

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

Overview

Human Resources Overview

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

Data Reporting Reminders

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

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

Resources:

- To download the survey materials for this component: [Survey Materials](#)
- All staff must now be reported using the new IPEDS occupational categories, which align with the 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 **November 1, 2015 and October 31, 2016** either for the **first time** (new to the institution) or **after a break in service**? (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, 2016

- 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			1				1
American Indian or Alaska Native							0
Asian			8				8
Black or African American			1				1
Native Hawaiian or Other Pacific Islander							0
White			24				24
Two or more races							0
Race and ethnicity unknown			5				5
Total men	0	0	39	0	0	0	39

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			1				1
Asian			6				6
Black or African American			1				1
Native Hawaiian or Other Pacific Islander							0
White			25				25
Two or more races			1				1
Race and ethnicity unknown			4				4
Total women	0	0	38	0	0	0	38

Total (men+women) 0 0 77 0 0 0 0 77

Total from prior year 80

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Multi-Year Contract

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

As of November 1, 2016

- 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
Total men	0	0	0	0	0	0	0

Women

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

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, 2016

- 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				5			5
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White				48			48
Two or more races				2			2
Race and ethnicity unknown				4			4
Total men	0	0	0	59	0	0	59

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino				5			5
American Indian or Alaska Native				1			1
Asian				3			3
Black or African American				2			2
Native Hawaiian or Other Pacific Islander							0
White				87			87
Two or more races				2			2
Race and ethnicity unknown				6			6
Total women	0	0	0	106	0	0	106
Total (men+women)	0	0	0	165	0	0	165
Total from prior year							164

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, 2016

- 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							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
Total men	0	0	0	0	2	0	2

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

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

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

As of November 1, 2016

- 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
Total men	0	0	0	0	0	0	0

Women

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

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2016

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

Part A2 - Full-time Instructional Staff by Function

Number of Full-time Instructional Staff

As of November 1, 2016

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

	With <u>Faculty Status</u>						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at -will)		
Instructional staff	152	77	0	165	5	0	0	399
Total carried forward from previous screens	152	77	0	165	5	0	0	399
Primarily Instruction	0	0	0	165	5	0	0	170
Exclusively credit				165	5			170
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
<u>Instruction/research/public service staff</u>	152	77						229

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2016

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	0	0	0
Hispanic/Latino	12	8	20
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	154	164	318
Two or more races	2	3	5
Race and ethnicity unknown	11	12	23
Total	193	206	399
Total from prior year			406

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

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

by Occupational Category

As of November 1, 2016

•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	12	1	
American Indian or Alaska Native	0		
Asian	13	2	
Black or African American	1	1	
Native Hawaiian or Other Pacific Islander	0		
White	154	9	2
Two or more races	2		
Race and ethnicity unknown	11		1
Total men	193	13	3

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	1	
American Indian or Alaska Native	3		
Asian	12		
Black or African American	4	1	1
Native Hawaiian or Other Pacific Islander	0		
White	164	2	5
Two or more races	3		
Race and ethnicity unknown	12	1	
Total women	206	5	6

Total (men+women)	399	18	9
Total from prior year	406	17	6

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

•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		1		4
American Indian or Alaska Native				
Asian				5
Black or African American				2
Native Hawaiian or Other Pacific Islander				
White		3	2	43
Two or more races				1
Race and ethnicity unknown				2
Total men	0	4	2	57

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	10
American Indian or Alaska Native				1
Asian				4
Black or African American				2
Native Hawaiian or Other Pacific Islander				1
White		7	3	86
Two or more races				5
Race and ethnicity unknown		1		4
Total women	0	9	4	113
Total (men+women)	0	13	6	170
Total from prior year		15	6	82

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

•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	2	3	4	2	
American Indian or Alaska Native					
Asian	2				
Black or African American	1	2			
Native Hawaiian or Other Pacific Islander					
White	8	6	26	25	2
Two or more races			1	2	
Race and ethnicity unknown	1		2	1	
Total men	14	11	33	30	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		4		2	1
American Indian or Alaska Native					
Asian		2		1	1
Black or African American		2		1	1
Native Hawaiian or Other Pacific Islander					
White	8	30	7	25	19
Two or more races				1	
Race and ethnicity unknown		1		1	
Total women	8	39	7	31	22
Total (men+women)	22	50	40	61	24
Total from prior year	20	63	39	95	16

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien						0
Hispanic/Latino	14			3	2	48
American Indian or Alaska Native	1					1
Asian	3					25
Black or African American	8			2	2	19
Native Hawaiian or Other Pacific Islander						0
White	46	2		9	26	2 365
Two or more races	2					8
Race and ethnicity unknown	1				1	20
Total men	75	2	14	31	2	486

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	8			13		49
American Indian or Alaska Native	1					5
Asian	1			1	1	23
Black or African American	3					15
Native Hawaiian or Other Pacific Islander	1					2
White	33	3		59	5	1 457
Two or more races			1			10
	2			1		23

Race and ethnicity unknown						
Total women	49	4	74	6	1	584
Total (men+women)	124	6	88	37	3	1,070
Total from prior year	118	6	139	32	3	1,063

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, 2016								
Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Research staff						18		18
Public Service staff						9		9
Archivists, Curators, and Museum Technicians								0
25-4010								
Librarians	2	4		4			3	13
25-4020								
Library Technicians							6	6
25-4030								
Student and Academic Affairs and Other Education Services Occupations							170	170
25-2000 + 25-3000 + 25-9000								
Management Occupations							22	22
11-0000								
Business and Financial Operations Occupations							50	50
13-0000								
Computer, Engineering, and Science Occupations							40	40
15-0000 + 17-0000 + 19-0000								
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							61	61
21-0000 + 23-0000 + 27-0000								
Healthcare Practitioners and Technical Occupations							24	24
29-0000								
Total	2	4	0	4	0	27	376	413
Total from prior year	3	5		4			324	359

Part G - Salaries Worksheet

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

Annual Salary, 2016-17

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

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting	Total number of months
	12 months	11 months	10 months	9 months	< 9 months			
Men								
Professors				57		57	57	513
Associate professors				36		36	36	324
Assistant professors				39		39	39	351
Instructors				59		59	59	531
Lecturers					2	2	0	0
No academic rank						0	0	0
Total men	0	0	0	191	2	193	191	1,719
Total men full-time instructional staff from Part A						193		
Women								
Professors				22		22	22	198
Associate professors				37		37	37	333
Assistant professors				38		38	38	342
Instructors				106		106	106	954
Lecturers					3	3	0	0
No academic rank						0	0	0
Total women	0	0	0	203	3	206	203	1,827
Total women full-time instructional staff from Part A						206		
Total (men + women)	0	0	0	394	5	399	394	3,546
Total (men +women) full-time instructional staff from Part A						399		

Part G - Salary Outlays for Instructional Staff

Salary Outlays for Full-time Instructional Staff

Annual Salary Outlays, 2016-17

•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)	Salary Outlays				Weighted average monthly salaries
			12 months	11 months	10 months	9 months	
Men							
Professors	57	513				6,321,357	12,322
Associate professors	36	324				3,073,164	9,485
Assistant professors	39	351				2,954,429	8,417
Instructors	59	531				2,905,001	5,471
Lecturers	0	0					
No academic rank	0	0					
Total men	191	1,719	0	0	0	15,253,951	8,874
Women							
Professors	22	198				2,073,954	10,475
Associate professors	37	333				3,095,436	9,296
Assistant professors	38	342				2,847,356	8,326
Instructors	106	954				5,124,650	5,372
Lecturers	0	0					
No academic rank	0	0					
Total women	203	1,827	0	0	0	13,141,396	7,193
Total (men + women)	394	3,546	0	0	0	28,395,347	8,008

Part G - Average Salary by academic rank

**Average Salary by academic rank
 for Full-time Instructional Staff**

Annual Average Salaries, 2016-17

Gender and academic rank	Average Salaries				Equated 9-month Average Salary
	12 months	11 months	10 months	9 months	
Men					
Professors				110,901	110,901
Associate professors				85,366	85,366
Assistant professors				75,755	75,755
Instructors				49,237	49,237
Lecturers					
No academic rank					
Total men				79,864	79,864
Women					
Professors				94,271	94,271
Associate professors				83,660	83,660
Assistant professors				74,930	74,930
Instructors				48,346	48,346
Lecturers					
No academic rank					
Total women				64,736	64,736
Total (men + women)				72,069	72,069

Part G - Salary Outlays for Non-instructional Staff

Salary Outlays

for Full-time Non-instructional Staff

Annual Salary Outlays, 2016-17

Occupational category	Number of full-time staff (carried forward from previous screens)	Total annual salary outlays
Research staff	18	977,912
Public Service staff	9	774,849
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	189	10,798,248
Management Occupations 11-0000	22	3,883,249
Business and Financial Operations Occupations 13-0000	50	3,187,639
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	40	2,744,716
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	61	3,730,219
Healthcare Practitioners and Technical Occupations 29-0000	24	1,624,023
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	124	4,994,335
Sales and Related Occupations 41-0000	6	312,821
Office and Administrative Support Occupations 43-0000	88	4,187,982
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	37	2,113,998
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	3	216,528

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2016

- 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	4		
American Indian or Alaska Native			
Asian	2		
Black or African American	5	1	
Native Hawaiian or Other Pacific Islander			
White	145	6	
Two or more races			
Race and ethnicity unknown	10		
Total men	166	7	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino	14		
American Indian or Alaska Native	1		
Asian	11		
Black or African American	1		
Native Hawaiian or Other Pacific Islander			
White	149	7	1
Two or more races	1		
Race and ethnicity unknown	19		
Total women	196	7	1

Total (men+women)	362	14	1
Total from prior year	358	12	

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Women

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u>
<u>Nonresident alien</u>					0
<u>Hispanic/Latino</u>					0
<u>American Indian or Alaska Native</u>					0
<u>Asian</u>					0
<u>Black or African American</u>				1	1
<u>Native Hawaiian or Other Pacific Islander</u>					0
<u>White</u>			2	14	16
<u>Two or more races</u>					0
<u>Race and ethnicity unknown</u>				1	1
Total women	0	0	2	16	18

Total (men+women)	0	0	2	20	22
Total from prior year			2	10	12

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino				1	
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White				1	1
Two or more races					
Race and ethnicity unknown					1
Total men	0	0	0	2	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					
Black or African American					1
Native Hawaiian or Other Pacific Islander					
White	3	2		3	12
Two or more races					
Race and ethnicity unknown					
Total women	3	2	0	3	14

Total (men+women)	3	2	0	5	16
Total from prior year	1	1	2	22	18

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2016

•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	6
American Indian or Alaska Native						0
Asian						2
Black or African American	6				1	13
Native Hawaiian or Other Pacific Islander						0
White	6		3		10	176
Two or more races						0
Race and ethnicity unknown					4	15
Total men	12	0	3	0	16	212

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	1		1			17
American Indian or Alaska Native						1
Asian						11
Black or African American	1		2		1	7
Native Hawaiian or Other Pacific Islander						0
White	5		11		1	210
Two or more races	1					2
Race and ethnicity unknown					1	21

Total women	8	0	14	1	2	269
Total (men+women)	20	0	17	1	18	481
Total from prior year	22		50	1	19	518

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Teaching 25-1191	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien				0
Hispanic/Latino		2		2
American Indian or Alaska Native	1			1
Asian	2	1		3
Black or African American	1			1
Native Hawaiian or Other Pacific Islander				0
White	13	1		14
Two or more races				0
Race and ethnicity unknown	4			4
Total men	21	4	0	25

Women

Race/ethnicity	Teaching 25-1191	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien				0
Hispanic/Latino				0
American Indian or Alaska Native				0
Asian	1			1
Black or African American				0
Native Hawaiian or Other Pacific Islander				0
White	11	4		15
Two or more races	1			1
Race and ethnicity unknown	1	1		2
Total women	14	5	0	19
Total (men+women)	35	9	0	44
Total from prior year	32	22		54

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

Number of Part-time Staff

As of November 1, 2016

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track			Indefinite duration (continuing or at-will)		
			Multi-year contract	Annual contract	Less-than-annual contract			
Primarily Instruction	0	0	0	30	322	0	0	352
? Exclusively credit				30	322			352
? Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff	8	2						10
Research staff						14		14
Public Service staff						1		1
Archivists, Curators, and Museum Technicians								0
25-4010 Librarians								0
25-4020 Library Technicians							2	2
25-4030 ? Student and Academic Affairs and Other Education Services Occupations							20	20
25-2000 + 25-3000 + 25-9000								
Management Occupations							3	3
11-0000 Business and Financial Operations Occupations							2	2
13-0000 Computer, Engineering, and Science Occupations								0
15-0000 + 17-0000 + 19-0000								
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							5	5
21-0000 + 23-0000 + 27-0000								
Healthcare Practitioners and Technical Occupations							16	16
29-0000								
Total	8	2	0	30	322	15	48	425
Total from prior year	6	3		29	320		56	426

25-4010, 25-4020, 25-4030,
25-2000, 25-3000, 25-9000,
29-0000

Total

525

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

(Hired full-time between November 1, 2015 - October 31, 2016)

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

Men								
Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien							0	
Hispanic/Latino							0	
American Indian or Alaska Native							0	
Asian		3					3	
Black or African American							0	
Native Hawaiian or Other Pacific Islander							0	
White	1	2		3	1		7	
Two or more races							0	
Race and ethnicity unknown		2		1			3	
Total men	1	7	0	4	1	0	13	

Women								
Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien							0	
Hispanic/Latino							0	
American Indian or Alaska Native		1					1	
Asian		2		1			3	
Black or African American		1					1	
Native Hawaiian or Other Pacific Islander							0	
White		2		3	1		6	
Two or more races							0	
Race and ethnicity unknown		3		1			4	
Total women	0	9	0	5	1	0	15	
Total (men+women)	1	16	0	9	2	0	28	

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2015 - October 31, 2016)

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino	0			1
American Indian or Alaska Native	0			
Asian	3			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	7		1	4
Two or more races	0			
Race and ethnicity unknown	3			
Total men	13	0	1	5

Women

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino	0			1
American Indian or Alaska Native	1			1
Asian	3			
Black or African American	1	1	1	
Native Hawaiian or Other Pacific Islander	0			
White	6		1	4
Two or more races	0			1
Race and ethnicity unknown	4			1
Total women	15	1	2	8
Total (men+women)	28	1	3	13

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2015 - October 31, 2016)

•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	1				
Native Hawaiian or Other Pacific Islander					
White			2	5	
Two or more races			1		
Race and ethnicity unknown					
Total men	1	0	3	6	0

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					
Black or African American		1		1	
Native Hawaiian or Other Pacific Islander					
White		3		9	5
Two or more races					
Race and ethnicity unknown					
Total women	0	4	0	10	5

Total (men+women)	1	4	3	16	5
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Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2015 - October 31, 2016)

- 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						2
American Indian or Alaska Native						0
Asian						3
Black or African American	2			1		4
Native Hawaiian or Other Pacific Islander						0
White	7	1			2	1
Two or more races	1					2
Race and ethnicity unknown						3
Total men	10	1	1	1	2	1

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	2			2		5
American Indian or Alaska Native						2
Asian						3
Black or African American						5
Native Hawaiian or Other Pacific Islander						0
White	6			6	1	41
Two or more races						1
	1			1		7

Race and ethnicity unknown							
Total women	9	0	9	1	0	64	
Total (men+women)	19	1	10	3	1	108	

Human Resources Survey Evaluation

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

Mental health counselors in the student health clinic could fit in Community, Healthcare, or Student/Academic Affairs; we categorized them as Healthcare this year.

Prepared by

This survey component was prepared by:

<input checked="" type="radio"/> Keyholder	<input type="radio"/> SFA Contact	<input type="radio"/> HR Contact
<input type="radio"/> Finance Contact	<input type="radio"/> Academic Library Contact	<input type="radio"/> Other

Name: Robyn Marschke
Email: rmarschk@uccs.edu

How long did it take to prepare this survey component?	8 hours	minutes
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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**

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.

**Number of staff by employment status and occupational category:
Fall 2016**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,070	481	1,230
Instructional Staff	399	362	520
Primary Instruction	170	352	287
Exclusively credit	170	352	287
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	229	10	232
Research Staff	18	14	23
Public Service Staff	9	1	9
Library and Student and Academic Affairs and Other Education Services Occupations SOC	189	22	196
Librarians, Curators, and Archivists SOC 25-4000	19	2	20
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	0
Librarians SOC 25-4020	13	0	13
Library Technicians SOC 25-4030	6	2	7
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	170	20	177
Management Occupations SOC 11-0000	22	3	23
Business and Financial Operations Occupations SOC 13-0000	50	2	51
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	40	0	40
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	61	5	63
Healthcare Practitioners and Technical Occupations SOC 29-0000	24	16	29
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	124	20	131
Sales and Related Occupations SOC 41-0000	6	0	6
Office and Administrative Support Occupations SOC 43-0000	88	17	94
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	37	1	37

**Number of staff by employment status and occupational category:
Fall 2016**

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	3	18	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 2016-17**

Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				
All Ranks				394	394	3,546	\$28,395,347	\$8,008
Professor				79	79	711	\$8,395,311	\$11,808
Associate professor				73	73	657	\$6,168,600	\$9,389
Assistant professor				77	77	693	\$5,801,785	\$8,372
Instructor				165	165	1,485	\$8,029,651	\$5,407
Lecturer								
No academic rank								

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

Human Resources

University of Colorado Colorado Springs (126580)

Source	Description	Severity	Resolved	Options
Screen: B1 - FT Non-instructional, Occupation- 2				
Screen Entry	This number is outside the expected range of between 54 and 110 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Several positions within Student Affairs offices (like career counselors, academic advisors, recruiters, and some programmers) are reported in Student Affairs this year instead of in the Community/Etc or Computer/Science categories.			
Screen: B1 - FT Non-instructional, Occupation - 3				
Screen Entry	This number is outside the expected range of between 62 and 128 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Several academic advisors and recruiters are now categorized in the Student/Academic Affairs group.			
Screen: B1 - FT Non-instructional, Occupation - 4				
Screen Entry	This number is outside the expected range of between 91 and 187 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Several general positions are now considered HR or Business/Finance liaisons and have been moved into the Business/Finance category.			
Screen: G - Salary Outlays, Non-instructional Staff				
Screen Entry	The amount entered in Part G for Total annual salary outlays for Production, Transportation, and Material Moving Occupations (\$216,528) is outside the expected range of between \$60,000 and \$210,000 based on an estimated average salary of between \$20,000 and \$70,000 per individual for this category. Please correct your data or explain. (Error #1380)	Explanation	Yes	
Reason:	Includes director of parking services earning over 100,000.			
Related Screens:	G - Salary Outlays, Non-instructional Staff			
Screen: D - PT Staff, Occupation - 3				
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:	No part time employees in this category this year.			
Screen: D - PT Staff, Occupation - 4				
Screen Entry	This number is outside the expected range of between 33 and 67 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Some general office positions became HR or Business/Finance liaisons and are moved into the Business/Finance category instead of Office Support.			
Screen: H - New Hires Instructional, Tenure				
Screen Entry	The percent of these staff (men + women) whose race/ethnicity is unknown is greater than expected. Please correct your data or explain. (Error #1302)	Explanation	Yes	
Reason:	The race/ethnicity is unknown for 3 men and 4 women. The collection of race/ethnicity is optional at the time of hire and it is not unusual that new hires are not aware they can voluntarily report their race/ethnicity in the employee portal.			