Human Resources 2010-11

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

Overview

Human Resources Overview

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

Data Reporting Reminders

You must enter data on each displayed screen. If a screen is not applicable, you must enter at least one zero in a field on the screen.

Resources:

To download the survey materials for this component: <u>Survey Materials</u>

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.

Institu User				of Colc	orado a	at Col	lorad	do Spi	rings	s (12	26580))						
Hum	an R	leso	urce	s Scr	eenin	g Qı	uest	tions	S									
Does	your i	nstit	ution I	have an	y <u>part-</u>	time s	staff	?										
If you	answe	r Ye :	s to thi	is questi	ion, yοι	ı will b	e pro	ovided	d the	scre	ens to	report	part-t	ime staf	f.			
														•	Yes		0	No
Do AL	L of t	he in	struct	tional st	taff at y	our iı	nstit	ution	fall i	into a	any of	the fo	llowir	ng cate	gories?	1		
-				y of the ort data			,			i es se	ection	is NO 1	r appli	cable to	your in	stitut	ion and	d you will
•	No	0	Yes	Are AL	L of the	instru	uction	nal sta	aff mi	ilitary	/ perso	nnel?						
•	No	0	Yes	Do ALL	of the	instru	ıction	nal sta	aff cor	ntribu	ute the	ir servi	ices (e	e.g., mer	mbers o	f a re	eligious	order)?
•	No	0	Yes	Do ALL	of the	instru	ıction	nal sta	aff tea	ach p	re-clin	cal or	clinica	al medici	ine?			
The c	omple	tion	of the	Fall Sta	aff sect	tion is	s opt	tional	this	year	as it i	s in e	ven-n	umbere	d years	3.		
If you screer	Do you wish to complete the Fall Staff section this year? If you answer No , screens to report Fall Staff data will not be displayed. If you answer Yes , screens to report Fall Staff data will be displayed and you must complete ALL applicable Fall Staff screens.																	
\sim	•			ete the I				,										
Y	es, I w	ill co	mplete	the Fal	I Staff s	section	n this	s year	•									
You m	nay us	e the	spac	e below	v to pro	ovide	cont	text fo	or the	e dat	a you'	ve rep	orted	above.				



User ID: P1265801

Human Resources Screening Questions

Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2010 either for the *first time* or *after a break in service* AND who were still on the payroll of the institution as of November 1, 2010? (Exclude persons who have returned from sabbatical leave OR full-time staff who are working less-than-9-month contracts/teaching periods and whose primary responsibility is instruction, research, and/or public service.)

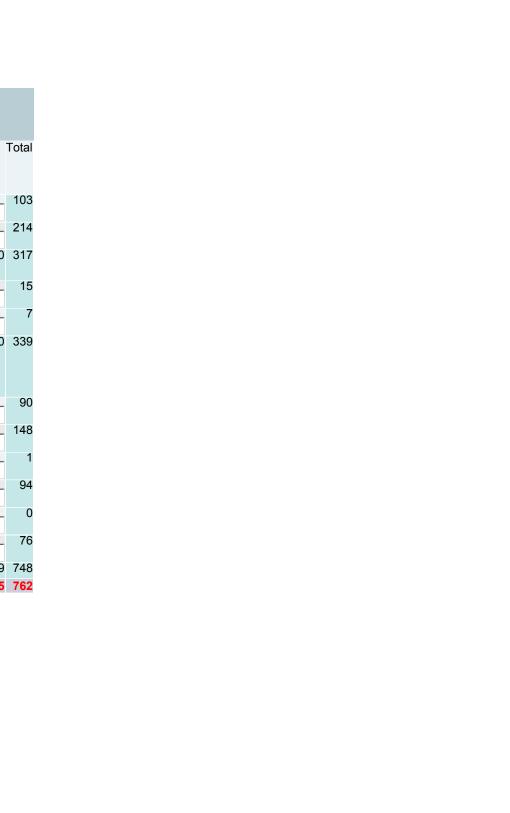
If you answer **Yes** to this question and your institution has 15 or more full-time staff, you will be provided the screens to report **full-time permanent new hires** in the **Fall Staff section (long version)**.

Yes No



Part A - Employees by Assigned Position - Full-time staff

Part A - Employees by Ass Number of full-time staff by faculty					
ramber of <u>ran-time</u> stan by racans	y Status and primary ranci	non/occupational activity			
	Δ	As of November 1, 2010			
Primary function/ occupational activity	Tenured	Faculty status On tenure track	Not on	Without faculty	Total
(mutually exclusive categories)	<u>renarea</u>	On tenure track	tenure track/ no tenure system	status	
Primarily instruction	0	0	103	0	103
Instruction/research/public service	135	79	0	0	214
Primarily instruction + Instruction/research/public service	135	79	103		317
Primarily research	0	0	15	0	15
Primarily public service	0	0	7	0	7
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	135	79	125		339
Executive/administrative/managerial	0	0	0	90	90
Other professionals (support/service)	0	0	0	148	148
Technical and paraprofessionals				1	1
Clerical and secretarial				94	94
Skilled crafts				0	0
Service/Maintenance				76	76
Total full time	135	79	125		748
Total from prior year	135	84	118	425	762



Part B - Employees by Assigned Position - Part-time staff

Number of <u>part-time</u> staff by facult	ty status and primary fund	ction/occupational activity	1			
		As of Novemb	per 1, 2010		_	
Primary function/	Tanumad	Faculty status	Not on		Total	Graduate assistants
occupational activity (mutually exclusive categories)	<u>Tenured</u>	On tenure track	tenure track/ no tenure system	faculty status		
Primarily instruction	0	0	40	0	40	9
	6	1	1	0	8	6
Primarily instruction + Instruction/research/public service	6	1	41	0	48	
Primarily research	0	0	23	2	25	21
Primarily public service	0	0	1	0	1	
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	6	1	65	2	74	
Executive/administrative/managerial	0	0	1	14	15	
Other professionals (support/service)	0	0	0	40	40	
Technical and paraprofessionals				0	0	
Clerical and secretarial				8	8	
Skilled crafts				0	0	
Service/Maintenance				16	16	
Total part time	6	1	66	80	153	
Total from prior year	9		78	74	161	42

Part C - Employees by Assigned Position - Total number of staff

Total number of staff by employment status and primary function/occupational activity								
As of November 1, 2010								
Primary function/occupational activity		from prior year		from prior year	Graduate assistants	Graduate assistants from prior year	Total including Graduate assistants	
Primarily instruction	103	•••	40	57	9	12	152	
Instruction/research/public service	214			9	6	4	228	
Primarily instruction + Instruction/research/public service	317	317	48	66	15	16	380	
Primarily research	15	14	25	19	21	26	61	
Primarily public service	7	6	1	2	0		8	
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	339	337	74	87	36	42	449	
Executive/administrative/managerial	90	121	15	25	0		105	
Other professionals (support/service)	148	122	40	24	0		188	
Technical and paraprofessionals	1		0		0		1	
Clerical and secretarial	94	104	8	10	0		102	
Skilled crafts	0		0		0		0	
Service/Maintenance	76	78	16	15	0		92	
Grand total	748	762	153	161	36	42	937	



Part D - Salaries - Full-time instructional staff by contract length/teaching period - Headcount

Headcount				
Number of full-time instruction	al staff by contract length		and academic rank	
Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
Men				50
Professors		56		56
Associate professors				31
		31		25
Assistant professors		35		35
Instructors		34		34
Lecturers		34		0
Loctaroro				
No academic rank				0
Total men	0	156	0	156
Total men from prior year		158		
Women				
Professors		13		13
Associate professors				35
·		35		
Assistant professors		44		44
Instructors			,	69
		69		0
Lecturers				U
No academic rank		,	,	0
-	0	161	0	161
Total women	U	159	U	101
Total women from prior year Total (men + women)	0	317	0	317
Total from EAP, full-time non- medical section (Primarily instruction + Instruction/research/public service lines)				317
Total from prior year (Salaries section)		317		317

Part D - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Faculty status

**** Applicable to 4-year degree-granting institutions and above only

Number of rank	full-time instructional sta	ff on 9/10-month contract	s/teaching periods by fac	ulty status, gender, and a	cademic
		As of Nover Faculty status	mber 1, 2010		Total from
Gender and academic rank	<u>Tenured</u>	On tenure track	Not on tenure track/ no tenure system	Without faculty	Part D (Headcount screen)
Men					
Professors	56				56
Associate Professors	31				31
Assistant Professors		35			35
Instructors			34		34
Lecturers					
No academic		,			
rank Total men	87	35	34	0	156
Total men prior year	89	35	34	0	158
Women					
Professors	13				13
Associate Professors					35
Assistant Professors		44			44
Instructors	,	,	69		69
Lecturers					
No					
academic rank					
Total women	48	44	69	0	161
	46	49	64	0	159

Total					
women prior year					
Total	135	79	103	0	317
(men +					317
women)					

Part E - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Salary outlays

Salaries of full-time instruction		racts/teaching periods by geno	er and acade	mic rank
Gender and academic rank	Total from Part D (Headcount screen)	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	56	5,386,504	96,188	96,325
Associate professors	31	2,384,839	76,930	72,995
Assistant professors	35	2,226,343	63,610	64,038
Instructors	34	*	41,062	41,303
Lecturers				
No academic rank		,	-	61,788
Total men	156	11,393,8	10 73,037	73,310
Women				
Professors	13	1,080,959	83,151	82,257
Associate professors	35	2,409,659	68,847	69,713
Assistant professors	44	2,692,870	61,202	60,223
Instructors	69	2,787,602	40,400	40,600
Lecturers				
No academic rank				0
Total women	161	8,971,0	90 55,721	56,333
Total (men + women)	317	20,364,9	00 64,243	64,794

Part F - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Fringe benefits

Periods - Fringe benefits Fringe benefits of full-time instructional staff on 9/10-month contracts/teaching periods							
	As of November	er 1, 2010					
Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures			
Retirement plans (other than Social Security) - Vested within 5-years	305	1,550,895	5,085	5,657			
Retirement plans (other than Social Security) - Vested after 5-years Medical/dental plans			5,168	4 004			
	294	1,519,386	·	4,981			
Group life insurance	316	18,242	. 58	61			
Other insurance benefits (cafeteria plan, etc.)							
Guaranteed disability income protection	293	54,973	. 188	198			
Tuition plan (dependents only) Unrestricted							
Restricted	6	6,719	1,120	1,055			
Housing plan Unrestricted							
Restricted							
Social Security taxes	255	769,891	3,019	3,386			
Unemployment compensation taxes							
Worker's compensation taxes							
Other benefits in kind with cash options							
Total expenditures		3,920,106					

Part G - Fall Staff - Full-time instruction/research/public service staff - Tenured

Number of full-time staff with faculty status who are Tenured and whose primary responsibility is instruction, research, and/or public service by academic rank, gender, and race/ethnicity

As of November 1, 2010

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

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Tota
Men							
Nonresident	_						C
alien							
Hispanic/Latin	o						3
	<u> </u>	1					
American							0
Indian or							
Alaska Native	,	· · · · · · · · · · · · · · · · · · ·	,	,	, , , , , , , , , , , , , , , , , , ,	,	
Asian							4
10.0	3	1					
Black or							0
African							
American	,	,	,	,	,	,	
Native							0
Hawaiian or							
Other Pacific	'	'	,	,		,	
Islander							
White							79
<u></u>	50	29					
Two or more			<u>'</u>				0
races							
Race and		<u>'</u>	<u>'</u>	<u>'</u>			1
ethnicity	1						
unknown	,-	'	'	'	'	'	
Total men		56	31	0	0	0	0 87
Women							
Nonresident							0
alien							
Hispanic/Latin	1	I	I	I	1	I	3
пізрапіс/цаші	1	2					
A	1.		I			I	1
American Indian or		1					
Alaska Native		I ·					
							0
<u>Asian</u>							
Diaglean						1	3
Black or African	1	2					
American		<u> </u>					
American							0

Native Hawaiian or Other Pacific Islander							38
<u>White</u>	11	27					30
Two or more races							0
Race and ethnicity		3					3
unknown				_			
Total women	13		0	0	0	0	_
Total (men+women)	69	66	0	0	0	0	135
Total from EAP							135

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Part G - Fall Staff - Full-time instruction/research/public service staff - On tenure track

Number of full-time staff with faculty status who are On tenure track and whose primary responsibility is instruction, research, and/or public service by academic rank, gender, and race/ethnicity

As of November 1, 2010

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

Sender and ace/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Tota
/len	1 101000010			inoti dotoro	200101010		1010
Nonresident							
<u>llien</u> Hispanic/Latin					J		
iispariic/Latiiri			4				
merican							
ndian or							
laska Native sian							3
<u>ISIAII</u>			3				
Black or							
frican			1			I	
<u>American</u> Native							
lawaiian or							
Other Pacific	•		,				
slander							23
<u>Vhite</u>			23				
wo or more			j-v				(
aces							
Race and			4				
thnicity Inknown]4				
otal men		0	0	35	0	0	0 35
Vomen							
lonresident							
<u>llien</u> Hispanic/Latin	1					<u> </u>	
iispanic/Latin			1				
merican					<u> </u>		
ndian or			<u> </u> 1				
Naska Native							6
<u>ksian</u>			6				
Black or	_						
African			<u> </u> 1				
merican							(
							,

Native Hawaiian or Other Pacific Islander							
White			31				31
Two or more races							0
Race and ethnicity unknown			4				4
Total women	0	0	44	0	0	0	44
Total (men+women)	0	0	79	0	0	0	
Total from EAP							79

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Part G - Fall Staff - Full-time instruction/research/public service staff - Not on tenure track/no tenure system

Number of full-time staff with faculty status who are Not on tenure track and whose primary responsibility is instruction, research, and/or public service or full-time staff whose primary responsibility is instruction, research, and/or public service and who work at an institution with No tenure system by academic rank, gender, and race/ethnicity

	As of November 1, 2010 Report Hispanic/Latino individuals of any race as Hispanic/Latino								
	or non-Hispanic/Latino indivi								
Gender and race/ethnicity		Associate professors	Assistant professors			No academic rank			
Men	Professors	professors	professors	Instructors	Lecturers	Idik	Total		
Nonresident							0		
alien									
Hispanic/Latino	2			-			_ 2		
				2					
American Indian or							_ 0		
Alaska Native	-			1					
Asian							_ 2		
				2					
Black or African				1			_ 1		
American	l.			11	ļ_				
Native							_ 0		
Hawaiian or									
Other Pacific									
Islander White							_ 33		
vviiite				33			_ 00		
Two or more	,			,			_ 0		
races									
Race and				3			_ 3		
ethnicity unknown	l	J		Jo					
Total men	(0) 4 ⁻	1 ()	0 41		
Women									
Nonresident							_ 0		
alien							0		
Hispanic/Latino	2			8			_ 0		
American							_ 1		
Indian or				1					
Alaska Native							_		
<u>Asian</u>				2			_ 2		
Black or				L			1		
African				1					
American									

Native Hawaiian or Other Pacific							0
Islander							65
<u>White</u>				65			
Two or more races							. 0
Race and ethnicity				7			, 7
unknown							
Total women	0	0	0	84	0	0	84
Total	0	0	0	125	0	0	125
(men+women) Total from EAP							125

Part G - Fall Staff - Full-time instruction/research/public service staff - Without faculty status

Number of full-time staff Without faculty status whose primary responsibility is instruction, research, and/or public service by gender and race/ethnicity

As of November 1, 2010

•Report Hispanic/Latino individuals of any race as Hispanic/Latino	
•Report race for non-Hispanic/Latino individuals only	
Gender and race/ethnicity	Total
Men	
Nonresident alien	0
Hispanic/Latino	0
American Indian or Alaska Native	0
<u>Asian</u>	О
Black or African American	0
Native Hawaiian or Other Pacific Islander	0
<u>White</u>	0
Two or more races	0
Race and ethnicity unknown	0
Total men	0
Women	
Nonresident alien	0
Hispanic/Latino	0
American Indian or Alaska Native	0
<u>Asian</u>	О
Black or African American	0
Native Hawaiian or Other Pacific Islander	0
<u>White</u>	0
Two or more races	0
Race and ethnicity unknown	0
Total women	0



Total (men+women) Total from EAP	0
Total from EAP	0

Part G - Fall Staff - Full-time instruction/research/public service staff - Totals

Total number of full-time staff whose primary responsibility is instruction, research, and/or public service by										
gender and race/ethnicity										
As of November 1, 2010										
	Total men	Total women	Total (men+women)							
Nonresident alien	0	0	0							
Hispanic/Latino	9	12	21							
American Indian or Alaska Native	0	3	3							
Asian	9	8	17							
Black or African American	2	5	7							
Native Hawaiian or Other Pacific Islander	0	0	0							
White	135	134	269							
Two or more races	0	0	0							
Race and ethnicity unknown	8	14	22							
Total (must equal Part H (next part))	163	176	339							



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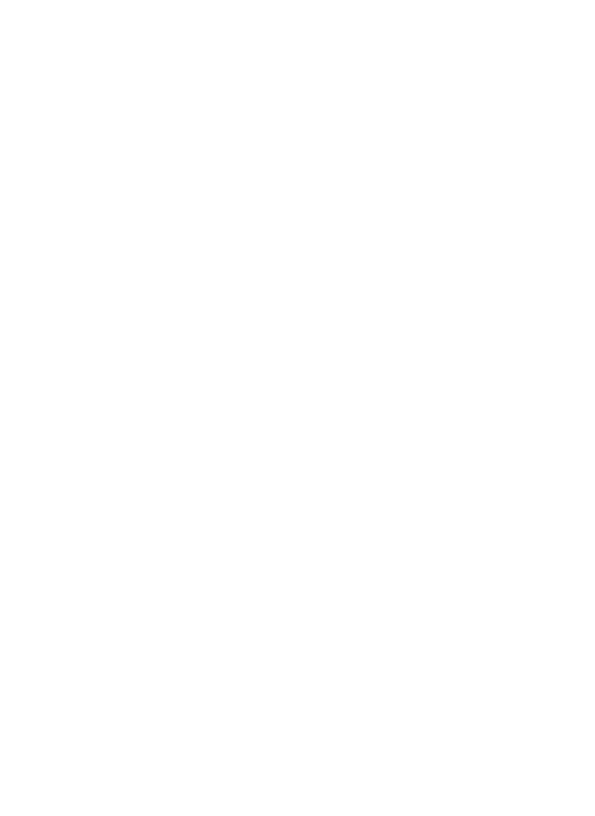
Part H - Fall Staff - Full-time instruction/research/public service staff by contract

length/teaching period - Headcount
Number of full-time staff whose primary responsibility is instruction, research, and/or public service by contract length/teaching period, gender, and race/ethnicity

(Include all staff from these functions, including those with and without faculty status.)

As of November 1, 2010

•Report Hispanic/Latin	o individuals of any race as H	ispanic/Latino			
•Report race for non-H	ispanic/Latino individuals onl	у			
Gender and race/ethnicity	Less-than-9-month	9/10-month	11/12-month		Total from Part G
Men					
Nonresident alien				. 0	0
Hispanic/Latino		9		. 9	9
American Indian or Alaska Native				0	0
Asian		9		9	9
Black or African American		2		. 2	2
Native Hawaiian or Other Pacific Islander				. 0	0
White		135	,	135	135
Two or more races			,	0	0
Race and ethnicity unknown		8	,	. 8	8
Total men	,	163	,	163	163
Women					
Nonresident alien				. 0	0
Hispanic/Latino		12		. 12	12
American Indian or Alaska Native		3		. 3	3
Asian		8		. 8	8
Black or African American		5	· [. 5	5
Native Hawaiian or Other Pacific Islander				. 0	0
White		134		134	134
Two or more races	,	,	,	0	0



Race and ethnicity unknown		14		14	14
Total women	0	176	0	176	176
Total (men+women)	0	339	0	339	339
Total from EAP				339	
Total (men+women) from Fall 2009		337			

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Part H - Fall Staff - Full-time instruction/research/public service staff on 9/10-month

contracts/teaching periods - Salary class intervals Number of full-time staff on 9/10-month contracts/teaching periods whose primary responsibility is instruction, research, and/or public service by salary class intervals, gender, and race/ethnicity (Include all staff from these functions, including those with and without faculty status.) As of November 1, 2010 •Report Hispanic/Latino individuals of any race as Hispanic/Latino •Report race for non-Hispanic/Latino individuals only Below \$30,000 40,000-49,999 80,000-99,999 100,000 and above Total from Gender and 30,000-39,999 50,000-64,999 65,000-79,999 race/ethnicity Part H (Headcount screen) Men Nonresident alien Hispanic/Latino 2 5 American Indian or Alaska Native Asian 3 2 2 Black or African American Native Hawaiian or Other Pacific Islander White 135 31 25 18 7 30 24 Two or more races Race and ethnicity unknown 21 10 43 33 28 28 163 Total men Women Nonresident alien 12 Hispanic/Latino 6 3 American Indian or Alaska Native Asian 2 4 Black or African American

Native Hawaiian or Other Pacific Islander								
<u>White</u>	1	35	22	44	21	6	5	134
Two or more races								
Race and ethnicity		5	2	5	1		1	14
unknown Total women	1	48			24			176
Total (men+women)	1	69	36	104	57	38	34	339

Part I - Fall Staff - Full-time executive/administrative/managerial staff - Salary class

			.,	s, gender, and race/ethnic				
•Report Hispar	nic/Latino individuals o	f any race as Hispanic/Lati	no	As of November 1, 2010)			
	or non-Hispanic/Latino							
Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
Men								
Nonresident alien								0
Hispanic/Latino	2							2
American				<u> 1 </u>			1	0
Indian or								
Alaska Native								4
<u>Asian</u>			1		1		2	4
Black or				1				1
African American				J I	I			
Native								0
Hawaiian or Other Pacific								
Islander								
White		1	2	8	4	5	10	30
Two or more								0
races								1
Race and ethnicity			1	1		2		
unknown		0	1	4	11	-	7	13 41
Total men Women		U	'	4	11	5	,	13 41
Nonresident	_							0
alien								2
Hispanic/Latino	2		2		1			3
<u>American</u>								0
Indian or Alaska Native								
<u>Asian</u>								0
Black or	<u> </u>							2
African				1	1			
American								0

Native Hawaiian or Other Pacific Islander White		2	7	10	6	12	7	. 44
Two or more races								. 0
Race and ethnicity unknown								0
Total women	0	2	9	11	8	12	7	49
Total (men+women)	0	3	13	22	13	19	20	
Total from EAP								90

Part I - Fall Staff - Full-time other professional (support/service) staff - Salary class

Report Hispa	nic/Latino individuals o	f any race as Hispanic/Latin	10	As of November 1, 2010)			
	or non-Hispanic/Latino							
Gender and ace/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Tota
Men								
Nonresident alien								
Hispanic/Latin		3	1	2				
American Indian or Alaska Native		2						
<u>Asian</u>								
<u>Black or</u> <u>African</u> American	1	2	3	1				
Native Hawaiian or Other Pacific								
Islander White								52
	1	9	13	16	7	5	1	
Two or more races								
Race and ethnicity		1	2		1			
unknown Total men		2	17	19	19	8	5	1 71
Women								
Nonresident alien								
Hispanic/Latin		3	1	2	1			
American Indian or			1					
Alaska Native Asian	,	,		,				
		1	1					
Black or African	1				1			
American								
		1						

Native Hawaiian or Other Pacific Islander White	6	8	19	18	8			. 59
Two or more races								0
Race and ethnicity unknown		2	3					5
<u>unknown</u>	7	15	25	20	10			. 77
Total women	,	15						77
Total (men+women)	9	32	44	39	18	5	1	148
Total from EAP								148

Part I - Fall Staff - Full-time technical and paraprofessional staff - Salary class

Number of full	-ume <u>tecninical and para</u>	<u>professional</u> staπ by safa	ry class intervals, gender	, and race/einnicity		
•Report Hispan	ic/Latino individuals of any		s of November 1, 2010			
	r non-Hispanic/Latino indiv					
	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Tota
Men						
Nonresident alien						0
Hispanic/Latino						C
American Indian or						C
Alaska Native Asian						0
Black or African						C
American Native						
Hawaiian or Other Pacific Islander						
White						
Two or more races						
Race and ethnicity unknown						
Total men		0	0	0	0	0 0
Women						
Nonresident alien						0
Hispanic/Latino						C
American Indian or Alaska Native						
Asian						_ c
Black or African			1			_ 1
American						0

Native Hawaiian or Other Pacific Islander						
White						0
Two or more races						0
Race and ethnicity unknown						0
Total women	0	0	1	0	0	1
Total (men+women)		0	1	0	0	1
Total from EAP						1

		As of November 4, 0040	<u> </u>		
nic/Latino individuals o	f anv race as Hispanic/Latir	As of November 1, 2010			
Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
					0
2		1	1		2
					0
					0
		1			1
					0
					10
		6	4		0
					0
	0	0	8	5	0 13
					0
2		5	4		9
					0
					2
<u> </u>		1	1		2
		1	1		
					0
	Pr non-Hispanic/Latino Below \$20,000	Below \$20,000 20,000-29,999	Below \$20,000 20,000-29,999 30,000-39,999	Principle (1) (1) (1) (1) (1) (1) (1) (1) (1) (1)	Pron-Hispanic/Latino individuals only Below \$20,000

<u>White</u>			23	34	10	67
Two or more races						0
Race and ethnicity unknown			1			1
Total women	0	0	31	40	10	81
Total (men+women)	0	0	39	45	10	94
Total from EAP						94

Part I - Fall	I Staff - Full-time s	killed crafts staff - S by salary class intervals, g	Salary class intervalsed ender, and race/ethnicity	S									
•Report Hispan	As of November 1, 2010 Report Hispanic/Latino individuals of any race as Hispanic/Latino												
•Report race for	or non-Hispanic/Latino indiv	iduals only											
Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total							
Men Nonresident						0							
alien Hispanic/Latino						. 0							
·													
American Indian or Alaska Native						. 0							
Asian						. 0							
Black or African						. 0							
American Native Hawaiian or						. 0							
Other Pacific Islander													
<u>White</u>						. 0							
Two or more races		,				0							
Race and ethnicity unknown					0	. 0							
Total men		0	0	0	0	0							
Women													
Nonresident						. 0							
alien						0							
Hispanic/Latino	2												
American						0							
Indian or Alaska Native													
<u>Asian</u>						. 0							
Black or African American						. 0							
Native Hawaiian or						. 0							
Other Pacific Islander													

White						_ 0
Two or more races						. 0
Race and ethnicity unknown Total women					0	. 0
	0	0	0	0	() 0
Total (men+women) Total from EAP	0	0	0	0	() 0
Total from EAP						0

Part I - Fal Number of full	l Staff - Full-time s l-time <u>service/maintenan</u>	service/maintenance ce staff by salary class inte	staff - Salary class rvals, gender, and race/et	intervals hnicity		
		•	5N 4 0040			
•Report Hispan	ic/Latino individuals of an		of November 1, 2010			
 Report race for 	r non-Hispanic/Latino indi	viduals only				
Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men Nonresident						. 0
alien						
Hispanic/Latino	2				4	. 10
American		6	3		1	1
Indian or					1	
Alaska Native				,		
<u>Asian</u>		2		1		. 3
Black or						9
African		6	2	1		
American Native						. 0
Hawaiian or						
Other Pacific	'	,	'	,	,	
Islander						. 37
White		6	15	9	7	. 37
Two or more	,		,			0
races						2
Race and ethnicity		2				. 2
unknown		1-			1	
Total men		0 22	20	11	9	62
Women						0
Nonresident alien						. 0
Hispanic/Latino						3
		3				
American Indian or						. 0
Alaska Native					<u> </u>	
Asian						. 0
Disala						2
Black or African		2				. 2
American		I—				
Native						. 0
Hawaiian or						
Other Pacific Islander						

<u>White</u>		4	2	2	1	9
Two or more races						0
Race and ethnicity unknown						0
Total women	0	9	2	2	1	14
Total (men+women)	0	31	22	13	10	76
Total from EAP						76

Part I - Fall Staff - Full-time staff (excluding instruction/research/public service staff)

- Totals

Total number of full-time staff by primary function/occupational activity, gender, and race/ethnicity (excluding instruction/research/public service staff)

As of November 1,	2010						
Gender and	Executive/	Other professionals		Clerical and			Total
	administrative/ managerial		Technical and paraprofessionals	secretarial	Skilled crafts	Service/ Maintenance	
Men			'				
Nonresident alien	0	0	() (0	0	0
Hispanic/Latino	2	6	() 2	. 0	10	
American Indian or Alaska Native	0	2	(0 0	0	1	
<u>Asian</u>	4	0	(0	0	3	
Black or African American	1	7	() 1	C	9	
Native Hawaiian or Other Pacific Islander	0	0	(O C	C	0	0
White	30	52	(10	0	37	129
Two or more races	0	0	() (C	0	
Race and ethnicity unknown	4	4	(
Total men	41	71	(13	0	62	187
Women							
Nonresident alien	0	0	() (0		
Hispanic/Latino	3	7	(9	0	3	
American Indian or Alaska Native	0	1	(0 0	C	0	
<u>Asian</u>	0	2	() 2	: O	0	4
Black or African American	2	2	•	1 2	. 0	2	9
Native Hawaiian or Other Pacific Islander	0	1	(0 0	O	0	
White	44	59	(67	0	9	179
Two or more races	0	0	(0	0	0	0
Race and ethnicity unknown	0	5	() 1	C	0	6
Total women	49	77	•	1 81	0	14	222
Total (men+women)	90	148	•	1 94			
Total from EAP	90	148	•	1 94	. 0	76	409

Report Hispanic/Latino individuals	As of November		
• Report race for non-Hispanic/Latino	•		
Gender and race/ethnicity	Staff whose primary		
Condor and racorcumony	responsibility is instruction, research, and/or public service	Executive/ administrative/ managerial	Other professionals (support/service)
Men			(Supportiservice)
Nonresident alien			
Hispanic/Latino			
American Indian or Alaska Native			
Asian	2		
Black or African American	1		1
Native Hawaiian or Other Pacific Islander	,-		
<u>White</u>	28	6	7
Two or more races			
Race and ethnicity unknown	1	1	1
Total men	32		7
Women			
Nonresident alien			
Hispanic/Latino	1	2	1
American Indian or Alaska Native			
<u>Asian</u>	1	1	1
Black or African American	1		1
Native Hawaiian or Other Pacific Islander			
White	37	5	27
Two or more races			
Race and ethnicity unknown	2		1



Total women	42	8	31
Total (men+women)	74	15	40
Total from EAP	74	15	40

Part J - Fal Number of par	I Staff - Part-time	e non-profession function/occupationa	al staff I activity, gender, and race	e/ethnicity
			mber 1, 2010	
	nic/Latino individuals of a		ino	
	or non-Hispanic/Latino in			
Gender and race/ethnicity	Technical and paraprofessionals	<u>Clerical and</u> secretarial	Skilled crafts	<u>Service/</u> <u>Maintenance</u>
Men				
Nonresident alien				
<u>alleri</u> Hispanic/Latino				
iispanic/Latine	4			1
American				
ndian or				
Naska Native				
<u>Asian</u>				
Black or				
African American				2
Vative				
Hawaiian or				
Other Pacific slander				
<u>White</u>		1		11
Two or more aces				
Race and				
ethnicity			I	1
unknown Fotal men		0	1	0 15
Vomen				
Nonresident				
alien				
Hispanic/Latino				
<u>American</u>				
ndian or Alaska Native				
<u>Asian</u>				
Black or				
African American		1		
Native				
Hawaiian or				
Other Pacific Islander				



White		6		
Two or more races				
Race and ethnicity unknown				1
Total women	0	7	0	1
Total (men+women)	0	8	0	16
Total from EAP	0	8	0	16

Part J - Fall Staff - Graduate assistants and part-time grand total

Part J - Fall Staff - Graduate assistants and part-time grand total Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity					
Number of part-time start by primary functions	occupational activity, t	gender, and race/elimicity			
As	s of November 1, 2010				
•Report Hispanic/Latino individuals of any race as					
•Report race for non-Hispanic/Latino individuals o					
Gender and race/ethnicity	Total (includes Part-time Professionals and Part-time Non- professionals)	Graduate assistants	Part-time grand total (includes graduate assistants)		
Men					
Nonresident alien	0		. 0		
Hispanic/Latino	1	2	. 3		
American Indian or Alaska Native	0		. 0		
Asian	2	3	. 5		
Black or African American	4		. 4		
Native Hawaiian or Other Pacific Islander	0		. 0		
White	53	13	. 66		
Two or more races	0	10	. 0		
Race and ethnicity unknown	4	2	. 6		
Total men	64	20	84		
Women					
Nonresident alien	0		. 0		
Hispanic/Latino	4		. 4		
American Indian or Alaska Native	0	<u>'</u>	. 0		
<u>Asian</u>	3	2	. 5		
Black or African American	3	1	. 4		
Native Hawaiian or Other Pacific Islander	0		. 0		
White	75	11	. 86		
Two or more races	0	111	. 0		
Race and ethnicity unknown	4	2	. 6		
		14			



Total women	89	16	105
Total (men+women)	153	36	189
Total from EAP	153	36	189

Part K - Fall Staff - Total number of staff

Total number of staff by employment status, gender, and race/ethnicity									
	As of November 1, 2010								
Gender and race/ethnicity	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women			
Nonresident alien	0	0	0	0	0	0			
Hispanic/Latino	29	34	3	4	32	38			
American Indian or Alaska Native	3	4	0	0	3	4			
<u>Asian</u>	16	12	5	5	21	17			
Black or African American	20	14	4	4	24	18			
Native Hawaiian or Other Pacific Islander	0	1	0	0	0	1			
White	264	313	66	86	330	399			
Two or more races	0	0	0	0	0	0			
Race and ethnicity unknown	18	20	6	6	24	26			
Grand total	350	398	84	105	434	503			

User ID: P1265801

Part L - Fall Staff - New hires - Full-time instruction/research/public service staff - Faculty status

Number of full-time permanent new hires whose primary responsibility is instruction, research, and/or public service by faculty status, gender, and race/ethnicity

(Hired full time between July 1 and October 31, 2010 and still on payroll of the institution as of November 1, 2010)

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

	non-Hispanic/Latino individ	duals only			
Gender and race/ethnicity	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	Total
Men					
Nonresident alien Hispanic/Latino		2			_ 0
American Indian or Alaska Native		1-			0
<u>Asian</u>		1			_ 1
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White	4		4		- 8
Two or more races					0
Race and ethnicity		1	1		2
unknown Total men	4	4	5	0	13
Women					
Nonresident alien					_ 0
Hispanic/Latino					_ 0
American Indian or Alaska Native					0
<u>Asian</u>		1			_ 1



Black or					
African		1			
American					
Native					0
Hawaiian or					
Other Pacific					
Islander					
White		_			3
		2	1		
Two or more					0
races					
Race and					1
ethnicity			1		
unknown					
Total women	0	4	2	0	6
Total	4	8	7	0	19
(men+women)					

Part L - Fall Staff - New hires - Full-time staff by position

Number of full-time permanent new hires by primary function/occupational activity, gender, and race/ethnicity

(Hired full time between July 1 and October 31, 2010 and still on payroll of the institution as of November 1, 2010)

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

• Report Hispa	nic/Latino individuais of any	race as hispanic/Launo					
•Report race for	or non-Hispanic/Latino indiv	iduals only					
Gender and race/ethnicity	Executive/ administrative/ managerial	Other professionals (support/service)	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance	Tota
Men							
Nonresident							_ (
alien	•						
Hispanic/Latin	2						
American	,						_ 0
Indian or							
Alaska Native Asian							_ 0
/ Glai i							
Black or		4				4	_ 2
African American		1			 	1	
Native							_ 0
Hawaiian or							
Other Pacific							
Islander White							C
vviiito							
Two or more							_ 0
races							1
Race and ethnicity	1						- '
unknown	,	,	,	,	,	,	
Total men		1	1	0	0	0	1 3
Women							
Nonresident alien							_
Hispanic/Latin	0						_ 0
American Indian or							_ 0
Alaska Native		<u> </u>			<u> </u>		
Asian Asian							_ (
					<u> </u>		
Black or African	1						_ 1
American	1.						
							_ 0

Native Hawaiian or Other Pacific Islander							
White	1			1			2
Two or more races							. 0
Race and ethnicity unknown							. 0
unknown	2	0	0	1	0	0	2
Total women	2	1	0	' 1	0	1	6
Total (men+women)	3	1	U	'	0	'	U

Part L - Fall Staff - New hires - Totals

Total number of full-time permanent new hires by gender and race/ethnicity

(Hired full time between July 1 and October 31, 2010 and still on payroll of the institution as of November 1, 2010)

	Total men	Total women	Total (men+women)	
Nonresident alien	0	0		C
Hispanic/Latino	2	0		2
American Indian or Alaska Native	0	0		J
Asian	1	1		2
Black or African American	2	2		4
Native Hawaiian or Other Pacific Islander	0	0		J
White	8	5	1:	3
Two or more races	0	0		J
Race and ethnicity unknown	3	1	•	4
Grand total	16	9	25	5

Institution: University of Color User ID: P1265801	rado at Colorado Springs (126580)
Human Resources Surv	
Were any staff members diffic	ult to categorize? If so, please explain in the box below.

Summary

Human Resources Component Summary (Applicable to Degree-granting institutions and Related Administrative Offices)

User ID: P1265801

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 ExPT and sent to your institution's CEO in November 2011.

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 primary function/occupational activity: Fall 2010

Primary function/occupational activity	Reported	Reported values		
	Number of full-time staff	Number of part-time staff		
Total number of staff	748	153	799	
Professional staff	577	129	620	
Staff whose primary responsibility is instruction, research, and/or public service	339	74	364	
Primary instruction	103	40	116	
Instruction/research/public service	214	8	217	
Primarily research	15	25	23	
Primarily public service	7	1	7	
Executive/administrative/managerial	90	15	95	
Other professionals (support/service)	148	40	161	
Non-professional staff	171	24	179	
Technical and paraprofessional	1	0	1	
Clerical/secretarial	94	8	97	
Skilled crafts	0	0	(
Service/Maintenance	76	16	81	

NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff from the Employees by Assigned Position (EAP) section of the IPEDS HR component and adding one-third of the total number of part-time staff from the EAP section. Graduate assistants are not included in the above figures. Many of the FTE figures are included in the DFR.

Salaries of full-time instructional staff by contract length and academic rank: Academic year 2010-11

Salaries of full-time instructional staff by contract length and academic rank: Academic year 2010-11

Academic rank		Reported	Equated 9-month			
	sta	nstructional iff on th contracts	Full-time instructional staff on 11/12-month contracts			
	Number of staff	Salary outlays	Number of Salary outlays staff		Number of staff	Average salaries
All Ranks	317	\$20,364,900			317	\$64,243
Professor	69	\$6,467,463			69	\$93,731
Associate professor	66	\$4,794,498			66	\$72,644
Assistant professor	79	\$4,919,213			79	\$62,269
Instructor	103	\$4,183,726			103	\$40,619
Lecturer						
No academic rank						

NOTE: The above data are based on the Salaries section of the IPEDS HR component. The number of equated 9-month full-time instructional staff is the sum of staff on 9/10-month and 11/12-month contracts. The equated 9-month average salaries of full-time instructional staff (by rank) are calculated by multiplying the salary outlays (by rank) for staff on 11/12-month contracts by 0.8182 then adding the salary outlays (by rank) for staff on 9/10-month contracts. The resulting sum is then divided by the number of equated 9-month full-time instructional staff (by rank) to determine an average salary for each rank. Salaries of full-time instructional staff on less-than-9-month contracts are not collected. Also, salaries of medical school staff are not collected. The equated 9-month average salaries are included in the DFR.

Explanation Report

User ID: P1265801

			p				
Number	Source	Location	Severity	Accepted			
Global Ed	lits						
1		Perform Edits	The total number of employees in EAP for part-time executive/administrative/managerial entered, 15, has an expected range of between 18 and 32. Please explain this difference.	Explanation	Yes		
Reason:			ors" and "managers" were moved into the e scope of their responsibilities.	other profes	sional		
2		Perform Edits	The total number of employees in EAP for part-time other professionals (support/service) entered, 40, has an expected range of between 17 and 31. Please explain this difference.	Explanation	Yes		
Reason:	Approximately 9 individuals with job titles of "Manager" or "Coordinator" who have no supervisory responsibility and work for very small units (e.g 3-5 people) were moved into this category. Last year, they were counted in the executive category.						
Global Ed	dits						
3		Perform Edits	The average salary for one of the academic ranks in 9/10-month contracts, 0, is not within the expected range of between 49,431 and 74,145 based on the prior year value. Please fix or explain.	Explanation	Yes		
Reason:	There are no individuals in the "no academic rank" this year.						