

Human Resources 2024-25

Institution: Lamar University (226091)

User ID: P2260913

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>U.S. Nonresident</u>	17	14	0	0	0	0	31
<u>Hispanic/Latino</u>	2	4	0	0	0	0	6
<u>American Indian or Alaska Native</u>	0	0	0	0	0	0	0
<u>Asian</u>	5	5	0	0	0	0	10
<u>Black or African American</u>	0	2	0	0	0	0	2
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0	0
<u>White</u>	30	36	1	0	0	0	67
Two or more races	0	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	0	1	1	0	0	0	2
Total men	54	62	2	0	0	0	118

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
<u>U.S. Nonresident</u>	9	12	0	0	0	0	21
<u>Hispanic/Latino</u>	0	4	0	0	0	0	4
<u>American Indian or Alaska Native</u>	0	0	0	0	0	0	0
<u>Asian</u>	3	2	0	0	0	0	5
<u>Black or African American</u>	0	4	0	0	0	0	4
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0	0
<u>White</u>	16	27	5	0	0	0	48
Two or more races	0	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	1		0	0	0	0	1
Total women	29	49	5	0	0	0	83

Total (men+women)	83	111	7	0	0	0	201
Total from prior year							197

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>U.S. Nonresident</u>	0	0	8	0	0	0	8
<u>Hispanic/Latino</u>	0	0	3	0	0	0	3
<u>American Indian or Alaska Native</u>	0	0	0	0	0	0	0
<u>Asian</u>	0	1	11	0	0	0	12
<u>Black or African American</u>	0	0	5	0	0	0	5
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0	0
<u>White</u>	0	0	17	0	0	0	17
Two or more races	0	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	0	0	4	0	0	0	4
Total men	0	1	48	0	0	0	49

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
<u>U.S. Nonresident</u>	0	0	2	0	0	0	2
<u>Hispanic/Latino</u>	0	0	3	0	0	0	3
<u>American Indian or Alaska Native</u>	0	0	1	0	0	0	1
<u>Asian</u>	0	0	4	0	0	0	4
<u>Black or African American</u>	0	0	7	0	0	0	7
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0	0
<u>White</u>	0	1	22	0	0	0	23
Two or more races	0	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	0	0	1	0	0	0	1
Total women	0	1	40	0	0	0	41
Total (men+women)	0	2	88	0	0	0	90
Total from prior year							68

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>U.S. Nonresident</u>	0						0
<u>Hispanic/Latino</u>							0
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>							0
<u>Black or African American</u>							0
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>							0
Two or more races							0
<u>Race and ethnicity unknown</u>							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>U.S. Nonresident</u>	0						0
<u>Hispanic/Latino</u>							0
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>							0
<u>Black or African American</u>							0
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>							0
Two or more races							0
<u>Race and ethnicity unknown</u>							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>U.S. Nonresident</u>	0	0	1	5	0	0	6
<u>Hispanic/Latino</u>	0	0	0	2	0	0	2
<u>American Indian or Alaska Native</u>	0	0	0	0	0	0	0
<u>Asian</u>	0	0	0	2	0	0	2
<u>Black or African American</u>	0	0	0	0	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0	0
<u>White</u>	2	0	3	30	0	0	35
Two or more races	0	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	0	0	0	0	0	0	0
Total men	2	0	4	39	0	0	45

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
<u>U.S. Nonresident</u>	0	0	0	3	0	0	3
<u>Hispanic/Latino</u>	0	0	0	5	0	0	5
<u>American Indian or Alaska Native</u>	0	0	0	1	0	0	1
<u>Asian</u>	0	0	0	2	0	0	2
<u>Black or African American</u>	0	0	0	1	0	0	1
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0	0
<u>White</u>	0	0	1	61	0	0	62
Two or more races	0	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	0	0	0	0	0	0	0
Total women	0	0	1	73	0	0	74

Total (men+women)	2	0	5	112	0	0	☒ 119
Total from prior year							83

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

Total (men+women)	0	0	0	0	0	0	☒ 0
Total from prior year							53

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

Women

Race/ethnicity	Without Faculty Status
<u>U.S. Nonresident</u>	0
<u>Hispanic/Latino</u>	
<u>American Indian or Alaska Native</u>	
<u>Asian</u>	
<u>Black or African American</u>	
<u>Native Hawaiian or Other Pacific Islander</u>	
<u>White</u>	
Two or more races	
<u>Race and ethnicity unknown</u>	
Total women	0

Total (men+women)	2
Total from prior year	1

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>U.S. Nonresident</u>	46	26	72
<u>Hispanic/Latino</u>	11	12	23
<u>American Indian or Alaska Native</u>	0	2	2
<u>Asian</u>	24	11	35
<u>Black or African American</u>	7	12	19
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	120	133	253
Two or more races	0	0	0
<u>Race and ethnicity unknown</u>	6	2	8
Total	214	198	412
Total from prior year			402

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	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
<u>U.S. Nonresident</u>	46	0	0
<u>Hispanic/Latino</u>	11		
<u>American Indian or Alaska Native</u>	0		
<u>Asian</u>	24		
<u>Black or African American</u>	7		
<u>Native Hawaiian or Other Pacific Islander</u>	0		
<u>White</u>	120		
Two or more races	0		
<u>Race and ethnicity unknown</u>	6		
Total men	214	0	0

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
<u>U.S. Nonresident</u>	26	0	0
<u>Hispanic/Latino</u>	12		
<u>American Indian or Alaska Native</u>	2		
<u>Asian</u>	11		
<u>Black or African American</u>	12		
<u>Native Hawaiian or Other Pacific Islander</u>	0		
<u>White</u>	133		
Two or more races	0		
<u>Race and ethnicity unknown</u>	2		
Total women	198	0	0
Total (men+women)	412	0	0
Total from prior year	402		

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	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	i <u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
<u>U.S. Nonresident</u>	0	0	0	3
<u>Hispanic/Latino</u>	0	0	0	1
<u>American Indian or Alaska Native</u>	0	0	0	1
<u>Asian</u>	0	0	0	1
<u>Black or African American</u>	0	0	0	5
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0
<u>White</u>	0	2	1	14
Two or more races				
<u>Race and ethnicity unknown</u>				0
Total men	0	2	1	25

Women

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
<u>U.S. Nonresident</u>	0	1	0	0
<u>Hispanic/Latino</u>	0	0	0	2
<u>American Indian or Alaska Native</u>	0	0	0	1
<u>Asian</u>	0	0	0	5
<u>Black or African American</u>	0	0	1	25
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0
<u>White</u>	0	4	6	85
Two or more races	0	0	0	0
<u>Race and ethnicity unknown</u>	0	1	0	1
Total women	0	6	7	119
Total (men+women)	0	8	8	144
Total from prior year		9	7	148

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	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>	4	0	5	1	0
<u>Hispanic/Latino</u>	2	2	1	3	0
<u>American Indian or Alaska Native</u>	1	0	2	1	0
<u>Asian</u>	2	1	11	0	0
<u>Black or African American</u>	6	4	4	15	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0
<u>White</u>	38	22	36	40	1
Two or more races	0	0	0	0	0
<u>Race and ethnicity unknown</u>	3	0	2	3	0
Total men	56	29	61	63	1

Women

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>	1	0	1	0	0
<u>Hispanic/Latino</u>	4	7	0	1	0
<u>American Indian or Alaska Native</u>	0	3	0	0	1
<u>Asian</u>	1	3	2	0	0
<u>Black or African American</u>	10	21	4	6	3
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0
<u>White</u>	43	77	18	26	7
Two or more races	0	0	0	0	0
<u>Race and ethnicity unknown</u>	0	1	0	0	0
Total women	59	112	25	33	11

Total (men+women)	115	141	86	96	12
Total from prior year	114	114	70	98	13

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	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All full-time staff)
<u>U.S. Nonresident</u>	1	0	0	2	0	62
<u>Hispanic/Latino</u>	1	0	0	0	0	21
<u>American Indian or Alaska Native</u>	0	0	0	1	0	6
<u>Asian</u>	1	0	1	0	0	41
<u>Black or African American</u>	41	0	0	1	2	85
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0
<u>White</u>	34	0	13	17	0	338
Two or more races	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	4	0	2	1	0	21
Total men	82	0	16	22	2	574

Women

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All full-time staff)
<u>U.S. Nonresident</u>	2	0	1	0	0	32
<u>Hispanic/Latino</u>	5	0	4	0	0	35
<u>American Indian or Alaska Native</u>	1	0	2	0	0	10
<u>Asian</u>	1	0	4	0	0	27
<u>Black or African American</u>	63	0	24	1	0	170
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0
<u>White</u>	23	0	77	2	0	501
Two or more races	0	0	0	0	0	0
<u>Race and ethnicity unknown</u>	3	0	1	0	0	9
Total women	98	0	113	3	0	784

Total (men+women)	180	0	129	25	2	1,358
Total from prior year	163		119	23	2	1,282

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 <u>Faculty Status</u>						Without Faculty Status	Total
	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>					
			<u>Multi-year</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>	<u>Indefinite duration (continuing or at-will)</u>		
<u>Research staff</u>	0	0	0	0	0	0	0	0
<u>Public Service staff</u>	0	0	0	0	0	0	0	0
<u>Archivists, Curators, and Museum Technicians</u> 25-4010	0	0	0	0	0	0	0	0
<u>Librarians and Media Collections Specialists</u> 25-4020	2	3	0	0	0	0	3	8
<u>Library Technicians</u> 25-4030	0	0	0	0	0	0	8	8
<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000	2	0	0	7	0	0	135	144
<u>Management Occupations</u> 11-0000	15	0	0	0	0	0	100	115
<u>Business and Financial Operations Occupations</u> 13-0000	0	0	0	0	0	0	141	141
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	0	0	0	1			85	86
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	0	0	0	0	0	0	96	96
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000	0	0	0	1	0	0	11	12
Total	19	3	0	9	0	0	579	610
Total from prior year	20	3		2	18		530	573

Summary of Full-time Staff

- 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			Indefinite duration (continuing or at-will)
Primarily Instruction		201	90	0	119	0	0	2	412
	Exclusively credit	201	90	0	119			2	412
	Exclusively not-for-credit								0
	Combined credit/not-for-credit								0
Instruction/research/public service staff									0
Research staff		0	0	0	0	0	0	0	0
Public Service staff		0	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians 25-4010		0	0	0	0	0	0	0	0
Librarians and Media Collections Specialists 25-4020		2	3	0	0	0	0	3	8
Library Technicians 25-4030		0	0	0	0	0	0	8	8
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000		2	0	0	7	0	0	135	144
Management Occupations 11-0000		15	0	0	0	0	0	100	115
Business and Financial Operations Occupations 13-0000		0	0	0	0	0	0	141	141
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000		0	0	0	1			85	86
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000		0	0	0	0	0	0	96	96
Healthcare Practitioners and Technical Occupations 29-0000		0	0	0	1	0	0	11	12
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000									180
Sales and Related Occupations 41-0000									0
Office and Administrative Support Occupations 43-0000									129
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000									25
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000									2
Total									1,358

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				56		56	56
Associate professors				63		63	63
Assistant professors				54		54	54
Instructors				39		39	39
Lecturers				0		0	0
No academic rank	2			0		2	2
Total men	2	0	0	212	0	214	214
Total men full-time instructional staff from Part A						214	

Women

Academic Rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Professors				29		29	29
Associate professors				50		50	50
Assistant professors				46		46	46
Instructors				73		73	73
Lecturers				0		0	0
No academic rank				0		0	0
Total women	0	0	0	198	0	198	198
Total women full-time instructional staff from Part A						198	

Total (men+women)	2	0	0	410	0	412	412
Total (men+women) full-time instructional staff from Part A						412	

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	56				6,445,215	6,445,215
Associate professors	63				5,864,752	5,864,752
Assistant professors	54				4,132,534	4,132,534
Instructors	39				2,308,628	2,308,628
Lecturers	0				0	0
No academic rank	2	134,000			0	100,500
Total men	214	134,000	0	0	18,751,129	18,851,629

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	29				3,193,969	3,193,969
Associate professors	50				4,296,476	4,296,476
Assistant professors	46				3,543,820	3,543,820
Instructors	73				4,570,415	4,570,415
Lecturers	0				0	0
No academic rank	0				0	0
Total women	198	0	0	0	15,604,680	15,604,680

Total (men + women)	412	134,000	0	0	34,355,809	34,456,309
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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	56				115,093	115,093
Associate professors	63				93,091	93,091
Assistant professors	54				76,528	76,528
Instructors	39				59,196	59,196
Lecturers	0					
No academic rank	2	67,000				50,250
Total men	214	67,000			88,449	88,092

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	29				110,137	110,137
Associate professors	50				85,930	85,930
Assistant professors	46				77,040	77,040
Instructors	73				62,608	62,608
Lecturers	0					
No academic rank	0					
Total women	198				78,812	78,812

Total (men+women)	412	67,000			83,795	83,632
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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
<u>Research staff</u>	0	
<u>Public Service staff</u>	0	
<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000	160	8,371,838
<u>Management Occupations</u> 11-0000	115	12,840,858
<u>Business and Financial Operations Occupations</u> 13-0000	141	7,728,625
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	86	5,155,441
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	96	6,698,791
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000	12	798,747
<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	180	6,823,966
<u>Sales and Related Occupations</u> 41-0000	0	0
<u>Office and Administrative Support Occupations</u> 43-0000	129	5,354,282
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	25	1,440,658
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	2	84,843
Total	946	55,298,049
Total from prior year	880	47,693,275

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	2		
Hispanic/Latino	1		
American Indian or Alaska Native	0		
Asian	1		
Black or African American	6		
Native Hawaiian or Other Pacific Islander	0		
White	36		
Two or more races	0		
Race and ethnicity unknown	2		
Total men	48	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
U.S. Nonresident	1		
Hispanic/Latino	3		
American Indian or Alaska Native	0		
Asian	3		
Black or African American	13		
Native Hawaiian or Other Pacific Islander	0		
White	62		
Two or more races	0		
Race and ethnicity unknown	0		
Total women	82	0	0

Total (men+women)	130	0	0
Total from prior year	175		

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	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u>
<u>U.S. Nonresident</u>					0
<u>Hispanic/Latino</u>					0
<u>American Indian or Alaska Native</u>					0
<u>Asian</u>					0
<u>Black or African American</u>				3	3
<u>Native Hawaiian or Other Pacific Islander</u>					0
<u>White</u>				11	11
Two or more races					0
<u>Race and ethnicity unknown</u>					0
Total men	0	0	0	14	14

Women

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u>
<u>U.S. Nonresident</u>					0
<u>Hispanic/Latino</u>				2	2
<u>American Indian or Alaska Native</u>				1	1
<u>Asian</u>					0
<u>Black or African American</u>				17	17
<u>Native Hawaiian or Other Pacific Islander</u>					0
<u>White</u>			1	27	28
Two or more races					0
<u>Race and ethnicity unknown</u>					0
Total women	0	0	1	47	48

Total (men+women)	0	0	1	☒ 61	☒ 62
Total from prior year				2	2

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	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>					
<u>Hispanic/Latino</u>					
<u>American Indian or Alaska Native</u>					
<u>Asian</u>					
<u>Black or African American</u>					
<u>Native Hawaiian or Other Pacific Islander</u>					
<u>White</u>					
Two or more races					
<u>Race and ethnicity unknown</u>	1				
Total men	1	0	0	0	0

Women

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>					
<u>Hispanic/Latino</u>					
<u>American Indian or Alaska Native</u>					
<u>Asian</u>					
<u>Black or African American</u>					
<u>Native Hawaiian or Other Pacific Islander</u>					
<u>White</u>	1				
Two or more races					
<u>Race and ethnicity unknown</u>					
Total women	1	0	0	0	0

Total (men+women)	2	0	0	0	0
Total from prior year	2				

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	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All part-time staff)
<u>U.S. Nonresident</u>	0	0	0	0	0	2
<u>Hispanic/Latino</u>						1
<u>American Indian or Alaska Native</u>						0
<u>Asian</u>						1
<u>Black or African American</u>						9
<u>Native Hawaiian or Other Pacific Islander</u>						0
<u>White</u>						47
Two or more races						0
<u>Race and ethnicity unknown</u>						3
Total men	0	0	0	0	0	63

Women

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All part-time staff)
<u>U.S. Nonresident</u>						1
<u>Hispanic/Latino</u>						5
<u>American Indian or Alaska Native</u>						1
<u>Asian</u>						3
<u>Black or African American</u>						30
<u>Native Hawaiian or Other Pacific Islander</u>						0
<u>White</u>						91
Two or more races						0
<u>Race and ethnicity unknown</u>						0
Total women	0	0	0	0	0	131
Total (men+women)	0	0	0	0	0	194
Total from prior year						179

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>U.S. Nonresident</u>	18	38	26	82
<u>Hispanic/Latino</u>	0	0	2	2
<u>American Indian or Alaska Native</u>	0	0	0	0
<u>Asian</u>	5	15	7	27
<u>Black or African American</u>	0	4	3	7
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0
<u>White</u>	3	6	7	16
Two or more races	0	0	0	0
<u>Race and ethnicity unknown</u>	0	0	0	0
Total men	26	63	45	134

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>U.S. Nonresident</u>	13	17	10	40
<u>Hispanic/Latino</u>	0	1	0	1
<u>American Indian or Alaska Native</u>	0	1	0	1
<u>Asian</u>	2	6	10	18
<u>Black or African American</u>	0	1	2	3
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0
<u>White</u>	5	9	17	31
Two or more races	0	0	0	0
<u>Race and ethnicity unknown</u>	0	0	0	0
Total women	20	35	39	94

Total (men+women)	☒ 46	☒ 98	☒ 84	228
Total from prior year	102	57	27	186

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

Number of **Part-time Staff**

As of November 1, 2024

Occupational category		With <u>Faculty Status</u>						Without Faculty Status	Total
		<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>					
				<u>Multi-year</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>	<u>Indefinite duration (continuing or at-will)</u>		
<u>Primarily Instruction</u>		0	0	0	0	130	0	0	130
	 Exclusively credit					130			130
	 Exclusively not-for-credit								0
	Combined credit/not-for-credit								0
<u>Instruction/research/public service staff</u>									0
<u>Research staff</u>									0
<u>Public Service staff</u>									0
<u>Archivists, Curators, and Museum Technicians 25-4010</u>									0
<u>Librarians and Media Collections Specialists 25-4020</u>								0	0
<u>Library Technicians 25-4030</u>								1	1
 <u>Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000</u>								61	61
<u>Management Occupations 11-0000</u>								2	2
<u>Business and Financial Operations Occupations 13-0000</u>									0
<u>Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000</u>									0
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000</u>									0
<u>Healthcare Practitioners and Technical Occupations 29-0000</u>									0
Total		0	0	0	0	130	0	64	194
Total from prior year		0	0		0	115		64	179

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	130	0	0	130
	Exclusively credit					130			130
	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							0		0
Library Technicians 25-4030							1		1
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							61		61
Management Occupations 11-0000							2		2
Business and Financial Operations Occupations 13-0000									0
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000									0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000									0
Healthcare Practitioners and Technical Occupations 29-0000									0
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									228
	Teaching 25-9044								46
	Research								98
	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,								84

	25-2000, 25-3000, 25-9000, 29-0000	
Total		422

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 <u>Faculty Status</u>							Without Faculty Status	Total
	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>						
			<u>Multi-year</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>	<u>Indefinite duration (continuing or at-will)</u>			
<u>U.S. Nonresident</u>									0
<u>Hispanic/Latino</u>	1	1							2
<u>American Indian or Alaska Native</u>									0
<u>Asian</u>		6		1					7
<u>Black or African American</u>		2							2
<u>Native Hawaiian or Other Pacific Islander</u>									0
<u>White</u>	2	3		3				1	9
Two or more races									0
<u>Race and ethnicity unknown</u>									0
Total men	3	12	0	4	0	0	0	1	20

Women

Race/ethnicity	With <u>Faculty Status</u>							Without Faculty Status	Total
	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>						
			<u>Multi-year</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>	<u>Indefinite duration (continuing or at-will)</u>			
<u>U.S. Nonresident</u>									0
<u>Hispanic/Latino</u>		2		2					4
<u>American Indian or Alaska Native</u>									0
<u>Asian</u>		4							4
<u>Black or African American</u>		1							1
<u>Native Hawaiian or Other Pacific Islander</u>									0
<u>White</u>	1	5		7					13
Two or more races									0
<u>Race and ethnicity unknown</u>									0
Total women	1	12	0	9	0	0	0	0	22
Total (men+women)	4	24	0	13	0	0	0	1	42

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	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
<u>U.S. Nonresident</u>	0			
<u>Hispanic/Latino</u>	2			
<u>American Indian or Alaska Native</u>	0			
<u>Asian</u>	7			
<u>Black or African American</u>	2			
<u>Native Hawaiian or Other Pacific Islander</u>	0			
<u>White</u>	9			
Two or more races	0			
<u>Race and ethnicity unknown</u>	0			
Total men	20	0	0	1

Women

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
<u>U.S. Nonresident</u>	0			
<u>Hispanic/Latino</u>	4			
<u>American Indian or Alaska Native</u>	0			
<u>Asian</u>	4			
<u>Black or African American</u>	1			
<u>Native Hawaiian or Other Pacific Islander</u>	0			
<u>White</u>	13			
Two or more races	0			
<u>Race and ethnicity unknown</u>	0			
Total women	22	0	0	6
Total (men+women)	42	0	0	7

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	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>					
<u>Hispanic/Latino</u>	0	1	0	1	0
<u>American Indian or Alaska Native</u>					
<u>Asian</u>	0	1	1	0	0
<u>Black or African American</u>	1	0	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>					
<u>White</u>	0	2	3	3	0
Two or more races					
<u>Race and ethnicity, unknown</u>					
Total men	1	4	4	4	0

Women

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>					
<u>Hispanic/Latino</u>	1				
<u>American Indian or Alaska Native</u>					
<u>Asian</u>	0	0	1	0	0
<u>Black or African American</u>	0	3	0	1	0
<u>Native Hawaiian or Other Pacific Islander</u>					
<u>White</u>	0	4	0	4	0
Two or more races					
<u>Race and ethnicity, unknown</u>					
Total women	1	7	1	5	0
Total (men+women)	2	11	5	9	0

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	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All full-time new hires)
<u>U.S. Nonresident</u>						0
<u>Hispanic/Latino</u>						4
<u>American Indian or Alaska Native</u>						0
<u>Asian</u>						9
<u>Black or African American</u>	0	0	0	0	1	5
<u>Native Hawaiian or Other Pacific Islander</u>						0
<u>White</u>	3	0	0	1	0	21
Two or more races						0
<u>Race and ethnicity unknown</u>						0
Total men	3	0	0	1	1	39

Women

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All full-time new hires)
<u>U.S. Nonresident</u>						0
<u>Hispanic/Latino</u>						6
<u>American Indian or Alaska Native</u>						0
<u>Asian</u>	0	0	1	0	0	7
<u>Black or African American</u>	2	0	1	0	0	10
<u>Native Hawaiian or Other Pacific Islander</u>						0
<u>White</u>	4	0	2	0	0	29
Two or more races						0
<u>Race and ethnicity unknown</u>						0
Total women	6	0	4	0	0	52
Total (men+women)	9	0	4	1	1	91

Human Resources Survey Evaluation

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

Yes, at Lamar University, Field Supervisors work within the Instructional area; however, their primary duties are not instructional. This makes them difficult to categorize, as they support instructional efforts without directly engaging in teaching.

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:		Worrick Jackson			
Email:		worrick.jackson@lamar.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	2.00 hours	40.00 hours	8.00 hours	24.00 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		1,358	194	1,423
Instructional Staff		412	130	455
Primarily Instruction		412	130	455
Exclusively credit		412	130	455
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		160	62	181
Librarians, Curators, and Archivists SOC 25-4000		16	1	16
Archivists, Curators, and Museum Technicians 25-4010		0	0	0
Librarians and Media Collections Specialists 25-4020		8	0	8
Library Technicians 25-4030		8	1	8
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000		144	61	164
Management Occupations 11-0000		115	2	116
Business and Financial Operations Occupations 13-0000		141	0	141
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000		86	0	86
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000		96	0	96
Healthcare Practitioners and Technical Occupations 29-0000		12	0	12
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000		180	0	180
Sales and Related Occupations 41-0000		0	0	0
Office and Administrative Support Occupations 43-0000		129	0	129
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000		25	0	25
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000		2	0	2

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	2	0	0	410	412	3,714	34,489,809	9,286
Professors	0	0	0	85	85	765	9,639,184	12,600
Associate professors	0	0	0	113	113	1,017	10,161,228	9,991
Assistant professors	0	0	0	100	100	900	7,676,354	8,529
Instructors	0	0	0	112	112	1,008	6,879,043	6,824
Lecturers	0	0	0	0	0	0	0	
No academic rank	2	0	0	0	2	24	134,000	5,583
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	160	8,371,838
Management Occupations 11-0000	115	12,840,858
Business and Financial Operations Occupations 13-0000	141	7,728,625
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	86	5,155,441
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	96	6,698,791
Healthcare Practitioners and Technical Occupations 29-0000	12	798,747
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	180	6,823,966
Sales and Related Occupations 41-0000	0	0
Office and Administrative Support Occupations 43-0000	129	5,354,282
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	25	1,440,658
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	2	84,843
Total	946	55,298,049

Number of Graduate Assistants by occupational category: Fall 2024		
Occupational category		Number of part-time staff
Graduate Assistants		228
	Teaching 25-9044	46
	Research	98

	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	84
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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	91

Edit Report

Human Resources

Source	Description	Severity	Resolved	Options
Screen: Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Annual Contract				
Screen Entry	This number(119) is outside the expected range of between 54 and 112 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	The total number of faculty members on annual contracts fluctuates due to the nature of non-tenure faculty contracts, which fall under the annual category per the contract policy. These faculty members are hired on a yearly basis, though some may begin their roles outside the traditional Fall start date due to hiring timelines.			
Screen: Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Less-Than-Annual Contract				
Screen Entry	This number(0) is outside the expected range of between 35 and 71 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	The only faculty members hired for less than an academic year are adjuncts, who serve as temporary instructors assigned to teach specific courses. All the full time non-tenure faculty contracts fall under Annual.			
Screen: Part D - Part-time Staff by Occupational Category - 2				
Screen Entry	This number(61) is outside the expected range of between 0 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	After a review of Field Supervisors' duties, we determined that they are best classified under Student and Academic Affairs and Other Education Services Occupations. Due to the nature of their responsibilities, Field Supervisors did not fit neatly into a single category, making their classification more complex.			
Screen Entry	This number(62) is outside the expected range of between 0 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	After a thorough review of Field Supervisors' duties, we determined that they are best classified under Student and Academic Affairs and Other Education Services Occupations. Due to the nature of their responsibilities, Field Supervisors did not fit neatly into a single category, making their classification more complex.			
Screen: Part D - Graduate assistants				
Screen Entry	This number(46) is outside the expected range of between 67 and 137 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	After reviewing the roles of Graduate Assistants and considering the nature of their responsibilities, the classifications for Teaching, Research, and Other were reorganized to better align with the appropriate categories.			
Screen Entry	This number(98) is outside the expected range of between 38 and 76 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	After reviewing the roles of Graduate Assistants and considering the nature of their responsibilities, the classifications for Teaching, Research, and Other were reorganized to better align with the appropriate categories.			
Screen Entry	This number(84) is outside the expected range of between 18 and 36 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason	After reviewing the roles of Graduate Assistants and considering the nature of their responsibilities, the classifications for Teaching, Research, and Other were reorganized to better align with the appropriate categories.			