

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](#)
- To access your prior year data submission for this component: [Reported Data](#)
- All staff must now be reported using the new IPEDS occupational categories, which align with the 2010 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.

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 **July 1 and October 31, 2015** 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, 2015**? (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, 2015**

- 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			6				6
Black or African American			1				1
Native Hawaiian or Other Pacific Islander							0
White			30				30
Two or more races							0
Race and ethnicity unknown			3				3
<b>Total men</b>	0	0	40	0	0	0	40

**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			6				6
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White			33				33
Two or more races							0
Race and ethnicity unknown			1				1
<b>Total women</b>	0	0	40	0	0	0	40
<b>Total (men+women)</b>	0	0	80	0	0	0	80
Total from prior year							82

**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 or Continuing or At-will Contract**

As of November 1, 2015

- 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
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	0
<b>Total men</b>	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	0
<b>Total women</b>	0	0	0	0	0	0	0

<b>Total (men+women)</b>	0	0	0	0	0	0	0
Total from prior year							

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

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

As of November 1, 2015

- 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				50			50
Two or more races							0
Race and ethnicity unknown				2			2
<b>Total men</b>	0	0	0	57	0	0	57

**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				2			2
Asian				3			3
Black or African American				2			2
Native Hawaiian or Other Pacific Islander							0
White				90			90
Two or more races							0
Race and ethnicity unknown				6			6
<b>Total women</b>	0	0	0	107	0	0	107
<b>Total (men+women)</b>	0	0	0	164	0	0	164
Total from prior year							184

**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, 2015

- 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

<b>Men</b>							
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						1	1
Two or more races							0
Race and ethnicity unknown							0
<b>Total men</b>	0	0	0	0	0	1	1
<b>Women</b>							
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						2	2
Two or more races							0
Race and ethnicity unknown							0
<b>Total women</b>	0	0	0	0	0	2	2
<b>Total (men+women)</b>	0	0	0	0	0	3	3
Total from prior year							27

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

**Number of Full-time Instructional Staff**

**Without Faculty Status**

**As of November 1, 2015**

- 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	
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	0
<b>Total men</b>	<b>0</b>

**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	0
<b>Total women</b>	<b>0</b>

<b>Total (men+women)</b>	<b>0</b>
Total from prior year	

**Part A2 - Full-time Instructional Staff by Function**

**Number of Full-time Instructional Staff**

**As of November 1, 2015**

•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	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Instructional staff	159	80	0	164	3	0	406
Total carried forward from previous screens	159	80	0	164	3	0	406
<u>Primarily Instruction</u>	0	0	0	164	0	0	164
Exclusively credit							0
Exclusively not-for-credit							0
Combined credit/not-for-credit				164			164
<u>Instruction/research/public service staff</u>	159	80			3		242

### Part A3 - Full-time Instructional Staff - Totals

#### Total number of Full-time Instructional Staff

As of November 1, 2015

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	0	0	0
Hispanic/Latino	10	8	18
American Indian or Alaska Native	0	3	3
Asian	13	12	25
Black or African American	1	4	5
Native Hawaiian or Other Pacific Islander	0	0	0
White	164	175	339
Two or more races	0	0	0
Race and ethnicity unknown	6	10	16
<b>Total</b>	194	212	406
Total from prior year			<b>448</b>

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

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

by Occupational Category

As of November 1, 2015

•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		
Hispanic/Latino	10	1	
American Indian or Alaska Native	0		
Asian	13	2	
Black or African American	1		
Native Hawaiian or Other Pacific Islander	0		
White	164	10	1
Two or more races	0		
Race and ethnicity unknown	6		1
<b>Total men</b>	<b>194</b>	<b>13</b>	<b>2</b>

**Women**

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	0		
Hispanic/Latino	8	2	
American Indian or Alaska Native	3		
Asian	12		
Black or African American	4		
Native Hawaiian or Other Pacific Islander	0		
White	175	2	4
Two or more races	0		
Race and ethnicity unknown	10		
<b>Total women</b>	<b>212</b>	<b>4</b>	<b>4</b>

<b>Total (men+women)</b>	<b>406</b>	<b>17</b>	<b>6</b>
Total from prior year	<b>448</b>	<b>22</b>	<b>5</b>

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2015

•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 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino				4
American Indian or Alaska Native				
Asian				2
Black or African American				2
Native Hawaiian or Other Pacific Islander				
White		3	2	29
Two or more races				
Race and ethnicity unknown				1
<b>Total men</b>	0	3	2	38

#### Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino		1	1	3
American Indian or Alaska Native				
Asian				5
Black or African American				
Native Hawaiian or Other Pacific Islander				
White		10	3	34
Two or more races				
Race and ethnicity unknown		1		2
<b>Total women</b>	0	12	4	44
<b>Total (men+women)</b>	0	15	6	82
Total from prior year	2	15	8	169

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2015

•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		
American Indian or Alaska Native			1		
Asian	2		2		
Black or African American		2			
Native Hawaiian or Other Pacific Islander					
White	10	12	23	34	4
Two or more races					
Race and ethnicity unknown			3	1	
<b>Total men</b>	<b>13</b>	<b>16</b>	<b>33</b>	<b>35</b>	<b>4</b>

**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		5		7	
American Indian or Alaska Native					
Asian		2		3	
Black or African American				2	1
Native Hawaiian or Other Pacific Islander				1	
White	7	39	6	47	11
Two or more races					
Race and ethnicity unknown		1			
<b>Total women</b>	<b>7</b>	<b>47</b>	<b>6</b>	<b>60</b>	<b>12</b>

<b>Total (men+women)</b>	<b>20</b>	<b>63</b>	<b>39</b>	<b>95</b>	<b>16</b>
Total from prior year	<b>21</b>	<b>55</b>	<b>33</b>	<b>45</b>	<b>11</b>

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2015

•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	15		5		3	45
American Indian or Alaska Native	2					3
Asian	3		2			26
Black or African American	9		1		1	16
Native Hawaiian or Other Pacific Islander						0
White	43	3	19		23	383
Two or more races						0
Race and ethnicity unknown	2		1		1	16
<b>Total men</b>	<b>74</b>	<b>3</b>	<b>28</b>		<b>28</b>	<b>489</b>

**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	4		14			45
American Indian or Alaska Native						3
Asian	1		2		1	26
Black or African American	4		2			13
Native Hawaiian or Other Pacific Islander	1					2
White	32	3	92		3	468
Two or more races						0
	2		1			17

Race and ethnicity unknown						
<b>Total women</b>	44	3	111	4	0	574
<b>Total (men+women)</b>	118	6	139	32	3	1,063
Total from prior year	87	5	101	86	7	1,120

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

Number of <u>Full-time Non-instructional Staff</u>							
As of November 1, 2015							
Occupational category	With <u>Faculty Status</u>					Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at -will contract	Annual contract	Less-than-annual contract		
Research staff			17				17
Public Service staff			6				6
Archivists, Curators, and Museum Technicians 25-4010							0
Librarians 25-4020	3	5		4		3	15
Library Technicians 25-4030						6	6
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000						82	82
Management Occupations 11-0000						20	20
Business and Financial Operations Occupations 13-0000						63	63
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000						39	39
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000						95	95
Healthcare Practitioners and Technical Occupations 29-0000						16	16
<b>Total</b>	<b>3</b>	<b>5</b>	<b>23</b>	<b>4</b>	<b>0</b>	<b>324</b>	<b>359</b>
<b>Total from prior year</b>	<b>2</b>	<b>6</b>		<b>31</b>		<b>347</b>	<b>386</b>



## Part G - Salaries Worksheet

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

#### Annual Salary, 2015-16

- 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
- Balance column should include instructional staff whose annual salary covers less than 9 months worked

Gender and academic rank	Months worked				Total staff for salary reporting	Total number of months	Total full-time instructional staff from Part A	Balance (all other full-time instructional staff)
	12 months	11 months	10 months	9 months				
<b>Men</b>								
Professors				62	62	558		
Associate professors				34	34	306		
Assistant professors				40	40	360		
Instructors				57	57	513		
Lecturers					0	0		
No academic rank				1	1	9		
<b>Total men</b>	0	0	0	194	194	1,746	194	0
<b>Women</b>								
Professors				17	17	153		
Associate professors				46	46	414		
Assistant professors				40	40	360		
Instructors				107	107	963		
Lecturers					0	0		
No academic rank				2	2	18		
<b>Total women</b>	0	0	0	212	212	1,908	212	0
<b>Total (men + women)</b>	0	0	0	406	406	3,654	406	0

## Part G - Salary Outlays for Instructional Staff

### Salary Outlays for Full-time Instructional Staff

#### Annual Salary Outlays, 2015-16

•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

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Total number of months (from Part G, screen 1)	? Total annual salary outlays	? Weighted average monthly salaries
<b>Men</b>				
Professors	62	558	6,725,625	12,053
Associate professors	34	306	2,816,895	9,206
Assistant professors	40	360	3,062,012	8,506
Instructors	57	513	2,683,796	5,232
Lecturers	0	0		
No academic rank	1	9	50,000	5,556
<b>Total men</b>	<b>194</b>	<b>1,746</b>	<b>15,338,328</b>	<b>8,785</b>
<b>Women</b>				
Professors	17	153	1,572,014	10,275
Associate professors	46	414	3,641,890	8,797
Assistant professors	40	360	2,947,330	8,187
Instructors	107	963	5,020,376	5,213
Lecturers	0	0		
No academic rank	2	18	96,000	5,333
<b>Total women</b>	<b>212</b>	<b>1,908</b>	<b>13,277,610</b>	<b>6,959</b>
<b>Total (men + women)</b>	<b>406</b>	<b>3,654</b>	<b>28,615,938</b>	<b>7,831</b>

**Part G - Salary Outlays for Non-instructional Staff**

**Salary Outlays**

**for Full-time Non-instructional Staff**

**Annual Salary Outlays, 2015-16**

Occupational category	Number of full-time staff (carried forward from previous screens)	Total annual salary outlays
Research staff	17	1,012,764
Public Service staff	6	468,335
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	103	6,328,229
Management Occupations 11-0000	20	3,620,065
Business and Financial Operations Occupations 13-0000	63	4,271,973
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	39	2,673,391
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	95	4,985,758
Healthcare Practitioners and Technical Occupations 29-0000	16	1,318,587
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	118	4,762,867
Sales and Related Occupations 41-0000	6	295,301
Office and Administrative Support Occupations 43-0000	139	6,585,866
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	32	1,858,061
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	3	196,915

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

Number of Part-time Staff by Occupational Category

As of November 1, 2015

- 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			
Hispanic/Latino	6		
American Indian or Alaska Native			
Asian	3		
Black or African American	4		
Native Hawaiian or Other Pacific Islander			
White	139	7	
Two or more races			
Race and ethnicity unknown	8		0
<b>Total men</b>	<b>160</b>	<b>7</b>	<b>0</b>

**Women**

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino	9		
American Indian or Alaska Native	1		
Asian	11		
Black or African American	2		
Native Hawaiian or Other Pacific Islander			
White	165	5	
Two or more races			
Race and ethnicity unknown	10		
<b>Total women</b>	<b>198</b>	<b>5</b>	<b>0</b>

<b>Total (men+women)</b>	<b>358</b>	<b>12</b>	<b>0</b>
Total from prior year	<b>297</b>	<b>9</b>	<b>0</b>

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

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

As of November 1, 2015

•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 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			1	2	3
Two or more races					0
Race and ethnicity unknown					0
<b>Total men</b>	0	0	1	2	3

#### Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 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				1	1
American Indian or Alaska Native					0
Asian					0
Black or African American				1	1
Native Hawaiian or Other Pacific Islander					0
White			1	6	7
Two or more races					0
Race and ethnicity unknown					0
<b>Total women</b>	0	0	1	8	9

<b>Total (men+women)</b>	0	0	2	10	12
Total from prior year	0	0	0	33	33

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

Number of Part-time Staff

As of November 1, 2015

•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	3	1
Two or more races					
Race and ethnicity unknown					1
<b>Total men</b>	0	0	1	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					1
American Indian or Alaska Native					
Asian				2	
Black or African American				1	
Native Hawaiian or Other Pacific Islander					
White	1	1		14	15
Two or more races					
Race and ethnicity unknown			1	1	
<b>Total women</b>	1	1	1	18	16

<b>Total (men+women)</b>	1	1	2	22	18
Total from prior year	0	1	0	2	3

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

#### Number of Part-time Staff

As of November 1, 2015

•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	8
American Indian or Alaska Native						0
Asian				1		4
Black or African American	2			1		7
Native Hawaiian or Other Pacific Islander					1	1
White	11			10	9	184
Two or more races						0
Race and ethnicity unknown	2			1	4	16
<b>Total men</b>	<b>15</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>15</b>	<b>220</b>

#### 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		13
American Indian or Alaska Native						1
Asian						13
Black or African American	1			3		8
Native Hawaiian or Other Pacific Islander					1	1
White	6			30	3	247
Two or more races						0
Race and ethnicity unknown				2	1	15

<b>Total women</b>	7	0	37	1	4	298
<b>Total (men+women)</b>	22	0	50	1	19	518
Total from prior year	2	0	8	0	12	367



Native Hawaiian or Other Pacific Islander										
White	13	6								19
Two or more races	1									1
Race and ethnicity unknown		2								2
<b>Total women</b>	17	10	0	0	0	0	0	0	0	27
<b>Total (men+women)</b>	⚠ 32	22	0	0	0	0	0	⚠ 0	0	54
Total from prior year	19	25						26		70

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

#### Number of Part-time Staff

As of November 1, 2015

Occupational category	With Faculty Status					Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
<u>Primarily Instruction</u>	0	0	0	29	293	0	322
? Exclusively credit							0
? Exclusively not-for-credit							0
Combined credit/not-for-credit				29	293		322
<u>Instruction/research/public service staff</u>	6	3			27		36
<u>Research staff</u>			12				12
<u>Public Service staff</u>							0
<u>Archivists, Curators, and Museum Technicians</u> 25-4010							0
<u>Librarians</u> 25-4020							0
<u>Library Technicians</u> 25-4030						2	2
? <u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000						10	10
<u>Management Occupations</u> 11-0000						1	1
<u>Business and Financial Operations Occupations</u> 13-0000						1	1
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000						2	2
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000						22	22
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000						18	18
<b>Total</b>	<b>6</b>	<b>3</b>	<b>12</b>	<b>29</b>	<b>320</b>	<b>56</b>	<b>426</b>
<b>Total from prior year</b>	<b>1</b>	<b>1</b>		<b>10</b>	<b>294</b>	<b>39</b>	<b>345</b>



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		0
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000		0
Healthcare Practitioners and Technical Occupations 29-0000		0
Total		572

**Part H - New Hires, Full-time Instructional Staff by Tenure Status**  
**Number of Newly Hired Full-time Permanent Instructional Staff**

(Hired full-time between July 1 and October 31, 2015 and  
 still on the payroll of the institution as of November 1, 2015)

- 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

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

<b>Women</b>							
Race/ethnicity	With Faculty Status					Without Faculty Status	Total
	Tenured	On Tenure		Not on Tenure Track			
		Track	Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
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		6		6	1		13
Two or more races							0
Race and ethnicity unknown				1			1
<b>Total women</b>	0	6	0	7	1	0	14
<b>Total (men+women)</b>	0	10	0	12	1	0	23

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

### Number of Newly Hired Full-time Staff

(Hired full-time between July 1 and October 31, 2015 and still on the payroll of the institution as of November 1, 2015)

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

#### Men

Race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino	1			
American Indian or Alaska Native	0			
Asian	1			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	6	2		2
Two or more races	0			
Race and ethnicity unknown	1			
<b>Total men</b>	<b>9</b>	<b>2</b>	<b>0</b>	<b>2</b>

#### Women

Race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino	0			
American Indian or Alaska Native	0			
Asian	0			1
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	13			6
Two or more races	0			
Race and ethnicity unknown	1			
<b>Total women</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>7</b>
<b>Total (men+women)</b>	<b>23</b>	<b>2</b>	<b>0</b>	<b>9</b>

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

**Number of Newly Hired Full-time Staff**

(Hired full-time between July 1 and October 31, 2015 and still on the payroll of the institution as of November 1, 2015)

•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					
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	2	2		3	
Two or more races					
Race and ethnicity unknown			1		
<b>Total men</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>0</b>

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

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

**Number of Newly Hired Full-time Staff**

(Hired full-time between July 1 and October 31, 2015 and  
 still on the payroll of the institution as of November 1, 2015)

- 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						1
American Indian or Alaska Native						0
Asian	1					2
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White	3			1		21
Two or more races						0
Race and ethnicity unknown	1					3
<b>Total men</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>27</b>

**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						0
American Indian or Alaska Native						0
Asian						3
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White				2	1	25
Two or more races						0

Race and ethnicity unknown							1
<b>Total women</b>	0	0	2	1	0		29
<b>Total (men+women)</b>	5	0	3	1	0		56

## Human Resources Survey Evaluation

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

College & department level "office managers" who could just as well be budget analysts or HR liaisons rather than Office Administration. Academic advisors whom are reported here in the Community group (career counselors) rather than Student Services. Would also like to see recommended guidelines for determining "full time" status when the institution uses percentages.

**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 2016.

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 2015**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
<b>Total number of staff</b>	1,063	518	1,236
Instructional Staff	406	358	525
Primary Instruction	164	322	271
Exclusively credit	0	0	0
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	164	322	271
Instruction/research/public service	242	36	254
Research Staff	17	12	21
Public Service Staff	6	0	6
Library and Student and Academic Affairs and Other Education Services Occupations SOC	103	12	107
Librarians, Curators, and Archivists SOC 25-4000	21	2	22
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	0
Librarians SOC 25-4020	15	0	15
Library Technicians SOC 25-4030	6	2	7
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	82	10	85
Management Occupations SOC 11-0000	20	1	20
Business and Financial Operations Occupations SOC 13-0000	63	1	63
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	39	2	40
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	95	22	102
Healthcare Practitioners and Technical Occupations SOC 29-0000	16	18	22
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	118	22	125
Sales and Related Occupations SOC 41-0000	6	0	6
Office and Administrative Support Occupations SOC 43-0000	139	50	156
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	32	1	32

**Number of staff by employment status and occupational category:  
Fall 2015**

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	3	19	9
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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 2015-16**

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				
<b>All Ranks</b>				406	406	3,654	\$28,615,938	\$7,831
Professor				79	79	711	\$8,297,639	\$11,670
Associate professor				80	80	720	\$6,458,785	\$8,971
Assistant professor				80	80	720	\$6,009,342	\$8,346
Instructor				164	164	1,476	\$7,704,172	\$5,220
Lecturer								
No academic rank				3	3	27	\$146,000	\$5,407

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
<b>Screen: A1 - FT Instructional, Rank and Tenure - Less-Than-Annual Contract</b>				
Screen Entry	This number is outside the expected range of between 18 and 36 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	A campus business practice that allowed several lecturer positions to be recorded in our HR system as full-time appointments has been changed. Lecturers are now reported as part-time positions.			
<b>Screen: B1 - FT Non-instructional, Occupation- 2</b>				
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:	One individual retired and the other, who heads the campus art gallery, is categorized under the "Community" group.			
Screen Entry	This number is outside the expected range of between 110 and 228 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Several academic advisors are moved from the Student Affairs group to the Community group due to their association with the "career counselor" occupation in the Community group.			
<b>Screen: B1 - FT Non-instructional, Occupation - 3</b>				
Screen Entry	This number is outside the expected range of between 30 and 60 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	This includes several academic advisors that were previously reported in the Student Affairs group but we are now reporting in the "Community" group due to their association with the career counselor occupation.			
<b>Screen: B1 - FT Non-instructional, Occupation - 4</b>				
Screen Entry	This number is outside the expected range of between 57 and 117 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	This group grew substantially due to the conversion of food services to a self-operated auxiliary, thus making the food service workers new campus employees. It also includes custodians who were reported in "Maintenance" last year.			
Screen Entry	This number is outside the expected range of between 66 and 136 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	All assistants and program assistants are in this category.			
Screen Entry	This number is outside the expected range of between 56 and 116 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Decline is because custodians are now reported in the Service Occupations category.			
<b>Screen: B2 - FT Non-instructional, Occupation and Tenure - 1</b>				
Screen Entry	This number is outside the expected range of between 21 and 41 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	We moved our research faculty and public service (or clinical) faculty from Annual Contract to At-Will Contract.			
<b>Screen: D - PT Staff, Occupation - 2</b>				
Screen Entry	This number is outside the expected range of between 22 and 44 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Academic and career counselors are moved to Community group.			
Screen Entry	This number is outside the expected range of between 22 and 44 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Academic and career counselors are moved to Community.			
<b>Screen: D - PT Staff, Occupation - 4</b>				
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:	Includes a variety of generalists, program managers, and assistants that could also be reported in Business & Financial Operations. For example, "business professional" acting as an HR liaison in a college who coordinates with but does not report to the campus HR office nor the system HR office.			
Perform Edits	The total number of part-time staff (men + women) reported (518) is outside the expected range of between 276 and 458 based on the prior year value. Please correct your data or explain. (Error #1575)	Explanation	Yes	

Reason: A campus business practice that allowed several lecturer positions to be recorded in our HR system as full-time appointments has been changed. Lecturers are now reported as part-time positions.

Related Screens: D - PT Staff, Occupation - 4

**Screen: D - Graduate Assistants**

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	
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Reason: Due to a new campus student employment policy, some graduate student employees are now clearly identified as graduate teaching assistants (or instructors) rather than student employees.

Screen Entry	This number is outside the expected range of between 17 and 35 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
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Reason: Due to a new campus student employment policy, some graduate student employees are now clearly identified as graduate teaching assistants (or instructors) rather than student employees.

**Screen: E - PT Staff, Occupation and Tenure - 1**

Screen Entry	This number is outside the expected range of between 26 and 52 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
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Reason: Due to shift of graduate assistants out of Student Affairs and into graduate assistants - teaching.