#### Human Resources 2017-18

User ID: P1878971

Institution: New Mexico Highlands University (187897)

#### 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
- 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: <u>Survey Materials</u>
- All staff must now be reported using the new IPEDS occupational categories, which align with the 2010 Standard Occupational Classfication (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.

Institu	ıtion: N	New Mexico Highlands University (187897) User	ID: P1878971
Hum	an Re	esources Screening Questions	
Does	your in	nstitution have any <u>part-time</u> staff?	
lf you	answei	er Yes to this question, you will be provided the screens to report part-time staff.	
0	No		
0	Yes		
	С	Does your institution have graduate assistants?	
	I	If you answer Yes to this question, you will be provided the screens to report graduate as:	sistants.
	0	No	
	0	Yes	
Does	your in	nstitution have 15 or more <u>full-time</u> staff?	
0	No		
0	Yes		
	С	Does your institution have a tenure system?	
	I	If you answer Yes to this question, you will be provided the screens to report some data b	y tenure status.
	0	No	
	0	Yes	
	b <b>a</b> 2	Did your institution hire any full-time permanent staff who were included on the payroll of between November 1, 2016 and October 31, 2017 either for the first time (new to the instafter a break in service? Do not exclude persons that were no longer on the payroll as a 2017. (Exclude persons who have returned from sabbatical leave and full-time instruction are working less-than-9-month contracts.)	stitution) or of November 1,
		If you answer <b>Yes</b> to this question, you will be provided the screens to report <b>full-time per hires</b> in <b>Part H</b> .	rmanent new
	0	No	
	0	Yes	
Do AL	L of the	ne instructional staff at your institution fall into any of the following categories?	
		er <b>Yes</b> to any of the questions below, you will <b>NOT</b> be required to report <b>Part G - Salaries</b> er, Part G will still be required for reporting data for full-time non-instructional staff.	for instructional
0	No	O Yes Are ALL of the instructional staff military personnel?	

O No O Yes Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?

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

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# Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Tenured

# Number of <u>Full-time Instructional Staff</u> With <u>Faculty Status</u> <u>Tenured</u>

#### As of November 1, 2017

- 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

		Ac	ademic Ran	<u>k</u>		No	
Race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	academic rank	Total
Nonresident alien		1					1
Hispanic/Latino	3	3	1				7
American Indian or Alaska Native							0
Asian		1					1
Black or African American		1					1
Native Hawaiian or Other Pacific Islander							0
White	11	9					20
Two or more races		1					1
Race and ethnicity unknown							0
Total men	14	16	1	0	0	0	31

		Ac	cademic Ran	<u>k</u>		No	
Race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	academic rank	Total
Nonresident alien	1						1
Hispanic/Latino	1	3					4
American Indian or Alaska Native							0
Asian		1					1
Black or African American		1					1
Native Hawaiian or Other Pacific Islander							0
White	10	3					13
Two or more races		1					1
Race and ethnicity unknown	1						1
Total women	13	9	0	0	0	0	22
Total (men+women)	27	25	1	0	0	0	53
Total from prior year							52

# $\mbox{ Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - On Tenure Track } \\$

User ID: P1878971

# Number of <u>Full-time Instructional Staff</u> With <u>Faculty Status</u> On Tenure Track

#### As of November 1, 2017

- 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

		Ad	ademic Ran	<u>k</u>		No	
Race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	academic rank	Total
Nonresident alien			2				2
Hispanic/Latino		1	3				4
American Indian or Alaska Native	1						1
Asian		1	1				2
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White		1	5				6
Two or more races							0
Race and ethnicity unknown							0
Total men	1	3	11	0	0	0	15

		Ac	ademic Ranl	k		No	
Race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	academic rank	Total
Nonresident alien			3				3
Hispanic/Latino			6				6
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White		3	8				11
Two or more races							0
Race and ethnicity unknown			2				2
Total women	0	3	19	0	0	0	22
Total (men+women)	1	6	30	0	0	0	37
Total from prior year							41

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

User ID: P1878971

# Number of <u>Full-time Instructional Staff</u> With <u>Faculty Status</u> Not on <u>Tenure Track</u> - <u>Multi-Year Contract</u>

#### As of November 1, 2017

- 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

Contract

		<u>Ac</u>	cademic Ran	<u>k</u>		No	
Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	academic rank	Total
Nonresident alien	0						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	0	0	0	0	0	0

		Ad	ademic Ran	k		No	
Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	academic rank	Total
Nonresident alien	0						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	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0
Total from prior year							

# Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Annual Contract

# Number of <u>Full-time Instructional Staff</u> With <u>Faculty Status</u> Not on Tenure Track - Annual Contract

#### As of November 1, 2017

- 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

		Ad	ademic Ran	<u>k</u>		No	
Race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	academic rank	Total
Nonresident alien					2		2
Hispanic/Latino			1	2	2	4	9
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White				3	8	5	16
Two or more races							0
Race and ethnicity unknown				1			1
Total men	0	0	1	6	12	9	28

		Ac	ademic Ran	k		No	
Race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	academic rank	Total
Nonresident alien					1		1
Hispanic/Latino				3	4	3	10
American Indian or Alaska Native							0
Asian				1			1
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White				2	6	2	10
Two or more races							0
Race and ethnicity unknown					1		1
Total women	0	0	0	6	12	5	23
Total (men+women)	0	0	1	12	24	14	51
Total from prior year							40

# Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Less-Than-Annual Contract

User ID: P1878971

# Number of <u>Full-time Instructional Staff</u> With <u>Faculty Status</u> Not on <u>Tenure Track</u> - <u>Less-than-annual Contract</u>

#### As of November 1, 2017

- 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

	No					
Professors	Associate professors	Assistant professors	Instructors	Lecturers	academic rank	Total
0						0
						0
						0
						0
						0
						0
						0
						0
						0
0	0	0	0	0	0	0
		Professors professors  0	Associate professors professors professors	Professors professors professors Instructors  O	Professors professors professors professors professors lnstructors Lecturers  O	Professors professors professors Instructors Lecturers academic rank  O I I I I I I I I I I I I I I I I I I

Nonresident alien Hispanic/Latino American Indian or Alaska Native Asian		Ad	ademic Ran	k		No	
Race/ethnicity	Professors professors professors Instructors Lecturers rank Total  O O O O O O O O O O O O O O O O O O O						
Nonresident alien	0						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	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 - Indefinite duration contract

User ID: P1878971

# Number of <u>Full-time Instructional Staff</u> With <u>Faculty Status</u> Not on Tenure Track - <u>Indefinite duration contract</u>

#### As of November 1, 2017

- 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

		<u>A</u>	ademic Ran	<u>k</u>		No	
Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	academic rank	Tota
Nonresident alien	0						O
Hispanic/Latino							0
American Indian or Alaska Native							O
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	0	0	0	0	0	0

	Academic Rank					No	
Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	academic rank	Total
Nonresident alien	0						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	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0
Total from prior year							

#### User ID: P1878971

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

#### Number of $\underline{\textbf{Full-time}}\ \underline{\textbf{Instructional Staff}}$ Without Faculty Status As of November 1, 2017

- 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 American Indian or Alaska Native <u>Asian</u> Black or African American Native Hawaiian or Other Pacific Islander White Two or more races Race and ethnicity unknown Total men Women Race/ethnicity Without Faculty Status Nonresident alien 0 Hispanic/Latino American Indian or Alaska Native Asian Black or African American Native Hawaiian or Other Pacific Islander White Two or more races Race and ethnicity unknown Total women Total (men+women) 0 Total from prior year

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# Part A2 - Full-time Instructional Staff by Function

### Number of Full-time Instructional Staff

#### As of November 1, 2017

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

			With Fac	ulty Status				
				Not on Te	enure Track		Without	
	Tenured	On Tenure Track	Multi-year	Annual contract	Less- than- annual contract	Indefinite duration (continuing or at-will)	Faculty Status	Total
Instructional staff	53	37	0	51	0	0	0	141
Total carried forward from previous screens	53	37	0	51	0	0	0	141
Primarily Instruction	53	37	0	51	0	0	0	141
Exclusively credit								0
Exclusively not-for- credit								0
Combined credit/not-for- credit	53	37		51				141
Instruction/research/public service staff								0

# Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff								
As of November 1, 2017								
Race/ethnicity	Total men	Total women	Total (men+women)					
Nonresident alien	5	5	10					
Hispanic/Latino	20	20	40					
American Indian or Alaska Native	1	0	1					
Asian	3	2	5					
Black or African American	1	1	2					
Native Hawaiian or Other Pacific Islander	0	0	0					
White	42	34	76					
Two or more races	1	1	2					
Race and ethnicity unknown	1	4	5					
Total	74	67	141					
Total from prior year			133					

# Number of <u>Full-time</u> Non-instructional Staff by Occupational Category

As of November 1, 2017

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

#### Men

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	5	0	
Hispanic/Latino	20		
American Indian or Alaska Native	1		
Asian	3		
Black or African American	1		
Native Hawaiian or Other Pacific Islander	0		
White	42		
Two or more races	1		
Race and ethnicity unknown	1		
Total men	74	0	0

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	5	0	
Hispanic/Latino	20		
American Indian or Alaska Native	0		
Asian	2		
Black or African American	1		
Native Hawaiian or Other Pacific Islander	0		
White	34		
Two or more races	1		
Race and ethnicity unknown	4		
Total women	67	0	0
Total (men+women)	141	<b>⊕</b> 0	0
Total from prior year	133	2	

# Number of <u>Full-time</u> Non-instructional Staff by Occupational Category

As of November 1, 2017

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

Mon				
	8.5	_	-	

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	<u>Librarians</u> 25-4020	<u>Library</u> <u>Technicians</u> 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien				1
Hispanic/Latino			3	3
American Indian or Alaska Native				
Asian				
Black or African American				
Native Hawaiian or Other Pacific Islander				
White				1
Two or more races				
Race and ethnicity unknown				
Total men	0	0	3	5

#### Nomen

women				
Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	<u>Librarians</u> 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino		1	3	12
American Indian or Alaska Native				
Asian				
Black or African American				1
Native Hawaiian or Other Pacific Islander				
White		3	1	1
Two or more races				1
Race and ethnicity unknown			1	
Total women	0	4	5	15
Total (men+women)	0	4	8	<b>1</b> 20
Total from prior year		4	8	58

# Number of <u>Full-time</u> Non-instructional Staff by Occupational Category

#### As of November 1, 2017

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

R/I	۵	n	

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000	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	1				
Hispanic/Latino	23	5	9	5	
American Indian or Alaska Native	1		1	1	
Asian					
Black or African American				5	
Native Hawaiian or Other Pacific Islander					
White	9	1	3	8	
Two or more races	1			1	
Race and ethnicity unknown	1			2	
Total men	36	6	13	22	0

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000	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		1		1	
Hispanic/Latino	18	21	2	6	1
American Indian or Alaska Native		1		1	
Asian					
Black or African American	1				
Native Hawaiian or Other Pacific Islander					
White	9	2	2	5	1
Two or more races					
Race and ethnicity unknown	1			2	1
Total women	29	25	4	15	3
Total (men+women)	<b>⊕</b> 65	31	17	37	3

Total from prior year 37 27 15 31

# Number of <u>Full-time</u> Non-instructional Staff by Occupational Category

As of November 1, 2017

- 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	2					9
Hispanic/Latino	8			46	2	124
American Indian or Alaska Native						4
<u>Asian</u>						3
Black or African American				1		7
Native Hawaiian or Other Pacific Islander						O
<u>White</u>	1			3		68
Two or more races						3
Race and ethnicity unknown				1		5
Total men	11	0	0	51	2	223
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						7
Hispanic/Latino	7		43	7	1	142
American Indian or Alaska Native						2
Asian			1			3
Black or African American						
						3
Native Hawaiian or Other Pacific Islander						0
Hawaiian or Other Pacific			6			
Hawaiian or Other Pacific Islander			6			64
Hawaiian or Other Pacific Islander White			6			0
Hawaiian or Other Pacific Islander White Two or more races Race and ethnicity	7			7		64 2

Total from prior year 55 61 18 2 453

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

# Number of <u>Full-time</u> Non-instructional Staff

	U.	14046	iiibei	٠, ،	201

	With <u>Faculty Status</u>							
				Not on Te	enure Track		Without	
Occupational category	Tenured	On Tenure Track	Multi-year	Annual contract	Less- than- annual contract	Indefinite duration (continuing or at-will)	Faculty Status	Total
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010								0
<u>Librarians</u> 25-4020							4	4
<u>Library Technicians</u> 25-4030							8	8
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							20	20
Management Occupations 11-0000	7						58	65
Business and Financial Operations Occupations 13-0000							31	31
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							17	17
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							37	37
Healthcare Practitioners and Technical Occupations 29-0000							3	3
Total	7	0	0	0	0	0	178	185
Total from prior year	8						176	184

# Part C - Full-time Summary

# Summary of Full-time Staff

# As of November 1, 2017

• Data will not be generated on this screen until the relevant screens in the previous section have been completed.

	With Faculty Status							
				Not o	n Tenure T	rack	Without	
Occupational category	Tenured	On Tenure Track	Multi- year		Less- than- annual contract	Indefinite duration (continuing or at-will)	Faculty Status	Total
Primarily Instruction	53	37	0	51	0	0	0	141
Exclusively credit								0
Exclusively not-for-credit								0
Combined credit/not-for-credit	53	37		51				141
Instruction/research/public service staff								0
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians 25-4020							4	4
Library Technicians 25-4030							8	8
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							20	20
Management Occupations 11-0000	7						58	65
Business and Financial Operations Occupations 13-0000							31	31
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							17	17
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							37	37
Healthcare Practitioners and Technical Occupations 29-0000							3	3
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000								18
Sales and Related Occupations 41-0000								0
Office and Administrative Support Occupations 43-0000								51
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000								58
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000								3
Total								456

### Part G1 - Salaries Worksheet

# Number of <u>Full-time</u> <u>Instructional Staff</u> For Calculation of Total Number of Months

#### Annual Salary, 2017-18

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

		.=.					
Gender and academic	Months worked						Total staff for salary
rank	12 months	11 months	10 months	9 months	< 9 months	Total Staff	reporting
Men							
Professors				15		15	15
Associate professors				19		19	19
Assistant professors				13		13	13
Instructors				6		6	6
Lecturers				12		12	12
No academic rank				9		9	9
Total men	0	0	0	74	0	74	74
Total men full-time instru	ıctional staff	f from Part A	4			74	
Women							
Professors				13		13	13
Associate professors				12		12	12
Assistant professors				19		19	19
Instructors				6		6	6
Lecturers				12		12	12
No academic rank				5		5	5
Total women	0	0	0	67	0	67	67
Total women full-time in:	structional s	taff from Pa	art A			67	
Total (men + women)	0	0	0	141	0	141	141
Total (men +women) ful	-time instru	ctional staff	from Part A	<b>\</b>		141	

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# Part G2 - Salary Outlays for Instructional Staff

#### Salary Outlays for <u>Full-time</u> <u>Instructional Staff</u>

#### Annual Salary Outlays, 2017-18

- Report the TOTAL ANNUAL salary outlays for the full-time instructional staff reported in the 12 months, 11 months, 10 months, and 9 months columns on the previous screen, Part G1 Salaries Worksheet
- Using the TOTAL ANNUAL salary outlays data provided, the system will calculate the Equated 9 months by academic rank and gender.

	Total staff		•	Salary Outlays		
Gender and academic rank	for salary reporting (from Part G, screen 1)	12 months	11 months	10 months	9 months	Q Equated 9 months
Men						
Professors	15				1,008,289	1,008,289
Associate professors	19				1,502,249	1,502,249
Assistant professors	13				694,756	694,756
Instructors	6				275,064	275,064
Lecturers	12				696,707	696,707
No academic rank	9				405,480	405,480
Total men	74	0	0	0	4,582,545	4,582,545
Women						
Professors	13				834,496	834,496
Associate professors	12				780,382	780,382
Assistant professors	19				1,129,097	1,129,097
Instructors	6				298,337	298,337
Lecturers	12				445,018	445,018
No academic rank	5				232,876	232,876
Total women	67	0	0	0	3,720,206	3,720,206
Total (men + women)	141	0	0	0	8,302,751	8,302,751

User ID: P1878971

# Part G3 - Average Salaries for Instructional Staff by Academic Rank

Part G3 - Average Salaries for Instructional Staff by Academic Rank										
Average Salary by academic rank for <u>Full-time</u> <u>Instructional Staff</u>										
Annual Average Salaries, 2017-18										
Gender and academic	Total staff for salary		A	nnual Avera	age Salarie	s				
rank	reporting (from Part G, screen 1)	12 months	11 months	10 months	9 months	Equated 9 months				
Men										
Professors	15				67,219	67,219				
Associate professors	19				79,066	79,066				
Assistant professors	13				53,443	53,443				
Instructors	6				45,844	45,844				
Lecturers	12				58,059	58,059				
No academic rank	9				45,053	45,053				
Total men	74				61,926	61,926				
Women										
Professors	13				64,192	64,192				
Associate professors	12				65,032	65,032				
Assistant professors	19				59,426	59,426				
Instructors	6				49,723	49,723				
Lecturers	12				37,085	37,085				
No academic rank	5				46,575	46,575				
Total women	67				55,525	55,525				
Total (men + women)	141				58,885	58,885				

#### Part G4 - Salary Outlays for Non-instructional Staff

#### **Salary Outlays** for Full-time Non-instructional Staff Annual Salary Outlays, 2017-18 Number of Total annual full-time staff Occupational category (carried forward from the Part B - FT, salary outlays non-instructional staff screens) Research staff 0 Public Service staff 0 Library and Student and Academic Affairs and Other 32 **Education Services Occupations** 1,114,157 <u>25-4000 + 25-2000 + 25-3000 + 25-9000</u> Management Occupations 11-0000 65 4,914,286 **Business and Financial Operations Occupations** 31 1,371,820 13-0000 Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000 17 697,570 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000 37 1,467,098 **Healthcare Practitioners and Technical Occupations** 3 121,582 29-0000 <u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000 18 423,807 Sales and Related Occupations 41-0000 0 0 Office and Administrative Support Occupations 51 1,642,110 43-0000 Natural Resources, Construction, and Maintenance Occupations 58 1,275,081 45-0000 + 47-0000 + 49-0000 Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000 3 66,809

### Number of Part-time Staff by Occupational Category

#### As of November 1, 2017

- 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			
Hispanic/Latino	21		
American Indian or Alaska Native	2		
Asian	1		
Black or African American	1		
Native Hawaiian or Other Pacific Islander			
White	15		
Two or more races			
Race and ethnicity unknown	5		
Total men	45	0	0

Tromon			
Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino	43		
American Indian or Alaska Native	4		
Asian	1		
Black or African American			
Native Hawaiian or Other Pacific Islander			
White	52		
Two or more races	2		
Race and ethnicity unknown	2		
Total women	104	0	0
Total (men+women)	149	0	0
Total from prior year	119		

### Number of Part-time Staff by Occupational Category

# As of November 1, 2017

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

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	<u>Library</u> <u>Technicians</u> 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
Hispanic/Latino				1	1
American Indian or Alaska Native					0
<u>Asian</u>					0
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
<u>White</u>					0
Two or more races					0
Race and ethnicity unknown					0
Total men	0	0	0	1	1

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	<u>Librarians</u> 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
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	0	0	0	0
Total					
(men+women)	0	0	0	1	1
Total from prior year				8	8

### Number of Part-time Staff

#### As of November 1, 2017

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

en	

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000	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					
Hispanic/Latino	1				
American Indian or Alaska Native				1	
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
<u>White</u>		1		2	
Two or more races					
Race and ethnicity unknown					
Total men	1	1	0	3	(

Total from prior year

Women					
Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000	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					
Hispanic/Latino				1	
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	1		1		
Two or more races					
Race and ethnicity unknown					
Total women	1	0	1	1	0
Total (men+women)	2	1	1	4	0

### Number of Part-time Staff

### As of November 1, 2017

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

	panic/Latino indivi e for non-Hispanic	/Latino individu	uals 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
Hispanic/Latino				2	1	26
American Indian or Alaska Native						3
Asian						1
Black or African American						1
Native Hawaiian or Other Pacific Islander						0
White	1			1		20
Two or more races						0
Race and ethnicity unknown						5
Total men	1	0	0	3	1	56
Women						
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)
	Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 +	Related Occupations	Administrative Support Occupations	Construction, and Maintenance Occupations 45-0000 + 47-0000	Transportation, and Material Moving Occupations	Total (All part- time staff)
Race/ethnicity  Nonresident	Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 +	Related Occupations	Administrative Support Occupations	Construction, and Maintenance Occupations 45-0000 + 47-0000	Transportation, and Material Moving Occupations	Total (All part- time staff)
Race/ethnicity  Nonresident alien	Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 +	Related Occupations	Administrative Support Occupations 43-0000	Construction, and Maintenance Occupations 45-0000 + 47-0000	Transportation, and Material Moving Occupations	Total (All part- time staff)
Race/ethnicity  Nonresident alien  Hispanic/Latino  American Indian or	Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 +	Related Occupations	Administrative Support Occupations 43-0000	Construction, and Maintenance Occupations 45-0000 + 47-0000	Transportation, and Material Moving Occupations	Total (All part-time staff)
Race/ethnicity  Nonresident alien  Hispanic/Latino  American Indian or Alaska Native	Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 +	Related Occupations	Administrative Support Occupations 43-0000	Construction, and Maintenance Occupations 45-0000 + 47-0000	Transportation, and Material Moving Occupations	Total (All part-time staff)  0  48
Race/ethnicity  Nonresident alien Hispanic/Latino American Indian or Alaska Native Asian  Black or African	Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 +	Related Occupations	Administrative Support Occupations 43-0000	Construction, and Maintenance Occupations 45-0000 + 47-0000	Transportation, and Material Moving Occupations	Total (All part-time staff)  0  48
Race/ethnicity  Nonresident alien  Hispanic/Latino  American Indian or Alaska Native  Asian  Black or African American  Native Hawaiian or Other Pacific	Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 +	Related Occupations	Administrative Support Occupations 43-0000	Construction, and Maintenance Occupations 45-0000 + 47-0000	Transportation, and Material Moving Occupations	Total (All part-time staff)  0  48  4  0  0
Race/ethnicity  Nonresident alien  Hispanic/Latino  American Indian or Alaska Native  Asian  Black or African American  Native  Hawaiian or Other Pacific Islander	Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 +	Related Occupations	Administrative Support Occupations 43-0000	Construction, and Maintenance Occupations 45-0000 + 47-0000	Transportation, and Material Moving Occupations	Total (All part-time staff)  0  48  4  1  0  56
Race/ethnicity  Nonresident alien  Hispanic/Latino  American Indian or Alaska Native  Asian  Black or African American  Native Hawaiian or Other Pacific Islander  White  Two or more	Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 +	Related Occupations	Administrative Support Occupations 43-0000	Construction, and Maintenance Occupations 45-0000 + 47-0000	Transportation, and Material Moving Occupations	Total (All part-time staff)
Race/ethnicity  Nonresident alien  Hispanic/Latino  American Indian or Alaska Native  Asian  Black or African American  Native  Hawaiian or Other Pacific Islander  White  Two or more races  Race and ethnicity	Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 +	Related Occupations	Administrative Support Occupations 43-0000	Construction, and Maintenance Occupations 45-0000 + 47-0000	Transportation, and Material Moving Occupations	Total (All part-time staff)  0  48  4  1  0  56  2
Race/ethnicity  Nonresident alien  Hispanic/Latino  American Indian or Alaska Native  Asian  Black or African American  Native Hawaiian or Other Pacific Islander  White  Two or more races  Race and ethnicity unknown  Total women	Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Related Occupations 41-0000	Administrative Support Occupations 43-0000	Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	Transportation, and Material Moving Occupations 51-0000 + 53-0000	Total (All part-time staff)  0 48 4 1 0 56 2
Race/ethnicity  Nonresident alien  Hispanic/Latino  American Indian or Alaska Native  Asian  Black or African American  Native Hawaiian or Other Pacific Islander  White  Two or more races  Race and ethnicity unknown	Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Related Occupations 41-0000	Administrative Support Occupations 43-0000	Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	Transportation, and Material Moving Occupations 51-0000 + 53-0000	(All part- time

### Part D - Graduate assistants

### Number of Graduate Assistants

#### As of November 1, 2017

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

#### Men

Race/ethnicity	<u>Teaching</u> 25-1191	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	14		3	17
Hispanic/Latino	9	3	4	16
American Indian or Alaska Native	1			1
Asian				0
Black or African American	1		1	2
Native Hawaiian or Other Pacific Islander				0
White	19		2	21
Two or more races	1			1
Race and ethnicity unknown	1			1
Total men	46	3	10	59

Race/ethnicity	<u>Teaching</u> 25-1191	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	13	1	1	15
Hispanic/Latino	21	2	8	31
American Indian or Alaska Native			1	1
Asian				0
Black or African American	1			1
Native Hawaiian or Other Pacific Islander				0
White	6		5	11
Two or more races			1	1
Race and ethnicity unknown	2			2
Total women	43	3	16	62
Total (men+women)	89	6	26	121
Total from prior year	88	16	15	119

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

# Number of <u>Part-time Staff</u> As of November 1, 2017

			With Fac	ulty Status				
			vviui <u>i ac</u>	-	enure Track		\\/ithaut	
Occupational category	Tenured	On Tenure Track	Multi-year	Annual contract	Less- than- annual contract	Indefinite duration (continuing or at-will)	Without Faculty Status	Total
Primarily Instruction	0	0	0	0	0	0	149	149
Exclusively credit								0
Exclusively not-for- credit								0
Combined credit/not-for- credit							149	149
Instruction/research/public service staff								0
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010								0
<u>Librarians</u> 25-4020								0
<u>Library Technicians</u> 25-4030								0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000					1			1
Management Occupations 11-0000				2				2
Business and Financial Operations Occupations 13-0000					1			1
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000				1				1
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000				4				4
Healthcare Practitioners and Technical Occupations 29-0000								0
Total	0	0	0	7	2	0	149	158
Total from prior year	0	0		12	3		115	130

# Part F - Part-time Summary

	Summ	ary of P	art-tim	e Staff				
	As o	f Novem	ber 1, 2	2017				
			With	Faculty S	Status			
Occupational category	Tenured	On Tenure Track	Multi- year	Annual contract	Less- than- annual contract	Indefinite duration (continuing or at-will)	Without Faculty Status	
Primarily Instruction	0	0	0	0	0	0	149	14
Exclusively credit								
Exclusively not-for-credit								
Combined credit/not-for-credit							149	1.
Instruction/research/public service staff								
Research staff								
Public Service staff								
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					1			
Management Occupations 11-0000				2				
Business and Financial Operations Occupations 13-0000					1			
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000				1				
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000				4				
Healthcare Practitioners and Technical Occupations 29-0000								
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								
Graduate Assistants								1:
Teaching 25-1191								;
Research								
Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000,								
29-0000								

# Part H - New Hires, Full-time Instructional Staff by Tenure Status

### Number of Newly Hired Full-time Permanent Instructional Staff

(Hired full-time between November 1, 2016 - October 31, 2017)

- 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

			With	Faculty Stat	<u>us</u>			
				Not or	n Tenure Trac	<u>k</u>	Without	
Race/ethnicity		On Tenure Track	Multi-year	Annual contract	Less-than- annual contract	Indefinite duration (continuing or at-will)	Faculty Status	Total
Nonresident alien								0
Hispanic/Latino								0
American Indian or Alaska Native								0
<u>Asian</u>								0
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White		2		1				3
Two or more races								0
Race and ethnicity unknown								0
Total men	0	2	0	1	0	0	0	3

			With <u>I</u>	aculty Stat	<u>us</u>			
				Not o	n Tenure Trac	<u>k</u>	Without	
Race/ethnicity	Tenured Te	<u>On</u> <u>d Tenure</u> <u>Track</u>	Multi-year	Annual contract	Less-than- annual contract	Indefinite duration (continuing or at-will)	Faculty Status	Total
Nonresident alien								0
Hispanic/Latino		1		1				2
American Indian or Alaska Native								0
Asian								0
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White		2						2
Two or more races								0
Race and ethnicity unknown		1						1
Total women	0	4	0	1	0	0	0	5
Total (men+women)	0	6	0	2	0	0	0	8

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

### Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2016 - October 31, 2017)

- 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	<u>Library and Student and Academic Affairs and</u> <u>Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino	0			1
American Indian or Alaska Native	0			
Asian	0			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	3			
Two or more races	0			
Race and ethnicity unknown	0			
Total men	3	0	0	1

#### Nomon

Women				
Race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	<u>Library and Student and Academic Affairs and</u> <u>Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino	2			
American Indian or Alaska Native	0			
Asian	0			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	2			
Two or more races	0			
Race and ethnicity unknown	1			
Total women	5	0	0	0
		_		
Total (men+women)	8	0	0	1

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

### Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2016 - October 31, 2017)

- 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	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					
Hispanic/Latino	1			1	
American Indian or Alaska Native					
Asian					
Black or African American				2	
Native Hawaiian or Other Pacific Islander					
<u>White</u>	3	1		4	
Two or more races	1				
Race and ethnicity unknown					
Total men	5	1	0	7	O

women					
Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000	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					
Hispanic/Latino	3			1	
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	1			1	
Two or more races					
Race and ethnicity unknown					
Total women	4	0	0	2	0
Total (men+women)	9	1	0	9	0

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

### Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2016 - October 31, 2017)

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

Men						
Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	Grand Total (All full- time new hires)
Nonresident alien						0
Hispanic/Latino	2			3		8
American Indian or Alaska Native						0
<u>Asian</u>						0
Black or African American						2
Native Hawaiian or Other Pacific Islander						0
White	1			1		13
Two or more races						1
Race and ethnicity unknown						0
Total men	3	0	0	4	0	24
Women						
Race/ethnicity	<u>Service</u> <u>Occupations</u> 31-0000 + 33-0000 + 35-0000 +	Sales and Related Occupations	Office and Administrative	Natural Resources, Construction, and Maintenance	Production, Transportation, and Material	Grand Total
	37-0000 + 39-0000	41-0000	Support Occupations 43-0000	Occupations 45-0000 + 47-0000 + 49-0000	Moving Occupations 51-0000 + 53-0000	(All full- time new hires)
Nonresident alien			Occupations	Occupations 45-0000 + 47-0000	Moving Occupations 51-0000 +	(All full- time new hires)
			Occupations	Occupations 45-0000 + 47-0000	Moving Occupations 51-0000 +	(All full- time new hires)
alien			Occupations 43-0000	Occupations 45-0000 + 47-0000	Moving Occupations 51-0000 +	(All full- time new hires)
alien Hispanic/Latino American Indian or			Occupations 43-0000	Occupations 45-0000 + 47-0000	Moving Occupations 51-0000 +	(All full-time new hires)
alien Hispanic/Latino American Indian or Alaska Native Asian Black or African American			Occupations 43-0000	Occupations 45-0000 + 47-0000	Moving Occupations 51-0000 +	(All full-time new hires)
alien Hispanic/Latino American Indian or Alaska Native Asian Black or African			Occupations 43-0000	Occupations 45-0000 + 47-0000	Moving Occupations 51-0000 +	(All full- time new
alien Hispanic/Latino American Indian or Alaska Native Asian Black or African American Native Hawaiian or Other Pacific			Occupations 43-0000	Occupations 45-0000 + 47-0000	Moving Occupations 51-0000 +	(All full-time new hires)  0  8
alien Hispanic/Latino American Indian or Alaska Native Asian Black or African American Native Hawaiian or Other Pacific Islander White Two or more races			<u>Occupations</u> 43-0000	Occupations 45-0000 + 47-0000	Moving Occupations 51-0000 +	(All full-time new hires)  0  0  0  0
alien Hispanic/Latino American Indian or Alaska Native Asian Black or African American Native Hawaiian or Other Pacific Islander White Two or more			<u>Occupations</u> 43-0000	Occupations 45-0000 + 47-0000	Moving Occupations 51-0000 +	(All full-time new hires)  0  8  0  0  5
alien Hispanic/Latino American Indian or Alaska Native Asian Black or African American Native Hawaiian or Other Pacific Islander White Two or more races Race and ethnicity			<u>Occupations</u> 43-0000  2  1	Occupations 45-0000 + 47-0000	Moving Occupations 51-0000 +	(All full-time new hires)  0  0  0  0

Institution: New Mexico Highlands University (187897)	User ID: P1878971
Human Resources Survey Evaluation	
Were any staff members difficult to categorize? If so, please explain in the box below.	
▼	
4	

Inctitution:	Now Marica	Highlande	University (187897)	

#### Prepared by

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

User ID: P1878971

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.

T	his survey con	nponent was prepared	by:				
	0	Keyholder	0	SFA Contact	0	HR Contact	
	0	Finance Contact	0	Academic Library Contact	0	Other	
	Name:	Faron Valencia					
	Email:	fdvalencia@nmhu.edu	J.				

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

4.00 Number of Staff (including yourself)

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

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

Staff member	Collecting Data Needed	Revising Data to Match IPEDS Requirements	Entering Data	Revising and Locking Data	
Your office	24.00 hours	24.00 hours	24.00 hours	24.00 hours	
Other offices	24.00 hours	24.00 hours	24.00 hours	24.00 hours	

#### **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 <u>Data Center</u> and sent to your institution's CEO in November 2017.

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 <a href="mailto:ipedshelp@rti.org">ipedshelp@rti.org</a>.

Fall 2017  Occupational category  Reported values  FT sta								
occupational category	Number of full-time staff	Number of part-time staff	staff					
otal number of staff	456	169	512					
Instructional Staff	141	149	191					
Primary Instruction	141	149	191					
Exclusively credit	0	0	0					
Exclusively not-for-credit	0	0	C					
Combined credit/not-for-credit	141	149	191					
Instruction/research/public service	0	0	C					
Research Staff	0	0	C					
Public Service Staff	0	0	C					
Library and Student and Academic Affairs and Other Education Services Occupations SOC	32	1	32					
Librarians, Curators, and Archivists SOC 25-4000	12	0	12					
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	(					
Librarians SOC 25-4020	4	0	4					
Library Technicians SOC 25-4030	8	0	8					
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	20	1	20					
Management Occupations SOC 11-0000	65	2	66					
Business and Financial Operations Occupations SOC 13-0000	31	1	3:					
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	17	1	17					
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	37	4	38					
Healthcare Practitioners and Technical Occupations SOC 29-0000	3	0	3					
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	18	1	18					
Sales and Related Occupations SOC 41-0000	0	0	(					
Office and Administrative Support Occupations SOC 43-0000	51	4	52					
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	58	5	60					
Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	3	1	3					

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 2017-18								
	Mont	hs Covered	by Annual S	Salary	Total	Total		Weighted
Academic rank	12 months	11 months	10 months	9 months	Staff for Salary reporting	of	Salary Outlays	Average Monthly Salaries

All Ranks		141	141	1,269	\$8,302,751	\$6,543
Professor		28	28	252	\$1,842,785	\$7,313
Associate professor		31	31	279	\$2,282,631	\$8,181
Assistant professor		32	32	288	\$1,823,853	\$6,333
Instructor		12	12	108	\$573,401	\$5,309
Lecturer		24	24	216	\$1,141,725	\$5,286
No academic rank		14	14	126	\$638,356	\$5,066

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.

Edit Report

User ID: P1878971

#### **Human Resources**

New Mexico Highlands University (187897)

Source	Description	Severity	Resolved	Options
Global Ed	lits			
Perform Edits	The Equated 9 months Annual Average salaries of Lecturers (Men) reported in Part G3 - Average Salaries for Instructional Staff by Academic Rank has changed significantly since last year. Please review your data and make any necessary corrections, or explain the discrepancy. (Error #1948)	Explanation	Yes	
Reason:	Visiting Assistant Professors have been re-categorized to Lecturers.			
Related Screens:	G3 - Average Salaries for Instructional Staff by Academic Rank			
Perform Edits	The Equated 9 months Annual Average salaries of Lecturers (Women) reported in Part G3 - Average Salaries for Instructional Staff by Academic Rank has changed significantly since last year. Please review your data and make any necessary corrections, or explain the discrepancy. (Error #1954)	Explanation	Yes	
Reason:	Visiting Assistant Professors have been re-categorized to Lecturers.			
Related Screens:	G3 - Average Salaries for Instructional Staff by Academic Rank			
Screen: E	31 - FT Non-instructional, Occupation - 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 number is correct and has been verified. This year we did not have any Re	esearch Staff.		
Screen: E	31 - FT Non-instructional, Occupation- 2			
Screen Entry	This number is outside the expected range of between 38 and 78 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	We have aligned job titles to coincide with IPEDs occupational categories.			
Screen: E	31 - FT Non-instructional, Occupation - 3			
Screen Entry	This number is outside the expected range of between 25 and 49 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	We have aligned job titles to coincide with IPEDs occupational categories.			
Screen: E	31 - FT Non-instructional, Occupation - 4			
Screen Entry	This number is outside the expected range of between 36 and 74 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	We have aligned job titles to coincide with IPEDs occupational categories.			
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:	We have aligned job titles to coincide with IPEDs occupational categories.			