#### Human Resources 2018-19

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 2018
  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.
- To access your prior year data submission for this component: Reported Data

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

Institution: Western Connecticut State University (130776) User ID: P1307761 **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. ONo Yes Does your institution have graduate assistants? If you answer Yes to this question, you will be provided the screens to report graduate assistants. Yes Does your institution have 15 or more full-time staff? ONo 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. ONo Yes Did your institution hire any full-time permanent staff who were included on the payroll of the institution between November 1, 2017 and October 31, 2018 either for the first time (new to the institution) or after a break in service? Do not exclude persons who were no longer on the payroll as of November 1, 2018. (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. ONo 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.

<b>⊙</b> No	O <sup>Yes</sup>	Are ALL of the instructional staff military personnel?						
<b>⊙</b> No	O <sup>Yes</sup>	Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?						
ou may use the space below to provide context for the data you've reported above.								

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### Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Tenured Number of Full-time Instructional Staff

### With <u>Faculty Status</u> Tenured

#### As of November 1, 2018

- •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		No academic					
. accordanions			ademic Rar Assistant	<u></u>		rank	Total
	Professors	professors	professors	Instructors	Lecturers		. Otal
Nonresident alien							0
Hispanic/Latino	3	1					4
American Indian or Alaska Native							0
Asian	3	6					9
Black or African American	2	3					5
Native Hawaiian or Other Pacific Islander							0
White	41	8	1				50
Two or more races							0
Race and ethnicity unknown	3	2					5
Total men	52	20	1	0	0	0	73

Women							
Race/ethnicity		Ac	ademic Rar	<u>ık</u>		No academic	
			Assistant			rank	Total
	<b>Professors</b>	professors	professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino	2	1					3
American Indian or Alaska Native							0
Asian	3	5	1				9
Black or African American	2						2
Native Hawaiian or Other Pacific Islander							0
White	36	16	4				56
Two or more races							0
Race and ethnicity unknown	2	1					3
Total women	45	23	5	0	0	C	73
Total (men+women)	97	43	6	0	0	C	146
Total from prior year							136

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Total men

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

# Number of <u>Full-time</u> <u>Instructional Staff</u> With <u>Faculty Status</u> On <u>Tenure Track</u>

#### As of November 1, 2018

- •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 No academic Race/ethnicity Academic Rank Associate Assistant rank Total Professors professors Instructors Lecturers 0 Nonresident alien 0 Hispanic/Latino 0 American Indian or Alaska Native 5 Asian 4 0 Black or African American 0 Native Hawaiian or Other Pacific Islander 24 White 6 18 0 Two or more races 2 Race and ethnicity unknown 1

7

23

0

0 31

0

Women							
Race/ethnicity		Ac	ademic Rar	ık		No academic	
			Assistant			rank	Total
	Professors	professors	professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino			4				4
American Indian or Alaska Native							0
Asian							0
Black or African American			2				2
Native Hawaiian or Other Pacific Islander							0
White		4	26	1			31
Two or more races							0
Race and ethnicity unknown							0
Total women	0	4	32	1	0	0	37
Total (men+women)	0	11	55	2	. 0	0	68
Total from prior year							78

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Two or more races

Total men

Race and ethnicity unknown

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

# Number of <u>Full-time</u> <u>Instructional Staff</u> With <u>Faculty Status</u> Not on Tenure Track - Multi-Year Contract

#### As of November 1, 2018

- •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 Associate Assistant Total Professors professors Instructors Lecturers 0 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

0

0

0

0

0

0

0

0

0

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

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

# Number of <u>Full-time</u> <u>Instructional Staff</u> With <u>Faculty Status</u> Not on Tenure Track - <u>Annual Contract</u>

### As of November 1, 2018

- •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		No academic					
		Associate	Assistant			rank	Total
	Professors	professors	professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
<u>Asian</u>							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White			3				3
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	3	0	0	0	3

#### Women

Race/ethnicity			No academic				
			Assistant			rank	Total
	Professors	professors	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			4	1			5
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	4	1	0	0	5
Total (men+women)	0	0	7	1	0	0	8
Total from prior year							6

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

## Number of <u>Full-time</u> <u>Instructional Staff</u> With <u>Faculty Status</u>

Not on Tenure Track - Less-than-annual Contract

- •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		No academic					
		Associate	Assistant			rank	Total
	Professors	professors	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	C	0	0	0

Women							
Race/ethnicity		Ac	ademic Rar	ık		No academic	
			Assistant			rank	Total
	Professors	professors	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 women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0
Total from prior year							

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### 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, 2018

- •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

Men							
Gender and race/ethnicity		No academic					
		Associate	Assistant			rank	Total
	Professors	professors	professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
<u>Asian</u>							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
<u>White</u>							0
Two or more races							0
Race and ethnicity unknown							0
Total men	C	C	0	0	0	0	0

Women
Gender an

Gender and race/ethnicity		No academic					
	Professors		Assistant professors	Instructors	Lecturers		Total
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 women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0
Total from prior year							

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

### Number of Full-time Instructional Staff

Without Faculty Status As of November 1, 2018

- •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	
-----	--

Total from prior year

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	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 women	0
Total (men+women)	0

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## Part A2 - Full-time Instructional Staff by Function Number of Full-time Instructional Staff

### As of November 1, 2018

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

		With Faculty Status					Without	Total
	Tenured	On		No	t on Tenure Track		Faculty	
			Multi-year	Annual	Less-than-annual	<u>Indefinite</u>	Status	
		<u>Track</u>		<u>contract</u>	<u>contract</u>	duration		
						(continuing or at		
	4.40	00	0	0	0	<u>-will)</u>	0	000
Instructional staff	146	68	0	8	0	0	0	222
Total carried forward from	146	68	0	8	0	0	0	222
previous screens					_			
Primarily Instruction	146	68	0	8	0	0	0	222
Exclusively credit	146	68		8				222
Exclusively not-for-credit								0
Combined credit/not-for- credit								0
Instruction/research/public service staff								0

Total number of Full-time Instructional Staff								
Total number of Fun-time instructional Stan								
As of Nov	ember 1, 2018							
Race/ethnicity	Total men	Total women	Total (men+women)					
Nonresident alien	0	0	0					
Hispanic/Latino	4	7	11					
American Indian or Alaska Native	0	0	0					
Asian	14	9	23					
Black or African American	5	4	9					
Native Hawaiian or Other Pacific Islander	0	0	0					
White	77	92	169					
Two or more races	0	0	0					
Race and ethnicity unknown	7	3	10					
Total	107	115	222					
Total from prior year			220					

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## Part B1 - Full-time Non-instructional Staff by Occupational Category Number of Full-time Non-instructional Staff

## by Occupational Category

As of November 1, 2018

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

#### Men

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	0		0
Hispanic/Latino	4		
American Indian or Alaska Native	0		
Asian	14		
Black or African American	5		
Native Hawaiian or Other Pacific Islander	0		
White	77		
Two or more races	0		
Race and ethnicity unknown	7		
Total men	107	0	0

Women			
Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
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	92		
Two or more races	0		
Race and ethnicity unknown	3		
Total women	115	0	0
Total (men+women)	222	0	0
Total from prior year	220		

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## Part B1 - Full-time Non-instructional Staff by Occupational Category Number of Full-time Non-instructional Staff

### umber of <u>Full-time</u> Non-instructional St by Occupational Category

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

IAICII				
Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino				
American Indian or Alaska Native				
Asian	0	1		
Black or African American				2
Native Hawaiian or Other Pacific Islander				
White	0	3		5
Two or more races				
Race and ethnicity unknown				
Total men	0	4	0	7

Women				
Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 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	0	1		1
Black or African American	0		2	
Native Hawaiian or Other Pacific Islander				
White	0	4	5	18
Two or more races				
Race and ethnicity unknown				1
Total women	0	5	7	22
_ , , ,	0	0	-	20
Total (men+women)	0	9	/	29
Total from prior year		8	7	25

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## Part B1 - Full-time Non-instructional Staff by Occupational Category Number of Full-time Non-instructional Staff

by Occupational Category

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

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	1			1
American Indian or Alaska Native					
Asian	1				
Black or African American	3				
Native Hawaiian or Other Pacific Islander					
White	19	5	17	12	3
Two or more races					
Race and ethnicity unknown			3	1	
Total men	25	6	20	13	4

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	3	3	2		
American Indian or Alaska Native				1	
Asian		1			
Black or African American			1		
Native Hawaiian or Other Pacific Islander					
White	11	20	6	13	2
Two or more races					
Race and ethnicity unknown					
Total women	14	24	9	14	2
		0.0	00	0.7	
Total (men+women)	39	30	29	27	6
Total from prior year	39	31	33	27	5

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**Total men** 

## Part B1 - Full-time Non-instructional Staff by Occupational Category Number of Full-time Non-instructional Staff

by Occupational Category

### As of November 1, 2018

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

Men						
Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Related Occupations 41-0000		Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53-	Grand Total (All full- time staff)
Nonresident alien						0
Hispanic/Latino	<u>)</u> 15				1	24
American Indian or Alaska Native						1
<u>Asian</u>				•	1	17
Black or African American	9				1	20
Native Hawaiian or Other Pacific Islander						0
White	42		3	3 20	6	212
Two or more races						0
Race and ethnicity unknown	10					22
	76			) ·	1	206

76

Women						
•	31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Related Occupations 41-0000	Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien		0				0
Hispanic/Latino	3		6			26
American Indian or Alaska Native						1
Asian						12
Black or African American	2		12			21
Native Hawaiian or Other Pacific Islander			1			1
White	10		39			220
Two or more races						0
	2					6

0

3

31

0

296

Race and ethnicity unknown Total women	17	0	58	0	0	287
Total (men+women)	93	0	61	31	0	583
Total from prior year	91		59	33		578

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

#### Number of Full-time Non-instructional Staff As of November 1, 2018 Without Total Occupational category With Faculty Status Faculty Tenured On Not on Tenure Track Status Tenure Multi-year Annual Less-than-annual Indefinite Track duration contract contract (continuing or at-will) 0 Research staff 0 Public Service staff 0 Archivists, Curators, and Museum Technicians 25-4010 9 Librarians and Media Collections 6 3 Specialists 25-4020 Library Technicians 7 7 25-4030 29 29 Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000 39 **Management Occupations** 39 11-0000 30 **Business and Financial** 30 Operations Occupations 13-0000 29 Computer, Engineering, and 29 Science Occupations 15-0000 + 17-0000 + 19-0000 27 27 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000 6 Healthcare Practitioners and 5 **Technical Occupations** 29-0000 0 0 0 Total 7 3 0 166 176 Total from prior year 164 175

Part C - Full-time Summary								
	Sumr	nary of	Full-time	Staff				
	As	of Nove	mber 1, 2	018				
• Data will not be generated on this screen	until the r	elevant	screens in	the prev	vious section have	been comp	leted.	
Occupational category			With	n Faculty	Status		Without	Total
	Tenured	_			on Tenure Track		Faculty	
		Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)	Status	
Primarily Instruction	146		0			O O	0	222
Exclusively credit	146	68		8				222
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								U
Librarians and Media Collections Specialists 25-4020	6	3						9
Library Technicians 25-4030							7	7
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							29	29
Management Occupations 11-0000							39	39
Business and Financial Operations Occupations 13-0000							30	30
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							29	29
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							27	27
Healthcare Practitioners and Technical Occupations 29-0000	1						5	6
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000								93
Sales and Related Occupations 41-0000								0
Office and Administrative Support Occupations 43-0000								61
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000								31
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000								0
Total								583

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### **Part G1 - Salaries Worksheet**

### Number of Full-time Instructional Staff

#### **For Calculation of Total Number of Months**

### Annual Salary, 2018-19

- •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	12 months		Months work		< 9 months	Total Staff	Total staff for salary reporting
Men							' "
Professors			52			52	52
Associate professors			27			27	27
Assistant professors	1		26			27	27
Instructors			1			1	1
Lecturers						0	0
No academic rank						0	0
Total men	1	0	106	0	0	107	107
Total men full-time instruct	tional staff f	rom Part A				107	
Women							
Professors	3		42			45	45
Associate professors	1		26			27	27
Assistant professors	2		39			41	41
Instructors			2			2	2
Lecturers						0	0
No academic rank						0	0
Total women	6	0	109	0	0	115	115
Total women full-time instr	uctional sta	ff from Part	: A			115	
Total (men+women)	7	0	215	0	0	222	222
Total (men+women) full-tir	ne instruction	onal staff fro	om Part A			222	

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### Part G2 - Salary Outlays for Instructional Staff

#### **Salary Outlays**

### for Full-time Instructional Staff

### **Annual Salary Outlays, 2018-19**

- •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, Part G1 Salaries Worksheet
- •Using the TOTAL ANNUAL salary outlays data provided, the system will calculate the Equated 9 months by academic rank and gender.

Gender and academic	Total staff for salary	Salary Outlays					
rank	reporting (from Part G, screen 1)	12 months	11 months	10 months	9 months	Equated 9 months	
Men							
Professors	52			5,480,019		4,932,017	
Associate professors	27			2,377,690		2,139,921	
Assistant professors	27	88,800		1,858,351		1,739,116	
Instructors	1			80,030		72,027	
Lecturers	0					0	
No academic rank	0					0	
Total men	107	88,800	0	9,796,090	0	8,883,081	
Women							
Professors	45	388,209		4,270,246		4,134,378	
Associate professors	27	93,977		2,181,570		2,033,896	
Assistant professors	41	191,574		2,834,710		2,694,920	
Instructors	2			120,454		108,409	
Lecturers	0					0	
No academic rank	0					0	
Total women	115	673,760	0	9,406,980	0	8,971,602	
Total (men + women)	222	762,560	0	19,203,070	0	17,854,683	
•							

Total (men+women)

Part G3 - Average Salaries for Instructional Staff by Academic Rank											
Average Salary by academic rank											
for Full-time Instructional Staff											
Annual Average Salaries, 2018-19											
Gender and academic	Total staff for salary reporting			nual Avera		es					
rank	(from Part G, screen 1)	12 months	11 months	10 months	9 months	Equated 9 months					
Men											
Professors	52			105,385		94,846					
Associate professors	27			88,063		79,256					
Assistant professors	27	88,800		71,475		64,412					
Instructors	1			80,030		72,027					
Lecturers	0										
No academic rank	0										
Total men	107	88,800		92,416		83,019					
Women		100 100		404.070		04.075					
Professors	45			101,673		91,875					
Associate professors	27			83,907		75,329					
Assistant professors	41	95,787		72,685		65,730					
Instructors	2			60,227		54,204					
Lecturers	0										
No academic rank	0										
Total women	115	112,293		86,303		78,014					

222 108,937

89,317

80,427

## Part G4 - Salary Outlays for Non-instructional Staff Salary Outlays

### for Full-time Non-instructional Staff

### **Annual Salary Outlays, 2018-19**

Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff 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	45	3,355,864
Management Occupations 11-0000	39	4,867,881
Business and Financial Operations Occupations 13-0000	30	2,167,776
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	29	2,533,481
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	27	2,218,306
Healthcare Practitioners and Technical Occupations 29-0000	6	490,023
<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	93	4,396,223
Sales and Related Occupations 41-0000	0	
Office and Administrative Support Occupations 43-0000	61	3,411,538
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	31	1,843,077
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	0	

User ID: P1307761

## Part D - Part-time Staff by Occupational Category Number of Part-time Staff by Occupational Category

### As of November 1, 2018

- •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	1		
Asian	3		
Black or African American	3		
Native Hawaiian or Other Pacific Islander			
White	152		
Two or more races			
Race and ethnicity unknown	9		
Total men	175	0	0

Women			
Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino	7		
American Indian or Alaska Native			
Asian	9		
Black or African American	7		
Native Hawaiian or Other Pacific Islander			
White	179		
Two or more races			
Race and ethnicity unknown	13		
Total women	215	0	0
Total (men+women)	390	0	0
Total from prior year	397		

User ID: P1307761

## Part D - Part-time Staff by Occupational Category Number of Part-time Staff by Occupational Category

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

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Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien	25-4010	23-4020			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

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Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services  Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
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		8			8
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		4			4

User ID: P1307761

## Part D - Part-time Staff by Occupational Category Number of Part-time Staff

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

11-0000   Operations	Race/ethnicity	Management Occupations	Business and Financial	Computer, Engineering, and Science Occupations	Community, Social Service, Legal, Arts, Design,	<u>Healthcare</u> Practitioners
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		11-0000	Occupations		Media Occupations	Occupations
American Indian or Alaska Native  Asian Black or African American Native Hawaiian or Other Pacific Islander White Two or more races Race and			10 0000		21 0000 * 20 0000 * 27 0000	20 0000
or Alaska Native Asian Black or African American Native Hawaiian or Other Pacific Islander White Two or more races Race and	Hispanic/Latino				2	
Black or African American Native Hawaiian or Other Pacific Islander White Two or more races Race and						
American Native Hawaiian or Other Pacific Islander White Two or more races Race and	Asian				1	
or Other Pacific Islander White Two or more races Race and						
White 10 Two or more races Race and	or Other Pacific					
races Race and					10	
Race and	Two or more					
	races					
	ethnicity					
<u>unknown</u> <b>Total men</b> 0 0 0 13 0		0	0	0	13	0

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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	
Two or more races					
Race and ethnicity unknown					
Total women	0	0	0	5	0
Total	0	0	0	18	0
Total (men+women)	U	U	0		
Total from prior year				24	

User ID: P1307761

## Part D - Part-time Staff by Occupational Category Number of Part-time Staff

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

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000	Sales and	Office and	Natural Resources, Construction, and	Production, Transportation,	Grand Total
	+ 39-0000	Occupations 41-0000		Maintenance Occupations 45-0000 + 47-0000 + 49-	and Material Moving	(All part- time staff)
Nonresident alien					0000	0
Hispanic/Latino						9
American Indian or Alaska Native						1
Asian						4
Black or African American						3
Native Hawaiian or Other Pacific Islander						0
White	•	1				163
Two or more races						0
Race and ethnicity unknown						10
Total men		1 (	C	C	(	190

vvomen						
Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000		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						7
American Indian or Alaska Native						0
Asian						9
Black or African American						8
Native Hawaiian or Other Pacific Islander						0
White			2	2		193
Two or more races						0
Race and ethnicity unknown						14

Total women	0	0	2	0	0	231
Total (men+women)	1	0	2	0	0	421
Total from prior year	1		2			428

User ID: P1307761

### **Part D - Graduate assistants**

#### **Number of Graduate Assistants**

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

wen				
Race/ethnicity	Teaching 25-9044	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
<u>Asian</u>				0
Black or African American				0
Native Hawaiian or Other Pacific Islander				0
<u>White</u>	2			2
Two or more races				0
Race and ethnicity unknown				0
Total men	2	0	C	) 2

			Δ	

vvomen				
Race/ethnicity	Teaching 25-9044	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	1			1
Black or African American				0
Native Hawaiian or Other Pacific Islander				0
White	10			10
Two or more races				0
Race and ethnicity unknown	2			2
Total women	16	0		0 16
Total (men+women)	18	0		0 18
Total from prior year	20			20

Total from prior year

Part E - Part-time Staff by O	ccupati	ional	Catego	y and	Tenure Statu	IS		
	Nu	imber o	f Part-tim	e Staff				
	Α	s of No	vember 1,	2018				
							VACOL	
Occupational category			Wit	h <u>Faculty</u>			Without Faculty	Tot
	Tenured				on Tenure Track		Status	
		Track	Multi-year	contract	Less-than-annual contract	Indefinite duration	Otatus	
		HUOK		contract	Contract	(continuing		
						or at-will)		
Primarily Instruction	0		0	0	0	0		
Exclusively credit	0						390	39
Exclusively not- for-credit								
Combined credit/not-for-credit								
Instruction/research/public service staff								
Research staff								
Public Service staff								
Archivists, Curators, and Museum								
Technicians 25-4010								
Librarians and Media Collections							10	1
Specialists								
25-4020								
Library Technicians 25-4030								
Student and Academic Affairs and								
Other Education Services Occupations 25-2000 + 25-3000 + 25-9000								
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							18	1
21-0000 + 23-0000 + 27-0000								
Healthcare Practitioners and Technical Occupations 29-0000								
Total	0	0	0	0	0	0	418	41

425 425

**Part F - Part-time Summary** 

Part F - Part-time Summa	ui y	Summ	nary of Pa	rt-time St	taff			
		As c	of Novemb	er 1, 201	8			
			\A.	(:4 -	Otatora		\A <i>!</i> :414	
Occupational category	T	0	VV	ith Facult			Without Faculty	Total
	Tenured		Multi-year		t on Tenure Track Less-than-annual contract	Indefinite duration (continuing or at-will)	Status	
Primarily Instruction	0	0	0	0	0		390	390
Exclusively credit	0						390	390
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 and Media Collections Specialists 25-4020							10	10
Library Technicians 25-4030								0
Student and Academic Affairs and Other Education Services Occupations								0
25-2000 + 25-3000 + 25-9000 Management Occupations								0
11-0000 Business and Financial								0
Operations Occupations 13-0000								
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000								0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							18	18
21-0000 + 23-0000 + 27-0000 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								18
Teaching 25-9044								18
25-9044 Research								0
Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000,								0

	23-0000, 27-0000, 25-4000,
	25-4010, 25-4020, 25-4030,
	25-2000, 25-3000, 25-9000,
	29-0000
•	Total

User ID: P1307761

### 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, 2017 - October 31, 2018)

- •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

Race/ethnicity		Without Faculty	Total						
	Tenured	On		Not on Tenure Track					
		Tenure	Multi-year		Less-than-annual	Indefinite duration	Status		
		Track		contract	contract	(continuing or at- will)			
Nonresident alien						<u>/</u>		0	
Hispanic/Latino								0	
American Indian or Alaska Native								0	
Asian		1	1					1	
Black or African American								0	
Native Hawaiian or Other Pacific Islander								0	
White		5	5					5	
Two or more races								0	
Race and ethnicity unknown								0	
Total men	0	6	0	0	C	0	(	6	

			With Facu	ılty Status			Total
Tenured On Not on Tenure Track							
	<u>Tenure</u>	Multi-year		Less-than-annual	Indefinite duration	Status	
	Irack		contract	<u>contract</u>	(continuing or at- will)		
							0
							0
							0
							0
							0
							0
	2	2	2				4
							0
							0
0	2	2 0	2	0	0	(	0 4
0	8	0	2	0	0	(	0 10
	0	Tenure Track	Tenure Track  Multi-year  2  0 2 0	Tenured On Tenure Track Multi-year Annual contract  2 2 2	Tenure Track Multi-year Annual contract contract  2 2 2 0 2 0 2 0 0	Tenured On Tenure Track   Tenure Track   Multi-year   Annual contract   Less-than-annual contract   Indefinite duration (continuing or at-will)	Tenured On Tenure Track Multi-year Annual contract Contra

User ID: P1307761

## Part H - New Hires, Full-time Staff by Occupational Category Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2017 - October 31, 2018)

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

Race/ethnicity	Instructional	Research	Public	Library and Student and Academic Affairs and Other
	<u>Staff</u>	<u>staff</u>	Service	Education Services Occupations
	(from Part H,		staff	25-4000 + 25-2000 + 25-3000 + 25-9000
	screen 1)			
Nonresident alien	0			0
Hispanic/Latino	0			
American Indian or	0			
Alaska Native				
<u>Asian</u>	1			
Black or African	0			
<u>American</u>				
Native Hawaiian or Other	0			
Pacific Islander				
<u>White</u>	5			
Two or more races	0			
Race and ethnicity	0			
unknown				
Total men	6	0	0	0

Women				
Race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
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	4			
Two or more races	0			
Race and ethnicity unknown	0			
Total women	4	0	0	0
Total (men+women)	10	0	0	0

User ID: P1307761

## Part H - New Hires, Full-time Staff by Occupational Category Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2017 - October 31, 2018)

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

IVICII					
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	1			
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 men	1	1	0	1	0

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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	1			
Two or more races					
Race and ethnicity unknown					
Total women	1	1	0	0	0
Total (men+women)	2	2	0	1	0

User ID: P1307761

## Part H - New Hires, Full-time Staff by Occupational Category Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2017 - October 31, 2018)

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

Men						
	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000		Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						0
Hispanic/Latino	1					3
American Indian or Alaska Native						0
Asian						1
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White	3			1		10
Two or more races						0
Race and ethnicity unknown						0
Total men	4	(	) (	1	(	14

Women						
Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Related Occupations 41-0000		Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-	Production, Transportation, and Material Moving Occupations 51-0000 + 53-	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			3			9
Two or more races						0
						0

Race and ethnicity unknown <b>Total women</b>	0	0	3	0	0	9
Total (men+women)	4	0	3	1	0	23

Human Resources Survey Evaluation				
Were any staff members difficult to categorize? If so, please explain in	the box below.			
No				

#### Prepared by

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.

This survey compone	ent was prepared by:				
0	Keyholder (	SFA Co	ntact	0	HR Contact
0	Finance Contact (	<b>O</b> Academ	ic Library Contact	0	Other
Name	Fred Cratty				
Emails	CrattyF@wcsu.edu				

How many staff from your institution only were involved in the data collection and reporting process of this survey component?

1.00 Number of Staff (including yourself)

How many hours did you and others from your institution only spend on each of the steps below when responding to this survey component?

Exclude the hours spent collecting data for state and other reporting purposes.

ising and king Data		Entering Data	Revising Data to Match IPEDS Requirements	Collecting Data Needed	Staff member
urs	;	2.00 hours	3.00 hours	0.50 hours	Your office
urs	;	hours	hours	hours	Other offices
				1 1 1 1 1 1 1 1	

Summary

### **Human Resources Component Summary**

User ID: P1307761

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 <a href="Data Center">Data Center</a> and sent to your institution's CEO in November 2018.

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 <a href="mailto:ipedshelp@rti.org">ipedshelp@rti.org</a>.

Occupational category	Reporte	d values	FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	583	421	723
Instructional Staff	222	390	352
Primary Instruction	222	390	352
Exclusively credit	222	390	352
Exclusively not-for-credit	0	0	C
Combined credit/not-for-credit	0	0	C
Instruction/research/public service	0	0	C
Research Staff	0	0	C
Public Service Staff	0	0	C
Library and Student and Academic Affairs and Other Education Services Occupations SOC	45	10	48
Librarians, Curators, and Archivists SOC 25-4000	16	10	19
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	C
Librarians SOC 25-4020	9	10	12
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	39	0	39
Business and Financial Operations Occupations SOC 13-0000	30	0	30
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	29	0	29
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	27	18	33
Healthcare Practitioners and Technical Occupations SOC 29-0000	6	0	$\epsilon$
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	93	1	93
Sales and Related Occupations SOC 41-0000	0	0	(
Office and Administrative Support Occupations SOC 43-0000	61	2	62
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	31	0	31

Number of staff by employment status a Fall 2018	nd occupational c	ategory:	
Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	0	0	0

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 2018-19

	Month	Months Covered by Annual Salary			Total Staff	Total		Weighted	
Academic rank	12 months	11 months	10 months	9 months	for Salary reporting	Number of Months	Salary Outlays	Average Monthly Salaries	
All Ranks	7		215		222	2,234	\$19,965,630	\$8,937	
Professor	3		94		97	976	\$10,138,474	\$10,388	
Associate professor	1		53		54	542	\$4,653,237	\$8,585	
Assistant professor	3		65		68	686	\$4,973,435	\$7,250	
Instructor			3		3	30	\$200,484	\$6,683	
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.

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

Edit Report

**Human Resources** 

Western Connecticut State University (130776)

There are no errors for the selected survey and institution.