staff

Number of Part-time Staff

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Primarily Instruction and Instruction/Research/Public Service Staff	Research staff	Public Service staff
Men			
Nonresident alien	2	0	0
Hispanic/Latino	4	0	0
American Indian or Alaska Native	0	0	0
Asian	2	0	0
Black or African American	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	92	0	0
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
Total men	105	0	0
Women			
Nonresident alien	6	0	0
Hispanic/Latino	10	0	0
American Indian or Alaska Native	1	0	0
Asian	4	0	0
Black or African American	16	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	133	0	0
Two or more races	0	0	0

Race and ethnicity unknown	0	0	0
Total women	170	0	0
Total (men+women)	275	0	0
Total from prior year	246		1

Part D - Part-time staff

Number of Part-time Staff

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25- 9000	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u>
Men					
<u>Nonresident alien</u>	0	0	0	1	1
<u>Hispanic/Latino</u>	0	0	0	0	0
<u>American Indian or Alaska Native</u>	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0
<u>Black or African American</u>	0	0	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0
<u>White</u>	1	0	0	1	2
<u>Two or more races</u>	0	0	0	0	0
<u>Race and ethnicity unknown</u>	0	0	0	0	0
Total men	1	0	0	2	3
Women					
<u>Nonresident alien</u>	0	0	0	0	0
<u>Hispanic/Latino</u>	0	0	0	0	0
<u>American Indian or Alaska Native</u>	0	0	0	0	0
<u>Asian</u>					0

	0	0	0	0	
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	2	0	0	6	8
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	2	0	0	6	8
Total (men+women)	3	0	0	8	11
Total from prior year	3			10	13

Part D - Part-time staff

Number of Part-time Staff

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and 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
Men					
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	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	0	0	0	2
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	0	0	0	1	2
Women					
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	3	0	5	1
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	0	3	0	5	1
Total (men+women)	0	3	0	6	3
Total from prior year		1		5	1

Part D - Part-time staff

Number of Part-time Staff

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All part-time staff)
Men						
Nonresident alien	0	0	0	0	0	3
Hispanic/Latino	0	0	0	0	0	4
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	2
Black or African American	0	0	0	0	0	6
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	0	0	8	0	0	104
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0
Total men	0	0	8	0	0	119
Women						
Nonresident alien	0	0	0	0	0	6
Hispanic/Latino	0	0	0	0	0	10
American Indian or Alaska Native	0	0	0	0	0	1
Asian	0	0	0	0	0	4
	0	0	1	0	0	17

Black or African American							
Native Hawaiian or Other Pacific Islander	0	0	0	0	0		0
White	0	0	15	0	0		165
Two or more races	0	0	0	0	0		0
Race and ethnicity unknown	0	0	0	0	0		0
Total women	0	0	16	0	0	0	203
Total (men+women)	0	0	24	0	0	0	322
Total from prior year	1		21				289

Black or African American	2	5	3	0	1	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0	0
White	43	75	12	9	26	3	1	2	171
Two or more races	1	0	2	0	0	0	0	0	3
Race and ethnicity unknown	0	0	0	0	0	0	0	0	0
Total women		54	100	22	10	41	5	1	3 236
Total (men+women)		74	135	47	16	80	15	3	3 373
Total from prior year		93	97		20	95	15		3 323

Part E - Part-time staff

Number of Part-time Staff

As of November 1, 2013

Occupational category	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Primarily Instruction	0	0	0	25	250	0	275
Exclusively credit	0	0	0	25	250	0	275
Exclusively not-for-credit	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0
Instruction/research/public service staff	0	0	0	0	0	0	0
Research staff	0	0	0	0	0	0	0
Public Service staff	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians 25-4010	0	0	0	0	0	3	3
Librarians 25-4020	0	0	0	0	0	0	0
Library Technicians 25-4030	0	0	0	0	0	0	0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	0	0	0	0	0	8	8
Management Occupations 11-0000	0	0	0	0	0	0	0
Business and Financial Operations Occupations 13-0000	0	0	0	0	0	3	3
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	0	0	0	0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	0	0	0	6	6
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	0	0	3	3

Total	0	0	0	25	250	23	298
Total from prior year	0	0		0	247	20	267

Part F - Part-time summary non-medical

Summary of Part-time Staff

As of November 1, 2013

Occupational category	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at -will contract	Annual contract	Less-than-annual contract		
Primarily Instruction	0	0	0	25	250	0	275
Exclusively credit	0	0	0	25	250	0	275
Exclusively not-for-credit	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0
Instruction/research/public service staff	0	0	0	0	0	0	0
Research staff	0	0	0	0	0	0	0
Public Service staff	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians 25-4010	0	0	0	0	0	3	3
Librarians 25-4020	0	0	0	0	0	0	0
Library Technicians 25-4030	0	0	0	0	0	0	0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	0	0	0	0	0	8	8
Management Occupations 11-0000	0	0	0	0	0	0	0
Business and Financial Operations Occupations 13-0000	0	0	0	0	0	3	3
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	0	0	0	0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	0	0	0	6	6
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	0	0	3	3
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000							0
Sales and Related Occupations 41-0000							0
Office and Administrative Support Occupations							24

43-0000		0
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000		0
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000		373
Graduate Assistants		74
Teaching 25-1191		135
Research		47
Management Occupations 11-0000		16
Business and Financial Operations Occupations 13-0000		80
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000		15
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000		3
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000		3
Healthcare Practitioners and Technical Occupations 29-0000		695
Total		

Part H - New Hires - Full-time instructional staff

Number of Newly Hired Full-time Permanent Instructional Staff

(Hired full time between July 1 and October 31, 2013 and still on payroll of the institution as of November 1, 2013)

- 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

Gender and race/ethnicity	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Men							
Nonresident alien	0	4	0	1	2	0	7
Hispanic/Latino	0	1	0	1	0	0	2
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	1	0	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	10	0	15	3	0	28
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	16	0	17	5	0	38
Women							
Nonresident alien	0	3	0	2	1	0	6
Hispanic/Latino	0	2	0	1	0	0	3
American Indian or Alaska Native	0	0	0	1	0	0	1

Asian	0	1	0	1	0	0	2
Black or African American	0	1	0	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	8	0	9	3	0	20
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	15	0	14	4	0	33
Total (men+women)	0	31	0	31	9	0	71

Part H - New Hires - Full-time staff

Number of Newly Hired Full-time Staff

(Hired full time between July 1 and October 31, 2013 and still on payroll of the institution as of November 1, 2013)

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

Gender and race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
Men				
Nonresident alien	7	0	0	0
Hispanic/Latino	2	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	28	0	0	5
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total men	38	0	0	5
Women				
Nonresident alien	6	0	0	0
Hispanic/Latino	3	0	0	0
American Indian or Alaska Native	1	0	0	0
Asian	2	0	0	0

Black or African American	1			
		0	0	0
Native Hawaiian or Other Pacific Islander	0			
		0	0	0
White	20			
		0	0	2
Two or more races	0			
		0	0	0
Race and ethnicity unknown	0			
		0	0	0
Total women	33	0	0	2
Total (men+women)	71	0	0	7

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

Number of Newly Hired Full-time Non-instructional Staff

(Hired full time between July 1 and October 31, 2013 and still on payroll of the institution as of November 1, 2013)

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

Gender and 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
Men					
Nonresident alien	0	1	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	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	3	1	7	4	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	3	2	8	4	0
Women					
Nonresident alien	0	0	1	0	0
Hispanic/Latino	0	0	1	0	1
	0	0	0	0	0

American Indian or Alaska Native						
Asian	0	1	0	0	0	
Black or African American	0	0	0	3	0	
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	
White	3	9	1	2	1	
Two or more races	0	0	0	0	0	
Race and ethnicity unknown	0	0	0	0	0	
Total women		3	10	3	5	2
Total (men+women)		6	12	11	9	2

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

Number of Newly Hired Full-time Non-instructional Staff and Total New Hires

(Hired full time between July 1 and October 31, 2013 and still on payroll of the institution as of November 1, 2013)

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

Gender and 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)
Men						
Nonresident alien	0	0	0	0	0	8
Hispanic/Latino	1	0	1	0	0	4
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	0
Black or African American	0	0	0	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	4	0	1	3	0	56
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0
Total men	5	0	2	3	0	70
Women						
Nonresident alien	1	0	0	0	0	8
Hispanic/Latino	0	0	0	0	0	5
American Indian or Alaska Native	0	0	0	0	0	1

Asian	0	0	0	0	0	3	
Black or African American	1	0	2	0	0	7	
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	
White	0	1	18	0	0	57	
Two or more races	0	0	1	0	0	1	
Race and ethnicity unknown	0	0	0	0	0	0	
Total women		2	1	21	0	0	82
Total (men+women)		7	1	23	3	0	152

Institution: Sam Houston State University (227881)

User ID: P2278811

Human Resources Survey Evaluation

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

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 2014.

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 2013**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,804	322	1,911
Instructional Staff	661	275	753
Primary Instruction	212	275	304
Exclusively credit	212	275	304
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	449	0	449
Research Staff	0	0	0
Public Service Staff	19	0	19
Library and Student and Academic Affairs and Other Education Services Occupations SOC	89	11	93
Librarians, Curators, and Archivists SOC 25-4000	7	3	8
Archivists, Curators, and Museum Technicians SOC 25-4010	7	3	8
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	82	8	85
Management Occupations SOC 11-0000	140	0	140

**Number of staff by employment status and occupational category:
Fall 2013**

Business and Financial Operations Occupations SOC 13-0000	169	3	170
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	126	0	126
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	95	6	97
Healthcare Practitioners and Technical Occupations SOC 29-0000	20	3	21
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	162	0	162
Sales and Related Occupations SOC 41-0000	8	0	8
Office and Administrative Support Occupations SOC 43-0000	273	24	281
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	42	0	42
Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	0	0	0

NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.

**Salaries of full-time instructional staff by contract length and academic rank:
Academic year 2013-14**

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				615	615	5,535	\$40,494,188	\$7,316
Professor				151	151	1,359	\$13,927,691	\$10,248
Associate professor				168	168	1,512	\$12,076,536	\$7,987
Assistant professor				177	177	1,593	\$10,887,000	\$6,834
Instructor				2	2	18	\$102,780	\$5,710
Lecturer				117	117	1,053	\$3,500,181	\$3,324
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: FT instructional, Less than annual contract R/E/G				
Upload File	This number is outside the expected range of between 101 and 209 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	The decrease in this category is due to a large amount of manual processing that occurred last year because of issues with a report in our Banner database.			
Screen: PT staff by Occupation and R/E/G - 1				
Screen Entry	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:	This person was recategorized, left the institution, or was moved to a full-time position.			
Screen: PT staff by Occupation and R/E/G - 4				
Screen Entry	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:	This person was reclassified, left the institution, or moved to a full-time position.			
Screen: Graduate assistants by R/E/G				
Screen Entry	This number is outside the expected range of between 64 and 130 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Our graduate programs have increased enrollment in the past year resulting more need for research graduate assistantships.			