

Human Resources 2024-25

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 data to accurately reflect the time period corresponding with the IPEDS survey component, even if such reporting is seemingly inconsistent with prior-year reporting.
- 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 – which will have basic reporting concepts that will assist you in completing the Human Resources survey component.

Changes to reporting:

No changes for the 2024-25 data collection period.

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**.

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 persons for full-time permanent employment either for the first time (new to the institution) or after a break in service on the payroll as of November 1, 2024?

(Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)
If you answer Yes to this question, you will be provided the screens to report full-time permanent new hires in Part H.

- ☐ No
- ☒ Yes

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

If you answer Yes to any of the questions below, you will NOT be required to report Part G - Salaries for instructional staff. However, Part G will still be required for reporting data for full-time non-instructional staff.

- ☒ No

☐ Yes

Are ALL of the instructional staff military personnel?
- ☒ No

☐ Yes

Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?

You may use the box below to provide additional context for the data you have 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, 2024

- 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		
U.S. Nonresident							0
Hispanic/Latino	3						3
American Indian or Alaska Native							0
Asian	5	5					10
Black or African American	3						3
Native Hawaiian or Other Pacific Islander							0
White	39	11					50
Two or more races							0
Race and ethnicity unknown	4	2					6
Total men	54	18	0	0	0	0	72

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
U.S. Nonresident							0
Hispanic/Latino	2	2	1				5
American Indian or Alaska Native							0
Asian	8						8
Black or African American	3	1					4
Native Hawaiian or Other Pacific Islander							0
White	36	19	4				59
Two or more races							0
Race and ethnicity unknown	3						3
Total women	52	22	5	0	0	0	79
Total (men+women)	106	40	5	0	0	0	151
Total from prior year							160

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

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

As of November 1, 2024

- 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		
U.S. Nonresident							0
Hispanic/Latino			1				1
American Indian or Alaska Native							0
Asian			1				1
Black or African American			1				1
Native Hawaiian or Other Pacific Islander							0
White		1	2				3
Two or more races							0
Race and ethnicity unknown							0
Total men	0	1	5	0	0	0	6

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
U.S. Nonresident							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian			3				3
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White			11				11
Two or more races			2				2
Race and ethnicity unknown							0
Total women	0	0	16	0	0	0	16
Total (men+women)	0	1	21	0	0	0	22
Total from prior year							22

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, 2024

- 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		
U.S. Nonresident							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		
U.S. Nonresident			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							

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, 2024

- 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		
U.S. Nonresident							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		
U.S. Nonresident							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian				1			1
Black or African American				1			1
Native Hawaiian or Other Pacific Islander							0
White			1	2			3
Two or more races							0
Race and ethnicity unknown			1				1
Total women	0	0	2	4	0	0	6
Total (men+women)	0	0	2	4	0	0	6
Total from prior year							4

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

Number of Full-time Instructional Staff With Faculty Status Not on Tenure Track - Less-than-annual Contract

As of November 1, 2024

- 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		
U.S. Nonresident							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		
U.S. Nonresident	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							

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, 2024

- 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		
U.S. Nonresident	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		
U.S. Nonresident							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 - Without Faculty Status

Number of Full-time Instructional Staff Without Faculty Status

As of November 1, 2024

- 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	
U.S. Nonresident		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	
U.S. Nonresident		
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, 2024

- 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	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Instructional staff	151	22	0	6	0	0	0	179
Total carried forward from previous screens	151	22	0	6	0	0	0	179
Primarily Instruction	151	22	0	6	0	0	0	179
 Exclusively credit	151	22		6				179
 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, 2024

Race/ethnicity	Total men	Total women	Total (men+women)
U.S. Nonresident	0	0	0
Hispanic/Latino	4	5	9
American Indian or Alaska Native	0	0	0
Asian	11	12	23
Black or African American	4	5	9
Native Hawaiian or Other Pacific Islander	0	0	0
White	53	73	126
Two or more races	0	2	2
Race and ethnicity unknown	6	4	10
Total	78	101	179
Total from prior year			186

Part B1 - Full-time Non-instructional Staff by Occupational Category - 1

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

As of November 1, 2024

- 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
U.S. Nonresident	0	0	
Hispanic/Latino	4		
American Indian or Alaska Native	0		
Asian	11		
Black or African American	4		
Native Hawaiian or Other Pacific Islander	0		
White	53		
Two or more races	0		
Race and ethnicity unknown	6		
Total men	78	0	0

Women

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
U.S. Nonresident	0		
Hispanic/Latino	5		
American Indian or Alaska Native	0		
Asian	12		
Black or African American	5		
Native Hawaiian or Other Pacific Islander	0		
White	73		
Two or more races	2		
Race and ethnicity unknown	4		
Total women	101	0	0
Total (men+women)	179	0	0
Total from prior year	186		

Part B1 - Full-time Non-instructional Staff by Occupational Category - 2

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

As of November 1, 2024

- 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 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
U.S. Nonresident				
Hispanic/Latino				2
American Indian or Alaska Native				
Asian		1		
Black or African American				
Native Hawaiian or Other Pacific Islander				
White		3		6
Two or more races				
Race and ethnicity unknown				
Total men	0	4	0	8

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
U.S. Nonresident				
Hispanic/Latino				5
American Indian or Alaska Native				
Asian		1		
Black or African American			2	1
Native Hawaiian or Other Pacific Islander				
White		1	4	26
Two or more races				
Race and ethnicity unknown				
Total women	0	2	6	32
Total (men+women)	0	6	6	40
Total from prior year		5	6	39

Part B1 - Full-time Non-instructional Staff by Occupational Category - 3

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

As of November 1, 2024

- 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
U.S. Nonresident					
Hispanic/Latino	2	1	2		1
American Indian or Alaska Native					
Asian	2		2		
Black or African American	5	1			
Native Hawaiian or Other Pacific Islander					
White	12	7	16	16	3
Two or more races					
Race and ethnicity unknown	1		1	1	
Total men	22	9	21	17	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
U.S. Nonresident					
Hispanic/Latino	2	3	1		
American Indian or Alaska Native					
Asian		1			
Black or African American			1		
Native Hawaiian or Other Pacific Islander					
White	12	13	8	11	2
Two or more races					
Race and ethnicity unknown		1			
Total women	14	18	10	11	2
Total (men+women)	36	27	31	28	6
Total from prior year	33	31	30	27	4

Part B1 - Full-time Non-instructional Staff by Occupational Category - 4

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

As of November 1, 2024

- 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)
U.S. Nonresident						0
Hispanic/Latino	20			1		33
American Indian or Alaska Native				1		1
Asian						16
Black or African American	5		1	1		17
Native Hawaiian or Other Pacific Islander						0
White	18		3	22		159
Two or more races						0
Race and ethnicity unknown	4			1		14
Total men	47	0	4	26	0	240

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)
U.S. Nonresident						0
Hispanic/Latino	9		6			31
American Indian or Alaska Native						0
Asian						14
Black or African American	1		8			18
Native Hawaiian or Other Pacific Islander			1			1
White	8		32	1		191
Two or more races			1			3
Race and ethnicity unknown	1					6
Total women	19	0	48	1	0	264
Total (men+women)	66	0	52	27	0	504
Total from prior year	62		50	25		498

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

Number of Full-time Non-instructional Staff

As of November 1, 2024

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians and Media Collections Specialists 25-4020	4	1		1				6
Library Technicians 25-4030							6	6
 Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							40	40
Management Occupations 11-0000							36	36
Business and Financial Operations Occupations 13-0000							27	27
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							31	31
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							28	28
Healthcare Practitioners and Technical Occupations 29-0000							6	6
Total	4	1	0	1	0	0	174	180
Total from prior year	4			1			170	175

Part C - Full-time Summary

Summary of Full-time Staff

As of November 1, 2024

- 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	Not on Tenure Track				
				Multi-year	Annual contract	Less-than-annual contract		
Primarily Instruction		151	22	0	6	0	0	179
	Exclusively credit	151	22		6			179
	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		4	1		1			6
Library Technicians 25-4030							6	6
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							40	40
Management Occupations 11-0000							36	36
Business and Financial Operations Occupations 13-0000							27	27
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							31	31
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							28	28
Healthcare Practitioners and Technical Occupations 29-0000							6	6
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000								66
Sales and Related Occupations 41-0000								0
Office and Administrative Support Occupations 43-0000								52
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000								27
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000								0
Total								504

Part G1 - Salaries Worksheet

Number of Full-time Instructional Staff For Calculation of Total Number of Months

Annual Salary, 2024-25

- 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

Men

Academic Rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Professors			54			54	54
Associate professors	2		17			19	19
Assistant professors			5			5	5
Instructors						0	0
Lecturers						0	0
No academic rank						0	0
Total men	2	0	76	0	0	78	78
Total men full-time instructional staff from Part A						78	

Women

Academic Rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Professors	1		51			52	52
Associate professors	1		21			22	22
Assistant professors			23			23	23
Instructors			4			4	4
Lecturers						0	0
No academic rank						0	0
Total women	2	0	99	0	0	101	101
Total women full-time instructional staff from Part A						101	

Total (men+women)	4	0	175	0	0	179	179
Total (men+women) full-time instructional staff from Part A						179	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays for Full-time Instructional Staff

Annual Salary Outlays, 2024-25

- 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.

Men

Academic Rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays				
		12 months	11 months	10 months	9 months	Equated 9 months
Professors	54			6,638,186		5,974,367
Associate professors	19	241,137		2,030,050		2,007,898
Assistant professors	5			424,062		381,656
Instructors	0					0
Lecturers	0					0
No academic rank	0					0
Total men	78	241,137	0	9,092,298	0	8,363,921

Women

Academic Rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays				
		12 months	11 months	10 months	9 months	Equated 9 months
Professors	52	173,330		6,357,520		5,851,766
Associate professors	22	126,516		2,154,834		2,034,238
Assistant professors	23			2,043,124		1,838,812
Instructors	4			319,704		287,734
Lecturers	0					0
No academic rank	0					0
Total women	101	299,846	0	10,875,182	0	10,012,548
Total (men + women)	179	540,983	0	19,967,480	0	18,376,469

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank for Full-time Instructional Staff

Annual Average Salaries, 2024-25

Men

Academic Rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				
		12 months	11 months	10 months	9 months	 Equated 9 months
Professors	54			122,929		110,636
Associate professors	19	120,569		119,415		105,679
Assistant professors	5			84,812		76,331
Instructors	0					
Lecturers	0					
No academic rank	0					
Total men	78	120,569		119,636		107,230

Women

Academic Rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				
		12 months	11 months	10 months	9 months	 Equated 9 months
Professors	52	173,330		124,657		112,534
Associate professors	22	126,516		102,611		92,465
Assistant professors	23			88,831		79,948
Instructors	4			79,926		71,933
Lecturers	0					
No academic rank	0					
Total women	101	149,923		109,850		99,134
Total (men+women)	179	135,246		114,100		102,662

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays for Full-time Non-instructional Staff

Annual Salary Outlays, 2024-25

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	52	4,905,713
Management Occupations 11-0000	36	5,973,707
Business and Financial Operations Occupations 13-0000	27	2,756,448
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	31	3,476,128
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	28	2,788,033
Healthcare Practitioners and Technical Occupations 29-0000	6	617,392
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	66	4,044,825
Sales and Related Occupations 41-0000	0	
Office and Administrative Support Occupations 43-0000	52	3,522,781
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	27	2,077,089
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	0	
Total	325	30,162,116
Total from prior year	312	28,574,667

Part D - Part-time Staff by Occupational Category - 1

Number of Part-time Staff by Occupational Category

As of November 1, 2024

- 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
U.S. Nonresident			
Hispanic/Latino	12		
American Indian or Alaska Native	2		
Asian	5		
Black or African American	1		
Native Hawaiian or Other Pacific Islander			
White	137		
Two or more races			
Race and ethnicity unknown	11		
Total men	168	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
U.S. Nonresident			
Hispanic/Latino	4		
American Indian or Alaska Native	1		
Asian	10		
Black or African American	7		
Native Hawaiian or Other Pacific Islander			
White	180		
Two or more races			
Race and ethnicity unknown	10		
Total women	212	0	0

Total (men+women)	380	0	0
Total from prior year	309		

Part D - Part-time Staff by Occupational Category - 2

Number of Part-time Staff by Occupational Category

As of November 1, 2024

- 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 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
U.S. Nonresident					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 men	0	2	0	2	4

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	Library and Student and Academic Affairs and Other Education Services Occupations
U.S. Nonresident					0
Hispanic/Latino				3	3
American Indian or Alaska Native					0
Asian		1		1	2
Black or African American				1	1
Native Hawaiian or Other Pacific Islander					0
White		4		11	15
Two or more races					0
Race and ethnicity unknown		2			2
Total women	0	7	0	16	23
Total (men+women)	0	9	0	18	27
Total from prior year		13			13

Part D - Part-time Staff by Occupational Category - 3

Number of Part-time Staff

As of November 1, 2024

- 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
U.S. Nonresident					
Hispanic/Latino				2	
American Indian or Alaska Native					
Asian				1	
Black or African American				1	
Native Hawaiian or Other Pacific Islander					
White		3	3	48	2
Two or more races					
Race and ethnicity unknown			1	1	
Total men	0	3	4	53	2

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
U.S. Nonresident					
Hispanic/Latino					
American Indian or Alaska Native					
Asian			2	3	
Black or African American		1		2	
Native Hawaiian or Other Pacific Islander					
White		7		30	1
Two or more races				1	
Race and ethnicity unknown				4	
Total women	0	8	2	40	1

Total (men+women)	0	11	6	93	3
Total from prior year				72	

Part D - Part-time Staff by Occupational Category - 4

Number of Part-time Staff

As of November 1, 2024

- 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)
U.S. Nonresident	0					0
Hispanic/Latino						14
American Indian or Alaska Native						2
Asian						6
Black or African American						2
Native Hawaiian or Other Pacific Islander						0
White						197
Two or more races						0
Race and ethnicity unknown						13
Total men	0	0	0	0	0	234

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)
U.S. Nonresident						0
Hispanic/Latino						7
American Indian or Alaska Native						1
Asian						17
Black or African American						11
Native Hawaiian or Other Pacific Islander						0
White						233
Two or more races						1
Race and ethnicity unknown						16
Total women	0	0	0	0	0	286

Total (men+women)	0	0	0	0	0	☒ 520
Total from prior year						394

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2024

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

Men

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
U.S. Nonresident				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				0
Total men	8	0	0	8

Women

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
U.S. Nonresident				0
Hispanic/Latino	2			2
American Indian or Alaska Native				0
Asian	2			2
Black or African American	1			1
Native Hawaiian or Other Pacific Islander				0
White	16			16
Two or more races	1			1
Race and ethnicity unknown	1			1
Total women	23	0	0	23
Total (men+women)	31	0	0	31
Total from prior year	27			27

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

Number of Part-time Staff

As of November 1, 2024

Occupational category		With Faculty Status						Without Faculty Status	Total
		Tenured	On Tenure Track	Not on Tenure Track					
				Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction		0	0	0	0	0	0	380	380
	 Exclusively credit							380	380
	 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								9	9
Library Technicians 25-4030									0
 Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000								18	18
Management Occupations 11-0000									0
Business and Financial Operations Occupations 13-0000								11	11
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000								6	6
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000								93	93
Healthcare Practitioners and Technical Occupations 29-0000								3	3
Total		0	0	0	0	0	0	☒ 520	☒ 520
Total from prior year		0	0		0			394	394

Part F - Part-time Summary

Summary of Part-time Staff
As of November 1, 2024

Occupational category		With Faculty Status					Without Faculty Status	Total	
		Tenured	On Tenure Track	Not on Tenure Track					
				Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction		0	0	0	0	0	0	380	380
	Exclusively credit							380	380
	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								9	9
Library Technicians 25-4030									0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000								18	18
Management Occupations 11-0000									0
Business and Financial Operations Occupations 13-0000								11	11
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000								6	6
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000								93	93
Healthcare Practitioners and Technical Occupations 29-0000								3	3
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000									0
Sales and Related Occupations 41-0000									0
Office and Administrative Support Occupations 43-0000									0
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									31
	Teaching 25-9044								31
	Research								0
	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								0
Total									551

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, 2023 - October 31, 2024 and on the payroll as of November 1, 2024)

- 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	Not on Tenure Track						
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)			
U.S. Nonresident									0
Hispanic/Latino									0
American Indian or Alaska Native									0
Asian		1							1
Black or African American									0
Native Hawaiian or Other Pacific Islander									0
White									0
Two or more races									0
Race and ethnicity unknown									0
Total men	0	1	0	0	0	0	0	0	1

Women

Race/ethnicity	With Faculty Status							Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track						
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)			
U.S. Nonresident									0
Hispanic/Latino									0
American Indian or Alaska Native									0
Asian		1							1
Black or African American									0
Native Hawaiian or Other Pacific Islander									0
White									0
Two or more races									0
Race and ethnicity unknown									0
Total women	0	1	0	0	0	0	0	0	1
Total (men+women)	0	2	0	0	0	0	0	0	2

Part H - New Hires, Full-time Staff by Occupational Category - 1

Number of Newly Hired Full-time Permanent Non-instructional Staff
(Hired full-time between November 1, 2023 - October 31, 2024 and on the payroll as of November 1, 2024)

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

Men

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

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
U.S. Nonresident	0			
Hispanic/Latino	0			
American Indian or Alaska Native	0			
Asian	1			
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	1	0	0	0
Total (men+women)	2	0	0	1

Part H - New Hires, Full-time Staff by Occupational Category - 2

Number of Newly Hired Full-time Permanent Non-instructional Staff
(Hired full-time between November 1, 2023 - October 31, 2024 and on the payroll as of November 1, 2024)

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

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
U.S. Nonresident					
Hispanic/Latino		1			
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	1	0

Total (men+women)	1	2	0	3	1
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Part H - New Hires, Full-time Staff by Occupational Category - 3

Number of Newly Hired Full-time Permanent Non-instructional Staff
(Hired full-time between November 1, 2023 - October 31, 2024 and on the payroll as of November 1, 2024)

- 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)
U.S. Nonresident						0
Hispanic/Latino	1					1
American Indian or Alaska Native						0
Asian						1
Black or African American						1
Native Hawaiian or Other Pacific Islander						0
White	1			3		8
Two or more races						0
Race and ethnicity unknown						0
Total men	2	0	0	3	0	11

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)
U.S. Nonresident						0
Hispanic/Latino	3					4
American Indian or Alaska Native						0
Asian						1
Black or African American			1			1
Native Hawaiian or Other Pacific Islander						0
White			3			5
Two or more races						0
Race and ethnicity unknown						0
Total women	3	0	4	0	0	11
Total (men+women)	5	0	4	3	0	22

Human Resources Survey Evaluation

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

No.

Prepared by

Prepared by

Reporting Reminders:

- 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 component was prepared by:					
☐	Keyholder	☐	SFA Contact	☒	HR Contact
☐	Finance Contact	☐	Academic Library Contact	☐	Other
Name:		Fred Cratty			
Email:		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? <i>Exclude the hours spent collecting data for state and other reporting purposes.</i>				
Staff member	Collecting Data Needed	Revising Data to Match IPEDS Requirements	Entering Data	Revising and Locking Data
Your office	1.00 hours	3.00 hours	2.00 hours	1.00 hours
Other offices	hours	hours	hours	hours

Summary

Human Resources Component Summary

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 institution's Data Feedback Report (DFR). In addition, all data reported in IPEDS survey components become publicly available through the [IPEDS Use the Data](#) and appear as aggregated statistics in various Department of Education reports. [College Navigator](#) is updated approximately three months after the data collection period closes and DFRs will be available through the [IPEDS Use the Data](#) and sent to your institution's CEO at the end of 2025.

Please review your data for accuracy. If you have questions about the data displayed below or 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 2024				
Occupational category		Reported values		FTE staff
		Number of full-time staff	Number of part-time staff	
Total number of staff		504	520	677
	Instructional Staff	179	380	306
	Primarily Instruction	179	380	306
	Exclusively credit	179	380	306
	Exclusively not-for-credit	0	0	0
	Combined credit/not-for-credit	0	0	0
	Instruction/research/public service staff	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	52	27	61
	Librarians, Curators, and Archivists SOC 25-4000	12	9	15
	Archivists, Curators, and Museum Technicians 25-4010	0	0	0
	Librarians and Media Collections Specialists 25-4020	6	9	9
	Library Technicians 25-4030	6	0	6
	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	40	18	46
	Management Occupations 11-0000	36	0	36
	Business and Financial Operations Occupations 13-0000	27	11	31
	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	31	6	33
	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	28	93	59
	Healthcare Practitioners and Technical Occupations 29-0000	6	3	7
	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	66	0	66
	Sales and Related Occupations 41-0000	0	0	0
	Office and Administrative Support Occupations 43-0000	52	0	52
	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	27	0	27
	Production, Transportation, and Material Moving Occupations 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 2024-25								
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	4	0	175	0	179	1,798	20,508,463	11,406
Professors	1	0	105	0	106	1,062	13,169,036	12,400
Associate professors	3	0	38	0	41	416	4,552,537	10,944
Assistant professors	0	0	28	0	28	280	2,467,186	8,811
Instructors	0	0	4	0	4	40	319,704	7,993
Lecturers	0	0	0	0	0	0	0	

No academic rank	0	0	0	0	0	0	0
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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.

Salary Outlays for Full-time Non-instructional Staff		
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	52	4,905,713
Management Occupations 11-0000	36	5,973,707
Business and Financial Operations Occupations 13-0000	27	2,756,448
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	31	3,476,128
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	28	2,788,033
Healthcare Practitioners and Technical Occupations 29-0000	6	617,392
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	66	4,044,825
Sales and Related Occupations 41-0000	0	
Office and Administrative Support Occupations 43-0000	52	3,522,781
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	27	2,077,089
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	0	
Total	325	30,162,116

Number of Graduate Assistants by occupational category: Fall 2024		
Occupational category	Number of part-time staff	
Graduate Assistants	31	
Teaching 25-9044	31	
Research	0	
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	0	

Number of Newly Hired Full-time Permanent Staff (Hired full-time between November 1, 2023 - October 31, 2024 and on the payroll as of November 1, 2024)	
	Number of staff
Newly Hired Full-time Permanent Staff	22

Edit Report

Human Resources

Source	Description	Severity	Resolved	Options
Global Edits				
Perform Edits	The Equated 9 months Annual Average salaries of Associate professors (Men) reported in Part G3 - Average Salaries for Instructional Staff by Academic Rank has changed significantly since last year. Please review your data and make any necessary corrections, or explain the discrepancy. (Error #1945)	Explanation	Yes	
Reason	The salary data is accurate based on the salaries that our employee make.			
Related Screens	G3 - Average Salaries for Instructional Staff by Academic Rank			
Screen: Part G4 - Salary Outlays for Non-instructional Staff				
Screen Entry	The amount entered in Part G for Total annual salary outlays for Library and Student and Academic Affairs and Other Education Services Occupations (\$4,905,713) is outside the expected range of between \$1,300,000 and \$4,420,000 based on an estimated average salary of between \$25,000 and \$85,000 per individual for this category. Please correct your data or explain. (Error #1370)	Explanation	Yes	
Reason	The salaries are accurate based on what the employees are making.			
Related Screens	G - Salary Outlays, Non-instructional Staff			
Screen Entry	The amount entered in Part G for Total annual salary outlays for Business and Financial Operations Occupations (\$2,756,448) is outside the expected range of between \$783,000 and \$2,727,000 based on an estimated average salary of between \$29,000 and \$101,000 per individual for this category. Please correct your data or explain. (Error #1372)	Explanation	Yes	
Reason	The salaries are correct based on what the employees arte making.			
Related Screens	G - Salary Outlays, Non-instructional Staff			
Screen Entry	The amount entered in Part G for Total annual salary outlays for Computer, Engineering, and Science Occupations (\$3,476,128) is outside the expected range of between \$899,000 and \$3,131,000 based on an estimated average salary of between \$29,000 and \$101,000 per individual for this category. Please correct your data or explain. (Error #1373)	Explanation	Yes	
Reason	The salaries are correct based on what the employees make.			
Related Screens	G - Salary Outlays, Non-instructional Staff			
Screen Entry	The amount entered in Part G for Total annual salary outlays for Healthcare Practitioners and Technical Occupations (\$617,392) is outside the expected range of between \$174,000 and \$606,000 based on an estimated average salary of between \$29,000 and \$101,000 per individual for this category. Please correct your data or explain. (Error #1375)	Explanation	Yes	
Reason	The salaries are correct based on what the employees are making.			
Related Screens	G - Salary Outlays, Non-instructional Staff			
Screen Entry	The amount entered in Part G for Total annual salary outlays for Natural Resources, Construction, and Maintenance Occupations (\$2,077,089) is outside the expected range of between \$540,000 and \$1,890,000 based on an estimated average salary of between \$20,000 and \$70,000 per individual for this category. Please correct your data or explain. (Error #1379)	Explanation	Yes	
Reason	The salaries are correct based on what the employees are making.			
Related Screens	G - Salary Outlays, Non-instructional Staff			
Screen: Part D - Part-time Staff by Occupational Category - 4				
Perform Edits	The total number of part-time staff (men + women) reported (520) is outside the expected range of between 296 and 492 based on the prior year value. Please correct your data or explain. (Error #1575)	Explanation	Yes	
Reason	It was discovered that some part-time numbers were left off of last years survey, thus the reason the result is higher than expected this year.			
Related Screens	D - PT Staff, Occupation - 4			
Screen: Part E - Part-time Staff by Occupational Category and Tenure Status				
Screen Entry	This number(520) is outside the expected range of between 296 and 492 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	It was discovered that some part-time numbers were left off of last years survey, thus the reason the result is higher than expected this year.			
Screen Entry	This number(520) is outside the expected range of between 296 and 492 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	It was discovered that some part-time numbers were left off of last years survey, thus the reason the result is higher than expected this year.			