

Institution: University of Colorado 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 faculty and staff.

#### Recent changes

- New occupational categories replaced the primary function/occupational activity categories previously used in the IPEDS HR survey. The change was required to align the IPEDS HR categories with the 2010 Standard Occupational Classification (SOC) System. For additional information on the IPEDS HR survey and how it relates to the 2010 SOC system, refer to the section of the IPEDS HR instructions called, "Reporting Staff by Occupational Category."
- A few other changes were made to the IPEDS HR survey that is applicable to degree-granting institutions. These changes can be found in the section of the IPEDS HR instructions called, "Changes in Reporting."
- Survey became part of the IPEDS Spring data collection.

#### Resources:

- The NEW IPEDS HR/SOC Information Center can be found at the following website: <http://nces.ed.gov/ipeds/resource/soc.asp>. (The new center includes, but is not limited to the following links: New (2012-13) IPEDS Occupational Categories and 2010 SOC crosswalk; 2012-13 IPEDS HR survey material; Standard Occupational Classification (SOC) System material; IPEDS HR/SOC Browse Tool; and Web Tutorials.)
- To download the survey materials for this component: [Survey Materials](#)

#### Data reporting reminders:

- Enter data on each displayed screen. If a screen is not applicable, enter at least one zero in a field on the screen.
- Report staff members difficult to categorize in the "Human Resources Survey Evaluation" box at the end of the survey.

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.

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.

Yes  No

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

Yes  No

#### 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, the full-time instructional staff screens of **Part G** are **NOT** applicable to your institution and you will **NOT** be required to report data for the full-time instructional staff screens of **Part G**. However, Part G will still be required for reporting data for full-time non-instructional staff.

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

#### The reporting of data by gender AND race/ethnicity is optional this year as it is in even-numbered years.

Do you wish to report data by gender AND race/ethnicity this year?

If you answer **No**, screens to report data by employment status (full-time and part-time) and occupational category will be displayed.

If you answer **Yes**, screens to report data by employment status (full-time and part-time), occupational category, and gender AND race/ethnicity will be displayed and you must complete all applicable screens.

- No, I will not report data by gender and race/ethnicity this year
- Yes, I will report data by gender and race/ethnicity this year

#### You may use the space below to provide context for the data you've reported above.

### Human Resources Screening Questions

#### 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.*

<input checked="" type="radio"/>	Yes	<input type="radio"/>	No
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#### Does your institution have graduate assistants?

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

<input checked="" type="radio"/>	Yes	<input type="radio"/>	No
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**Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2012 either for the *first time* (new to the institution) or *after a break in service* AND who were still on the payroll of the institution as of November 1, 2012? (Exclude persons who have returned from sabbatical leave OR full-time Postsecondary Staff who are working less-than-9-month contracts.)**

*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 **Part H**.*

<input checked="" type="radio"/>	Yes	<input type="radio"/>	No
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Native Hawaiian or Other Pacific Islander									
White	15	30							45
Two or more races									0
Race and ethnicity unknown		2							2
<b>Total women</b>	17	38	0	0	0	0	0	0	55
<b>Total (men+women)</b>	80	74	0	0	0	0	0	0	154



Native Hawaiian or Other Pacific Islander									
White			34						34
Two or more races									0
Race and ethnicity unknown			5						5
<b>Total women</b>	0	0	47	0	0	0	0	0	47
<b>Total (men+women)</b>	0	0	82	0	0	0	0	0	82





Native Hawaiian or Other Pacific Islander								0
White								0
Two or more races								0
Race and ethnicity unknown								0
<b>Total women</b>	0	0	0	0	0	0	0	0
<b>Total (men+women)</b>	0	0	0	0	0	0	0	0



Native Hawaiian or Other Pacific Islander								
White				90				90
Two or more races								0
Race and ethnicity unknown				4				4
<b>Total women</b>	0	0	0	106	0	0	0	106
<b>Total (men+women)</b>	0	0	0	163	0	0	0	163





**Part A - Full-time instructional staff**

**Number of full-time instructional staff without faculty status  
by gender and race/ethnicity**

As of November 1, 2012

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Total
<b>Men</b>	
<u>Nonresident alien</u>	0
<u>Hispanic/Latino</u>	
<u>American Indian or Alaska Native</u>	
<u>Asian</u>	
<u>Black or African American</u>	
<u>Native Hawaiian or Other Pacific Islander</u>	
<u>White</u>	
<u>Two or more races</u>	
<u>Race and ethnicity unknown</u>	
<b>Total men</b>	0
<b>Women</b>	
<u>Nonresident alien</u>	
<u>Hispanic/Latino</u>	
<u>American Indian or Alaska Native</u>	
<u>Asian</u>	
<u>Black or African American</u>	
<u>Native Hawaiian or Other Pacific Islander</u>	
<u>White</u>	
<u>Two or more races</u>	
<u>Race and ethnicity unknown</u>	
<b>Total women</b>	0
<b>Total (men+women)</b>	0

**Part A - Full-time instructional staff**

Number of full-time instructional staff by tenure status, and function							
	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
Total carried forward from previous screens	154	82	0	163	0	0	399
Instruction	0	0	0	163	0	0	163
Exclusively credit							0
Exclusively not-for-credit							0
Combined credit/not-for-credit				163			163
Instruction/research/public service	154	82					236

**Part A - Full-time instructional staff - Totals**

## Total number of full-time instructional staff

## by gender and race/ethnicity

As of November 1, 2012

Race/ethnicity	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	0	0	0
<u>Hispanic/Latino</u>	9	11	20
<u>American Indian or Alaska Native</u>	2	3	5
<u>Asian</u>	12	8	20
<u>Black or African American</u>	1	6	7
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	160	169	329
<u>Two or more races</u>	0	0	0
<u>Race and ethnicity unknown</u>	7	11	18
<b>Total</b>	191	208	399



**Part B - Full-time non-instructional staff**

Number of full-time non-instructional staff  
by occupational category, gender, and race/ethnicity

As of November 1, 2012

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Instructional Staff (carried forward from Part A)	Postsecondary Teachers	
		Research	Public Service
<b>Men</b>			
Nonresident alien	0		
Hispanic/Latino	9		
American Indian or Alaska Native	2		
Asian	12	1	
Black or African American	1		
Native Hawaiian or Other Pacific Islander	0		
White	160	6	2
Two or more races	0		
Race and ethnicity unknown	7		
<b>Total men</b>	<b>191</b>	<b>7</b>	<b>2</b>
<b>Women</b>			
Nonresident alien	0		
Hispanic/Latino	11	1	
American Indian or Alaska Native	3		
Asian	8		
Black or African American	6		
Native Hawaiian or Other Pacific Islander	0		
White	169	18	3
Two or more races	0		

<u>Race and ethnicity unknown</u>	11		
<b>Total women</b>	208	19	3
<b>Total (men+women)</b>	399	26	5

**Part B - Full-time non-instructional staff**

Number of full-time non-instructional staff  
by occupational category, gender, and race/ethnicity

As of November 1, 2012

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Archivists, Curators, and Museum Technicians	Librarians	Library Technicians	Other Teachers and Instructional Support Staff
<b>Men</b>				
Nonresident alien				
Hispanic/Latino				
American Indian or Alaska Native				
Asian				
Black or African American				
Native Hawaiian or Other Pacific Islander				
White			4	2
Two or more races				
Race and ethnicity unknown				
<b>Total men</b>	0	0	4	2
<b>Women</b>				
Nonresident alien				
Hispanic/Latino			1	1
American Indian or Alaska Native				
Asian				
Black or African American				1

Native Hawaiian or Other Pacific Islander				
White	2		5	14
Two or more races				
Race and ethnicity unknown				
<b>Total women</b>	2	0	6	16
<b>Total (men+women)</b>	2	0	10	18

**Part B - Full-time non-instructional staff**

**Number of full-time non-instructional staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Management Occupations	Business and Financial Operations Occupations	Computer, Engineering, and Science Occupations	Community Service, Legal, Arts, and Media Occupations	Healthcare Practitioners and Technical Occupations
<b>Men</b>					
Nonresident alien					
Hispanic/Latino	3	3	3	2	
American Indian or Alaska Native					
Asian	2		1		
Black or African American	1	5		2	
Native Hawaiian or Other Pacific Islander					
White	39	8	25	10	1
Two or more races					
Race and ethnicity unknown	1		1	1	
<b>Total men</b>	<b>46</b>	<b>16</b>	<b>30</b>	<b>15</b>	<b>1</b>
<b>Women</b>					
Nonresident alien					
Hispanic/Latino	3	6		1	
American Indian or Alaska Native					
Asian	2	2			
Black or African American		1			

Native Hawaiian or Other Pacific Islander					
White	45	23	8	10	9
Two or more races					
Race and ethnicity unknown		1			
<b>Total women</b>	50	33	8	11	9
<b>Total (men+women)</b>	96	49	38	26	10

**Part B - Full-time non-instructional staff**

**Number of full-time non-instructional staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Natural Resources, Construction, and Maintenance Occupations	Production, Transportation, and Material Moving Occupations	Grand Total (All full-time staff)
<b>Men</b>						
Nonresident alien						0
Hispanic/Latino	10		6			36
American Indian or Alaska Native	2					4
Asian	3					19
Black or African American	7		1			17
Native Hawaiian or Other Pacific Islander						0
White	60		28			345
Two or more races						0
Race and ethnicity unknown	2		2			14
<b>Total men</b>	<b>84</b>	<b>0</b>	<b>37</b>	<b>0</b>	<b>0</b>	<b>435</b>
<b>Women</b>						
Nonresident alien						0
Hispanic/Latino	4		12			40
American Indian or Alaska Native	1		1			5
Asian			2			14
	2		6			16

Black or African American							
Native Hawaiian or Other Pacific Islander			1				1
White	11	4	101				422
Two or more races							0
Race and ethnicity unknown			1				13
<b>Total women</b>	18	4	124	0	0	0	511
<b>Total (men+women)</b>	102	4	161	0	0	0	946





**Part B - Full-time non-instructional staff Total****Summary of full-time, non-instructional staff  
by occupational category****As of November 1, 2012**

Occupational category	Total
Postsecondary Teachers - Research	26
Postsecondary Teachers - Public Service	5
Library and Instructional Support Occupations	30
Librarians, Curators, and Archivists	12
Archivists, Curators, and Museum Technicians	2
Librarians	0
Library Technicians	10
Other Teachers and Instructional Support Staff	18
Management Occupations	96
Business and Financial Operations Occupations	49
Computer, Engineering, and Science Occupations	38
Community Service, Legal, Arts, and Media Occupations	26
Healthcare Practitioners and Technical Occupations	10
Service Occupations	102
Sales and Related Occupations	4
Office and Administrative Support Occupations	161
Natural Resources, Construction, and Maintenance Occupations	0
Production, Transportation, and Material Moving Occupations	0



**Part G - Salary Worksheet**

**Number of full-time, non-medical, instructional staff for calculation of total number of months**

**As of November 1, 2012**

Gender and academic rank	9-Month Contract or Employment agreement	10-Month Contract or Employment agreement	11-Month Contract or Employment agreement	12-Month Contract or Employment agreement	Total employees for Salary reporting	Total Number of Months	Total full-time, non-medical, instructional staff from Part A	Balance (All other full-time instructional staff)
<b>Men</b>								
Professors	63				63	567	63	0
Associate professors	36				36	324	36	0
Assistant professors	35				35	315	35	0
Instructors	57				57	513	57	0
Lecturers					0	0	0	0
No academic rank					0	0	0	0
<b>Total men</b>	191	0	0	0	191	1,719	191	0
<b>Women</b>								
Professors	17				17	153	17	0
Associate professors	38				38	342	38	0
Assistant professors	47				47	423	47	0
Instructors	106				106	954	106	0
Lecturers					0	0	0	0
No academic rank					0	0	0	0
<b>Total women</b>	208	0	0	0	208	1,872	208	0
<b>Total (men + women)</b>	399	0	0	0	399	3,591	399	0

**Part G - Salary outlays for full-time instructional staff**

**Salary outlays for full-time, non-medical, instructional staff**

**by gender and academic rank**

**As of November 1, 2012**

Gender and academic rank	Headcount (from Part G, screen 1) OR Total employees for Salary reporting	Total Number of Months (from Part G, screen 1)	Salary Outlays	Weighted average Salaries per month
<b>Men</b>				
Professors	63	567	6,225,702	10,980
Associate professors	36	324	2,780,511	8,582
Assistant professors	35	315	2,337,241	7,420
Instructors	57	513	2,169,882	4,230
Lecturers	0	0	0	
No academic rank	0	0	0	
<b>Total men</b>	<b>191</b>	<b>1,719</b>	<b>13,513,336</b>	<b>7,861</b>
<b>Women</b>				
Professors	17	153	1,472,840	9,626
Associate professors	38	342	2,650,431	7,750
Assistant professors	47	423	3,035,295	7,176
Instructors	106	954	4,217,064	4,420
Lecturers	0	0	0	
No academic rank	0	0	0	
<b>Total women</b>	<b>208</b>	<b>1,872</b>	<b>11,375,630</b>	<b>6,077</b>
<b>Total (men + women)</b>	<b>399</b>	<b>3,591</b>	<b>24,888,966</b>	<b>6,931</b>

**Part G - Salary outlays for full-time non-instructional staff**

Salary outlays for full-time, non-medical, non-instructional staff

by occupational category

As of November 1, 2012

Occupational category	 Number of full-time staff	 Total salary outlays
Postsecondary Teachers - Research	26	1,222,291
Postsecondary Teachers - Public Service	5	338,434
 Library and Instructional Support Occupations	30	1,131,637
Management Occupations	96	8,427,448
Business and Financial Operations Occupations	49	2,407,895
Computer, Engineering, and Science Occupations	38	2,278,401
Community Service, Legal, Arts, and Media Occupations	26	1,144,943
Healthcare Practitioners and Technical Occupations	10	493,144
Service Occupations	102	3,449,806
Sales and Related Occupations	4	150,542
Office and Administrative Support Occupations	161	6,890,697
Natural Resources, Construction, and Maintenance Occupations	0	0
Production, Transportation, and Material Moving Occupations	0	0

**Part D - Part-time staff**

**Number of part-time staff  
 by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Postsecondary Teachers		
	Instructional Staff	Research	Public Service
<b>Men</b>			
Nonresident alien			0
Hispanic/Latino	2		
American Indian or Alaska Native			
Asian	3		
Black or African American	1		
Native Hawaiian or Other Pacific Islander	1		
White	125	2	
Two or more races			
Race and ethnicity unknown	13		
<b>Total men</b>	<b>145</b>	<b>2</b>	<b>0</b>
<b>Women</b>			
Nonresident alien			
Hispanic/Latino	12		
American Indian or Alaska Native	5		
Asian	6		
Black or African American	5		
Native Hawaiian or Other Pacific Islander			
White	148	3	
Two or more races			
Race and ethnicity unknown	6		

<b>Total women</b>	182	3	0
<b>Total (men+women)</b>	327	5	0




**Part D - Part-time staff**

**Number of part-time non-instructional staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u>	<u>Librarians</u>	<u>Library Technicians</u>	<u>Other Teachers and Instructional Support Staff</u>	 <u>Library and Instructional Support Occupations</u>
<b>Men</b>					
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
<b>Total men</b>	0	0	0	0	0
<b>Women</b>					
Nonresident alien					0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian					0
					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
<b>Total women</b>	0	0	0	0	0
<b>Total (men+women)</b>	0	0	0	0	0

**Part D - Part-time staff**

**Number of part-time staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Management Occupations	Business and Financial Operations Occupations	Computer, Engineering, and Science Occupations	Community Service, Legal, Arts, and Media Occupations	Healthcare Practitioners and Technical Occupations
<b>Men</b>					
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White				1	
Two or more races					
Race and ethnicity unknown					1
<b>Total men</b>	0	0	0	1	1
<b>Women</b>					
Nonresident alien					
Hispanic/Latino	1				
American Indian or Alaska Native					
Asian					
Black or African American					

Native Hawaiian or Other Pacific Islander					
White		1			4
Two or more races					
Race and ethnicity unknown					
<b>Total women</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>4</b>
<b>Total (men+women)</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>5</b>

**Part D - Part-time staff**

**Number of part-time staff  
by occupational category, gender, and race/ethnicity**

**As of November 1, 2012**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Natural Resources, Construction, and Maintenance Occupations	Production, Transportation, and Material Moving Occupations	Grand Total (All part-time staff)
<b>Men</b>						
Nonresident alien						0
Hispanic/Latino	1					3
American Indian or Alaska Native						0
Asian						3
Black or African American	1					2
Native Hawaiian or Other Pacific Islander						1
White	9		2			139
Two or more races						0
Race and ethnicity unknown	1					15
<b>Total men</b>	<b>12</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>163</b>
<b>Women</b>						
Nonresident alien						0
Hispanic/Latino						13
American Indian or Alaska Native						5
Asian			1			7
						5

Black or African American							
Native Hawaiian or Other Pacific Islander							0
White			15				171
Two or more races							0
Race and ethnicity unknown			2				8
<b>Total women</b>	0	0	18	0	0	0	209
<b>Total (men+women)</b>	12	0	20	0	0	0	372







**Part E - Part-time staff**

**Number of part-time staff  
 by tenure status and occupational category**

**As of November 1, 2012**

Occupational category	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
Postsecondary Teachers	1	1	0	5	320	5	332
Instruction	0	0	0	5	320	0	325
Exclusively credit							0
Exclusively not-for-credit							0
Combined credit/not-for-credit				5	320		325
Instruction/research/public service	1	1					2
Research						5	5
Public Service							0
Archivists, Curators, and Museum Technicians							0
Librarians							0
Library Technicians							0
Other Teachers and Instructional Support Staff							0
Management Occupations						1	1
Business and Financial Operations Occupations						1	1
Computer, Engineering, and Science Occupations							0
Community Service, Legal, Arts, and Media Occupations						1	1
Healthcare Practitioners and Technical Occupations						5	5



Community Service, Legal, Arts, and Media		
Library and Instructional Support		0
Healthcare Practitioners and Technical		0
Total		414

**Part H - New Hires - Full-time instructional staff**

Number of newly hired full-time permanent instructional staff  
 by tenure status, gender, and race/ethnicity  
 (Hired full time between July 1 and October 31, 2012 and  
 still on payroll of the institution as of November 1, 2012)

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

Gender and race/ethnicity	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
<b>Men</b>							
Nonresident alien							0
Hispanic/Latino				1			1
American Indian or Alaska Native							0
Asian		3					3
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White		4		5			9
Two or more races							0
Race and ethnicity unknown		1					1
<b>Total men</b>	0	8	0	6	0	0	14
<b>Women</b>							
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian	1	1					2
Black or African American							0

Native Hawaiian or Other Pacific Islander								0
White		5		7				12
Two or more races								0
Race and ethnicity unknown								0
<b>Total women</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>14</b>
<b>Total (men+women)</b>	<b>1</b>	<b>14</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>28</b>

**Part H - New Hires - Full-time staff**

Number of newly hired full-time staff  
by occupational category, gender, and race/ethnicity  
(Hired full time between July 1 and October 31, 2012 and  
still on payroll of the institution as of November 1, 2012)

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Instructional Staff (carried forward from Part H, screen 1)	Postsecondary Teachers		Library and Instructional Support Occupations
		Research	Public Service	
<b>Men</b>				
Nonresident alien	0			
Hispanic/Latino	1			
American Indian or Alaska Native	0			
Asian	3			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	9	1		
Two or more races	0			
Race and ethnicity unknown	1			
<b>Total men</b>	<b>14</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>Women</b>				
Nonresident alien	0			
Hispanic/Latino	0			
American Indian or Alaska Native	0			
Asian	2			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			

White	12			
Two or more races	0			
Race and ethnicity unknown	0			
<b>Total women</b>	14	1	0	0
<b>Total (men+women)</b>	28	2	0	0

**Part H - New Hires - Full-time non-instructional staff**

Number of newly hired full-time non-instructional staff  
by occupational category, gender, and race/ethnicity

(Hired full time between July 1 and October 31, 2012 and  
still on payroll of the institution as of November 1, 2012)

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Management Occupations	Business and Financial Operations Occupations	Computer, Engineering, and Science Occupations	Community Service, Legal, Arts, and Media Occupations	Healthcare Practitioners and Technical Occupations
<b>Men</b>					
Nonresident alien					
Hispanic/Latino				1	
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	3		1		
Two or more races					
Race and ethnicity unknown					
<b>Total men</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>
<b>Women</b>					
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian					



Black or African American					
Native Hawaiian or Other Pacific Islander					
White	2	2		4	2
Two or more races					
Race and ethnicity unknown					
<b>Total women</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>4</b>	<b>2</b>
<b>Total (men+women)</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>2</b>

**Part H - New Hires - Full-time non-instructional staff and Total New Hires**

Number of newly hired full-time non-instructional staff and Total new hires

by occupational category, gender, and race/ethnicity

(Hired full time between July 1 and October 31, 2012 and

still on payroll of the institution as of November 1, 2012)

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Natural Resources, Construction, and Maintenance Occupations	Production, Transportation, and Material Moving Occupations	Grand Total (All full-time new hires)
<b>Men</b>						
Nonresident alien						0
Hispanic/Latino	1					3
American Indian or Alaska Native	1					1
Asian						3
Black or African American	1					1
Native Hawaiian or Other Pacific Islander						0
White	3		4			21
Two or more races						0
Race and ethnicity unknown			1			2
<b>Total men</b>	<b>6</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>31</b>
<b>Women</b>						
Nonresident alien						0
Hispanic/Latino			1			1
American Indian or Alaska Native						0
Asian						2

Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White	2		4			29
Two or more races						0
Race and ethnicity unknown						0
<b>Total women</b>	<b>2</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>32</b>
<b>Total (men+women)</b>	<b>8</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>63</b>

### Human Resources Survey Evaluation

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

No

Institution: University of Colorado Colorado Springs (126580)

User ID: P1265801

### Prepared by

This survey component was prepared by:

Keyholder  SFA Contact  HR Contact  Finance Contact  Other

Name:

Robyn Marschke

Email:

rmarschk@uccs.edu

How long did it take to prepare this survey component?

12

hours

minutes

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.

**Summary**

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

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 2013.

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](mailto:ipedshelp@rti.org).

**Number of staff by employment status and occupational category:**  
**Fall 2012**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
<b>Total number of staff</b>	946	372	1,070
Postsecondary Teachers	430	332	541
Instructional Staff	399	327	508
Instruction	163	325	271
Exclusively credit	0	0	0
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	163	325	271
Instruction/research/public service	236	2	237
Research	26	5	28
Public Service	5	0	5
Library and Instructional Support Occupations	30	0	30
Librarians, Curators, and Archivists	12	0	12
Archivists, Curators, and Museum Technicians	2	0	2
Librarians	0	0	0
Library Technicians	10	0	10
Other Teachers and Instructional Support Staff	18	0	18
Management Occupations	96	1	96
Business and Financial Operations Occupations	49	1	49
Computer, Engineering, and Science Occupations	38	0	38
Community Service, Legal, Arts, and Media Occupations	26	1	26
Healthcare Practitioners and Technical Occupations	10	5	12

**Number of staff by employment status and occupational category:  
Fall 2012**

Service Occupations	102	12	106
Sales and Related Occupations	4	0	4
Office and Administrative Support Occupations	161	20	168
Natural Resources, Construction, and Maintenance Occupations	0	0	0
Production, Transportation, and Material Moving Occupations	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 2012-13**

Academic rank	Full-time instructional staff				Total employees for Salary reporting	Total Number of Months	Salary Outlays	Weighted average Salaries per month
	9-month contracts	10-month contracts	11-month contracts	12-month contracts				
<b>All Ranks</b>	399				399	3,591	\$24,888,966	\$6,931
Professor	80				80	720	\$7,698,542	\$10,692
Associate professor	74				74	666	\$5,430,942	\$8,155
Assistant professor	82				82	738	\$5,372,536	\$7,280
Instructor	163				163	1,467	\$6,386,946	\$4,354
Lecturer								
No academic rank								

NOTE: The above data are based on the Salary outlays part of the IPEDS HR component. The Weighted average salaries per month of full-time instructional staff by academic rank are calculated by adding the salary outlays reported for Men plus Women by academic rank [reported on the Part G, Salary outlays screen] then dividing the sum by the "Total Number of Months" for Men plus Women by academic rank [calculated from data reported on the Part G, Salary Worksheet screen]. 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 weighted average salaries per month may be included in the DFR.

**Human Resources**

University of Colorado Colorado Springs (126580)

**There are no errors for the selected survey and institution.**