

Institution: University of Colorado Colorado Springs (126580)
User ID: P1265801

Overview

Human Resources Overview

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

Data Reporting Reminders

- Report each employee only once. If an employee could be coded in more than one occupation, code the employee in the occupation that requires the highest level of skill OR if there is no measurable difference in skill requirements, code the employee in the occupation in which they spend the most time.
- Report staff members difficult to categorize in the "Human Resources Survey Evaluation" box at the end of the survey.
- Enter data on each displayed screen. If a screen is not applicable, enter at least one zero in a field on the screen and save before continuing.
- When reporting salary data (applicable to degree-granting institutions only) include all full-time, non-medical school, instructional staff - both with and without faculty status.

See the instructions for the **Key Reporting Concepts** section -- basic reporting concepts that will assist you in completing the Human Resources survey component.

Resources:

- To download the survey materials for this component: [Survey Materials](#)
- All staff must now be reported using the new IPEDS occupational categories, which align with the 2018 Standard Occupational Classification (SOC) codes. Additional information and resources can be found in the [IPEDS HR/SOC Information Center](#), including general information about the SOC, the IPEDS/SOC crosswalk, a SOC Browse Tool, Frequently Asked Questions, and Web Tutorials.
- To access your prior year data submission for this component: [Reported Data](#)

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

Human Resources Screening Questions

Does your institution have any part-time staff?

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

No

Yes

Does your institution have graduate assistants?

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

No

Yes

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

No

Yes

Does your institution have a tenure system?

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

No

Yes

Did your institution hire any **full-time permanent staff** who were included on the payroll of the institution between **November 1, 2017 and October 31, 2018** either for the **first time** (new to the institution) or **after a break in service**? Do not exclude persons who were no longer on the payroll as of November 1, 2018. (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 space below to provide context for the data you've reported above.

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - On Tenure Track

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

As of November 1, 2018

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian			12				12
Black or African American			1				1
Native Hawaiian or Other Pacific Islander							0
White			28				28
Two or more races			1				1
Race and ethnicity unknown			4				4
Total men	0	0	46	0	0	0	46

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino			2				2
American Indian or Alaska Native			1				1
Asian			6				6
Black or African American			3				3
Native Hawaiian or Other Pacific Islander							0
White			29				29
Two or more races			1				1
Race and ethnicity unknown			7				7
Total women	0	0	49	0	0	0	49
Total (men+women)	0	0	95	0	0	0	95
Total from prior year							92

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, 2018

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

Men

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

Women

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0
Total from prior year							6

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, 2018

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino				4			4
American Indian or Alaska Native							0
Asian				1			1
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White				53			53
Two or more races				2			2
Race and ethnicity unknown				8			8
Total men	0	0	0	68	0	0	68

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino				4			4
American Indian or Alaska Native				1			1
Asian				5			5
Black or African American				2			2
Native Hawaiian or Other Pacific Islander							0
White				85			85
Two or more races				3			3
Race and ethnicity unknown				11			11
Total women	0	0	0	111	0	0	111
Total (men+women)	0	0	0	179	0	0	179
Total from prior year							178

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, 2018

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian			1				1
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White			1				1
Two or more races							0
Race and ethnicity unknown			1				1
Total men	0	0	3	0	0	0	3

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							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							0
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	1	0	0	0	1
Total (men+women)	0	0	4	0	0	0	4
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, 2018

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

Men							
Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0						0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	0	0	0	0	0
Women							
Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0
Total from prior year							

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2018

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

Men	
Race/ethnicity	Without Faculty Status
Nonresident alien	0
Hispanic/Latino	
American Indian or Alaska Native	
Asian	
Black or African American	
Native Hawaiian or Other Pacific Islander	
White	
Two or more races	
Race and ethnicity unknown	
Total men	0
Women	
Race/ethnicity	Without Faculty Status
Nonresident alien	
Hispanic/Latino	
American Indian or Alaska Native	
Asian	
Black or African American	
Native Hawaiian or Other Pacific Islander	
White	
Two or more races	
Race and ethnicity unknown	
Total women	0
Total (men+women)	0
Total from prior year	

Part A2 - Full-time Instructional Staff by Function

Number of Full-time Instructional Staff

As of November 1, 2018

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

	With <u>Faculty Status</u>						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at -will)		
Instructional staff	161	95	0	179	4	0	0	439
Total carried forward from previous screens	161	95	0	179	4	0	0	439
Primarily Instruction	0	0	0	179	4	0	0	183
Exclusively credit								0
Exclusively not-for-credit								0
Combined credit/not-for-credit				179	4			183
Instruction/research/public service staff	161	95						256

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2018

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	0	0	0
Hispanic/Latino	11	9	20
American Indian or Alaska Native	0	3	3
Asian	21	17	38
Black or African American	2	7	9
Native Hawaiian or Other Pacific Islander	0	0	0
White	161	163	324
Two or more races	3	5	8
Race and ethnicity unknown	17	20	37
Total	215	224	439
Total from prior year			442

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

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

by Occupational Category

As of November 1, 2018

•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>
Nonresident alien	0	0	0
Hispanic/Latino	11	2	0
American Indian or Alaska Native	0	0	0
Asian	21	1	0
Black or African American	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	161	2	1
Two or more races	3	0	0
Race and ethnicity unknown	17	1	0
Total men	215	6	1

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	0	0	0
Hispanic/Latino	9	0	2
American Indian or Alaska Native	3	0	0
Asian	17	0	1
Black or African American	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	163	4	12
Two or more races	5	0	0
Race and ethnicity unknown	20	0	0
Total women	224	4	15

Total (men+women)	439	10	16
Total from prior year	442	17	12

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2018

•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
Nonresident alien				
Hispanic/Latino			2	7
American Indian or Alaska Native				
Asian				5
Black or African American				3
Native Hawaiian or Other Pacific Islander				
White		5	1	51
Two or more races				
Race and ethnicity unknown				2
Total men	0	7	1	68

Women

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino			1	13
American Indian or Alaska Native				
Asian				4
Black or African American				4
Native Hawaiian or Other Pacific Islander				1
White	2	8	4	98
Two or more races				5
Race and ethnicity unknown				3
Total women	2	9	5	128
Total (men+women)	2	16	6	196
Total from prior year	1	13	5	200

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino	1	2	4	5	
American Indian or Alaska Native		1			
Asian	2			1	
Black or African American	1	1		1	1
Native Hawaiian or Other Pacific Islander					
White	8	7	26	24	1
Two or more races				2	
Race and ethnicity unknown	3			1	
Total men	15	11	30	34	2

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino	1	5		7	1
American Indian or Alaska Native		1			
Asian		1		1	1
Black or African American		1		1	2
Native Hawaiian or Other Pacific Islander					
White	4	38	9	31	8
Two or more races		1	1	2	
Race and ethnicity unknown		1		2	1
Total women	5	48	10	44	13

Total (men+women)	20	59	40	78	15
Total from prior year	20	50	59	57	20

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien						0
Hispanic/Latino	14	0	3		1	53
American Indian or Alaska Native	1	0	0		0	2
Asian	4	0	0		0	34
Black or African American	6	0	2		2	19
Native Hawaiian or Other Pacific Islander	1	0	0		0	1
White	48	2	7		23	371
Two or more races	2	0	0		0	7
Race and ethnicity unknown	1	0	1		3	29
Total men	77	2	13		29	516

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien						0
Hispanic/Latino	9	0	12		0	62
American Indian or Alaska Native	1	0	0		0	5
Asian	2	0	1		1	29
Black or African American	4	0	1		0	20
Native Hawaiian or Other Pacific Islander	1	0	0		0	2
White	44	3	45		9	483
Two or more races	0	1	0		0	15
	3	0	0		0	30

Race and ethnicity unknown							
Total women	64	4	59	10	2	646	
Total (men+women)	141	6	72	39	7	1,162	
Total from prior year	110	6	79	36	4	1,131	

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

Number of <u>Full-time</u> Non-instructional Staff								
As of November 1, 2018								
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)		
Research staff						9	1	10
Public Service staff						13	3	16
Archivists, Curators, and Museum Technicians 25-4010							2	2
Librarians and Media Collections Specialists 25-4020	1	6		5			4	16
Library Technicians 25-4030							6	6
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							196	196
Management Occupations 11-0000							20	20
Business and Financial Operations Occupations 13-0000							59	59
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							40	40
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							78	78
Healthcare Practitioners and Technical Occupations 29-0000							15	15
Total	1	6	0	5	0	22	424	458
Total from prior year	1	5		4		29	415	454

Part G1 - Salaries Worksheet

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

Annual Salary, 2018-19

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

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Men							
Professors				56		56	56
Associate professors				42		42	42
Assistant professors				46	3	49	46
Instructors	3			65		68	68
Lecturers						0	0
No academic rank						0	0
Total men	3	0	0	209	3	215	212
Total men full-time instructional staff from Part A						215	
Women							
Professors				23		23	23
Associate professors	1			39		40	40
Assistant professors				49	1	50	49
Instructors	3			108		111	111
Lecturers						0	0
No academic rank						0	0
Total women	4	0	0	219	1	224	223
Total women full-time instructional staff from Part A						224	
Total (men+women)	7	0	0	428	4	439	435
Total (men+women) full-time instructional staff from Part A						439	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays for Full-time Instructional Staff

Annual Salary Outlays, 2018-19

- Report the TOTAL ANNUAL salary outlays for the full-time instructional staff reported in the 12 months, 11 months, 10 months, and 9 months columns on the previous screen, Part G1 – Salaries Worksheet
- Using the TOTAL ANNUAL salary outlays data provided, the system will calculate the Equated 9 months by academic rank and gender.

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays				
		12 months	11 months	10 months	9 months	Equated 9 months
Men						
Professors	56				6,611,884	6,611,884
Associate professors	42				3,664,977	3,664,977
Assistant professors	46				3,708,799	3,708,799
Instructors	68	209,686			3,380,912	3,538,177
Lecturers	0					0
No academic rank	0					0
Total men	212	209,686	0	0	17,366,572	17,523,837
Women						
Professors	23				2,321,752	2,321,752
Associate professors	40	117,449			3,403,021	3,491,108
Assistant professors	49				3,678,203	3,678,203
Instructors	111	172,433			5,488,078	5,617,403
Lecturers	0					0
No academic rank	0					0
Total women	223	289,882	0	0	14,891,054	15,108,466
Total (men + women)	435	499,568	0	0	32,257,626	32,632,302

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank for Full-time Instructional Staff

Annual Average Salaries, 2018-19

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				Equated 9 months
		12 months	11 months	10 months	9 months	
Men						
Professors	56				118,069	118,069
Associate professors	42				87,261	87,261
Assistant professors	46				80,626	80,626
Instructors	68	69,895			52,014	52,032
Lecturers	0					
No academic rank	0					
Total men	212	69,895			83,094	82,660
Women						
Professors	23				100,946	100,946
Associate professors	40	117,449			87,257	87,278
Assistant professors	49				75,065	75,065
Instructors	111	57,478			50,816	50,607
Lecturers	0					
No academic rank	0					
Total women	223	72,471			67,996	67,751
Total (men+women)	435	71,367			75,368	75,017

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays

for Full-time Non-instructional Staff

Annual Salary Outlays, 2018-19

Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
Research staff	10	563,596
Public Service staff	16	1,345,652
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	220	12,794,689
Management Occupations 11-0000	20	3,916,793
Business and Financial Operations Occupations 13-0000	59	4,128,970
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	40	2,982,645
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	78	4,400,175
Healthcare Practitioners and Technical Occupations 29-0000	15	993,290
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	141	6,237,992
Sales and Related Occupations 41-0000	6	298,390
Office and Administrative Support Occupations 43-0000	72	3,507,510
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	39	2,309,922
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	7	432,027

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2018

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

Men

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	0	0	0
Hispanic/Latino	4	0	0
American Indian or Alaska Native	1	0	0
Asian	4	0	0
Black or African American	3	1	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	110	4	1
Two or more races	3	0	0
Race and ethnicity unknown	13	0	0
Total men	138	5	1

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	0	0	0
Hispanic/Latino	15	0	0
American Indian or Alaska Native	0	0	0
Asian	4	0	0
Black or African American	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	145	8	1
Two or more races	4	0	0
Race and ethnicity unknown	19	1	0
Total women	194	9	1

Total (men+women)	332	14	2
Total from prior year	332	15	2

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien					0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian					0
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White				4	4
Two or more races					0
Race and ethnicity unknown					0
Total men	0	0	0	4	4

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien					0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian					0
Black or African American	1			1	2
Native Hawaiian or Other Pacific Islander					0
White		1	3	14	18
Two or more races					0
Race and ethnicity unknown				2	2
Total women	1	1	3	17	22

Total (men+women)	1	1	3	21	26
Total from prior year	1	2	2	27	32

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino				1	
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	1	1		3	1
Two or more races					
Race and ethnicity unknown					1
Total men	1	1	0	4	2

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino					2
American Indian or Alaska Native					
Asian					
Black or African American					1
Native Hawaiian or Other Pacific Islander					
White	2	3		3	14
Two or more races				1	
Race and ethnicity unknown					
Total women	2	3	0	4	17

Total (men+women)	3	4	0	8	19
Total from prior year	1	1		4	17

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						0
Hispanic/Latino	1				1	7
American Indian or Alaska Native					1	2
Asian						4
Black or African American	5				1	10
Native Hawaiian or Other Pacific Islander	1					1
White	9				11	145
Two or more races						3
Race and ethnicity unknown					2	16
Total men	16	0	0	0	16	188

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						0
Hispanic/Latino	2				1	20
American Indian or Alaska Native						0
Asian				1		5
Black or African American	1				1	12
Native Hawaiian or Other Pacific Islander						0
White	5			5	2	206
Two or more races						5
Race and ethnicity unknown						22

Total women	8	0	6	0	4	270
Total (men+women)	24	0	6	0	20	458
Total from prior year	30		10		13	457

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Teaching 25-9044	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien				0
Hispanic/Latino				0
American Indian or Alaska Native				0
Asian	3	1		4
Black or African American				0
Native Hawaiian or Other Pacific Islander	1			1
White	16	2		18
Two or more races				0
Race and ethnicity unknown	6			6
Total men	26	3	0	29

Women

Race/ethnicity	Teaching 25-9044	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien				0
Hispanic/Latino		1		1
American Indian or Alaska Native				0
Asian	2			2
Black or African American	1			1
Native Hawaiian or Other Pacific Islander				0
White	12	3		15
Two or more races	1	1		2
Race and ethnicity unknown	3	1		4
Total women	19	6	0	25
Total (men+women)	45	9	0	54
Total from prior year	41	5		46

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

Number of Part-time Staff

As of November 1, 2018

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track			Indefinite duration (continuing or at-will)		
			Multi-year contract	Annual contract	Less-than-annual contract			
Primarily Instruction	0	0	0	25	296	0	0	321
? Exclusively credit								0
? Exclusively not-for-credit								0
Combined credit/not-for-credit				25	296			321
Instruction/research/public service staff	11							11
Research staff	1					12	1	14
Public Service staff						2		2
Archivists, Curators, and Museum Technicians							1	1
25-4010 Librarians and Media Collections Specialists	1							1
25-4020 Library Technicians							3	3
25-4030 ? Student and Academic Affairs and Other Education Services Occupations							21	21
25-2000 + 25-3000 + 25-9000 Management Occupations							3	3
11-0000 Business and Financial Operations Occupations							4	4
13-0000 Computer, Engineering, and Science Occupations								0
15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							8	8
21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations							19	19
29-0000 Total	13	0	0	25	296	14	60	408
Total from prior year	11	0	0	29	294	17	53	404

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

Total

512

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, 2017 - October 31, 2018)

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

Men								
Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien							0	
Hispanic/Latino							0	
American Indian or Alaska Native							0	
Asian		3		1	1		5	
Black or African American							0	
Native Hawaiian or Other Pacific Islander							0	
White		2		4	1		7	
Two or more races		1					1	
Race and ethnicity unknown				2			2	
Total men	0	6	0	7	2	0	15	

Women								
Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien							0	
Hispanic/Latino							0	
American Indian or Alaska Native							0	
Asian				1			1	
Black or African American					1		1	
Native Hawaiian or Other Pacific Islander							0	
White		3		4			7	
Two or more races							0	
Race and ethnicity unknown		2		2			4	
Total women	0	5	0	7	1	0	13	
Total (men+women)	0	11	0	14	3	0	28	

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2017 - October 31, 2018)

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino	0			1
American Indian or Alaska Native	0			
Asian	5			1
Black or African American	0			1
Native Hawaiian or Other Pacific Islander	0			
White	7			5
Two or more races	1			
Race and ethnicity unknown	2			
Total men	15	0	0	8

Women

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino	0			3
American Indian or Alaska Native	0			
Asian	1			
Black or African American	1			
Native Hawaiian or Other Pacific Islander	0			
White	7		2	11
Two or more races	0			
Race and ethnicity unknown	4			1
Total women	13	0	2	15
Total (men+women)	28	0	2	23

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2017 - October 31, 2018)

•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
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native		1			
Asian					
Black or African American				1	
Native Hawaiian or Other Pacific Islander					
White	1		2	7	
Two or more races					
Race and ethnicity unknown	2				
Total men	3	1	2	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
Nonresident alien					
Hispanic/Latino				2	
American Indian or Alaska Native		1			
Asian					
Black or African American				1	1
Native Hawaiian or Other Pacific Islander					
White	1	3		10	1
Two or more races					
Race and ethnicity unknown				2	1
Total women	1	4	0	15	3
Total (men+women)	4	5	2	23	3

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2017 - October 31, 2018)

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						0
Hispanic/Latino	3					4
American Indian or Alaska Native						1
Asian	2					8
Black or African American	2					4
Native Hawaiian or Other Pacific Islander	1					1
White	5	1		1	2	31
Two or more races						1
Race and ethnicity unknown	1					5
Total men	14	1	1	2	0	55

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						0
Hispanic/Latino	3			1		9
American Indian or Alaska Native						1
Asian	1					2
Black or African American						3
Native Hawaiian or Other Pacific Islander						0
White	11			2	1	49
Two or more races						0
	1					9

Race and ethnicity unknown							
Total women	16	0	3	1	0	73	
Total (men+women)	30	1	4	3	0	128	

Human Resources Survey Evaluation

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

x

Prepared by

The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data. The Keyholder will be copied on all email correspondence to other preparers.

The time it took to prepare this component is being collected so that we can continue to improve our estimate of the reporting burden associated with IPEDS. Please include in your estimate the time it took for you to review instructions, query and search data sources, complete and review the component, and submit the data through the Data Collection System.

Thank you for your assistance.

This survey component was prepared by:

<input checked="" type="radio"/> Keyholder	<input type="radio"/> SFA Contact	<input type="radio"/> HR Contact
<input type="radio"/> Finance Contact	<input type="radio"/> Academic Library Contact	<input type="radio"/> Other
Name: Robyn Marschke		
Email: rmarschk@uccs.edu		

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

1.00	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?

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

Staff member	Collecting Data Needed	Revising Data to Match IPEDS Requirements	Entering Data	Revising and Locking Data
Your office	1.00 hours	8.00 hours	1.00 hours	hours
Other offices	hours	hours	hours	hours

Summary**Human Resources Component Summary**

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the [Data Center](#) and sent to your institution's CEO in November 2018.

Please review your data for accuracy. If you have questions about the data displayed below after reviewing the data reported on the survey screens, please contact the IPEDS Help Desk at: 1-877-225-2568 or ipedshelp@rti.org.

**Number of staff by employment status and occupational category:
Fall 2018**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,162	458	1,315
Instructional Staff	439	332	550
Primary Instruction	183	321	290
Exclusively credit	0	0	0
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	183	321	290
Instruction/research/public service	256	11	260
Research Staff	10	14	15
Public Service Staff	16	2	17
Library and Student and Academic Affairs and Other Education Services Occupations SOC	220	26	229
Librarians, Curators, and Archivists SOC 25-4000	24	5	26
Archivists, Curators, and Museum Technicians SOC 25-4010	2	1	2
Librarians SOC 25-4020	16	1	16
Library Technicians SOC 25-4030	6	3	7
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	196	21	203
Management Occupations SOC 11-0000	20	3	21
Business and Financial Operations Occupations SOC 13-0000	59	4	60
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	40	0	40
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	78	8	81
Healthcare Practitioners and Technical Occupations SOC 29-0000	15	19	21
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	141	24	149
Sales and Related Occupations SOC 41-0000	6	0	6
Office and Administrative Support Occupations SOC 43-0000	72	6	74
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	39	0	39

**Number of staff by employment status and occupational category:
Fall 2018**

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	7	20	14
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NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.

**Salaries of full-time instructional staff by contract length and academic rank:
Academic year 2018-19**

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	7			428	435	3,936	\$32,757,194	\$8,322
Professor				79	79	711	\$8,933,636	\$12,565
Associate professor	1			81	82	741	\$7,185,447	\$9,697
Assistant professor				95	95	855	\$7,387,002	\$8,640
Instructor	6			173	179	1,629	\$9,251,109	\$5,679
Lecturer								
No academic rank								

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

Human Resources

University of Colorado Colorado Springs (126580)

Source	Description	Severity	Resolved	Options
Screen: A1 - FT Instructional, Rank and Tenure - Multi-Year Contract				
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	These positions are now reported in the "indefinite" group.			
Screen: A1 - FT Instructional, Rank and Tenure - Less-Than-Annual Contract				
Screen Entry	The percent of these staff (men + women) whose race/ethnicity is unknown is greater than expected. Please correct your data or explain. (Error #1302)	Explanation	Yes	
Reason:	Small N is skewing the percentage.			
Screen: B1 - FT Non-instructional, Occupation - 3				
Screen Entry	This number is outside the expected range of between 38 and 76 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Addition of external relations and communications professionals within units that had been considered office support in the past.			
Screen: H - New Hires Instructional, Tenure				
Screen Entry	The percent of these staff (men + women) whose race/ethnicity is unknown is greater than expected. Please correct your data or explain. (Error #1302)	Explanation	Yes	
Reason:	The unknown ethnic group among our faculty/staff is growing because they are choosing not to report their ethnicity.			