

Institution: Sam Houston State University (227881)

User ID: P2278811

Overview

Human Resources Overview

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

Data Reporting Reminders

You must enter data on each displayed screen. If a screen is not applicable, you must enter at least one zero in a field on the screen.

Resources:

To download the survey materials for this component: [Survey Materials](#)

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**.

Institution: Sam Houston State University (227881)

User ID: P2278811

Human Resources Screening Questions

Does your institution have any part-time staff?

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

Yes No

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, **Part G** is **NOT** applicable to your institution and you will **NOT** be required to report data for **Part G**.

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)?

No 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

Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2011 either for the *first time* or *after a break in service* AND who were still on the payroll of the institution As of November 1, 2011? (Exclude persons who have returned from sabbatical leave OR full-time staff who are working less-than-9-month contracts/teaching periods and whose primary responsibility is instruction, research, and/or public service.)

If you answer Yes to this question and your institution has 15 or more full-time staff, you will be provided the screens to report full-time permanent new hires in the Fall Staff section (long version).

Yes

No

Part A - Employees by Assigned Position - Full-time staff
Number of full-time staff by faculty status and primary function/occupational activity

| Primary function/ occupational activity (mutually exclusive categories) | As of November 1, 2011 | | | | Total |
|--|------------------------|-----------------------------------|---|------------------------------|-------|
| | Tenured | Faculty status On tenure track | Not on tenure track/ no tenure system | Without faculty status | |
| Primarily instruction | | | | | 0 |
| Instruction/research/public service | 284 | 179 | 138 | 0 | 601 |
| Primarily instruction + Instruction/research/public service | 284 | 179 | 138 | 0 | 601 |
| Primarily research | | | | | 0 |
| Primarily public service | | | | | 0 |
| Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service | 284 | 179 | 138 | 0 | 601 |
| Executive/administrative/managerial | | | | 108 | 108 |
| Other professionals (support/service) | 7 | 7 | 1 | 362 | 377 |
| Technical and paraprofessionals | | | | 168 | 168 |
| Clerical and secretarial | | | | 190 | 190 |
| Skilled crafts | | | | 56 | 56 |
| Service/Maintenance | | | | 135 | 135 |
| Total full time | 291 | 186 | 139 | 1,019 | 1,635 |
| Total from prior year | 275 | 212 | 145 | 972 | 1,604 |

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

Number of part-time staff by faculty status and primary function/occupational activity

| Primary function/ occupational activity (mutually exclusive categories) | As of November 1, 2011 | | | | Total | Graduate assistants |
|---|------------------------|-----------------------------------|---|------------------------------|-------|---------------------|
| | Tenured | Faculty status On tenure track | Not on tenure track/ no tenure system | Without faculty status | | |
| Primarily instruction | | | | | 0 | |
| Instruction/research/public service | | | 170 | | 170 | 161 |
| Primarily instruction + Instruction/research/public service | 0 | 0 | 170 | 0 | 170 | 161 |
| Primarily research | | | | | 0 | |
| Primarily public service | | | | | 0 | |
| Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service | 0 | 0 | 170 | 0 | 170 | 161 |
| Executive/administrative/managerial | | | | | 0 | |
| Other professionals (support/service) | | | | 3 | 3 | |
| Technical and paraprofessionals | | | | 12 | 12 | |
| Clerical and secretarial | | | | 21 | 21 | |
| Skilled crafts | | | | | 0 | |
| Service/Maintenance | | | | 3 | 3 | |
| Total part time | 0 | 0 | 170 | 39 | 209 | 161 |
| Total from prior year | 1 | | 186 | 21 | 208 | 164 |

Part C - Employees by Assigned Position - Total number of staff**Total number of staff by employment status and primary function/occupational activity**

| Primary function/occupational activity | As of November 1, 2011 | | | | | | Total including Graduate assistants |
|--|------------------------|---------------------------|-----------|---------------------------|---------------------|-------------------------------------|-------------------------------------|
| | Full-time | Full-time from prior year | Part-time | Part-time from prior year | Graduate assistants | Graduate assistants from prior year | |
| <u>Primarily instruction</u> | 0 | | 0 | | 0 | | 0 |
| <u>Instruction/research/public service</u> | 601 | 617 | 170 | 186 | 161 | 164 | 932 |
| <u>Primarily instruction + Instruction/research/public service</u> | 601 | 617 | 170 | 186 | 161 | 164 | 932 |
| <u>Primarily research</u> | 0 | | 0 | | 0 | | 0 |
| <u>Primarily public service</u> | 0 | | 0 | | 0 | | 0 |
| <u>Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service</u> | 601 | 617 | 170 | 186 | 161 | 164 | 932 |
| <u>Executive/administrative/managerial</u> | 108 | 96 | 0 | | 0 | | 108 |
| <u>Other professionals (support/service)</u> | 377 | 485 | 3 | 7 | 0 | | 380 |
| <u>Technical and paraprofessionals</u> | 168 | 31 | 12 | 1 | 0 | | 180 |
| <u>Clerical and secretarial</u> | 190 | 191 | 21 | 12 | 0 | | 211 |
| <u>Skilled crafts</u> | 56 | 55 | 0 | | 0 | | 56 |
| <u>Service/Maintenance</u> | 135 | 129 | 3 | 2 | 0 | | 138 |
| Grand total | 1,635 | 1,604 | 209 | 208 | 161 | 164 | 2,005 |

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

Number of full-time instructional staff by contract length/teaching period, gender, and academic rank As of November 1, 2011

| Gender and academic rank | Less-than-9-month | 9/10-month | 11/12-month | Total |
|--|-------------------|------------|-------------|-------|
| Men | | | | |
| Professors | 0 | 103 | 0 | 103 |
| Associate professors | 0 | 87 | 0 | 87 |
| Assistant professors | 0 | 90 | 0 | 90 |
| Instructors | 0 | 0 | 0 | 0 |
| Lecturers | 46 | 12 | 0 | 58 |
| No academic rank | 0 | 0 | 0 | 0 |
| Total men | 46 | 292 | 0 | 338 |
| Total men from prior year | | 312 | | |
| Women | | | | |
| Professors | 0 | 35 | 0 | 35 |
| Associate professors | 0 | 65 | 0 | 65 |
| Assistant professors | 0 | 82 | 0 | 82 |
| Instructors | 0 | 1 | 0 | 1 |
| Lecturers | 57 | 23 | 0 | 80 |
| No academic rank | 0 | 0 | 0 | 0 |
| Total women | 57 | 206 | 0 | 263 |
| Total women from prior year | | 210 | | |
| Total (men + women) | 103 | 498 | 0 | 601 |
| Total from EAP | | | | 601 |
| Total from prior year (Salaries section) | 95 | 522 | | 617 |

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

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

Number of full-time instructional staff on 9/10-month contracts/teaching periods by faculty status, gender, and academic rank

| Gender and academic rank | As of November 1, 2011 Faculty status | | | | Total from Part D (Headcount screen) |
|-----------------------------|--|-----------------|--|------------------------|--------------------------------------|
| | Tenured | On tenure track | Not on tenure track/ no tenure system | Without faculty status | |
| Men | | | | | |
| Professors | 100 | 3 | 0 | 0 | 103 |
| Associate Professors | 82 | 5 | 0 | 0 | 87 |
| Assistant Professors | 3 | 87 | 0 | 0 | 90 |
| Instructors | 0 | 0 | 0 | 0 | 0 |
| Lecturers | 0 | 0 | 12 | 0 | 12 |
| No academic rank | 0 | 0 | 0 | 0 | 0 |
| Total men | 185 | 95 | 12 | 0 | 292 |
| Total men prior year | 179 | 110 | 23 | 0 | 312 |
| Women | | | | | |
| Professors | 35 | 0 | 0 | 0 | 35 |
| Associate Professors | 60 | 5 | 0 | 0 | 65 |
| Assistant Professors | 3 | 79 | 0 | 0 | 82 |
| Instructors | 1 | 0 | 0 | 0 | 1 |
| Lecturers | 0 | 0 | 23 | 0 | 23 |
| No academic rank | 0 | 0 | 0 | 0 | 0 |
| Total women | 99 | 84 | 23 | 0 | 206 |
| | 89 | 95 | 26 | 0 | 210 |

| | | | | | |
|------------------------|-----|-----|----|---|-----|
| Total women prior year | | | | | |
| Total (men + women) | 284 | 179 | 35 | 0 | 498 |

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

Salaries of full-time instructional staff on 9/10-month contracts/teaching periods by gender and academic rank As of November 1, 2011

| Gender and academic rank | Total from Part D (Headcount screen) | Salary outlays | Average salary | Prior year Average salary |
|----------------------------|---|-------------------|----------------|------------------------------|
| Men | | | | |
| Professors | 103 | 9,227,520 | 89,588 | 92,108 |
| Associate professors | 87 | 6,234,633 | 71,662 | 73,053 |
| Assistant professors | 90 | 5,471,172 | 60,791 | 61,442 |
| Instructors | 0 | 0 | | |
| Lecturers | 12 | 585,864 | 48,822 | 48,739 |
| No academic rank | 0 | 0 | | |
| Total men | 292 | 21,519,189 | 73,696 | 73,827 |
| Women | | | | |
| Professors | 35 | 2,815,407 | 80,440 | 82,864 |
| Associate professors | 65 | 4,254,246 | 65,450 | 66,826 |
| Assistant professors | 82 | 4,814,928 | 58,719 | 59,792 |
| Instructors | 1 | 54,720 | 54,720 | 54,342 |
| Lecturers | 23 | 1,110,618 | 48,288 | 44,768 |
| No academic rank | 0 | 0 | | |
| Total women | 206 | 13,049,919 | 63,349 | 63,482 |
| Total (men + women) | 498 | 34,569,108 | 69,416 | 69,665 |

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

As of November 1, 2011

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

•Report race for non-Hispanic/Latino individuals only

| Gender and race/ethnicity | Professors | Associate professors | Assistant professors | Instructors | Lecturers | No academic rank | Total |
|---|------------|----------------------|----------------------|-------------|-----------|------------------|------------|
| Men | | | | | | | |
| Nonresident alien | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Hispanic/Latino | 1 | 5 | 1 | 0 | 0 | 0 | 7 |
| American Indian or Alaska Native | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Asian | 6 | 7 | 1 | 0 | 0 | 0 | 14 |
| Black or African American | 1 | 2 | 0 | 0 | 0 | 0 | 3 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| White | 90 | 68 | 1 | 0 | 0 | 0 | 159 |
| Two or more races | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Race and ethnicity unknown | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total men | 100 | 82 | 3 | 0 | 0 | 0 | 185 |
| Women | | | | | | | |
| Nonresident alien | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hispanic/Latino | 2 | 2 | 0 | 0 | 0 | 0 | 4 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Asian | 1 | 5 | 0 | 0 | 0 | 0 | 6 |
| Black or African American | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | |
|---|---|----|-----|---|---|---|-----|
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 | 0 | 0 | |
| White | 0 | 5 | 56 | 0 | 0 | 0 | 61 |
| 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 | 79 | 0 | 0 | 0 | 84 |
| Total (men+women) | 3 | 10 | 166 | 0 | 0 | 0 | 179 |
| Total from EAP | | | | | | | 179 |

Part G - Fall Staff - Full-time instruction/research/public service staff - Not on tenure track/no tenure system

Number of full-time staff with faculty status who are Not on tenure track and whose primary responsibility is instruction, research, and/or public service OR number of full-time staff whose primary responsibility is instruction, research, and/or public service and who work at an institution with No tenure system by academic rank, gender, and race/ethnicity

As of November 1, 2011

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

•Report race for non-Hispanic/Latino individuals only

| Gender and race/ethnicity | Professors | Associate professors | Assistant professors | Instructors | Lecturers | No academic rank | Total |
|---|------------|----------------------|----------------------|-------------|-----------|------------------|-------|
| Men | | | | | | | |
| Nonresident alien | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Hispanic/Latino | 0 | 0 | 0 | 0 | 9 | 0 | 9 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Asian | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 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 | 0 | 0 | 0 | 44 | 0 | 44 |
| 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 | 58 | 0 | 58 |
| Women | | | | | | | |
| Nonresident alien | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 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 | 3 | 0 | 3 |
| 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 | 71 | 0 | 71 |
| 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 | 80 | 0 | 80 |
| Total (men+women) | 0 | 0 | 0 | 0 | 138 | 0 | 138 |
| Total from EAP | | | | | | | 138 |

Part G - Fall Staff - Full-time instruction/research/public service staff - Without faculty status

Number of full-time staff Without faculty status whose primary responsibility is instruction, research, and/or public service by gender and race/ethnicity

As of November 1, 2011

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

•Report race for non-Hispanic/Latino individuals only

| Gender and race/ethnicity | Total |
|--|----------|
| 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 EAP | 0 |

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

Total number of full-time staff whose primary responsibility is instruction, research, and/or public service by gender and race/ethnicity

As of November 1, 2011

| | Total men | Total women | Total (men+women) |
|--|------------|-------------|-------------------|
| <u>Nonresident alien</u> | 6 | 1 | 7 |
| <u>Hispanic/Latino</u> | 23 | 12 | 35 |
| <u>American Indian or Alaska Native</u> | 2 | 1 | 3 |
| <u>Asian</u> | 20 | 21 | 41 |
| <u>Black or African American</u> | 7 | 7 | 14 |
| <u>Native Hawaiian or Other Pacific Islander</u> | 0 | 0 | 0 |
| <u>White</u> | 280 | 220 | 500 |
| <u>Two or more races</u> | 0 | 1 | 1 |
| <u>Race and ethnicity unknown</u> | 0 | 0 | 0 |
| Total | 338 | 263 | 601 |

| | | | | | | | | | | |
|---|-----|-----|-----|-----|----|--|-----|--|--|-------|
| Native Hawaiian or Other Pacific Islander | | | | | | | | | | |
| White | 50 | 151 | 105 | 149 | | | 14 | | | 469 |
| Two or more races | | | | | | | | | | 0 |
| Race and ethnicity unknown | | | | | | | | | | 0 |
| Total women | 55 | 193 | 132 | 182 | 0 | | 63 | | | 625 |
| Total (men+women) | 108 | 377 | 168 | 190 | 56 | | 135 | | | 1,034 |
| Total from EAP | 108 | 377 | 168 | 190 | 56 | | 135 | | | 1,034 |

Part J - Fall Staff - Part-time professional staff**Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity****As of November 1, 2011**

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

•Report race for non-Hispanic/Latino individuals only

| Gender and race/ethnicity | Staff whose primary responsibility is instruction, research, and/or public service | Executive/administrative/managerial | Other professionals (support/service) |
|---|--|-------------------------------------|---------------------------------------|
| Men | | | |
| Nonresident alien | 1 | | |
| Hispanic/Latino | 4 | | |
| American Indian or Alaska Native | 0 | | |
| Asian | 0 | | |
| Black or African American | 5 | | |
| Native Hawaiian or Other Pacific Islander | 0 | | |
| White | 64 | | 2 |
| Two or more races | 0 | | |
| Race and ethnicity unknown | 0 | | |
| Total men | 74 | 0 | 2 |
| Women | | | |
| Nonresident alien | 0 | | |
| Hispanic/Latino | 9 | | |
| American Indian or Alaska Native | 0 | | |
| Asian | 2 | | |
| Black or African American | 7 | | |
| Native Hawaiian or Other Pacific Islander | 0 | | |
| White | 78 | | 1 |
| Two or more races | 0 | | |
| Race and ethnicity unknown | 0 | | |

| | | | |
|--------------------------|-----|---|---|
| Total women | 96 | 0 | 1 |
| Total (men+women) | 170 | 0 | 3 |
| Total from EAP | 170 | 0 | 3 |

Part J - Fall Staff - Part-time non-professional staff

Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity

As of November 1, 2011

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

•Report race for non-Hispanic/Latino individuals only

| Gender and race/ethnicity | Technical and paraprofessionals | Clerical and secretarial | Skilled crafts | Service/Maintenance |
|---|---------------------------------|--------------------------|----------------|---------------------|
| Men | | | | |
| Nonresident alien | | | | |
| Hispanic/Latino | | | | |
| American Indian or Alaska Native | | | | |
| Asian | | | | |
| Black or African American | | | | |
| Native Hawaiian or Other Pacific Islander | | | | |
| White | 2 | 4 | | 3 |
| Two or more races | | | | |
| Race and ethnicity unknown | | | | |
| Total men | 2 | 4 | 0 | 3 |
| Women | | | | |
| Nonresident alien | 1 | | | |
| Hispanic/Latino | 1 | 1 | | |
| American Indian or Alaska Native | | | | |
| Asian | | | | |
| Black or African American | | 1 | | |
| Native Hawaiian or Other Pacific Islander | | | | |

| | | | | |
|----------------------------|----|----|---|---|
| White | 8 | 15 | | |
| Two or more races | | | | |
| Race and ethnicity unknown | | | | |
| Total women | 10 | 17 | 0 | 0 |
| Total (men+women) | 12 | 21 | 0 | 3 |
| Total from EAP | 12 | 21 | 0 | 3 |

Part J - Fall Staff - Graduate assistants and part-time grand totalNumber of part-time staff by primary function/occupational activity, gender, and race/ethnicity

As of November 1, 2011

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

•Report race for non-Hispanic/Latino individuals only

| Gender and race/ethnicity | Total (includes Part-time Professionals and Part-time Non- professionals) | Graduate assistants | Part-time grand total (includes graduate assistants) |
|---|---|---------------------|--|
| Men | | | |
| Nonresident alien | 1 | 26 | 27 |
| Hispanic/Latino | 4 | 10 | 14 |
| American Indian or Alaska Native | 0 | 1 | 1 |
| Asian | 0 | 5 | 5 |
| Black or African American | 5 | 1 | 6 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 |
| White | 75 | 37 | 112 |
| Two or more races | 0 | 0 | 0 |
| Race and ethnicity unknown | 0 | 0 | 0 |
| Total men | 85 | 80 | 165 |
| Women | | | |
| Nonresident alien | 1 | 8 | 9 |
| Hispanic/Latino | 11 | 7 | 18 |
| American Indian or Alaska Native | 0 | 0 | 0 |
| Asian | 2 | 2 | 4 |
| Black or African American | 8 | 4 | 12 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 |
| White | 102 | 58 | 160 |
| Two or more races | 0 | 2 | 2 |
| Race and ethnicity unknown | 0 | 0 | 0 |

| | | | |
|--------------------------|-----|-----|-----|
| Total women | 124 | 81 | 205 |
| Total (men+women) | 209 | 161 | 370 |
| Total from EAP | 209 | 161 | 370 |

Part K - Fall Staff - Total number of staff**Total number of staff by employment status, gender, and race/ethnicity****As of November 1, 2011**

| Gender and race/ethnicity | Full-time men | Full-time women | Part-time men | Part-time women | Total men | Total women |
|--|---------------|-----------------|---------------|-----------------|------------|--------------|
| <u>Nonresident alien</u> | 7 | 4 | 27 | 9 | 34 | 13 |
| <u>Hispanic/Latino</u> | 65 | 90 | 14 | 18 | 79 | 108 |
| <u>American Indian or Alaska Native</u> | 5 | 6 | 1 | 0 | 6 | 6 |
| <u>Asian</u> | 25 | 34 | 5 | 4 | 30 | 38 |
| <u>Black or African American</u> | 50 | 64 | 6 | 12 | 56 | 76 |
| <u>Native Hawaiian or Other Pacific Islander</u> | 0 | 0 | 0 | 0 | 0 | 0 |
| <u>White</u> | 595 | 689 | 112 | 160 | 707 | 849 |
| <u>Two or more races</u> | 0 | 1 | 0 | 2 | 0 | 3 |
| <u>Race and ethnicity unknown</u> | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand total | 747 | 888 | 165 | 205 | 912 | 1,093 |

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

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

(Hired full time between July 1 and October 31, 2011 and still on payroll of the institution as of November 1, 2011)

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

•Report race for non-Hispanic/Latino individuals only

| Gender and race/ethnicity | Faculty status | | | | Total |
|---|----------------|-----------------|--|------------------------|-----------|
| | Tenured | On tenure track | Not on tenure track/ no tenure system | Without faculty status | |
| 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 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 | 0 |
| White | 1 | 9 | 2 | 0 | 12 |
| Two or more races | 0 | 0 | 0 | 0 | 0 |
| Race and ethnicity unknown | 0 | 0 | 0 | 0 | 0 |
| Total men | 1 | 9 | 2 | 0 | 12 |
| Women | | | | | |
| Nonresident alien | 0 | 1 | 0 | 0 | 1 |
| Hispanic/Latino | 0 | 1 | 0 | 0 | 1 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 | 0 |
| Asian | 0 | 1 | 0 | 0 | 1 |
| | | | | | 2 |

| | | | | | |
|---|---|---|----|---|----|
| Black or African American | 0 | 1 | 1 | 0 | |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 | 0 |
| White | 0 | 8 | 5 | 0 | 13 |
| Two or more races | 0 | 0 | 0 | 0 | 0 |
| Race and ethnicity unknown | 0 | 0 | 0 | 0 | 0 |
| Total women | | 0 | 12 | 6 | 0 |
| Total (men+women) | | 1 | 21 | 8 | 0 |
| | | | | | 18 |
| | | | | | 30 |

| | | | | | | | | | |
|---|---|----|---|----|---|--|---|--|----|
| Native Hawaiian or Other Pacific Islander | | | | | | | | | |
| White | 2 | 12 | 5 | 8 | | | 2 | | 29 |
| Two or more races | | | | | | | | | 0 |
| Race and ethnicity unknown | | | | | | | | | 0 |
| Total women | 2 | 14 | 6 | 11 | 0 | | 3 | | 36 |
| Total (men+women) | 4 | 30 | 8 | 12 | 1 | | 5 | | 60 |

Part L - Fall Staff - New hires - Totals**Total number of full-time permanent new hires by gender and race/ethnicity****(Hired full time between July 1 and October 31, 2011 and still on payroll of the institution as of November 1, 2011)**

| | Total men | Total women | Total (men+women) |
|--|-----------|-------------|-------------------|
| <u>Nonresident alien</u> | 0 | 1 | 1 |
| <u>Hispanic/Latino</u> | 4 | 3 | 7 |
| <u>American Indian or Alaska Native</u> | 0 | 0 | 0 |
| <u>Asian</u> | 0 | 2 | 2 |
| <u>Black or African American</u> | 1 | 6 | 7 |
| <u>Native Hawaiian or Other Pacific Islander</u> | 0 | 0 | 0 |
| <u>White</u> | 31 | 42 | 73 |
| <u>Two or more races</u> | 0 | 0 | 0 |
| <u>Race and ethnicity unknown</u> | 0 | 0 | 0 |
| Grand total | 36 | 54 | 90 |

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.

No

Summary

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

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the ExPT and sent to your institution's CEO in November 2012.

Please review your data for accuracy. If you have questions about the data displayed below after reviewing the data reported on the survey screens, please contact the IPEDS Help Desk at: 1-877-225-2568 or ipedshelp@rti.org.

Number of staff by employment status and primary function/occupational activity: Fall 2011

| Primary function/occupational activity | Reported values | | FTE staff |
|--|---------------------------|---------------------------|-----------|
| | Number of full-time staff | Number of part-time staff | |
| Total number of staff | 1,635 | 209 | 1,705 |
| Professional staff | 1,086 | 173 | 1,144 |
| Staff whose primary responsibility is instruction, research, and/or public service | 601 | 170 | 658 |
| Primary instruction | 0 | 0 | 0 |
| Instruction/research/public service | 601 | 170 | 658 |
| Primarily research | 0 | 0 | 0 |
| Primarily public service | 0 | 0 | 0 |
| Executive/administrative/managerial | 108 | 0 | 108 |
| Other professionals (support/service) | 377 | 3 | 378 |
| Non-professional staff | 549 | 36 | 561 |
| Technical and paraprofessional | 168 | 12 | 172 |
| Clerical/secretarial | 190 | 21 | 197 |
| Skilled crafts | 56 | 0 | 56 |
| Service/Maintenance | 135 | 3 | 136 |

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

Salaries of full-time instructional staff by contract length and academic rank: Academic year 2011-12

**Salaries of full-time instructional staff by contract length and academic rank:
Academic year 2011-12**

| Academic rank | Reported values | | | | Equated 9-month | |
|---------------------|---|----------------|--|----------------|-----------------|------------------|
| | Full-time instructional staff on 9/10-month contracts | | Full-time instructional staff on 11/12-month contracts | | Number of staff | Average salaries |
| | Number of staff | Salary outlays | Number of staff | Salary outlays | | |
| All Ranks | 498 | \$34,569,108 | | | 498 | \$69,416 |
| Professor | 138 | \$12,042,927 | | | 138 | \$87,268 |
| Associate professor | 152 | \$10,488,879 | | | 152 | \$69,006 |
| Assistant professor | 172 | \$10,286,100 | | | 172 | \$59,803 |
| Instructor | 1 | \$54,720 | | | 1 | \$54,720 |
| Lecturer | 35 | \$1,696,482 | | | 35 | \$48,471 |
| No academic rank | | | | | | |

NOTE: The above data are based on the Salaries section of the IPEDS HR component. The number of equated 9-month full-time instructional staff is the sum of staff on 9/10-month and 11/12-month contracts. The equated 9-month average salaries of full-time instructional staff (by rank) are calculated by multiplying the salary outlays (by rank) for staff on 11/12-month contracts by 0.8182 then adding the salary outlays (by rank) for staff on 9/10-month contracts. The resulting sum is then divided by the number of equated 9-month full-time instructional staff (by rank) to determine an average salary for each rank. Salaries of full-time instructional staff on less-than-9-month contracts are not collected. Also, salaries of medical school staff are not collected. The equated 9-month average salaries are included in the DFR.

Edit Report

Human Resources

Institution: Sam Houston State University (227881)

| Source | Description | Severity | Resolved | Options |
|--|--|-------------|----------|---------------------|
| Global Edits | | | | |
| Perform Edits | The total number of employees in EAP for full-time technical and paraprofessionals entered, 168, has an expected range of between 22 and 40. Please explain this difference. (Error #1519) | Explanation | Yes | Back to survey data |
| Reason: FLSA project; jobs reclassified from exempt to non-exempt. This number (168) is correct. | | | | |
| Related <u>Totals</u> Screens: | | | | |
| Screen: Part Time | | | | |
| Screen Entry | The number entered, 0, has an expected range of between 1 and 30. Please explain this difference. (Error #1301) | Explanation | Yes | Back to survey data |
| Reason: No tenured part-time instructional staff existed for Fall 2011. | | | | |
| Screen Entry | The number entered, 39, has an expected range of between 1 and 30. Please explain this difference. (Error #1301) | Explanation | Yes | Back to survey data |
| Reason: As of November 1, 2011, we had 39 part-time staff employees. This number is correct. | | | | |