

National Center for Education Statistics

IPEDS Data Center

Black Hills State University

UnitID 219046
OPEID 00345900
Address 1200 University St, Spearfish, SD, 57799-9500
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Human Resources 2011-12

Institution: Black Hills State University (219046)

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, **Part G** is **NOT** applicable to your institution and you will **NOT** be required to report data for **Part G**.

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)?

No 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

Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2011 either for the *first time* or *after a break in service* AND who were still on the payroll of the institution As of November 1, 2011? (Exclude persons who have returned from sabbatical leave OR full-time staff who are working less-than-9-month contracts/teaching periods and whose primary responsibility is instruction, research, and/or public service.)

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

Yes

No

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

Number of full-time staff by faculty status and primary function/occupational activity

| Primary function/ occupational activity (mutually exclusive categories) | As of November 1, 2011 Faculty status | | | Without faculty status | Total |
|--|--|-----------------|---|------------------------------|-------|
| | Tenured | On tenure track | Not on tenure track/ no tenure system | | |
| Primarily instruction | 57 | 33 | 49 | | 139 |
| Instruction/research/public service | | | | | |
| Primarily instruction + Instruction/research/public service | 57 | 33 | 49 | 0 | 139 |
| Primarily research | | 5 | | | 5 |
| Primarily public service | | | | | |
| Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service | 57 | 38 | 49 | 0 | 144 |
| Executive/administrative/managerial | 6 | 1 | 3 | 58 | 68 |
| Other professionals (support/service) | | | 3 | 61 | 64 |
| Technical and paraprofessionals | | | | | |
| Clerical and secretarial | | | | 52 | 52 |
| Skilled crafts | | | | 9 | 9 |
| Service/Maintenance | | | | 31 | 31 |
| Total full time | 63 | 39 | 55 | 211 | 368 |
| Total from prior year | 63 | 39 | 55 | 209 | 366 |

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

Number of part-time staff by faculty status and primary function/occupational activity

| Primary function/ occupational activity (mutually exclusive categories) | As of November 1, 2011 | | | Without faculty status | Total | Graduate assistants |
|--|------------------------|-----------------------------------|---|------------------------------|-------|---------------------|
| | Tenured | Faculty status On tenure track | Not on tenure track/ no tenure system | | | |
| Primarily instruction | | | 1 | 67 | 68 | |
| Instruction/research/public service | | | | | | |
| Primarily instruction + Instruction/research/public service | 0 | 0 | 1 | 67 | 68 | 0 |
| Primarily research | | | | | | 7 |
| Primarily public service | | | | | | |
| Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service | 0 | 0 | 1 | 67 | 68 | 7 |
| Executive/administrative/managerial | | | | | | |
| Other professionals (support/service) | | | | 12 | 12 | |
| Technical and paraprofessionals | | | | 1 | 1 | |
| Clerical and secretarial | | | | 5 | 5 | |
| Skilled crafts | | | | | | |
| Service/Maintenance | | | | 23 | 23 | 1 |
| Total part time | | | 1 | 108 | 109 | 8 |
| Total from prior year | 1 | | 4 | 107 | 112 | 8 |

Part C - Employees by Assigned Position - Total number of staff**Total number of staff by employment status and primary function/occupational activity****As of November 1, 2011**

| Primary function/occupational activity | Full-time | Full-time from prior year | Part-time | Part-time from prior year | Graduate assistants | Graduate assistants from prior year | Total including Graduate assistants |
|---|-----------|---------------------------------|-----------|---------------------------------|------------------------|--|---|
| Primarily instruction | 139 | 143 | 68 | 69 | 0 | | 207 |
| Instruction/research/public service | | | | | | | |
| Primarily instruction + Instruction/research/public service | 139 | 143 | 68 | 69 | 0 | 0 | 207 |
| Primarily research | 5 | 2 | 0 | | 7 | 8 | 12 |
| Primarily public service | | | | | | | |
| Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service | 144 | 145 | 68 | 69 | 7 | 8 | 219 |
| Executive/administrative/managerial | 68 | 65 | 0 | | 0 | | 68 |
| Other professionals (support/service) | 64 | 64 | 12 | 17 | 0 | | 76 |
| Technical and paraprofessionals | 0 | 1 | 1 | | 0 | | 1 |
| Clerical and secretarial | 52 | 51 | 5 | 5 | 0 | | 57 |
| Skilled crafts | 9 | 11 | 0 | | 0 | | 9 |
| Service/Maintenance | 31 | 29 | 23 | 21 | 1 | | 55 |
| Grand total | 368 | 366 | 109 | 112 | 8 | 8 | 485 |

Part D - Salaries - Full-time instructional staff by contract length/teaching period - Headcount
Number of full-time instructional staff by contract length/teaching period, gender, and academic rank
As of November 1, 2011

| Gender and academic rank | Less-than-9-month | 9/10-month | 11/12-month | Total |
|--|-------------------|------------|-------------|-------|
| Men | | | | |
| Professors | | 23 | | 23 |
| Associate professors | | 18 | | 18 |
| Assistant professors | | 26 | | 26 |
| Instructors | | 12 | 0 | 12 |
| Lecturers | | | | 0 |
| No academic rank | | | | 0 |
| Total men | | 79 | 0 | 79 |
| Total men from prior year | | 82 | 0 | |
| Women | | | | |
| Professors | | 8 | | 8 |
| Associate professors | | 12 | | 12 |
| Assistant professors | | 21 | | 21 |
| Instructors | | 18 | 1 | 19 |
| Lecturers | | | | 0 |
| No academic rank | | | | 0 |
| Total women | | 59 | 1 | 60 |
| Total women from prior year | | 59 | 2 | |
| Total (men + women) | | 138 | 1 | 139 |
| Total from EAP | | | | 139 |
| Total from prior year (Salaries section) | | 141 | 2 | 143 |

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

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

Number of full-time instructional staff on 9/10-month contracts/teaching periods by faculty status, gender, and academic rank

| Gender and academic rank | As of November 1, 2011 | | | | Total from Part D (Headcount screen) |
|-------------------------------|------------------------|-----------------|--|------------------------|--------------------------------------|
| | Tenured | On tenure track | Not on tenure track/ no tenure system | Without faculty status | |
| Men | | | | | |
| Professors | 23 | 0 | 0 | 0 | 23 |
| Associate Professors | 16 | 2 | 0 | 0 | 18 |
| Assistant Professors | 0 | 17 | 9 | 0 | 26 |
| Instructors | 0 | 0 | 12 | 0 | 12 |
| Lecturers | | | | | |
| No academic rank | | | | | |
| Total men | 39 | 19 | 21 | 0 | 79 |
| Total men prior year | 41 | 20 | 21 | 0 | 82 |
| Women | | | | | |
| Professors | 8 | 0 | 0 | 0 | 8 |
| Associate Professors | 10 | 2 | 0 | 0 | 12 |
| Assistant Professors | 0 | 12 | 9 | 0 | 21 |
| Instructors | 0 | 0 | 18 | 0 | 18 |
| Lecturers | | | | | |
| No academic rank | | | | | |
| Total women | 18 | 14 | 27 | 0 | 59 |
| Total women prior year | 15 | 17 | 27 | 0 | 59 |
| Total (men + women) | 57 | 33 | 48 | 0 | 138 |

Part D - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Faculty status

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

Number of full-time instructional staff on 11/12-month contracts/teaching periods by faculty status, gender, and academic rank

| Gender and academic rank | As of November 1, 2011 Faculty status | | | | Without faculty status | Total from Part D (Headcount screen) |
|-------------------------------|--|-----------------|--|---|------------------------|--------------------------------------|
| | Tenured | On tenure track | Not on tenure track/ no tenure system | | | |
| Men | | | | | | |
| Professors | | | | | | |
| Associate Professors | | | | | | |
| Assistant Professors | | | | | | |
| Instructors | 0 | 0 | 0 | 0 | | 0 |
| Lecturers | | | | | | |
| No academic rank | | | | | | |
| Total men | 0 | 0 | 0 | 0 | 0 | 0 |
| Total men prior year | 0 | 0 | 0 | 0 | 0 | 0 |
| Women | | | | | | |
| Professors | | | | | | |
| Associate Professors | | | | | | |
| Assistant Professors | | | | | | |
| Instructors | 0 | 0 | 1 | 0 | | 1 |
| Lecturers | | | | | | |
| No academic rank | | | | | | |
| Total women | 0 | 0 | 1 | 0 | 0 | 1 |
| Total women prior year | 1 | 0 | 1 | 0 | 0 | 2 |
| Total (men + women) | 0 | 0 | 1 | 0 | 0 | 1 |

Part E - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Salary outlays
Salaries of full-time instructional staff on 9/10-month contracts/teaching periods by gender and academic rank
As of November 1, 2011

| Gender and academic rank | Total from Part D (Headcount screen) | Salary outlays | Average salary | Prior year Average salary |
|----------------------------|---|------------------|-------------------|---------------------------------|
| Men | | | | |
| Professors | 23 | 1,644,976 | 71,521 | 69,016 |
| Associate professors | 18 | 1,110,927 | 61,718 | 61,852 |
| Assistant professors | 26 | 1,478,008 | 56,846 | 52,242 |
| Instructors | 12 | 494,078 | 41,173 | 38,750 |
| Lecturers | | | | |
| No academic rank | | | | |
| Total men | 79 | 4,727,989 | 59,848 | 57,064 |
| Women | | | | |
| Professors | 8 | 545,076 | 68,135 | 65,901 |
| Associate professors | 12 | 677,797 | 56,483 | 55,932 |
| Assistant professors | 21 | 1,098,780 | 52,323 | 53,364 |
| Instructors | 18 | 914,178 | 50,788 | 44,682 |
| Lecturers | | | | |
| No academic rank | | | | |
| Total women | 59 | 3,235,831 | 54,845 | 52,682 |
| Total (men + women) | 138 | 7,963,820 | 57,709 | 55,230 |

Part E - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Salary outlays
Salaries of full-time instructional staff on 11/12-month contracts/teaching periods by gender and academic rank
As of November 1, 2011

| Gender and academic rank | Total from Part D (Headcount screen) | Salary outlays | Average salary | Prior year Average salary |
|----------------------------|---|----------------|----------------|------------------------------|
| Men | | | | |
| Professors | | | | |
| Associate professors | | | | |
| Assistant professors | | | | |
| Instructors | 0 | 0 | | |
| Lecturers | | | | |
| No academic rank | | | | |
| Total men | 0 | 0 | | |
| Women | | | | |
| Professors | | | | |
| Associate professors | | | | 90,359 |
| Assistant professors | | | | |
| Instructors | 1 | 45,000 | 45,000 | 45,000 |
| Lecturers | | | | |
| No academic rank | | | | |
| Total women | 1 | 45,000 | 45,000 | 67,680 |
| Total (men + women) | 1 | 45,000 | 45,000 | 67,680 |

| | | | | | | | |
|----------------------------|-----------|-----------|--|--|--|--|-----------|
| Two or more races | 0 | 0 | | | | | |
| Race and ethnicity unknown | 0 | 0 | | | | | 0 |
| Total women | 8 | 10 | | | | | 18 |
| Total (men+women) | 31 | 26 | | | | | 57 |
| Total from EAP | | | | | | | 57 |

| | | | | | | | |
|----------------------------|--|---|----|--|--|--|----|
| Two or more races | | 0 | 0 | | | | |
| Race and ethnicity unknown | | 0 | 0 | | | | 0 |
| Total women | | 2 | 14 | | | | 16 |
| Total (men+women) | | 4 | 34 | | | | 38 |
| Total from EAP | | | | | | | 38 |

| | | | | | | | |
|----------------------------|--|--|----|----|--|--|----|
| Two or more races | | | 0 | 0 | | | |
| Race and ethnicity unknown | | | 0 | 0 | | | 0 |
| Total women | | | 9 | 19 | | | 28 |
| Total (men+women) | | | 18 | 31 | | | 49 |
| Total from EAP | | | | | | | 49 |

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

As of November 1, 2011

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

•Report race for non-Hispanic/Latino individuals only

| Gender and race/ethnicity | Total |
|---|-------|
| Men | |
| Nonresident alien | |
| 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 | |
| Women | |
| 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 | |
| Total (men+women) | |
| Total from EAP | 0 |

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

Total number of full-time staff whose primary responsibility is instruction, research, and/or public service by gender and

race/ethnicity

As of November 1, 2011

| | Total men | Total women | Total (men+women) |
|---|-----------|-------------|-------------------|
| Nonresident alien | 3 | 4 | 7 |
| Hispanic/Latino | 2 | 1 | 3 |
| American Indian or Alaska Native | 1 | 2 | 3 |
| Asian | 3 | 0 | 3 |
| Black or African American | 1 | 0 | 1 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 |
| White | 72 | 55 | 127 |
| Two or more races | 0 | 0 | 0 |
| Race and ethnicity unknown | 0 | 0 | 0 |
| Total | 82 | 62 | 144 |

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

Total number of full-time staff by primary function/occupational activity, gender, and race/ethnicity

(excluding instruction/research/public service staff)

As of November 1, 2011

| Gender and race/ethnicity | Executive/ administrative/ managerial | Other professionals (support/service) | Technical and paraprofessionals | Clerical and secretarial | Skilled crafts | Service/ Maintenance | Total | |
|---|---------------------------------------|---------------------------------------|---------------------------------|--------------------------|----------------|----------------------|-------|----|
| Men | | | | | | | | |
| Nonresident alien | 0 | 2 | | 0 | 0 | 0 | 2 | |
| Hispanic/Latino | 1 | 0 | | 0 | 0 | 1 | 2 | |
| American Indian or Alaska Native | 0 | 1 | | 0 | 0 | 1 | 2 | |
| Asian | 1 | 0 | | 0 | 0 | 0 | 1 | |
| Black or African American | 0 | 0 | | 0 | 0 | 0 | 0 | |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | | 0 | 0 | 0 | 0 | |
| White | 30 | 24 | | 4 | 8 | 15 | 81 | |
| Two or more races | 0 | 0 | | 0 | 0 | 0 | 0 | |
| Race and ethnicity unknown | 0 | 0 | | 0 | 0 | 0 | 0 | |
| Total men | | 32 | 27 | | 4 | 8 | 17 | 88 |
| Women | | | | | | | | |
| Nonresident alien | 0 | 0 | | 0 | 0 | 0 | 0 | |
| Hispanic/Latino | 0 | 0 | | 0 | 0 | 0 | 0 | |
| American Indian or Alaska Native | 0 | 0 | | 1 | 0 | 0 | 1 | |
| Asian | 1 | 0 | | 0 | 0 | 0 | 1 | |
| Black or African American | 0 | 0 | | 0 | 0 | 0 | 0 | |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | | 0 | 0 | 0 | 0 | |
| White | 35 | 37 | | 47 | 1 | 14 | 134 | |
| Two or more races | 0 | 0 | | 0 | 0 | 0 | 0 | |

| | | | | | | | |
|----------------------------|----|----|--|----|---|----|-----|
| Race and ethnicity unknown | 0 | 0 | | 0 | 0 | 0 | 0 |
| Total women | 36 | 37 | | 48 | 1 | 14 | 136 |
| Total (men+women) | 68 | 64 | | 52 | 9 | 31 | 224 |
| Total from EAP | 68 | 64 | | 52 | 9 | 31 | 224 |

Part J - Fall Staff - Part-time professional staff**Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity**

As of November 1, 2011

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

•Report race for non-Hispanic/Latino individuals only

| Gender and race/ethnicity | Staff whose primary responsibility is instruction, research, and/or public service | Executive/administrative/managerial | Other professionals (support/service) |
|---|--|-------------------------------------|---------------------------------------|
| Men | | | |
| Nonresident alien | 0 | | 0 |
| Hispanic/Latino | 1 | | 0 |
| American Indian or Alaska Native | 1 | | 0 |
| Asian | 0 | | 0 |
| Black or African American | 0 | | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | | 0 |
| White | 33 | | 3 |
| Two or more races | 0 | | 0 |
| Race and ethnicity unknown | 0 | | 0 |
| Total men | 35 | | 3 |
| Women | | | |
| Nonresident alien | 0 | | 1 |
| Hispanic/Latino | 1 | | 0 |
| American Indian or Alaska Native | 1 | | 0 |
| Asian | 0 | | 1 |
| Black or African American | 0 | | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | | 0 |
| White | 31 | | 7 |
| Two or more races | 0 | | 0 |
| Race and ethnicity unknown | 0 | | 0 |
| Total women | 33 | | 9 |
| Total (men+women) | 68 | | 12 |

Total from EAP

68

0

12

Part J - Fall Staff - Part-time non-professional staff

Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity

As of November 1, 2011

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

•Report race for non-Hispanic/Latino individuals only

| Gender and race/ethnicity | Technical and paraprofessionals | Clerical and secretarial | Skilled crafts | Service/Maintenance |
|---|---------------------------------|--------------------------|----------------|---------------------|
| Men | | | | |
| Nonresident alien | 0 | 0 | | 0 |
| Hispanic/Latino | 0 | 0 | | 0 |
| American Indian or Alaska Native | 0 | 0 | | 0 |
| Asian | 0 | 0 | | 0 |
| Black or African American | 0 | 0 | | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | | 0 |
| White | 0 | 1 | | 13 |
| Two or more races | 0 | 0 | | 0 |
| Race and ethnicity unknown | 0 | 0 | | 0 |
| Total men | | 0 | 1 | 13 |
| Women | | | | |
| Nonresident alien | 0 | 0 | | 0 |
| Hispanic/Latino | 0 | 0 | | 0 |
| American Indian or Alaska Native | 0 | 0 | | 0 |
| Asian | 0 | 0 | | 0 |
| Black or African American | 0 | 0 | | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | | 0 |
| White | 1 | 4 | | 10 |
| Two or more races | 0 | 0 | | 0 |

| | | | | |
|----------------------------|---|---|---|----|
| Race and ethnicity unknown | 0 | 0 | | 0 |
| Total women | 1 | 4 | | 10 |
| Total (men+women) | 1 | 5 | | 23 |
| Total from EAP | 1 | 5 | 0 | 23 |

Part J - Fall Staff - Graduate assistants and part-time grand total**Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity**

As of November 1, 2011

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

•Report race for non-Hispanic/Latino individuals only

| Gender and race/ethnicity | Total (includes Part-time Professionals and Part-time Non- professionals) | Graduate assistants | Part-time grand total (includes graduate assistants) |
|---|---|---------------------|--|
| Men | | | |
| Nonresident alien | 0 | 0 | 0 |
| Hispanic/Latino | 1 | 0 | 1 |
| American Indian or Alaska Native | 1 | 0 | 1 |
| Asian | 0 | 0 | 0 |
| Black or African American | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 |
| White | 50 | 4 | 54 |
| Two or more races | 0 | 0 | 0 |
| Race and ethnicity unknown | 0 | 0 | 0 |
| Total men | 52 | 4 | 56 |
| Women | | | |
| Nonresident alien | 1 | 0 | 1 |
| Hispanic/Latino | 1 | 0 | 1 |
| American Indian or Alaska Native | 1 | 0 | 1 |
| Asian | 1 | 0 | 1 |
| Black or African American | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 |
| White | 53 | 4 | 57 |
| Two or more races | 0 | 0 | 0 |
| Race and ethnicity unknown | 0 | 0 | 0 |
| Total women | 57 | 4 | 61 |
| Total (men+women) | 109 | 8 | 117 |

Part K - Fall Staff - Total number of staff**Total number of staff by employment status, gender, and race/ethnicity****As of November 1, 2011**

| Gender and race/ethnicity | Full-time men | Full-time women | Part-time men | Part-time women | Total men | Total women |
|---|---------------|-----------------|---------------|-----------------|------------|-------------|
| Nonresident alien | 5 | 4 | 0 | 1 | 5 | 5 |
| Hispanic/Latino | 4 | 1 | 1 | 1 | 5 | 2 |
| American Indian or Alaska Native | 3 | 3 | 1 | 1 | 4 | 4 |
| Asian | 4 | 1 | 0 | 1 | 4 | 2 |
| Black or African American | 1 | 0 | 0 | 0 | 1 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 | 0 | 0 |
| White | 153 | 189 | 54 | 57 | 207 | 246 |
| Two or more races | 0 | 0 | 0 | 0 | 0 | 0 |
| Race and ethnicity unknown | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand total | 170 | 198 | 56 | 61 | 226 | 259 |

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

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

(Hired full time between July 1 and October 31, 2011 and still on payroll of the institution as of November 1, 2011)

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

•Report race for non-Hispanic/Latino individuals only

| Gender and race/ethnicity | Faculty status | | | Without faculty status | Total |
|---|----------------|-----------------|--|------------------------|-------|
| | Tenured | On tenure track | Not on tenure track/ no tenure system | | |
| Men | | | | | |
| Nonresident alien | | 0 | 0 | | 0 |
| Hispanic/Latino | | 0 | 0 | | 0 |
| American Indian or Alaska Native | | 0 | 0 | | 0 |
| Asian | | 0 | 0 | | 0 |
| Black or African American | | 0 | 0 | | 0 |
| Native Hawaiian or Other Pacific Islander | | 0 | 0 | | 0 |
| White | | 3 | 2 | | 5 |
| Two or more races | | 0 | 0 | | 0 |
| Race and ethnicity unknown | | 0 | 0 | | 0 |
| Total men | | | 3 | 2 | 5 |
| Women | | | | | |
| Nonresident alien | | 1 | 0 | | 1 |
| Hispanic/Latino | | 0 | 0 | | 0 |
| American Indian or Alaska Native | | 0 | 0 | | 0 |
| Asian | | 0 | 0 | | 0 |
| Black or African American | | 0 | 0 | | 0 |
| | | 0 | 0 | | 0 |

| | | | | | |
|---|--|---|---|--|----|
| Native Hawaiian or Other Pacific Islander | | | | | |
| White | | 1 | 6 | | 7 |
| Two or more races | | 0 | 0 | | 0 |
| Race and ethnicity unknown | | 0 | 0 | | 0 |
| Total women | | 2 | 6 | | 8 |
| Total (men+women) | | 5 | 8 | | 13 |

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

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

(Hired full time between July 1 and October 31, 2011 and still on payroll of the institution as of November 1, 2011)

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

•Report race for non-Hispanic/Latino individuals only

| Gender and race/ethnicity | Executive/ administrative/ managerial | Other professionals (support/service) | Technical and paraprofessionals | Clerical and secretarial | Skilled crafts | Service/ Maintenance | Total |
|---|---------------------------------------|---------------------------------------|---------------------------------|--------------------------|----------------|----------------------|-------|
| Men | | | | | | | |
| Nonresident alien | 0 | 0 | | 0 | | 0 | 0 |
| Hispanic/Latino | 0 | 0 | | 0 | | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | | 0 | | 0 | 0 |
| Asian | 0 | 0 | | 0 | | 0 | 0 |
| Black or African American | 0 | 0 | | 0 | | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | | 0 | | 0 | 0 |
| White | 2 | 1 | | 0 | | 3 | 6 |
| Two or more races | 0 | 0 | | 0 | | 0 | 0 |
| Race and ethnicity unknown | 0 | 0 | | 0 | | 0 | 0 |
| Total men | | 2 | 1 | | 0 | | 3 |
| Women | | | | | | | |
| Nonresident alien | 0 | 0 | | 0 | | 0 | 0 |
| Hispanic/Latino | 0 | 0 | | 0 | | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | | 0 | | 0 | 0 |
| Asian | 0 | 0 | | 0 | | 0 | 0 |
| Black or African American | 0 | 0 | | 0 | | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | | 0 | | 0 | 0 |
| White | 0 | 4 | | 2 | | 3 | 9 |

| | | | | | | | |
|----------------------------|---|---|--|---|--|---|----|
| Two or more races | 0 | 0 | | 0 | | 0 | 0 |
| Race and ethnicity unknown | 0 | 0 | | 0 | | 0 | 0 |
| Total women | 0 | 4 | | 2 | | 3 | 9 |
| Total (men+women) | 2 | 5 | | 2 | | 6 | 15 |

Part L - Fall Staff - New hires - Totals**Total number of full-time permanent new hires by gender and race/ethnicity****(Hired full time between July 1 and October 31, 2011 and still on payroll of the institution as of November 1, 2011)**

| | Total men | Total women | Total (men+women) |
|---|-----------|-------------|-------------------|
| Nonresident alien | 0 | 1 | 1 |
| Hispanic/Latino | 0 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 |
| Asian | 0 | 0 | 0 |
| Black or African American | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 |
| White | 11 | 16 | 27 |
| Two or more races | 0 | 0 | 0 |
| Race and ethnicity unknown | 0 | 0 | 0 |
| Grand total | 11 | 17 | 28 |

Human Resources Survey Evaluation

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

Summary

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

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the ExPT and sent to your institution's CEO in November 2012.

Please review your data for accuracy. If you have questions about the data displayed below after reviewing the data reported on the survey screens, please contact the IPEDS Help Desk at: 1-877-225-2568 or ipedshelp@rti.org.

**Number of staff by employment status and primary function/occupational activity:
Fall 2011**

| Primary function/occupational activity | Reported values | | FTE staff |
|--|---------------------------|---------------------------|-----------|
| | Number of full-time staff | Number of part-time staff | |
| Total number of staff | 368 | 109 | 404 |
| Professional staff | 276 | 80 | 303 |
| Staff whose primary responsibility is instruction, research, and/or public service | 144 | 68 | 167 |
| Primary instruction | 139 | 68 | 162 |
| Instruction/research/public service | | | |
| Primarily research | 5 | 0 | 5 |
| Primarily public service | | | |
| Executive/administrative/managerial | 68 | 0 | 68 |
| Other professionals (support/service) | 64 | 12 | 68 |
| Non-professional staff | 92 | 29 | 102 |
| Technical and paraprofessional | 0 | 1 | 0 |
| Clerical/secretarial | 52 | 5 | 54 |
| Skilled crafts | 9 | 0 | 9 |
| Service/Maintenance | 31 | 23 | 39 |

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

**Salaries of full-time instructional staff by contract length and academic rank:
Academic year 2011-12**

| Academic rank | Reported values | | | | Equated 9-month | |
|---------------|---|----------------|--|----------------|-----------------|------------------|
| | Full-time instructional staff on 9/10-month contracts | | Full-time instructional staff on 11/12-month contracts | | Number of staff | Average salaries |
| | Number of staff | Salary outlays | Number of staff | Salary outlays | | |
| | | | | | | |

**Salaries of full-time instructional staff by contract length and academic rank:
Academic year 2011-12**

| | | | | | | |
|---------------------|-----|-------------|---|----------|-----|----------|
| All Ranks | 138 | \$7,963,820 | 1 | \$45,000 | 139 | \$57,559 |
| Professor | 31 | \$2,190,052 | | | 31 | \$70,647 |
| Associate professor | 30 | \$1,788,724 | | | 30 | \$59,624 |
| Assistant professor | 47 | \$2,576,788 | | | 47 | \$54,825 |
| Instructor | 30 | \$1,408,256 | 1 | \$45,000 | 31 | \$46,615 |
| Lecturer | | | | | | |
| No academic rank | | | | | | |

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