

Institution: Western Connecticut State University (130776)
 User ID: P1307761

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.

- | | | |
|-------------------------------------|---------------------------|---|
| <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)? |

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 - Tenured

Number of Full-time Instructional Staff

With Faculty Status

Tenured

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	2	2					4
American Indian or Alaska Native							0
Asian	3	4					7
Black or African American	2	2	1				5
Native Hawaiian or Other Pacific Islander							0
White	42	12					54
Two or more races							0
Race and ethnicity unknown	2	2	1				5
Total men	51	22	2	0	0	0	75

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino	2	1					3
American Indian or Alaska Native							0
Asian	2	3					5
Black or African American	1	1					2
Native Hawaiian or Other Pacific Islander							0
White	31	18	6				55
Two or more races							0
Race and ethnicity unknown	1	1					2
Total women	37	24	6	0	0	0	67

Total (men+women)	88	46	8	0	0	0	142
Total from prior year							151

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - On Tenure Track

Number of <u>Full-time Instructional Staff</u> <u>With Faculty Status</u> <u>On Tenure Track</u> 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	5	1			7
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White		4	9				13
Two or more races							0
Race and ethnicity unknown		1	1				2
Total men	0	6	15	1	0	0	22
Women							
Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino			2				2
American Indian or Alaska Native							0
Asian		3	1				4
Black or African American			2				2
Native Hawaiian or Other Pacific Islander							0
White		4	27	1			32
Two or more races							0
Race and ethnicity unknown			2				2
Total women	0	7	34	1	0	0	42
Total (men+women)	0	13	49	2	0	0	64
Total from prior year							55

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						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
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				1			1
American Indian or Alaska Native				1			1
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White				3	2		5
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	3	4	0	0	7

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
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			5	4			9
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	6	5	0	0	11
Total (men+women)	0	0	9	9	0	0	18
Total from prior year							3

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

Number of <u>Full-time Instructional Staff</u> With <u>Faculty Status</u> <u>Not on Tenure Track - Less-than-annual Contract</u>							
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						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
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 <u>Full-time Instructional Staff</u> With <u>Faculty Status</u> <u>Not on Tenure Track - Indefinite duration contract</u> 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						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
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 <u>Full-time Instructional Staff</u>	
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	0
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 Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at -will)		
Instructional staff	142	64	0	18	0	0	0	224
Total carried forward from previous screens	142	64	0	18	0	0	0	224
Primarily Instruction	142	64	0	18	0	0	0	224
 Exclusively credit	142	64		18				224
 Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff								0

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff			
As of November 1, 2016			
Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	0	0	0
Hispanic/Latino	5	7	12
American Indian or Alaska Native	1	0	1
Asian	14	9	23
Black or African American	5	4	9
Native Hawaiian or Other Pacific Islander	0	0	0
White	72	96	168
Two or more races	0	0	0
Race and ethnicity unknown	7	4	11
Total	104	120	224
Total from prior year			209

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	0	0	
Hispanic/Latino	5		
American Indian or Alaska Native	1		
Asian	14		
Black or African American	5		
Native Hawaiian or Other Pacific Islander	0		
White	72		
Two or more races	0		
Race and ethnicity unknown	7		
Total men	104	0	0

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	0		
Hispanic/Latino	7		
American Indian or Alaska Native	0		
Asian	9		
Black or African American	4		
Native Hawaiian or Other Pacific Islander	0		
White	96		
Two or more races	0		
Race and ethnicity unknown	4		
Total women	120	0	0
Total (men+women)	224	0	0
Total from prior year	209		

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

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				2
American Indian or Alaska Native				
Asian		1		1
Black or African American			2	
Native Hawaiian or Other Pacific Islander				
White		3	5	19
Two or more races				
Race and ethnicity unknown				
Total women	0	4	7	22
Total (men+women)	0	8	7	29
Total from prior year		9	7	32

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19- 0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino	1		2		1
American Indian or Alaska Native					
Asian	1				
Black or African American	3				
Native Hawaiian or Other Pacific Islander					
White	21	6	21	11	2
Two or more races					
Race and ethnicity unknown			4	1	
Total men	26	6	27	12	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	2	4			
American Indian or Alaska Native				1	
Asian		2	1		
Black or African American			1		
Native Hawaiian or Other Pacific Islander					
White	12	21	8	12	4
Two or more races					
Race and ethnicity unknown					
Total women	14	27	10	13	4
Total (men+women)	40	33	37	25	7
Total from prior year	39	36	36	26	7

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien						0
Hispanic/Latino	13				1	23
American Indian or Alaska Native					1	2
Asian	1				1	18
Black or African American	8				1	19
Native Hawaiian or Other Pacific Islander						0
White	42		3		29	214
Two or more races						0
Race and ethnicity unknown	9				1	23
Total men	73	0	3	34	0	299

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien						0
Hispanic/Latino	4		7			26
American Indian or Alaska Native						1
Asian						14
Black or African American	3		11			21
Native Hawaiian or Other Pacific Islander			1			1
White	12		47			239
Two or more races						0
	2					6

Race and ethnicity unknown						
Total women	21	0	66	0	0	308
Total (men+women)	94	0	69	34	0	607
Total from prior year	95		72	35		603

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

Number of <u>Full-time</u> Non-instructional Staff								
As of November 1, 2016								
Occupational category	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)		
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians								0
25-4010								
Librarians	6	2						8
25-4020								
Library Technicians							7	7
25-4030								
Student and Academic Affairs and Other Education Services Occupations							29	29
25-2000 + 25-3000 + 25-9000								
Management Occupations							40	40
11-0000								
Business and Financial Operations Occupations							33	33
13-0000								
Computer, Engineering, and Science Occupations							37	37
15-0000 + 17-0000 + 19-0000								
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations		2					23	25
21-0000 + 23-0000 + 27-0000								
Healthcare Practitioners and Technical Occupations	1						6	7
29-0000								
Total	7	4	0	0	0	0	175	186
Total from prior year	9	2					181	192

Part C - Full-time Summary

Summary of Full-time Staff

As of November 1, 2016

•Data will not be generated on this screen until the relevant screens in the previous section have been completed.

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Not on Tenure Track Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	142	64	0	18	0	0	0	224
Exclusively credit	142	64		18				224
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff								0
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians								0
25-4010								
Librarians	6	2						8
25-4020								
Library Technicians							7	7
25-4030								
Student and Academic Affairs and Other Education Services Occupations							29	29
25-2000 + 25-3000 + 25-9000								
Management Occupations							40	40
11-0000								
Business and Financial Operations Occupations							33	33
13-0000								
Computer, Engineering, and Science Occupations							37	37
15-0000 + 17-0000 + 19-0000								
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations		2					23	25
21-0000 + 23-0000 + 27-0000								
Healthcare Practitioners and Technical Occupations	1						6	7
29-0000								
Service Occupations								94
31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000								
Sales and Related Occupations								0
41-0000								
Office and Administrative Support Occupations								69
43-0000								
Natural Resources, Construction, and Maintenance Occupations								34
45-0000 + 47-0000 + 49-0000								
Production, Transportation, and Material Moving Occupations								0
51-0000 + 53-0000								
Total								607

Part G - Salaries Worksheet

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	1		50			51	51	512
Associate professors	1		27			28	28	282
Assistant professors			20			20	20	200
Instructors			5			5	5	50
Lecturers						0	0	0
No academic rank						0	0	0
Total men	2	0	102	0	0	104	104	1,044
Total men full-time instructional staff from Part A						104		
Women								
Professors	4		33			37	37	378
Associate professors			31			31	31	310
Assistant professors	1		45			46	46	462
Instructors			6			6	6	60
Lecturers						0	0	0
No academic rank						0	0	0
Total women	5	0	115	0	0	120	120	1,210
Total women full-time instructional staff from Part A						120		
Total (men + women)	7	0	217	0	0	224	224	2,254
Total (men +women) full-time instructional staff from Part A						224		

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	51	512	120,238		5,395,222		10,772
Associate professors	28	282	96,270		2,407,876		8,880
Assistant professors	20	200			1,475,825		7,379
Instructors	5	50			320,274		6,405
Lecturers	0	0					
No academic rank	0	0					
Total men	104	1,044	216,508	0	9,599,197	0	9,402
Women							
Professors	37	378	496,936		3,499,688		10,573
Associate professors	31	310			2,719,096		8,771
Assistant professors	46	462	96,037		3,197,128		7,128
Instructors	6	60			350,750		5,846
Lecturers	0	0					
No academic rank	0	0					
Total women	120	1,210	592,973	0	9,766,662	0	8,562
Total (men + women)	224	2,254	809,481	0	19,365,859	0	8,951

Part G - Average Salary by academic rank

Average Salary by academic rank for <u>Full-time Instructional Staff</u>					
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	120,238		107,904		96,978
Associate professors	96,270		89,181		79,975
Assistant professors			73,791		66,412
Instructors			64,055		57,649
Lecturers					
No academic rank					
Total men	108,254		94,110		84,631
Women					
Professors	124,234		106,051		95,201
Associate professors			87,713		78,941
Assistant professors	96,037		71,047		64,118
Instructors			58,458		52,613
Lecturers					
No academic rank					
Total women	118,595		84,927		76,956
Total (men + women)	115,640		89,244		80,520

Part G - Salary Outlays for Non-instructional Staff

Salary Outlays for <u>Full-time</u> 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	0	
Public Service staff	0	
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	44	3,293,986
Management Occupations 11-0000	40	5,042,456
Business and Financial Operations Occupations 13-0000	33	2,483,714
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	37	3,155,784
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	25	1,938,875
Healthcare Practitioners and Technical Occupations 29-0000	7	524,821
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	94	4,404,411
Sales and Related Occupations 41-0000	0	
Office and Administrative Support Occupations 43-0000	69	3,947,940
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	34	2,047,705
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	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			
Hispanic/Latino	7		
American Indian or Alaska Native			
Asian	4		
Black or African American	4		
Native Hawaiian or Other Pacific Islander			
White	152		
Two or more races			
Race and ethnicity unknown	7		
Total men	174	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino	4		
American Indian or Alaska Native			
Asian	7		
Black or African American	6		
Native Hawaiian or Other Pacific Islander			
White	150		
Two or more races			
Race and ethnicity unknown	8		
Total women	175	0	0

Total (men+women)	349	0	0
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Total from prior year	412		
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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>
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		1			1
Total men	0	1	0	0	1

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>
Nonresident alien					0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian		2			2
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	9	0	0	9

Total (men+women)	0	10	0	0	10
Total from prior year		7			7

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19- 0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino				1	
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White				11	
Two or more races					
Race and ethnicity unknown					
Total men	0	0	0	12	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			1	7	
Two or more races					
Race and ethnicity unknown					
Total women	0	0	1	8	0
Total (men+women)	0	0	1	20	0
Total from prior year				22	

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						0
Hispanic/Latino						8
American Indian or Alaska Native						0
Asian						4
Black or African American						4
Native Hawaiian or Other Pacific Islander						0
White	1					164
Two or more races						0
Race and ethnicity unknown						8
Total men	1	0	0	0	0	188

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						0
Hispanic/Latino						4
American Indian or Alaska Native						0
Asian						9
Black or African American						7
Native Hawaiian or Other Pacific Islander						0
White				2		166
Two or more races						0
Race and ethnicity unknown						9

Total women	0	0	2	0	0	195
	1	0	2	0	0	383
Total (men+women)						
Total from prior year	1		4			446

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Teaching 25-1191	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien				0
Hispanic/Latino				0
American Indian or Alaska Native				0
Asian				0
Black or African American				0
Native Hawaiian or Other Pacific Islander				0
White	6			6
Two or more races				0
Race and ethnicity unknown				0
Total men	6	0	0	6

Women

Race/ethnicity	Teaching 25-1191	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien				0
Hispanic/Latino	3			3
American Indian or Alaska Native				0
Asian				0
Black or African American				0
Native Hawaiian or Other Pacific Islander				0
White	14			14
Two or more races				0
Race and ethnicity unknown	1			1
Total women	18	0	0	18
Total (men+women)	24	0	0	24
Total from prior year	26			26

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

Number of Part-time Staff

As of November 1, 2016

Occupational category	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)		
Primarily Instruction	0	0	0	0	0	0	349	349
? Exclusively credit							349	349
? Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff								0
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians								0
25-4010								
Librarians							10	10
25-4020								
Library Technicians								0
25-4030								
? Student and Academic Affairs and Other Education Services Occupations								0
25-2000 + 25-3000 + 25-9000								
Management Occupations								0
11-0000								
Business and Financial Operations Occupations								0
13-0000								
Computer, Engineering, and Science Occupations							1	1
15-0000 + 17-0000 + 19-0000								
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							20	20
21-0000 + 23-0000 + 27-0000								
Healthcare Practitioners and Technical Occupations								0
29-0000								
Total	0	0	0	0	0	0	380	380
Total from prior year	0	0		0			441	441

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	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	0	0	0	0	0	0	349	349
Exclusively credit							349	349
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff								0
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians 25-4020							10	10
Library Technicians 25-4030								0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000								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							1	1
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							20	20
Healthcare Practitioners and Technical Occupations 29-0000								0
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								2
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000								0
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000								0
Graduate Assistants								24
Teaching 25-1191								24
Research								0
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

407

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

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								0
Hispanic/Latino								0
American Indian or Alaska Native								0
Asian								0
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White		2		2				4
Two or more races								0
Race and ethnicity unknown								0
Total women	0	2	0	2	0	0	0	4
Total (men+women)	0	4	0	3	0	0	0	7

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

Number of Newly Hired Full-time Staff

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

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

Men

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

Total (men+women)	1	0	1	0	0
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Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

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

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						0
Hispanic/Latino						1
American Indian or Alaska Native						0
Asian						1
Black or African American						1
Native Hawaiian or Other Pacific Islander						0
White						1
Two or more races						0
Race and ethnicity unknown						0
Total men	0	0	0	0	0	4

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						0
Hispanic/Latino						0
American Indian or Alaska Native						0
Asian						0
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White	1					6
Two or more races						0
	1					1

Race and ethnicity unknown						
Total women	2	0	0	0	0	7
Total (men+women)	2	0	0	0	0	11

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 checked="" type="radio"/>	HR Contact
<input type="radio"/>	Finance Contact	<input type="radio"/>	Academic Library Contact	<input type="radio"/>	Other
Name: Fred Cratty					
Email: CrattyF@wcsu.edu					

How long did it take to prepare this survey component?	5 hours	30 minutes
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The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data. The Keyholder will be copied on all email correspondence to other preparers.

The time it took to prepare this component is being collected so that we can continue to improve our estimate of the reporting burden associated with IPEDS. Please include in your estimate the time it took for you to review instructions, query and search data sources, complete and review the component, and submit the data through the Data Collection System.

Thank you for your assistance.

Summary**Human Resources Component Summary**

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the Data Center and sent to your institution's CEO in November 2016.

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

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

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	607	383	735
Instructional Staff	224	349	340
Primary Instruction	224	349	340
Exclusively credit	224	349	340
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	0	0	0
Research Staff	0	0	0
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	44	10	47
Librarians, Curators, and Archivists SOC 25-4000	15	10	18
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	0
Librarians SOC 25-4020	8	10	11
Library Technicians SOC 25-4030	7	0	7
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	29	0	29
Management Occupations SOC 11-0000	40	0	40
Business and Financial Operations Occupations SOC 13-0000	33	0	33
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	37	1	37
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	25	20	32
Healthcare Practitioners and Technical Occupations SOC 29-0000	7	0	7
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	94	1	94
Sales and Related Occupations SOC 41-0000	0	0	0
Office and Administrative Support Occupations SOC 43-0000	69	2	70
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	34	0	34

**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	7		217		224	2,254	\$20,175,340	\$8,951
Professor	5		83		88	890	\$9,512,084	\$10,688
Associate professor	1		58		59	592	\$5,223,242	\$8,823
Assistant professor	1		65		66	662	\$4,768,990	\$7,204
Instructor			11		11	110	\$671,024	\$6,100
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

Western Connecticut State University (130776)

Source	Description	Severity	Resolved	Options
Screen: H - New Hires Instructional, Tenure				
Perform Edits	The total number of new hires (7) is outside the expected range of between 15 and 33 based on the number of full-time staff reported in the prior year and the number of full-time staff reported in part A. Please correct your data or explain. (Error #1393)	Explanation	Yes	
Reason:	The number reported is the actual number of staff we hired during this time period.			