

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.

Changes to reporting for 2019-20

There are no changes for this survey component.

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 2018 Standard Occupational Classification (SOC) codes. Additional information and resources can be found in the [IPEDS HR/SOC Information Center](#), including general information about the SOC, the IPEDS/SOC crosswalk, a SOC Browse Tool, Frequently Asked Questions, and Web Tutorials.
- To access your prior year data submission for this component: [Reported Data](#)

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

Human Resources Screening Questions

Does your institution have any part-time staff?

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

No

Yes

Does your institution have graduate assistants?

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

No

Yes

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

No

Yes

Does your institution have a tenure system?

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

No

Yes

Did your institution hire any **full-time permanent staff** who were included on the payroll of the institution between **November 1, 2018 and October 31, 2019** either for the **first time** (new to the institution) or **after a break in service**? Do not exclude persons who were no longer on the payroll as of November 1, 2019. (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, 2019

- 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			36				36
Hispanic/Latino			8				8
American Indian or Alaska Native							0
Asian			37				37
Black or African American			6				6
Native Hawaiian or Other Pacific Islander							0
White		2	56	1			59
Two or more races			2				2
Race and ethnicity unknown			34				34
Total men	0	2	179	1	0	0	182

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien			1	12			13
Hispanic/Latino				10			10
American Indian or Alaska Native				1			1
Asian				20			20
Black or African American				7			7
Native Hawaiian or Other Pacific Islander							0
White	1	2	55				58
Two or more races			3				3
Race and ethnicity unknown			21				21
Total women	1	3	129	0	0	0	133
Total (men+women)	1	5	308	1	0	0	315
Total from prior year							304

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, 2019

- 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
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	0	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
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0
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, 2019

- 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
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	0	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
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0
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, 2019

- 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
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	0	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
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0
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, 2019

- 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	
American Indian or Alaska Native	
Asian	
Black or African American	
Native Hawaiian or Other Pacific Islander	
White	
Two or more races	
Race and ethnicity unknown	
Total men	0

Women

Race/ethnicity	Without Faculty Status
Nonresident alien	0
Hispanic/Latino	
American Indian or Alaska Native	
Asian	
Black or African American	
Native Hawaiian or Other Pacific Islander	
White	
Two or more races	
Race and ethnicity unknown	
Total women	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, 2019

•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	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Non-medical school staff	954	256	0	981	0	0	0	2,191
Non-medical school staff from prior year	945	250		956	0			2,151
Primarily Instruction	954	256	0	981	0	0	0	2,191
Exclusively credit								0
Exclusively not-for-credit								0
Combined credit/not-for-credit	954	256		981				2,191
Instruction/research/public service staff								0
Medical school staff	225	59	0	6	0	0	0	290
Medical school staff from prior year	238	54		1	0			293
Primarily Instruction	225	59	0	6	0	0	0	290
Exclusively credit								0
Exclusively not-for-credit								0
Combined credit/not-for-credit	225	59		6				290
Instruction/research/public service staff								0
Total carried forward from previous screens	1,179	315	0	987	0	0	0	2,481

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2019

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	54	28	82
Hispanic/Latino	77	78	155
American Indian or Alaska Native	4	3	7
Asian	216	125	341
Black or African American	42	55	97
Native Hawaiian or Other Pacific Islander	0	0	0
White	994	608	1,602
Two or more races	27	25	52
Race and ethnicity unknown	79	66	145
Total	1,493	988	2,481
Total from prior year			2,444

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

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

by Occupational Category

As of November 1, 2019

•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 (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	54	17	15
Hispanic/Latino	77	6	52
American Indian or Alaska Native	4		
Asian	216	41	251
Black or African American	42	2	23
Native Hawaiian or Other Pacific Islander	0		
White	994	90	403
Two or more races	27	6	39
Race and ethnicity unknown	79	2	44
Total men	1,493	164	827

Women

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	28	5	9
Hispanic/Latino	78	5	63
American Indian or Alaska Native	3	1	4
Asian	125	29	269
Black or African American	55	3	41
Native Hawaiian or Other Pacific Islander	0		
White	608	49	441
Two or more races	25	3	40
Race and ethnicity unknown	66	2	31
Total women	988	97	898

Total (men+women)	2,481	261	1,725
Total from prior year	2,444	263	1,600

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

•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>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino		1	4	1
American Indian or Alaska Native				
Asian	1	4	1	
Black or African American			2	
Native Hawaiian or Other Pacific Islander				
White	6	16	4	3
Two or more races				
Race and ethnicity unknown		1		1
Total men	7	22	11	5

Women

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
Nonresident alien		1		
Hispanic/Latino		7	3	34
American Indian or Alaska Native		1		
Asian		9	4	
Black or African American		3	2	5
Native Hawaiian or Other Pacific Islander				
White	5	29	1	9
Two or more races	1	1	1	
Race and ethnicity unknown		2		1
Total women	6	53	11	49
Total (men+women)	13	75	22	54
Total from prior year	14	81	28	50

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

•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	10	5	109	3	7
Hispanic/Latino	138	108	161	55	32
American Indian or Alaska Native	2	2	2		
Asian	93	88	240	43	57
Black or African American	55	35	34	31	8
Native Hawaiian or Other Pacific Islander	1	2	2	5	
White	426	154	294	131	61
Two or more races	17	16	26	4	10
Race and ethnicity unknown	20	17	20	10	3
Total men	762	427	888	282	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	8	14	76	1	3
Hispanic/Latino	235	398	69	116	48
American Indian or Alaska Native	1	3		1	
Asian	205	261	175	73	61
Black or African American	101	146	20	46	14
Native Hawaiian or Other Pacific Islander	1	3		1	
White	474	396	143	141	92
Two or more races	42	36	14	12	10
Race and ethnicity unknown	13	41	7	12	7
Total women	1,080	1,298	504	403	235

Total (men+women)	1,842	1,725	1,392	685	413
Total from prior year	1,801	1,654	1,349	663	422

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

•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		7			228
Hispanic/Latino	592	20	177		38	1,583
American Indian or Alaska Native	1		2			13
Asian	43	2	70		9	1,178
Black or African American	153	6	47		10	463
Native Hawaiian or Other Pacific Islander	2		1			13
White	79	8	106		26	2,856
Two or more races	11		15		1	179
Race and ethnicity unknown	18		10		1	227
Total men	900	36	435	218	85	6,740

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	1	1	7			154
Hispanic/Latino	384	90	587		10	2,129
American Indian or Alaska Native	3	1	7			25
Asian	30		211		2	1,454
Black or African American	62	13	196		13	721
Native Hawaiian or Other Pacific Islander	1	1	3			10
White	19	7	267		4	2,687
Two or more races	5		50			240
	8	1	28		6	225

Race and ethnicity unknown							
Total women	513	114	1,356	7	33	7,645	
Total (men+women)	1,413	150	1,791	225	118	14,385	
Total from prior year	1,402	152	1,805	234	112	14,074	

25-2000 + 25-3000 + 25-9000									
Management Occupations 11-0000								343	343
Business and Financial Operations Occupations 13-0000								357	357
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000								413	413
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000								42	42
Healthcare Practitioners and Technical Occupations 29-0000								282	282
Total	0	0	0	1,645	0	0	0	1,437	3,082
Total from prior year				1,530	0			1,376	2,906

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

Number of Full-time Non-instructional Staff

As of November 1, 2019

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	1,413	1,333	80
<u>Sales and Related Occupations</u> 41-0000	150	150	
<u>Office and Administrative Support Occupations</u> 43-0000	1,791	1,356	435
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	225	225	
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	118	117	1
Total		3,181	516
Total from prior year		3,228	477

Part G1 - Salaries Worksheet

Number of Full-time Non-medical School Instructional Staff

For Calculation of Total Number of Months

Annual Salary, 2019-20

- 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
	12 months	11 months	10 months	9 months	< 9 months		
Men							
Professors	42	1	2	552	0	597	597
Associate professors	37	0	0	284	0	321	321
Assistant professors	19	0	5	234	0	258	258
Instructors	0	0	0	3	0	3	3
Lecturers	22	0	3	87	0	112	112
No academic rank						0	0
Total men	120	1	10	1,160	0	1,291	1,291
Women							
Professors	39	0	0	226	0	265	265
Associate professors	63	0	1	220	0	284	284
Assistant professors	38	1	7	177	0	223	223
Instructors	0	0	4	0	0	4	4
Lecturers	29	0	7	88	0	124	124
No academic rank						0	0
Total women	169	1	19	711	0	900	900
Total (men+women)	289	2	29	1,871	0	2,191	2,191
Total (men+women) full-time non-medical school instructional staff from Part A						2,191	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays

for Full-time Non-medical School Instructional Staff

Annual Salary Outlays, 2019-20

- 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, Part G1 – Salaries Worksheet
- Using the TOTAL ANNUAL salary outlays data provided, the system will calculate the Equated 9 months by academic rank and gender.

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays					Equated 9 months
		12 months	11 months	10 months	9 months		
Men							
Professors	597	8,094,173	206,506	369,549	111,208,063	117,780,209	
Associate professors	321	4,887,385	0		35,351,136	39,016,675	
Assistant professors	258	2,031,443	0	556,321	25,520,412	27,544,683	
Instructors	3	0	0	0	325,000	325,000	
Lecturers	112	1,662,083	0	228,783	6,991,922	8,444,389	
No academic rank	0					0	
Total men	1,291	16,675,084	206,506	1,154,653	179,396,533	193,110,956	
Women							
Professors	265	6,681,811	0	0	39,480,260	44,491,618	
Associate professors	284	7,461,183	0	222,222	25,631,280	31,427,167	
Assistant professors	223	4,019,563	87,083	630,249	17,906,637	21,559,767	
Instructors	4	0	0	260,000	0	234,000	
Lecturers	124	2,405,119	0	503,451	5,937,919	8,194,864	
No academic rank	0					0	
Total women	900	20,567,676	87,083	1,615,922	88,956,096	105,907,417	
Total (men + women)	2,191	37,242,760	293,589	2,770,575	268,352,629	299,018,372	

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank

for Full-time Non-medical School Instructional Staff

Annual Average Salaries, 2019-20

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries					Equated 9 months
		12 months	11 months	10 months	9 months		
Men							
Professors	597	192,718	206,506	184,775	201,464	197,287	
Associate professors	321	132,091			124,476	121,547	
Assistant professors	258	106,918		111,264	109,062	106,762	
Instructors	3				108,333	108,333	
Lecturers	112	75,549		76,261	80,367	75,396	
No academic rank	0						
Total men	1,291	138,959	206,506	115,465	154,652	149,582	
Women							
Professors	265	171,328			174,691	167,893	
Associate professors	284	118,431		222,222	116,506	110,659	
Assistant professors	223	105,778	87,083	90,036	101,167	96,681	
Instructors	4			65,000		58,500	
Lecturers	124	82,935		71,922	67,476	66,088	
No academic rank	0						
Total women	900	121,702	87,083	85,049	125,114	117,675	
Total (men+women)	2,191	128,868	146,795	95,537	143,427	136,476	

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays

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

Annual Salary Outlays, 2019-20

Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
Research staff	125	20,189,118
Public Service staff	216	25,873,591
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	164	11,597,323
Management Occupations 11-0000	1,499	222,609,738
Business and Financial Operations Occupations 13-0000	1,368	101,299,497
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	979	92,436,348
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	643	49,489,679
Healthcare Practitioners and Technical Occupations 29-0000	131	10,324,349
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	1,333	56,638,708
Sales and Related Occupations 41-0000	150	5,163,960
Office and Administrative Support Occupations 43-0000	1,356	75,930,016
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	225	15,157,703
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	117	6,892,210

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2019

- 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	5		
Hispanic/Latino	56	1	9
American Indian or Alaska Native	1		
Asian	63	5	34
Black or African American	40		2
Native Hawaiian or Other Pacific Islander			
White	472	19	109
Two or more races	8	1	7
Race and ethnicity unknown	115	1	6
Total men	760	27	167

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	2		1
Hispanic/Latino	41	1	14
American Indian or Alaska Native			
Asian	65	3	74
Black or African American	47		7
Native Hawaiian or Other Pacific Islander	1		
White	329	17	130
Two or more races	12		9
Race and ethnicity unknown	87		15
Total women	584	21	250

Total (men+women)	1,344	48	417
Total from prior year	1,491	59	436

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2019

- 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 and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien					0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian				2	2
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White				2	2
Two or more races					0
Race and ethnicity unknown				1	1
Total men	0	0	0	5	5
Women					
Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 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				3	3
American Indian or Alaska Native					0
Asian					0
Black or African American				2	2
Native Hawaiian or Other Pacific Islander					0
White	2			5	7
Two or more races					0
Race and ethnicity unknown				3	3
Total women	2	0	0	13	15
Total (men+women)	2	0	0	18	20
Total from prior year	2		1	51	54

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2019

- 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		
Hispanic/Latino	1		3		6
American Indian or Alaska Native					
Asian		1	6	3	8
Black or African American		1		1	
Native Hawaiian or Other Pacific Islander					
White	12	10	23	16	19
Two or more races		1		1	
Race and ethnicity unknown		2		1	2
Total men	13	15	37	22	35

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	7		
Hispanic/Latino	4	13	6	5	6
American Indian or Alaska Native					
Asian	7	18	17		12
Black or African American	1	4	1		1
Native Hawaiian or Other Pacific Islander					
White	15	37	13	9	20
Two or more races			1	1	1
Race and ethnicity unknown		3	1	1	1
Total women	27	76	46	16	41

Total (men+women)	40	91	83	38	76
Total from prior year	40	92	84	32	66

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2019

- 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						10
Hispanic/Latino	26	1	4		1	108
American Indian or Alaska Native						1
Asian						122
Black or African American		1	1		1	47
Native Hawaiian or Other Pacific Islander						0
White	2		9			693
Two or more races			1			19
Race and ethnicity unknown	1				1	130
Total men	29	2	15	0	3	1,130

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		13
Hispanic/Latino	13	3	27			136
American Indian or Alaska Native						0
Asian		1	10			207
Black or African American		1	5			69
Native Hawaiian or Other Pacific Islander						1
White	3	3	21			604
Two or more races			2			26
Race and ethnicity unknown			2			113

Total women	16	8	69	0	0	1,169
Total (men+women)	45	10	84	0	3	2,299
Total from prior year	39	9	109		3	2,514

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Teaching 25-9044	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	119	483		602
Hispanic/Latino	29	37		66
American Indian or Alaska Native	1			1
Asian	19	55		74
Black or African American	6	10		16
Native Hawaiian or Other Pacific Islander				0
White	91	130		221
Two or more races	6	9		15
Race and ethnicity unknown	68	58		126
Total men	339	782	0	1,121

Women

Race/ethnicity	Teaching 25-9044	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	92	268		360
Hispanic/Latino	30	32		62
American Indian or Alaska Native				0
Asian	19	74		93
Black or African American	8	14		22
Native Hawaiian or Other Pacific Islander		1		1
White	100	119		219
Two or more races	6	11		17
Race and ethnicity unknown	68	68		136
Total women	323	587	0	910
Total (men+women)	662	1,369	0	2,031
Total from prior year	663	1,323		1,986

Research staff				20				20
Public Service staff				227				227
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians and Media Collections Specialists 25-4020								0
Library Technicians 25-4030								0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							1	1
Management Occupations 11-0000							16	16
Business and Financial Operations Occupations 13-0000							24	24
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							36	36
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							2	2
Healthcare Practitioners and Technical Occupations 29-0000							58	58
Total	3	0	0	249	18	0	137	407
Total from prior year	3	0		268	11		134	416

Part E - Part-time Staff by Medical School Status

Number of Part-time Staff

As of November 1, 2019

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	44	1
<u>Sales and Related Occupations</u> 41-0000	10	10	
<u>Office and Administrative Support Occupations</u> 43-0000	84	51	33
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	0		
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	3	3	
Total		108	34
PY Total		113	47
Graduate Assistants			
<u>Teaching</u> 25-9044	662	652	10
<u>Research</u>	1,369	1,043	326
<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	2,031	1,695	336
PY Graduate Assistants		1,675	311

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

3,553

25-2000, 25-3000, 25-9000, 29-0000		
Total		777

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, 2018 - October 31, 2019)

- 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			9		7			16
Hispanic/Latino	2				3			5
American Indian or Alaska Native								0
Asian			3		1			4
Black or African American			3					3
Native Hawaiian or Other Pacific Islander								0
White	2		10		11			23
Two or more races								0
Race and ethnicity unknown	1		5		2			8
Total men	5	30	0	24	0	0	0	59

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			4		3			7
Hispanic/Latino	1		2		3			6
American Indian or Alaska Native					1			1
Asian			2		4			6
Black or African American			4		6			10
Native Hawaiian or Other Pacific Islander								0
White	2		10		6			18
Two or more races					3			3
Race and ethnicity unknown	2		1		2			5
Total women	5	23	0	28	0	0	0	56
Total (men+women)	10	53	0	52	0	0	0	115

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2018 - October 31, 2019)

- 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	16	1	4	
Hispanic/Latino	5		13	1
American Indian or Alaska Native	0			
Asian	4	2	42	1
Black or African American	3		3	
Native Hawaiian or Other Pacific Islander	0			
White	23	1	52	2
Two or more races	0		3	
Race and ethnicity unknown	8		11	1
Total men	59	4	128	5

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	7		3	
Hispanic/Latino	6		14	5
American Indian or Alaska Native	1			
Asian	6		43	
Black or African American	10		8	1
Native Hawaiian or Other Pacific Islander	0			
White	18	2	53	3
Two or more races	3		6	1
Race and ethnicity unknown	5		4	1
Total women	56	2	131	11
Total (men+women)	115	6	259	16

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2018 - October 31, 2019)

•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	3	1	27		4
Hispanic/Latino	13	20	21	9	5
American Indian or Alaska Native		1			
Asian	16	15	43	8	21
Black or African American	8	5	4	6	2
Native Hawaiian or Other Pacific Islander		1	1	4	
White	45	21	49	24	13
Two or more races	5	1	6	1	4
Race and ethnicity unknown	1	1	3	1	
Total men	91	66	154	53	49

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	3	28	1	1
Hispanic/Latino	24	46	14	27	14
American Indian or Alaska Native	1				
Asian	20	34	28	10	14
Black or African American	7	20	5	10	4
Native Hawaiian or Other Pacific Islander				1	
White	45	49	35	21	26
Two or more races	4	8	3	2	3
Race and ethnicity unknown	2	2	1	1	
Total women	106	162	114	73	62

Total (men+women)	197	228	268	126	111
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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, 2018 - October 31, 2019)

- 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				5		61
Hispanic/Latino	85	8	29		10	229
American Indian or Alaska Native			2			3
Asian	2		10		2	166
Black or African American	19	1	6		1	61
Native Hawaiian or Other Pacific Islander	1					7
White	10	1	14		1	257
Two or more races	3		3		1	27
Race and ethnicity unknown	1		1			29
Total men	121	10	70		15	840

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	4		51
Hispanic/Latino	49	11	109		3	322
American Indian or Alaska Native		1	2			5
Asian	12		34			201
Black or African American	10	2	19		2	98
Native Hawaiian or Other Pacific Islander		1	1			3
White	5	1	43			301
Two or more races	1		8			39
			2			18

Race and ethnicity unknown							
Total women	77	17	222	0	5	1,038	
Total (men+women)	198	27	292	15	20	1,878	

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 2019.

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 2019**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	14,385	2,299	15,151
Instructional Staff	2,481	1,344	2,929
Primary Instruction	2,481	1,344	2,929
Exclusively credit	0	0	0
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	2,481	1,344	2,929
Instruction/research/public service	0	0	0
Research Staff	261	48	277
Public Service Staff	1,725	417	1,864
Library and Student and Academic Affairs and Other Education Services Occupations SOC	164	20	171
Librarians, Curators, and Archivists SOC 25-4000	110	2	111
Archivists, Curators, and Museum Technicians SOC 25-4010	13	2	14
Librarians SOC 25-4020	75	0	75
Library Technicians SOC 25-4030	22	0	22
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	54	18	60
Management Occupations SOC 11-0000	1,842	40	1,855
Business and Financial Operations Occupations SOC 13-0000	1,725	91	1,755
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	1,392	83	1,420
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	685	38	698
Healthcare Practitioners and Technical Occupations SOC 29-0000	413	76	438
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	1,413	45	1,428
Sales and Related Occupations SOC 41-0000	150	10	153
Office and Administrative Support Occupations SOC 43-0000	1,791	84	1,819
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	225		225

**Number of staff by employment status and occupational category:
Fall 2019**

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	118	3	119
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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 2019-20**

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	289	2	29	1,871	2,191	20,619	\$308,659,553	\$14,970
Professor	81	1	2	778	862	8,005	\$166,040,362	\$20,742
Associate professor	100		1	504	605	5,746	\$73,553,206	\$12,801
Assistant professor	57	1	12	411	481	4,514	\$50,751,708	\$11,243
Instructor			4	3	7	67	\$585,000	\$8,731
Lecturer	51		10	175	236	2,287	\$17,729,277	\$7,752
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.