

Institution: Angelo State University (222831)
User ID: P2228311

Overview

Human Resources Overview

Welcome to the IPEDS Human Resources (HR) survey component. The HR component collects important information about your institution's staff.

Data Reporting Reminders

- Report each employee only once. If an employee could be coded in more than one occupation, code the employee in the occupation that requires the highest level of skill OR if there is no measurable difference in skill requirements, code the employee in the occupation in which they spend the most time.
- Report staff members difficult to categorize in the "Human Resources Survey Evaluation" box at the end of the survey.
- Enter data on each displayed screen. If a screen is not applicable, enter at least one zero in a field on the screen and save before continuing.
- When reporting salary data (applicable to degree-granting institutions only) include all full-time, non-medical school, instructional staff - both with and without faculty status.

See the instructions for the **Key Reporting Concepts** section -- basic reporting concepts that will assist you in completing the Human Resources survey component.

Resources:

- To download the survey materials for this component: [Survey Materials](#)
- To access your prior year data submission for this component: [Reported Data](#)
- All staff must now be reported using the new IPEDS occupational categories, which align with the 2010 Standard Occupational Classification (SOC) codes. Additional information and resources can be found in the [IPEDS HR/SOC Information Center](#), including general information about the SOC, the IPEDS/SOC crosswalk, a SOC Browse Tool, frequently asked questions, and web tutorials.

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

Human Resources Screening Questions

Does your institution have any part-time staff?

If you answer **Yes** to this question, you will be provided the screens to report part-time staff.

No

Yes

Does your institution have graduate assistants?

If you answer **Yes** to this question, you will be provided the screens to report graduate assistants.

No

Yes

Does your institution have 15 or more full-time staff?

No

Yes

Does your institution have a tenure system?

If you answer **Yes** to this question, you will be provided the screens to report some data by tenure status.

No

Yes

Did your institution hire any **full-time permanent staff** who were included on the payroll of the institution between **July 1 and October 31, 2015** either for the **first time** (new to the institution) or **after a break in service** AND who were still on the payroll of the institution as of **November 1, 2015**? (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

If you answer **Yes** to this question, you will be provided the screens to report **full-time permanent new hires** in **Part H**.

No

Yes

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

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

No

Yes

Are ALL of the instructional staff military personnel?

No

Yes

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

You may use the space below to provide context for the data you've reported above.

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

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

As of November 1, 2015

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien			0				0
Hispanic/Latino			3				3
American Indian or Alaska Native			0				0
Asian			4				4
Black or African American			1				1
Native Hawaiian or Other Pacific Islander			0				0
White			29				29
Two or more races			0				0
Race and ethnicity unknown			2				2
Total men			39				39

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien			0				0
Hispanic/Latino			3				3
American Indian or Alaska Native			0				0
Asian			1				1
Black or African American			1				1
Native Hawaiian or Other Pacific Islander			0				0
White			19				19
Two or more races			0				0
Race and ethnicity unknown			0				0
Total women			24				24

Total (men+women) 63

Total from prior year 70

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 or Continuing or At-will Contract**

As of November 1, 2015

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien				0		0	0
Hispanic/Latino				5		0	5
American Indian or Alaska Native				0		0	0
Asian				0		0	0
Black or African American				0		0	0
Native Hawaiian or Other Pacific Islander				0		0	0
White				19		6	25
Two or more races				0		0	0
Race and ethnicity unknown				0		0	0
Total men				24		6	30

Women

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien				0		0	0
Hispanic/Latino				1		3	4
American Indian or Alaska Native				0		0	0
Asian				0		1	1
Black or African American				0		1	1
Native Hawaiian or Other Pacific Islander				0		0	0
White				25		17	42
Two or more races				0		0	0
Race and ethnicity unknown				0		0	0
Total women				26		22	48
Total (men+women)				50		28	78
Total from prior year							68

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, 2015

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men

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

Women

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

Total (men+women)

				1			1
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Total from prior year

5

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, 2015

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							
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							

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							
Hispanic/Latino							
American Indian or Alaska Native							
Asian							
Black or African American							
Native Hawaiian or Other Pacific Islander							
White							
Two or more races							
Race and ethnicity unknown							
Total women							

Total (men+women)

Total from prior year							
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Part A1 - Full-time Instructional Staff - Without Faculty Status

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2015

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men

Race/ethnicity	Without Faculty Status
Nonresident alien	
Hispanic/Latino	
American Indian or Alaska Native	
Asian	
Black or African American	
Native Hawaiian or Other Pacific Islander	
White	
Two or more races	
Race and ethnicity unknown	
Total men	

Women

Race/ethnicity	Without Faculty Status
Nonresident alien	
Hispanic/Latino	
American Indian or Alaska Native	
Asian	
Black or African American	
Native Hawaiian or Other Pacific Islander	
White	
Two or more races	
Race and ethnicity unknown	
Total women	

Total (men+women)

Total from prior year	
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Part A2 - Full-time Instructional Staff by Function

Number of Full-time Instructional Staff

As of November 1, 2015

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

	With <u>Faculty Status</u>					Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Instructional staff	122	63	78	1	0	0	264
Total carried forward from previous screens	122	63	78	1			264
<u>Primarily Instruction</u>	117	62	75	1	0		255
Exclusively credit	117	62	75	1	0		255
Exclusively not-for-credit							
Combined credit/not-for-credit							
<u>Instruction/research/public service staff</u>	5	1	3				9

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2015

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	0	0	0
Hispanic/Latino	11	12	23
American Indian or Alaska Native	2	1	3
Asian	8	4	12
Black or African American	2	4	6
Native Hawaiian or Other Pacific Islander	0	0	0
White	124	94	218
Two or more races	0	0	0
Race and ethnicity unknown	2	0	2
Total	149	115	264
Total from prior year			265

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

Number of **Full-time Non-instructional Staff**

by Occupational Category

As of November 1, 2015

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	0		
Hispanic/Latino	11		
American Indian or Alaska Native	2		
Asian	8		
Black or African American	2		
Native Hawaiian or Other Pacific Islander	0		
White	124		
Two or more races	0		
Race and ethnicity unknown	2		
Total men	149		

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	0		
Hispanic/Latino	12		
American Indian or Alaska Native	1		
Asian	4		
Black or African American	4		
Native Hawaiian or Other Pacific Islander	0		
White	94		
Two or more races	0		
Race and ethnicity unknown	0		
Total women	115		

Total (men+women) 264

Total from prior year **265**

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2015

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	0	0	0
Hispanic/Latino	0	0	2	3
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	6	8	22
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total women	2	6	10	25
Total (men+women)	2	7	10	32
Total from prior year	2	7	13	39

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2015

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


•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	0	0	0	0
Hispanic/Latino	2	1	1	3	
American Indian or Alaska Native	0	0	1	0	
Asian	0	1	0	1	
Black or African American	0	0	0	0	
Native Hawaiian or Other Pacific Islander	0	0	0	0	
White	24	11	29	32	
Two or more races	0	0	0	0	
Race and ethnicity unknown	0	0	0	0	
Total men	26	13	31	36	

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	0	0	0	0
Hispanic/Latino	1	8	2	7	
American Indian or Alaska Native	2	0	0	0	
Asian	0	0	1	0	
Black or African American	0	0	0	0	
Native Hawaiian or Other Pacific Islander	0	0	0	0	
White	29	23	9	26	
Two or more races	0	0	0	0	
Race and ethnicity unknown	0	0	0	0	
Total women	32	31	12	33	

Total (men+women)	58	44	43	69	
Total from prior year	53	43	43	69	4

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2015

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien	0	0	0	0	0	0
Hispanic/Latino	13	0	2	10	2	46
American Indian or Alaska Native	0	0	0	1	0	4
Asian	0	0	0	0	0	10
Black or African American	0	2	2	0	1	8
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	12	1	6	26	2	273
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	2
Total men	25	3	10	37	5	343

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien	0	0	0	0	0	0
Hispanic/Latino	1	1	18	0	0	55
American Indian or Alaska Native	0	0	2	0	0	5
Asian	0	0	1	0	0	6
Black or African American	0	1	0	0	0	5
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	1	6	78	0	0	304
Two or more races	0	0	0	0	0	0
	0	0	0	0	0	0

Race and ethnicity unknown						
Total women	2	8	99	0	0	375
Total (men+women)	27	11	109	37	5	718
Total from prior year	26	10	108	40	5	727

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

Number of <u>Full-time Non-instructional Staff</u>							
As of November 1, 2015							
Occupational category	With Faculty Status					Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at -will contract	Annual contract	Less-than-annual contract		
Research staff							
Public Service staff							
Archivists, Curators, and Museum Technicians 25-4010						2	2
Librarians 25-4020						7	7
Library Technicians 25-4030						10	10
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000						32	32
Management Occupations 11-0000						58	58
Business and Financial Operations Occupations 13-0000						44	44
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000						43	43
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000						69	69
Healthcare Practitioners and Technical Occupations 29-0000							
Total	0	0	0	0	0	265	265
Total from prior year						273	273

Part G - Salaries Worksheet

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

Annual Salary, 2015-16

- 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
- Balance column should include instructional staff whose annual salary covers less than 9 months worked

Gender and academic rank	Months worked				Total staff for salary reporting	Total number of months	Total full-time instructional staff from Part A	Balance (all other full-time instructional staff)
	12 months	11 months	10 months	9 months				
Men								
Professors	3	1		49	53	488		
Associate professors	1			25	26	237		
Assistant professors	1			39	40	363		
Instructors	3			21	24	225		
Lecturers						0		
No academic rank	1			5	6	57		
Total men	9	1		139	149	1,370	149	0
Women								
Professors				22	22	198		
Associate professors	1	1		17	19	176		
Assistant professors		3		22	25	231		
Instructors		4		23	27	251		
Lecturers						0		
No academic rank				22	22	198		
Total women	1	8		106	115	1,054	115	0
Total (men + women)	10	9		245	264	2,424	264	0

Part G - Salary Outlays for Instructional Staff

Salary Outlays

for Full-time Instructional Staff

Annual Salary Outlays, 2015-16

•Report the TOTAL ANNUAL salary outlays for the full-time instructional staff reported in the 12 months, 11 months, 10 months, and 9 months columns on the previous screen

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Total number of months (from Part G, screen 1)	? Total annual salary outlays	? Weighted average monthly salaries
Men				
Professors	53	488	4,306,378	8,825
Associate professors	26	237	1,883,017	7,945
Assistant professors	40	363	2,507,794	6,909
Instructors	24	225	964,651	4,287
Lecturers		0		
No academic rank	6	57	410,963	7,210
Total men	149	1,370	10,072,803	7,352
Women				
Professors	22	198	1,762,451	8,901
Associate professors	19	176	1,288,811	7,323
Assistant professors	25	231	1,477,271	6,395
Instructors	27	251	1,127,669	4,493
Lecturers		0		
No academic rank	22	198	1,282,807	6,479
Total women	115	1,054	6,939,009	6,584
Total (men + women)	264	2,424	17,011,812	7,018

Part G - Salary Outlays for Non-instructional Staff

Salary Outlays

for Full-time Non-instructional Staff

Annual Salary Outlays, 2015-16

Occupational category	Number of full-time staff (carried forward from previous screens)	Total annual salary outlays
Research staff		
Public Service staff		
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	51	2,141,933
Management Occupations 11-0000	58	5,353,529
Business and Financial Operations Occupations 13-0000	44	1,966,775
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	43	2,683,496
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	69	3,113,881
Healthcare Practitioners and Technical Occupations 29-0000		
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	27	994,298
Sales and Related Occupations 41-0000	11	381,555
Office and Administrative Support Occupations 43-0000	109	3,261,597
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	37	1,465,009
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	5	158,541

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2015

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

Men

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	0		
Hispanic/Latino	3		
American Indian or Alaska Native	0		
Asian	0		
Black or African American	0		
Native Hawaiian or Other Pacific Islander	0		
White	33		
Two or more races	0		
Race and ethnicity unknown	0		
Total men	36		

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	0		
Hispanic/Latino	6		
American Indian or Alaska Native	2		
Asian	1		
Black or African American	1		
Native Hawaiian or Other Pacific Islander	0		
White	72		
Two or more races	0		
Race and ethnicity unknown	0		
Total women	82		

Total (men+women)

118

Total from prior year

85

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2015

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

Men

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

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien				0	0
Hispanic/Latino				0	0
American Indian or Alaska Native				0	0
Asian				0	0
Black or African American				0	0
Native Hawaiian or Other Pacific Islander				0	0
White				2	2
Two or more races				0	0
Race and ethnicity unknown				0	0
Total women				2	2

Total (men+women)				3	3
Total from prior year				1	1

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff****As of November 1, 2015**

•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>Nonresident alien</u>					0
<u>Hispanic/Latino</u>					0
<u>American Indian or Alaska Native</u>					0
<u>Asian</u>					0
<u>Black or African American</u>					1
<u>Native Hawaiian or Other Pacific Islander</u>					0
<u>White</u>					8
<u>Two or more races</u>					0
<u>Race and ethnicity unknown</u>					0
Total men					9

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>Nonresident alien</u>					0
<u>Hispanic/Latino</u>					1
<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>					6
<u>Two or more races</u>					0
<u>Race and ethnicity unknown</u>					0
Total women					7

Total (men+women)

Total (men+women)					16
Total from prior year					6

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2015

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

Men

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

Women

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

Total women	1	6	0	98
Total (men+women)	2	6	4	149
Total from prior year		9	1	102

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2015

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Teaching 25-1191	Research Occupations 11-0000	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	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	Healthcare Practitioners and Technical Occupations 29-0000	Total
Nonresident alien	0	0		0		0	0	0	0
Hispanic/Latino	0	2		0		4	1	1	8
American Indian or Alaska Native	0	0		0		0	0	0	0
Asian	0	1		1		1	0	0	3
Black or African American	0	1		0		2	1	1	5
Native Hawaiian or Other Pacific Islander	0	0		0		0	0	0	0
White	5	11		0		8	11	2	37
Two or more races	0	0		0		0	0	0	0
Race and ethnicity unknown	0	0		0		0	0	0	0
Total men	5	15		1		15	13	4	53

Women

Race/ethnicity	Teaching 25-1191	Research Occupations 11-0000	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	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	Healthcare Practitioners and Technical Occupations 29-0000	Total
Nonresident alien	0	0		0		0	1	0	1
Hispanic/Latino	3	3		0		1	7	0	14
American Indian or Alaska Native	0	0		0		0	0	0	0
Asian	0	0		0		0	1	0	1
Black or African American	0	0		0		0	2	0	2
	0	0		0		0	0	0	0

Native Hawaiian or Other Pacific Islander									
White	5	20		0		11	13	5	54
Two or more races	0	0		0		0	0	0	0
Race and ethnicity unknown	0	0		0		0	0	0	0
Total women	8	23		0		12	24	5	72
Total (men+women)	13	38		1		27	37	9	125
Total from prior year	9	22		3	1	29	59	6	129

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

Number of Part-time Staff

As of November 1, 2015

Occupational category	With Faculty Status					Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Primarily Instruction	0	0	0	4	114		118
Exclusively credit	0	0	0	4	114		118
Exclusively not-for-credit							
Combined credit/not-for-credit							
Instruction/research/public service staff	0	0	0				0
Research staff							
Public Service staff							
Archivists, Curators, and Museum Technicians						0	0
25-4010							
Librarians						0	0
25-4020							
Library Technicians						0	0
25-4030							
Student and Academic Affairs and Other Education Services Occupations						3	3
25-2000 + 25-3000 + 25-9000							
Management Occupations						0	0
11-0000							
Business and Financial Operations Occupations						0	0
13-0000							
Computer, Engineering, and Science Occupations						0	0
15-0000 + 17-0000 + 19-0000							
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations						16	16
21-0000 + 23-0000 + 27-0000							
Healthcare Practitioners and Technical Occupations							
29-0000							
Total	0	0	0	4	114	19	137
Total from prior year	0	0	0	4	81	7	92

Part F - Part-time Summary

Summary of Part-time Staff

As of November 1, 2015

Occupational category	With Faculty Status					Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Primarily Instruction	0	0	0	4	114		118
Exclusively credit	0	0	0	4	114		118
Exclusively not-for-credit							
Combined credit/not-for-credit							
Instruction/research/public service staff	0	0	0				0
Research staff							
Public Service staff							
Archivists, Curators, and Museum Technicians 25-4010						0	0
Librarians 25-4020						0	0
Library Technicians 25-4030						0	0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000						3	3
Management Occupations 11-0000						0	0
Business and Financial Operations Occupations 13-0000						0	0
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000						0	0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000						16	16
Healthcare Practitioners and Technical Occupations 29-0000							
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000							2
Sales and Related Occupations 41-0000							
Office and Administrative Support Occupations 43-0000							6
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000							
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000							4
Graduate Assistants							125
Teaching 25-1191							13
Research							38
Management Occupations 11-0000							
Business and Financial Operations Occupations 13-0000							1

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		27
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000		37
Healthcare Practitioners and Technical Occupations 29-0000		9
Total		274

Part H - New Hires, Full-time Instructional Staff by Tenure Status
Number of Newly Hired Full-time Permanent Instructional Staff

(Hired full-time between July 1 and October 31, 2015 and
 still on the payroll of the institution as of November 1, 2015)

- 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		Not on Tenure Track				
		Track	Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract			
Nonresident alien	0	0	0				0	
Hispanic/Latino	0	1	1				2	
American Indian or Alaska Native	0	0	0				0	
Asian	0	1	0				1	
Black or African American	0	0	0				0	
Native Hawaiian or Other Pacific Islander	0	0	0				0	
White	2	4	5				11	
Two or more races	0	0	0				0	
Race and ethnicity unknown	0	0	0				0	
Total men	2	6	6				14	

Women

Race/ethnicity	With Faculty Status					Without Faculty Status	Total	
	Tenured	On Tenure		Not on Tenure Track				
		Track	Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract			
Nonresident alien	0	0	0				0	
Hispanic/Latino	0	1	0				1	
American Indian or Alaska Native	0	0	0				0	
Asian	0	0	0				0	
Black or African American	1	0	0				1	
Native Hawaiian or Other Pacific Islander	0	0	0				0	
White	0	6	9				15	
Two or more races	0	0	0				0	
Race and ethnicity unknown	0	0	0				0	
Total women	1	7	9				17	
Total (men+women)	3	13	15				31	

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

Number of Newly Hired Full-time Staff

(Hired full-time between July 1 and October 31, 2015 and still on the payroll of the institution as of November 1, 2015)

- 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
Nonresident alien	0			0
Hispanic/Latino	2			0
American Indian or Alaska Native	0			0
Asian	1			0
Black or African American	0			0
Native Hawaiian or Other Pacific Islander	0			0
White	11			2
Two or more races	0			0
Race and ethnicity unknown	0			0
Total men	14			2

Women

Race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			0
Hispanic/Latino	1			0
American Indian or Alaska Native	0			0
Asian	0			0
Black or African American	1			0
Native Hawaiian or Other Pacific Islander	0			0
White	15			3
Two or more races	0			0
Race and ethnicity unknown	0			0
Total women	17			3
Total (men+women)	31			5

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

Number of Newly Hired Full-time Staff

(Hired full-time between July 1 and October 31, 2015 and still on the payroll of the institution as of November 1, 2015)

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Women

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

Total (men+women)		2	1	7	
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Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

(Hired full-time between July 1 and October 31, 2015 and still on the payroll of the institution as of November 1, 2015)

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

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien			0	0	0	0
Hispanic/Latino			0	0	0	2
American Indian or Alaska Native			0	0	0	0
Asian			0	0	0	1
Black or African American			0	1	0	1
Native Hawaiian or Other Pacific Islander			0	0	0	0
White			0	2	1	22
Two or more races			0	0	0	0
Race and ethnicity unknown			0	0	0	0
Total men			0	3	1	26

Women

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

Race and ethnicity unknown	0	0	0	0
Total women	1	10	0	35
Total (men+women)	1	13	1	61

Human Resources Survey Evaluation

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

No

Summary**Human Resources Component Summary**

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

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

**Number of staff by employment status and occupational category:
Fall 2015**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	718	149	768
Instructional Staff	264	118	303
Primary Instruction	255	118	294
Exclusively credit	255	118	294
Exclusively not-for-credit			
Combined credit/not-for-credit			
Instruction/research/public service	9	0	9
Research Staff			
Public Service Staff			
Library and Student and Academic Affairs and Other Education Services Occupations SOC	51	3	52
Librarians, Curators, and Archivists SOC 25-4000	19	0	19
Archivists, Curators, and Museum Technicians SOC 25-4010	2	0	2
Librarians SOC 25-4020	7	0	7
Library Technicians SOC 25-4030	10	0	10
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	32	3	33
Management Occupations SOC 11-0000	58	0	58
Business and Financial Operations Occupations SOC 13-0000	44	0	44
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	43	0	43
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	69	16	74
Healthcare Practitioners and Technical Occupations SOC 29-0000			
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	27	2	28
Sales and Related Occupations SOC 41-0000	11		11
Office and Administrative Support Occupations SOC 43-0000	109	6	111
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	37		37

**Number of staff by employment status and occupational category:
Fall 2015**

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	5	4	6
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NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.

**Salaries of full-time instructional staff by contract length and academic rank:
Academic year 2015-16**

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	10	9		245	264	2,424	\$17,011,812	\$7,018
Professor	3	1		71	75	686	\$6,068,829	\$8,847
Associate professor	2	1		42	45	413	\$3,171,828	\$7,680
Assistant professor	1	3		61	65	594	\$3,985,065	\$6,709
Instructor	3	4		44	51	476	\$2,092,320	\$4,396
Lecturer								
No academic rank	1			27	28	255	\$1,693,770	\$6,642

NOTE: The above data are based on the Salary Outlays part of the IPEDS HR component. The Weighted average monthly salaries of full-time instructional staff by academic rank are calculated by adding the salary outlays reported for Men plus Women by academic rank, then dividing the sum by the "Total Number of Months" for Men plus Women by academic rank. Salaries of full-time instructional staff paid less than 9 months per year are not collected. Also, salaries of medical school staff are not collected. The weighted average monthly salaries may be included in the DFR.

Human Resources

Angelo State University (222831)

Source	Description	Severity	Resolved	Options
Screen: B1 - FT Non-instructional, Occupation - 3				
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	We do not have any healthcare practitioners because our university clinic was outsourced and no longer under direction of the university.			
Screen: D - PT Staff, Occupation - 1				
Screen Entry	This number is outside the expected range of between 56 and 114 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Enrollment in our curriculum and instruction classes has exceeded expectations. More part-time adjuncts were needed to teach the classes.			
Screen: D - PT Staff, Occupation - 4				
Screen Entry	The total number of part-time staff (men + women) reported (149) is outside the expected range of between 67 and 137 based on the prior year value. Please correct your data or explain. (Error #1575)	Explanation	Yes	
Reason:	Nineteen positions were moved from "temporary" positions to part-time staff positions during this time frame.			
Related Screens:	D - PT Staff, Occupation - 4			
Screen: D - Graduate Assistants				
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Angelo State's graduate programs continue to grow. This, coupled with better employee coding to properly identify graduate researchers resulted in this increase.			
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	There were no graduate assistants in this field this year.			
Screen Entry	This number is outside the expected range of between 39 and 79 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Better employee coding to properly identify graduate researchers resulted in this decrease.			
Screen: E - PT Staff, Occupation and Tenure - 1				
Screen Entry	This number is outside the expected range of between 53 and 109 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Enrollment in our curriculum and instruction classes has exceeded expectations. More part-time adjuncts were needed to teach the classes.			
Screen Entry	This number is outside the expected range of between 60 and 124 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Enrollment in our curriculum and instruction classes has exceeded expectations. More part-time adjuncts were needed to teach the classes.			