

Human Resources 2023-24

Institution: CUNY Lehman College (190637)

User ID: P1906371

Overview

Human Resources Overview

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

Data Reporting Reminders

- Report data to accurately reflect the time period corresponding with the IPEDS survey component, even if such reporting is seemingly inconsistent with prior-year reporting.
- 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 – which will have basic reporting concepts that will assist you in completing the Human Resources survey component.

Changes in reporting

The following changes were implemented for the 2023-24 data collection period:

- Rephrased "remedial education" terminology in survey materials to "developmental education," including Glossary terms
- Added FAQ regarding staff who provide instruction or services to incarcerated students.

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 persons for full-time permanent employment either for the first time (new to the institution) or after a break in service on the payroll as of November 1, 2023?

(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)?

You may use the box below to provide additional context for the data you have reported above.

Number of Full-time Instructional Staff With Faculty Status Tenured

- 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

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
<u>U.S. Nonresident</u>					1		1
<u>Hispanic/Latino</u>	5	8	1		2		16
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>	4	4	1		1		10
<u>Black or African American</u>	5	3			2		10
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>	42	27	1		6		76
Two or more races	1						1
<u>Race and ethnicity unknown</u>							0
Total men	57	42	3	0	12	0	114

[illegible]

<u>White</u>	30	38			16		84
Two or more races	1				1		2
<u>Race and ethnicity unknown</u>							0
Total women	39	58	2	0	26	0	125
Total (men+women)	96	100	5	0	38	0	239
Total from prior year							236

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

- 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

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
<u>U.S. Nonresident</u>			1				1
<u>Hispanic/Latino</u>		2	6		5		13
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>			4		1		5
<u>Black or African American</u>			3		3		6
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>		1	14		5		20
Two or more races		1			1		2
<u>Race and ethnicity unknown</u>							0
Total men	0	4	28	0	15	0	47

[illegible]

<u>White</u>			13		13		26
Two or more races			3		1		4
<u>Race and ethnicity unknown</u>							0
Total women	0	3	45	0	33	0	81
Total (men+women)	0	7	73	0	48	0	128
Total from prior year							116

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

As of November 1, 2023

- 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

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

[illegible]

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

As of November 1, 2023

- 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

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
<u>U.S. Nonresident</u>							0
<u>Hispanic/Latino</u>			1	1	2		4
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>					2		2
<u>Black or African American</u>	1				1		2
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>					4		4
Two or more races							0
<u>Race and ethnicity unknown</u>							0
Total men	1	0	1	1	9	0	12

[illegible]

<u>White</u>	1		1		4		6
Two or more races					1		1
<u>Race and ethnicity unknown</u>							0
Total women	2	0	3	1	11	0	17
Total (men+women)	3	0	4	2	20	0	29
Total from prior year							26

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

As of November 1, 2023

- 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

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

[illegible]

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

- 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

[illegible][illegible]

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

Number of Full-time Instructional Staff Without Faculty Status

As of November 1, 2023

- 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
<u>U.S. Nonresident</u>	0
<u>Hispanic/Latino</u>	
<u>American Indian or Alaska Native</u>	
<u>Asian</u>	
<u>Black or African American</u>	
<u>Native Hawaiian or Other Pacific Islander</u>	
<u>White</u>	
Two or more races	
<u>Race and ethnicity unknown</u>	
Total men	0

Women

Race/ethnicity	Without Faculty Status
<u>U.S. Nonresident</u>	
<u>Hispanic/Latino</u>	
<u>American Indian or Alaska Native</u>	
<u>Asian</u>	
<u>Black or African American</u>	
<u>Native Hawaiian or Other Pacific Islander</u>	
<u>White</u>	
Two or more races	
<u>Race and ethnicity unknown</u>	

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, 2023

- 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
	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>					
			<u>Multi-year</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>	<u>Indefinite duration (continuing or at-will)</u>		
<u>Instructional staff</u>	239	128	0	29	0	0	0	396
Total carried forward from previous screens	239	128	0	29	0	0	0	396
<u>Primarily Instruction</u>	38	48	0	25	0	0	0	111
 Exclusively credit	31	45		25				101
 Exclusively not-for-credit	1							1
Combined credit/not-for-credit	6	3						9
<u>Instruction/research/public service staff</u>	201	80		4				285

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2023

Race/ethnicity	Total men	Total women	Total (men+women)
<u>U.S. Nonresident</u>	2	4	6
<u>Hispanic/Latino</u>	33	37	70
<u>American Indian or Alaska Native</u>	0	2	2
<u>Asian</u>	17	23	40
<u>Black or African American</u>	18	34	52
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	100	116	216
Two or more races	3	7	10
<u>Race and ethnicity unknown</u>	0	0	0
Total	173	223	396
Total from prior year			378

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

Number of Full-time Non-instructional Staff by Occupational Category

As of November 1, 2023

- 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> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
<u>U.S. Nonresident</u>	2	0	
<u>Hispanic/Latino</u>	33		
<u>American Indian or Alaska Native</u>	0		
<u>Asian</u>	17		
<u>Black or African American</u>	18		
<u>Native Hawaiian or Other Pacific Islander</u>	0		
<u>White</u>	100		
Two or more races	3		
<u>Race and ethnicity unknown</u>	0		
Total men	173	0	0

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
<u>U.S. Nonresident</u>	4		
<u>Hispanic/Latino</u>	37		
<u>American Indian or Alaska Native</u>	2		
<u>Asian</u>	23		
<u>Black or African American</u>	34		
<u>Native Hawaiian or Other Pacific Islander</u>	0		
<u>White</u>	116		

Two or more races	7		
<u>Race and ethnicity unknown</u>	0		
Total women	223	0	0
Total (men+women)	396	0	0
Total from prior year	378		

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

Number of **Full-time** Non-instructional Staff by Occupational Category

As of November 1, 2023

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

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	i <u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
<u>U.S. Nonresident</u>				
<u>Hispanic/Latino</u>				2
<u>American Indian or Alaska Native</u>				
<u>Asian</u>				
<u>Black or African American</u>				6
<u>Native Hawaiian or Other Pacific Islander</u>				
<u>White</u>		3		5
Two or more races				1
<u>Race and ethnicity unknown</u>				
Total men	0	3	0	14

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
<u>U.S. Nonresident</u>				
<u>Hispanic/Latino</u>		1	1	15
<u>American Indian or Alaska Native</u>				
<u>Asian</u>				
<u>Black or African American</u>				6
<u>Native Hawaiian or Other</u>				

<u>Pacific Islander</u>				
<u>White</u>		3		6
Two or more races				
<u>Race and ethnicity unknown</u>				1
Total women	0	4	1	28

Total (men+women)	0	7	1	☒ 42
Total from prior year		9	1	31

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

Number of Full-time Non-instructional Staff by Occupational Category

As of November 1, 2023

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

Men

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>			1	1	
<u>Hispanic/Latino</u>	19	4	21	10	
<u>American Indian or Alaska Native</u>					
<u>Asian</u>	4	1	7	1	
<u>Black or African American</u>	18	3	4	4	
<u>Native Hawaiian or Other Pacific Islander</u>					
<u>White</u>	26	4	8	5	
Two or more races				1	
<u>Race and ethnicity unknown</u>					
Total men	67	12	41	22	0

Women

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>			1		
<u>Hispanic/Latino</u>	24	13	13	17	
<u>American Indian or Alaska Native</u>					

<u>Asian</u>	7	2	6	2	
<u>Black or African American</u>	19	2	2	10	
<u>Native Hawaiian or Other Pacific Islander</u>					
<u>White</u>	29	2	4	12	
Two or more races	1				
<u>Race and ethnicity unknown</u>					
Total women	80	19	26	41	0

Total (men+women)	147	☒ 31	67	☒ 63	0
Total from prior year	134	24	63	45	

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

Number of Full-time Non-instructional Staff by Occupational Category

As of November 1, 2023

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

Men

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related</u> <u>Occupations</u> 41-0000	<u>Office and Administrative Support</u> <u>Occupations</u> 43-0000	<u>Natural Resources, Construction, and</u> <u>Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation,</u> <u>and Material Moving</u> <u>Occupations</u> 51-0000 + 53-0000	Grand Total (All full-time staff)
<u>U.S. Nonresident</u>						4
<u>Hispanic/Latino</u>	24		9	7	5	134
<u>American Indian or Alaska Native</u>				1		1
<u>Asian</u>	10		4		1	45
<u>Black or African American</u>	15		5	1	5	79
<u>Native Hawaiian or Other Pacific Islander</u>						0
<u>White</u>			2	10	17	180
Two or more races						5
<u>Race and ethnicity unknown</u>						0
Total men	49	0	20	19	28	448

Women

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related</u> <u>Occupations</u> 41-0000	<u>Office and Administrative Support</u> <u>Occupations</u> 43-0000	<u>Natural Resources, Construction, and</u> <u>Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation,</u> <u>and Material Moving</u> <u>Occupations</u> 51-0000 + 53-0000	Grand Total (All full-time staff)
<u>U.S. Nonresident</u>			1			6
<u>Hispanic/Latino</u>	16		46			183
<u>American Indian or Alaska Native</u>						2

<u>Asian</u>	4		6			50
<u>Black or African American</u>	7		30			110
<u>Native Hawaiian or Other Pacific Islander</u>						0
<u>White</u>			10			182
Two or more races			1			9
<u>Race and ethnicity unknown</u>						1
Total women	27	0	94	0	0	543

Total (men+women)	76	0	114	19	28	991
Total from prior year	86		118	17	30	936

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

As of November 1, 2023

[illegible]

Part C - Full-time Summary

Summary of Full-time Staff

As of November 1, 2023

- 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	Not on Tenure Track				
				Multi-year	Annual contract	Less-than-annual contract		
Primarily Instruction		38	48	0	25	0	0	111
	Exclusively credit	31	45		25			101
	Exclusively not-for-credit	1						1
	Combined credit/not-for-credit	6	3					9
Instruction/research/public service staff		201	80		4			285
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians and Media Collections Specialists 25-4020							7	7
Library Technicians 25-4030							1	1
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							42	42
Management Occupations 11-0000							147	147
Business and Financial Operations Occupations 13-0000							31	31
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							67	67
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							63	63
Healthcare Practitioners and Technical Occupations 29-0000								0

Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000		76
Sales and Related Occupations 41-0000		0
Office and Administrative Support Occupations 43-0000		114
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000		19
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000		28
Total		991

Part G1 - Salaries Worksheet

Number of Full-time Instructional Staff For Calculation of Total Number of Months

Annual Salary, 2023-24

- 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

Men

Academic Rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Professors	0	0	0	58	0	58	58
Associate professors	0	0	0	46	0	46	46
Assistant professors	0	0	0	32	0	32	32
Instructors	0	0	0	1	0	1	1
Lecturers	0	0	0	36	0	36	36
No academic rank						0	0
Total men	0	0	0	173	0	173	173
Total men full-time instructional staff from Part A						173	

Women

Academic Rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Professors	0	0	0	41	0	41	41
Associate professors	0	0	0	61	0	61	61
Assistant professors	0	0	0	50	0	50	50
Instructors	0	0	0	1	0	1	1
Lecturers	0	0	0	70	0	70	70
No academic rank						0	0
Total women	0	0	0	223	0	223	223
Total women full-time instructional staff from Part A						223	

Total (men+women)	0	0	0	396	0	396	396
Total (men+women) full-time instructional staff from Part A						396	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays for Full-time Instructional Staff

Annual Salary Outlays, 2023-24

- 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.

Men

Academic Rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays				
		12 months	11 months	10 months	9 months	Equated 9 months
Professors	58	0	0	0	7,720,351	7,720,351
Associate professors	46	0	0	0	5,008,741	5,008,741
Assistant professors	32	0	0	0	3,061,464	3,061,464
Instructors	1	0	0	0	79,566	79,566
Lecturers	36	0	0	0	3,179,603	3,179,603
No academic rank	0					0
Total men	173	0	0	0	19,049,725	19,049,725

Women

Academic Rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays				
		12 months	11 months	10 months	9 months	Equated 9 months
Professors	41	0	0	0	5,268,910	5,268,910
Associate professors	61	0	0	0	6,748,381	6,748,381
Assistant professors	50	0	0	0	4,778,722	4,778,722
Instructors	1	0	0	0	79,566	79,566
Lecturers	70	0	0	0	6,276,044	6,276,044
No academic rank	0					0
Total women	223	0	0	0	23,151,623	23,151,623
Total (men + women)	396	0	0	0	42,201,348	42,201,348

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank for Full-time Instructional Staff

Annual Average Salaries, 2023-24

Men

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
Professors	58				133,110	133,110
Associate professors	46				108,886	108,886
Assistant professors	32				95,671	95,671
Instructors	1				79,566	79,566
Lecturers	36				88,322	88,322
No academic rank	0					
Total men	173				110,114	110,114

Women

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
Professors	41				128,510	128,510
Associate professors	61				110,629	110,629
Assistant professors	50				95,574	95,574
Instructors	1				79,566	79,566
Lecturers	70				89,658	89,658
No academic rank	0					
Total women	223				103,819	103,819
Total (men+women)	396				106,569	106,569

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays for Full-time Non-instructional Staff

Annual Salary Outlays, 2023-24

Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
<u>Research staff</u>	0	
<u>Public Service staff</u>	0	
<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> <u>25-4000 + 25-2000 + 25-3000 + 25-9000</u>	50	4,298,646
<u>Management Occupations</u> 11-0000	147	18,752,043
<u>Business and Financial Operations Occupations</u> 13-0000	31	2,758,356
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	67	5,269,710
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	63	5,482,944
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000	0	
<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	76	3,125,972
<u>Sales and Related Occupations</u> 41-0000	0	
<u>Office and Administrative Support Occupations</u> 43-0000	114	5,675,529
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	19	1,656,291
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	28	2,968,209
Total	595	49,987,700
Total from prior year	558	46,534,181

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2023

- 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>	<u>Research staff</u>	<u>Public Service staff</u>
<u>U.S. Nonresident</u>	1		
<u>Hispanic/Latino</u>	48		
<u>American Indian or Alaska Native</u>			
<u>Asian</u>	16		
<u>Black or African American</u>	31		
<u>Native Hawaiian or Other Pacific Islander</u>			
<u>White</u>	127		
Two or more races	3		
<u>Race and ethnicity unknown</u>	2		
Total men	228	0	0

Women

Race/ethnicity	<u>Instructional staff</u>	<u>Research staff</u>	<u>Public Service staff</u>
<u>U.S. Nonresident</u>	2		
<u>Hispanic/Latino</u>	68		
<u>American Indian or Alaska Native</u>			
<u>Asian</u>	18		
<u>Black or African American</u>	78		
<u>Native Hawaiian or Other Pacific Islander</u>			
<u>White</u>	155		
Two or more races	7		
<u>Race and ethnicity unknown</u>			
Total women	328	0	0

Total (men+women)	556	0	0
Total from prior year	576		

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2023

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

Men

Race/ethnicity	<u>Archivists, Curators,</u> <u>and Museum</u> <u>Technicians</u> 25-4010	<u>Librarians and Media</u> <u>Collections Specialists</u> 25-4020	<u>Library</u> <u>Technicians</u> 25-4030	<u>Student and Academic Affairs</u> <u>and Other Education Services</u> <u>Occupations</u> 25-2000 + 25-3000 + 25-9000	<u>Library and Student and Academic</u> <u>Affairs and Other Education Services</u> <u>Occupations</u>
<u>U.S. Nonresident</u>					0
<u>Hispanic/Latino</u>		1		11	12
<u>American Indian or</u> <u>Alaska Native</u>					0
<u>Asian</u>		2		2	4
<u>Black or African</u> <u>American</u>				13	13
<u>Native Hawaiian or</u> <u>Other Pacific Islander</u>					0
<u>White</u>		2		9	11
Two or more races					0
<u>Race and ethnicity</u> <u>unknown</u>					0
Total men	0	5	0	35	40

Women

Race/ethnicity	<u>Archivists, Curators,</u> <u>and Museum</u> <u>Technicians</u> 25-4010	<u>Librarians and Media</u> <u>Collections Specialists</u> 25-4020	<u>Library</u> <u>Technicians</u> 25-4030	<u>Student and Academic Affairs</u> <u>and Other Education Services</u> <u>Occupations</u> 25-2000 + 25-3000 + 25-9000	<u>Library and Student and Academic</u> <u>Affairs and Other Education Services</u> <u>Occupations</u>
<u>U.S. Nonresident</u>					0
<u>Hispanic/Latino</u>		2		10	12
<u>American Indian or</u> <u>Alaska Native</u>					0
<u>Asian</u>		1		5	6

<u>Black or African American</u>				15	15
<u>Native Hawaiian or Other Pacific Islander</u>					0
<u>White</u>		3		21	24
Two or more races				1	1
<u>Race and ethnicity unknown</u>					0
Total women	0	6	0	52	58
Total (men+women)	0	11	0	87	98
Total from prior year		9		101	110

Part D - Part-time Staff by Occupational Category

Number of **Part-time Staff**

As of November 1, 2023

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

Men

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>					
<u>Hispanic/Latino</u>		1	6		
<u>American Indian or Alaska Native</u>					
<u>Asian</u>					
<u>Black or African American</u>			1		
<u>Native Hawaiian or Other Pacific Islander</u>					
<u>White</u>			1		
Two or more races					
<u>Race and ethnicity unknown</u>					
Total men	0	1	8	0	0

Women

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>					
<u>Hispanic/Latino</u>			1	2	
<u>American Indian or Alaska Native</u>					

<u>Asian</u>			2	1	
<u>Black or African American</u>			2		
<u>Native Hawaiian or Other Pacific Islander</u>					
<u>White</u>					
Two or more races					
<u>Race and ethnicity unknown</u>					
Total women	0	0	5	3	0

Total (men+women)	0	1	13	3	0
Total from prior year		1	23		

Part D - Part-time Staff by Occupational Category

Number of **Part-time Staff**

As of November 1, 2023

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

Men

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All part-time staff)
<u>U.S. Nonresident</u>			2			3
<u>Hispanic/Latino</u>			42			109
<u>American Indian or Alaska Native</u>						0
<u>Asian</u>			10			30
<u>Black or African American</u>			25			70
<u>Native Hawaiian or Other Pacific Islander</u>			1			1
<u>White</u>			9			148
Two or more races						3
<u>Race and ethnicity unknown</u>			1			3
Total men	0	0	90	0	0	367

Women

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All part-time staff)
<u>U.S. Nonresident</u>			4			6
<u>Hispanic/Latino</u>			101			184
<u>American Indian or Alaska Native</u>						0

<u>Asian</u>			16			43
<u>Black or African American</u>			39			134
<u>Native Hawaiian or Other Pacific Islander</u>						0
<u>White</u>			17			196
Two or more races			3			11
<u>Race and ethnicity unknown</u>			2			2
Total women	0	0	182	0	0	576
Total (men+women)	0	0	272	0	0	943
Total from prior year			260			970

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2023

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

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
U.S. Nonresident	3			3
Hispanic/Latino	2			2
American Indian or Alaska Native				0

<u>Asian</u>				0
<u>Black or African American</u>				0
<u>Native Hawaiian or Other Pacific Islander</u>				0
<u>White</u>	1			1
Two or more races				0
<u>Race and ethnicity unknown</u>				0
Total women	6	0	0	6
Total (men+women)	10	0	0	10
Total from prior year	12			12

Healthcare Practitioners and Technical Occupations 29-0000								0
Total	0	0	0	0	556	0	115	671
Total from prior year	0	0		0	576		134	710

Part F - Part-time Summary

Summary of Part-time Staff

As of November 1, 2023

Occupational category		With Faculty Status					Without Faculty Status	Total
		Tenured	On Tenure Track	Not on Tenure Track				
				Multi-year	Annual contract	Less-than-annual contract		
Primarily Instruction		0	0	0	0	556	0	556
	Exclusively credit					551		551
	Exclusively not-for-credit							0
	Combined credit/not-for-credit					5		5
Instruction/research/public service staff								0
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians and Media Collections Specialists 25-4020							11	11
Library Technicians 25-4030								0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							87	87
Management Occupations 11-0000								0
Business and Financial Operations Occupations 13-0000							1	1
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							13	13
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							3	3
Healthcare Practitioners and Technical Occupations 29-0000								0

Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000			0
Sales and Related Occupations 41-0000			0
Office and Administrative Support Occupations 43-0000			272
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			10
	Teaching 25-9044		10
	Research		0
	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		0
Total			953

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, 2022 - October 31, 2023 and on the payroll as of November 1, 2023)

- 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 <u>Faculty Status</u>							Without Faculty Status	Total
	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>						
			<u>Multi-year</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>	<u>Indefinite duration (continuing or at-will)</u>			
<u>U.S. Nonresident</u>									0
<u>Hispanic/Latino</u>		3		3					6
<u>American Indian or Alaska Native</u>									0
<u>Asian</u>		2		1					3
<u>Black or African American</u>		1							1
<u>Native Hawaiian or Other Pacific Islander</u>									0
<u>White</u>		2		4					6
Two or more races		1							1
<u>Race and ethnicity unknown</u>									0
Total men	0	9	0	8	0	0	0	0	17

Women

Race/ethnicity	With <u>Faculty Status</u>							Without Faculty Status	Total
	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>						
			<u>Multi-year</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>	<u>Indefinite duration (continuing or at-will)</u>			
<u>U.S. Nonresident</u>		1							1
<u>Hispanic/Latino</u>		5		5					10

<u>American Indian or Alaska Native</u>									0
<u>Asian</u>		7		1					8
<u>Black or African American</u>	2	2							4
<u>Native Hawaiian or Other Pacific Islander</u>									0
<u>White</u>				4					4
Two or more races		1		1					2
<u>Race and ethnicity unknown</u>									0
Total women	2	16	0	11	0	0	0	0	29
Total (men+women)	2	25	0	19	0	0	0	0	46

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

Number of Newly Hired Full-time Permanent Non-instructional Staff

(Hired full-time between November 1, 2022 - October 31, 2023 and on the payroll as of November 1, 2023)

- 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</u> <u>Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
<u>U.S. Nonresident</u>	0	0		
<u>Hispanic/Latino</u>	6			1
<u>American Indian or Alaska Native</u>	0			
<u>Asian</u>	3			
<u>Black or African American</u>	1			2
<u>Native Hawaiian or Other Pacific Islander</u>	0			
<u>White</u>	6			
Two or more races	1			
<u>Race and ethnicity unknown</u>	0			
Total men	17	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</u> <u>Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
<u>U.S. Nonresident</u>	1			
<u>Hispanic/Latino</u>	10			4
<u>American Indian or Alaska Native</u>	0			
<u>Asian</u>	8			
<u>Black or African American</u>	4			1
<u>Native Hawaiian or Other Pacific Islander</u>	0			

<u>White</u>	4			1
Two or more races	2			
<u>Race and ethnicity unknown</u>	0			1
Total women	29	0	0	7

Total (men+women)	46	0	0	10
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Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Permanent Non-instructional Staff

(Hired full-time between November 1, 2022 - October 31, 2023 and on the payroll as of November 1, 2023)

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

Men

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>				1	
<u>Hispanic/Latino</u>	2		11	1	
<u>American Indian or Alaska Native</u>					
<u>Asian</u>			2	1	
<u>Black or African American</u>	6	1	1	2	
<u>Native Hawaiian or Other Pacific Islander</u>					
<u>White</u>	6		1		
Two or more races				1	
<u>Race and ethnicity unknown</u>					
Total men	14	1	15	6	0

Women

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>			1		
<u>Hispanic/Latino</u>	3	1	6	9	
<u>American Indian or Alaska Native</u>					

<u>Asian</u>		2	1	1	
<u>Black or African American</u>	2	1	1	2	
<u>Native Hawaiian or Other Pacific Islander</u>					
<u>White</u>	1	2	1	2	
Two or more races					
<u>Race and ethnicity unknown</u>					
Total women	6	6	10	14	0
Total (men+women)	20	7	25	20	0

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

Number of Newly Hired Full-time Permanent Non-instructional Staff

(Hired full-time between November 1, 2022 - October 31, 2023 and on the payroll as of November 1, 2023)

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

Men

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All full-time new hires)
<u>U.S. Nonresident</u>						1
<u>Hispanic/Latino</u>	2		4	2		29
<u>American Indian or Alaska Native</u>						0
<u>Asian</u>	2		1			9
<u>Black or African American</u>	2		2			17
<u>Native Hawaiian or Other Pacific Islander</u>						0
<u>White</u>			1		3	17
Two or more races						2
<u>Race and ethnicity unknown</u>						0
Total men	6	0	8	2	3	75

Women

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All full-time new hires)
<u>U.S. Nonresident</u>						2
<u>Hispanic/Latino</u>	3		11			47
<u>American Indian or Alaska Native</u>						0

<u>Asian</u>						12
<u>Black or African American</u>			4			15
<u>Native Hawaiian or Other Pacific Islander</u>						0
<u>White</u>			1			12
Two or more races						2
<u>Race and ethnicity unknown</u>						1
Total women	3	0	16	0	0	91
Total (men+women)	9	0	24	2	3	166

Human Resources Survey Evaluation

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

Prepared by

Prepared by

Reporting Reminders:

- 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:					
☐	Keyholder	☐	SFA Contact	☐	HR Contact
☐	Finance Contact	☐	Academic Library Contact	☐	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)

How many hours did you and others from your institution only spend on each of the steps below when responding to this survey component? <i>Exclude the hours spent collecting data for state and other reporting purposes.</i>				
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

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 institution's Data Feedback Report (DFR). In addition, all data reported in IPEDS survey components become publicly available through the [IPEDS Use the Data](#) and appear as aggregated statistics in various Department of Education reports. [College Navigator](#) is updated approximately three months after the data collection period closes and DFRs will be available through the [IPEDS Use the Data](#) and sent to your institution's CEO at the end of 2024.

Please review your data for accuracy. If you have questions about the data displayed below or 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 2023				
Occupational category		Reported values		FTE staff
		Number of full-time staff	Number of part-time staff	
Total number of staff		991	943	1,305
	Instructional Staff	396	556	581
	Primarily Instruction	111	556	296
	Exclusively credit	101	551	285
	Exclusively not-for-credit	1	0	1
	Combined credit/not-for-credit	9	5	11
	Instruction/research/public service staff	285	0	285
	Research staff	0	0	0
	Public Service staff	0	0	0
	Library and Student and Academic Affairs and Other Education Services Occupations SOC	50	98	83
	Librarians, Curators, and Archivists SOC 25-4000	8	11	12
	Archivists, Curators, and Museum Technicians 25-4010	0	0	0
	Librarians and Media Collections Specialists 25-4020	7	11	11
	Library Technicians 25-4030	1	0	1
	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	42	87	71
	Management Occupations 11-0000	147	0	147

Business and Financial Operations Occupations 13-0000	31	1	31
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	67	13	71
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	63	3	64
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	76	0	76
Sales and Related Occupations 41-0000	0	0	0
Office and Administrative Support Occupations 43-0000	114	272	205
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	19	0	19
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	28	0	28

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 2023-24								
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	0	0	0	396	396	3,564	42,201,348	11,841
Professors	0	0	0	99	99	891	12,989,261	14,578
Associate professors	0	0	0	107	107	963	11,757,122	12,209
Assistant professors	0	0	0	82	82	738	7,840,186	10,624
Instructors	0	0	0	2	2	18	159,132	8,841
Lecturers	0	0	0	106	106	954	9,455,647	9,912
No academic rank	0	0	0	0	0	0	0	

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.

Salary Outlays for Full-time Non-instructional Staff		
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	
Public Service staff	0	
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	50	4,298,646
Management Occupations 11-0000	147	18,752,043
Business and Financial Operations Occupations 13-0000	31	2,758,356
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	67	5,269,710
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	63	5,482,944
Healthcare Practitioners and Technical Occupations 29-0000	0	
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	76	3,125,972
Sales and Related Occupations 41-0000	0	
Office and Administrative Support Occupations 43-0000	114	5,675,529
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	19	1,656,291
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	28	2,968,209
Total	595	49,987,700

Number of Graduate Assistants by occupational category: Fall 2023		
Occupational category		Number of part-time staff
Graduate Assistants		10
	Teaching 25-9044	10

	Research	0
	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	0

Number of Newly Hired Full-time Permanent Staff (Hired full-time between November 1, 2022 - October 31, 2023 and on the payroll as of November 1, 2023)	
	Number of staff
Newly Hired Full-time Permanent Staff	166

Edit Report

Human Resources

Source	Description	Severity	Resolved	Options
Screen: B1 - FT Non-instructional, Occupation- 2				
Upload File	This number(42) is outside the expected range of between 21 and 41 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	The total count is 1 more than the expected value. This is correct.			
Screen: B1 - FT Non-instructional, Occupation - 3				
Upload File	This number(31) is outside the expected range of between 0 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	The total count is 1 more than the expected value. This is correct.			
Upload File	This number(63) is outside the expected range of between 30 and 60 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	The total count is 3 more than the expected value. This is correct.			
Screen: G4 - Salary Outlays, Non-instructional Staff				
Perform Edits	The amount entered in Part G for Total annual salary outlays for Library and Student and Academic Affairs and Other Education Services Occupations (\$4,298,646) is outside the expected range of between \$1,250,000 and \$4,250,000 based on an estimated average salary of between \$25,000 and \$85,000 per individual for this category. Please correct your data or explain. (Error #1370)	Explanation	Yes	
Reason	Average salaries in NYC are higher than the national average so the total salary is higher than the expected value. This is correct.			
Related Screens	G - Salary Outlays, Non-instructional Staff			
Perform Edits	The amount entered in Part G for Total annual salary outlays for Natural Resources, Construction, and Maintenance Occupations (\$1,656,291) is outside the expected range of between \$380,000 and \$1,330,000 based on an estimated average salary of between \$20,000 and \$70,000 per individual for this category. Please correct your data or explain. (Error #1379)	Explanation	Yes	
Reason	Average salaries in NYC are higher than the national average so the total salary is higher than the expected value. This is correct.			
Related Screens	G - Salary Outlays, Non-instructional Staff			
Perform Edits	The amount entered in Part G for Total annual salary outlays for Production, Transportation, and Material Moving Occupations (\$2,968,209) is outside the expected range of between \$560,000 and \$1,960,000 based	Explanation	Yes	

	on an estimated average salary of between \$20,000 and \$70,000 per individual for this category. Please correct your data or explain. (Error #1380)			
Reason	Average salaries in NYC are higher than the national average so the total salary is higher than the expected value. This is correct.			
Related Screens	G - Salary Outlays, Non-instructional Staff			