

Institution: Sam Houston State University (227881)

User ID: P2278811

Overview**Human Resources Overview**

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

Data Reporting Reminders

- Report each employee only once. If an employee could be coded in more than one occupation, code the employee in the occupation that requires the highest level of skill OR if there is no measurable difference in skill requirements, code the employee in the occupation in which they spend the most time.
- Report staff members difficult to categorize in the "Human Resources Survey Evaluation" box at the end of the survey.
- Enter data on each displayed screen. If a screen is not applicable, enter at least one zero in a field on the screen and save before continuing.
- When reporting salary data (applicable to degree-granting institutions only) include all full-time, non-medical school, instructional staff - both with and without faculty status.

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

Resources:

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

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

Human Resources Screening Questions

Does your institution have any part-time staff?

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

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.

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)?

The reporting of data by gender AND race/ethnicity is optional this year as it is in even-numbered years.

Do you wish to report data by gender AND race/ethnicity this year?

If you answer **No**, screens to report data by employment status (full-time and part-time) and occupational category will be displayed.

If you answer **Yes**, screens to report data by employment status (full-time and part-time), occupational category, and gender AND race/ethnicity will be displayed and you must complete all applicable screens.

No, I will not report data by gender and race/ethnicity this year

Yes, I will report data by gender and race/ethnicity this year

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

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, 2014 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, 2014? (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**.*

Yes No

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

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

As of November 1, 2014

- 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	1	16	0	0	0	17
Hispanic/Latino	0	0	6	0	0	0	6
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	3	0	0	0	3
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	7	55	0	0	0	62
Two or more races	0	0	1	0	0	0	1
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	0	8	81	0	0	0	89

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	1	13	0	0	0	14
Hispanic/Latino	0	0	5	0	0	0	5
American Indian or Alaska Native	0	0	2	0	0	0	2
Asian	0	1	2	0	0	0	3
Black or African American	0	0	7	0	0	0	7
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	5	53	0	0	0	58
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	7	82	0	0	0	89

Total (men+women) 0 15 163 0 0 0 0 178

Total from prior year 183

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Multi-Year Contract**Number of Full-time Instructional Staff****With Faculty Status****Not on Tenure Track - Multi-Year or Continuing or At-will Contract****As of November 1, 2014**

- 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 - 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, 2014

- 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	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	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	11	0	11
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	13	0	13

Women

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	2	0	2
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	1	0	1
Black or African American	0	0	0	0	1	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	31	0	31
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	37	0	37

Total (men+women)	0	0	0	0	50	0	50
Total from prior year							64

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2014

- 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, 2014

•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	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Instructional staff	332	178	0	126	50	0	686
Total carried forward from previous screens	332	178	0	126	50	0	686
<u>Primarily Instruction</u>	46	0	0	121	50	0	217
Exclusively credit	46	0	0	121	50	0	217
Exclusively not-for-credit	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0
<u>Instruction/research/public service staff</u>	286	178	0	5	0	0	469

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2014

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	48	34	82
Hispanic/Latino	21	12	33
American Indian or Alaska Native	2	3	5
Asian	5	13	18
Black or African American	7	14	21
Native Hawaiian or Other Pacific Islander	0	0	0
White	290	236	526
Two or more races	1	0	1
Race and ethnicity unknown	0	0	0
Total	374	312	686
Total from prior year			661

Part B1 - Full-time Non-instructional Staff by Occupational Category**Number of Full-time Non-instructional Staff****by Occupational Category****As of November 1, 2014**

•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	48	0	0
Hispanic/Latino	21	0	1
American Indian or Alaska Native	2	0	0
Asian	5	0	0
Black or African American	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	290	0	7
Two or more races	1	0	0
Race and ethnicity unknown	0	0	0
Total men	374	0	8

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	34	0	1
Hispanic/Latino	12	0	1
American Indian or Alaska Native	3	0	1
Asian	13	0	0
Black or African American	14	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	236	0	11
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
Total women	312	0	14
Total (men+women)	686	0	22
Total from prior year	661		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, 2014

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien		0	0	0
Hispanic/Latino		0	0	0
American Indian or Alaska Native		0	0	0
Asian		0	0	0
Black or African American		0	0	0
Native Hawaiian or Other Pacific Islander		0	0	0
White		5	0	0
Two or more races		0	0	0
Race and ethnicity unknown		0	0	0
Total women		5	0	0
Total (men+women)		8	0	0
Total from prior year		7		82

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2014

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	2	1	2	0	0
Hispanic/Latino	5	5	6	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	6	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	50	41	71	42	4
Two or more races	0	0	0	1	0
Race and ethnicity unknown	0	0	0	0	0
Total men	65	51	83	54	5

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	3	3	1	1
Hispanic/Latino	4	3	5	4	1
American Indian or Alaska Native	1	0	0	0	0
Asian	0	1	2	0	0
Black or African American	6	8	3	6	4
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	63	86	28	31	14
Two or more races	0	3	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	74	104	41	42	20
Total (men+women)	139	155	124	96	25
Total from prior year	140	169	126	95	20

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

by Occupational Category

As of November 1, 2014

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien	7	0	1		1	62
Hispanic/Latino	16	1	3		1	67
American Indian or Alaska Native	1	0	0		0	4
Asian	0	0	0		0	7
Black or African American	25	1	0		1	54
Native Hawaiian or Other Pacific Islander	0	0	0		0	0
White	51	4	18		40	647
Two or more races	0	0	0		0	2
Race and ethnicity unknown	0	0	0		0	0
Total men	100	6	22		43	843

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien	15	0	3		0	62
Hispanic/Latino	21	0	22		0	78
American Indian or Alaska Native	0	0	3		0	8
Asian	0	0	1		0	17
Black or African American	13	0	21		0	78
Native Hawaiian or Other Pacific Islander	0	0	0		0	0
White	17	3	226		1	758
Two or more races	0	0	2		0	5
	0	0	0		0	0

Race and ethnicity unknown						
Total women	66	3	278	1	0	1,006
Total (men+women)	166	9	300	44	0	1,849
Total from prior year	162	8	273	42		1,804

Part B2 - Full-time Non-instructional Staff by Occupational Category and Tenure Status**Number of Full-time Non-instructional Staff****As of November 1, 2014**

Occupational category	With <u>Faculty status</u>					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	10	10	0	2	0	0	22
Archivists, Curators, and Museum Technicians 25-4010	0	0	0	0	0	8	8
Librarians 25-4020	0	0	0	0	0	0	0
Library Technicians 25-4030	0	0	0	0	0	0	0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	0	0	0	0	5	70	75
Management Occupations 11-0000	7	0	0	0	19	113	139
Business and Financial Operations Occupations 13-0000	0	0	0	0	7	148	155
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	0	5	119	124
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	0	0	12	84	96
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	1	2	22	25
Total	17	10	0	3	50	564	644
Total from prior year	17	9		1	44	587	658

Part G - Salaries Worksheet

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

Annual Salary, 2014-15

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

Gender and academic rank	Months worked				Total Staff for Salary reporting	Total Number of Months	Total full-time instructional staff from Part A	Balance (All other full-time instructional staff)
	12 months	11 months	10 months	9 months				
Men								
Professors	0	0	0	112	112	1,008		
Associate professors	0	0	0	109	109	981		
Assistant professors	0	0	0	84	84	756		
Instructors	0	0	0	0	0	0		
Lecturers	0	0	0	69	69	621		
No academic rank	0	0	0	0	0	0		
Total men	0	0	0	374	374	3,366	374	0
Women								
Professors	0	0	0	46	46	414		
Associate professors	0	0	0	75	75	675		
Assistant professors	0	0	0	84	84	756		
Instructors	0	0	0	1	1	9		
Lecturers	0	0	0	106	106	954		
No academic rank	0	0	0	0	0	0		
Total women	0	0	0	312	312	2,808	312	0
Total (men + women)	0	0	0	686	686	6,174	686	0

Part G - Salary outlays for instructional staff**Salary Outlays****for Full-time Instructional Staff****Annual Salary Outlays, 2014-15**

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

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Total Number of Months (from Part G, screen 1)	? Total Annual Salary Outlays	? Weighted Average Monthly Salaries
Men				
Professors	112	1,008	11,086,236	10,998
Associate professors	109	981	8,153,494	8,311
Assistant professors	84	756	5,458,518	7,220
Instructors	0	0	0	
Lecturers	69	621	2,365,911	3,810
No academic rank	0	0	0	
Total men	374	3,366	27,064,159	8,040
Women				
Professors	46	414	3,911,166	9,447
Associate professors	75	675	5,343,370	7,916
Assistant professors	84	756	5,195,916	6,873
Instructors	1	9	60,282	6,698
Lecturers	106	954	3,727,962	3,908
No academic rank	0	0	0	
Total women	312	2,808	18,238,696	6,495
Total (men + women)	686	6,174	45,302,855	7,338

Part G - Salary outlays for non-instructional staff**Salary Outlays****for Full-time Non-instructional Staff****Annual Salary Outlays, 2014-15**

Occupational category	Number of full-time staff (carried forward from previous screens)	Total annual salary outlays
Research staff	0	0
Public Service staff	22	1,256,052
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	83	3,817,912
Management Occupations 11-0000	139	13,701,789
Business and Financial Operations Occupations 13-0000	155	7,827,393
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	124	6,708,120
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	96	4,877,924
Healthcare Practitioners and Technical Occupations 29-0000	25	1,449,096
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	166	5,637,700
Sales and Related Occupations 41-0000	9	323,856
Office and Administrative Support Occupations 43-0000	300	11,101,780
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	44	1,945,224
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, 2014**

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	2	0	0
Hispanic/Latino	3	0	0
American Indian or Alaska Native	0	0	0
Asian	2	0	0
Black or African American	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	84	0	0
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
Total men	95	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	10	0	0
Hispanic/Latino	5	0	0
American Indian or Alaska Native	0	0	0
Asian	1	0	0
Black or African American	13	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	124	0	0
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
Total women	153	0	0

Total (men+women)	248	0	0
Total from prior year	275		

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff by Occupational Category****As of November 1, 2014**

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Women

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

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

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

As of November 1, 2014

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	0	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	4	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	0	0	0	4	0
Total (men+women)	1	1	0	5	2
Total from prior year		3		6	3

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff****As of November 1, 2014**

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien	0	0	0	0	0	2
Hispanic/Latino	0	0	0	0	0	3
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	4
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	1	0	7	0	0	99
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0
Total men	1	0	7	0	0	110

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	10
Hispanic/Latino	0	0	1	0	0	7
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	1
Black or African American	0	0	4	0	0	18
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	0	0	14	0	0	149
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0

Total women	0	0	19	0	0	185
Total (men+women)	1	0	26	0	0	295
Total from prior year			24			322

Native Hawaiian or Other Pacific Islander										
White	25	42	33	6	15	8	0	2	131	
Two or more races	0	0	2	0	2	0	0	0	4	
Race and ethnicity unknown	0	0	0	0	0	0	0	0	0	
Total women	39	66	51	6	40	11	0	2	215	
Total (men+women)	62	99	83	16	84	29	2	2	377	
Total from prior year	74	135	47	16	80	15	3	3	373	

Part E - Part-time Staff by Occupational Category and Tenure Status**Number of Part-time Staff****As of November 1, 2014**

Occupational category	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
<u>Primarily Instruction</u>	0	0	0	27	220	0	247
? Exclusively credit	0	0	0	27	220	0	247
? Exclusively not-for-credit	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0
<u>Instruction/research/public service staff</u>	0	0	0	0	1	0	1
<u>Research staff</u>	0	0	0	0	0	0	0
<u>Public Service staff</u>	0	0	0	0	0	0	0
<u>Archivists, Curators, and Museum Technicians</u>	0	0	0	0	0	3	3
25-4010							
<u>Librarians</u>	0	0	0	0	0	0	0
25-4020							
<u>Library Technicians</u>	0	0	0	0	0	0	0
25-4030							
? <u>Student and Academic Affairs and Other Education Services Occupations</u>	0	0	0	0	0	8	8
25-2000 + 25-3000 + 25-9000							
<u>Management Occupations</u>	0	0	0	0	0	1	1
11-0000							
<u>Business and Financial Operations Occupations</u>	0	0	0	0	0	1	1
13-0000							
<u>Computer, Engineering, and Science Occupations</u>	0	0	0	0	0	0	0
15-0000 + 17-0000 + 19-0000							
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u>	0	0	0	0	0	5	5
21-0000 + 23-0000 + 27-0000							
<u>Healthcare Practitioners and Technical Occupations</u>	0	0	0	0	0	2	2
29-0000							
Total	0	0	0	27	221	20	268
Total from prior year	0	0		25	250	23	298

Part F - Part-time Summary**Summary of Part-time Staff****As of November 1, 2014**

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	27	220	0	247
Exclusively credit	0	0	0	27	220	0	247
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	1	0	1
Research staff	0	0	0	0	0	0	0
Public Service staff	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians	0	0	0	0	0	3	3
25-4010 Librarians	0	0	0	0	0	0	0
25-4020 Library Technicians	0	0	0	0	0	0	0
25-4030 Student and Academic Affairs and Other Education Services Occupations	0	0	0	0	0	8	8
25-2000 + 25-3000 + 25-9000 Management Occupations	0	0	0	0	0	1	1
11-0000 Business and Financial Operations Occupations	0	0	0	0	0	1	1
13-0000 Computer, Engineering, and Science Occupations	0	0	0	0	0	0	0
15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	0	0	0	0	0	5	5
21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations	0	0	0	0	0	2	2
29-0000 Service Occupations							1
31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000 Sales and Related Occupations							0
41-0000 Office and Administrative Support Occupations							26
43-0000 Natural Resources, Construction, and Maintenance Occupations							0
45-0000 + 47-0000 + 49-0000 Production, Transportation, and Material Moving Occupations							0
51-0000 + 53-0000 Graduate Assistants							377
Teaching							62
25-1191 Research							99
Management Occupations							83
11-0000 Business and Financial Operations Occupations							16
13-0000							84

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		29
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000		2
Healthcare Practitioners and Technical Occupations 29-0000		2
Total		672

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

(Hired full-time between July 1 and October 31, 2014 and
 still on the payroll of the institution as of November 1, 2014)

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

Men

Race/ethnicity	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure		Not on Tenure Track			
		Track	Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Nonresident alien	0	5	0	4	0	0	9
Hispanic/Latino	1	0	0	3	0	0	4
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	1	0	0	1
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	1	10	0	25	3	0	39
Two or more races	0	1	0	0	0	0	1
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	2	17	0	33	3	0	55

Women

Race/ethnicity	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure		Not on Tenure Track			
		Track	Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Nonresident alien	0	3	0	2	1	0	6
Hispanic/Latino	0	0	0	0	1	0	1
American Indian or Alaska Native	0	0	0	1	0	0	1
Asian	0	0	0	2	0	0	2
Black or African American	0	3	0	2	0	0	5
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	1	11	0	26	6	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 women	1	17	0	33	8	0	59
Total (men+women)	3	34	0	66	11	0	114

Part H - New Hires, Full-time Staff by Occupational Category**Number of Newly Hired Full-time Staff**(Hired full-time between July 1 and October 31, 2014 and
still on the payroll of the institution as of November 1, 2014)

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	9	0	0	0
Hispanic/Latino	4	0	1	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African American	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	39	0	1	1
Two or more races	1	0	0	0
Race and ethnicity unknown	0	0	0	0
Total men	55	0	2	1

Women

Race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	6	0	0	0
Hispanic/Latino	1	0	0	1
American Indian or Alaska Native	1	0	0	0
Asian	2	0	0	0
Black or African American	5	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	44	0	1	3
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total women	59	0	1	4
Total (men+women)	114	0	3	5

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

(Hired full-time between July 1 and October 31, 2014 and still on the payroll of the institution as of November 1, 2014)

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	0	0	0	0
Hispanic/Latino	0	0	0	0	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	2	4	7	4	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	2	4	7	4	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	1	0
Hispanic/Latino	0	0	1	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	2	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	1	4	4	5	4
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	1	6	5	6	5
Total (men+women)	3	10	12	10	5

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

Number of Newly Hired Full-time Staff

(Hired full-time between July 1 and October 31, 2014 and
 still on the payroll of the institution as of November 1, 2014)

- 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	2	0	1	0	0	12
Hispanic/Latino	1	0	2	0	0	8
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	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	3	0	3	2	0	66
Two or more races	0	0	0	0	0	1
Race and ethnicity unknown	0	0	0	0	0	0
Total men	6	0	6	2	0	89

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien	0	0	1	0	0	8
Hispanic/Latino	0	0	1	0	0	4
American Indian or Alaska Native	0	0	0	0	0	1
Asian	0	0	0	0	0	2
Black or African American	0	0	3	0	0	11
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	1	0	8	0	0	75
Two or more races	0	0	0	0	0	0

Race and ethnicity unknown	0	0	0	0	0	0
Total women	1	0	13	0	0	101
Total (men+women)	7	0	19	2	0	190

Human Resources Survey Evaluation

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

Prepared by

This survey component was prepared by:

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

Name:

Email:

How long did it take to prepare this survey component?

hours

minutes

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

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

Thank you for your assistance.

Summary**Human Resources Component Summary**

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the [Data Center](#) and sent to your institution's CEO in November 2015.

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 2014**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,849	295	1,947
Instructional Staff	686	248	769
Primary Instruction	217	247	299
Exclusively credit	217	247	299
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	469	1	469
Research Staff	0	0	0
Public Service Staff	22	0	22
Library and Student and Academic Affairs and Other Education Services Occupations SOC	83	11	87
Librarians, Curators, and Archivists SOC 25-4000	8	3	9
Archivists, Curators, and Museum Technicians SOC 25-4010	8	3	9
Librarians SOC 25-4020	0	0	0
Library Technicians SOC 25-4030	0	0	0
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	75	8	78
Management Occupations SOC 11-0000	139	1	139
Business and Financial Operations Occupations SOC 13-0000	155	1	155
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	124	0	124
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	96	5	98
Healthcare Practitioners and Technical Occupations SOC 29-0000	25	2	26
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	166	1	166
Sales and Related Occupations SOC 41-0000	9	0	9
Office and Administrative Support Occupations SOC 43-0000	300	26	309
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	44	0	44

**Number of staff by employment status and occupational category:
Fall 2014**

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 2014-15**

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				686	686	6,174	\$45,302,855	\$7,338
Professor				158	158	1,422	\$14,997,402	\$10,547
Associate professor				184	184	1,656	\$13,496,864	\$8,150
Assistant professor				168	168	1,512	\$10,654,434	\$7,047
Instructor				1	1	9	\$60,282	\$6,698
Lecturer				175	175	1,575	\$6,093,873	\$3,869
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 - Graduate Assistants				
Upload File	This number is outside the expected range of between 31 and 63 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	36 graduate assistants served as graduate managers rather than researchers when compared to the prior year. Faculty and academic personnel determine the need for researchers and managers.			