

Human Resources 2024-25

Institution: Missouri Southern State University (178341)

User ID: P1783411

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 to reporting:

No changes for the 2024-25 data collection period.

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, 2024?

(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.

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, 2024

- 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		
<u>U.S. Nonresident</u>	0	1	0	0	0	0	1
<u>Hispanic/Latino</u>	0	0	0	0	0	0	0
<u>American Indian or Alaska Native</u>	0	0	0	0	0	0	0
<u>Asian</u>	0	2	0	0	0	0	2
<u>Black or African American</u>	1	0	0	0	0	0	1
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0	0
<u>White</u>	17	10	1	0	0	0	28
Two or more races	0	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	0	0	1	0	0	0	1
Total men	18	13	2	0	0	0	33

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
<u>U.S. Nonresident</u>	0	0	0	0	0	0	0
<u>Hispanic/Latino</u>	0	1	0	0	0	0	1
<u>American Indian or Alaska Native</u>	1	1	0	0	0	0	2
<u>Asian</u>	0	0	0	0	0	0	0
<u>Black or African American</u>	0	0	0	0	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0	0
<u>White</u>	13	18	1	0	0	0	32
Two or more races	0	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	1	0	0	0	0	0	1
Total women	15	20	1	0	0	0	36
Total (men+women)	33	33	3	0	0	0	69
Total from prior year							71

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, 2024

- 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		
<u>U.S. Nonresident</u>	0	0	5	0	0	3	8
<u>Hispanic/Latino</u>	0	0	0	0	0	0	0
<u>American Indian or Alaska Native</u>	0	0	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0	0	0
<u>Black or African American</u>	0	0	0	0	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0	0
<u>White</u>	0	0	6	0	0	3	9
Two or more races	0	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	0	0	0	0	0	0	0
Total men	0	0	11	0	0	6	17

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
<u>U.S. Nonresident</u>	0	0	3	0	0	1	4
<u>Hispanic/Latino</u>	0	0	1	0	0	0	1
<u>American Indian or Alaska Native</u>	0	0	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0	1	1
<u>Black or African American</u>	0	0	0	0	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0	0
<u>White</u>	0	1	8	1	0	0	10
Two or more races	0	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	0	0	1	0	0	1	2
Total women	0	1	13	1	0	3	18
Total (men+women)	0	1	24	1	0	9	35
Total from prior year							32

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, 2024

- 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		
<u>U.S. Nonresident</u>	0	0	0	0	0	0	0
<u>Hispanic/Latino</u>	0	0	0	0	0	0	0
<u>American Indian or Alaska Native</u>	0	0	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0	0	0
<u>Black or African American</u>	0	0	0	0	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0	0
<u>White</u>	0	0	0	0	0	0	0
Two or more races	0	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	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		
<u>U.S. Nonresident</u>	0	0	0	0	0	0	0
<u>Hispanic/Latino</u>	0	0	0	0	0	0	0
<u>American Indian or Alaska Native</u>	0	0	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0	0	0
<u>Black or African American</u>	0	0	0	0	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0	0
<u>White</u>	0	0	0	0	0	0	0
Two or more races	0	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	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, 2024

- 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		
<u>U.S. Nonresident</u>	0	0	0	0	0	1	1
<u>Hispanic/Latino</u>	0	0	0	0	0	0	0
<u>American Indian or Alaska Native</u>	0	0	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0	0	0
<u>Black or African American</u>	0	0	0	0	0	1	1
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0	0
<u>White</u>	0	0	1	5	2	0	8
Two or more races	0	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	0	0	0	1	0	0	1
Total men	0	0	1	6	2	2	11

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
<u>U.S. Nonresident</u>	0	0	0	0	0	0	0
<u>Hispanic/Latino</u>	0	0	0	0	0	1	1
<u>American Indian or Alaska Native</u>	0	0	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0	0	0
<u>Black or African American</u>	0	0	0	0	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0	0
<u>White</u>	0	0	2	18	0	4	24
Two or more races	0	0	0	1	0	0	1
<u>Race and ethnicity unknown</u>	0	0	0	0	0	0	0
Total women	0	0	2	19	0	5	26
Total (men+women)	0	0	3	25	2	7	37
Total from prior year							32

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

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

As of November 1, 2024

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

Women

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

Total (men+women)	0	0	0	3	0	0	3
Total from prior year							4

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

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

As of November 1, 2024

- 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		
<u>U.S. Nonresident</u>	0	0	0	0	0	0	0
<u>Hispanic/Latino</u>	0	0	0	0	0	0	0
<u>American Indian or Alaska Native</u>	0	0	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0	0	0
<u>Black or African American</u>	0	0	0	0	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0	0
<u>White</u>	0	0	0	0	0	0	0
Two or more races	0	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	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		
<u>U.S. Nonresident</u>	0	0	0	0	0	0	0
<u>Hispanic/Latino</u>	0	0	0	0	0	0	0
<u>American Indian or Alaska Native</u>	0	0	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0	0	0
<u>Black or African American</u>	0	0	0	0	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0	0
<u>White</u>	0	0	0	0	0	0	0
Two or more races	0	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	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 - Without Faculty Status

Number of **Full-time Instructional Staff Without Faculty Status**

- As of November 1, 2024
- 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>	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

Women

Race/ethnicity	Without Faculty Status
<u>U.S. Nonresident</u>	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 women	0

Total (men+women)	0
Total from prior year	

Number of Full-time Instructional Staff

- Report Primarily Instruction and Instruction Combined with Research and/or Public Service separately, as indicated below

[illegible]

Total number of Full-time Instructional Staff
As of November 1, 2024

Race/ethnicity	Total men	Total women	Total (men+women)
<u>U.S. Nonresident</u>	10	4	14
<u>Hispanic/Latino</u>	0	3	3
<u>American Indian or Alaska Native</u>	0	2	2
<u>Asian</u>	2	1	3
<u>Black or African American</u>	2	0	2
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	46	67	113
Two or more races	0	2	2
<u>Race and ethnicity unknown</u>	2	3	5
Total	62	82	144
Total from prior year			139

Part B1 - Full-time Non-instructional Staff by Occupational Category - 1

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

As of November 1, 2024

- 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
U.S. Nonresident	10	0	0
Hispanic/Latino	0	0	0
American Indian or Alaska Native	0	0	0
Asian	2	0	0
Black or African American	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	46	0	0
Two or more races	0	0	0
Race and ethnicity unknown	2	0	0
Total men	62	0	0

Women

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
U.S. Nonresident	4	0	0
Hispanic/Latino	3	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	67	0	0
Two or more races	2	0	0
Race and ethnicity unknown	3	0	0
Total women	82	0	0
Total (men+women)	144	0	0
Total from prior year	139		

Part B1 - Full-time Non-instructional Staff by Occupational Category - 2

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

As of November 1, 2024

- 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>	0	0	0	0
<u>Hispanic/Latino</u>	0	0	0	1
<u>American Indian or Alaska Native</u>	0	0	0	1
<u>Asian</u>	0	0	0	0
<u>Black or African American</u>	0	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0
<u>White</u>	0	0	0	8
Two or more races	0	0	0	0
<u>Race and ethnicity unknown</u>	0	0	0	1
Total men	0	0	0	11

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>	0	0	0	0
<u>Hispanic/Latino</u>	0	0	0	1
<u>American Indian or Alaska Native</u>	0	0	0	2
<u>Asian</u>	0	0	0	0
<u>Black or African American</u>	0	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0
<u>White</u>	1	4	0	23
Two or more races	0	0	0	0
<u>Race and ethnicity unknown</u>	0	0	0	2
Total women	1	4	0	28
Total (men+women)	1	4	0	39
Total from prior year		3		43

Part B1 - Full-time Non-instructional Staff by Occupational Category - 3

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

As of November 1, 2024

- 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>	0	0	2	0	0
<u>Hispanic/Latino</u>	0	0	0	0	0
<u>American Indian or Alaska Native</u>	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0
<u>Black or African American</u>	0	0	0	4	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0
<u>White</u>	11	0	10	22	2
Two or more races	0	0	0	0	0
<u>Race and ethnicity unknown</u>	1	0	0	1	2
Total men	12	0	12	27	4

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>	0	0	0	1	0
<u>Hispanic/Latino</u>	0	0	0	0	0
<u>American Indian or Alaska Native</u>	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0
<u>Black or African American</u>	1	0	0	3	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0
<u>White</u>	20	9	6	18	1
Two or more races	0	0	0	0	0
<u>Race and ethnicity unknown</u>	1	0	0	3	0
Total women	22	9	6	25	1

Total (men+women)	34	9	18	52	5
Total from prior year	31	9	16	48	5

Part B1 - Full-time Non-instructional Staff by Occupational Category - 4

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

As of November 1, 2024

- 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 staff)
<u>U.S. Nonresident</u>	0	0	0	1	0	13
<u>Hispanic/Latino</u>	2	0	0	0	0	3
<u>American Indian or Alaska Native</u>	2	0	0	0	0	3
<u>Asian</u>	0	0	0	0	0	2
<u>Black or African American</u>	1	0	0	0	0	7
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0
<u>White</u>	16	0	12	10	0	137
Two or more races	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	2	0	0	0	0	9
Total men	23	0	12	11	0	174

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 staff)
<u>U.S. Nonresident</u>	0	0	1	1	0	7
<u>Hispanic/Latino</u>	3	0	2	0	0	9
<u>American Indian or Alaska Native</u>	0	0	1	0	0	5
<u>Asian</u>	0	0	0	0	0	1
<u>Black or African American</u>	0	0	1	0	0	5
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0
<u>White</u>	16	2	41	1	0	209
Two or more races	0	0	0	0	0	2
<u>Race and ethnicity unknown</u>	0	0	0	0	0	9
Total women	19	2	46	2	0	247

Total (men+women)	42	2	58	13	0	421
Total from prior year	45	2	60	10		411

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

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

As of November 1, 2024

Occupational category	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>Research staff</u>	0	0	0	0	0	0	0	0
<u>Public Service staff</u>	0	0	0	0	0	0	0	0
<u>Archivists, Curators, and Museum Technicians</u> 25-4010	0	1	0	0	0	0	0	1
<u>Librarians and Media Collections Specialists</u> 25-4020	1	2	0	0	0	0	1	4
<u>Library Technicians</u> 25-4030	0	0	0	0	0	0	0	0
📌 <u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000	0	0	0	3	3	0	33	39
<u>Management Occupations</u> 11-0000	5	0	0	1	0	0	28	34
<u>Business and Financial Operations Occupations</u> 13-0000	0	0	0	0	1	0	8	9
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	0	0	0	0	0	0	18	18
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	0	0	0	1	1	0	50	52
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000	0	0	0	0	0	0	5	5
Total	6	3	0	5	5	0	143	162
Total from prior year	5			5	5		140	155

Part G1 - Salaries Worksheet

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

Annual Salary, 2024-25

- 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	1	0	17	0		18	18
Associate professors	0	0	13	0		13	13
Assistant professors	2	0	12	0		14	14
Instructors	0	0	7	0		7	7
Lecturers	0	0	2	0		2	2
No academic rank	1	0	7	0		8	8
Total men	4	0	58	0	0	62	62
Total men full-time instructional staff from Part A						62	

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	15	0		15	15
Associate professors	0	0	21	0		21	21
Assistant professors	2	0	14	0		16	16
Instructors	3	0	19	0		22	22
Lecturers	0	0	0	0		0	0
No academic rank	0	0	8	0		8	8
Total women	5	0	77	0	0	82	82
Total women full-time instructional staff from Part A						82	

Total (men+women)	9	0	135	0	0	144	144
Total (men+women) full-time instructional staff from Part A						144	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays for Full-time Instructional Staff

Annual Salary Outlays, 2024-25

- 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	18	92,430	0	1,423,015	0	1,350,036
Associate professors	13	0	0	842,498	0	758,248
Assistant professors	14	109,301	0	865,421	0	860,855
Instructors	7	0	0	382,940	0	344,646
Lecturers	2	0	0	166,646	0	149,981
No academic rank	8	100,000	0	476,922	0	504,230
Total men	62	301,731	0	4,157,442	0	3,967,996

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	15	0	0	1,163,933	0	1,047,540
Associate professors	21	0	0	1,376,720	0	1,239,048
Assistant professors	16	120,239	0	871,735	0	874,741
Instructors	22	189,856	0	1,111,951	0	1,143,148
Lecturers	0	0	0	0	0	0
No academic rank	8	0	0	483,862	0	435,476
Total women	82	310,095	0	5,008,201	0	4,739,952
Total (men + women)	144	611,826	0	9,165,643	0	8,707,948

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank for **Full-time Instructional Staff**
Annual Average Salaries, 2024-25

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	18	92,430		83,707		75,002
Associate professors	13			64,808		58,327
Assistant professors	14	54,651		72,118		61,490
Instructors	7			54,706		49,235
Lecturers	2			83,323		74,991
No academic rank	8	100,000		68,132		63,029
Total men	62	75,433		71,680		64,000

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	15			77,596		69,836
Associate professors	21			65,558		59,002
Assistant professors	16	60,120		62,267		54,671
Instructors	22	63,285		58,524		51,961
Lecturers	0					
No academic rank	8			60,483		54,434
Total women	82	62,019		65,042		57,804

Total (men+women)	144	67,981		67,894		60,472
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Salary Outlays for **Full-time Non-instructional Staff**
Annual Salary Outlays, 2024-25

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	0
<u>Public Service staff</u>	0	0
<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000	44	1,923,637
<u>Management Occupations</u> 11-0000	34	3,144,356
<u>Business and Financial Operations Occupations</u> 13-0000	9	496,298
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	18	982,685
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	52	2,659,043
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000	5	227,251
<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	42	1,324,986
<u>Sales and Related Occupations</u> 41-0000	2	125,806
<u>Office and Administrative Support Occupations</u> 43-0000	58	2,048,413
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	13	535,976
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	0	0
Total	277	13,468,451
Total from prior year	272	12,790,719

Part D - Part-time Staff by Occupational Category - 1

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

As of November 1, 2024

- 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
<u>U.S. Nonresident</u>	0	0	0
<u>Hispanic/Latino</u>	1	0	0
<u>American Indian or Alaska Native</u>	2	0	0
<u>Asian</u>	1	0	0
<u>Black or African American</u>	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	56	0	0
Two or more races	0	0	0
<u>Race and ethnicity unknown</u>	14	0	0
Total men	74	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
<u>U.S. Nonresident</u>	0	0	0
<u>Hispanic/Latino</u>	1	0	0
<u>American Indian or Alaska Native</u>	0	0	0
<u>Asian</u>	2	0	0
<u>Black or African American</u>	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	56	0	0
Two or more races	0	0	0
<u>Race and ethnicity unknown</u>	11	0	0
Total women	70	0	0

Total (men+women)	144	0	0
Total from prior year	130		

Part D - Part-time Staff by Occupational Category - 2

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

As of November 1, 2024

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

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>Library and Student and Academic Affairs and Other Education Services Occupations</u>
<u>U.S. Nonresident</u>	0	0	0	0	0
<u>Hispanic/Latino</u>	0	0	0	0	0
<u>American Indian or Alaska Native</u>	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0
<u>Black or African American</u>	0	0	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0
<u>White</u>	0	0	0	1	1
Two or more races	0	0	0	0	0
<u>Race and ethnicity unknown</u>	0	0	0	0	0
Total women	0	0	0	1	1
Total (men+women)	0	0	0	1	1
Total from prior year				1	1

Part D - Part-time Staff by Occupational Category - 3

Number of **Part-time Staff**

As of November 1, 2024

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

Total (men+women)	0	0	0	11	0
Total from prior year				13	

Part D - Part-time Staff by Occupational Category - 4

Number of **Part-time Staff**

As of November 1, 2024

- 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>	0	0	0	0	0	1
<u>Hispanic/Latino</u>	0	0	0	0	0	1
<u>American Indian or Alaska Native</u>	0	0	0	0	0	2
<u>Asian</u>	0	0	0	0	0	1
<u>Black or African American</u>	0	0	0	0	0	1
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0
<u>White</u>	0	0	5	0	0	66
Two or more races	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	0	0	0	0	0	15
Total men	0	0	5	0	0	87

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>	0	0	0	0	0	0
<u>Hispanic/Latino</u>	0	0	0	0	0	1
<u>American Indian or Alaska Native</u>	0	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0	2
<u>Black or African American</u>	0	0	1	0	0	2
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0
<u>White</u>	0	0	17	0	0	76
Two or more races	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	0	0	2	0	0	13
Total women	0	0	20	0	0	94

Total (men+women)	0	0	25	0	0	181
Total from prior year			23			167

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

Number of **Part-time Staff**

As of November 1, 2024

Occupational category		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>Primarily Instruction</u>		2	0	2	3	137	0	0	144
	 Exclusively credit	2	0	2	3	137	0	0	144
	 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
<u>Research staff</u>		0	0	0	0	0	0	0	0
<u>Public Service staff</u>		0	0	0	0	0	0	0	0
<u>Archivists, Curators, and Museum Technicians</u> <u>25-4010</u>		0	0	0	0	0	0	0	0
<u>Librarians and Media Collections Specialists</u> 25-4020		0	0	0	0	0	0	0	0
<u>Library Technicians</u> 25-4030		0	0	0	0	0	0	0	0
 <u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000		0	0	0	0	0	0	1	1
<u>Management Occupations</u> 11-0000		0	0	0	0	0	0	0	0
<u>Business and Financial Operations Occupations</u> 13-0000		0	0	0	0	0	0	0	0
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000		0	0	0	0	0	0	0	0
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000		0	0	0	0	0	0	11	11
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000		0	0	0	0	0	0	0	0
Total		2	0	2	3	137	0	12	156
Total from prior year		3	1	2	2	122		14	144

Summary of Part-time Staff

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			Indefinite duration (continuing or at-will)
Primarily Instruction		2	0	2	3	137	0	0	144
	Exclusively credit	2	0	2	3	137	0	0	144
	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	0	0
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	0	0	1	1
Management Occupations 11-0000		0	0	0	0	0	0	0	0
Business and Financial Operations Occupations 13-0000		0	0	0	0	0	0	0	0
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000		0	0	0	0	0	0	0	0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000		0	0	0	0	0	0	11	11
Healthcare Practitioners and Technical Occupations 29-0000		0	0	0	0	0	0	0	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									25
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000									0
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000									0
Total									181

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, 2023 - October 31, 2024 and on the payroll as of November 1, 2024)

- 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	3	0	1	0	0	0	4
<u>Hispanic/Latino</u>	0	0	0	0	0	0	0	0
<u>American Indian or Alaska Native</u>	0	0	0	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0	0	0	0
<u>Black or African American</u>	0	0	0	1	0	0	0	1
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0	0	0
<u>White</u>	1	6	0	0	0	0	0	7
Two or more races	0	0	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	0	0	0	0	0	0	0	0
Total men	1	9	0	2	0	0	0	12

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>	0	1	0	0	0	0	0	1
<u>Hispanic/Latino</u>	0	0	0	1	0	0	0	1
<u>American Indian or Alaska Native</u>	0	0	0	0	0	0	0	0
<u>Asian</u>	0	1	0	0	0	0	0	1
<u>Black or African American</u>	0	0	0	0	0	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0	0	0
<u>White</u>	0	0	0	7	0	0	0	7
Two or more races	0	0	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	0	1	0	0	0	0	0	1
Total women	0	3	0	8	0	0	0	11
Total (men+women)	1	12	0	10	0	0	0	23

Part H - New Hires, Full-time Staff by Occupational Category - 1

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

(Hired full-time between November 1, 2023 - October 31, 2024 and on the payroll as of November 1, 2024)

- 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
<u>U.S. Nonresident</u>	4	0	0	0
<u>Hispanic/Latino</u>	0	0	0	0
<u>American Indian or Alaska Native</u>	0	0	0	1
<u>Asian</u>	0	0	0	0
<u>Black or African American</u>	1	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0
<u>White</u>	7	0	0	4
Two or more races	0	0	0	0
<u>Race and ethnicity unknown</u>	0	0	0	1
Total men	12	0	0	6

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
<u>U.S. Nonresident</u>	1	0	0	0
<u>Hispanic/Latino</u>	1	0	0	1
<u>American Indian or Alaska Native</u>	0	0	0	0
<u>Asian</u>	1	0	0	0
<u>Black or African American</u>	0	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0
<u>White</u>	7	0	0	2
Two or more races	0	0	0	0
<u>Race and ethnicity unknown</u>	1	0	0	2
Total women	11	0	0	5
Total (men+women)	23	0	0	11

Part H - New Hires, Full-time Staff by Occupational Category - 2

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

(Hired full-time between November 1, 2023 - October 31, 2024 and on the payroll as of November 1, 2024)

- 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>	0	0	1	0	0
<u>Hispanic/Latino</u>	0	0	0	0	0
<u>American Indian or Alaska Native</u>	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0
<u>Black or African American</u>	0	0	0	2	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0
<u>White</u>	2	0	0	6	0
Two or more races	0	0	0	0	0
<u>Race and ethnicity, unknown</u>	0	0	0	1	1
Total men	2	0	1	9	1

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>	0	0	0	1	0
<u>Hispanic/Latino</u>	0	0	0	0	0
<u>American Indian or Alaska Native</u>	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0
<u>Black or African American</u>	0	0	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0
<u>White</u>	4	0	2	2	1
Two or more races	0	0	0	0	0
<u>Race and ethnicity, unknown</u>	0	0	0	1	0
Total women	4	0	2	4	1
Total (men+women)	6	0	3	13	2

Part H - New Hires, Full-time Staff by Occupational Category - 3

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

(Hired full-time between November 1, 2023 - October 31, 2024 and on the payroll as of November 1, 2024)

- 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>	0	0	0	1	0	6
<u>Hispanic/Latino</u>	0	0	0	0	0	0
<u>American Indian or Alaska Native</u>	1	0	0	0	0	2
<u>Asian</u>	0	0	0	0	0	0
<u>Black or African American</u>	1	0	0	0	0	4
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0
<u>White</u>	6	0	0	4	0	29
Two or more races	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	2	0	0	0	0	5
Total men	10	0	0	5	0	46

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>	0	0	1	1	0	4
<u>Hispanic/Latino</u>	1	0	1	0	0	4
<u>American Indian or Alaska Native</u>	0	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0	1
<u>Black or African American</u>	0	0	0	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0
<u>White</u>	6	1	7	0	0	32
Two or more races	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	0	0	0	0	0	4
Total women	7	1	9	1	0	45
Total (men+women)	17	1	9	6	0	91

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:		Betsy Wood			
Email:		Wood-B@mssu.edu			

How many staff from your institution only were involved in the data collection and reporting process of this survey component?	
5.00	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	4.00 hours	1.00 hours	2.00 hours
Other offices	16.00 hours	6.00 hours	0.00 hours	0.00 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 2025.

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 2024				
Occupational category		Reported values		FTE staff
		Number of full-time staff	Number of part-time staff	
Total number of staff		421	181	481
Instructional Staff		144	144	192
Primarily Instruction		144	144	192
Exclusively credit		144	144	192
Exclusively not-for-credit		0	0	0
Combined credit/not-for-credit		0	0	0
Instruction/research/public service staff		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		44	1	44
Librarians, Curators, and Archivists SOC 25-4000		5	0	5
Archivists, Curators, and Museum Technicians 25-4010		1	0	1
Librarians and Media Collections Specialists 25-4020		4	0	4
Library Technicians 25-4030		0	0	0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000		39	1	39
Management Occupations 11-0000		34	0	34
Business and Financial Operations Occupations 13-0000		9	0	9
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000		18	0	18
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000		52	11	56
Healthcare Practitioners and Technical Occupations 29-0000		5	0	5
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000		42	0	42
Sales and Related Occupations 41-0000		2	0	2
Office and Administrative Support Occupations 43-0000		58	25	66
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000		13	0	13
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000		0	0	0

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 2024-25								
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	9	0	135	0	144	1,458	9,777,469	6,706
Professors	1	0	32	0	33	332	2,679,378	8,070
Associate professors	0	0	34	0	34	340	2,219,218	6,527
Assistant professors	4	0	26	0	30	308	1,966,696	6,385
Instructors	3	0	26	0	29	296	1,684,747	5,692
Lecturers	0	0	2	0	2	20	166,646	8,332
No academic rank	1	0	15	0	16	162	1,060,784	6,548
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	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	44	1,923,637
Management Occupations 11-0000	34	3,144,356
Business and Financial Operations Occupations 13-0000	9	496,298
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	18	982,685
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	52	2,659,043
Healthcare Practitioners and Technical Occupations 29-0000	5	227,251
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	42	1,324,986
Sales and Related Occupations 41-0000	2	125,806
Office and Administrative Support Occupations 43-0000	58	2,048,413
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	13	535,976
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	0	0
Total	277	13,468,451

Number of Newly Hired Full-time Permanent Staff (Hired full-time between November 1, 2023 - October 31, 2024 and on the payroll as of November 1, 2024)	
	Number of staff
Newly Hired Full-time Permanent Staff	91

Edit Report

Human Resources

There are no errors for the selected survey and institution.