

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

Overview

Human Resources Overview

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

Recent changes

There are no changes in reporting for 2013-14. However, clarifications have been made to screens and instructions, to address respondent questions. Also, check out the new FAQs.

Several Occupational Categories have been renamed, to better describe who should be reported in them:

- **New:** Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations (21-0000 + 23-0000 + 27-0000)
- **Old:** Community Service, Legal, Arts, and Media Occupations

- **New:** Student and Academic Affairs and Other Education Services Occupations (25-2000 + 25-3000 + 25-9000)
- **Old:** Other Teaching and Instructional Support Occupations

One contract type category has been expanded:

- **New:** Multi-year or continuing or at-will contract
- **Old:** Multi-year contract

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

Resources:

- To download the survey materials for this component: [Survey Materials](#)
- The IPEDS HR/SOC Information Center can be found at the following website: <http://nces.ed.gov/ipeds/resource/soc.asp>. (The resource center includes the IPEDS/SOC crosswalk, SOC information, the IPEDS HR/SOC Browse Tool, and web tutorials.

Data reporting reminders:

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

To access your prior year data submission for this component: [Reported Data](#)

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

Human Resources Screening Questions

Does your institution have any part-time staff?

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

Yes No

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

Yes No

? Do ALL of the instructional staff at your institution fall into any of the following categories?

*If you answer **Yes** to any of the questions below, 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.*

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

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

Human Resources Screening Questions

Does your institution have a tenure system?

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

<input checked="" type="radio"/>	Yes	<input type="radio"/>	No
----------------------------------	-----	-----------------------	----

Does your institution have graduate assistants?

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

<input checked="" type="radio"/>	Yes	<input type="radio"/>	No
----------------------------------	-----	-----------------------	----

Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2013 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, 2013? (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 and your institution has 15 or more full-time staff, you will be provided the screens to report **full-time permanent new hires** in **Part H**.*

<input checked="" type="radio"/>	Yes	<input type="radio"/>	No
----------------------------------	-----	-----------------------	----

Part A1 - Full-time Instructional Staff

**Number of Full-time Instructional Staff
 With Faculty Status
 Tenured**

As of November 1, 2013

- 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

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Men							
Nonresident alien							0
Hispanic/Latino	1	2					3
American Indian or Alaska Native							0
Asian	5	1					6
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White	52	25					77
Two or more races							0
Race and ethnicity unknown	1						1
Total men	59	28	0	0	0	0	87
Women							
Nonresident alien							0
Hispanic/Latino	1	1					2
American Indian or Alaska Native		1					1
Asian		1					1

Part A1 - Full-time Instructional Staff

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

As of November 1, 2013

- 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

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Men							
Nonresident alien							0
Hispanic/Latino			3				3
American Indian or Alaska Native							0
Asian			5				5
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White			24				24
Two or more races							0
Race and ethnicity unknown			2				2
Total men	0	0	34	0	0	0	34
Women							
Nonresident alien							0
Hispanic/Latino			2				2
American Indian or Alaska Native							0
Asian			7				7

Part A1 - Full-time Instructional Staff

**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, 2013

- 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

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Men							
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							
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
Total from prior year							

Part A1 - Full-time Instructional Staff

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

As of November 1, 2013

- 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

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Men							
Nonresident alien							0
Hispanic/Latino				3			3
American Indian or Alaska Native				1			1
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White				54			54
Two or more races				1			1
Race and ethnicity unknown				3			3
Total men	0	0	0	62	0	0	62
Women							
Nonresident alien							0
Hispanic/Latino				8			8
American Indian or Alaska Native				1			1
Asian				2			2

Black or African American				3			3
Native Hawaiian or Other Pacific Islander							0
White				87			87
Two or more races							0
Race and ethnicity unknown				5			5
Total women	0	0	0	106	0	0	106
Total (men+women)	0	0	0	168	0	0	168
Total from prior year							163

Part A1 - Full-time Instructional Staff

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

As of November 1, 2013

- 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

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Men							
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					5		5
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	0	0	5	0	5
Women							
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					6		6
Two or more races							0
Race and ethnicity unknown					1		1
Total women	0	0	0	0	8	0	8
Total (men+women)	0	0	0	0	13	0	13
Total from prior year							

Part A1 - Full-time Instructional Staff

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2013

- 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

Gender and race/ethnicity	Without Faculty Status
Men	
<u>Nonresident alien</u>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>
<u>Asian</u>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>
<u>White</u>	<input type="text"/>
<u>Two or more races</u>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>
Total men	0
Women	
<u>Nonresident alien</u>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>
<u>Asian</u>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>
<u>White</u>	<input type="text"/>
<u>Two or more races</u>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text" value="0"/>

Total women	0
Total (men+women)	0
Total from prior year	

Part A2 - Full-time Instructional Staff

Number of Full-time Instructional Staff

As of November 1, 2013

•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
	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>				
			<u>Multi-year, continuing, or at-will contract</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>		
Total carried forward from previous screens	140	77	0	168	13	0	398
Primarily Instruction	0	0	0	168	13	0	181
Exclusively credit							0
Exclusively not-for-credit							0
Combined credit/not-for-credit				168	13		181
Instruction/research/public service staff	140	77	0				217

Part A3 - Full-time Instructional Staff - Totals**Total number of Full-time Instructional Staff****As of November 1, 2013**

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	0	0	0
Hispanic/Latino	9	12	21
American Indian or Alaska Native	1	2	3
Asian	11	11	22
Black or African American	0	7	7
Native Hawaiian or Other Pacific Islander	0	0	0
White	160	167	327
Two or more races	1	0	1
Race and ethnicity unknown	6	11	17
Total	188	210	398

Part B1 - Full-time Non-instructional staff

**Number of Full-time Non-instructional Staff
by Occupational Category**

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Men			
Nonresident alien	0		
Hispanic/Latino	9		
American Indian or Alaska Native	1		
Asian	11	2	
Black or African American	0		
Native Hawaiian or Other Pacific Islander	0		
White	160	9	3
Two or more races	1		
Race and ethnicity unknown	6	1	1
Total men	188	12	4
Women			
Nonresident alien	0		
Hispanic/Latino	12	2	
American Indian or Alaska Native	2		
Asian	11		
Black or African American	7		
Native Hawaiian or Other Pacific Islander	0		
White	167	10	4
Two or more races	0		

Race and ethnicity unknown	11		0
Total women	210	12	4
Total (men+women)	398	24	8
Total from prior year		26	5

Part B1 - Full-time Non-instructional staff

**Number of Full-time Non-instructional Staff
by Occupational Category**

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 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
Men				
Nonresident alien				
Hispanic/Latino				5
American Indian or Alaska Native				1
Asian				1
Black or African American				4
Native Hawaiian or Other Pacific Islander				
White			3	27
Two or more races				
Race and ethnicity unknown		0		1
Total men	0	0	3	39
Women				
Nonresident alien				
Hispanic/Latino		1	1	8
American Indian or Alaska Native				
Asian				

				2
Black or African American				2
Native Hawaiian or Other Pacific Islander				1
White	1	6	3	77
Two or more races				1
Race and ethnicity unknown		1		1
Total women	1	8	4	92
Total (men+women)	1	8	7	131
Total from prior year	2		10	18

Part B1 - Full-time Non-instructional staff

**Number of Full-time Non-instructional Staff
by Occupational Category**

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and 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
Men					
Nonresident alien					
Hispanic/Latino	1	3	3	2	
American Indian or Alaska Native					
Asian	2		2		
Black or African American		2		1	
Native Hawaiian or Other Pacific Islander					
White	16	11	32	15	
Two or more races					
Race and ethnicity unknown	2		1	1	
Total men	21	16	38	19	0
Women					
Nonresident alien					
Hispanic/Latino		5		2	
American Indian or Alaska Native					
Asian					

		1	1	1	
Black or African American				1	1
Native Hawaiian or Other Pacific Islander					
White	15	32	11	14	2
Two or more races				1	
Race and ethnicity unknown		2			
Total women	15	40	12	19	3
Total (men+women)	36	56	50	38	3
Total from prior year	96	49	38	26	10

Part B1 - Full-time Non-instructional staff

**Number of Full-time Non-instructional Staff
 by Occupational Category**

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and 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)
Men						
Nonresident alien						0
Hispanic/Latino	12		6			41
American Indian or Alaska Native	1					3
Asian	3		1			22
Black or African American	10		1			18
Native Hawaiian or Other Pacific Islander						0
White	54	1	19	2		352
Two or more races						1
Race and ethnicity unknown	3		1		0	17
Total men	83	1	28	2	0	454
Women						
Nonresident alien						0
Hispanic/Latino	3		12			46
American Indian or Alaska Native			1			3
Asian			2			18

Black or African American	3		3			17
Native Hawaiian or Other Pacific Islander						1
White	26	3	68			439
Two or more races			1			3
Race and ethnicity unknown	1			1	0	17
Total women	33	3	87	1	0	544
Total (men+women)	116	4	115	3	0	998
Total from prior year	102	4	161			946

Part B2 - Full-time non-instructional staff

Number of Full-time Non-instructional Staff

As of November 1, 2013

Occupational category	With Faculty status					Without Faculty status	Total
	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>				
			<u>Multi-year, continuing, or at-will contract</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>		
Research staff				24			24
Public Service staff				8			8
Archivists, Curators, and Museum Technicians 25-4010						1	1
Librarians 25-4020	2	3		3			8
Library Technicians 25-4030						7	7
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000						131	131
Management Occupations 11-0000						36	36
Business and Financial Operations Occupations 13-0000						56	56
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000						50	50
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000						38	38
Healthcare Practitioners and Technical Occupations 29-0000						3	3
Total	2	3	0	35	0	322	362

Total from prior year

31

249 280

Part C - Full-time summary non-medical**Summary of Full-time Non-medical School Staff****As of November 1, 2013**

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		
Primarily Instruction	0	0	0	168	13	0	181
Exclusively credit							0
Exclusively not-for-credit							0
Combined credit/not-for-credit				168	13		181
Instruction/research/public service staff	140	77	0				217
Research staff				24			24
Public Service staff				8			8
Archivists, Curators, and Museum Technicians 25-4010						1	1
Librarians 25-4020	2	3		3			8
Library Technicians 25-4030						7	7
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000						131	131
Management Occupations 11-0000						36	36
Business and Financial Operations Occupations 13-0000						56	56
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000						50	50
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000						38	38
Healthcare Practitioners and Technical Occupations 29-0000						3	3
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39- 0000							116
Sales and Related Occupations 41-0000							4
Office and Administrative Support Occupations 43-0000							115

Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	3
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	0
Total	998

Part G - Salary Worksheet

**Number of Full-time Non-medical Instructional Staff
For Calculation of Total Number of Months**

Annual Salary, 2013-14

- Report number of instructional staff by the number of months to be worked.
- Months reported should correspond with the number of months worked (which may differ from the number of months they are paid).
- Include **ONLY** full-time, non-medical 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.

Gender and academic rank	Months worked				Total Staff for Salary reporting	Total Number of Months	Total full-time, non-medical, instructional staff from Part A	Balance (All other full-time instructional staff)
	12 months	11 months	10 months	9 months				
Men								
Professors				59	59	531		
Associate professors				28	28	252		
Assistant professors				34	34	306		
Instructors				62	62	558		
Lecturers					0	0		
No academic rank					0	0		
Total men	0	0	0	183	183	1,647	188	5
Women								
Professors				14	14	126		
Associate professors				39	39	351		
Assistant professors				43	43	387		
Instructors				106	106	954		
Lecturers					0	0		
No academic rank					0	0		
	0	0	0	202	202	1,818	210	8

Total women									
Total (men + women)	0	0	0	385	385	3,465	398	13	

Part G - Salary outlays for instructional staff

Salary Outlays

for Full-time Non-medical Instructional Staff

Annual Salary Outlays, 2013-14

•Report ANNUAL salary outlays for the full-time, non-medical, 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
Men				
Professors	59	531	6,054,411	11,402
Associate professors	28	252	2,121,527	8,419
Assistant professors	34	306	2,358,854	7,709
Instructors	62	558	2,840,812	5,091
Lecturers	0	0		
No academic rank	0	0		
Total men	183	1,647	13,375,604	8,121
Women				
Professors	14	126	1,224,922	9,722
Associate professors	39	351	2,944,199	8,388
Assistant professors	43	387	2,953,231	7,631
Instructors	106	954	4,744,400	4,973
Lecturers	0	0		
No academic rank	0	0		
Total women	202	1,818	11,866,752	6,527
Total (men + women)	385	3,465	25,242,356	7,285

Part G - Salary outlays for non-instructional staff

Salary Outlays

For Full-time Non-medical Non-instructional Staff

Annual Salary Outlays, 2013-14

Occupational category	Number of full-time staff (carried forward from previous screens)	Total salary outlays
<u>Research staff</u>	24	1,594,976
<u>Public Service staff</u>	8	641,006
<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000	147	7,762,008
<u>Management Occupations</u> 11-0000	36	4,905,684
<u>Business and Financial Operations Occupations</u> 13-0000	56	3,138,241
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	50	3,191,481
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	38	2,010,061
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000	3	275,088
<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	116	4,495,888
<u>Sales and Related Occupations</u> 41-0000	4	171,260
<u>Office and Administrative Support Occupations</u> 43-0000	115	5,435,517
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	3	181,240
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	0	0

Part D - Part-time staff

Number of Part-time Staff

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Primarily Instruction and Instruction/Research/Public Service Staff	Research staff	Public Service staff
Men			
Nonresident alien			
Hispanic/Latino	4		
American Indian or Alaska Native			
Asian	4		
Black or African American	1		1
Native Hawaiian or Other Pacific Islander			
White	142	4	
Two or more races	3		
Race and ethnicity unknown	9		
Total men	163	4	1
Women			
Nonresident alien			
Hispanic/Latino	10		
American Indian or Alaska Native	2		
Asian	5	1	
Black or African American	6		
Native Hawaiian or Other Pacific Islander			
White	169	3	
Two or more races	4		

Race and ethnicity unknown	15		
Total women	211	4	0
Total (men+women)	374	8	1
Total from prior year	327	5	

Part D - Part-time staff

Number of Part-time Staff

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 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>
Men					
<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>				1	1
<u>Two or more races</u>					0
<u>Race and ethnicity unknown</u>					0
Total men	0	0	0	1	1
Women					
<u>Nonresident alien</u>					0
<u>Hispanic/Latino</u>					0
<u>American Indian or Alaska Native</u>					0
<u>Asian</u>					0

Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White				11		11
Two or more races				1		1
Race and ethnicity unknown	0	0	0	2		2
Total women	0	0	0		14	14
Total (men+women)	0	0	0		15	15
Total from prior year						

Part D - Part-time staff

Number of Part-time Staff

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and 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
Men					
Nonresident alien					
Hispanic/Latino	1	1			
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White					
Two or more races				1	
Race and ethnicity unknown					
Total men	1	1	0	1	0
Women					
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian					

Black or African American					
Native Hawaiian or Other Pacific Islander					
White			1	1	2
Two or more races					
Race and ethnicity unknown					
Total women	0	0	1	1	2
Total (men+women)	1	1	1	2	2
Total from prior year	1	1		1	5

Part D - Part-time staff

Number of Part-time Staff

As of November 1, 2013

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

Gender and race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All part-time staff)
Men						
Nonresident alien						0
Hispanic/Latino	1					7
American Indian or Alaska Native						0
Asian						4
Black or African American	1					3
Native Hawaiian or Other Pacific Islander						0
White	4		1		3	155
Two or more races						4
Race and ethnicity unknown	1				1	11
Total men	7	0	1	0	4	184
Women						
Nonresident alien						0
Hispanic/Latino	1		1			12
American Indian or Alaska Native						2
Asian						6
						6

Black or African American							
Native Hawaiian or Other Pacific Islander							0
White	2		8		2		199
Two or more races					1		6
Race and ethnicity unknown		0		0			17
Total women		3	0	9	0	3	248
Total (men+women)		10	0	10	0	7	432
Total from prior year		12		20			372

Part E - Part-time staff

Number of Part-time Staff

As of November 1, 2013

Occupational category	With <u>Faculty status</u>					Without Faculty status	Total
	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>				
			<u>Multi-year, continuing, or at-will contract</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>		
Primarily Instruction	0	0	0	5	366	0	371
Exclusively credit							0
Exclusively not-for-credit							0
Combined credit/not-for-credit				5	366		371
Instruction/research/public service staff						3	3
Research staff				8			8
Public Service staff				1			1
Archivists, Curators, and Museum Technicians 25-4010						0	0
Librarians 25-4020						0	0
Library Technicians 25-4030						0	0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000						15	15
Management Occupations 11-0000						1	1
Business and Financial Operations Occupations 13-0000						1	1
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000						1	1
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000						2	2
Healthcare Practitioners and Technical Occupations 29-0000						2	2

Total	0	0	0	14	366	25 405
Total from prior year	1	1		5	320	13 340

Part F - Part-time summary non-medical

Summary of Part-time Staff

As of November 1, 2013

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		
Primarily Instruction	0	0	0	5	366	0	371
Exclusively credit							0
Exclusively not-for-credit							0
Combined credit/not-for-credit				5	366		371
Instruction/research/public service staff						3	3
Research staff				8			8
Public Service staff				1			1
Archivists, Curators, and Museum Technicians 25-4010						0	0
Librarians 25-4020						0	0
Library Technicians 25-4030						0	0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000						15	15
Management Occupations 11-0000						1	1
Business and Financial Operations Occupations 13-0000						1	1
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000						1	1
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000						2	2
Healthcare Practitioners and Technical Occupations 29-0000						2	2
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000							10
Sales and Related Occupations 41-0000							0
Office and Administrative Support Occupations							10

43-0000		0
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000		7
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000		52
Graduate Assistants		14
Teaching 25-1191		38
Research		0
Management Occupations 11-0000		0
Business and Financial Operations Occupations 13-0000		0
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000		0
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		484

Part H - New Hires - Full-time instructional staff

Number of Newly Hired Full-time Permanent Instructional Staff

(Hired full time between July 1 and October 31, 2013 and still on payroll of the institution as of November 1, 2013)

- 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

Gender and race/ethnicity	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		
Men							
Nonresident alien							0
Hispanic/Latino		1		1			2
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White	1	3		5			9
Two or more races							0
Race and ethnicity unknown							0
Total men	1	4	0	6	0	0	11
Women							
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		4		5	1		10
Two or more races							0
Race and ethnicity unknown				2			2
Total women	0	5	0	7	1	0	13
Total (men+women)	1	9	0	13	1	0	24

Part H - New Hires - Full-time staff

Number of Newly Hired Full-time Staff

(Hired full time between July 1 and October 31, 2013 and still on payroll of the institution as of November 1, 2013)

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

Gender and 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
Men				
Nonresident alien	0			
Hispanic/Latino	2			
American Indian or Alaska Native	0			
Asian	0			
Black or African American	0			1
Native Hawaiian or Other Pacific Islander	0			
White	9			
Two or more races	0			
Race and ethnicity unknown	0			
Total men	11	1	0	1
Women				
Nonresident alien	0			
Hispanic/Latino	0			1
American Indian or Alaska Native	0			
Asian	1			
	0			

Black or African American				1
Native Hawaiian or Other Pacific Islander	0			
White	10			8
Two or more races	0			
Race and ethnicity unknown	2			
Total women	13	0	0	10
Total (men+women)	24	1	0	11

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

Number of Newly Hired Full-time Non-instructional Staff

(Hired full time between July 1 and October 31, 2013 and still on payroll of the institution as of November 1, 2013)

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

Gender and 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
Men					
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian			1		
Black or African American					
Native Hawaiian or Other Pacific Islander					
White			1		
Two or more races					
Race and ethnicity unknown					
Total men	0	0	2	0	0
Women					
Nonresident alien					
Hispanic/Latino		2			

American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White		4	1		
Two or more races				1	
Race and ethnicity unknown	0	1			0
Total women	0	7	1	1	0
Total (men+women)	0	7	3	1	0

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

Number of Newly Hired Full-time Non-instructional Staff and Total New Hires

(Hired full time between July 1 and October 31, 2013 and still on payroll of the institution as of November 1, 2013)

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

Gender and 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)
Men						
Nonresident alien						0
Hispanic/Latino	2					4
American Indian or Alaska Native						0
Asian						1
Black or African American						1
Native Hawaiian or Other Pacific Islander						0
White						11
Two or more races						0
Race and ethnicity unknown	1					1
Total men	3	0	0	0	0	18
Women						
Nonresident alien						0
Hispanic/Latino						3
American Indian or Alaska Native						0

Asian							1
Black or African American	1						2
Native Hawaiian or Other Pacific Islander							0
White	1		1				25
Two or more races							1
Race and ethnicity unknown	1						4
Total women		3	0	1	0	0	36
Total (men+women)		6	0	1	0	0	54

Human Resources Survey Evaluation

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

(1) Staff who operate campus housing: they are currently categorized in Business/Financial Operations but they could also be categorized in Student/Academic Affairs due to the educational programming they do. (2) Differentiating between healthcare support occupations and healthcare practitioners/technical occupations is difficult. (3) A variety of office assistants who would normally be in Office/Administrative Support but whose work is to help manage HR and financial operations.

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 2014.

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 2013**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	998	432	1,142
Instructional Staff	398	374	523
Primary Instruction	181	371	305
Exclusively credit	0	0	0
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	181	371	305
Instruction/research/public service	217	3	218
Research Staff	24	8	27
Public Service Staff	8	1	8
Library and Student and Academic Affairs and Other Education Services Occupations SOC	147	15	152
Librarians, Curators, and Archivists SOC 25-4000	16	0	16
Archivists, Curators, and Museum Technicians SOC 25-4010	1	0	1
Librarians SOC 25-4020	8	0	8
Library Technicians SOC 25-4030	7	0	7
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	131	15	136
Management Occupations SOC 11-0000	36	1	36

**Number of staff by employment status and occupational category:
Fall 2013**

Business and Financial Operations Occupations SOC 13-0000	56	1	56
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	50	1	50
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	38	2	39
Healthcare Practitioners and Technical Occupations SOC 29-0000	3	2	4
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	116	10	119
Sales and Related Occupations SOC 41-0000	4	0	4
Office and Administrative Support Occupations SOC 43-0000	115	10	118
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	3	0	3
Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	0	7	2

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 2013-14**

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				385	385	3,465	\$25,242,356	\$7,285
Professor				73	73	657	\$7,279,333	\$11,080
Associate professor				67	67	603	\$5,065,726	\$8,401
Assistant professor				77	77	693	\$5,312,085	\$7,665
Instructor				168	168	1,512	\$7,585,212	\$5,017
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: FT Non-instructional R/E/G - 2				
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:	Due to the additional instructions (seen when hovering over the question mark next to "Student and Academic Affairs", several positions were moved from Management or Business/Financial into Student and Academic Affairs -- especially registrar, financial aid, and positions within our recreation center. (Thanks for the additional directions. Very helpful.)			
Screen: FT Non-instructional R/E/G - 3				
Screen Entry	This number is outside the expected range of between 63 and 129 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Several directors formerly reported as Management are reported in Student and Academic Affairs this year.			
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	
Reason:	Some mental health counselors are now reported in Community/Social Service rather than in Healthcare or Healthcare Support. (Primarily a discrepancy in our internal HR records regarding the position of "psychologist" which is really mental health counselor.)			
Screen: Graduate assistants by R/E/G				
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:	The number of graduate research assistants increased, particularly in departments with high levels of faculty sponsored programs and grant awards.			
Screen: PT staff by Tenure status and Occupation - 1				
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:	Declined from 1 to 0.			
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:	Declined from 1 to 0.			