

Institution: Indiana University of Pennsylvania-Main Campus (213020)
User ID: P2130201

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 - 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							0
American Indian or Alaska Native							0
Asian			1				1
Black or African American			1				1
Native Hawaiian or Other Pacific Islander							0
White			6	8			14
Two or more races		1					1
Race and ethnicity unknown				1			1
Total men	0	1	8	9	0	0	18

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				1			1
Black or African American				1			1
Native Hawaiian or Other Pacific Islander							0
White			2	17			19
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	2	19	0	0	21

Total (men+women)	0	1	10	28	0	0	39
Total from prior year							59

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							0
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	0	0	0	0	0
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							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 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	379	139	0	39	0	0	0	557
Total carried forward from previous screens	379	139	0	39	0	0	0	557
<u>Primarily Instruction</u>	375	138	0	38	0	0	0	551
Exclusively credit	375	138		38				551
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
<u>Instruction/research/public service staff</u>	4	1		1				6

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	3	6	9
Hispanic/Latino	8	5	13
American Indian or Alaska Native	1	3	4
Asian	35	16	51
Black or African American	13	7	20
Native Hawaiian or Other Pacific Islander	0	0	0
White	229	217	446
Two or more races	2	0	2
Race and ethnicity unknown	9	3	12
Total	300	257	557
Total from prior year			579

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	3		
Hispanic/Latino	8		
American Indian or Alaska Native	1		
Asian	35		
Black or African American	13		
Native Hawaiian or Other Pacific Islander	0		
White	229	10	
Two or more races	2		
Race and ethnicity unknown	9	1	
Total men	300	11	0

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	6		
Hispanic/Latino	5		
American Indian or Alaska Native	3		
Asian	16		
Black or African American	7		
Native Hawaiian or Other Pacific Islander	0		
White	217	6	
Two or more races	0		
Race and ethnicity unknown	3	1	
Total women	257	7	0

Total (men+women) 557 18 0

Total from prior year **579** **21**

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

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				
American Indian or Alaska Native				
Asian		1		
Black or African American			1	
Native Hawaiian or Other Pacific Islander				
White		8	8	
Two or more races				
Race and ethnicity unknown				
Total women	0	9	9	0
Total (men+women)	0	12	11	0
Total from prior year		13	10	

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		1			
Hispanic/Latino	3	2	1		
American Indian or Alaska Native					
Asian		1			1
Black or African American	3	2			2
Native Hawaiian or Other Pacific Islander					
White	37	79	15	30	3
Two or more races		1			
Race and ethnicity unknown	1	6		5	
Total men	44	92	16	38	3

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		3			1
Black or African American	1	3			1
Native Hawaiian or Other Pacific Islander					
White	32	96		29	10
Two or more races					
Race and ethnicity unknown		1			
Total women	33	103	0	31	10

Total (men+women)	77	195	16	69	13
Total from prior year	78	191	17	51	13

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						4
Hispanic/Latino					1	15
American Indian or Alaska Native						1
Asian						37
Black or African American	1					22
Native Hawaiian or Other Pacific Islander						0
White	72		16		60	555
Two or more races			1			4
Race and ethnicity unknown	2				2	26
Total men	75	0	17		63	664

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						6
Hispanic/Latino			3			8
American Indian or Alaska Native						3
Asian						21
Black or African American	1		2			16
Native Hawaiian or Other Pacific Islander						0
White	48		176			630
Two or more races						0
			1			6

Race and ethnicity unknown						
Total women	49	0	182	0	0	690
Total (men+women)	124	0	199	63	0	1,354
Total from prior year	125		202	64		1,364

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 <u>Faculty Status</u>						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	1	0	0	17	0		0	18
Public Service staff	0	0	0	0	0		0	0
Archivists, Curators, and Museum Technicians 25-4010	0	0	0	0	0		0	0
Librarians 25-4020	11	1	0	0	0		0	12
Library Technicians 25-4030	0	0	0	0	0		11	11
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	0	0	0	0	0		0	0
Management Occupations 11-0000	6	0	0	0	0		71	77
Business and Financial Operations Occupations 13-0000	0	0	0	0	0		195	195
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	0	0		16	16
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	36	5	0	3	0		25	69
Healthcare Practitioners and Technical Occupations 29-0000	3	0	0	0	0		10	13
Total	57	6	0	20	0	0	328	411
Total from prior year	47	3		21	0		323	394

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	0	0	0	121	0	121	121	1,089
Associate professors	0	0	0	87	0	87	87	783
Assistant professors	3	0	0	77	0	80	80	729
Instructors	4	0	0	8	0	12	12	120
Lecturers						0	0	0
No academic rank						0	0	0
Total men	7	0	0	293	0	300	300	2,721
Total men full-time instructional staff from Part A						300		
Women								
Professors	0	0	0	66	0	66	66	594
Associate professors	0	0	0	84	0	84	84	756
Assistant professors	1	0	0	78	0	79	79	714
Instructors	3	0	0	25	0	28	28	261
Lecturers						0	0	0
No academic rank						0	0	0
Total women	4	0	0	253	0	257	257	2,325
Total women full-time instructional staff from Part A						257		
Total (men + women)	11	0	0	546	0	557	557	5,046
Total (men +women) full-time instructional staff from Part A						557		

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	121	1,089	0	0	0	13,512,100	12,408
Associate professors	87	783	0	0	0	7,571,060	9,669
Assistant professors	80	729	266,138	0	0	5,199,596	7,498
Instructors	12	120	266,382	0	0	395,844	5,519
Lecturers	0	0					
No academic rank	0	0					
Total men	300	2,721	532,520	0	0	26,678,600	10,000
Women							
Professors	66	594	0	0	0	7,303,045	12,295
Associate professors	84	756	0	0	0	7,362,956	9,739
Assistant professors	79	714	104,268	0	0	5,104,970	7,296
Instructors	28	261	230,681	0	0	1,308,196	5,896
Lecturers	0	0					
No academic rank	0	0					
Total women	257	2,325	334,949	0	0	21,079,167	9,210
Total (men + women)	557	5,046	867,469	0	0	47,757,767	9,636

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				111,670	111,670
Associate professors				87,024	87,024
Assistant professors	88,713			67,527	67,490
Instructors	66,596			49,481	49,636
Lecturers					
No academic rank					
Total men	76,074			91,053	90,260
Women					
Professors				110,652	110,652
Associate professors				87,654	87,654
Assistant professors	104,268			65,448	65,610
Instructors	76,894			52,328	52,900
Lecturers					
No academic rank					
Total women	83,737			83,317	82,998
Total (men + women)	78,861			87,468	86,909

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	1,439,521
Public Service staff	0	0
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	23	1,521,698
Management Occupations 11-0000	77	9,056,456
Business and Financial Operations Occupations 13-0000	195	11,255,844
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	16	907,779
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	69	5,953,743
Healthcare Practitioners and Technical Occupations 29-0000	13	1,019,615
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	124	4,304,448
Sales and Related Occupations 41-0000	0	0
Office and Administrative Support Occupations 43-0000	199	7,786,890
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	63	2,544,351
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	0	0

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	4	0	0
Hispanic/Latino	1		
American Indian or Alaska Native			
Asian			
Black or African American	3		
Native Hawaiian or Other Pacific Islander			
White	93		
Two or more races			
Race and ethnicity unknown	26		
Total men	127	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	5		
Hispanic/Latino	2		
American Indian or Alaska Native			
Asian	2		
Black or African American	4		
Native Hawaiian or Other Pacific Islander			
White	89		
Two or more races	1		
Race and ethnicity unknown	25		
Total women	128	0	0

Total (men+women)	255	0	0
Total from prior year	279		

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	0	0	0	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>					0
<u>Two or more races</u>					0
<u>Race and ethnicity unknown</u>					0
Total men	0	0	0	0	0

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>					0
<u>Native Hawaiian or Other Pacific Islander</u>					0
<u>White</u>					0
<u>Two or more races</u>					0
<u>Race and ethnicity unknown</u>					0
Total women	0	0	0	0	0

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

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	0		0		
Hispanic/Latino					
American Indian or Alaska Native					
Asian					
Black or African American				1	
Native Hawaiian or Other Pacific Islander					
White		1		6	
Two or more races					
Race and ethnicity unknown				1	
Total men	0	1	0	8	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	
Native Hawaiian or Other Pacific Islander					
White		4		3	8
Two or more races					
Race and ethnicity unknown					
Total women	0	4	0	4	8

Total (men+women)	0	5	0	12	8
Total from prior year		5		14	9

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			0	4
Hispanic/Latino						1
American Indian or Alaska Native						0
Asian						0
Black or African American						4
Native Hawaiian or Other Pacific Islander						0
White				1	2	103
Two or more races						0
Race and ethnicity unknown						27
Total men	0	0	1	2	0	139

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						5
Hispanic/Latino						2
American Indian or Alaska Native						0
Asian						2
Black or African American						5
Native Hawaiian or Other Pacific Islander						0
White	1		10			115
Two or more races						1
Race and ethnicity unknown			1			26

Total women	1	0	11	0	0	156
Total (men+women)	1	0	12	2	0	295
Total from prior year	1		14	2		324

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	2	36	0	38
Hispanic/Latino		3		3
American Indian or Alaska Native				0
Asian		2		2
Black or African American		7		7
Native Hawaiian or Other Pacific Islander				0
White	5	97		102
Two or more races		4		4
Race and ethnicity unknown	1	3		4
Total men	8	152	0	160

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	7	28		35
Hispanic/Latino		6		6
American Indian or Alaska Native				0
Asian		6		6
Black or African American	1	15		16
Native Hawaiian or Other Pacific Islander				0
White	11	183		194
Two or more races		1		1
Race and ethnicity unknown		12		12
Total women	19	251	0	270
Total (men+women)	27	403	0	430
Total from prior year	29	328	65	422

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	3	0	0	0	250	0	0	253
? Exclusively credit	3	0	0	0	100		0	103
? Exclusively not-for-credit	0	0	0	0	150		0	150
Combined credit/not-for-credit	0	0	0	0	0		0	0
Instruction/research/public service staff	0	0	0	0	2		0	2
Research staff	0	0	0	0	0		0	0
Public Service staff	0	0	0	0	0		0	0
Archivists, Curators, and Museum Technicians	0	0	0	0	0		0	0
25-4010 Librarians	0	0	0	0	0		0	0
25-4020 Library Technicians	0	0	0	0	0		0	0
25-4030	0	0	0	0	0		0	0
? Student and Academic Affairs and Other Education Services Occupations	0	0	0	0	0		0	0
25-2000 + 25-3000 + 25-9000	0	0	0	0	0		0	0
Management Occupations	0	0	0	0	0		0	0
11-0000 Business and Financial Operations Occupations	0	0	0	0	0		5	5
13-0000 Computer, Engineering, and Science Occupations	0	0	0	0	0		0	0
15-0000 + 17-0000 + 19-0000	0	0	0	0	0		0	0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	0	0	0	0	1		11	12
21-0000 + 23-0000 + 27-0000	0	0	0	0	0		0	0
Healthcare Practitioners and Technical Occupations	0	0	0	0	0		8	8
29-0000	0	0	0	0	0		0	0
Total	3	0	0	0	253	0	24	280
Total from prior year	2	0		0	278		27	307

Part F - Part-time Summary

Summary 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					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	3	0	0	0	250	0	253	
Exclusively credit	3	0	0	0	100		103	
Exclusively not-for-credit	0	0	0	0	150		150	
Combined credit/not-for-credit	0	0	0	0	0		0	
Instruction/research/public service staff	0	0	0	0	2		2	
Research staff	0	0	0	0	0		0	
Public Service staff	0	0	0	0	0		0	
Archivists, Curators, and Museum Technicians 25-4010	0	0	0	0	0		0	
Librarians 25-4020	0	0	0	0	0		0	
Library Technicians 25-4030	0	0	0	0	0		0	
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	0	0	0	0	0		0	
Management Occupations 11-0000	0	0	0	0	0		0	
Business and Financial Operations Occupations 13-0000	0	0	0	0	0		5	
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	0	0		0	
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	0	0	1		11	
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	0	0		8	
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000							1	
Sales and Related Occupations 41-0000							0	
Office and Administrative Support Occupations 43-0000							12	
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000							2	
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000							0	
Graduate Assistants							430	
Teaching 25-1191							27	
Research							403	
Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000,							0	

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

Total

725

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	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien		2					2	
Hispanic/Latino		1					1	
American Indian or Alaska Native							0	
Asian		1					1	
Black or African American							0	
Native Hawaiian or Other Pacific Islander							0	
White		7					7	
Two or more races							0	
Race and ethnicity unknown							0	
Total men	0	11	0	0	0	0	11	

Women								
Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien		3					3	
Hispanic/Latino		2					2	
American Indian or Alaska Native							0	
Asian							0	
Black or African American							0	
Native Hawaiian or Other Pacific Islander							0	
White		12					12	
Two or more races							0	
Race and ethnicity unknown							0	
Total women	0	17	0	0	0	0	17	
Total (men+women)	0	28	0	0	0	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	2	0	0	
Hispanic/Latino	1			
American Indian or Alaska Native	0			
Asian	1			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	7			
Two or more races	0			
Race and ethnicity unknown	0			
Total men	11	0	0	0

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	3			
Hispanic/Latino	2			
American Indian or Alaska Native	0			
Asian	0			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	12			2
Two or more races	0			
Race and ethnicity unknown	0			
Total women	17	0	0	2
Total (men+women)	28	0	0	2

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			0		0
Hispanic/Latino		1			
American Indian or Alaska Native					
Asian					
Black or African American				1	
Native Hawaiian or Other Pacific Islander					
White	1	3			
Two or more races					
Race and ethnicity unknown				2	
Total men	1	4	0	3	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					
Native Hawaiian or Other Pacific Islander					
White	1	9		1	
Two or more races					
Race and ethnicity unknown					
Total women	1	9	0	1	0
Total (men+women)	2	13	0	4	0

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			0	2
Hispanic/Latino						2
American Indian or Alaska Native						0
Asian						1
Black or African American						1
Native Hawaiian or Other Pacific Islander						0
White	7				1	19
Two or more races						0
Race and ethnicity unknown						2
Total men	7	0	0	1	0	27

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						3
Hispanic/Latino				1		3
American Indian or Alaska Native						0
Asian						0
Black or African American				1		1
Native Hawaiian or Other Pacific Islander						0
White	5		10			40
Two or more races						0
						0

Race and ethnicity unknown							
Total women	5	0	12	0	0	47	
Total (men+women)	12	0	12	1	0	74	

Human Resources Survey Evaluation

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

Prepared by

This survey component was prepared by:

<input 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: _____
Email: _____

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

The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data. The Keyholder will be copied on all email correspondence to other preparers. The time it took to prepare this component is being collected so that we can continue to improve our estimate of the reporting burden associated with IPEDS. Please include in your estimate the time it took for you to review instructions, query and search data sources, complete and review the component, and submit the data through the Data Collection System. Thank you for your assistance.

Summary**Human Resources Component Summary**

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	1,354	295	1,452
Instructional Staff	557	255	642
Primary Instruction	551	253	635
Exclusively credit	551	103	585
Exclusively not-for-credit	0	150	50
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	6	2	7
Research Staff	18	0	18
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	23	0	23
Librarians, Curators, and Archivists SOC 25-4000	23	0	23
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	0
Librarians SOC 25-4020	12	0	12
Library Technicians SOC 25-4030	11	0	11
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	0	0	0
Management Occupations SOC 11-0000	77	0	77
Business and Financial Operations Occupations SOC 13-0000	195	5	197
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	16	0	16
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	69	12	73
Healthcare Practitioners and Technical Occupations SOC 29-0000	13	8	16
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	124	1	124
Sales and Related Occupations SOC 41-0000	0	0	0
Office and Administrative Support Occupations SOC 43-0000	199	12	203
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	63	2	64

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

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	0	0	0
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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	11			546	557	5,046	\$48,625,236	\$9,636
Professor				187	187	1,683	\$20,815,145	\$12,368
Associate professor				171	171	1,539	\$14,934,016	\$9,704
Assistant professor	4			155	159	1,443	\$10,674,972	\$7,398
Instructor	7			33	40	381	\$2,201,103	\$5,777
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

Indiana University of Pennsylvania-Main Campus (213020)

Source	Description	Severity	Resolved	Options
Screen: B1 - FT Non-instructional, Occupation - 3				
Upload File	This number is outside the expected range of between 34 and 68 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	We had a few positions that had been open for several years that were now filled.			
Screen: D - Graduate Assistants				
Upload File	This number is outside the expected range of between 43 and 87 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	We only use these two classifications for our graduate students.			