

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](#)
- 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 **November 1, 2015 and October 31, 2016** either for the **first time** (new to the institution) or **after a break in service**? (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

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

No

Yes

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

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

No

Yes

Are ALL of the instructional staff military personnel?

No

Yes

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

No

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, 2016

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service
- 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			5				5
Hispanic/Latino			9				9
American Indian or Alaska Native							0
Asian		3	48				51
Black or African American			2				2
Native Hawaiian or Other Pacific Islander							0
White		5	92				97
Two or more races			3				3
Race and ethnicity unknown			14				14
Total men	0	8	173	0	0	0	181

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien			1				1
Hispanic/Latino		1	8				9
American Indian or Alaska Native			1				1
Asian		1	28				29
Black or African American			4				4
Native Hawaiian or Other Pacific Islander							0
White			67				67
Two or more races			3				3
Race and ethnicity unknown			7				7
Total women	0	2	119	0	0	0	121
Total (men+women)	0	10	292	0	0	0	302
Total from prior year							294

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

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

As of November 1, 2016

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service
- 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
Total men	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
Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0

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, 2016

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service
- 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
Total men	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
Total women	0	0	0	0	0	0	0

Total (men+women)

Total (men+women)	0	0	0	0	0	0	0
Total from prior year							

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

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

As of November 1, 2016

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service
- 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
Total men	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
Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2016

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service
- 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
Total men	0

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
Total women	0

Total (men+women)

Total (men+women)	0
Total from prior year	

Part A2 - Full-time Instructional Staff by Function

Number of Full-time Instructional Staff

As of November 1, 2016

•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	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Non-medical school staff	925	244	0	893	0	0	0	2,062
Non-medical school staff from prior year	920	232		829	0			1,981
Primarily Instruction	925	244	0	893	0	0	0	2,062
Exclusively credit								0
Exclusively not-for-credit								0
Combined credit/not-for-credit	925	244		893				2,062
Instruction/research/public service staff								0
Medical school staff	243	58	0	6	0	0	0	307
Medical school staff from prior year	252	62		2	0			316
Primarily Instruction	243	58	0	6	0	0	0	307
Exclusively credit								0
Exclusively not-for-credit								0
Combined credit/not-for-credit	243	58		6				307
Instruction/research/public service staff								0
Total carried forward from previous screens	1,168	302	0	899	0	0	0	2,369

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2016

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	8	2	10
Hispanic/Latino	66	66	132
American Indian or Alaska Native	3	2	5
Asian	226	122	348
Black or African American	35	41	76
Native Hawaiian or Other Pacific Islander	0	1	1
White	1,068	637	1,705
Two or more races	26	15	41
Race and ethnicity unknown	31	20	51
Total	1,463	906	2,369
Total from prior year			2,297

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

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

by Occupational Category

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

•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	8	1	
Hispanic/Latino	66	9	46
American Indian or Alaska Native	3		
Asian	226	46	216
Black or African American	35	1	23
Native Hawaiian or Other Pacific Islander	0		
White	1,068	100	369
Two or more races	26	6	37
Race and ethnicity unknown	31	1	15
Total men	1,463	164	706

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	2		
Hispanic/Latino	66	5	50
American Indian or Alaska Native	2		3
Asian	122	29	216
Black or African American	41	4	26
Native Hawaiian or Other Pacific Islander	1		
White	637	50	403
Two or more races	15	5	33
Race and ethnicity unknown	20	1	5
Total women	906	94	736

Total (men+women)	2,369	258	1,442
Total from prior year	2,297	252	1,351

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

•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		1	2	
American Indian or Alaska Native				
Asian		1	2	2
Black or African American				2
Native Hawaiian or Other Pacific Islander				
White		7	17	2
Two or more races				
Race and ethnicity unknown				
Total men		8	20	8

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		1	4	6
American Indian or Alaska Native				
Asian			10	1
Black or African American			4	1
Native Hawaiian or Other Pacific Islander				
White		3	31	
Two or more races			1	2
Race and ethnicity unknown			2	
Total women		4	52	10
Total (men+women)		12	72	18
Total from prior year		14	77	17

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

•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	3	1	24	1	
Hispanic/Latino	130	93	131	39	22
American Indian or Alaska Native	2		2	1	
Asian	101	81	256	38	52
Black or African American	61	30	28	34	8
Native Hawaiian or Other Pacific Islander	2	1	3	1	
White	427	172	318	153	85
Two or more races	16	15	25	9	7
Race and ethnicity unknown	10	7	19	3	4
Total men	752	400	806	279	178

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		4	15		1
Hispanic/Latino	164	314	51	74	43
American Indian or Alaska Native		3	1	1	
Asian	181	247	183	64	72
Black or African American	90	131	18	49	17
Native Hawaiian or Other Pacific Islander	1				
White	497	388	131	148	102
Two or more races	26	43	11	10	2
Race and ethnicity unknown	10	14	8	12	4
Total women	969	1,144	418	358	241

Total (men+women)	1,721	1,544	1,224	637	419
Total from prior year	1,670	1,376	1,273	593	412

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

•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	1		3			42
Hispanic/Latino	519	14	171	101	31	1,375
American Indian or Alaska Native			4			12
Asian	44		72	17	9	1,163
Black or African American	143	3	54	16	11	449
Native Hawaiian or Other Pacific Islander	2		1			10
White	81	6	137	65	28	3,038
Two or more races	9		13	7	2	172
Race and ethnicity unknown	12	2	15	4	1	124
Total men	811	25	470	210	82	6,385

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			5			27
Hispanic/Latino	338	88	543	1	5	1,790
American Indian or Alaska Native	5	1	5			21
Asian	25	4	212	2	1	1,371
Black or African American	67	18	247	1	12	732
Native Hawaiian or Other Pacific Islander	3	1	3		1	10
White	33	10	318	2	8	2,766
Two or more races	10		42			200
	8	4	26		7	121

Race and ethnicity unknown							
Total women	489	126	1,401	6	34	7,038	
Total (men+women)	1,300	151	1,871	216	116	13,423	
Total from prior year	1,269	149	1,999	222	117	13,141	

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

Number of Full-time Non-instructional Staff

As of November 1, 2016

Non-medical school staff

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track			Indefinite duration (continuing or at-will)		
			Multi-year	Annual contract	Less-than-annual contract			
Research staff				123				123
Public Service staff				207				207
Archivists, Curators, and Museum Technicians 25-4010							12	12
Librarians 25-4020							72	72
Library Technicians 25-4030							18	18
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							51	51
Management Occupations 11-0000							1,404	1,404
Business and Financial Operations Occupations 13-0000							1,236	1,236
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							865	865
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							606	606
Healthcare Practitioners and Technical Occupations 29-0000							156	156
Total	0	0	0	330	0	0	4,420	4,750
Total from prior year				314	0		4,264	4,578

Medical school staff

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track			Indefinite duration (continuing or at-will)		
			Multi-year	Annual contract	Less-than-annual contract			
Research staff				135				135
Public Service staff				1,235				1,235
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							317	317

11-0000									
Business and Financial Operations Occupations								308	308
13-0000									
Computer, Engineering, and Science Occupations								359	359
15-0000 + 17-0000 + 19-0000									
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations								31	31
21-0000 + 23-0000 + 27-0000									
Healthcare Practitioners and Technical Occupations								263	263
29-0000									
Total	0	0	0	1,370	0	0	0	1,280	2,650
Total from prior year				1,289	0			1,221	2,510

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

Number of Full-time Non-instructional Staff

As of November 1, 2016

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	1,300	1,223	77
<u>Sales and Related Occupations</u> 41-0000	151	151	
<u>Office and Administrative Support Occupations</u> 43-0000	1,871	1,467	404
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	216	216	
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	116	115	1
Total		3,172	482
Total from prior year		3,142	614

Part G - Salaries Worksheet

Number of Full-time Non-medical School Instructional Staff

For Calculation of Total Number of Months

Annual Salary, 2016-17

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

Gender and academic rank	Months worked					Total staff	Total staff for salary reporting	Total number of months
	12 months	11 months	10 months	9 months	< 9 months			
Men								
Professors	41	1	1	530	0	573	573	5,283
Associate professors	30	0	1	272	0	303	303	2,818
Assistant professors	7	0	1	229	0	237	237	2,155
Instructors	0	0	0	1	0	1	1	9
Lecturers	23	0	4	98	0	125	125	1,198
No academic rank						0	0	0
Total men	101	1	7	1,130	0	1,239	1,239	11,463
Women								
Professors	36	0	0	182	0	218	218	2,070
Associate professors	47	0	2	208	0	257	257	2,456
Assistant professors	38	2	3	153	0	196	196	1,885
Instructors						0	0	0
Lecturers	36	0	8	108	0	152	152	1,484
No academic rank						0	0	0
Total women	157	2	13	651	0	823	823	7,895
Total (men + women)	258	3	20	1,781	0	2,062	2,062	19,358
Total (men+women) full-time non-medical school instructional staff from Part A						2,062		

Part G - Salary Outlays for Instructional Staff**Salary Outlays****for Full-time Non-medical School Instructional Staff****Annual Salary Outlays, 2016-17**

•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)	Salary Outlays				Weighted average monthly salaries
			12 months	11 months	10 months	9 months	
Men							
Professors	573	5,283	7,639,284	186,260	189,320	98,058,898	20,078
Associate professors	303	2,818	3,895,700	0	71,333	31,735,818	12,670
Assistant professors	237	2,155	772,743	0	67,579	23,609,875	11,346
Instructors	1	9	0	0	0	59,532	6,615
Lecturers	125	1,198	1,531,500	0	244,408	6,783,446	7,145
No academic rank	0	0					
Total men	1,239	11,463	13,839,227	186,260	572,640	160,247,569	15,253
Women							
Professors	218	2,070	6,178,457	0	0	29,356,838	17,167
Associate professors	257	2,456	5,129,886	0	169,590	22,162,451	11,182
Assistant professors	196	1,885	3,867,883	125,800	216,210	14,371,030	9,857
Instructors	0	0					
Lecturers	152	1,484	2,768,716	0	522,305	6,653,348	6,701
No academic rank	0	0					
Total women	823	7,895	17,944,942	125,800	908,105	72,543,667	11,592
Total (men + women)	2,062	19,358	31,784,169	312,060	1,480,745	232,791,236	13,760

Part G - Average Salary by academic rank

**Average Salary by academic rank
 for Full-time Non-medical School Instructional Staff**

Annual Average Salaries, 2016-17

Gender and academic rank	Average Salaries				Equated 9-month Average Salary
	12 months	11 months	10 months	9 months	
Men					
Professors	186,324	186,260	189,320	185,017	181,695
Associate professors	129,857		71,333	116,676	114,593
Assistant professors	110,392		67,579	103,100	102,322
Instructors				59,532	59,532
Lecturers	66,587		61,102	69,219	65,216
No academic rank					
Total men	137,022	186,260	81,806	141,812	138,252
Women					
Professors	171,624			161,301	155,921
Associate professors	109,147		84,795	106,550	101,800
Assistant professors	101,786	62,900	72,070	93,928	89,640
Instructors					
Lecturers	76,909		65,288	61,605	60,526
No academic rank					
Total women	114,299	62,900	69,854	111,434	105,617
Total (men + women)	123,194	104,020	74,037	130,708	125,227

Part G - Salary Outlays for Non-instructional Staff

Salary Outlays

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

Annual Salary Outlays, 2016-17

Occupational category	Number of full-time staff (carried forward from previous screens)	Total annual salary outlays
Research staff	123	19,445,760
Public Service staff	207	22,292,195
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	153	9,847,585
Management Occupations 11-0000	1,404	186,936,422
Business and Financial Operations Occupations 13-0000	1,236	84,203,333
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	865	71,674,604
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	606	42,170,786
Healthcare Practitioners and Technical Occupations 29-0000	156	12,847,009
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	1,223	45,430,663
Sales and Related Occupations 41-0000	151	4,518,685
Office and Administrative Support Occupations 43-0000	1,467	73,617,769
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	216	12,902,615
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	115	6,080,497

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2016

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

Men

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	4		
Hispanic/Latino	47		9
American Indian or Alaska Native			
Asian	64	6	37
Black or African American	35		5
Native Hawaiian or Other Pacific Islander	1		
White	557	23	106
Two or more races	9	2	7
Race and ethnicity unknown	21		1
Total men	738	31	165

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	4		
Hispanic/Latino	57	3	14
American Indian or Alaska Native			1
Asian	69	4	64
Black or African American	51		8
Native Hawaiian or Other Pacific Islander	1		
White	430	19	104
Two or more races	19		5
Race and ethnicity unknown	39		1
Total women	670	26	197

Total (men+women)	1,408	57	362
Total from prior year	1,379	52	348

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff by Occupational Category****As of November 1, 2016**

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

•Report race for non-Hispanic/Latino individuals only

•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				1	1
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White		1		1	2
Two or more races					0
Race and ethnicity unknown				2	2
Total men	0	1	1	4	6

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				2	2
Native Hawaiian or Other Pacific Islander					0
White	2			10	12
Two or more races					0
Race and ethnicity unknown				3	3
Total women	2	0	0	17	19
Total (men+women)	2	1	1	21	25
Total from prior year	2	2	2	3	9

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2016

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- 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		1	2		
Hispanic/Latino	2	2	5	1	7
American Indian or Alaska Native					
Asian	2	2	6	2	19
Black or African American	1	3	2	2	1
Native Hawaiian or Other Pacific Islander					
White	12	7	23	15	23
Two or more races			1	1	1
Race and ethnicity unknown		1			2
Total men	17	16	39	21	53

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			1		
Hispanic/Latino	4	10	5	2	13
American Indian or Alaska Native					
Asian	5	17	21	2	23
Black or African American	2	5	1	3	2
Native Hawaiian or Other Pacific Islander					
White	16	37	25	16	38
Two or more races		1			3
Race and ethnicity unknown		1	1	1	
Total women	27	71	54	24	79

Total (men+women)	44	87	93	45	132
Total from prior year	59	96	95	44	135

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2016

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- 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						7
Hispanic/Latino	16		3			93
American Indian or Alaska Native		1				1
Asian	2		1		1	143
Black or African American	1		3		1	54
Native Hawaiian or Other Pacific Islander						1
White	1		12		1	782
Two or more races			1			22
Race and ethnicity unknown			3		1	31
Total men	20	1	23		1	3 1,134

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						5
Hispanic/Latino	11		43		1	164
American Indian or Alaska Native			1			2
Asian	1		21			228
Black or African American		1	4		1	80
Native Hawaiian or Other Pacific Islander			1			2
White		2	28		1	728
Two or more races			2			30
Race and ethnicity unknown	1		4			51

Total women	13	3	104	0	3	1,290
Total (men+women)	33	4	127	1	6	2,424
Total from prior year	45	9	113	2	4	2,390

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Teaching 25-1191	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	108	259		367
Hispanic/Latino	16	22		38
American Indian or Alaska Native		1		1
Asian	56	177		233
Black or African American	3	10		13
Native Hawaiian or Other Pacific Islander				0
White	81	178		259
Two or more races	3	6		9
Race and ethnicity unknown	88	85		173
Total men	355	738	0	1,093

Women

Race/ethnicity	Teaching 25-1191	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	80	132		212
Hispanic/Latino	14	27		41
American Indian or Alaska Native		1		1
Asian	26	106		132
Black or African American	9	11		20
Native Hawaiian or Other Pacific Islander		1		1
White	76	136		212
Two or more races	2	6		8
Race and ethnicity unknown	115	96		211
Total women	322	516	0	838
Total (men+women)	677	1,254	0	1,931
Total from prior year	767	1,221		1,988

Research staff				26				26
Public Service staff				179	3			182
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							17	17
Business and Financial Operations Occupations 13-0000							24	24
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							40	40
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							88	88
Total	0	0	0	208	15	0	172	395
Total from prior year	0	0		183	13		184	380

Part E - Part-time Staff by Medical School Status

Number of Part-time Staff

As of November 1, 2016

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	33	33	
<u>Sales and Related Occupations</u> 41-0000	4	4	
<u>Office and Administrative Support Occupations</u> 43-0000	127	75	52
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	1	1	
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	6	5	1
Total		118	53
PY Total		134	39
Graduate Assistants			
<u>Teaching</u> 25-1191	677	657	20
<u>Research</u>	1,254	995	259
<u>Other</u> 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	0		
Total	1,931	1,652	279
PY Graduate Assistants		1,728	260

23-0000, 27-0000, 25-4000,
25-4010, 25-4020, 25-4030,
25-2000, 25-3000, 25-9000,
29-0000

Total

3,628

29-0000

Total

727

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

(Hired full-time between November 1, 2015 - October 31, 2016)

- 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 Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien			2		2			4
Hispanic/Latino			1		2			3
American Indian or Alaska Native								0
Asian	2		9		3			14
Black or African American					2			2
Native Hawaiian or Other Pacific Islander								0
White	1		12		7			20
Two or more races								0
Race and ethnicity unknown	2		11		12			25
Total men	5	35	0	28	0	0	0	68

Women

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien			1		1			2
Hispanic/Latino	1		2		4			7
American Indian or Alaska Native			1					1
Asian			4		3			7
Black or African American			1		1			2
Native Hawaiian or Other Pacific Islander								0
White	2		10		19			31
Two or more races			1					1
Race and ethnicity unknown			5		10			15
Total women	3	25	0	38	0	0	0	66

Total (men+women) 8 60 0 66 0 0 0 134

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2015 - October 31, 2016)

- 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> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	4	1		
Hispanic/Latino	3	1	7	
American Indian or Alaska Native	0			
Asian	14		33	
Black or African American	2	1	3	
Native Hawaiian or Other Pacific Islander	0			
White	20	4	42	3
Two or more races	0		6	
Race and ethnicity unknown	25	1	7	
Total men	68	8	98	3

Women

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	2			
Hispanic/Latino	7		7	10
American Indian or Alaska Native	1			
Asian	7	2	38	
Black or African American	2		3	2
Native Hawaiian or Other Pacific Islander	0			
White	31	1	60	2
Two or more races	1		5	
Race and ethnicity unknown	15	1	3	
Total women	66	4	116	14
Total (men+women)	134	12	214	17

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2015 - October 31, 2016)

•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	1	10		
Hispanic/Latino	5	12	10	8	4
American Indian or Alaska Native	1		1		
Asian	13	12	39	4	22
Black or African American	7	6	1	8	1
Native Hawaiian or Other Pacific Islander	1	1		1	
White	38	28	39	36	26
Two or more races	2	1		2	
Race and ethnicity unknown	8	6	14	3	3
Total men	76	67	114	62	56

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	5		1
Hispanic/Latino	14	36	3	17	5
American Indian or Alaska Native			1		
Asian	16	36	25	12	29
Black or African American	9	14	2	11	1
Native Hawaiian or Other Pacific Islander	1				
White	62	64	19	30	32
Two or more races	1	5			
Race and ethnicity unknown	7	11	5	10	4
Total women	110	168	60	80	72

Total (men+women)	186	235	174	142	128
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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 November 1, 2015 - October 31, 2016)

- 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		1			19
Hispanic/Latino	70	3	17		2	143
American Indian or Alaska Native			1			3
Asian	12		11		1	161
Black or African American	16		7		1	53
Native Hawaiian or Other Pacific Islander						3
White	19	3	29		5	293
Two or more races	3		2		1	17
Race and ethnicity unknown	11	2	13		2	96
Total men	132	8	81		12	788

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				2		12
Hispanic/Latino	37	16	50			202
American Indian or Alaska Native						2
Asian	7	2	32		1	207
Black or African American	8	4	21		1	78
Native Hawaiian or Other Pacific Islander	1	1	1		1	5
White	13	3	59		2	378
Two or more races			4			16
	6	3	22		7	94

Race and ethnicity unknown							
Total women	72	29	191	0	12	994	
Total (men+women)	204	37	272	12	15	1,782	

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.

**Number of staff by employment status and occupational category:
Fall 2016**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	13,423	2,424	14,231
Instructional Staff	2,369	1,408	2,838
Primary Instruction	2,369	1,408	2,838
Exclusively credit	0	0	0
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	2,369	1,408	2,838
Instruction/research/public service	0	0	0
Research Staff	258	57	277
Public Service Staff	1,442	362	1,563
Library and Student and Academic Affairs and Other Education Services Occupations SOC	155	25	163
Librarians, Curators, and Archivists SOC 25-4000	102	4	103
Archivists, Curators, and Museum Technicians SOC 25-4010	12	2	13
Librarians SOC 25-4020	72	1	72
Library Technicians SOC 25-4030	18	1	18
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	53	21	60
Management Occupations SOC 11-0000	1,721	44	1,736
Business and Financial Operations Occupations SOC 13-0000	1,544	87	1,573
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	1,224	93	1,255
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	637	45	652
Healthcare Practitioners and Technical Occupations SOC 29-0000	419	132	463
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	1,300	33	1,311
Sales and Related Occupations SOC 41-0000	151	4	152
Office and Administrative Support Occupations SOC 43-0000	1,871	127	1,913
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	216	1	216

**Number of staff by employment status and occupational category:
Fall 2016**

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	116	6	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 2016-17**

Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				
All Ranks	258	3	20	1,781	2,062	19,358	\$266,368,210	\$13,760
Professor	77	1	1	712	791	7,353	\$141,609,057	\$19,259
Associate professor	77		3	480	560	5,274	\$63,164,778	\$11,977
Assistant professor	45	2	4	382	433	4,040	\$43,031,120	\$10,651
Instructor				1	1	9	\$59,532	\$6,615
Lecturer	59		12	206	277	2,682	\$18,503,723	\$6,899
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.