

Institution: University of Southern California (123961)  
User ID: P1239611

## Overview

### Human Resources Overview

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

#### Data Reporting Reminders

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

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

#### Resources:

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

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

## Human Resources Screening Questions

### Does your institution have any part-time staff?

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

No

Yes

Does your institution have graduate assistants?

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

No

Yes

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

No

Yes

Does your institution have a tenure system?

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

No

Yes

Did your institution hire any **full-time permanent staff** who were included on the payroll of the institution between **July 1 and October 31, 2015** either for the **first time** (new to the institution) or **after a break in service** AND **who were still on the payroll of the institution as of November 1, 2015**? (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

If you answer **Yes** to this question, you will be provided the screens to report **full-time permanent new hires** in **Part H**.

No

Yes

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

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

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



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

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

**As of November 1, 2015**

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

**Men**

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien			3				3
Hispanic/Latino			12				12
American Indian or Alaska Native							0
Asian		3	37				40
Black or African American		1	2				3
Native Hawaiian or Other Pacific Islander							0
White		3	84				87
Two or more races			3				3
Race and ethnicity unknown		2	27				29
<b>Total men</b>	0	9	168	0	0	0	177

**Women**

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino			7				7
American Indian or Alaska Native							0
Asian		1	28				29
Black or African American		1	4				5
Native Hawaiian or Other Pacific Islander							0
White		1	47				48
Two or more races			2				2
Race and ethnicity unknown	1		25				26
<b>Total women</b>	1	3	113	0	0	0	117
<b>Total (men+women)</b>	1	12	281	0	0	0	294
Total from prior year							308

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

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

As of November 1, 2015

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

**Men**

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	0	0	0
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
<b>Total men</b>	0	0	0	0	0	0	0

**Women**

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	0	0	0
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
<b>Total women</b>	0	0	0	0	0	0	0

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



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

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

As of November 1, 2015

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

**Men**

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

**Women**

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	0	0	0
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
<b>Total women</b>	0	0	0	0	0	0	0
<b>Total (men+women)</b>	0	0	0	0	0	0	0
Total from prior year							

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

**Number of Full-time Instructional Staff**

**Without Faculty Status**

**As of November 1, 2015**

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

**Men**

Race/ethnicity	Without Faculty Status
Nonresident alien	0
Hispanic/Latino	0
American Indian or Alaska Native	0
Asian	0
Black or African American	0
Native Hawaiian or Other Pacific Islander	0
White	0
Two or more races	0
Race and ethnicity unknown	0
<b>Total men</b>	<b>0</b>

**Women**

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

**Total (men+women)**

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



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

### Number of Full-time Instructional Staff

As of November 1, 2015

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

•Report Non-medical school and Medical school staff separately, as indicated below

	With <u>Faculty Status</u>					Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Non-medical school staff	920	232	0	829	0	0	1,981
Non-medical school staff from prior year	<b>894</b>	<b>243</b>		<b>731</b>	<b>0</b>		<b>1,868</b>
Primarily Instruction	920	232	0	829	0	0	1,981
Exclusively credit							0
Exclusively not-for-credit							0
Combined credit/not-for-credit	920	232		829			1,981
Instruction/research/public service staff							0
Medical school staff	252	62	0	2	0	0	316
Medical school staff from prior year	<b>250</b>	<b>65</b>		<b>1</b>	<b>0</b>		<b>316</b>
Primarily Instruction	252	62	0	2	0	0	316
Exclusively credit							0
Exclusively not-for-credit							0
Combined credit/not-for-credit	252	62		2			316
Instruction/research/public service staff							0
Total carried forward from previous screens	1,172	294	0	831	0	0	2,297

### Part A3 - Full-time Instructional Staff - Totals

#### Total number of Full-time Instructional Staff

As of November 1, 2015

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	6	1	7
Hispanic/Latino	60	58	118
American Indian or Alaska Native	2	0	2
Asian	209	108	317
Black or African American	31	42	73
Native Hawaiian or Other Pacific Islander	0	1	1
White	1,022	556	1,578
Two or more races	22	12	34
Race and ethnicity unknown	98	69	167
<b>Total</b>	<b>1,450</b>	<b>847</b>	<b>2,297</b>
Total from prior year			<b>2,184</b>

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

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

by Occupational Category

As of November 1, 2015

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

•Report race for non-Hispanic/Latino individuals only

•Include both medical school and non-medical school staff

**Men**

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	6		3
Hispanic/Latino	60	6	35
American Indian or Alaska Native	2		1
Asian	209	46	164
Black or African American	31		16
Native Hawaiian or Other Pacific Islander	0		
White	1,022	90	290
Two or more races	22	3	20
Race and ethnicity unknown	98	15	143
<b>Total men</b>	<b>1,450</b>	<b>160</b>	<b>672</b>

**Women**

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	1		3
Hispanic/Latino	58	3	42
American Indian or Alaska Native	0		2
Asian	108	21	151
Black or African American	42	3	21
Native Hawaiian or Other Pacific Islander	1		
White	556	52	306
Two or more races	12	1	16
Race and ethnicity unknown	69	12	138
<b>Total women</b>	<b>847</b>	<b>92</b>	<b>679</b>

<b>Total (men+women)</b>	<b>2,297</b>	<b>252</b>	<b>1,351</b>
Total from prior year	<b>2,184</b>	<b>263</b>	<b>1,280</b>

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2015

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

•Report race for non-Hispanic/Latino individuals only

•Include both medical school and non-medical school staff

### Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino		2	2	
American Indian or Alaska Native				
Asian		1	2	2
Black or African American				1
Native Hawaiian or Other Pacific Islander				
White	6	16	3	3
Two or more races				
Race and ethnicity unknown	1			
<b>Total men</b>	<b>8</b>	<b>20</b>	<b>8</b>	<b>3</b>

### Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino		4	5	31
American Indian or Alaska Native				
Asian	1	10	1	4
Black or African American		3	1	7
Native Hawaiian or Other Pacific Islander				
White	4	36		7
Two or more races		2	2	1
Race and ethnicity unknown	1	2		
<b>Total women</b>	<b>6</b>	<b>57</b>	<b>9</b>	<b>50</b>
<b>Total (men+women)</b>	<b>14</b>	<b>77</b>	<b>17</b>	<b>53</b>
Total from prior year	<b>14</b>	<b>82</b>	<b>18</b>	<b>56</b>

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2015

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

•Report race for non-Hispanic/Latino individuals only

•Include both medical school and non-medical school staff

**Men**

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	5	1	24	3	
Hispanic/Latino	129	85	124	37	23
American Indian or Alaska Native	1		2	1	
Asian	88	67	257	32	43
Black or African American	46	31	27	25	7
Native Hawaiian or Other Pacific Islander	1		1	2	
White	399	147	325	134	80
Two or more races	20	12	30	8	7
Race and ethnicity unknown	39	20	44	20	6
<b>Total men</b>	<b>728</b>	<b>363</b>	<b>834</b>	<b>262</b>	<b>166</b>

**Women**

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	3	6	21		
Hispanic/Latino	159	283	50	61	49
American Indian or Alaska Native		2		1	
Asian	177	206	180	54	66
Black or African American	80	108	20	41	19
Native Hawaiian or Other Pacific Islander		1			
White	459	313	128	142	93
Two or more races	30	36	11	11	4
Race and ethnicity unknown	34	58	29	21	15
<b>Total women</b>	<b>942</b>	<b>1,013</b>	<b>439</b>	<b>331</b>	<b>246</b>

<b>Total (men+women)</b>	<b>1,670</b>	<b>1,376</b>	<b>1,273</b>	<b>593</b>	<b>412</b>
Total from prior year	<b>1,654</b>	<b>1,296</b>	<b>1,311</b>	<b>570</b>	<b>380</b>

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2015

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

•Report race for non-Hispanic/Latino individuals only

•Include both medical school and non-medical school staff

**Men**

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien				2		44
Hispanic/Latino	463	14	166		98	33 1,277
American Indian or Alaska Native	1		3			11
Asian	35	1	74		18	11 1,050
Black or African American	134	3	56		16	10 403
Native Hawaiian or Other Pacific Islander	2		2			8
White	73	7	138		65	25 2,823
Two or more races	10	1	17		6	2 158
Race and ethnicity unknown	60	6	29		13	7 501
<b>Total men</b>	<b>778</b>	<b>32</b>	<b>487</b>		<b>216</b>	<b>88 6,275</b>

**Women**

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien				4		38
Hispanic/Latino	305	74	606		1	7 1,738
American Indian or Alaska Native	5	1	4			15
Asian	25	4	216		2	1,226
Black or African American	67	12	243		1	12 680
Native Hawaiian or Other Pacific Islander	2		2			6
White	25	10	326		1	6 2,464
Two or more races	12	1	42			181
	50	15	69		1	4 518

Race and ethnicity unknown							
<b>Total women</b>	491	117	1,512	6	29	6,866	
<b>Total (men+women)</b>	1,269	149	1,999	222	117	13,141	
Total from prior year	<b>1,221</b>	<b>149</b>	<b>1,940</b>	<b>206</b>	<b>126</b>	<b>12,750</b>	

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

Number of <u>Full-time Non-instructional Staff</u>							
As of November 1, 2015							
<b>Non-medical school staff</b>							
Occupational category	With Faculty Status					Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at -will contract	Annual contract	Less-than-annual contract		
Research staff				115			115
Public Service staff				199			199
Archivists, Curators, and Museum Technicians 25-4010						14	14
Librarians 25-4020						77	77
Library Technicians 25-4030						17	17
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000						51	51
Management Occupations 11-0000						1,379	1,379
Business and Financial Operations Occupations 13-0000						1,115	1,115
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000						892	892
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000						566	566
Healthcare Practitioners and Technical Occupations 29-0000						153	153
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>314</b>	<b>0</b>	<b>4,264</b>	<b>4,578</b>
<b>Total from prior year</b>	<b>0</b>			<b>313</b>	<b>0</b>	<b>4,225</b>	<b>4,538</b>
<b>Medical school staff</b>							
Occupational category	With Faculty Status					Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at -will contract	Annual contract	Less-than-annual contract		
Research staff				137			137
Public Service staff				1,152			1,152
Archivists, Curators, and Museum Technicians 25-4010							0
Librarians 25-4020							0
Library Technicians 25-4030							0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000						2	2
Management Occupations 11-0000						291	291
Business and Financial Operations Occupations						261	261



13-0000								
Computer, Engineering, and Science Occupations							381	381
15-0000 + 17-0000 + 19-0000								
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							27	27
21-0000 + 23-0000 + 27-0000								
Healthcare Practitioners and Technical Occupations							259	259
29-0000								
Total	0	0	0	1,289	0	1,221	2,510	
Total from prior year	1			1,229	0	1,156	2,386	

**Part B2 - Full-time Non-instructional Staff by Medical School Status**

Number of Full-time Non-instructional Staff

As of November 1, 2015

Occupational category	Total (carried forward from Part B1)	Non-medical school staff	Medical school staff
<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	1,269	1,189	80
<u>Sales and Related Occupations</u> 41-0000	149	149	
<u>Office and Administrative Support Occupations</u> 43-0000	1,999	1,466	533
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	222	222	
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	117	116	1
<b>Total</b>		<b>3,142</b>	<b>614</b>
Total from prior year		<b>3,083</b>	<b>559</b>





## Part G - Salaries Worksheet

### Number of Full-time Non-medical School Instructional Staff

#### For Calculation of Total Number of Months

#### Annual Salary, 2015-16

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

Gender and academic rank	Months worked				Total staff for salary reporting	Total number of months	Total full-time non-medical school instructional staff from Part A	Balance (all other full-time instructional staff)
	12 months	11 months	10 months	9 months				
<b>Men</b>								
Professors	38	1	1	528	568	5,229		
Associate professors	30	0	1	259	290	2,701		
Assistant professors	11	0	1	221	233	2,131		
Instructors	0	0	0	1	1	9		
Lecturers	17	0	3	105	125	1,179		
No academic rank					0	0		
<b>Total men</b>	<b>96</b>	<b>1</b>	<b>6</b>	<b>1,114</b>	<b>1,217</b>	<b>11,249</b>		
<b>Women</b>								
Professors	35	0	0	179	214	2,031		
Associate professors	37	0	0	191	228	2,163		
Assistant professors	31	1	4	138	174	1,665		
Instructors					0	0		
Lecturers	29	0	12	107	148	1,431		
No academic rank					0	0		
<b>Total women</b>	<b>132</b>	<b>1</b>	<b>16</b>	<b>615</b>	<b>764</b>	<b>7,290</b>		
<b>Total (men + women)</b>	<b>228</b>	<b>2</b>	<b>22</b>	<b>1,729</b>	<b>1,981</b>	<b>18,539</b>	<b>1,981</b>	<b>0</b>

**Part G - Salary Outlays for Instructional Staff**

**Salary Outlays**

**for Full-time Non-medical School Instructional Staff**

**Annual Salary Outlays, 2015-16**

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

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Total number of months (from Part G, screen 1)	Total annual salary outlays	Weighted average monthly salaries
<b>Men</b>				
Professors	568	5,229	101,651,461	19,440
Associate professors	290	2,701	33,541,362	12,418
Assistant professors	233	2,131	22,745,797	10,674
Instructors	1	9	58,365	6,485
Lecturers	125	1,179	8,530,769	7,236
No academic rank	0	0		
<b>Total men</b>	<b>1,217</b>	<b>11,249</b>	<b>166,527,754</b>	<b>14,804</b>
<b>Women</b>				
Professors	214	2,031	34,102,229	16,791
Associate professors	228	2,163	23,390,650	10,814
Assistant professors	174	1,665	16,194,716	9,727
Instructors	0	0		
Lecturers	148	1,431	9,338,363	6,526
No academic rank	0	0		
<b>Total women</b>	<b>764</b>	<b>7,290</b>	<b>83,025,958</b>	<b>11,389</b>
<b>Total (men + women)</b>	<b>1,981</b>	<b>18,539</b>	<b>249,553,712</b>	<b>13,461</b>

**Part G - Salary Outlays for Non-instructional Staff**

**Salary Outlays**

**for Full-time Non-medical School Non-instructional Staff**

**Annual Salary Outlays, 2015-16**

Occupational category	Number of full-time staff (carried forward from previous screens)	Total annual salary outlays
Research staff	115	17,795,387
Public Service staff	199	21,345,219
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	159	10,146,741
Management Occupations 11-0000	1,379	172,143,843
Business and Financial Operations Occupations 13-0000	1,115	72,591,985
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	892	71,730,606
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	566	39,801,690
Healthcare Practitioners and Technical Occupations 29-0000	153	11,863,357
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	1,189	42,725,062
Sales and Related Occupations 41-0000	149	4,349,827
Office and Administrative Support Occupations 43-0000	1,466	71,586,917
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	222	12,828,859
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	116	6,127,614

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

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

As of November 1, 2015

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both medical school and non-medical school staff

#### Men

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	2		
Hispanic/Latino	45		9
American Indian or Alaska Native			
Asian	53	7	31
Black or African American	30		3
Native Hawaiian or Other Pacific Islander	1		
White	556	21	103
Two or more races	10	1	6
Race and ethnicity unknown	35	3	11
<b>Total men</b>	<b>732</b>	<b>32</b>	<b>163</b>

#### Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	3		
Hispanic/Latino	54	3	9
American Indian or Alaska Native	2		2
Asian	66	4	57
Black or African American	49		6
Native Hawaiian or Other Pacific Islander	1		1
White	418	10	92
Two or more races	14		2
Race and ethnicity unknown	40	3	16
<b>Total women</b>	<b>647</b>	<b>20</b>	<b>185</b>

<b>Total (men+women)</b>	<b>1,379</b>	<b>52</b>	<b>348</b>
Total from prior year	<b>1,439</b>	<b>52</b>	<b>330</b>



**Part D - Part-time Staff by Occupational Category****Number of Part-time Staff by Occupational Category****As of November 1, 2015**

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

•Report race for non-Hispanic/Latino individuals only

•Include both medical school and non-medical school staff

**Men**

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

**Women**

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien					0
Hispanic/Latino				1	1
American Indian or Alaska Native					0
Asian			1		1
Black or African American				1	1
Native Hawaiian or Other Pacific Islander					0
White	2	2		1	5
Two or more races					0
Race and ethnicity unknown					0
<b>Total women</b>	2	2	1	3	8
<b>Total (men+women)</b>	2	2	2	3	9
Total from prior year	1		2	3	6

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

### Number of Part-time Staff

As of November 1, 2015

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

•Report race for non-Hispanic/Latino individuals only

•Include both medical school and non-medical school staff

#### Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien			6		
Hispanic/Latino	1	2	5	2	7
American Indian or Alaska Native					
Asian	5	3	10	2	20
Black or African American	1	4		2	
Native Hawaiian or Other Pacific Islander					
White	16	10	22	10	24
Two or more races		1		1	1
Race and ethnicity unknown	1	2	1	1	2
<b>Total men</b>	<b>24</b>	<b>22</b>	<b>44</b>	<b>18</b>	<b>54</b>

#### Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien			2	1	
Hispanic/Latino	7	9	4	2	14
American Indian or Alaska Native					
Asian	6	19	22	3	26
Black or African American	1	6	2	3	2
Native Hawaiian or Other Pacific Islander					
White	20	34	21	14	34
Two or more races	1	2			1
Race and ethnicity unknown		4		3	4
<b>Total women</b>	<b>35</b>	<b>74</b>	<b>51</b>	<b>26</b>	<b>81</b>

<b>Total (men+women)</b>	<b>59</b>	<b>96</b>	<b>95</b>	<b>44</b>	<b>135</b>
Total from prior year	<b>55</b>	<b>93</b>	<b>87</b>	<b>44</b>	<b>141</b>

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

### Number of Part-time Staff

As of November 1, 2015

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

•Report race for non-Hispanic/Latino individuals only

•Include both medical school and non-medical school staff

### Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						8
Hispanic/Latino	19			4	1	96
American Indian or Alaska Native		1		1		2
Asian	1			1		134
Black or African American	3			1	1	45
Native Hawaiian or Other Pacific Islander						1
White	1	1		9		773
Two or more races						20
Race and ethnicity unknown	3	1				60
<b>Total men</b>	<b>27</b>	<b>3</b>	<b>16</b>	<b>2</b>	<b>1</b>	<b>1,139</b>

### Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien				2		8
Hispanic/Latino	13	2		38	1	157
American Indian or Alaska Native				1		5
Asian				10		214
Black or African American	2			3	1	76
Native Hawaiian or Other Pacific Islander						2
White		3		33	1	685
Two or more races				6		26
Race and ethnicity unknown	3	1		4		78

<b>Total women</b>	18	6	97	0	3	1,251
<b>Total (men+women)</b>	45	9	113	2	4	2,390
Total from prior year	47	6	145	2	4	2,451





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

#### Number of Part-time Staff

As of November 1, 2015

#### Non-medical school staff

Occupational category	With Faculty Status					Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Primarily Instruction	1	0	0	265	1,099	0	1,365
Exclusively credit							0
Exclusively not-for-credit							0
Combined credit/not-for-credit	1			265	1,099		1,365
Instruction/research/public service staff							0
Research staff				26	5		31
Public Service staff				171	16		187
Archivists, Curators, and Museum Technicians						2	2
25-4010 Librarians						2	2
25-4020 Library Technicians						2	2
25-4030						3	3
Student and Academic Affairs and Other Education Services Occupations						43	43
25-2000 + 25-3000 + 25-9000							
Management Occupations						71	71
11-0000							
Business and Financial Operations Occupations						50	50
13-0000							
Computer, Engineering, and Science Occupations						41	41
15-0000 + 17-0000 + 19-0000							
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations						40	40
21-0000 + 23-0000 + 27-0000							
Healthcare Practitioners and Technical Occupations							
29-0000							
<b>Total</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>462</b>	<b>1,120</b>	<b>254</b>	<b>1,837</b>
Total from prior year	2	0		599	1,035	243	1,879

#### Medical school staff

Occupational category	With Faculty Status					Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Primarily Instruction	0	0	0	2	12	0	14
Exclusively credit							0
Exclusively not-for-credit							0
Combined credit/not-for-credit				2	12		14
Instruction/research/public service staff							0
Research staff				21			21

Public Service staff				160	1		161
Archivists, Curators, and Museum Technicians 25-4010							0
Librarians 25-4020							0
Library Technicians 25-4030							0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							0
Management Occupations 11-0000						16	16
Business and Financial Operations Occupations 13-0000						25	25
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000						45	45
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000						3	3
Healthcare Practitioners and Technical Occupations 29-0000						95	95
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>183</b>	<b>13</b>	<b>184</b>	<b>380</b>
<b>Total from prior year</b>	<b>0</b>	<b>0</b>		<b>180</b>	<b>5</b>	<b>183</b>	<b>368</b>



**Part E - Part-time Staff by Medical School Status**

**Number of Part-time Staff**

**As of November 1, 2015**

Occupational category	Total (carried forward from Part D)	Non-medical school staff	Medical school staff
<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	45	43	2
<u>Sales and Related Occupations</u> 41-0000	9	9	
<u>Office and Administrative Support Occupations</u> 43-0000	113	77	36
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	2	2	
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	4	3	1
<b>Total</b>		134	39
<b>PY Total</b>		<b>150</b>	<b>54</b>
<b>Graduate Assistants</b>	1,988	1,728	260
<b>PY Graduate Assistants</b>		<b>2,600</b>	<b>291</b>
<u>Teaching</u> 25-1191	767	755	12
<u>Research</u>	1,221	973	248
<u>Management Occupations</u> 11-0000	0		
<u>Business and Financial Operations Occupations</u> 13-0000	0		
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	0		
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	0		
<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000	0		
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000	0		

**Part F - Part-time Summary Non-medical school staff**

**Summary of Part-time Non-medical School Staff**

**As of November 1, 2015**

Occupational category	With Faculty Status					Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Primarily Instruction	1	0	0	265	1,099	0	1,365
Exclusively credit							0
Exclusively not-for-credit							0
Combined credit/not-for-credit	1			265	1,099		1,365
Instruction/research/public service staff							0
Research staff				26	5		31
Public Service staff				171	16		187
Archivists, Curators, and Museum Technicians 25-4010						2	2
Librarians 25-4020						2	2
Library Technicians 25-4030						2	2
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000						3	3
Management Occupations 11-0000						43	43
Business and Financial Operations Occupations 13-0000						71	71
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000						50	50
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000						41	41
Healthcare Practitioners and Technical Occupations 29-0000						40	40
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000							43
Sales and Related Occupations 41-0000							9
Office and Administrative Support Occupations 43-0000							77
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000							2
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000							3
Graduate Assistants							1,728
Teaching 25-1191							755
Research							973
Management Occupations 11-0000							
Business and Financial Operations Occupations 13-0000							

Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000		
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000		
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000		
Healthcare Practitioners and Technical Occupations 29-0000		
Total		3,699

**Part F - Part-time Summary Medical school staff**

**Summary of Part-time Medical School Staff**

**As of November 1, 2015**

Occupational category	With Faculty Status					Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track Multi-year, continuing, at contract -will contract	Annual contract	Less-than-annual contract		
Primarily Instruction	0	0	0	2	12	0	14
Exclusively credit							0
Exclusively not-for-credit							0
Combined credit/not-for-credit				2	12		14
Instruction/research/public service staff							0
Research staff				21			21
Public Service staff				160	1		161
Archivists, Curators, and Museum Technicians 25-2000 + 25-3000 + 25-9000							0
Librarians 25-4020							0
Library Technicians 25-4030							0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							0
Management Occupations 11-0000						16	16
Business and Financial Operations Occupations 13-0000						25	25
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000						45	45
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000						3	3
Healthcare Practitioners and Technical Occupations 29-0000						95	95
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000							2
Sales and Related Occupations 41-0000							
Office and Administrative Support Occupations 43-0000							36
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000							
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000							1
Graduate Assistants							260
Teaching 25-1191							12
Research							248
Management Occupations 11-0000							
Business and Financial Operations Occupations 13-0000							
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							

Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000		
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000		
Healthcare Practitioners and Technical Occupations 29-0000		
<b>Total</b>		<b>679</b>

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

(Hired full-time between July 1 and October 31, 2015 and  
 still on the payroll of the institution as of November 1, 2015)

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

**Men**

Race/ethnicity	With Faculty Status					Without Faculty Status	Total
	Tenured	On Tenure	Not on Tenure Track				
		Track	Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Nonresident alien	1			1			2
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian		2		2			4
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White	1	3		15			19
Two or more races	1						1
Race and ethnicity unknown	3	7		10			20
<b>Total men</b>	<b>6</b>	<b>12</b>	<b>0</b>	<b>28</b>	<b>0</b>	<b>0</b>	<b>46</b>

**Women**

Race/ethnicity	With Faculty Status					Without Faculty Status	Total
	Tenured	On Tenure	Not on Tenure Track				
		Track	Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Nonresident alien				1			1
Hispanic/Latino		1		1			2
American Indian or Alaska Native							0
Asian	1			5			6
Black or African American	1						1
Native Hawaiian or Other Pacific Islander				1			1
White	2	3		8			13
Two or more races							0
Race and ethnicity unknown	1	8		11			20
<b>Total women</b>	<b>5</b>	<b>12</b>	<b>0</b>	<b>27</b>	<b>0</b>	<b>0</b>	<b>44</b>
<b>Total (men+women)</b>	<b>11</b>	<b>24</b>	<b>0</b>	<b>55</b>	<b>0</b>	<b>0</b>	<b>90</b>

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

### Number of Newly Hired Full-time Staff

(Hired full-time between July 1 and October 31, 2015 and still on the payroll of the institution as of November 1, 2015)

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both medical school and non-medical school staff

#### Men

Race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	2		3	
Hispanic/Latino	0	1	1	
American Indian or Alaska Native	0			
Asian	4		3	
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	19		5	
Two or more races	1			
Race and ethnicity unknown	20	2	67	
<b>Total men</b>	<b>46</b>	<b>3</b>	<b>79</b>	<b>0</b>

#### Women

Race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	1		3	
Hispanic/Latino	2		1	
American Indian or Alaska Native	0			
Asian	6		1	1
Black or African American	1	1	1	1
Native Hawaiian or Other Pacific Islander	1			
White	13		5	1
Two or more races	0			
Race and ethnicity unknown	20	1	59	2
<b>Total women</b>	<b>44</b>	<b>2</b>	<b>70</b>	<b>5</b>
<b>Total (men+women)</b>	<b>90</b>	<b>5</b>	<b>149</b>	<b>5</b>

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

(Hired full-time between July 1 and October 31, 2015 and  
 still on the payroll of the institution as of November 1, 2015)

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

**Men**

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien		1	9	2	
Hispanic/Latino	1	4	8	3	
American Indian or Alaska Native					
Asian	1	4	18	3	10
Black or African American	1		1		1
Native Hawaiian or Other Pacific Islander					
White	10	17	18	10	13
Two or more races	1				1
Race and ethnicity unknown	2	2	5	5	1
<b>Total men</b>	<b>16</b>	<b>28</b>	<b>59</b>	<b>23</b>	<b>26</b>

**Women**

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien		3	8		
Hispanic/Latino	2	15	2	6	2
American Indian or Alaska Native					
Asian	3	15	11	4	17
Black or African American	2	4	2	5	1
Native Hawaiian or Other Pacific Islander					
White	18	18	17	11	20
Two or more races	1	3	1	1	
Race and ethnicity unknown	5	13	4	3	4
<b>Total women</b>	<b>31</b>	<b>71</b>	<b>45</b>	<b>30</b>	<b>44</b>

<b>Total (men+women)</b>	<b>47</b>	<b>99</b>	<b>104</b>	<b>53</b>	<b>70</b>
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**Part H - New Hires, Full-time Staff by Occupational Category**

**Number of Newly Hired Full-time Staff**

(Hired full-time between July 1 and October 31, 2015 and  
 still on the payroll of the institution as of November 1, 2015)

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both medical school and non-medical school staff

**Men**

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien				1		18
Hispanic/Latino	18	3	5		6	50
American Indian or Alaska Native						0
Asian	5		5			53
Black or African American	14		2			19
Native Hawaiian or Other Pacific Islander	1					1
White	10		9		3	114
Two or more races	1	1				5
Race and ethnicity unknown	7		5		1	117
<b>Total men</b>	<b>56</b>	<b>4</b>	<b>27</b>		<b>10</b>	<b>377</b>

**Women**

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien				1		16
Hispanic/Latino	21	6	28			85
American Indian or Alaska Native	1		1			2
Asian	2		22		1	83
Black or African American	12	1	6			37
Native Hawaiian or Other Pacific Islander						1
White	6	1	30			140
Two or more races			3			9

Race and ethnicity unknown	11	1	13		1	137
<b>Total women</b>	53	9	104	1	1	510
<b>Total (men+women)</b>	109	13	131	11	1	⚠ 887

### **Human Resources Survey Evaluation**

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

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

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

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

**Number of staff by employment status and occupational category:  
Fall 2015**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
<b>Total number of staff</b>	13,141	2,390	13,938
Instructional Staff	2,297	1,379	2,757
Primary Instruction	2,297	1,379	2,757
Exclusively credit	0	0	0
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	2,297	1,379	2,757
Instruction/research/public service	0	0	0
Research Staff	252	52	269
Public Service Staff	1,351	348	1,467
Library and Student and Academic Affairs and Other Education Services Occupations SOC	161	9	164
Librarians, Curators, and Archivists SOC 25-4000	108	6	110
Archivists, Curators, and Museum Technicians SOC 25-4010	14	2	15
Librarians SOC 25-4020	77	2	78
Library Technicians SOC 25-4030	17	2	18
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	53	3	54
Management Occupations SOC 11-0000	1,670	59	1,690
Business and Financial Operations Occupations SOC 13-0000	1,376	96	1,408
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	1,273	95	1,305
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	593	44	608
Healthcare Practitioners and Technical Occupations SOC 29-0000	412	135	457
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	1,269	45	1,284
Sales and Related Occupations SOC 41-0000	149	9	152
Office and Administrative Support Occupations SOC 43-0000	1,999	113	2,037
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	222	2	223

**Number of staff by employment status and occupational category:  
Fall 2015**

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	117	4	118
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NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.

**Salaries of full-time instructional staff by contract length and academic rank:  
Academic year 2015-16**

Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				
<b>All Ranks</b>	228	2	22	1,729	1,981	18,539	\$249,553,712	\$13,461
Professor	73	1	1	707	782	7,260	\$135,753,690	\$18,699
Associate professor	67		1	450	518	4,864	\$56,932,012	\$11,705
Assistant professor	42	1	5	359	407	3,796	\$38,940,513	\$10,258
Instructor				1	1	9	\$58,365	\$6,485
Lecturer	46		15	212	273	2,610	\$17,869,132	\$6,846
No academic rank								

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

Human Resources

University of Southern California (123961)

Source	Description	Severity	Resolved	Options
<b>Screen: B2 - FT Non-instructional, Occupation and Tenure - 1</b>				
Upload File	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason: The employee is on unpaid leave of absence.				
<b>Screen: G - Salary Outlays, Instructional Staff</b>				
Perform Edits	The weighted average salaries per month for any gender and academic rank should be between \$1,000 and \$16,000. The calculated average for the academic rank Professors, men is \$19,440. Please correct your data or explain. (Error #1703)	Explanation	Yes	
Reason: Professors tend to have long tenure in their rank resulting in higher pay.				
Related Screens: G - Salary Outlays, Instructional Staff				
Perform Edits	The weighted average salaries per month for any gender and academic rank should be between \$1,000 and \$16,000. The calculated average for the academic rank Professors, women is \$16,791. Please correct your data or explain. (Error #1754)	Explanation	Yes	
Reason: Professors tend to have long tenure in their rank resulting in higher pay.				
Related Screens: G - Salary Outlays, Instructional Staff				
<b>Screen: G - Salary Outlays, Non-instructional Staff</b>				
Perform Edits	The amount entered in Part G for Total annual salary outlays for Research staff (\$17,795,387) is outside the expected range of between \$3,680,000 and \$12,650,000 based on an estimated average salary of between \$32,000 and \$110,000 per individual for this category. Please correct your data or explain. (Error #1368)	Explanation	Yes	
Reason: Our institution employs extremely high caliber research faculty who merit higher than normal pay.				
Related Screens: G - Salary Outlays, Non-instructional Staff				
<b>Screen: D - Graduate Assistants</b>				
Upload File	This number is outside the expected range of between 965 and 1,607 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason: A change in data collection methodology resulted in a lower number of Teaching Graduate Assistants this year.				
Upload File	The percent of these staff (men + women) whose race/ethnicity is unknown is greater than expected. Please correct your data or explain. (Error #1302)	Explanation	Yes	
Reason: Some of our graduate assistants are choosing not to report their race or ethnicity but we are attempting to encourage reporting for next year.				
Upload File	This number is outside the expected range of between 2,169 and 3,613 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason: This number is lower than expected due to a change in data collection methodology. Next year it will be consistent.				
<b>Screen: E - PT Staff, Medical School Status - 2</b>				
Upload File	This number is outside the expected range of between 1,950 and 3,250 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason: A new method of data collection was used due to change of personnel/payroll system.				
<b>Screen: H - New Hires Instructional, Tenure</b>				
Upload File	The percent of these staff (men + women) whose race/ethnicity is unknown is greater than expected. Please correct your data or explain. (Error #1302)	Explanation	Yes	
Reason: Many of our new hire faculty are choosing not to report their race/ethnicity however we are working to encourage reporting for next year.				
<b>Screen: H - New Hires, Occupation - 3</b>				
Perform Edits		Explanation	Yes	

	The percentage of new hires (men + women) reported across all occupational categories whose race/ethnicity is unknown is greater than expected. Please correct your data or explain. (Error #1360)			
Reason:	Many of our new hire faculty and staff are choosing not to report their race/ethnicity however we are working to encourage reporting for next year.			
Related Screens:	H - New Hires, Occupation - 3			