

**2011-12 Survey Materials****Form**

date: 8/4/2011

**Human Resources for degree-granting institutions and related administrative offices that have less than 15 full-time staff**

## Human Resources Screening Questions

**Does your institution have any part-time staff?***If you answer **Yes** to this question, you will be provided the screens to report part-time staff.*☐ Yes ☐ No**Does your institution have 15 or more full-time staff?***If you answer **Yes** to this question, you will be provided the long version of the Fall Staff section.*☐ Yes ☐ No**Do ALL of the instructional staff at your institution fall into any of the following categories?***If you answer **Yes** to any of the questions below, the **Salaries** section is **NOT** applicable to your institution and you will **NOT** be required to report data for the **Salaries** section.*

- |                          |                           |   |
|--------------------------|---------------------------|---|
| <input type="radio"/> No | <input type="radio"/> Yes | Are ALL of the instructional staff military personnel?  |
| <input type="radio"/> No | <input type="radio"/> Yes | Do ALL of the instructional staff contribute their services (e.g., members of a religious order)? |
| <input type="radio"/> No | <input type="radio"/> Yes | Do ALL of the instructional staff teach pre-clinical or clinical medicine?                        |

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

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Part A - Full-time professional staff

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

As of November 1, 2011

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Staff whose primary responsibility is instruction, research, and/or public service	Executive/ administrative/ managerial	Other professionals (support/service)
<b>Men</b>			
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<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"/>
<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"/>	<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"/>	<input type="text"/>	<input type="text"/>
<b>Total men</b>			
<b>Women</b>			
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<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"/>
<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"/>	<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"/>	<input type="text"/>	<input type="text"/>
<b>Total women</b>			
<b>Total (men+women)</b>			
Total (men+women) from prior year			

Part A - Full-time non-professional staff and totals

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

As of November 1, 2011

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance	Full-time grand total (includes Professionals and Non- professionals)
<b>Men</b>					
<u>Nonresident alien</u>	<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"/>	
<u>American Indian or Alaska Native</u>	<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"/>	
<u>Black or African American</u>	<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"/>	
<u>White</u>	<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"/>	
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<b>Total men</b>					
<b>Women</b>					
<u>Nonresident alien</u>	<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"/>	
<u>American Indian or Alaska Native</u>	<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"/>	
<u>Black or African American</u>	<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"/>	
<u>White</u>	<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"/>	
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<b>Total women</b>					
<b>Total (men+women)</b>					
Total (men+women) from prior year					

Part B - Part-time professional staff

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

As of November 1, 2011

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Staff whose primary responsibility is instruction, research, and/or public service	Executive/ administrative/ managerial	Other professionals (support/service)
<b>Men</b>			
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<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"/>
<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"/>	<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"/>	<input type="text"/>	<input type="text"/>
<b>Total men</b>			
<b>Women</b>			
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<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"/>
<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"/>	<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"/>	<input type="text"/>	<input type="text"/>
<b>Total women</b>			
<b>Total (men+women)</b>			
Total (men+women) from prior year			

Part B - Part-time non-professional staff and totals

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

As of November 1, 2011

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance	Part-time grand total (includes Professionals and Non- professionals)
<b>Men</b>					
<u>Nonresident alien</u>					
<u>Hispanic/Latino</u>					
<u>American Indian or Alaska Native</u>					
<u>Asian</u>					
<u>Black or African American</u>					
<u>Native Hawaiian or Other Pacific Islander</u>					
<u>White</u>					
Two or more races					
<u>Race and ethnicity unknown</u>					
<b>Total men</b>					
<b>Women</b>					
<u>Nonresident alien</u>					
<u>Hispanic/Latino</u>					
<u>American Indian or Alaska Native</u>					
<u>Asian</u>					
<u>Black or African American</u>					
<u>Native Hawaiian or Other Pacific Islander</u>					
<u>White</u>					
Two or more races					
<u>Race and ethnicity unknown</u>					
<b>Total women</b>					
<b>Total (men+women)</b>					
Total (men+women) from prior year					

Part B - Fall Staff - Graduate assistants and part-time grand total

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

As of November 1, 2011

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Total (from previous screen)	Graduate assistants	Part-time grand total (including graduate assistants)
<b>Men</b>			
<u>Nonresident alien</u>			
<u>Hispanic/Latino</u>			
<u>American Indian or Alaska Native</u>			
<u>Asian</u>			
<u>Black or African American</u>			
<u>Native Hawaiian or Other Pacific Islander</u>			
<u>White</u>			
Two or more races			
<u>Race and ethnicity unknown</u>			
<b>Total men</b>			
<b>Women</b>			
<u>Nonresident alien</u>			
<u>Hispanic/Latino</u>			
<u>American Indian or Alaska Native</u>			
<u>Asian</u>			
<u>Black or African American</u>			
<u>Native Hawaiian or Other Pacific Islander</u>			
<u>White</u>			
Two or more races			
<u>Race and ethnicity unknown</u>			
<b>Total women</b>			
<b>Total (men+women)</b>			

Part C - Total number of staff

Total number of staff by employment status, gender, and race/ethnicity						
As of November 1, 2011						
	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women
<u>Nonresident alien</u>						
<u>Hispanic/Latino</u>						
<u>American Indian or Alaska Native</u>						
<u>Asian</u>						
<u>Black or African American</u>						
<u>Native Hawaiian or Other Pacific Islander</u>						
<u>White</u>						
Two or more races						
Race and ethnicity unknown						
<b>Grand total</b>						

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

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

Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
<b>Men</b>				
Professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Associate professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Assistant professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Instructors	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<b>Total men</b>				
Total men from prior year				
<b>Women</b>				
Professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Associate professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Assistant professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Instructors	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<b>Total women</b>				
Total women from prior year				
<b>Total (men + women)</b>				
Total from prior year (Salaries section)				

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

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

Gender and academic rank	Total from Part D (Headcount screen)	Salary outlays	Average salary	Prior year Average salary
<b>Men</b>				
Professors		<input type="text"/>		
Associate professors		<input type="text"/>		
Assistant professors		<input type="text"/>		
Instructors		<input type="text"/>		
Lecturers		<input type="text"/>		
No academic rank		<input type="text"/>		
<b>Total men</b>				
<b>Women</b>				
Professors		<input type="text"/>		
Associate professors		<input type="text"/>		
Assistant professors		<input type="text"/>		
Instructors		<input type="text"/>		
Lecturers		<input type="text"/>		
No academic rank		<input type="text"/>		
<b>Total women</b>				
<b>Total (men + women)</b>				

Part E - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods -  
Salary outlays

**Salaries of full-time instructional staff on 11/12-month contracts/teaching periods by gender and academic rank  
As of November 1, 2011**

Gender and academic rank	Total from Part D (Headcount screen)	Salary outlays	Average salary	Prior year Average salary
<b>Men</b>				
Professors		<input type="text"/>		
Associate professors		<input type="text"/>		
Assistant professors		<input type="text"/>		
Instructors		<input type="text"/>		
Lecturers		<input type="text"/>		
No academic rank		<input type="text"/>		
<b>Total men</b>				
<b>Women</b>				
Professors		<input type="text"/>		
Associate professors		<input type="text"/>		
Assistant professors		<input type="text"/>		
Instructors		<input type="text"/>		
Lecturers		<input type="text"/>		
No academic rank		<input type="text"/>		
<b>Total women</b>				
<b>Total (men + women)</b>				

Human Resources Survey Evaluation

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

## 2011-12 Survey Materials

### Instructions

date: 8/4/2011

### Human Resources Component Applicable to Degree-granting Institutions that have less than 15 full-time staff

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## Instructions for the 2011-12 Integrated Postsecondary Education Data System (IPEDS) Human Resources (HR) Component Applicable to Degree-granting Institutions and Related Administrative Offices that have less than 15 full-time staff

[Purpose of Component](#)

[Changes in Reporting](#)

[General Instructions](#)

[Context Boxes](#)

[Reporting period covered](#)

[Reporting Staff by Primary Function/Occupational Activity](#)

[Contract Length/Teaching Period](#)

[Academic Rank](#)

[Coverage](#)

[Where to Get Help](#)

[Where the Data Will Appear](#)

[Detailed Instructions](#)

[Reporting Persons by Racial/Ethnic Category](#)

[Descriptions of Primary Functions/Occupational Activities](#)

[Summary of Parts](#)

**[Purpose of Component](#)**

The primary purpose of the Human Resources (HR) component that is applicable to degree-granting institutions and related administrative offices that have less than 15 full-time staff is to collect the number of staff by employment status (full time and part time) and primary function/occupational activity. In odd-numbered years (e.g., 2011-12) such as this year, the purpose is also to collect data by race/ethnicity and gender. The reporting of data by race/ethnicity and gender is optional in even-numbered years such as 2010-11. The primary purpose of this component is also to collect the number of full-time instructional staff by contract length/teaching period, gender, and academic rank (in Part D). Salary outlays are also collected for full-time instructional staff on 9/10- and 11/12-month contracts/teaching periods (in Part E). Parts D and E are applicable to degree-granting institutions only unless one or more of the following are true:

- All instructional staff are employed on a part time basis
- All instructional staff are military personnel
- All instructional staff contribute their services (e.g., are members of a religious order)
- All instructional staff teach pre-clinical or clinical medicine

Top ▲

## Changes in Reporting

- The screens that collected data by faculty status in Part A of the Employees by Assigned Position (EAP) section and in Part D of the Salaries section were eliminated.
- The screens that collected fringe benefits in Part F of the Salaries section were eliminated.
- The EAP section and the Fall Staff section were combined to form a single section.

Also, the reporting of faculty and staff by race/ethnicity and gender is required this year as it is in odd-numbered years.

Top ▲

## General Instructions

### Context Boxes

Context boxes (previously known as caveat boxes) are provided on several screens to give institutions the opportunity to provide more information about survey items. The context box called, "Human Resources Survey Evaluation," which is located at the end of the HR component is used to assess whether future changes should be made to definitions, instructions, and/or items collected and is also used to list any staff who were difficult to categorize.

Top ▲

### Reporting period covered

The period of reporting is intended to provide a snapshot of your human resources/payroll data at one point in the fall. Persons on the payroll of the institution as of **November 1, 2011** should be reported in the HR component.

## Reporting Staff by Primary Function/Occupational Activity

- Staff members are counted only once even if employed in multiple ways (e.g., a full-time staff member who also teaches part time on a per course basis is counted only as full time). In other words, report a full-time staff member only once as full time, even if the staff member has an additional overload part-time appointment, contract or course payment. Otherwise, count as part time. The staff member's term of contract/teaching period is not considered in making the determination of full or part time, only the type of appointment at the snapshot date. For example, a full-time, one-term appointment should be considered full time for the purpose of this report.
- For IPEDS purposes, **Librarians** and **Counselors** must be classified as Other professionals (support/service) only.
- **Standard Occupational Classification (SOC) codes and categories** are based on the 2000 revision and are provided to aid institutions in their classification of staff by primary functions/occupational activities. Information on each primary function/occupational activity can be found under the section called, "Detailed Instructions."
- Staff must be assigned to **ONE** category based on work performed, skills, education, training, and credentials.
- If a staff member performs in more than one occupation, he/she should be classified in the occupation that requires the highest level of skill. If there is no measurable difference in skill, the staff member should be included in the functional category (occupation) in which they spend the most time.
- **Supervisors of professional and technical workers** usually have a background similar to the workers they supervise, and are therefore classified with the workers they supervise. Likewise, team leaders, lead workers and supervisors of production, sales, and service workers who spend at least 20 percent of their time performing work similar to the workers they supervise are classified with the workers they supervise.
- **First-line managers and supervisors of production, service, and sales workers who spend more than 80 percent of their time performing supervisory activities** are classified separately in the appropriate supervisor category, since their work activities are distinct from those of the workers they supervise. First-line managers are generally found in smaller establishments where they perform both supervisory and management functions, such as accounting, marketing, and personnel work.
- **Hospitals, medical centers, and other entities that offer postsecondary education programs** as part of their mission should report only those staff who work full time or part time in the **postsecondary education division or component of the institution**. If a staff member works full time for the institution, but only part time in the postsecondary education division or component, for purposes of this survey, that person should be reported as part time in his or her primary function/occupational activity in the postsecondary education division or component.

## Contract Length/Teaching Period

Staff should be reported by contract length/teaching period on the basis of the contracted (teaching) period, **NOT** on the basis of the number of installments in which salaries are paid. The definitions of the three contract lengths/teaching periods follow:

- **Less-than-9-month salary contracts/teaching periods:** The contracted teaching period of staff whose primary responsibility is instruction, research, and/or public service and who are employed for **less than 2 semesters, 3 quarters, 2 trimesters, or two 4-month sessions**.
- **9/10-month salary contracts/teaching periods:** The contracted teaching period of staff whose primary responsibility is instruction, research, and/or public service and who are employed for **2 semesters, 3 quarters, 2 trimesters, two 4-month sessions, or the equivalent**.
- **11/12-month salary contracts/teaching periods:** The contracted teaching period of staff whose primary responsibility is instruction, research, and/or public service and who are employed for **the entire year, usually for a period of 11 or 12 months**.

## Academic Rank

When reporting staff whose primary responsibility is instruction, research, and/or public service by academic rank (e.g., professor, associate professor, etc.), use the institution's designations. Institutions without standard academic ranks should report all staff whose primary responsibility is instruction, research, and/or public service in the "No Academic Rank" category.

Top ▲

## Coverage

### Who to Include in this Report

- Staff who are on sabbatical leave and staff who are on leave, but remain on the payroll.
- Staff whose primary responsibility is instruction, research, and/or public service and who are hired to temporarily replace staff whose primary responsibility is also instruction, research, and/or public service AND who are also on sabbatical leave or on leave without pay.
- "Visiting" staff whose primary responsibility is instruction, research, and/or public service and who are paid by your institution.
- Adjunct staff whose primary responsibility is instruction, research, and/or public service and who are employed on a full-time or on a part-time basis in the primary function/occupation activity for which they were hired.
- Staff in Workforce Development training programs and Adult Basic Education (ABE) programs.
- Staff at off-campus centers associated with the campus covered by this report. (Do not include staff who work at branch campuses located in a foreign country.)

Top ▲

### Who NOT to Include in this Report

- Staff on leave without pay.
- Staff in the military or religious orders who are not paid by your institution.
- Staff whose services are contracted by or donated to the institution.
- Casual staff (hired on an ad-hoc or occasional basis to meet short-term needs).
- Undergraduate students.
- Students in the College Work-Study Program.
- Staff who work strictly in hospitals associated with medical schools.

Top ▲

## Where to Get Help

### IPEDS Data Collection Help Desk

Phone: 1-877-225-2568  
Email: [ipedshelp@rti.org](mailto:ipedshelp@rti.org)

### AIR Website

You can also consult the [AIR website](#) that contains several tutorials on IPEDS data collection, a self-paced overview of IPEDS tools and other valuable resources.

### IPEDS Resources Page

In addition, the [IPEDS Resources Page](#) contains frequently asked questions, a link to the glossary, data tip sheets, an archive of survey instruments, information on the new race/ethnicity categories and other relevant information.

Top ▲

## Where the Data Will Appear

Data collected through IPEDS will be accessible at the institution- and aggregate-levels.

At the institution-level, data will appear in the:

- [College Navigator Website](#)
- [IPEDS Data Center](#)
- [IPEDS Data Feedback Reports](#)

At the aggregate-level, data will appear in:

- [IPEDS First Looks](#)
- [IPEDS Table Library](#)
- [IPEDS Data Feedback Reports](#)
- [The Digest of Education Statistics](#)
- [The Condition of Education](#)

Top ▲

## Detailed Instructions

### Screening Questions

Respondents MUST answer a few screening questions before providing detailed data. Responses to the screening questions will determine which screens will be displayed and which parts of each section must be completed. The three screening questions are listed below.

- The *first* question asks, "**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.
- The *second* question asks, "**Does your institution have 15 or more full-time staff?**"
  - If you answer "**Yes**" to the above screening question, you will be provided the long version of the Fall Staff section.

•  
The *third* question asks, "**Do ALL of the instructional staff at your institution fall into any of the following categories?**"

- Are ALL of the instructional staff military personnel?
- Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?
- Do ALL of the instructional staff teach pre-clinical or clinical medicine?

If you answer "**Yes**" to any of the questions above, the Salaries section is NOT applicable to your institution and you will NOT be required to report data for the Salaries section.

Also, if all instructional staff are part time, the Salaries section is NOT applicable to your institution.

## Reporting Persons by Racial/Ethnic Category

### Reporting Persons by Racial/Ethnic Category (1997 OMB)

This information is being collected in compliance with Title VI of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972 and Sec. 421(a)(1) of the Carl D. Perkins Vocational Education Act. These instructions correspond with the Final Guidance on Maintaining, Collecting, and Reporting Racial and Ethnic Data to the U.S. Department of Education, published in the Federal Register on October 19, 2007.

**Method of collection** - Institutions must collect race and ethnicity information using a 2-question format. The first question is whether the respondent is Hispanic/Latino. The second question is whether the respondent is from one or more races from the following list: American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, and White. Institutions should allow students and staff to self-identify their race and ethnicity. For further details on the guidance for collecting data, please see the full Federal Register notice.

**Method of reporting aggregate data** - Institutions must report aggregate data to the U.S. Department of Education using the NINE categories below. Racial/ethnic designations are requested only for United States citizens, resident aliens, and other eligible non-citizens.

- Hispanic or Latino, regardless of race

For Non-Hispanic/Latino individuals:

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White
- Two or more races

In addition, the following categories may be used:

- Nonresident alien
- Race and ethnicity unknown

**Racial/ethnic descriptions** - Racial/ethnic designations as used in this survey do not denote scientific definitions of anthropological origins. The categories are:

- Hispanic or Latino- A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
- American Indian or Alaska Native- A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.
- Asian- A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- Black or African American- A person having origins in any of the black racial groups of Africa.
- Native Hawaiian or Other Pacific Islander- A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- White - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

### Other descriptive categories

- **Nonresident alien** - A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. NOTE - Nonresident aliens are to be reported separately, in the boxes provided, rather than included in any of the seven racial/ethnic categories. Resident aliens and other eligible (for financial aid purposes) non-citizens who are not citizens or nationals of the United States and who have been admitted as legal immigrants for the purpose of obtaining permanent resident alien status (and who hold either an alien registration card (Form I-551 or I-151), a Temporary Resident Card (Form I-688), or an Arrival-Departure Record (Form I-94) with a notation that conveys legal immigrant status such as Section 207 Refugee, Section 208 Asylee, Conditional Entrant Parolee or Cuban-Haitian) are to be reported in the appropriate racial/ethnic categories along with United States citizens.
- **Race and ethnicity unknown** - This category is used only if the person did not select EITHER a racial or ethnic designation.

Top ▲

## Descriptions of Primary Functions/Occupational Activities

### Staff whose primary responsibility is instruction, research, and/or public service

**If a staff member falls in one of the following categories, the staff member should be reported in the single category called, "Staff whose primary responsibility is instruction, research, and/or public service."**

- **Primarily instruction (PI)**

Report persons whose specific assignments customarily are made for the purpose of **providing instruction or teaching** and who may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent. These employees may also hold titles such as deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads or equivalent) **IF** their principal activity is **instruction**.

- **Primarily research (PR)**

Report persons whose specific assignments customarily are made for the purpose of **conducting research** and who may hold academic rank titles of professor, associate professor, assistant professor, or titles such as research associate or postdoctoral fellow. These employees may also hold titles such as deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) **IF** their principal activity is **research**.

- **Primarily public service (PPS)**

Report persons whose specific assignments customarily are made for the purpose of **carrying out public service activities** such as agricultural extension services, clinical services, or continuing education and who may hold academic rank titles of professor, associate professor, or assistant professor. These employees may also hold titles such as deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) **IF** their principal activity is **public service**. (This category includes employees with a public service assignment regardless of the location of the assignment (e.g., in the field rather than on campus).

- **Instruction combined with research and/or public service (IRPS)**

Report persons for whom it is not possible to differentiate between **instruction or teaching, research, and public service because each of these functions is an integral component of his/her regular assignment**. These employees may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent. These employees may also hold titles such as deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) **IF** their principal activity is **instruction combined with research and/or public service**.

Top ▲

## Executive/administrative/managerial

Report all persons whose assignments require management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department or subdivision. Assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment. Report in this category persons holding the following titles:

11-1000 Top Executives  
11-1010 Chief Executives  
11-1020 General and Operations Managers  
11-2000 Advertising, Marketing, Promotions, Public Relations, and Sales Managers  
11-3000 Operations Specialties Managers  
11-3010 Administrative Services Managers  
11-3020 Computer and Information Systems Managers  
11-3030 Financial Managers  
11-3040 Human Resources Managers  
11-3060 Purchasing Managers  
11-9033 Education Administrators, Postsecondary - includes

- presidents
- vice presidents (including assistants and associates)
- deans (including assistants and associates) - *if their principal activity is administrative and not primarily instruction, research or public service*
- directors (including assistants and associates)
- department heads (including assistants and associates) - *if their principal activity is administrative and not primarily instruction, research or public service*
- assistant, associate managers (*including first-line managers of service, production and sales workers who spend more than 80 percent of their time performing supervisory activities*)

11-9040 Engineering Managers  
11-9050 Food Service Managers  
11-9080 Lodging Managers  
11-9112 Medical and Health Services Managers

Top ▲

## Other professionals (support/service)

Report all persons employed for the primary purpose of performing academic support, student service and institutional support, whose assignments would require either a baccalaureate degree or higher or experience of such kind and amount as to provide a comparable background. Include persons with such titles as:

13-1000 Business Operations Specialists  
13-1020 Buyers and Purchasing Agents  
13-1070 Human Resources, Training, and Labor Relations Specialists  
13-1110 Management Analysts  
13-1120 Meeting and Convention Planners  
13-1190 Miscellaneous Business Operations Specialists  
13-2000 Financial Specialists  
13-2011 Accountants and Auditors  
13-2030 Budget Analysts  
13-2050 Financial Analysts and Advisors  
13-2060 Financial Examiners  
13-2070 Loan Counselors and Officers  
15-1000 Computer Specialists  
15-1010 Computer and Information Scientists, Research  
15-1020 Computer Programmers  
15-1030 Computer Software Engineers  
15-1040 Computer Support Specialists  
15-1050 Computer Systems Analysts  
15-1060 Database Administrators  
15-1070 Network and Computer Systems Administrators  
15-1080 Network Systems and Data Communications Analysts  
21-1000 Counselors, Social Workers, and Other Community and Social Service Specialists

21-1010 Counselors  
21-1020 Social Workers  
21-1091 Health Educators  
21-2010 Clergy  
21-2020 Directors, Religious Activities and Education  
23-1010 Lawyers  
25-4000 Librarians, Curators, and Archivists  
25-4013 Museum Technicians and Conservators  
25-4020 Librarians  
27-1010 Artists and Related Workers  
27-1020 Designers  
27-2020 Athletes, Coaches, Umpires  
27-2030 Dancers and Choreographers  
27-2041 Music Directors and Composers  
29-1010 Chiropractors  
29-1020 Dentists  
29-1030 Dietitians and Nutritionists  
29-1040 Optometrists  
29-1050 Pharmacists  
29-1060 Physicians and Surgeons  
29-1080 Podiatrists  
29-1110 Registered Nurses  
29-1120 Therapists  
29-1130 Veterinarians

[Top ▲](#)

## Technical and paraprofessionals

Report all persons whose assignments require specialized knowledge or skills which may be acquired through experience, apprenticeship, on-the-job training or academic work in occupationally specific programs that result in a 2-year degree or other certificate or diploma. Include persons who perform some of the duties of a professional in a supportive role, which usually requires less formal training and/or experience than normally required for professional status. Include such job titles as:

15-3000 Mathematical Technicians  
19-4000 Life, Physical, and Social Science Technicians  
19-4011 Agricultural and Food Science Technicians  
19-4030 Chemical Technicians  
19-4040 Geological and Petroleum Technicians  
19-4050 Nuclear Technicians  
23-2010 Paralegals and Legal Assistants  
23-2090 Miscellaneous Legal Support Workers  
29-2000 Health Technologists and Technicians  
29-2051 Dietetic Technicians  
29-2052 Pharmacy Technicians  
29-2060 Licensed Practical and Licensed Vocational Nurses  
29-2070 Medical Records and Health Information Technicians  
29-2080 Opticians, Dispensing  
31-0000 Healthcare Support Occupations  
31-1012 Nursing Aides, Orderlies, and Attendants  
31-2020 Physical Therapist Assistants and Aides  
31-9010 Massage Therapists  
31-9091 Dental Assistants  
31-9092 Medical Assistants  
31-9095 Pharmacy Aides

[Top ▲](#)

## Clerical and secretarial

Report all persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Include personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmers) and/or information and other paperwork required in an office. Include such occupational titles as:

43-2010 Switchboard Operators, including Answering Service

43-2020 Telephone Operators  
43-3010 Bill and Account Collectors  
43-3020 Billing and Posting Clerks and Machine Operators  
43-3030 Bookkeeping, Accounting, and Auditing Clerks  
43-3050 Payroll and Timekeeping Clerks  
43-3060 Procurement Clerks  
43-4070 File Clerks  
43-4120 Library Assistants, Clerical  
43-4160 Human Resources Assistants, except Payroll and Timekeeping  
43-5070 Shipping, Receiving, and Traffic Clerks  
43-6000 Secretaries and Administrative Assistants  
43-9010 Computer Operators  
43-9020 Data Entry and Information Processing Workers  
43-9031 Desktop Publishers  
43-9051 Mail Clerks and Mail Machine Operators, except Postal Service  
43-9060 Office Clerks, General  
43-9070 Office Machine Operators, except Computer  
43-9080 Proofreaders and Copy Markers

[Top ▲](#)

## Skilled crafts

Report all persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job-training and experience or through apprenticeship or other formal training programs. Include such occupational titles as:

51-4121 Welders, Cutters, Solderers, and Brazers  
51-5010 Bookbinders and Bindery Workers  
51-5020 Printers  
51-7010 Cabinetmakers and Bench Carpenters  
51-8000 Plant and System Operators  
51-8020 Stationary Engineers and Boiler Operators  
51-8030 Water and Liquid Waste Treatment Plant and System Operators  
51-9020 Crushing, Grinding, Polishing, Mixing, and Blending Workers  
51-9080 Medical, Dental, and Ophthalmic Laboratory Technicians  
51-9120 Painting Workers  
51-9130 Photographic Process Workers and Processing Machine Operators  
51-9194 Etchers and Engravers

[Top ▲](#)

## Service/Maintenance

Report all persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties that result in or contribute to the comfort, convenience and hygiene of personnel and the student body or that contribute to the upkeep of the institutional property. Include such titles as:

33-2010 Fire Fighters  
33-3000 Law Enforcement Workers  
33-3040 Parking Enforcement Workers  
33-3050 Police Officers  
33-9030 Security Guards  
33-9092 Lifeguards, Ski Patrol  
35-2000 Cooks and Food Preparation Workers  
35-3000 Food and Beverage Serving Workers  
35-3020 Fast Food and Counter Workers  
35-3030 Waiters and Waitresses  
35-9000 Other Food Preparation and Serving Related Workers  
37-2000 Building Cleaning and Pest Control Workers  
37-3000 Grounds Maintenance Workers  
49-2000 Electrical and Electronic Equipment Mechanics, Installers, and Repairers  
49-2020 Radio and Telecommunications Equipment Installers and Repairers  
49-2091 Avionics Technicians  
49-2092 Electric Motor, Power Tool, and Related Repairers  
49-3000 Vehicle and Mobile Equipment Mechanics, Installers, and Repairers

49-9010 Control and Valve Installers and Repairers  
49-9021 Heating, Air Conditioning, and Refrigeration Mechanics and Installers  
53-2000 Air Transportation Workers  
53-3000 Motor Vehicle Operators  
53-6021 Parking Lot Attendants

Top ▲

### Graduate assistants (applicable to 4-year degree-granting institutions only)

Report students employed on a part-time basis for the primary purpose of assisting in classroom or laboratory instruction or in the conduct of research. Graduate students having titles such as graduate assistant, teaching assistant, teaching associate, teaching fellow, or research assistant typically hold these positions. If your institution has graduate assistants who are classified as full time, for IPEDS purposes, classify those graduate assistants as PART TIME only.

Do **NOT** include students in the College Work-Study Program. Employees hired on a full time basis (not students) are to be reported as Other professionals (support/service).

Top ▲

## Summary of Parts

Listed below is a summary of each part in this HR component.

- **Part A, full-time professional and full-time non-professional staff, pages** - Collects the number of full-time staff by primary function/occupational activity, gender, and race/ethnicity.

• **Part B, part-time professional and part-time non-professional staff, pages** - Collects the number of part-time staff by primary function/occupational activity, gender, and race/ethnicity.

• **Part C, total number of staff, page** - Automatically sums the data reported in Part A and Part B.

- **Part D, headcount, page** - Collects the number of full-time instructional staff on the following contract lengths/teaching periods: less-than-9-month, 9/10-month, and 11-12-month. (For additional information on reporting full-time instructional staff by contract length/teaching period, refer to the section called, "Contract Length/Teaching Period," under the "General Instructions" section.)
- **Part E, salary outlays, page** - Collects the salary outlays for 9/10- and 11/12-month full-time instructional staff. (Salary outlays are NOT collected for full-time instructional staff reported as less-than-9-month.)
- **Salary outlays** should be reported only for those salaried full-time instructional staff who have already been classified in Part D (headcount page) of the Salaries section as 9/10- and 11/12-month instructional staff. When reporting staff on sabbatical leave and staff who are on leave, but remain on the payroll of the institution, report such persons at their regular salaries even though the staff may be receiving a reduced annuity while on leave. (Additional stipends for administrative, managerial or other responsibilities should NOT be included in the salary calculation.)

Top ▲

### Relationships between parts of the HR component

The total number of full-time instructional staff reported in Part D (Headcount screen) MUST be less than or equal to the total number of full-time staff whose primary responsibility is instruction, research, and/or public service in Part A.

Top ▲

Term	Definition
11/12 month salary contract/teaching period	The contracted teaching period of faculty employed for the entire year, usually for a period of 11 or 12 months.
9/10-month salary contract/teaching period	The contracted teaching period of faculty employed for 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.
Adjunct faculty	Non-tenure track faculty serving in a temporary or auxiliary capacity to teach specific courses on a course-by-course basis. Includes both faculty who are hired to teach an academic degree-credit course and those hired to teach a remedial, developmental, or ESL course; whether the latter three categories earn college credit is immaterial. Excludes regular part-time faculty (who, unlike adjuncts are not paid on a course-by-course basis), graduate assistants, full-time professional staff of the institution who may teach individual courses (such as a dean or academic advisor), and appointees who teach non-credit courses exclusively.
American Indian or Alaska Native (new definition)	A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.
Asian (new definition)	A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
Black or African American (new definition)	A person having origins in any of the black racial groups of Africa.
Casual employees	Persons who are hired to work during peak times such as those that help at registration time or those that work in the bookstore for a day or two at the start of a session.
Clerical and secretarial	A primary function or occupational activity category used to classify persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Includes personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmer) and/or information and other paperwork required in an office. Also includes such occupational titles such as switchboard operators, including answering service; telephone operators; bill and account collectors; billing and posting clerks and machine operators; bookkeeping, accounting, and auditing clerks; payroll and timekeeping clerks; procurement clerks; file clerks; clerical library assistants; human resources assistants, except payroll and timekeeping; shipping, receiving, and traffic clerks; secretaries and administrative assistants; computer operators; data entry and information processing workers; desktop publishers; mail clerks and mail machine operators (except postal service); office clerks (general); office machine operators (except computer); and proofreaders and copy markers.
Executive, administrative, and managerial	A primary function or occupational activity category used to classify persons whose assignments require management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department or subdivision. Assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment. Included in this category are employees holding titles such as: top executives; chief executives; general and operations managers; advertising, marketing, promotions, public relations, and sales managers; operations specialties managers; administrative services managers; computer and information systems managers; financial managers; human resources managers; purchasing managers; postsecondary education administrators such as: presidents, vice presidents (including assistants and associates), deans (including assistants and associates) if their principal activity is administrative and not primarily instruction, research or public service, directors (including assistants and associates), department heads (including assistants and associates) if their principal activity is administrative and not primarily instruction, research or public service, assistant and associate managers (including first-line managers of service, production and sales workers who spend more than 80 percent of their time performing supervisory activities); engineering managers; food service managers; lodging managers; and medical and health services managers.
Fringe benefits	Cash contributions in the form of supplementary or deferred compensation other than salary. Excludes the employee's contribution. Employee fringe benefits include retirement plans, social security taxes, medical/dental plans, guaranteed disability income protection plans, tuition plans, housing plans, unemployment compensation plans, group life insurance plans, worker's compensation plans, and other benefits in-kind with cash options.
Full-time staff (employees)	As defined by the institution. The type of appointment at the snapshot date determines whether an employee is full time or part time. The employee's term of contract is not considered in making the determination of full or part time.
Graduate assistants	Graduate-level students employed on a part-time basis for the primary purpose of assisting in classroom or laboratory instruction or in the conduct of research. Graduate students having titles such as graduate assistant, teaching assistant, teaching associate, teaching fellow, or research assistant typically hold these positions.
Hispanic or Latino (new definition)	A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
Housing plan (restricted)	A fringe benefit that restricts beneficiaries to receive housing support only in institution-owned housing.
Instruction combined with research and/or public service	A primary function or occupational activity category used to classify persons for whom it is not possible to differentiate between instruction or teaching, research, and public service because each of these functions is an integral component of their regular assignment. These persons may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent. This category also includes persons who may hold titles such as deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) if their principal activity is instruction combined with research and/or public service.

Less than 9/10-month salary contract/teaching period	The contracted teaching period of faculty employed for less than 2 semesters, 3 quarters, 2 trimesters, or 2 4-month sessions.
Medical school staff	Staff employed by or employees working in the medical school component of a postsecondary institution or in a free standing medical school. Does not include staff employed by or employees working strictly in a hospital associated with a medical school or those who work in health or allied health schools or departments such as dentistry, veterinary medicine, nursing or dental hygiene.
Native Hawaiian or Other Pacific Islander (new definition)	A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
New hires	Persons who were hired for full-time permanent employment for the first time, or after a break in service, between July 1st and October 31st of the survey year. These do not include persons who have returned from sabbatical leave or full-time faculty with less than 9-month contracts/teaching periods.
Non-professional staff	Employees of an institution whose primary function or occupational activity is classified as one of the following: technical and paraprofessional; clerical and secretarial; skilled crafts; or service/maintenance.
Nonresident alien	A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely.
Not on tenure track	Personnel positions that are considered non-tenure earning positions.
Other insurance plan (cafeteria plan)	A benefit plan that allows an employee the option of selecting a combination of health care and insurance benefits (e.g. hospital, medical, surgical, dental care, and group life insurance).
Other professional (support/service)	A primary function or occupational activity category used to classify persons employed for the primary purpose of performing academic support, student service, and institutional support, whose assignments would require either a baccalaureate degree or higher or experience of such kind and amount as to provide a comparable background. Included in this category are all employees holding titles such as business operations specialists; buyers and purchasing agents; human resources, training, and labor relations specialists; management analysts; meeting and convention planners; miscellaneous business operations specialists; financial specialists; accountants and auditors; budget analysts; financial analysts and advisors; financial examiners; loan counselors and officers; computer specialists; computer and information scientists, research; computer programmers; computer software engineers; computer support specialists; computer systems analysts; database administrators; network and computer systems administrators; network systems and data communication analysts; counselors, social workers, and other community and social service specialists; counselors; social workers; health educators; clergy; directors, religious activities and education; lawyers; librarians, curators, and archivists; museum technicians and conservators; librarians; artists and related workers; designers; athletes, coaches, umpires; dancers and choreographers; music directors and composers; chiropractors; dentists; dietitians and nutritionists; optometrists; pharmacists; physicians and surgeons; podiatrists; registered nurses; therapists; and veterinarians.
Other than 9/10-month and 11/12-month salary contracts/teaching periods	The contracted teaching period for faculty employed other than for 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or 11-12 months, but still considered full-time employees (as defined by the institution).
Part-time staff (employees)	As determined by the institution. The type of appointment at the snapshot date determines whether an employee is full time or part time. The employee's term of contract is not considered in making the determination of full or part time. Casual employees (hired on an ad-hoc basis or occasional basis to meet short-term needs) and students in the College Work-Study Program (CWS) are not considered part-time staff.
Primarily instruction	A primary function or occupational activity category used to classify persons whose specific assignments customarily are made for the purpose of providing instruction or teaching and who may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent. These persons may also hold titles such as deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads or equivalent) if their principal activity is instruction.
Primarily public service	A primary function or occupational activity category used to classify persons whose specific assignments customarily are made for the purpose of carrying out public service activities such as agricultural extension services, clinical services, or continuing education and who may hold academic rank titles of professor, associate professor, or assistant professor. These persons may also hold titles such as deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) if their principal activity is public service.
Primarily research	A primary function or occupational activity category used to classify persons whose specific assignments customarily are made for the purpose of conducting research and who may hold academic rank titles of professor, associate professor, assistant professor, or titles such as research associate or postdoctoral fellow. These persons may also hold titles such as deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) if their principal activity is research.
Professional staff	Employees of an institution whose primary function or occupational activity is classified as one of the following: Faculty; Executive, administrative, and managerial or Other professional.
Race/ethnicity unknown	The category used to report students or employees whose race and ethnicity are not known.
Service/maintenance	

	A primary function or occupational activity category used to classify persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties that result in or contribute to the comfort, convenience, and hygiene of personnel and the student body or that contribute to the upkeep of the institutional property. Includes titles such as fire fighters; law enforcement workers; parking enforcement workers; police officers; security guards; lifeguards; ski patrol; cooks and food preparation workers; food and beverage serving workers; fast food and counter workers; waiters and waitresses; other food preparation and serving related workers; building cleaning and pest control workers; grounds maintenance workers; electrical and electronic equipment mechanics; installers and repairers; radio and telecommunications equipment installers and repairers; avionics technicians; electric motor, power tool, and related repairers; vehicle and mobile equipment mechanics, installers, and repairers; control and valve installers and repairers; heating, air conditioning, and refrigeration mechanics and installers; air transportation workers; motor vehicle operators; and parking lot attendants.
Skilled crafts	A primary function or occupational activity category used to classify persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job-training and experience or through apprenticeship or other formal training programs . Includes occupational titles such as welders, cutters, solderers and brazers; bookbinders and bindery workers; printers; cabinetmakers and bench carpenters; plant and system operators; stationary engineers and boiler operators; water and liquid waste treatment plant and system operators; crushing, grinding, polishing, mixing, and blending workers; medical, dental, and ophthalmic laboratory technicians; painting workers; photographic process workers and processing machine operators; and etchers and engravers.
Technical and paraprofessional	A primary function or occupational activity category used to classify persons whose assignments require specialized knowledge or skills which may be acquired through experience, apprenticeship, on-the-job-training, or academic work in occupationally specific programs that result in a 2-year degree or other certificate or diploma. Includes persons who perform some of the duties of a professional in a supportive role, which usually requires less formal training and/or experience than normally required for professional status. Includes mathematical technicians; life, physical, and social science technicians; agricultural and food science technicians; chemical technicians; geological and petroleum technicians; nuclear technicians; paralegals and legal assistants; miscellaneous legal support workers; health technologists and technicians; dietetic technicians; pharmacy technicians; licensed practical and licensed vocational nurses; medical records and health information technicians; opticians, dispensing; healthcare support occupations; nursing aides, orderlies, and attendants; physical therapist assistants and aides; massage therapists; dental assistants; medical assistants; and pharmacy aides.
Tenure	Status of a personnel position with respect to permanence of the position.
Tenure track	Personnel positions that lead to consideration for tenure.
Tuition plan (restricted)	Plans for dependents (including spouses) of faculty members which restrict the beneficiary to attendance at only the institution where the faculty member is employed.
White (new definition)	A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

## 2011-12 Survey Materials

### F.A.Q.

date: 8/4/2011

### Human Resources

Click one of the following questions to view the answer.

#### General

- [2\) How do I know if I must complete the Equal Employment Opportunity Commission \(EEOC\) EEO-1 survey form?](#)
- [4\) How often are data for the HR component collected?](#)
- [5\) How is the EAP section related to the Salaries and Fall Staff sections of the HR component?](#)
- [6\) How do the staff whose primary responsibility is instruction, research, and/or public service in the EAP and Fall Staff sections relate to each other?](#)
- [7\) What is the period of reporting for the HR component?](#)
- [8\) What type of staff should be included in the IPEDS HR component?](#)
- [9\) What type of staff should NOT be included in the IPEDS HR component?](#)
- [10\) Should instructional staff who provide instruction in credit and/or non-credit courses be included in the HR component?](#)
- [11\) Where do I classify a professor teaching courses via distance education who is not based out of the college?](#)
- [12\) Do we include guest lecturers when we report to IPEDS?](#)
- [13\) Should I include full-time staff who are paid by another entity or who are paid indirectly by my institution?](#)
- [14\) How do we handle individuals who are employees and also taking courses?](#)
- [15\) How do I classify individuals by contract length/teaching period?](#)
- [16\) Are there codes and/or categories used to assist in the assignment of employees to the primary function/occupational activity categories?](#)
- [17\) How do I know if my data are consistent across sections?](#)
- [18\) Can I change my data after completing a section?](#)
- [19\) What HR information must non-degree-granting institutions and related administrative offices report to IPEDS?](#)

#### EAP

- [1\) Is the EAP section applicable to all institutions and administrative offices?](#)
- [2\) Are there different versions of EAP?](#)
- [3\) What information is collected in the EAP section?](#)
- [4\) What do you mean by "medical school" staff?](#)
- [5\) What is the difference between the "Primarily instruction" and "Instruction combined with research and/or public service" categories on EAP?](#)
- [6\) How should I count Deans and Vice Presidents \(VP\) who are tenured staff on EAP?](#)
- [7\) Where do we report research professionals who do not have faculty status?](#)
- [8\) Where do I place employees such as research scientists and research engineers on EAP?](#)
- [9\) How should research assistants, associates, etc. be handled on EAP?](#)
- [10\) My tenured and tenure-track staff whose primary responsibility in instruction, research, and/or public service are generally expected to devote 40 percent time and effort to teaching, 40 percent to research, and 20 percent to service. Where should I report these tenured and tenure-track staff?](#)
- [11\) Where are postdoctorals reported? Should they follow the job function they are performing?](#)
- [12\) Who should I report as "Without faculty status" on EAP?](#)

#### Salaries

- [1\) Is the Salaries section applicable to all institutions?](#)
- [2\) What information is collected in the Salaries section?](#)
- [3\) How should employees on a "confidential payroll" \(where salary is unavailable\) be handled?](#)

#### Staff

- [2\) Is the Fall Staff section applicable to all institutions and administrative offices?](#)
- [3\) What information is collected for the Fall Staff section of the HR version that is applicable to degree-granting institutions and related administrative offices that have 15 or more full-time employees?](#)
- [5\) If a person currently employed by an institution accepts a new full-time position within the institution, is that person considered a new hire?](#)
- [7\) What is an EEO-6 form and how does it relate to the collection of Fall Staff data?](#)

Answers:

#### General

- [2\) How do I know if I must complete the Equal Employment Opportunity Commission \(EEOC\) EEO-1 survey form?](#)

Since the EEO-1 survey form is conducted by EEOC, you must contact EEOC directly to find out about their survey reporting requirements. For more information about EEO-1 reporting, please refer to the following EEOC website, which includes contact information: <http://www.eeoc.gov/eeo1survey/index.html>.

[Back to top](#)

#### 4) How often are data for the HR component collected?

- Data for the EAP and Salaries sections are collected annually from degree-granting institutions during the Winter data collection cycle.
- Data for the Fall Staff section can be reported by degree-granting institutions annually, however, the Fall Staff section is REQUIRED biennially in odd-numbered years (e.g., Fall 2009, Fall 2011, etc.). When the Fall Staff section is optional during even-numbered years (e.g., Fall 2008, Fall 2010, etc.), IPEDS simply serves as a reporting mechanism for those institutions that are required to provide data annually to their states or to other agencies.

[Back to top](#)

#### 5) How is the EAP section related to the Salaries and Fall Staff sections of the HR component?

The EAP section is related to the Salaries and Fall Staff sections in the following ways:

- **EAP section** versus **Salaries section** -  
- Those staff members reported as "Primarily instruction" and/or "Instruction combined with research and/or public service" on the full-time, non-medical school, page in EAP must be reported in the Salaries section.
- **EAP section** versus **Fall Staff section** -  
- All staff reported in the EAP section must be reported in the Fall Staff section in the same employment status categories (full time, part time) and primary functions/occupational activities.

(NOTE: There is no direct relationship between the Salaries and Fall Staff sections other than the number of full-time instructional staff (classified as "Primarily instruction" and "Instruction combined with research and/or public service") in the Salaries section MUST be less than or equal to the number of full-time staff classified as staff whose primary responsibility is instruction, research, and/or public service in the Fall Staff section.)

[Back to top](#)

#### 6) How do the staff whose primary responsibility is instruction, research, and/or public service in the EAP and Fall Staff sections relate to each other?

Staff whose primary responsibility is instruction, research, and/or public service in the Fall Staff section consist of the same group of people in the EAP section; however, in the EAP section, these staff members include the following staff: Primarily instruction, Instruction combined with research and/or public service, Primarily research, and Primarily public service.

[Back to top](#)

#### 7) What is the period of reporting for the HR component?

The period of reporting is intended to provide a snapshot of your human resources/payroll data at one point in the fall.

- With the exception of the Fall Staff (long version), Part L (new hires) section, persons on the payroll of the institution as of **November 1, 2011** should be reported in the HR component. (For more details on who to include and exclude from the HR component, refer to the next two FAQs or refer to the sections of the complete instructions called "Who to include in this report" and "Who NOT to include in this report.")
- Part L of the Fall Staff version that is applicable to degree-granting institutions with 15 or more full-time staff has a different reporting period from the other parts of the HR survey. Part L includes full-time permanent new hires on the payroll of the institution between **July 1 and October 31, 2011** either for the *first time (new to the institution)* or *after a break in service* AND who are still on the payroll of the institution as November 1, 2011. For additional details about reporting data for Part L, refer to the complete set of instructions.

[Back to top](#)

#### 8) What type of staff should be included in the IPEDS HR component?

The following types of staff should be included in the HR component:

- Staff who are on sabbatical leave and staff who are on leave, but remain on the payroll.
- Staff whose primary responsibility is instruction, research, and/or public service and who are hired to temporarily replace staff whose primary responsibility is also instruction, research, and/or public service AND who are also on sabbatical leave or on leave without pay.
- "Visiting" staff whose primary responsibility is instruction, research, and/or public service and who are paid by your institution.
- Adjunct staff whose primary responsibility is instruction, research, and/or public service and who are employed on a full-time or on a part-time basis in the primary function/occupation activity for which they were hired.
- Staff at off-campus centers associated with the campus covered by this report. (Do not include staff who work at branch campuses located in a foreign country.)

**9) What type of staff should *NOT* be included in the IPEDS HR component?**

The following types of employees should *NOT* be included in the HR component:

- Staff on leave without pay.
- Staff in the military or religious orders who are not paid by your institution.
- Staff whose services are contracted by or donated to the institution.
- Casual employees (hired on an ad-hoc or occasional basis to meet short-term needs).
- Undergraduate students.
- Students in the College Work-Study Program.
- Staff who work strictly in hospitals associated with medical schools.

[Back to top](#)**10) Should instructional staff who provide instruction in credit and/or non-credit courses be included in the HR component?**

Yes. Instructional staff who provide instruction in credit and/or non-credit courses/activities should be included in the HR component.

[Back to top](#)**11) Where do I classify a professor teaching courses via distance education who is not based out of the college?**

If at least 50 percent of their work is teaching, consider them "Primarily instruction" then evaluate their "faculty status." Staff at off-campus centers/sites associated with the campus covered by this report should be included in the HR component, however, staff who work at branch campuses located in a foreign country should **NOT** be included in the HR component. Also, the staff must be on the payroll of the institution.

[Back to top](#)**12) Do we include guest lecturers when we report to IPEDS?**

If a guest lecturer is hired by the institution and placed on the institution's payroll then the person should be included in the HR component. However, guest lecturers typically are given honoraria or lecture fees and thus are not paid through the institution's payroll accounts.

[Back to top](#)**13) Should I include full-time staff who are paid by another entity or who are paid indirectly by my institution?**

No. Include only paid employees of your institution, recognizing that this may undercount the number of staff.

[Back to top](#)**14) How do we handle individuals who are employees and also taking courses?**

- 1 - If they are student workers (e.g., College-Work study), exclude them from the HR component.
- 2 - If they are employed as graduate assistants to assist in the classroom or laboratory or to do research, include them as part-time employees in the graduate assistants category.
- 3 - If they are employed in regular jobs, either full time or part time, include them according to their primary function/occupational activity.

[Back to top](#)**15) How do I classify individuals by contract length/teaching period?**

Individuals classified as **full-time staff whose primary responsibility is instruction, research, and/or public service on Fall Staff (long version)** and as **full-time instructional staff on Salaries** should be reported in those two sections on the basis of the contracted (teaching) period **NOT** on the basis of the number of installments in which salaries are paid and as follows:

- **Less-than-9-month** - applies to individuals who are employed full time for **LESS than 2 semesters, 3 quarters, 2 trimesters, or two 4-month sessions.**
- **9/10-month** - applies to individuals who are employed full time for **two semesters, three quarters, two trimesters, two 4-month sessions, or the equivalent**
- **11/12-month** - applies to individuals who are employed full time for **the entire year, usually a period of 11 or 12 months.**

[Back to top](#)

**16) Are there codes and/or categories used to assist in the assignment of employees to the primary function/occupational activity categories?**

The Standard Occupational Classification (SOC) codes and categories, which are based on the 2000 revision, are listed in the instructions to aid institutions in their classification of employees by primary function/occupational activity.

[Back to top](#)

**17) How do I know if my data are consistent across sections?**

There are internal edit checks in place to ensure consistency. Also, some cells will be pre-populated from data in other sections to help ensure consistent reporting.

[Back to top](#)

**18) Can I change my data after completing a section?**

Yes. Data may be changed after completing any section. Once edit checks are run, errors may be detected that will require keyholders to revise data in one section to agree with what is reported in another section. Data cannot be locked until all errors are resolved.

[Back to top](#)

**19) What HR information must non-degree-granting institutions and related administrative offices report to IPEDS?**

Prior to 2009-10, the HR component applicable to non-degree-granting institutions consisted of the following two sections: Employees by Assigned Position (EAP) and Fall Staff. In 2009-10, the EAP and Fall Staff sections were combined into one section. For odd-numbered years (e.g., 2009-10), the reporting of data by race/ethnicity and gender is required, and for even-numbered years (e.g., 2010-11), the reporting of race/ethnicity and gender is optional. Another big change involved consolidating the following four categories into the single category called, "Staff whose primary responsibility is instruction, research, and/or public service:" Primarily instruction, Instruction/research/public service, Primarily research, and Primarily public service.

[Back to top](#)

**EAP**

**1) Is the EAP section applicable to all institutions and administrative offices?**

The EAP section is applicable to degree-granting institutions and administrative offices. The medical school pages of EAP are applicable to institutions with M.D. and/or D.O. programs.

[Back to top](#)

**2) Are there different versions of EAP?**

NO. There are different sections to the form. Data are collected separately for full- and part-time employees. Also, employees in the medical school are to be reported separately.

[Back to top](#)

**3) What information is collected in the EAP section?**

The EAP section collects the total number of employees at the institution by full- and part-time status, faculty status, and primary function/occupational activity. Medical school employees are reported separately.

[Back to top](#)

**4) What do you mean by "medical school" staff?**

Staff employed by or staff working in the medical school (M.D. and/or D.O.) component of a postsecondary institution or in a freestanding medical school. Does not include staff employed by or employees working strictly in a hospital associated with a medical school or those who work in health or allied health schools or departments such as dentistry, veterinary medicine, nursing, or dental hygiene unless the health or allied health schools or departments are affiliated with (housed in or under the authority of) the medical school. (The medical school pages of EAP are applicable to institutions with M.D. and/or D.O. programs only.)

[Back to top](#)

**5) What is the difference between the "Primarily instruction" and "Instruction combined with research and/or public service" categories on EAP?**

**Primarily instruction** is one of the primary functions/occupational activities that relates to persons whose specific assignments customarily are made for the purpose of providing instruction or teaching and who may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent. These employees may also hold titles such as deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) **IF** their principal activity is **instruction**. **Instruction combined with research and/or public service** is one of the primary functions/occupational activities that relates to persons for whom it is not possible to differentiate between instruction or teaching, research, and public service because each of these functions is an integral component of his/her regular assignment. These employees may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent. These employees may also hold titles such as deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) **IF** their principal activity is **instruction combined with research and/or public service**.

[Back to top](#)

**6) How should I count Deans and Vice Presidents (VP) who are tenured staff on EAP?**

If the Dean's or VP's **primary function is Executive/Administrative**, they should be counted as Executive/Administrative/Managerial on EAP in the Tenured column. Likewise, these employees should be included on Fall Staff as Executive/Administrative/Managerial; they are not to be included in the Salaries section since the Salaries section includes full-time instructional staff only. However, if the Dean's or VP's **primary function is "Instruction" or "Instruction combined with research/public service"** then include them as such AND report them on EAP and Fall Staff as staff whose primary responsibility is instruction, research, and/or public service AND on Salaries, but only if they are full time.

[Back to top](#)

**7) Where do we report research professionals who do not have faculty status?**

Report them on the "Primarily research" row in the "Without faculty status" column on EAP.

[Back to top](#)

**8) Where do I place employees such as research scientists and research engineers on EAP?**

Place research scientists and research engineers on the "Primarily research" row and in the appropriate column on EAP.

[Back to top](#)

**9) How should research assistants, associates, etc. be handled on EAP?**

If they are graduate students at your institution performing research or graduate assistant duties while enrolled, report them in the "Graduate assistants" column and on the "Primarily research" row of Part B (part-time employees) on EAP. If they are not graduate students, but are performing discipline oriented research work (e.g., biology, materials engineering, etc.) generally requiring a bachelor's or higher degree, report them on the "Primarily research" row in either Part A (full-time employees) or Part B (part-time employees) on EAP in the appropriate column.

[Back to top](#)

**10) My tenured and tenure-track staff whose primary responsibility in instruction, research, and/or public service are generally expected to devote 40 percent time and effort to teaching, 40 percent to research, and 20 percent to service. Where should I report these tenured and tenure-track staff?**

Report the staff on the Primarily Instruction line on EAP and in the appropriate faculty status category.

[Back to top](#)

**11) Where are postdoctorals reported? Should they follow the job function they are performing?**

Postdoctorals primarily conducting research should be reported as "Primarily research" while postdoctorals primarily providing instruction should be reported as Primarily instruction or Instruction combined with research and/or public service on EAP. Since postdoctorals normally do not have faculty status, report them as "Without faculty status."

[Back to top](#)

**12) Who should I report as "Without faculty status" on EAP?**

While institutions may use different designations of who is functioning as "faculty," there is generally some designation of whether or not an employee has faculty status. Report employees with faculty status in either the Tenured, On Tenure track, or Not on tenure track column by primary function/occupational activity. Institutions may also employ individuals in the various occupational categories who do not have or are not eligible to have faculty status. Report these individuals in the Without faculty status column. For example, an individual hired as a staff member primarily to do research on a 3-year contract without tenure eligibility should be reported as Primarily research in the Not on tenure track column. A postdoctoral research associate, because they do not have faculty status, would be reported as Primarily research in the Without faculty status column.

[Back to top](#)

## Salaries

### 1) Is the Salaries section applicable to all institutions?

NO. The Salaries section is only applicable to degree-granting institutions, unless one or more of the following are true:

- All instructional staff are employed on a part time basis.
- All instructional staff are military personnel.
- All instructional staff contribute their services (e.g., are members of a religious order).
- All instructional staff teach pre-clinical or clinical medicine.

All applicable institutions are required to complete the Salaries section annually. The reporting of data by faculty status in Part D of the Salaries section is only applicable to 4-year degree-granting institutions and above.

[Back to top](#)

### 2) What information is collected in the Salaries section?

The Salaries section collects the total number of full-time instructional staff at degree-granting institutions, by academic rank, gender, and length of contract or teaching period. The data are collected for full-time instructional staff working less-than-9-month contracts/teaching periods, 9/10-month contracts/teaching periods, and 11/12-month contracts/teaching periods. Salary outlays are also collected for full-time instructional staff working 9/10-month contracts/teaching periods and 11/12-month contracts/teaching periods, but not for full-time instructional staff working less-than-9-month contracts/teaching periods. The reporting of data by faculty status in the Salaries section is required from 4-year degree-granting institutions and above only.

[Back to top](#)

### 3) How should employees on a "confidential payroll" (where salary is unavailable) be handled?

Make the best estimate of the employees' salaries and include the salaries in the corresponding cells of the salary ranges on Fall Staff (long version). Also, if the employee is a full-time instructional staff member who is to be included on the Salaries section, estimate the staff member's salary.

[Back to top](#)

## Staff

### 2) Is the Fall Staff section applicable to all institutions and administrative offices?

Applicability to the Fall Staff section is based on the following criteria:

The long version of the Fall Staff section is applicable to degree-granting institutions and related administrative offices that have 15 or more full-time staff. The short version of the Fall Staff section is applicable to degree-granting institutions and related administrative offices that have less than 15 full-time staff.

[Back to top](#)

### 3) What information is collected for the Fall Staff section of the HR version that is applicable to degree-granting institutions and related administrative offices that have 15 or more full-time employees?

The Fall Staff section of the HR version that is applicable to **degree-granting institutions and related administrative offices that have 15 or more full-time employees** collects the following information: total number of employees at the institution by full- and part-time status, primary function/occupational activity (including graduate assistants - if applicable), faculty status, academic rank, gender, race/ethnicity, length of contract/teaching period, and full-time permanent new hires.

[Back to top](#)

### 5) If a person currently employed by an institution accepts a new full-time position within the institution, is that person considered a new hire?

NO. The currently employed person is not considered a new hire. New hires are full-time permanent staff on the payroll of the institution between July 1 and October 31, 2011 either for the first time (new to the institution) or after a break in service AND who are still on the payroll of the institution as November 1, 2011. Also, new hires do not include persons who have returned from sabbatical leave or full-time staff who are working less-than-9-month contracts/teaching periods and whose primary responsibility is instruction, research, and/or public service.

[Back to top](#)

### 7) What is an EEO-6 form and how does it relate to the collection of Fall Staff data?

The Equal Employment Opportunity Commission (EEOC) previously collected these same data on the EEO-6 form. In 1993, IPEDS took over the collection of Fall Staff data. These data are made available to the EEOC and to the Office for Civil Rights.

[Back to top](#)

## 2011-12 Survey Materials

### Narrative Edits

date: 8/4/2011

#### Human Resources for degree-granting institutions and related administrative offices that have less than 15 full-time staff

##### Edit specifications for the 2011-12 IPEDS Web-Based Data Collection

##### Human Resources (HR) Component

##### *Applicable to degree-granting institutions and related administrative offices that have less than 15 full-time staff*

###### Screening Questions

###### Part A: Full-time Staff

###### Part B: Part-time Staff

###### Part C: Total number of Staff

###### Part D: Headcount of full-time instructional staff on less-than-9-month, 9/10-month and 11/12-month contracts/teaching periods

###### Part E: Salary outlays of full-time instructional staff on 9/10-month and 11/12-month contracts/teaching periods

###### Relationships between HR Parts

### Screening Questions

Respondents MUST answer a few screening questions before providing detailed data. Responses to the screening questions will determine which screens will be displayed and which parts of each section must be completed. The three screening questions are listed below.

- The *first* question asks, "**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.
- The *second* question asks, "**Does your institution have 15 or more full-time staff?**"
  - If you answer "**Yes**" to the above screening question, you will be provided the long version of the Fall Staff section.

- 

The *third* question asks, "**Do ALL of the instructional staff at your institution fall into any of the following categories?**"

- Are ALL of the instructional staff military personnel?
- Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?
- Do ALL of the instructional staff teach pre-clinical or clinical medicine?

If you answer "**Yes**" to any of the questions above, the Salaries section is NOT applicable to your institution and you will NOT be required to report data for the Salaries section.

Also, if all instructional staff are part time, the Salaries section is NOT applicable to your institution.

### Part A: Full-time Staff

In **Part A**, report the total number of full-time staff by primary function/occupational activity on the following screens:

- Professional staff
- Non-professional staff (and full-time grand total)

The system will calculate the total number of full-time men, total number of full-time women, and grand total (full-time men + women) based on the data entered. The system will also sum the data reported on the "Professional" and "Non-professional" screens in the "Full-time grand total" column.

•The **total number of full-time staff** must be greater than 0; otherwise, a *fatal* error will occur.

## **Part B: Part-time Staff**

### ***Applicable to institutions that answer Yes to the part-time staff screening question***

In **Part B**, report the total number of part-time staff by primary function/occupational activity on the following screens:

- Professional staff
- Non-professional staff (and part-time grand total)

The system will calculate the total number of part-time men, total number of part-time women, and grand total (part-time men + women) based on the data entered. The system will also sum the data reported on the "Professional" and "Non-professional" screens in the "Part-time grand total" column.

•The **total number of part-time staff** must be greater than 0; otherwise, a *fatal* error will occur.

## **Part C: Total Number of Staff**

This screen displays a summary of the data reported in **Part A** and **Part B** of this survey, including the calculated Grand Total of **full-time staff**, **part-time staff**, and **total staff** by primary function/occupational activity. Graduate assistants are also included if they were reported in Part B.

[Top](#)

**Parts D and E, which follow are applicable to degree-granting institutions ONLY that did not respond Yes to the screening question that asks if all of your institution's instructional staff are military personnel, contribute their services, or teach pre-clinical or clinical medicine.**

## **Part D: Headcount of full-time instructional staff on less-than-9-month, 9/10-month, and 11/12-month contracts/teaching periods**

The **Salaries** section begins with the **Headcount** screen. On this screen, report the number of full-time instructional staff at the institution by contract length/teaching period, gender, and academic rank. The system will calculate the total number of full-time men, total number of full-time women, and grand total (full-time men + women) based on the sum of the full-time instructional staff reported for each applicable contract length/teaching period.

## **Part E: Salaries outlays of full-time instructional staff on 9/10-month and 11/12-month contracts/teaching periods**

Report the **Salary outlays** for full-time instructional staff on 9/10-month and 11/12-month contracts/teaching periods by gender and academic rank.

The **Average Salary** for each **gender and academic rank** category is automatically calculated by dividing the specified **Salary outlay** by the corresponding number of full-time instructional staff reported for that category on the **Headcount** screen in **Part D**.

The system will perform the following edits:

- **Salary outlays for Total (men + women)** must be greater than 0; otherwise, a *fatal* edit will occur.

- For each **gender and academic rank** category, if the **Total from Part D (Headcount screen)** value is greater than 0, then a value greater than 0 must also be entered in the adjacent **Salary outlays** column; and vice versa.
- For each **gender and academic rank** category, the **Average salary** should be between \$10,000 and \$189,520; otherwise, an *explanation* is required.

[Top](#)

## **Relationships between HR Parts**

### **Relationship between Part D and Part A**

The system will perform the following edit on the data entered:

- The total number of full-time staff whose primary responsibility in instruction, research, and/or public service in **Part A** must be greater than or equal to the total number of full-time instructional staff reported (including ***less-than-9-month, 9/10-month, and 11/12-month***) on the **Headcount** screen in **Part D**.

[Top](#)