

Institution: Bemidji State University (173124)
 User ID: 88G5321

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.

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

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 - Tenured

Number of Full-time Instructional Staff

With Faculty Status

Tenured

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	1	0	0	0	0	1
Hispanic/Latino	1	0	0	0	0	0	1
American Indian or Alaska Native	2	0	0	0	0	0	2
Asian	0	1	0	0	0	0	1
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	24	17	1	0	0	0	42
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	27	19	1	0	0	0	47

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	1	0	0	0	0	0	1
Hispanic/Latino	0	1	0	0	0	0	1
American Indian or Alaska Native	0	0	1	0	0	0	1
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	16	13	1	0	0	0	30
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	17	14	2	0	0	0	33

Total (men+women)	44	33	3	0	0	0	80
Total from prior year							81

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

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	1	2	0	0	0	3
Black or African American	1	0	0	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	2	16	0	0	0	18
Two or more races	0	0	1	0	0	0	1
Race and ethnicity unknown	0	0	2	0	0	0	2
Total men	1	3	21	0	0	0	25

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	1	0	0	0	1
Hispanic/Latino	0	0	1	0	0	0	1
American Indian or Alaska Native	0	0	4	0	0	0	4
Asian	0	0	2	0	0	0	2
Black or African American	0	0	1	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	4	19	0	0	0	23
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	4	28	0	0	0	32
Total (men+women)	1	7	49	0	0	0	57
Total from prior year							53

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

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
Total from prior year							

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

Number of Full-time Instructional Staff
With Faculty Status
Not on Tenure Track - 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

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	1	0	0	0	1
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	1	5	0	0	0	6
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	1	6	0	0	0	7

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	1	0	0	0	1
American Indian or Alaska Native	0	0	2	0	0	0	2
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	1	8	0	0	0	9
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	1	11	0	0	0	12
Total (men+women)	0	2	17	0	0	0	19
Total from prior year							23

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

Number of <u>Full-time Instructional Staff</u> With <u>Faculty Status</u> <u>Not on Tenure Track - Less-than-annual Contract</u>								
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								
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	0
Hispanic/Latino	0	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	0	0	0	0	0	0	0	0
Two or more races	0	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0	0
Total men	0	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	0
Hispanic/Latino	0	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	0	0	0	0	0	0	0	0
Two or more races	0	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0	0
Total women	0	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0	0
Total from prior year								1

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

Number of <u>Full-time Instructional Staff</u> With <u>Faculty Status</u> <u>Not on Tenure Track - Indefinite duration contract</u> 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								
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	0
Hispanic/Latino	0	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	0	0	0	0	0	0	0	0
Two or more races	0	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0	0
Total men	0	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	0
Hispanic/Latino	0	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	0	0	0	0	0	0	0	0
Two or more races	0	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0	0
Total women	0	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0	0
Total from prior year								

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



Number of <u>Full-time Instructional Staff</u>		
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		
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)		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

	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)		
<u>Instructional staff</u>	80	57	0	19	0	0	0	156
Total carried forward from previous screens	80	57	0	19	0	0	0	156
<u>Primarily Instruction</u>	80	57	0	19	0	0	0	156
 Exclusively credit	80	57	0	19	0	0	0	156
 Exclusively not-for-credit	0	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0	0
<u>Instruction/research/public service staff</u>	0	0	0	0	0	0	0	0

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	1	2	3
Hispanic/Latino	1	3	4
American Indian or Alaska Native	2	7	9
Asian	5	2	7
Black or African American	1	1	2
Native Hawaiian or Other Pacific Islander	0	0	0
White	66	62	128
Two or more races	1	0	1
Race and ethnicity unknown	2	0	2
Total	79	77	156
Total from prior year			158

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

Men

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	1	0	0
Hispanic/Latino	1	0	0
American Indian or Alaska Native	2	0	0
Asian	5	0	0
Black or African American	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	66	0	0
Two or more races	1	0	0
Race and ethnicity unknown	2	0	0
Total men	79	0	0

Women

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	2	0	0
Hispanic/Latino	3	0	0
American Indian or Alaska Native	7	0	0
Asian	2	0	0
Black or African American	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	62	0	0
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
Total women	77	0	0

Total (men+women)	156	0	0
Total from prior year	158		

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

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
Nonresident alien	0	0	0	0
Hispanic/Latino	0	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	1
Black or African American	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	2	0	16
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total men	0	2	0	17

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
Nonresident alien	0	0	0	1
Hispanic/Latino	0	0	0	0
American Indian or Alaska Native	0	0	0	2
Asian	0	0	1	1
Black or African American	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	2	3	34
Two or more races	0	1	0	1
Race and ethnicity unknown	0	0	0	0
Total women	0	3	4	40
Total (men+women)	0	5	4	57
Total from prior year		5	3	47

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

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	0	0	0	1	0
Hispanic/Latino	0	0	1	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	7	5	9	22	0
Two or more races	0	1	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	7	6	10	23	0

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19- 0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	1	0
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	6	14	6	10	1
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	6	14	6	11	1
Total (men+women)	13	20	16	34	1
Total from prior year	16	16	17	35	

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

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	0	0	0	0	0	2
Hispanic/Latino	0	0	1	0	0	3
American Indian or Alaska Native	2	0	0	0	0	4
Asian	0	0	0	0	0	6
Black or African American	0	0	1	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	23	0	4	25	0	179
Two or more races	2	0	0	0	0	4
Race and ethnicity unknown	0	0	0	0	0	2
Total men	27	0	6	25	0	202

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	0	0	0	0	0	3
Hispanic/Latino	1	0	0	0	0	4
American Indian or Alaska Native	1	0	3	0	0	13
Asian	0	0	1	0	0	6
Black or African American	0	0	0	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	4	0	37	1	0	180
Two or more races	1	0	0	0	0	3
	0	0	0	0	0	0

Race and ethnicity unknown						
Total women	7	0	41	1	0	211
Total (men+women)	34	0	47	26	 0	413
Total from prior year	34		44	26	1	402

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

Number of <u>Full-time</u> Non-instructional Staff								
As of November 1, 2019								
Occupational category	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)		
Research staff	0	0	0	0	0	0	0	0
Public Service staff	0	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians	0	0	0	0	0	0	0	0
25-4010								
Librarians and Media Collections Specialists	3	2	0	0	0	0	0	5
25-4020								
Library Technicians	0	0	0	0	0	0	4	4
25-4030								
Student and Academic Affairs and Other Education Services Occupations	6	4	0	0	0	0	47	57
25-2000 + 25-3000 + 25-9000								
Management Occupations	0	0	0	0	0	0	13	13
11-0000								
Business and Financial Operations Occupations	0	0	0	0	0	0	20	20
13-0000								
Computer, Engineering, and Science Occupations	0	0	0	0	0	0	16	16
15-0000 + 17-0000 + 19-0000								
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	0	1	8	5	0	0	20	34
21-0000 + 23-0000 + 27-0000								
Healthcare Practitioners and Technical Occupations	0	0	0	0	0	0	1	1
29-0000								
Total	9	7	8	5	0	0	121	150
Total from prior year	9	4	8	6	1		111	139

Part C - Full-time Summary

Summary of Full-time Staff

As of November 1, 2019

•Data will not be generated on this screen until the relevant screens in the previous section have been completed.



Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Not on Tenure Track Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	80	57	0	19	0	0	0	156
Exclusively credit	80	57	0	19	0	0	0	156
Exclusively not-for-credit	0	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0	0
Instruction/research/public service staff	0	0	0	0	0	0	0	0
Research staff	0	0	0	0	0	0	0	0
Public Service staff	0	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians	0	0	0	0	0	0	0	0
25-4010								
Librarians and Media Collections Specialists	3	2	0	0	0	0	0	5
25-4020								
Library Technicians	0	0	0	0	0	0	4	4
25-4030								
Student and Academic Affairs and Other Education Services Occupations	6	4	0	0	0	0	47	57
25-2000 + 25-3000 + 25-9000								
Management Occupations	0	0	0	0	0	0	13	13
11-0000								
Business and Financial Operations Occupations	0	0	0	0	0	0	20	20
13-0000								
Computer, Engineering, and Science Occupations	0	0	0	0	0	0	16	16
15-0000 + 17-0000 + 19-0000								
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	0	1	8	5	0	0	20	34
21-0000 + 23-0000 + 27-0000								
Healthcare Practitioners and Technical Occupations	0	0	0	0	0	0	1	1
29-0000								
Service Occupations								34
31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000								
Sales and Related Occupations								0
41-0000								
Office and Administrative Support Occupations								47
43-0000								
Natural Resources, Construction, and Maintenance Occupations								26
45-0000 + 47-0000 + 49-0000								
Production, Transportation, and Material Moving Occupations								0
51-0000 + 53-0000								
Total								413

Part G1 - Salaries Worksheet

Number of Full-time 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 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	0	0	0	28	0	28	28
Associate professors	0	0	0	23	0	23	23
Assistant professors	0	0	0	28	0	28	28
Instructors	0	0	0	0	0	0	0
Lecturers	0	0	0	0	0	0	0
No academic rank	0	0	0	0	0	0	0
Total men	0	0	0	79	0	79	79
Total men full-time instructional staff from Part A						79	
Women							
Professors	0	0	0	17	0	17	17
Associate professors	0	0	0	19	0	19	19
Assistant professors	0	0	0	41	0	41	41
Instructors	0	0	0	0	0	0	0
Lecturers	0	0	0	0	0	0	0
No academic rank	0	0	0	0	0	0	0
Total women	0	0	0	77	0	77	77
Total women full-time instructional staff from Part A						77	
Total (men+women)	0	0	0	156	0	156	156
Total (men+women) full-time instructional staff from Part A						156	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays for Full-time Instructional Staff

Annual Salary Outlays, 2019-20


- Report the TOTAL ANNUAL salary outlays for the full-time instructional staff reported in the 12 months, 11 months, 10 months, and 9 months columns on the previous screen, 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	28	0	0	0	2,577,272	2,577,272	
Associate professors	23	0	0	0	1,924,409	1,924,409	
Assistant professors	28	0	0	0	1,911,268	1,911,268	
Instructors	0	0	0	0	0	0	
Lecturers	0	0	0	0	0	0	
No academic rank	0	0	0	0	0	0	
Total men	79	0	0	0	6,412,949	6,412,949	
Women							
Professors	17	0	0	0	1,628,787	1,628,787	
Associate professors	19	0	0	0	1,459,864	1,459,864	
Assistant professors	41	0	0	0	2,825,547	2,825,547	
Instructors	0	0	0	0	0	0	
Lecturers	0	0	0	0	0	0	
No academic rank	0	0	0	0	0	0	
Total women	77	0	0	0	5,914,198	5,914,198	
Total (men + women)	156	0	0	0	12,327,147	12,327,147	

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank
 for Full-time Instructional Staff

Annual Average Salaries, 2019-20

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				
		12 months	11 months	10 months	9 months	 Equated 9 months
Men						
Professors	28				92,045	92,045
Associate professors	23				83,670	83,670
Assistant professors	28				68,260	68,260
Instructors	0					
Lecturers	0					
No academic rank	0					
Total men	79				81,177	81,177
Women						
Professors	17				95,811	95,811
Associate professors	19				76,835	76,835
Assistant professors	41				68,916	68,916
Instructors	0					
Lecturers	0					
No academic rank	0					
Total women	77				76,808	76,808
Total (men+women)	156				79,020	79,020

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays for <u>Full-time</u> 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	0	0
Public Service staff	0	0
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	66	4,136,353
Management Occupations 11-0000	13	1,702,520
Business and Financial Operations Occupations 13-0000	20	1,238,220
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	16	1,327,363
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	34	2,292,322
Healthcare Practitioners and Technical Occupations 29-0000	1	53,515
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	34	1,482,444
Sales and Related Occupations 41-0000	0	0
Office and Administrative Support Occupations 43-0000	47	2,263,130
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	26	1,598,134
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	0	0

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

Men

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	0	0	0
Hispanic/Latino	0	0	0
American Indian or Alaska Native	2	0	0
Asian	1	0	0
Black or African American	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	27	0	0
Two or more races	1	0	0
Race and ethnicity unknown	2	0	0
Total men	33	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	0	0	0
Hispanic/Latino	1	0	0
American Indian or Alaska Native	1	0	0
Asian	0	0	0
Black or African American	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	42	0	0
Two or more races	0	0	0
Race and ethnicity unknown	2	0	0
Total women	46	0	0

Total (men+women)	79	0	0
Total from prior year	67		

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

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	0	0	0	0
Hispanic/Latino	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	0	0	8	8
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	0	0	0	8	8

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	0	0	0	0
Hispanic/Latino	0	0	0	0	0
American Indian or Alaska Native	0	0	0	2	2
Asian	0	0	0	0	0
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	1	0	0	13	14
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	1	0	0	15	16

Total (men+women)	1	0	0	23	24
Total from prior year	1		1	26	28

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

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	0	0	0	0	0
Hispanic/Latino	0	0	0	1	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	2	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	2	0	0	18	0
Two or more races	0	0	0	1	0
Race and ethnicity unknown	0	0	0	1	0
Total men	2	0	0	23	0

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19- 0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	0	0	0	0
Hispanic/Latino	0	0	0	1	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	1	0	0
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	1	3	1	5	2
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	1	3	2	6	2

Total (men+women)	3	3	2	29	2
Total from prior year		4	4	25	4

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

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	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	1
American Indian or Alaska Native	0	0	0	0	0	2
Asian	0	0	0	0	0	1
Black or African American	0	0	0	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	2	0	1	0	0	58
Two or more races	0	0	0	0	0	2
Race and ethnicity unknown	0	0	0	0	0	3
Total men	2	0	1	0	0	69

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	0	0	0	0	0	0
Hispanic/Latino	1	0	0	0	0	3
American Indian or Alaska Native	0	0	1	0	0	4
Asian	0	0	0	0	0	1
Black or African American	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	2	0	10	0	0	80
Two or more races	0	0	1	0	0	1
Race and ethnicity unknown	0	0	0	0	0	2

Total women	3	0	12	0	0	91
Total (men+women)	5	0	13	 0	0	160
Total from prior year	4		10	1		147

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	0	0	1	1
Hispanic/Latino	0	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	1	1
Black or African American	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	0	6	14
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total men	8	0	8	16

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	0	0	2	2
Hispanic/Latino	1	0	0	1
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	0	5	13
Two or more races	0	0	2	2
Race and ethnicity unknown	0	0	0	0
Total women	9	0	9	18
Total (men+women)	17	0	17	34
Total from prior year	21		15	36

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

Number of Part-time Staff

As of November 1, 2019

Occupational category	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)		
Primarily Instruction	12	0	0	1	66	0	0	79
? Exclusively credit	12	0	0	1	66	0	0	79
? Exclusively not-for-credit	0	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0	0
Instruction/research/public service staff	0	0	0	0	0	0	0	0
Research staff	0	0	0	0	0	0	0	0
Public Service staff	0	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians	0	0	0	0	0	0	1	1
25-4010								
Librarians and Media Collections Specialists	0	0	0	0	0	0	0	0
25-4020								
Library Technicians	0	0	0	0	0	0	0	0
25-4030								
? Student and Academic Affairs and Other Education Services Occupations	0	0	0	0	16	0	7	23
25-2000 + 25-3000 + 25-9000								
Management Occupations	0	0	0	0	0	0	3	3
11-0000								
Business and Financial Operations Occupations	0	0	0	0	0	0	3	3
13-0000								
Computer, Engineering, and Science Occupations	0	0	0	0	0	0	2	2
15-0000 + 17-0000 + 19-0000								
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	0	1	2	5	17	0	4	29
21-0000 + 23-0000 + 27-0000								
Healthcare Practitioners and Technical Occupations	0	0	0	0	0	0	2	2
29-0000								
Total	12	1	2	6	99	0	22	142
Total from prior year	4	1	2	7	89		29	132

Part F - Part-time Summary

Summary of Part-time Staff									
As of November 1, 2019									
Occupational category	With Faculty Status						Without Faculty Status	Total	
	Tenured	On Tenure Track	Multi-year	Not on Tenure Track					
				Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)			
Primarily Instruction	12	0	0	1	66	0	0	79	
Exclusively credit	12	0	0	1	66	0	0	79	
Exclusively not-for-credit	0	0	0	0	0	0	0	0	
Combined credit/not-for-credit	0	0	0	0	0	0	0	0	
Instruction/research/public service staff	0	0	0	0	0	0	0	0	
Research staff	0	0	0	0	0	0	0	0	
Public Service staff	0	0	0	0	0	0	0	0	
Archivists, Curators, and Museum Technicians 25-4010	0	0	0	0	0	0	1	1	
Librarians and Media Collections Specialists 25-4020	0	0	0	0	0	0	0	0	
Library Technicians 25-4030	0	0	0	0	0	0	0	0	
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	0	0	0	0	16	0	7	23	
Management Occupations 11-0000	0	0	0	0	0	0	3	3	
Business and Financial Operations Occupations 13-0000	0	0	0	0	0	0	3	3	
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	0	0	0	2	2	
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	1	2	5	17	0	4	29	
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	0	0	0	2	2	
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000								5	
Sales and Related Occupations 41-0000								0	
Office and Administrative Support Occupations 43-0000								13	
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000								0	
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000								0	
Graduate Assistants								34	
Teaching 25-9044								17	
Research								0	
Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000,								17	

23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000		
Total		194

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

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	0	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	0	1	0	2	0	0	0	3
Two or more races	0	0	0	0	0	0	0	0
Race and ethnicity unknown	0	1	0	0	0	0	0	1
Total men	0	2	0	2	0	0	0	4

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	0	0	0	0	0	0	0	0
Hispanic/Latino	0	1	0	0	0	0	0	1
American Indian or Alaska Native	0	0	0	1	0	0	0	1
Asian	0	1	0	0	0	0	0	1
Black or African American	0	1	0	0	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	0	1	0	3	0	0	0	4
Two or more races	0	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0	0
Total women	0	4	0	4	0	0	0	8

Total (men+women) 0 6 0 6 0 0 0 0 12

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	<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	0	0	0	0
Hispanic/Latino	0	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	1
Black or African American	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	0	0	2
Two or more races	0	0	0	0
Race and ethnicity unknown	1	0	0	0
Total men	4	0	0	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	0	0	0	0
Hispanic/Latino	1	0	0	0
American Indian or Alaska Native	1	0	0	0
Asian	1	0	0	0
Black or African American	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	0	0	5
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total women	8	0	0	5
Total (men+women)	12	0	0	8

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	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	0	0	2	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	0	0	0	2	0

Women

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

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	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	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	1
Black or African American	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	1	0	0	0	0	8
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	1
Total men	1	0	0	0	0	10

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	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	1
American Indian or Alaska Native	0	0	1	0	0	2
Asian	0	0	0	0	0	2
Black or African American	0	0	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	0	0	1	0	0	13
Two or more races	0	0	0	0	0	0
	0	0	0	0	0	0

Race and ethnicity unknown						
Total women	0	0	2	0	0	19
Total (men+women)	1	0	2	0	0	29

Human Resources Survey Evaluation

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

Prepared by

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

Thank you for your assistance.

This survey component was prepared by:

<input type="radio"/>	Keyholder	<input type="radio"/>	SFA Contact	<input type="radio"/>	HR Contact
<input type="radio"/>	Finance Contact	<input type="radio"/>	Academic Library Contact	<input type="radio"/>	Other
Name:					
Email:					

How many staff from your institution only were involved in the data collection and reporting process of this survey component?

	Number of Staff (including yourself)
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How many hours did you and others from your institution only spend on each of the steps below when responding to this survey component?

Exclude the hours spent collecting data for state and other reporting purposes.

Staff member	Collecting Data Needed	Revising Data to Match IPEDS Requirements	Entering Data	Revising and Locking Data
Your office	hours	hours	hours	hours
Other offices	hours	hours	hours	hours

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	413	160	466
Instructional Staff	156	79	182
Primary Instruction	156	79	182
Exclusively credit	156	79	182
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	0	0	0
Research Staff	0	0	0
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	66	24	74
Librarians, Curators, and Archivists SOC 25-4000	9	1	9
Archivists, Curators, and Museum Technicians SOC 25-4010	0	1	0
Librarians SOC 25-4020	5	0	5
Library Technicians SOC 25-4030	4	0	4
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	57	23	65
Management Occupations SOC 11-0000	13	3	14
Business and Financial Operations Occupations SOC 13-0000	20	3	21
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	16	2	17
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	34	29	44
Healthcare Practitioners and Technical Occupations SOC 29-0000	1	2	2
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	34	5	36
Sales and Related Occupations SOC 41-0000	0	0	0
Office and Administrative Support Occupations SOC 43-0000	47	13	51
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	26	0	26

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

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	0	0	0
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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				156	156	1,404	\$12,327,147	\$8,780
Professor				45	45	405	\$4,206,059	\$10,385
Associate professor				42	42	378	\$3,384,273	\$8,953
Assistant professor				69	69	621	\$4,736,815	\$7,628
Instructor								
Lecturer								
No academic rank								

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

Human Resources

Bemidji State University (173124)

Source	Description	Severity	Resolved	Options
Screen: A1 - FT Instructional, Rank and Tenure - Less-Than-Annual Contract				
Upload File	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason: The employee from last year changed to "Not on tenure track - annual Contract."				
Screen: A2 - FT Instructional, Function				
Upload File	The total number of full-time non-medical school Instructional staff (Primarily instruction + Instruction/research/public service staff) with a Less-than-annual contract reported by function in Part A (0) is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1564)	Explanation	Yes	
Reason: The employee from last year changed to "Not on tenure track - annual Contract."				
Screen: B1 - FT Non-instructional, Occupation - 4				
Upload File	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason: This person is no longer employed by the university.				
Screen: B2 - FT Non-instructional, Occupation and Tenure - 1				
Upload File	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason: This person is now "Not on tenure track - annual Contract."				
Screen: D - PT Staff, Occupation - 2				
Upload File	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason: This person is full-time this year.				
Screen: D - PT Staff, Occupation - 4				
Upload File	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason: This person is full-time this year.				