#### Human Resources 2016-17

Institution: Black Hills State University (219046)

User ID: P2190461

#### Overview

#### **Human Resources Overview**

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

#### **Data Reporting Reminders**

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

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

#### Resources:

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

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

Institution: Black Hills State University (219046) User ID: P2190461 **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. ONo Yes Does your institution have graduate assistants? If you answer Yes to this question, you will be provided the screens to report graduate assistants. Yes Does your institution have 15 or more full-time staff? ONo 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. ONo Yes Did your institution hire any full-time permanent staff who were included on the payroll of the institution between November 1, 2015 and October 31, 2016 either for the first time (new to the institution) or after a break in service? (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. ONo 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.

Yes

**O**Yes

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

No

No

Are ALL of the instructional staff military personnel?

Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?

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

### With <u>Faculty Status</u> Tenured

#### As of November 1, 2016

- •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		Ac	ademic Rar	<u>ık</u>		No academic	
		Associate				rank	Total
	Professors	professors	professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino	1						1
American Indian or Alaska Native	1						1
<u>Asian</u>	1						1
Black or African American		1					1
Native Hawaiian or Other Pacific Islander							0
<u>White</u>	19	11					30
Two or more races							0
Race and ethnicity unknown							0
Total men	22	12	0	0	0	0	34

Women							
Race/ethnicity		No academic					
			Assistant			rank	Total
	Professors	professors	professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino	2						2
American Indian or Alaska Native							0
Asian	1						1
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White	6	11					17
Two or more races							0
Race and ethnicity unknown							0
Total women	9	11	0	0	0	C	20
Total (men+women)	31	23	0	0	0	C	54
Total from prior year							55

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Total men

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

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

#### As of November 1, 2016

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

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

22

0

0

23

0

0

Women							
Race/ethnicity		Academic Rank					
			Assistant			rank	Total
	Professors	professors	professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native			1				1
Asian			1				1
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White		1	7				8
Two or more races							0
Race and ethnicity unknown							0
Total women	0	1	9	0	0	0	10
Total (men+women)	0	2	31	0	0	0	33
Total from prior year							32

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Total men

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

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

#### As of November 1, 2016

- •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		Ac	ademic Rar	<u>ık</u>		No academic	
	Professors		Assistant professors	Instructors	Lecturers	rank	Total
Nonresident alien	0						0
Hispanic/Latino							0
American Indian or Alaska Native							0
<u>Asian</u>							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
<u>White</u>							0
Two or more races							0
Race and ethnicity unknown							0

0

0

0

0

0

0

Women							
Gender and race/ethnicity		Ac	ademic Rar	ık		No academic	
	Professors		Assistant professors	Instructors	Lecturers	rank	Total
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0

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

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

#### As of November 1, 2016

- •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		Ac	ademic Rar	nk_		No academic	
		Associate	Assistant			rank	Total
	Professors	professors	professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
<u>Asian</u>							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White			2	10			12
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	2	10	0	0	12

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Race/ethnicity		Ac	ademic Rar	nk		No academic	
			Assistant			rank	Total
	Professors	professors	professors	Instructors	Lecturers		
Nonresident alien			1				1
Hispanic/Latino							0
American Indian or Alaska Native			1				1
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White			4	. 13	1		18
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	6	13	1	0	20
Total (men+women)	0	0	8	23	1	0	32
Total from prior year							32

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

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

### Not on Tenure Track - Less-than-annual Contract

- •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		Ac	ademic Rar	<u>ık</u>		No academic	
			Assistant			rank	Total
	Professors	professors	professors	Instructors	Lecturers		
Nonresident alien	0						0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
<u>White</u>							0
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	0	0	0	0	0

Women							
Race/ethnicity		Ac	ademic Rar	nk		No academic	
			Assistant			rank	Total
	Professors	professors	professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	0	0	0	C	0
Total (men+women)	0	0	0	0	0	C	0
Total from prior year							

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Race and ethnicity unknown

Total men

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

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

#### Not on Tenure Track - Indefinite duration contract

#### As of November 1, 2016

- •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		Ac	ademic Rar	<u>ık</u>		No academic	
	Professors	Associate professors	Assistant professors	Instructors	Lecturers	rank	Total
Nonresident alien	C	)					0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
<u>White</u>							0
Two or more races							0

0

0

0

0

0

0

0

0

Women							
Gender and race/ethnicity		Ac	ademic Rar	ık		No academic	
			Assistant			rank	Total
	Professors	professors	professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0

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

#### Number of Full-time Instructional Staff

Without Faculty Status As of November 1, 2016

Without Faculty Status

0

0

0

- •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

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Race/ethnicity

Nonresident alien

Hispanic/Latino

**Total women** 

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

r iispariio/Latirio	
American Indian or Alaska Native	
Asian	
Black or African American	
Native Hawaiian or Other Pacific Islander	
White	
Two or more races	
Race and ethnicity unknown	
Total men	0
Women	
women	
Race/ethnicity	Without Faculty Status
	Without Faculty Status
Race/ethnicity	Without Faculty Status
Race/ethnicity Nonresident alien	Without Faculty Status
Race/ethnicity Nonresident alien Hispanic/Latino	Without Faculty Status
Race/ethnicity Nonresident alien Hispanic/Latino American Indian or Alaska Native	Without Faculty Status
Race/ethnicity Nonresident alien Hispanic/Latino American Indian or Alaska Native Asian	Without Faculty Status
Race/ethnicity Nonresident alien Hispanic/Latino American Indian or Alaska Native Asian Black or African American	Without Faculty Status
Race/ethnicity Nonresident alien Hispanic/Latino American Indian or Alaska Native Asian Black or African American Native Hawaiian or Other Pacific Islander	Without Faculty Status
Race/ethnicity Nonresident alien Hispanic/Latino American Indian or Alaska Native Asian Black or African American Native Hawaiian or Other Pacific Islander White	Without Faculty Status

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## Part A2 - Full-time Instructional Staff by Function Number of Full-time Instructional Staff

#### As of November 1, 2016

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

		With <u>Faculty Status</u>					Without	Total
	Tenured	<u>On</u>		No	t on Tenure Track		Faculty	
			Multi-year		Less-than-annual	<u>Indefinite</u>	Status	
		<u>Track</u>		<u>contract</u>	<u>contract</u>	duration		
						(continuing or at		
Instructional staff	54	33	0	32	0	<u>-will)</u>	0	119
Total carried forward from previous screens	54	33	0	32	0	0	0	119
Primarily Instruction	54	33	0	32	0	0	0	119
Exclusively credit	54	33		32				119
Exclusively not-for-credit								0
Combined credit/not-for- credit								0
Instruction/research/public service staff								0

Part A3 - Full-time Instructional Staff - Totals

	Total number of Full-time Instructional Staff						
Total number of Ful	i-unie instructio	Ullai Stail					
As of Nov	ember 1, 2016						
Race/ethnicity	Total men	Total women	Total (men+women)				
Nonresident alien	0	1	1				
Hispanic/Latino	1	2	3				
American Indian or Alaska Native	1	2	3				
Asian	3	2	5				
Black or African American	1	0	1				
Native Hawaiian or Other Pacific Islander	0	0	0				
White	63	43	106				
Two or more races	0	0	0				
Race and ethnicity unknown	0	0	0				
Total	69	50	119				
Total from prior year			119				

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

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

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

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Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	0	0	
Hispanic/Latino	1		
American Indian or Alaska Native	1		
Asian	3		
Black or African American	1		
Native Hawaiian or Other Pacific Islander	0		
White	63		
Two or more races	0		
Race and ethnicity unknown	0		
Total men	69	0	0

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Race/ethnicity	Instructional Staff	Research staff	Public Service staff
	(carried forward from Part A)		
Nonresident alien	1		
Hispanic/Latino	2		
American Indian or Alaska Native	2		
Asian	2		
Black or African American	0		
Native Hawaiian or Other Pacific Islander	0		
White	43		
Two or more races	0		
Race and ethnicity unknown	0		
Total women	50	0	0
T-4-1 (	119	Δ.	0
Total (men+women)	119	<b>₽</b> 0	U
Total from prior year	119	2	

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

### lumber of <u>Full-time</u> Non-instructional Sta by Occupational Category

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

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

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VVOITIGIT				
Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010		<u>Library</u> <u>Technicians</u> 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino				
American Indian or Alaska Native				
Asian				
Black or African American				
Native Hawaiian or Other Pacific Islander				
White		2		4
Two or more races		1		
Race and ethnicity unknown				
Total women	0	3	0	4
T. (.1 (	0	5	0	4
Total (men+women)	0	5	U	4
Total from prior year		5		6

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

by Occupational Category

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

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Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19- 0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien			1		
Hispanic/Latino					
American Indian or Alaska Native	2		1		
Asian					
Black or African American	1				
Native Hawaiian or Other Pacific Islander					
White	29	6	12	19	
Two or more races					
Race and ethnicity unknown					
Total men	32	6	14	19	0

Women					
Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19- 0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino	1				
American Indian or Alaska Native	2	1		1	
Asian		2			
Black or African American	2				
Native Hawaiian or Other Pacific Islander					
White	33	19	4	13	
Two or more races					
Race and ethnicity unknown					
Total women	38	22	4	14	0
Total	70	28	18	33	0
Total (men+women)	70	20	10	33	U
Total from prior year	55	28	16	33	

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

by Occupational Category

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

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Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000		Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien						1
Hispanic/Latino	2	2				3
American Indian or Alaska Native						4
Asian						3
Black or African American						2
Native Hawaiian or Other Pacific Islander						0
White	16	3	4		3	159
Two or more races						0
Race and ethnicity unknown						0
Total men	18	3 (	) 4	3	3 (	172

W	In	m	Δ	n

	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Administrative Support Occupations	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien						1
Hispanic/Latino	1		2			6
American Indian or Alaska Native			1			7
Asian						4
Black or African American			1			3
Native Hawaiian or Other Pacific Islander						0
White	18	3	30	1	1	170
Two or more races						1
						0

Race and ethnicity unknown Total women	19	2	34	1	1	192
Total (men+women)	37	2	38	9	1	364
Total from prior year	37	1	41	9	1	353

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Total from prior year

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

#### Number of Full-time Non-instructional Staff As of November 1, 2016 Without Total Occupational category With Faculty Status Faculty Tenured On Not on Tenure Track Status Tenure Multi-year Annual Less-than-annual Indefinite Track contract duration contract (continuing or at-will) 0 Research staff 0 Public Service staff 0 Archivists, Curators, and Museum **Technicians** 25-4010 5 Librarians 3 2 25-4020 0 Library Technicians 25-4030 4 4 Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000 70 **Management Occupations** 2 5 62 11-0000 28 **Business and Financial** 28 Operations Occupations 13-0000 18 Computer, Engineering, and 18 Science Occupations 15-0000 + 17-0000 + 19-0000 33 Community, Social Service, 5 28 Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000 0 Healthcare Practitioners and Technical Occupations 29-000 Total 5 0 10 0 142 158

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### **Part C - Full-time Summary**

### **Summary of Full-time Staff**

Occupational category			With	Faculty	Status		Without	Total
	Tenured	On		Not c	n Tenure Track		Faculty	
		Tenure Track		Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	54	33	0	32	0		0	119
Exclusively credit	54	33		32				119
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff								0
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians 25-4020				3			2	5
Library Technicians 25-4030								0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							4	4
Management Occupations 11-0000	5	1		2			62	70
Business and Financial Operations Occupations 13-0000							28	28
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							18	18
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations				5			28	33
21-0000 + 23-0000 + 27-0000  Healthcare Practitioners and Technical Occupations 29-0000								0
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000								37
Sales and Related Occupations 41-0000								2
Office and Administrative Support Occupations 43-0000								38
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000								9
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000								1
Total								364

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#### **Part G - Salaries Worksheet**

#### Number of Full-time Instructional Staff

#### For Calculation of Total Number of Months

#### Annual Salary, 2016-17

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

Gender and		Months worked				Total	🖸 Total staff for salary 🕝 Total numbe	
academic rank	12 months	11 months	10	9 months	< 9 months	Staff	reporting	months
Men								
Professors				22		22	22	198
Associate professors				13		13	13	117
Assistant professors				24		24	24	
Instructors			2	8		10	10	92
Lecturers						0	0	0
No academic rank						0	0	0
Total men	0	0	2	67	0	69	69	623
Total men full-time in	structiona	l staff fror	m Part A			69		
Women								
Professors				9		9	9	81
Associate professors				12		12		108
Assistant professors				15		15	15	
Instructors				13		13	13	117
Lecturers				1		1	1	9
No academic rank						0	0	0
Total women	0	0	0	50	0	50	50	450
Total women full-time instructional staff from Part A					50			
Total (men + women)	0	Ū			0	119	119	1,073
Total (men +women)	full-time i	nstruction	al staff fro	m Part A		119		

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Part G - Salary Outlays for Instructional Staff

#### **Salary Outlays**

### for Full-time Instructional Staff

### **Annual Salary Outlays, 2016-17**

•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

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Gender and	Total staff for	Total number of		Sala		Weighted avera	ige	
academic rank	salary reporting (from Part G, screen 1)	months (from Part G, screen 1)	12 months	11 months	10 months	9 months	monthly salaries	
Men								
Professors	2	2 198				1,876,276		9,476
Associate professors	1	3 117				810,654		6,929
Assistant professors	2	4 216				1,353,481		6,266
Instructors	1	0 92			98,000	367,844		5,064
Lecturers		0 0						
No academic rank		0 0						
Total men	6	9 623	0	0	98,000	4,408,255		7,233
Women								
Professors		9 81				665,121		8,211
Associate professors	1	2 108				746,509		6,912
Assistant professors	1	5 135				933,246		6,913
Instructors	1	3 117				735,327		6,285
Lecturers		1 9				51,139		5,682
No academic rank		0 0						
Total women	5	0 450	0	0	0	3,131,342		6,959
Total (men + women)	11	9 1,073	0	0	98,000	7,539,597		7,118

Part G - Average Salary by academic rank

Part G - Average Salary by academic rank								
Average Salary by academic rank								
for <u>Full-time</u> <u>Instructional Staff</u>								
۸۳	nual Avera	no Salarios	2016 17					
Ai								
40 11				Equated 9-month Average Salary				
12 months	11 months	10 months	9 months					
			95 295	85,285				
		49,000	45,981	45,604				
		49,000	65,795	65,166				
			62,209	62,209				
			62,216	62,216				
			56,564	56,564				
			51,139	51,139				
			62,627	62,627				
		49,000	64,441	64,099				
	Av f	Average Salar for Full-time  Annual Average  Average	Average Salary by academ for Full-time Instructional  Annual Average Salaries,  Average Salaries  12 months 11 months 10 months  49,000	Average Salary by academic rank for Full-time Instructional Staff  Annual Average Salaries, 2016-17  Average Salaries 12 months   11 months   10 months   9 months   85,285   62,358   56,395   49,000   45,981   49,000   65,795   73,902   62,209   62,216   56,564   51,139   62,627				

Coccupational Category	Part G - Salary Outlays for Non-instructional Staff									
Annual Salary Outlays, 2016-17  Occupational category  Research staff Public Service staff Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000 Management Occupations 11-0000 Business and Financial Operations Occupations 13-0000 Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations 21-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000 Service Occupations 21-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000 Service Occupations 21-0000 - 33-0000 + 35-0000 + 37-0000 + 39-0000 Sales and Related Occupations 21-0000 Office and Administrative Support Occupations 43-0000 Natural Resources, Construction, and Maintenance Occupations 9 342,153										
Occupational category  Public Service staff  Public Service staff  Library and Student and Academic Affairs and Other Education Services Occupations  25-4000 + 25-2000 + 25-3000 + 25-9000  Management Occupations  11-0000  Business and Financial Operations Occupations  13-0000  Computer, Engineering, and Science Occupations  15-0000 + 17-0000 + 19-0000  Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations  29-0000  Service Occupations  20-0000 + 25-2000 + 25-3000 + 25-9000  Management Occupations  18  929,245  1,213,502  33  1,346,576  and Media Occupations  29-0000  Service Occupations  29-0000  Service Occupations  31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000  Sales and Related Occupations  41-0000  Office and Administrative Support Occupations  43-0000  Natural Resources, Construction, and Maintenance Occupations  9 342,153	for Full-time Non-instruction	al Staff								
Occupational category  Public Service staff  Public Service staff  Library and Student and Academic Affairs and Other Education Services Occupations  25-4000 + 25-2000 + 25-3000 + 25-9000  Management Occupations  11-0000  Business and Financial Operations Occupations  13-0000  Computer, Engineering, and Science Occupations  15-0000 + 17-0000 + 19-0000  Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations  29-0000  Beathcare Practitioners and Technical Occupations  29-0000  Service Occupations  29-0000  Service Occupations  31-0000 + 33-0000 + 37-0000 + 39-0000  Sales and Related Occupations  21-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000  Sales and Related Occupations  41-0000  Office and Administrative Support Occupations  A3-0000  Natural Resources, Construction, and Maintenance Occupations  9 342,153										
Occupational category  Public Service staff  Public Service staff  Library and Student and Academic Affairs and Other Education Services Occupations  25-4000 + 25-2000 + 25-3000 + 25-9000  Management Occupations  11-0000  Business and Financial Operations Occupations  13-0000  Computer, Engineering, and Science Occupations  15-0000 + 17-0000 + 19-0000  Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations  29-0000  Service Occupations  20-0000 + 25-2000 + 25-3000 + 25-9000  Management Occupations  18  929,245  1,213,502  33  1,346,576  and Media Occupations  29-0000  Service Occupations  29-0000  Service Occupations  31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000  Sales and Related Occupations  41-0000  Office and Administrative Support Occupations  43-0000  Natural Resources, Construction, and Maintenance Occupations  9 342,153	Annual Salary Outlave 201	I&_17								
Research staff (carried forward from previous screens)   Salary outlays		_	_							
Research staff       0         Public Service staff       0         Library and Student and Academic Affairs and Other Education       9       466,606         Services Occupations       25-4000 + 25-2000 + 25-3000 + 25-9000       70       5,068,378         11-0000       Management Occupations       28       1,213,502         13-0000       28       1,213,502       1,213,502         13-0000 + 17-0000 + 19-0000       18       929,245         15-0000 + 17-0000 + 19-0000       18       929,245         15-0000 + 17-0000 + 19-0000       33       1,346,576         21-0000 + 23-0000 + 27-0000       19-0000       19-0000         31-0000 + 23-0000 + 27-0000       37       1,010,634         31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000       37       1,010,634         31-0000 - 33-0000 + 35-0000 + 37-0000 + 39-0000       38       1,314,124         43-0000       Natural Resources, Construction, and Maintenance Occupations       9       342,153	Occupational category	full-time staff (carried forward from								
Public Service staff   0	Decearsh staff									
Library and Student and Academic Affairs and Other Education   Services Occupations   25-4000 + 25-2000 + 25-3000 + 25-9000										
Services   Occupations   25-4000 + 25-2000 + 25-3000 + 25-9000		_								
Number   Second   S	Services Occupations	9	466,606							
13-0000   13-0000   18   929,245   15-0000 + 17-0000 + 19-0000   18   929,245   15-0000 + 17-0000 + 19-0000   19-0		70	5,068,378							
15-0000 + 17-0000 + 19-0000   19-0000   20-0000   21-0000 + 23-0000 + 27-0000   29-0000   29-0000   29-0000   31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000   29-0000   20-00000   20-00000   20-00000   20-00000   20-00000   20-00000   20-00000   20-000000   20-0000000000			1,213,502							
1,010,634   2   2   2   2   2   2   2   2   2			929,245							
Service Occupations   37   1,010,634	and Media Occupations	33	1,346,576							
31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000   Sales and Related Occupations   2   51,666		0								
41-0000  Office and Administrative Support Occupations 43-0000  Natural Resources, Construction, and Maintenance Occupations 9 342,153	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	37	1,010,634							
43-0000  Natural Resources, Construction, and Maintenance Occupations  9  342,153		2	51,666							
reaction recognition, and maintenance coolapations		38	1,314,124							
40-0000 + 47-0000 + 49-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	9	342,153							
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000  1 26,998		1	26,998							

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

#### As of November 1, 2016

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

#### Men

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino			
American Indian or Alaska Native			
Asian			
Black or African American	2		
Native Hawaiian or Other Pacific Islander			
<u>White</u>	30		
Two or more races			
Race and ethnicity unknown			
Total men	32	0	0

Women			
Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino	1		
American Indian or Alaska Native			
Asian			
Black or African American			
Native Hawaiian or Other Pacific Islander			
White	40		
Two or more races			
Race and ethnicity unknown			
Total women	41	0	(
Total (men+women)	73	0	(
Total from prior year	95		

User ID: P2190461

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

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

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien	23-4010				0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian					0
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White					0
Two or more races					0
Race and ethnicity unknown					0
Total men	(	0	0		0

۷	۷	0	ľ	ľ	1	е	r	1

women					
Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services  Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien					0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian					0
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White	1			1	2
Two or more races					0
Race and ethnicity unknown					0
Total women	1	0	0	1	2
Total (men+women)	1	0	0	1	2
Total from prior year	1			1	2

User ID: P2190461

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

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

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

١	Λ	lo	m	e	r
N	A	•	ш		u

vvomen					
Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19- 0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	1	5	1	4	
Two or more races					
Race and ethnicity unknown					
Total women	1	5	1	4	0
Total (men+women)	3	8	1	8	1
Total from prior year	2	9	3	9	1

User ID: P2190461

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

#### As of November 1, 2016

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

#### Men

IVICII						
Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000		Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						0
Hispanic/Lating						0
American Indian or Alaska Native						0
Asian						0
Black or African American						2
Native Hawaiian or Other Pacific Islander						0
White	2	2	1		•	44
Two or more races						0
Race and ethnicity unknown						0
Total men		2 (	1		,	46

Monien
Race/eth

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000		Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						0
Hispanic/Latino						1
American Indian or Alaska Native						0
Asian						0
Black or African American			1			1
Native Hawaiian or Other Pacific Islander						0
White		2	11			66
Two or more races						0
Race and ethnicity unknown						0

Total women	2	. 0	12	0	0	68
Total	4	0	13	0	1	114
(men+women) Total from prior	7		7		2	137
year	•		•		_	107

#### **Part D - Graduate assistants**

#### **Number of Graduate Assistants**

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

wen				
Race/ethnicity	Teaching 25-1191	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien				0
Hispanic/Latino				0
American Indian or Alaska Native				0
Asian				0
Black or African American				0
Native Hawaiian or Other Pacific Islander				0
White		1		6 7
Two or more races				0
Race and ethnicity unknown				0
Total men	0	1		6 7

		P	

25-1191	women					
Hispanic/Latino American Indian or Alaska Native  Asian Black or African American Native Hawaiian or Other Pacific Islander White  Two or more races Race and ethnicity unknown  Total women  Total (men+women)  1  2  2  2  3  Total (men+women)	Race/ethnicity		Research	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,		Total
American Indian or Alaska Native  Asian  Black or African American  Native Hawaiian or Other Pacific Islander  White  2  Two or more races  Race and ethnicity unknown  Total women   Total (men+women)  1  2  2  3  Total (men+women)	Nonresident alien		2		1	3
Asian Black or African American Native Hawaiian or Other Pacific Islander White 2 2 2 Two or more races Race and ethnicity unknown Total women 0 5 3  Total (men+women)	Hispanic/Latino					0
Black or African American Native Hawaiian or Other Pacific Islander White 2 2 2 Two or more races Race and ethnicity unknown Total women 0 5 3  Total (men+women)	American Indian or Alaska Native		1			1
Native Hawaiian or Other Pacific Islander  White 2 2 Two or more races Race and ethnicity unknown  Total women 0 5 3  Total (men+women)	Asian					0
White       2       2         Two or more races       2       2         Race and ethnicity unknown       0       5         Total women       0       5         3       3	Black or African American					0
Two or more races Race and ethnicity unknown Total women 0 5 3  Total (men+women)	Native Hawaiian or Other Pacific Islander					0
Race and ethnicity unknown  Total women  0 5 3  Total (men+women)  0 9 1	White		2		2	4
Total women         0         5         3           Total (men+women)         0         6         9         1	Two or more races					0
Total (men+women) 6 9 1	Race and ethnicity unknown					0
Total (mont women)	Total women	0	5		3	8
Total from prior year 6 4 1 1	Total (men+women)	<b>1</b> 0	6		9	15
	Total from prior year	6	4		1	11

Total from prior year

Part E - Part-time Staff by Occupational Category and Tenure Status  Number of Part-time Staff									
	Nu	mber o	T <u>Part-tim</u>	e Starr					
	Δ	s of No	vember 1,	2016					
	7.	01110	,	2010					
Occupational category			Wit	h <u>Faculty</u>	/ Status		Without	Tota	
	Tenured				on Tenure Track		Faculty Status		
		Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration	Status		
						(continuing			
Primarily Instruction	0	0	0	0	73	or at-will)	0	7	
② Exclusively					73	3		7:	
credit									
Exclusively not- for-credit								(	
Combined credit/not-for-credit								(	
Instruction/research/public service staff								(	
Research staff								(	
Public Service staff								(	
Archivists, Curators, and Museum Technicians 25-4010							1	•	
Librarians 25-4020								(	
<u>Library Technicians</u> 25-4030								(	
Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							1		
Management Occupations	1						2	;	
11-0000 Business and Financial Operations							8	;	
Occupations 13-0000							O	·	
Computer, Engineering, and Science Occupations							1	·	
15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							8	8	
Healthcare Practitioners and Technical Occupations 29-0000							1		
Total	1	0	0	<b>1</b> 0	73	0	<b>1</b> 22	90	

10

108 121

**Part F - Part-time Summary** 

Part F - Part-time Summ		Summ	nary of Pa	rt-time St	taff			
		As o	of Novemb	er 1, 201	6			
Occupational category			W	ith Facult	y Status		Without	Total
	Tenured	Tenure Track	-	Annual contract	t on Tenure Track Less-than-annual contract	Indefinite duration (continuing or at-will)	Faculty Status	
Primarily Instruction	0	0	0	0	73 73		0	73 73
Exclusively credit Exclusively not-for-credit					73			0
Combined credit/not-for-credit								0
Instruction/research/public service staff								0
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010							1	1
Librarians 25-4020								0
Library Technicians 25-4030								0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							1	1
Management Occupations 11-0000	1						2	3
Business and Financial Operations Occupations 13-0000							8	_
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							1	
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							8	
Healthcare Practitioners and Technical Occupations 29-0000							1	1
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000								4
Sales and Related Occupations 41-0000								0
Office and Administrative Support Occupations 43-0000								13
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000								0
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000								1
Graduate Assistants Teaching								15 0
25-1191								
Research								6
Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000,								9

25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000 Total

129

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

Number of Newly Hired Full-time Permanent Instructional Staff

- •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

Race/ethnicity	With Faculty Status							Total
	Tenured	Tenured On Not on Tenure Track						
		Tenure	Multi-year		Less-than-annual	Indefinite duration	Status	
		<u>Track</u>		contract	contract	(continuing or at- will)		
Nonresident alien								0
Hispanic/Latino								0
American Indian or Alaska Native								0
Asian								0
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White		•	1	4				5
Two or more races								0
Race and ethnicity unknown								0
Total men	0	•	1 0	4	C	0	(	5

Women								
Race/ethnicity				With Facu	ılty Status		Without	Total
	Tenured	<u>On</u>			lot on Tenure Track		Faculty	
		Tenure	Multi-year		Less-than-annual	Indefinite duration	Status	
		<u>Track</u>		contract	contract	(continuing or at- will)		
Nonresident alien				1		<u></u>		1
Hispanic/Latino								0
American Indian or Alaska Native								0
Asian								0
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White				1				1
Two or more races								0
Race and ethnicity unknown								0
Total women	0	(	0	2	0	0	(	2
Total (man-twoman)	0		1 0	6	0	0	(	) 7
Total (men+women)	U			J	· ·	U	•	′

User ID: P2190461

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

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

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

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

Pacific Islander	Ĭ			
White	1			
Two or more races	0			
Race and ethnicity unknown	0			
Total women	2	0	0	0
Total (men+women)	7	0	0	0

User ID: P2190461

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

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

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

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

User ID: P2190461

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

- •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	Sales and Related Occupations 41-0000		Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						1
Hispanic/Latino	)					0
American Indian or Alaska Native						1
Asian						0
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White	1					10
Two or more races						0
Race and ethnicity unknown						0
Total men	1	(	0		) (	) 12

Women					
Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien					1
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian					0
Black or African American					1
Native Hawaiian or Other Pacific Islander					0
White	1	1			7
Two or more races					0
					0

Race and ethnicity unknown Total women	1	1	1	0	0	9
Total (men+women)	2	1	1	0	0	21

Human Resources Survey Evaluation Were any staff members difficult to categorize? If so, please explain	n in the box below.

User ID: P2190461

#### Prepared by

This survey component was prepare	ed by:	
O Keyholder	O SFA Contact	HR Contact
o Finance Contact	Academic Library Contact	Other
Name: Nicholas Oaks		
Email: Nicholas.Oaks@bhsu.ed	du	
How long did it take to prepare this survey component?	55hours	minutes

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

Thank you for your assistance.

Summary

#### **Human Resources Component Summary**

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the <a href="Data Center">Data Center</a> and sent to your institution's CEO in November 2016.

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

Number of staff by employment status and occupational category:

Occupational category	Reported	FTE staff		
	Number of full-time staff	Number of part-time staff		
Total number of staff	364	114	402	
Instructional Staff	119	73	143	
Primary Instruction	119	73	143	
Exclusively credit	119	73	143	
Exclusively not-for-credit	0	0	C	
Combined credit/not-for-credit	0	0	C	
Instruction/research/public service	0	0	C	
Research Staff	0	0	C	
Public Service Staff	0	0	C	
Library and Student and Academic Affairs and Other Education Services Occupations SOC	9	2	10	
Librarians, Curators, and Archivists SOC 25-4000	5	1	5	
Archivists, Curators, and Museum Technicians SOC 25-4010	0	1	(	
Librarians SOC 25-4020	5	0	5	
Library Technicians SOC 25-4030	0	0	(	
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	4	1	4	
Management Occupations SOC 11-0000	70	3	71	
Business and Financial Operations Occupations SOC 13-0000	28	8	31	
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	18	1	18	
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	33	8	36	
Healthcare Practitioners and Technical Occupations SOC 29-0000	0	1	(	
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	37	4	38	
Sales and Related Occupations SOC 41-0000	2	0	2	
Office and Administrative Support Occupations SOC 43-0000	38	13	42	
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	9	0	g	

Number of staff by employment status and occupational category: Fall 2016						
Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	1	1	1			

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 2016-17

•								
Academic rank	Months Covered by Annual Salary			Total Staff	Total		Weighted	
	12 months	11 months	10 months	9 months	for Salary reporting	Number of Months	Salary Outlays	Average Monthly Salaries
All Ranks			2	117	119	1,073	\$7,637,597	\$7,118
Professor				31	31	279	\$2,541,397	\$9,109
Associate professor				25	25	225	\$1,557,163	\$6,921
Assistant professor				39	39	351	\$2,286,727	\$6,515
Instructor			2	21	23	209	\$1,201,171	\$5,747
Lecturer				1	1	9	\$51,139	\$5,682
No academic rank								

NOTE: The above data are based on the Salary Outlays part of the IPEDS HR component. The Weighted average monthly salaries of full-time instructional staff by academic rank are calculated by adding the salary outlays reported for Men plus Women by academic rank, then dividing the sum by the "Total Number of Months" for Men plus Women by academic rank. Salaries of full-time instructional staff paid less than 9 months per year are not collected. Also, salaries of medical school staff are not collected. The weighted average monthly salaries may be included in the DFR.

Institution: Black Hills State University (219046)

Edit Report User ID: P2190461

### **Human Resources**

### Black Hills State University (219046)

Source	Description	Severity	Resolved	Options				
Screen: B1 - FT Non-instructional, Occupation - 1								
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes					
Reason:	nn: Improperly classified last year. Mix up between instructional and non-instructional researchers.							
Screen: D - Graduate Assistants								
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes					
Reason: Improperly classified last year. BH does not have any Graduate Assistants who teach.								
Screen: E - PT Staff, Occupation and Tenure - 1								
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes					
Reason:	: Data review indicates that employees were improperly classified in last year's reporting.							
Screen Entry	This number is outside the expected range of between 71 and 145 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes					
Reason:	Data review indicates that employees were improperly classific who were moved under "less-than-annual contract" section.	ed in last year's repo	rting. Specifically adju	ınct professors,				