

# IPEDS 2024-25 Data Collection System

IPEDS HELP DESK (877) 225-2568 | [ipedshelp@rti.org](mailto:ipedshelp@rti.org)  
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User ID: P1878976

## Human Resources 2024-25

Institution: New Mexico Highlands University (187897)

User ID: P1878976

### 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 data to accurately reflect the time period corresponding with the IPEDS survey component, even if such reporting is seemingly inconsistent with prior-year reporting.
- 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 – which will have basic reporting concepts that will assist you in completing the Human Resources survey component.

#### Changes to reporting:

No changes for the 2024-25 data collection period.

#### Resources:

- To download the survey materials for this component: [Survey Materials](#)
- All staff must now be reported using the new IPEDS occupational categories, which align with the 2018 Standard Occupational Classification (SOC) codes. Additional information and resources can be found in the [IPEDS HR/SOC Information Center](#), including general information about the SOC, the IPEDS/SOC crosswalk, a SOC Browse Tool, Frequently Asked Questions, and Web Tutorials.
- To access your prior year data submission for this component: [Reported Data](#)

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

Human Resources Screening Questions

Does your institution have any part-time staff?

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

- ☐ No
- ☒ Yes

Does your institution have graduate assistants?

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

- ☐ No
- ☒ Yes

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

- ☐ No
- ☒ Yes

Does your institution have a tenure system?

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

- ☐ No
- ☒ Yes

Did your institution hire any persons for full-time permanent employment either for the first time (new to the institution) or after a break in service on the payroll as of November 1, 2024?

(Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)  
If you answer Yes to this question, you will be provided the screens to report full-time permanent new hires in Part H.

- ☐ No
- ☒ Yes

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

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

- ☒ No ☐ Yes Are ALL of the instructional staff military personnel?
- ☒ No ☐ Yes Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?

You may use the box below to provide additional context for the data you have reported above.

Institution: New Mexico Highlands University (187897)

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

Number of **Full-time Instructional Staff With Faculty Status Tenured**

As of November 1, 2024

- 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		
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text" value="4"/>	<input type="text" value="2"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	7
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
<u>Black or African American</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text" value="2"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	4
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text" value="3"/>	<input type="text" value="2"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	6
<b>Total men</b>	<b>9</b>	<b>10</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>21</b>

## Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	7
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Black or African American</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text" value="7"/>	<input type="text" value="6"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	13
Two or more races	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<b>Total women</b>	<b>13</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>24</b>
<b>Total (men+women)</b>	<b>22</b>	<b>21</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>45</b>
<b>Total from prior year</b>							<b>51</b>

Institution: New Mexico Highlands University (187897)

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## 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, 2024

- 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		
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	5
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="5"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	6
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<b>Total men</b>	0	4	9	0	0	0	13

**Women**

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="6"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	8
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text" value="2"/>	<input type="text" value="4"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	8
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<b>Total women</b>	0	2	15	4	0	0	21
<b>Total (men+women)</b>	0	6	24	4	0	0	34
<b>Total from prior year</b>							48

Institution: New Mexico Highlands University (187897)

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

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

As of November 1, 2024

- 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		
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<b>Total men</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Women

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<b>Total women</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (men+women)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Total from prior year							

Institution: New Mexico Highlands University (187897)

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

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

As of November 1, 2024

- 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		
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text" value="2"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="4"/>	<input type="text"/>	<input type="text"/>	7
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	2
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text" value="4"/>	<input type="text" value="2"/>	<input type="text" value="1"/>	<input type="text" value="5"/>	<input type="text"/>	<input type="text"/>	12
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="5"/>	<input type="text"/>	<input type="text" value="1"/>	6
<b>Total men</b>	<b>7</b>	<b>2</b>	<b>2</b>	<b>15</b>	<b>0</b>	<b>1</b>	<b>27</b>

## Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="4"/>	<input type="text"/>	<input type="text" value="1"/>	7
<u>American Indian or Alaska Native</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="6"/>	<input type="text"/>	<input type="text" value="2"/>	9
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text" value="2"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	5
<b>Total women</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>13</b>	<b>0</b>	<b>3</b>	<b>23</b>
<b>Total (men+women)</b>	<b>12</b>	<b>2</b>	<b>4</b>	<b>28</b>	<b>0</b>	<b>4</b>	<input checked="" type="checkbox"/> <b>50</b>
<b>Total from prior year</b>							<b>38</b>

Institution: New Mexico Highlands University (187897)

User ID: P1878976

## 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, 2024

- 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		
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<b>Total men</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<b>Total women</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>Total (men+women)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Total from prior year							

Institution: New Mexico Highlands University (187897)

User ID: P1878976

## Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Indefinite duration contract

Number of **Full-time Instructional Staff With Faculty Status Not on Tenure Track - Indefinite duration contract**

As of November 1, 2024

- 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		
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<b>Total men</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Women

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<b>Total women</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>Total (men+women)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Total from prior year							



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

- Number of **Full-time Instructional Staff Without Faculty Status**
- As of November 1, 2024
- 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
<u>U.S. Nonresident</u>	<div>0</div>
<u>Hispanic/Latino</u>	<div>0</div>
<u>American Indian or Alaska Native</u>	<div>0</div>
<u>Asian</u>	<div>0</div>
<u>Black or African American</u>	<div>0</div>
<u>Native Hawaiian or Other Pacific Islander</u>	<div>0</div>
<u>White</u>	<div>0</div>
Two or more races	<div>0</div>
<u>Race and ethnicity unknown</u>	<div>0</div>
Total men	0

Women	
Race/ethnicity	Without Faculty Status
<u>U.S. Nonresident</u>	<div>0</div>
<u>Hispanic/Latino</u>	<div>0</div>
<u>American Indian or Alaska Native</u>	<div>0</div>
<u>Asian</u>	<div>0</div>
<u>Black or African American</u>	<div>0</div>
<u>Native Hawaiian or Other Pacific Islander</u>	<div>0</div>
<u>White</u>	<div>0</div>
Two or more races	<div>0</div>
<u>Race and ethnicity unknown</u>	<div>0</div>
Total women	0



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, 2024

- 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
	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>					
			<u>Multi-year</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>	<u>Indefinite duration (continuing or at-will)</u>		
<u>Instructional staff</u>	45	34	0	50	0	0	0	129
Total carried forward from previous screens	45	34	0	50	0	0	0	129
<u>Primarily Instruction</u>	45	34	0	50	0	0	0	129
 Exclusively credit	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
 Exclusively not-for-credit	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Combined credit/not-for-credit	45	34	0	50	0	0	0	129
<u>Instruction/research/public service staff</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff  
As of November 1, 2024

Race/ethnicity	Total men	Total women	Total (men+women)
<u>U.S. Nonresident</u>	0	0	0
<u>Hispanic/Latino</u>	19	22	41
<u>American Indian or Alaska Native</u>	0	3	3
<u>Asian</u>	3	4	7
<u>Black or African American</u>	4	1	5
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	22	30	52
Two or more races	0	1	1
<u>Race and ethnicity unknown</u>	13	7	20
<b>Total</b>	<b>61</b>	<b>68</b>	<b>129</b>
Total from prior year			137

Institution: New Mexico Highlands University (187897)

User ID: P1878976

## Part B1 - Full-time Non-instructional Staff by Occupational Category - 1

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

As of November 1, 2024

- 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>
<u>U.S. Nonresident</u>	0	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Hispanic/Latino</u>	19	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>American Indian or Alaska Native</u>	0	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Asian</u>	3	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Black or African American</u>	4	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Native Hawaiian or Other Pacific Islander</u>	0	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>White</u>	22	<input type="text" value="0"/>	<input type="text" value="0"/>
Two or more races	0	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Race and ethnicity unknown</u>	13	<input type="text" value="0"/>	<input type="text" value="0"/>
<b>Total men</b>	<b>61</b>	<b>0</b>	<b>0</b>

**Women**

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
<u>U.S. Nonresident</u>	0	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Hispanic/Latino</u>	22	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>American Indian or Alaska Native</u>	3	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Asian</u>	4	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Black or African American</u>	1	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Native Hawaiian or Other Pacific Islander</u>	0	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>White</u>	30	<input type="text" value="0"/>	<input type="text" value="0"/>
Two or more races	1	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Race and ethnicity unknown</u>	7	<input type="text" value="0"/>	<input type="text" value="0"/>
<b>Total women</b>	<b>68</b>	<b>0</b>	<b>0</b>
<b>Total (men+women)</b>	<b>129</b>	<b>0</b>	<b>0</b>
<b>Total from prior year</b>	<b>137</b>		

Institution: New Mexico Highlands University (187897)

User ID: P1878976

## Part B1 - Full-time Non-instructional Staff by Occupational Category - 2

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

As of November 1, 2024

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

## Men

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<b>i</b> <u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
<u>U.S. Nonresident</u>	<input type="text" value="0"/>	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>
<u>Hispanic/Latino</u>	<input type="text" value="0"/>	<input type="text" value="2"/>	<input type="text" value=""/>	<input type="text" value="2"/>
<u>American Indian or Alaska Native</u>	<input type="text" value="0"/>	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>
<u>Asian</u>	<input type="text" value="0"/>	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>
<u>Black or African American</u>	<input type="text" value="0"/>	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text" value="0"/>	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>
<u>White</u>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value=""/>	<input type="text" value=""/>
Two or more races	<input type="text" value="0"/>	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>
<u>Race and ethnicity unknown</u>	<input type="text" value="0"/>	<input type="text" value=""/>	<input type="text" value="1"/>	<input type="text" value=""/>
<b>Total men</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>2</b>

## Women

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
<u>U.S. Nonresident</u>	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>
<u>Hispanic/Latino</u>	<input type="text" value=""/>	<input type="text" value="1"/>	<input type="text" value=""/>	<input type="text" value="7"/>
<u>American Indian or Alaska Native</u>	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value="1"/>	<input type="text" value=""/>
<u>Asian</u>	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>
<u>Black or African American</u>	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>
<u>White</u>	<input type="text" value=""/>	<input type="text" value="5"/>	<input type="text" value=""/>	<input type="text" value="1"/>
Two or more races	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>
<u>Race and ethnicity unknown</u>	<input type="text" value=""/>	<input type="text" value="1"/>	<input type="text" value=""/>	<input type="text" value="1"/>
<b>Total women</b>	<b>0</b>	<b>7</b>	<b>1</b>	<b>9</b>
<b>Total (men+women)</b>	<b>0</b>	<b>10</b>	<b>2</b>	<b>11</b>
<b>Total from prior year</b>		<b>6</b>	<b>2</b>	<b>4</b>

Institution: New Mexico Highlands University (187897)

User ID: P1878976

## Part B1 - Full-time Non-instructional Staff by Occupational Category - 3

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

As of November 1, 2024

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

## Men

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	14	<input type="text"/>	1	6	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2	<input type="text"/>
<u>White</u>	12	1	2	8	<input type="text"/>
Two or more races	2	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	1	1	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total men</b>	<b>29</b>	<b>2</b>	<b>3</b>	<b>21</b>	<b>0</b>

## Women

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	25	8	4	4	<input type="text"/>
<u>American Indian or Alaska Native</u>	1	<input type="text"/>	<input type="text"/>	1	<input type="text"/>
<u>Asian</u>	1	1	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	1	<input type="text"/>	<input type="text"/>	1	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>
<u>White</u>	11	1	<input type="text"/>	2	<input type="text"/>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	3	<input type="text"/>	2	2	<input type="text"/>
<b>Total women</b>	<b>42</b>	<b>10</b>	<b>6</b>	<b>11</b>	<b>0</b>
<b>Total (men+women)</b>	<b>71</b>	<b>12</b>	<b>9</b>	<b>32</b>	<b>0</b>
<b>Total from prior year</b>	<b>65</b>	<b>18</b>	<b>11</b>	<b>40</b>	

Institution: New Mexico Highlands University (187897)

User ID: P1878976

## Part B1 - Full-time Non-instructional Staff by Occupational Category - 4

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

As of November 1, 2024

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

**Men**

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All full-time staff)
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	49	<input type="text"/>	11	<input type="text"/>	<input type="text"/>	104
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	4
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	7
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<u>White</u>	1	<input type="text"/>	4	<input type="text"/>	<input type="text"/>	51
Two or more races	1	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	4
<u>Race and ethnicity unknown</u>	1	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	18
<b>Total men</b>	<b>52</b>	<b>0</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>191</b>

**Women**

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All full-time staff)
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	12	<input type="text"/>	31	<input type="text"/>	<input type="text"/>	114
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	7
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	6
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>White</u>	1	<input type="text"/>	2	<input type="text"/>	<input type="text"/>	53
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	17
<b>Total women</b>	<b>13</b>	<b>0</b>	<b>35</b>	<b>0</b>	<b>0</b>	<b>202</b>

<b>Total (men+women)</b>	<b>65</b>	<b>0</b>	<input checked="" type="checkbox"/> <b>52</b>	<b>0</b>	<b>0</b>	<b>393</b>
<b>Total from prior year</b>	<b>72</b>		<b>111</b>	<b>10</b>	<b>4</b>	<b>480</b>

Institution: New Mexico Highlands University (187897)

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

Number of **Full-time Non-instructional Staff**

As of November 1, 2024

Occupational category	With <u>Faculty Status</u>							Without Faculty Status	Total
	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>						
			<u>Multi-year</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>	<u>Indefinite duration (continuing or at-will)</u>			
<u>Research staff</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<b>0</b>
<u>Public Service staff</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<b>0</b>
<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<b>0</b>
<u>Librarians and Media Collections Specialists</u> 25-4020	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="10"/>	<b>10</b>
<u>Library Technicians</u> 25-4030	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<b>2</b>
<b><u>❗ Student and Academic Affairs and Other Education Services Occupations</u></b> 25-2000 + 25-3000 + 25-9000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="11"/>	<b>11</b>
<u>Management Occupations</u> 11-0000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="71"/>	<b>71</b>
<u>Business and Financial Operations Occupations</u> 13-0000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="12"/>	<b>12</b>
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="9"/>	<b>9</b>
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="32"/>	<b>32</b>
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<b>0</b>
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>147</b>	<b>147</b>
<b>Total from prior year</b>								<b>146</b>	<b>146</b>



Institution: New Mexico Highlands University (187897)

User ID: P1878976

## Part C - Full-time Summary

## Summary of Full-time Staff

As of November 1, 2024

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

Occupational category		With Faculty Status						Without Faculty Status	Total
		Tenured	On Tenure Track	Not on Tenure Track					
				Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction		45	34	0	50	0	0	0	129
	Exclusively credit								0
	Exclusively not-for-credit								0
	Combined credit/not-for-credit	45	34	0	50	0	0	0	129
Instruction/research/public service staff									0
Research staff								0	0
Public Service staff									0
Archivists, Curators, and Museum Technicians 25-4010									0
Librarians and Media Collections Specialists 25-4020								10	10
Library Technicians 25-4030								2	2
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000								11	11
Management Occupations 11-0000								71	71
Business and Financial Operations Occupations 13-0000								12	12
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000								9	9
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000								32	32
Healthcare Practitioners and Technical Occupations 29-0000									0
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000									65
Sales and Related Occupations 41-0000									0
Office and Administrative Support Occupations 43-0000									52
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000									0
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000									0
Total									393

Part G1 - Salaries Worksheet

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

- Annual Salary, 2024-25
- 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

Men

Academic Rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	16	<input type="text"/>	16	16
Associate professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	16	<input type="text"/>	16	16
Assistant professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	13	<input type="text"/>	13	13
Instructors	<input type="text"/>	<input type="text"/>	<input type="text"/>	15	<input type="text"/>	15	15
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	1	1
Total men	0	0	0	61	0	61	61
Total men full-time instructional staff from Part A						61	

Women

Academic Rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	18	<input type="text"/>	18	18
Associate professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	13	<input type="text"/>	13	13
Assistant professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	17	<input type="text"/>	17	17
Instructors	<input type="text"/>	<input type="text"/>	<input type="text"/>	17	<input type="text"/>	17	17
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	3	<input type="text"/>	3	3
Total women	0	0	0	68	0	68	68
Total women full-time instructional staff from Part A						68	

Total (men+women)	0	0	0	129	0	129	129
Total (men+women) full-time instructional staff from Part A						129	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays for Full-time Instructional Staff

Annual Salary Outlays, 2024-25

- 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.

Men

Academic Rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays				
		12 months	11 months	10 months	9 months	Equated 9 months
Professors	16				1,190,812	1,190,812
Associate professors	16				1,362,799	1,362,799
Assistant professors	13				721,133	721,133
Instructors	15				926,680	926,680
Lecturers	0					0
No academic rank	1				58,563	58,563
Total men	61	0	0	0	4,259,987	4,259,987

Women

Academic Rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays				
		12 months	11 months	10 months	9 months	Equated 9 months
Professors	18				1,499,674	1,499,674
Associate professors	13				959,932	959,932
Assistant professors	17				1,106,715	1,106,715
Instructors	17				1,304,804	1,304,804
Lecturers	0					0
No academic rank	3				169,214	169,214
Total women	68	0	0	0	5,040,339	5,040,339
Total (men + women)	129	0	0	0	9,300,326	9,300,326


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Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank for **Full-time Instructional Staff**  
Annual Average Salaries, 2024-25

Men

Academic Rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				
		12 months	11 months	10 months	9 months	 Equated 9 months
Professors	16				74,426	74,426
Associate professors	16				85,175	85,175
Assistant professors	13				55,472	55,472
Instructors	15				61,779	61,779
Lecturers	0					
No academic rank	1				58,563	58,563
Total men	61				69,836	69,836

Women

Academic Rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				
		12 months	11 months	10 months	9 months	 Equated 9 months
Professors	18				83,315	83,315
Associate professors	13				73,841	73,841
Assistant professors	17				65,101	65,101
Instructors	17				76,753	76,753
Lecturers	0					
No academic rank	3				56,405	56,405
Total women	68				74,123	74,123
Total (men+women)	129				72,096	72,096

Institution: New Mexico Highlands University (187897)

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

Salary Outlays for **Full-time Non-instructional Staff**

Annual Salary Outlays, 2024-25

Occupational category	<b>i</b> Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	<b>i</b> Total annual salary outlays
<u>Research staff</u>	0	<input type="text"/>
<u>Public Service staff</u>	0	<input type="text"/>
<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000	23	<input type="text" value="805,186"/>
<u>Management Occupations</u> 11-0000	71	<input type="text" value="6,844,888"/>
<u>Business and Financial Operations Occupations</u> 13-0000	12	<input type="text" value="1,021,650"/>
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	9	<input type="text" value="873,167"/>
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	32	<input type="text" value="1,944,445"/>
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000	0	<input type="text"/>
<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	65	<input type="text" value="3,217,898"/>
<u>Sales and Related Occupations</u> 41-0000	0	<input type="text"/>
<u>Office and Administrative Support Occupations</u> 43-0000	52	<input type="text" value="3,170,451"/>
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	0	<input type="text"/>
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	0	<input type="text"/>
Total	264	<b>17,877,685</b>
Total from prior year	343	23,367,295

Part D - Part-time Staff by Occupational Category - 1

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

- As of November 1, 2024
- 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
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text" value="5"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	<input type="text" value="6"/>	<input type="text"/>	<input type="text"/>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text" value="3"/>	<input type="text"/>	<input type="text"/>
Total men	15	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text" value="16"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	<input type="text" value="11"/>	<input type="text"/>	<input type="text"/>
Two or more races	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text" value="7"/>	<input type="text"/>	<input type="text"/>
Total women	37	0	0

Total (men+women)	<input checked="" type="checkbox"/> 52	0	0
Total from prior year	87		

Institution: New Mexico Highlands University (187897)

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## Part D - Part-time Staff by Occupational Category - 2

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

As of November 1, 2024

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

## Men

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u>
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	1
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	1
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	0	0	0	2	2

## Women

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u>
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	1
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	0	0	0	1	1
<b>Total (men+women)</b>	0	0	0	<input checked="" type="checkbox"/> 3	<input checked="" type="checkbox"/> 3
<b>Total from prior year</b>				127	127

Institution: New Mexico Highlands University (187897)

User ID: P1878976

## Part D - Part-time Staff by Occupational Category - 3

Number of **Part-time Staff**

As of November 1, 2024

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

## Men

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

## Women

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total women</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (men+women)</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total from prior year</b>	<b>4</b>		<b>1</b>	<b>3</b>	



Institution: New Mexico Highlands University (187897)

User ID: P1878976

## Part D - Part-time Staff by Occupational Category - 4

Number of **Part-time Staff**

As of November 1, 2024

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

## Men

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All part-time staff)
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	6
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	7
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
<b>Total men</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>19</b>

## Women

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All part-time staff)
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	18
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	12
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	7
<b>Total women</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>41</b>
<b>Total (men+women)</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<input checked="" type="checkbox"/> <b>60</b>
<b>Total from prior year</b>	<b>2</b>		<b>2</b>	<b>3</b>	<b>6</b>	<b>235</b>

Institution: New Mexico Highlands University (187897)

User ID: P1878976

## Part D - Graduate assistants

## Number of Graduate Assistants

As of November 1, 2024

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

## Men

Race/ethnicity	<u>Teaching</u> 25-9044	<u>Research</u>	<u>Other</u> 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
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="6"/>	6
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	1
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	1
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="8"/>	8
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="8"/>	8
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="4"/>	4
<b>Total men</b>	<b>0</b>	<b>0</b>	<b>28</b>	<b>28</b>

## Women

Race/ethnicity	<u>Teaching</u> 25-9044	<u>Research</u>	<u>Other</u> 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
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="27"/>	27
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	1
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="10"/>	10
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="17"/>	17
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	1
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="9"/>	9
<b>Total women</b>	<b>0</b>	<b>0</b>	<b>65</b>	<b>65</b>
<b>Total (men+women)</b>	<b>0</b>	<b>0</b>	<b>93</b>	<b>93</b>
Total from prior year			107	107

Institution: New Mexico Highlands University (187897)

User ID: P1878976

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

Number of **Part-time Staff**

As of November 1, 2024

Occupational category		With <u>Faculty Status</u>						Without Faculty Status	Total
		<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>					
				<u>Multi-year</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>	<u>Indefinite duration (continuing or at-will)</u>		
<u>Primarily Instruction</u>		0	0	0	0	0	0	0	0
	 Exclusively credit	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
	 Exclusively not-for-credit	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
	Combined credit/not-for-credit	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Instruction/research/public service staff</u>		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	52	<input type="text"/>	<input type="text"/>	52
<u>Research staff</u>		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Public Service staff</u>		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Archivists, Curators, and Museum Technicians</u> <u>25-4010</u>		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Librarians and Media Collections Specialists</u> 25-4020		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Library Technicians</u> 25-4030		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
 <u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3	3
<u>Management Occupations</u> 11-0000		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	1
<u>Business and Financial Operations Occupations</u> 13-0000		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	1
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total		0	0	0	0	<input checked="" type="checkbox"/> 52	0	<input checked="" type="checkbox"/> 5	<input checked="" type="checkbox"/> 57
Total from prior year		0	0		0	82		140	222

Part F - Part-time Summary

Summary of Part-time Staff  
As of November 1, 2024

Occupational category		With Faculty Status					Without Faculty Status	Total
		Tenured	On Tenure Track	Not on Tenure Track				
				Multi-year	Annual contract	Less-than-annual contract		
Primarily Instruction		0	0	0	0	0	0	0
	Exclusively credit							0
	Exclusively not-for-credit							0
	Combined credit/not-for-credit							0
Instruction/research/public service staff					52			52
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians and Media Collections Specialists 25-4020								0
Library Technicians 25-4030								0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							3	3
Management Occupations 11-0000							1	1
Business and Financial Operations Occupations 13-0000							1	1
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000								0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000								0
Healthcare Practitioners and Technical Occupations 29-0000								0
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000								0
Sales and Related Occupations 41-0000								0
Office and Administrative Support Occupations 43-0000								3
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000								0
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000								0
Graduate Assistants								93
	Teaching 25-9044							0
	Research							0
	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,							93

	25-2000, 25-3000, 25-9000, 29-0000	
Total		153

Institution: New Mexico Highlands University (187897)

User ID: P1878976

## 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, 2023 - October 31, 2024 and on the payroll as of November 1, 2024)

- 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 <u>Faculty Status</u>						Without Faculty Status	Total	
	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>						
			<u>Multi-year</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>	<u>Indefinite duration (continuing or at-will)</u>			
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	2	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	1	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
Total men	0	4	0	2	0	0	0	0	6

## Women

Race/ethnicity	With <u>Faculty Status</u>							Without Faculty Status		Total
	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>							
			<u>Multi-year</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>	<u>Indefinite duration (continuing or at-will)</u>				
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	3	0	2	0	0	0	0	0	5
Total (men+women)	0	7	0	4	0	0	0	0	0	11

Institution: New Mexico Highlands University (187897)

User ID: P1878976

## Part H - New Hires, Full-time Staff by Occupational Category - 1

Number of **Newly Hired Full-time Permanent Non-instructional Staff**

(Hired full-time between November 1, 2023 - October 31, 2024 and on the payroll as of November 1, 2024)

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

## Men

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
<u>U.S. Nonresident</u>	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	2	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	2	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>
Two or more races	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total men</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Women

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
<u>U.S. Nonresident</u>	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	3	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	2	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>
Two or more races	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total women</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Total (men+women)</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>1</b>

Institution: New Mexico Highlands University (187897)

User ID: P1878976

## Part H - New Hires, Full-time Staff by Occupational Category - 2

Number of **Newly Hired Full-time Permanent Non-instructional Staff**

(Hired full-time between November 1, 2023 - October 31, 2024 and on the payroll as of November 1, 2024)

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

## Men

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>
<u>White</u>	<input type="text" value="2"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="5"/>	<input type="text"/>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total men</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>12</b>	<b>0</b>

## Women

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text" value="1"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>
<b>Total women</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>4</b>	<b>0</b>
<b>Total (men+women)</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>16</b>	<b>0</b>



Institution: New Mexico Highlands University (187897)

User ID: P1878976

## Part H - New Hires, Full-time Staff by Occupational Category - 3

Number of **Newly Hired Full-time Permanent Non-instructional Staff**

(Hired full-time between November 1, 2023 - October 31, 2024 and on the payroll as of November 1, 2024)

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

## Men

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All full-time new hires)
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text" value="10"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	14
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	10
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<b>Total men</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>32</b>

## Women

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All full-time new hires)
<u>U.S. Nonresident</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text" value="3"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	14
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<b>Total women</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>19</b>
<b>Total (men+women)</b>	<b>14</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>51</b>

Institution: New Mexico Highlands University (187897)

User ID: P1878976

## Human Resources Survey Evaluation

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

Some, due to titles and not being clear on what category they would go under if any

Institution: New Mexico Highlands University (187897)

User ID: P1878976

Prepared by

Prepared by

Reporting Reminders:

- The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data.
- The Keyholder will be copied on all email correspondence to other preparers.
- The time it took to prepare this component is being collected so that we can continue to improve our estimate of the reporting burden associated with IPEDS.
- Please include in your estimate the time it took for you to review instructions, query and search data sources, complete and review the component, and submit the data through the Data Collection System.
- Thank you for your assistance.

This survey component was prepared by:					
<input type="radio"/>	Keyholder	<input type="radio"/>	SFA Contact	<input checked="" type="radio"/>	HR Contact
<input type="radio"/>	Finance Contact	<input type="radio"/>	Academic Library Contact	<input type="radio"/>	Other
Name:		<input type="text" value="Victoria Lovato"/>			
Email:		<input type="text" value="lvictoria@nmhu.edu"/>			

How many staff from your institution only were involved in the data collection and reporting process of this survey component?	
<input type="text" value="1.00"/>	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? <i>Exclude the hours spent collecting data for state and other reporting purposes.</i>				
Staff member	Collecting Data Needed	Revising Data to Match IPEDS Requirements	Entering Data	Revising and Locking Data
Your office	<input type="text" value="4.00"/> hours	<input type="text" value="2.00"/> hours	<input type="text" value="3.00"/> hours	<input type="text" value="2.00"/> hours
Other offices	<input type="text"/> hours	<input type="text"/> hours	<input type="text"/> hours	<input type="text"/> hours

Summary

Human Resources Component Summary

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 institution's Data Feedback Report (DFR). In addition, all data reported in IPEDS survey components become publicly available through the [IPEDS Use the Data](#) and appear as aggregated statistics in various Department of Education reports. [College Navigator](#) is updated approximately three months after the data collection period closes and DFRs will be available through the [IPEDS Use the Data](#) and sent to your institution's CEO at the end of 2025.

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

Number of staff by employment status and occupational category: Fall 2024					
Occupational category			Reported values		FTE staff
			Number of full-time staff	Number of part-time staff	
Total number of staff			393	60	413
	Instructional Staff		129	52	146
		Primarily Instruction	129	0	129
		Exclusively credit	0	0	0
		Exclusively not-for-credit	0	0	0
		Combined credit/not-for-credit	129	0	129
		Instruction/research/public service staff	0	52	17
	Research staff		0	0	0
	Public Service staff		0	0	0
	Library and Student and Academic Affairs and Other Education Services Occupations SOC		23	3	24
		Librarians, Curators, and Archivists SOC 25-4000	12	0	12
		Archivists, Curators, and Museum Technicians 25-4010	0	0	0
		Librarians and Media Collections Specialists 25-4020	10	0	10
		Library Technicians 25-4030	2	0	2
		Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	11	3	12
	Management Occupations 11-0000		71	1	71
	Business and Financial Operations Occupations 13-0000		12	1	12
	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000		9	0	9
	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000		32	0	32
	Healthcare Practitioners and Technical Occupations 29-0000		0	0	0
	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000		65	0	65
	Sales and Related Occupations 41-0000		0	0	0
	Office and Administrative Support Occupations 43-0000		52	3	53
	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000		0	0	0
	Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000		0	0	0
NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.					

Salaries of full-time instructional staff by contract length and academic rank: Academic year 2024-25								
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	0	0	0	129	129	1,161	9,300,326	8,011
Professors	0	0	0	34	34	306	2,690,486	8,792
Associate professors	0	0	0	29	29	261	2,322,731	8,899
Assistant professors	0	0	0	30	30	270	1,827,848	6,770
Instructors	0	0	0	32	32	288	2,231,484	7,748
Lecturers	0	0	0	0	0	0	0	
No academic rank	0	0	0	4	4	36	227,777	6,327
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.								

Salary Outlays for Full-time Non-instructional Staff		
Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays (\$)
Research staff	0	
Public Service staff	0	
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	23	805,186
Management Occupations 11-0000	71	6,844,888
Business and Financial Operations Occupations 13-0000	12	1,021,650
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	9	873,167
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	32	1,944,445
Healthcare Practitioners and Technical Occupations 29-0000	0	
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	65	3,217,898
Sales and Related Occupations 41-0000	0	
Office and Administrative Support Occupations 43-0000	52	3,170,451
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	0	
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	0	
Total	264	17,877,685

Number of Graduate Assistants by occupational category: Fall 2024		
Occupational category		Number of part-time staff
Graduate Assistants		93
Teaching 25-9044		0
Research		0

	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	93
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Number of Newly Hired Full-time Permanent Staff (Hired full-time between November 1, 2023 - October 31, 2024 and on the payroll as of November 1, 2024)	
	Number of staff
Newly Hired Full-time Permanent Staff	51

## Edit Report

## Human Resources

Source	Description	Severity	Resolved	Options
Screen: Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Annual Contract				
Screen Entry	The percent of these staff (men + women) whose race/ethnicity is unknown is greater than expected. Please correct your data or explain. (Error #1302)	Explanation	Yes	
Reason	Updated software allowed for more effective data for survey. What is being reported is the data that was pulled from the system that the employees completed.			
Screen: Part B1 - Full-time Non-instructional Staff by Occupational Category - 4				
Screen Entry	This number(52) is outside the expected range of between 73 and 149 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	Survey does not accommodate data entry for those who choose a gender selection outside of male of female and this has impacted this years survey results compared to previous year. Updated software allowed for better data for survey.			
Screen: Part D - Part-time Staff by Occupational Category - 1				
Screen Entry	This number(52) is outside the expected range of between 57 and 117 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	Survey does not accommodate data entry for those who choose a gender selection outside of male of female and this has impacted this years survey results compared to previous year.			
Screen: Part D - Part-time Staff by Occupational Category - 2				
Screen Entry	This number(3) is outside the expected range of between 83 and 171 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	Survey does not accommodate data entry for those who choose a gender selection outside of male of female and this has impacted this years survey results compared to previous year. Updated software allowed for better data for survey.			
Screen Entry	This number(3) is outside the expected range of between 83 and 171 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	Survey does not accommodate data entry for those who choose a gender selection outside of male of female and this has impacted this years survey results compared to previous year. Updated software allowed for better data for survey.			
Screen: Part D - Part-time Staff by Occupational Category - 4				
Screen Entry	The total number of part-time staff (men + women) reported (60) is outside the expected range of between 153 and 317 based on the prior year value. Please correct your data or explain. (Error #1575)	Explanation	Yes	
Reason	Survey does not accommodate data entry for those who choose a gender selection outside of male of female and this has impacted this years survey results compared to previous year. Updated software allowed for better data for survey.			
Related Screens	D - PT Staff, Occupation - 4			
Screen: Part E - Part-time Staff by Occupational Category and Tenure Status				
Screen Entry	This number(52) is outside the expected range of between 54 and 110 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	Survey does not accommodate data entry for those who choose a gender selection outside of male of female and this has impacted this years survey results compared to previous year. Updated software allowed for better data for survey.			
Screen Entry	This number(5) is outside the expected range of between 91 and 189 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	Survey does not accommodate data entry for those who choose a gender selection outside of male of female and this has impacted this years survey results compared to previous year. Updated software allowed for better data for survey.			
Screen Entry	This number(57) is outside the expected range of between 145 and 299 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	Survey does not accommodate data entry for those who choose a gender selection outside of male of female and this has impacted this years survey results compared to previous year. Updated software allowed for better data for survey.			