

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](#)
- 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 **full-time permanent staff** who were included on the payroll of the institution between **November 1, 2017 and October 31, 2018** either for the **first time** (new to the institution) or **after a break in service**? Do not exclude persons who were no longer on the payroll as of November 1, 2018. (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

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

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, 2018**

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

**Men**

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino			2				2
American Indian or Alaska Native							0
Asian			7				7
Black or African American			2				2
Native Hawaiian or Other Pacific Islander							0
White			26				26
Two or more races							0
Race and ethnicity unknown			2				2
<b>Total men</b>	0	0	39	0	0	0	39

**Women**

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino			1				1
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White			26				26
Two or more races							0
Race and ethnicity unknown							0
<b>Total women</b>	0	0	27	0	0	0	27

**Total (men+women)** 0 0 66 0 0 0 0 66

Total from prior year 73

**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, 2018

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

**Men**

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

**Women**

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
<b>Total women</b>	0	0	0	0	0	0	0
<b>Total (men+women)</b>	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, 2018

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

**Men**

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

**Women**

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White			2	3			5
Two or more races							0
Race and ethnicity unknown							0
<b>Total women</b>	0	0	2	3	0	0	5
<b>Total (men+women)</b>	0	0	3	4	0	0	7
Total from prior year							2

**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, 2018

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

**Men**

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

**Women**

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

<b>Total (men+women)</b>	0	0	0	0	0	0	0
Total from prior year							

**Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Indefinite duration contract**

**Number of Full-time Instructional Staff  
 With Faculty Status  
 Not on Tenure Track - Indefinite duration contract**

As of November 1, 2018

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

**Men**

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino				5		1	6
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White				24		4	28
Two or more races							0
Race and ethnicity unknown							0
<b>Total men</b>	0	0	0	29	0	5	34

**Women**

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino				2		4	6
American Indian or Alaska Native						2	2
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White				40		14	54
Two or more races							0
Race and ethnicity unknown							0
<b>Total women</b>	0	0	0	42	0	20	62
<b>Total (men+women)</b>	0	0	0	71	0	25	96
Total from prior year							100



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

**Number of Full-time Instructional Staff**

**Without Faculty Status**

**As of November 1, 2018**

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

**Men**

Race/ethnicity	Without Faculty Status
Nonresident alien	0
Hispanic/Latino	
American Indian or Alaska Native	
Asian	
Black or African American	
Native Hawaiian or Other Pacific Islander	
White	
Two or more races	
Race and ethnicity unknown	
<b>Total men</b>	<b>0</b>

**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	
<b>Total women</b>	<b>0</b>

**Total (men+women)**

<b>Total (men+women)</b>	<b>0</b>
Total from prior year	



**Part A3 - Full-time Instructional Staff - Totals**

**Total number of Full-time Instructional Staff**

**As of November 1, 2018**

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	0	0	0
Hispanic/Latino	12	13	25
American Indian or Alaska Native	1	3	4
Asian	13	3	16
Black or African American	3	4	7
Native Hawaiian or Other Pacific Islander	0	0	0
White	129	122	251
Two or more races	0	0	0
Race and ethnicity unknown	3	0	3
<b>Total</b>	161	145	306
Total from prior year			<b>308</b>

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

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

by Occupational Category

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	0		0
Hispanic/Latino	12		
American Indian or Alaska Native	1		
Asian	13		
Black or African American	3		
Native Hawaiian or Other Pacific Islander	0		
White	129		
Two or more races	0		
Race and ethnicity unknown	3		
<b>Total men</b>	<b>161</b>	<b>0</b>	<b>0</b>

**Women**

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	0		
Hispanic/Latino	13		
American Indian or Alaska Native	3		
Asian	3		
Black or African American	4		
Native Hawaiian or Other Pacific Islander	0		
White	122		
Two or more races	0		
Race and ethnicity unknown	0		
<b>Total women</b>	<b>145</b>	<b>0</b>	<b>0</b>

**Total (men+women)** 306 0 0

Total from prior year **308**

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

### Men

Race/ethnicity	<u>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
Nonresident alien				
Hispanic/Latino				2
American Indian or Alaska Native				
Asian				
Black or African American				1
Native Hawaiian or Other Pacific Islander				
White		2	1	10
Two or more races				
Race and ethnicity unknown				
<b>Total men</b>	0	2	1	13

### 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
Nonresident alien				
Hispanic/Latino			5	3
American Indian or Alaska Native				
Asian				
Black or African American				2
Native Hawaiian or Other Pacific Islander				
White	2	6	4	22
Two or more races				
Race and ethnicity unknown				
<b>Total women</b>	2	6	9	27
<b>Total (men+women)</b>	2	8	10	40
Total from prior year	2	8	11	34

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino	2	2	1	3	
American Indian or Alaska Native			1		
Asian		1	1		
Black or African American				7	
Native Hawaiian or Other Pacific Islander					
White	19	8	31	38	
Two or more races					
Race and ethnicity unknown	1			1	
<b>Total men</b>	<b>22</b>	<b>11</b>	<b>34</b>	<b>49</b>	<b>0</b>

**Women**

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino	2	7	2	13	
American Indian or Alaska Native	1				
Asian			1		
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	26	23	10	24	
Two or more races					
Race and ethnicity unknown		1		1	
<b>Total women</b>	<b>29</b>	<b>31</b>	<b>13</b>	<b>38</b>	<b>0</b>

<b>Total (men+women)</b>	<b>51</b>	<b>42</b>	<b>47</b>	<b>87</b>	<b>0</b>
Total from prior year	<b>57</b>	<b>38</b>	<b>47</b>	<b>81</b>	

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)	
Nonresident alien						0	
Hispanic/Latino	16	1	4		11	3	57
American Indian or Alaska Native					1		3
Asian							15
Black or African American					1	1	13
Native Hawaiian or Other Pacific Islander							0
White	12	3	8		29	1	291
Two or more races							0
Race and ethnicity unknown				1			6
<b>Total men</b>	<b>28</b>	<b>4</b>	<b>13</b>		<b>42</b>	<b>5</b>	<b>385</b>

**Women**

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)	
Nonresident alien						0	
Hispanic/Latino	1	2	22				70
American Indian or Alaska Native				2			6
Asian				1			5
Black or African American				1			7
Native Hawaiian or Other Pacific Islander							0
White	4	5	77			1	326
Two or more races							0
				1			3

Race and ethnicity unknown						
<b>Total women</b>	5	7	104	0	1	417
<b>Total (men+women)</b>	33	11	117	42	6	802
Total from prior year	<b>30</b>	<b>9</b>	<b>106</b>	<b>42</b>	<b>6</b>	<b>779</b>



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

Number of <u>Full-time</u> Non-instructional Staff								
As of November 1, 2018								
Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
		Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)			
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010							2	2
Librarians and Media Collections Specialists 25-4020							8	8
Library Technicians 25-4030							10	10
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							40	40
Management Occupations 11-0000							51	51
Business and Financial Operations Occupations 13-0000							42	42
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							47	47
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							87	87
Healthcare Practitioners and Technical Occupations 29-0000								0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>287</b>	<b>287</b>
Total from prior year							<b>278</b>	<b>278</b>



## Part G1 - Salaries Worksheet

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

#### Annual Salary, 2018-19

- Report the number of instructional staff based on the number of months to be worked
- Months reported should correspond with the number of months that staff worked (which may differ from the number of months over which they are paid)
- Include ONLY full-time instructional staff
- Include instructional staff *with* faculty status and *without* faculty status
- Include instructional staff regardless of tenure status

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
<b>Men</b>							
Professors	3	1		50		54	54
Associate professors	1			30		31	31
Assistant professors	2			39		41	41
Instructors	2			28		30	30
Lecturers						0	0
No academic rank				5		5	5
<b>Total men</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>152</b>	<b>0</b>	<b>161</b>	<b>161</b>
Total men full-time instructional staff from Part A						161	
<b>Women</b>							
Professors	1	1		24		26	26
Associate professors				24		24	24
Assistant professors		6		24		30	30
Instructors		11		34		45	45
Lecturers						0	0
No academic rank	1			19		20	20
<b>Total women</b>	<b>2</b>	<b>18</b>	<b>0</b>	<b>125</b>	<b>0</b>	<b>145</b>	<b>145</b>
Total women full-time instructional staff from Part A						145	
<b>Total (men+women)</b>	<b>10</b>	<b>19</b>	<b>0</b>	<b>277</b>	<b>0</b>	<b>306</b>	<b>306</b>
Total (men+women) full-time instructional staff from Part A						306	

## Part G2 - Salary Outlays for Instructional Staff

### Salary Outlays

#### for Full-time Instructional Staff

#### Annual Salary Outlays, 2018-19

•Report the TOTAL ANNUAL salary outlays for the full-time instructional staff reported in the 12 months, 11 months, 10 months, and 9 months columns on the previous screen, Part G1 – Salaries Worksheet


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

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays					Equated 9 months
		12 months	11 months	10 months	9 months		
<b>Men</b>							
Professors	54	311,304	105,317		4,083,509	4,403,136	
Associate professors	31	80,257			2,252,586	2,312,779	
Assistant professors	41	150,953			2,574,370	2,687,585	
Instructors	30	104,393			1,314,026	1,392,321	
Lecturers	0					0	
No academic rank	5				394,129	394,129	
<b>Total men</b>	<b>161</b>	<b>646,907</b>	<b>105,317</b>	<b>0</b>	<b>10,618,620</b>	<b>11,189,950</b>	
<b>Women</b>							
Professors	26	86,454	88,285		2,029,232	2,166,290	
Associate professors	24				1,637,478	1,637,478	
Assistant professors	30		432,145		1,473,709	1,827,204	
Instructors	45		647,765		1,553,822	2,083,694	
Lecturers	0					0	
No academic rank	20	87,280			1,183,373	1,248,833	
<b>Total women</b>	<b>145</b>	<b>173,734</b>	<b>1,168,195</b>	<b>0</b>	<b>7,877,614</b>	<b>8,963,498</b>	
<b>Total (men + women)</b>	<b>306</b>	<b>820,641</b>	<b>1,273,512</b>	<b>0</b>	<b>18,496,234</b>	<b>20,153,448</b>	

### Part G3 - Average Salaries for Instructional Staff by Academic Rank

#### Average Salary by academic rank for Full-time Instructional Staff

#### Annual Average Salaries, 2018-19

Gender and academic 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
<b>Men</b>						
Professors	54	103,768	105,317		81,670	81,540
Associate professors	31	80,257			75,086	74,606
Assistant professors	41	75,477			66,009	65,551
Instructors	30	52,197			46,930	46,411
Lecturers	0					
No academic rank	5				78,826	78,826
<b>Total men</b>	<b>161</b>	<b>80,863</b>	<b>105,317</b>		<b>69,859</b>	<b>69,503</b>
<b>Women</b>						
Professors	26	86,454	88,285		84,551	83,319
Associate professors	24				68,228	68,228
Assistant professors	30		72,024		61,405	60,907
Instructors	45		58,888		45,701	46,304
Lecturers	0					
No academic rank	20	87,280			62,283	62,442
<b>Total women</b>	<b>145</b>	<b>86,867</b>	<b>64,900</b>		<b>63,021</b>	<b>61,817</b>
<b>Total (men+women)</b>	<b>306</b>	<b>82,064</b>	<b>67,027</b>		<b>66,773</b>	<b>65,861</b>

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

**Salary Outlays**

**for Full-time Non-instructional Staff**

**Annual Salary Outlays, 2018-19**

Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
Research staff	0	
Public Service staff	0	
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	60	2,583,562
Management Occupations 11-0000	51	4,936,433
Business and Financial Operations Occupations 13-0000	42	1,963,653
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	47	3,122,531
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	87	4,132,500
Healthcare Practitioners and Technical Occupations 29-0000	0	
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	33	1,260,152
Sales and Related Occupations 41-0000	11	393,857
Office and Administrative Support Occupations 43-0000	117	3,559,479
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	42	1,720,356
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	6	196,259

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

Number of Part-time Staff by Occupational Category

As of November 1, 2018

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

**Men**

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			0
Hispanic/Latino	4		
American Indian or Alaska Native			
Asian			
Black or African American			
Native Hawaiian or Other Pacific Islander			
White	40		
Two or more races			
Race and ethnicity unknown			
<b>Total men</b>	44	0	0

**Women**

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino	11		
American Indian or Alaska Native			
Asian			
Black or African American			
Native Hawaiian or Other Pacific Islander			
White	73		
Two or more races			
Race and ethnicity unknown			
<b>Total women</b>	84	0	0

<b>Total (men+women)</b>	128	0	0
Total from prior year	117		

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

**Number of Part-time Staff by Occupational Category**

**As of November 1, 2018**

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

**Men**

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

**Women**

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

<b>Total (men+women)</b>	0	0	0	0	0
Total from prior year					



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

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino			1	1	
American Indian or Alaska Native					
Asian					
Black or African American				2	
Native Hawaiian or Other Pacific Islander					
White			1	7	
Two or more races					
Race and ethnicity unknown					
<b>Total men</b>	0	0	2	10	0

**Women**

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino				6	
American Indian or Alaska Native					
Asian				1	
Black or African American					
Native Hawaiian or Other Pacific Islander					
White		2		11	
Two or more races					
Race and ethnicity unknown					
<b>Total women</b>	0	2	0	18	0

<b>Total (men+women)</b>	0	2	2	28	0
Total from prior year		1		39	

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

**Number of Part-time Staff**

**As of November 1, 2018**

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

**Men**

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)	
Nonresident alien						0	
Hispanic/Latino					1	1	8
American Indian or Alaska Native						0	
Asian						0	
Black or African American						2	
Native Hawaiian or Other Pacific Islander						0	
White	1				1	5	55
Two or more races						0	
Race and ethnicity unknown						0	
<b>Total men</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>6</b>	<b>65</b>

**Women**

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)	
Nonresident alien						0	
Hispanic/Latino				2		19	
American Indian or Alaska Native				2		2	
Asian						1	
Black or African American						0	
Native Hawaiian or Other Pacific Islander						0	
White	1			5		2	94
Two or more races						0	
Race and ethnicity unknown						0	

<b>Total women</b>	1	0	9	0	2	116
<b>Total (men+women)</b>	2	0	9	2	8	181
Total from prior year	2		4		6	169

**Part D - Graduate assistants**

**Number of Graduate Assistants**

**As of November 1, 2018**

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	Teaching 25-9044	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien		1		1
Hispanic/Latino	1			2
American Indian or Alaska Native				0
Asian				0
Black or African American		3		2
Native Hawaiian or Other Pacific Islander				0
White	2	8		15
Two or more races				0
Race and ethnicity unknown				0
<b>Total men</b>	<b>3</b>	<b>12</b>		<b>19</b>

**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
Nonresident alien	2	1		3
Hispanic/Latino	2			2
American Indian or Alaska Native				0
Asian	1			1
Black or African American				0
Native Hawaiian or Other Pacific Islander				0
White	7	11		18
Two or more races				0
Race and ethnicity unknown				0
<b>Total women</b>	<b>12</b>	<b>12</b>		<b>25</b>
<b>Total (men+women)</b>	<b>15</b>	<b>24</b>		<b>44</b>
Total from prior year	<b>16</b>	<b>23</b>		<b>45</b>

**84**

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

#### Number of Part-time Staff

As of November 1, 2018

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track			Indefinite duration (continuing or at-will)		
			Multi-year contract	Annual contract	Less-than-annual contract			
Primarily Instruction	0	0	0	1	126	1	0	128
? Exclusively credit				1	126	1		128
? Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff								0
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians								0
25-4010 Librarians and Media Collections Specialists								0
25-4020 Library Technicians								0
25-4030								0
? Student and Academic Affairs and Other Education Services Occupations								0
25-2000 + 25-3000 + 25-9000								0
Management Occupations								0
11-0000 Business and Financial Operations Occupations								2
13-0000 Computer, Engineering, and Science Occupations								2
15-0000 + 17-0000 + 19-0000								28
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations								28
21-0000 + 23-0000 + 27-0000								0
Healthcare Practitioners and Technical Occupations								0
29-0000								0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>126</b>	<b>1</b>	<b>32</b>	<b>160</b>
<b>Total from prior year</b>	<b>0</b>	<b>0</b>		<b>2</b>	<b>114</b>	<b>1</b>	<b>40</b>	<b>157</b>



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

Total

264

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

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

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

<b>Men</b>								
Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien							0	
Hispanic/Latino			1			1	2	
American Indian or Alaska Native	1						1	
Asian		2					2	
Black or African American		1					1	
Native Hawaiian or Other Pacific Islander							0	
White	1	3				1	5	
Two or more races							0	
Race and ethnicity unknown							0	
<b>Total men</b>	<b>2</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>11</b>	

<b>Women</b>								
Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien							0	
Hispanic/Latino						2	2	
American Indian or Alaska Native							0	
Asian							0	
Black or African American							0	
Native Hawaiian or Other Pacific Islander							0	
White		2		5		7	14	
Two or more races							0	
Race and ethnicity unknown							0	
<b>Total women</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>9</b>	<b>16</b>	
<b>Total (men+women)</b>	<b>2</b>	<b>9</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>11</b>	<b>27</b>	



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

### Number of Newly Hired Full-time Staff

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

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

#### Men

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino	2			
American Indian or Alaska Native	1			
Asian	2			
Black or African American	1			
Native Hawaiian or Other Pacific Islander	0			
White	5			2
Two or more races	0			
Race and ethnicity unknown	0			
<b>Total men</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>2</b>

#### Women

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino	2			1
American Indian or Alaska Native	0			
Asian	0			
Black or African American	0			2
Native Hawaiian or Other Pacific Islander	0			
White	14			
Two or more races	0			
Race and ethnicity unknown	0			
<b>Total women</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>3</b>
<b>Total (men+women)</b>	<b>27</b>	<b>0</b>	<b>0</b>	<b>5</b>

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

**Number of Newly Hired Full-time Staff**

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

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

•Report race for non-Hispanic/Latino individuals only

**Men**

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

**Women**

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

<b>Total (men+women)</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>18</b>	<b>0</b>
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### Part H - New Hires, Full-time Staff by Occupational Category

#### Number of Newly Hired Full-time Staff

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

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

•Report race for non-Hispanic/Latino individuals only

#### Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						0
Hispanic/Latino	1			2		6
American Indian or Alaska Native						1
Asian						2
Black or African American					1	4
Native Hawaiian or Other Pacific Islander						0
White	1	2		3	2	27
Two or more races						0
Race and ethnicity unknown						0
<b>Total men</b>	<b>2</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>40</b>

#### Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						0
Hispanic/Latino				8		15
American Indian or Alaska Native						0
Asian						0
Black or African American						2
Native Hawaiian or Other Pacific Islander						0
White		1		12		33
Two or more races						0
						0

Race and ethnicity unknown							
<b>Total women</b>	0	1	20	0	0	50	
<b>Total (men+women)</b>	2	3	25	3	0	90	

**Human Resources Survey Evaluation**

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


**Prepared by**

The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data. The Keyholder will be copied on all email correspondence to other preparers.

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

Thank you for your assistance.

**This survey component was prepared by:**

- |                                       |  |  |
|---------------------------------------|--|--|
| <input type="radio"/> Keyholder       | <input type="radio"/> SFA Contact              | <input type="radio"/> HR Contact       |
| <input type="radio"/> Finance Contact | <input type="radio"/> Academic Library Contact | <input checked="" type="radio"/> Other |

Name: Martha Faz

Email: Martha.Faz@angelo.edu

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

3.00 Number of Staff (including yourself)

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

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

Staff member	Collecting Data Needed	Revising Data to Match IPEDS Requirements	Entering Data	Revising and Locking Data
Your office	46.00 hours	46.00 hours	1.50 hours	0.50 hours
Other offices	hours	3.00 hours	hours	1.00 hours

**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 2018.

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

**Number of staff by employment status and occupational category:  
Fall 2018**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
<b>Total number of staff</b>	802	181	862
Instructional Staff	306	128	349
Primary Instruction	306	128	349
Exclusively credit	306	128	349
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	0	0	0
Research Staff	0	0	0
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	60	0	60
Librarians, Curators, and Archivists SOC 25-4000	20	0	20
Archivists, Curators, and Museum Technicians SOC 25-4010	2	0	2
Librarians SOC 25-4020	8	0	8
Library Technicians SOC 25-4030	10	0	10
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	40	0	40
Management Occupations SOC 11-0000	51	0	51
Business and Financial Operations Occupations SOC 13-0000	42	2	43
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	47	2	48
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	87	28	96
Healthcare Practitioners and Technical Occupations SOC 29-0000	0	0	0
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	33	2	34
Sales and Related Occupations SOC 41-0000	11	0	11
Office and Administrative Support Occupations SOC 43-0000	117	9	120
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	42	2	43

**Number of staff by employment status and occupational category:  
Fall 2018**

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	6	8	9
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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 2018-19**

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				
<b>All Ranks</b>	10	19		277	306	2,822	\$20,590,387	\$7,296
Professor	4	2		74	80	736	\$6,704,101	\$9,109
Associate professor	1			54	55	498	\$3,970,321	\$7,973
Assistant professor	2	6		63	71	657	\$4,631,177	\$7,049
Instructor	2	11		62	75	703	\$3,620,006	\$5,149
Lecturer								
No academic rank	1			24	25	228	\$1,664,782	\$7,302

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)

**There are no errors for the selected survey and institution.**