

Institution: University of Colorado Boulder (126614)
User ID: P1266144

Overview

Human Resources Overview

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

Changes to reporting for 2019-20

There are no changes for this survey component.

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, 2018 and October 31, 2019** 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, 2019. (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, 2019

- 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	1	13	0	0	0	14
Hispanic/Latino	0	0	15	0	0	0	15
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	3	19	0	0	0	22
Black or African American	0	0	3	0	0	0	3
Native Hawaiian or Other Pacific Islander	0	0	1	0	0	0	1
White	0	8	96	0	0	0	104
Two or more races	0	0	1	0	0	0	1
Race and ethnicity unknown	0	1	39	0	0	0	40
Total men	0	13	187	0	0	0	200

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	14	0	0	0	14
Hispanic/Latino	0	1	11	0	0	0	12
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	1	9	0	0	0	10
Black or African American	0	0	2	0	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	2	0	0	0	2
White	0	7	58	0	0	0	65
Two or more races	0	0	4	0	0	0	4
Race and ethnicity unknown	0	1	32	0	0	0	33
Total women	0	10	132	0	0	0	142

Total (men+women) 0 23 319 0 0 0 342

Total from prior year 334

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, 2019

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

Women

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

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

**Number of Full-time Instructional Staff
 With Faculty Status
 Not on Tenure Track - Annual Contract**

As of November 1, 2019

- 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	0	6	0	0	6
Hispanic/Latino	0	0	0	6	0	0	6
American Indian or Alaska Native	0	0	0	1	0	0	1
Asian	0	0	0	6	0	0	6
Black or African American	0	0	0	5	0	0	5
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	175	0	0	175
Two or more races	0	0	0	1	0	0	1
Race and ethnicity unknown	0	0	0	24	0	0	24
Total men	0	0	0	224	0	0	224

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	5	0	0	5
Hispanic/Latino	0	0	0	8	0	0	8
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	22	0	0	22
Black or African American	0	0	0	2	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	165	0	0	165
Two or more races	0	0	0	2	0	0	2
Race and ethnicity unknown	0	0	0	25	0	0	25
Total women	0	0	0	229	0	0	229

Total (men+women)	0	0	0	453	0	0	453
Total from prior year							344

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, 2019

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

Women

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

Total (men+women)	0	0	0	0	0	0	0
Total from prior year							66

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, 2019

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

Women

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

Total (men+women)	0	0	0	5	0	0	5
Total from prior year							

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2019

- 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	0
American Indian or Alaska Native	0
Asian	0
Black or African American	0
Native Hawaiian or Other Pacific Islander	0
White	0
Two or more races	0
Race and ethnicity unknown	0
Total men	0

Women

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

Total (men+women)

Total (men+women)	0
Total from prior year	

Part A2 - Full-time Instructional Staff by Function

Number of Full-time Instructional Staff

As of November 1, 2019

•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	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
<u>Instructional staff</u>	870	342	0	453	0	5	0	1,670
Total carried forward from previous screens	870	342	0	453	0	5	0	1,670
<u>Primarily Instruction</u>	0	0	0	453	0	5	0	458
Exclusively credit	0	0	0	440	0	5	0	445
Exclusively not-for-credit	0	0	0	13	0	0	0	13
Combined credit/not-for-credit	0	0	0	0	0	0	0	0
<u>Instruction/research/public service staff</u>	870	342	0	0	0	0	0	1,212

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2019

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	22	21	43
Hispanic/Latino	56	33	89
American Indian or Alaska Native	3	3	6
Asian	84	79	163
Black or African American	19	9	28
Native Hawaiian or Other Pacific Islander	2	2	4
White	713	439	1,152
Two or more races	3	11	14
Race and ethnicity unknown	97	74	171
Total	999	671	1,670
Total from prior year			1,610

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

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

by Occupational Category

As of November 1, 2019

•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	22	177	0
Hispanic/Latino	56	14	0
American Indian or Alaska Native	3	1	0
Asian	84	43	0
Black or African American	19	2	0
Native Hawaiian or Other Pacific Islander	2	1	0
White	713	287	0
Two or more races	3	0	0
Race and ethnicity unknown	97	41	0
Total men	999	566	0

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	21	75	0
Hispanic/Latino	33	11	0
American Indian or Alaska Native	3	1	0
Asian	79	20	0
Black or African American	9	3	0
Native Hawaiian or Other Pacific Islander	2	0	0
White	439	175	0
Two or more races	11	3	0
Race and ethnicity unknown	74	23	0
Total women	671	311	0

Total (men+women)	1,670	877	0
Total from prior year	1,610	823	

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

•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
Nonresident alien	0	0	0	0
Hispanic/Latino	0	0	0	10
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	1
Black or African American	0	0	0	3
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	14	5	83
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	7
Total men	6	14	5	104

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	0	0	0
Hispanic/Latino	0	2	1	22
American Indian or Alaska Native	0	0	0	4
Asian	0	1	2	13
Black or African American	0	1	0	3
Native Hawaiian or Other Pacific Islander	0	0	0	1
White	1	32	10	212
Two or more races	0	3	0	6
Race and ethnicity unknown	0	0	0	14
Total women	1	39	13	275
Total (men+women)	7	53	18	379
Total from prior year	4	56	19	326

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

•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	1	3	22	0	0
Hispanic/Latino	17	18	43	11	1
American Indian or Alaska Native	1	0	3	1	0
Asian	13	3	39	2	2
Black or African American	12	1	12	4	0
Native Hawaiian or Other Pacific Islander	0	0	1	0	0
White	303	117	625	79	12
Two or more races	2	2	9	2	0
Race and ethnicity unknown	18	15	62	15	0
Total men	367	159	816	114	15

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	2	8	0	0
Hispanic/Latino	40	28	27	10	4
American Indian or Alaska Native	3	2	2	1	0
Asian	16	30	26	7	4
Black or African American	12	6	5	2	0
Native Hawaiian or Other Pacific Islander	1	0	0	0	2
White	399	273	348	127	28
Two or more races	5	4	5	1	0
Race and ethnicity unknown	31	19	37	18	3
Total women	507	364	458	166	41
Total (men+women)	874	523	1,274	280	56
Total from prior year	855	483	1,240	245	53

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

•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	1	0	0	226
Hispanic/Latino	102	0	23	39	10	344
American Indian or Alaska Native	0	0	0	4	0	13
Asian	66	1	3	10	1	268
Black or African American	8	0	5	7	1	74
Native Hawaiian or Other Pacific Islander	0	0	1	0	0	5
White	172	7	128	158	33	2,742
Two or more races	4	0	7	5	0	34
Race and ethnicity unknown	27	1	15	13	6	317
Total men	379	9	183	236	51	4,023

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	106
Hispanic/Latino	131	2	55	1	0	367
American Indian or Alaska Native	0	0	3	0	0	19
Asian	109	2	29	6	0	344
Black or African American	5	1	5	0	0	52
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	6
White	46	2	374	8	4	2,478
Two or more races	2	0	7	0	0	47
	23	0	34	1	0	277

Race and ethnicity unknown							
Total women	316	7	507	16	4	3,696	
Total (men+women)	695	⚠ 16	690	252	55	7,719	
Total from prior year	674	26	714	255	51	7,434	

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, 2019								
Occupational category	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)		
Research staff	0	0	0	11	0	866	0	877
Public Service staff	0	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians 25-4010	1	2	0	0	0	0	4	7
Librarians and Media Collections Specialists 25-4020	17	24	0	0	0	12	0	53
Library Technicians 25-4030	0	0	0	0	0	0	18	18
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	0	0	0	0	0	0	379	379
Management Occupations 11-0000	48	0	0	0	0	37	789	874
Business and Financial Operations Occupations 13-0000	0	0	0	0	0	1	522	523
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	0	0	0	1,274	1,274
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	0	0	0	0	280	280
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	0	0	0	56	56
Total	66	26	0	11	0	916	3,322	4,341
Total from prior year	64	26		889	1		3,124	4,104

Part G1 - Salaries Worksheet

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

Annual Salary, 2019-20

- 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		
Men							
Professors	0	0	0	377	0	377	377
Associate professors	0	0	0	209	0	209	209
Assistant professors	0	0	0	187	0	187	187
Instructors	0	0	0	226	0	226	226
Lecturers	0	0	0	0	0	0	0
No academic rank	0	0	0	0	0	0	0
Total men	0	0	0	999	0	999	999
Total men full-time instructional staff from Part A						999	
Women							
Professors	0	0	0	137	0	137	137
Associate professors	0	0	0	169	0	169	169
Assistant professors	0	0	0	133	0	133	133
Instructors	0	0	0	232	0	232	232
Lecturers	0	0	0	0	0	0	0
No academic rank	0	0	0	0	0	0	0
Total women	0	0	0	671	0	671	671
Total women full-time instructional staff from Part A						671	
Total (men+women)	0	0	0	1,670	0	1,670	1,670
Total (men+women) full-time instructional staff from Part A						1,670	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays for Full-time Instructional Staff

Annual Salary Outlays, 2019-20

- 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				
		12 months	11 months	10 months	9 months	Equated 9 months
Men						
Professors	377				56,060,248	56,060,248
Associate professors	209				22,837,029	22,837,029
Assistant professors	187				19,899,854	19,899,854
Instructors	226				15,765,175	15,765,175
Lecturers	0				0	0
No academic rank	0				0	0
Total men	999	0	0	0	114,562,306	114,562,306
Women						
Professors	137				19,545,337	19,545,337
Associate professors	169				17,276,750	17,276,750
Assistant professors	133				12,663,738	12,663,738
Instructors	232				14,713,962	14,713,962
Lecturers	0				0	0
No academic rank	0				0	0
Total women	671	0	0	0	64,199,787	64,199,787
Total (men + women)	1,670	0	0	0	178,762,093	178,762,093

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank for Full-time Instructional Staff

Annual Average Salaries, 2019-20

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				Equated 9 months
		12 months	11 months	10 months	9 months	
Men						
Professors	377				148,701	148,701
Associate professors	209				109,268	109,268
Assistant professors	187				106,416	106,416
Instructors	226				69,757	69,757
Lecturers	0					
No academic rank	0					
Total men	999				114,677	114,677
Women						
Professors	137				142,667	142,667
Associate professors	169				102,229	102,229
Assistant professors	133				95,216	95,216
Instructors	232				63,422	63,422
Lecturers	0					
No academic rank	0					
Total women	671				95,678	95,678
Total (men+women)	1,670				107,043	107,043

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays

for Full-time Non-instructional Staff

Annual Salary Outlays, 2019-20

Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
Research staff	877	69,980,422
Public Service staff	0	0
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	457	28,639,157
Management Occupations 11-0000	874	95,463,107
Business and Financial Operations Occupations 13-0000	523	36,762,454
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	1,274	106,933,568
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	280	22,294,311
Healthcare Practitioners and Technical Occupations 29-0000	56	4,033,801
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	695	27,031,083
Sales and Related Occupations 41-0000	16	530,854
Office and Administrative Support Occupations 43-0000	690	35,957,631
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	252	13,550,244
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	55	2,953,349

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2019

- 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	32	12	0
Hispanic/Latino	29	6	0
American Indian or Alaska Native	1	0	0
Asian	19	2	0
Black or African American	8	0	0
Native Hawaiian or Other Pacific Islander	1	0	0
White	344	86	1
Two or more races	5	0	0
Race and ethnicity unknown	88	12	0
Total men	527	118	1

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	30	3	0
Hispanic/Latino	28	5	0
American Indian or Alaska Native	3	0	0
Asian	23	8	0
Black or African American	8	1	1
Native Hawaiian or Other Pacific Islander	0	0	0
White	308	63	3
Two or more races	3	0	0
Race and ethnicity unknown	64	5	0
Total women	467	85	4

Total (men+women)	994	203	5
Total from prior year	827	269	6

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2019

•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	0	0	0
Hispanic/Latino	0	1	0	1	2
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	1	1
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	1	2	0	7	10
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	1	0	3	4
Total men	1	4	0	12	17

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	0	0	0	0
Hispanic/Latino	0	0	0	1	1
American Indian or Alaska Native	0	0	0	1	1
Asian	0	0	1	5	6
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	1	2	0	30	33
Two or more races	0	1	0	0	1
Race and ethnicity unknown	0	0	0	1	1
Total women	1	3	1	38	43

Total (men+women)	2	7	1	50	60
Total from prior year	44	12	1	40	97

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff****As of November 1, 2019**

•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	1	0	0
Hispanic/Latino	0	0	1	0	0
American Indian or Alaska Native	0	0	1	0	0
Asian	0	1	1	0	1
Black or African American	0	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	9	1	81	8	7
Two or more races	0	0	2	0	0
Race and ethnicity unknown	1	0	10	0	1
Total men	10	2	98	8	9

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	2	0	0
Hispanic/Latino	1	1	7	1	3
American Indian or Alaska Native	0	0	1	0	0
Asian	2	0	7	0	3
Black or African American	0	0	1	1	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	23	16	91	13	42
Two or more races	0	1	0	0	0
Race and ethnicity unknown	3	6	13	2	9
Total women	29	24	122	17	57
Total (men+women)	39	26	220	25	66
Total from prior year	39	28	270	59	59

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2019

•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	0	0	45
Hispanic/Latino	2	0	0	0	0	43
American Indian or Alaska Native	0	0	0	0	0	2
Asian	0	0	0	0	0	25
Black or African American	1	0	0	0	0	10
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	1
White	16	1	13	4	13	594
Two or more races	0	0	0	0	0	7
Race and ethnicity unknown	5	1	0	0	2	124
Total men	24	2	13	4	18	851

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	0	0	35
Hispanic/Latino	1	0	7	0	1	56
American Indian or Alaska Native	0	0	0	0	0	5
Asian	1	0	2	0	0	52
Black or African American	0	0	1	0	0	13
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	13	0	55	0	4	664
Two or more races	0	0	1	0	0	6
Race and ethnicity unknown	2	0	5	0	0	110

Total women	17	0	71	0	5	941
Total (men+women)	41	2	84	4	23	1,792
Total from prior year	27	3	404	12	25	2,125

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2019

•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	155	243	13	411
Hispanic/Latino	38	43	5	86
American Indian or Alaska Native	6	0	0	6
Asian	18	33	5	56
Black or African American	10	4	0	14
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	344	361	28	733
Two or more races	6	6	1	13
Race and ethnicity unknown	98	145	7	250
Total men	675	835	59	1,569

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	93	99	7	199
Hispanic/Latino	26	25	5	56
American Indian or Alaska Native	0	4	1	5
Asian	28	24	2	54
Black or African American	6	5	3	14
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	291	209	54	554
Two or more races	7	2	1	10
Race and ethnicity unknown	70	79	8	157
Total women	521	447	81	1,049
Total (men+women)	1,196	1,282	140	2,618
Total from prior year	1,428		1,354	2,782

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

Number of Part-time Staff

As of November 1, 2019

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	3	0	0	133	498	93	263	990
Exclusively credit	3			133	429	56	263	884
Exclusively not-for-credit					69	37		106
Combined credit/not-for-credit								0
Instruction/research/public service staff	3					1		4
Research staff				1		202		203
Public Service staff				5				5
Archivists, Curators, and Museum Technicians 25-4010						1	1	2
Librarians and Media Collections Specialists 25-4020						7		7
Library Technicians 25-4030							1	1
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							50	50
Management Occupations 11-0000	2					2	35	39
Business and Financial Operations Occupations 13-0000							26	26
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							220	220
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							25	25
Healthcare Practitioners and Technical Occupations 29-0000							66	66
Total	8	0	0	139	498	306	687	1,638
Total from prior year	7	1		1,166	4		476	1,654

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

4,410

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, 2018 - October 31, 2019)

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

Men

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien	0	3	0	0	0	0	0	3
Hispanic/Latino	1	3	0	0	0	0	0	4
American Indian or Alaska Native	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0
Black or African American	0	1	0	1	0	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	6	8	0	10	0	0	0	24
Two or more races	0	0	0	0	0	0	0	0
Race and ethnicity unknown	0	3	0	1	0	0	0	4
Total men	7	18	0	12	0	0	0	37

Women

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	4	0	1	0	0	0	5
Hispanic/Latino	0	2	0	0	0	0	0	2
American Indian or Alaska Native	0	0	0	0	0	0	0	0
Asian	2	2	0	0	0	1	0	5
Black or African American	0	0	0	1	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	0	8	0	3	0	0	0	11
Two or more races	0	0	0	1	0	0	0	1
Race and ethnicity unknown	0	2	0	3	0	0	0	5
Total women	2	18	0	9	0	1	0	30
Total (men+women)	9	36	0	21	0	1	0	67

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

(Hired full-time between November 1, 2018 - October 31, 2019)

•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	3	52		
Hispanic/Latino	4			1
American Indian or Alaska Native	0			
Asian	0	6		
Black or African American	2			1
Native Hawaiian or Other Pacific Islander	0			
White	24	33		11
Two or more races	0			
Race and ethnicity unknown	4	6		
Total men	37	97	0	13

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	5	19		
Hispanic/Latino	2	1		6
American Indian or Alaska Native	0			
Asian	5	5		2
Black or African American	1	2		
Native Hawaiian or Other Pacific Islander	0			
White	11	26		31
Two or more races	1			
Race and ethnicity unknown	5	2		
Total women	30	55	0	39
Total (men+women)	67	152	0	52

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2018 - October 31, 2019)

•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			14		
Hispanic/Latino	1	2	3	3	
American Indian or Alaska Native	1			1	
Asian	1		2		
Black or African American	2		1	2	
Native Hawaiian or Other Pacific Islander			1		
White	23	18	62	9	3
Two or more races			1		
Race and ethnicity unknown	3	1	10	4	
Total men	31	21	94	19	3

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			1		
Hispanic/Latino	1	1	4	1	2
American Indian or Alaska Native		1		1	
Asian		3	3	2	1
Black or African American	1	1			
Native Hawaiian or Other Pacific Islander					
White	20	33	43	27	4
Two or more races	2				
Race and ethnicity unknown	4		7	4	
Total women	28	39	58	35	7

Total (men+women)	59	60	152	54	10
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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, 2018 - October 31, 2019)

•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						69
Hispanic/Latino	5		3		2	27
American Indian or Alaska Native						2
Asian	11				3	24
Black or African American	1		1		2	12
Native Hawaiian or Other Pacific Islander						1
White	21	1	18		23	249
Two or more races			1			2
Race and ethnicity unknown	6		2		1	37
Total men	44	1	25		32	423

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						25
Hispanic/Latino	11		12			41
American Indian or Alaska Native						2
Asian	16		6		4	47
Black or African American	2		1			8
Native Hawaiian or Other Pacific Islander						0
White	8	1	50		1	255
Two or more races			1			4
	3		8			33

Race and ethnicity unknown						
Total women	40	1	78	5	0	415
Total (men+women)	84	2	103	37	6	838

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

Name: Fanchon Finucane

Email: fanchon.finucane@colorado.edu

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

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	hours	hours	hours	hours
Other offices	hours	hours	hours	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 2019.

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 2019**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	7,719	1,792	8,316
Instructional Staff	1,670	994	2,001
Primary Instruction	458	990	788
Exclusively credit	445	884	740
Exclusively not-for-credit	13	106	48
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	1,212	4	1,213
Research Staff	877	203	945
Public Service Staff	0	5	2
Library and Student and Academic Affairs and Other Education Services Occupations SOC	457	60	477
Librarians, Curators, and Archivists SOC 25-4000	78	10	81
Archivists, Curators, and Museum Technicians SOC 25-4010	7	2	8
Librarians SOC 25-4020	53	7	55
Library Technicians SOC 25-4030	18	1	18
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	379	50	396
Management Occupations SOC 11-0000	874	39	887
Business and Financial Operations Occupations SOC 13-0000	523	26	532
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	1,274	220	1,347
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	280	25	288
Healthcare Practitioners and Technical Occupations SOC 29-0000	56	66	78
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	695	41	709
Sales and Related Occupations SOC 41-0000	16	2	17
Office and Administrative Support Occupations SOC 43-0000	690	84	718
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	252	4	253

**Number of staff by employment status and occupational category:
Fall 2019**

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	55	23	63
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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 2019-20**

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				1,670	1,670	15,030	\$178,762,093	\$11,894
Professor				514	514	4,626	\$75,605,585	\$16,344
Associate professor				378	378	3,402	\$40,113,779	\$11,791
Assistant professor				320	320	2,880	\$32,563,592	\$11,307
Instructor				458	458	4,122	\$30,479,137	\$7,394
Lecturer								
No academic rank								

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

Human Resources

University of Colorado Boulder (126614)

Source	Description	Severity	Resolved	Options
Global Edits				
Perform Edits	Annual Average Salaries (equated 9 months) for any gender and academic rank should be between \$9,000 and \$144,000. The calculated average for the academic rank Professors, men is \$148,701. Please correct your data or explain. (Error #1762)	Explanation	Yes	
Reason:	The data were reviewed and are correct. The annual average salary of \$148,701 reflects a 2.5% increase between fall 2018 and fall 2019 for the academic rank Professors, men.			
Related Screens:	G3 - Average Salaries for Instructional Staff by Academic Rank			
Screen: A1 - FT Instructional, Rank and Tenure - On Tenure Track				
Upload File	The percent of these staff (men + women) whose race/ethnicity is unknown is greater than expected. Please correct your data or explain. (Error #1302)	Explanation	Yes	
Reason:	University of Colorado upgraded to a new HR system that has resulted in more new employees to be assigned to an "Unknown" race/ethnicity. However, all new employees continue to be asked to provide and identify their race/ethnicity.			
Screen: A1 - FT Instructional, Rank and Tenure - Annual Contract				
Upload File	This number is outside the expected range of between 258 and 430 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Higher than expected number is due to a change in business practices to identify contractual employees and the length of their contracts.			
Screen: A1 - FT Instructional, Rank and Tenure - Less-Than-Annual Contract				
Upload File	This number is outside the expected range of between 43 and 89 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Lower than expected number is due to a change in business practices to identify contractual employees and the length of their contracts.			
Screen: A2 - FT Instructional, Function				
Upload File	The total number of full-time non-medical school Instructional staff (Primarily instruction + Instruction/research/public service staff) with an Annual contract reported by function in Part A (453) is outside the expected range of between 258 and 430 based on the prior year value. Please correct your data or explain. (Error #1563)	Explanation	Yes	
Reason:	Higher than expected number is due to a change in business practices to identify contractual employees and the length of their contracts.			
Upload File	The total number of full-time non-medical school Instructional staff (Primarily instruction + Instruction/research/public service staff) with a Less-than-annual contract reported by function in Part A (0) is outside the expected range of between 43 and 89 based on the prior year value. Please correct your data or explain. (Error #1564)	Explanation	Yes	
Reason:	Lower than expected number is due to a change in business practices to identify contractual employees and the length of their contracts.			
Screen: B1 - FT Non-instructional, Occupation - 4				
Upload File	This number is outside the expected range of between 17 and 35 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	The data were reviewed and are correct. The number of employees are fewer than 30 for both fall 2018 and fall 2019 in the Sales and Related Occupations.			
Screen: B2 - FT Non-instructional, Occupation and Tenure - 1				
Upload File	This number is outside the expected range of between 667 and 1,111 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Lower than expected number is due to a change in business practices to identify contractual and continuing/at-will employees.			
Upload File	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:	The data were reviewed and are correct. They represent a difference of one employee between fall 2018 and fall 2019.			
Screen: G2 - Salary Outlays, Instructional Staff				
Perform Edits		Explanation	Yes	

	You reported full-time men (9 months) Professor earning \$56,060,248 in total outlays. This equates to \$16,522.30 per month for these staff. Please review your data and make any necessary corrections or explain the discrepancy. (Error #1635)			
Reason:	The data were reviewed and are correct. The monthly average salary of \$16,522.30 reflects a 2.5% increase between fall 2018 and fall 2019 for the academic rank Professors, men.			
Related Screens:	Part G2 - Salary Outlays for Instructional Staff			

Screen: D - PT Staff, Occupation - 2

Upload File	This number is outside the expected range of between 29 and 59 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Lower than expected number is due to a change in business practices that more closely reflect IPEDS human resources survey instructions regarding reportable staff.			
Upload File	This number is outside the expected range of between 64 and 130 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Lower than expected number is due to a change in business practices that more closely reflect IPEDS human resources survey instructions regarding reportable staff.			

Screen: D - PT Staff, Occupation - 3

Upload File	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:	Lower than expected number is due to a change in business practices that more closely reflect IPEDS human resources survey instructions regarding temporary staff.			

Screen: D - PT Staff, Occupation - 4

Upload File	This number is outside the expected range of between 18 and 36 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Higher than expected number primarily is due to a four-fold increase in athletics security employees between fall 2018 and fall 2019.			
Upload File	This number is outside the expected range of between 303 and 505 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Lower than expected number is due to a change in business practices that more closely reflect IPEDS human resources survey instructions regarding temporary staff.			

Screen: D - Graduate Assistants

Upload File	This number is outside the expected range of between 1,016 and 1,692 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Lower than expected number of "Other" graduate assistants is due to a change in business practices: Graduate student Research Assistants previously reported as "Other" now are reported in the "Research" category.			

Screen: E - PT Staff, Occupation and Tenure - 1

Upload File	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:	The data were reviewed and are correct. They represent a difference of one employee between fall 2018 and fall 2019.			
Upload File	This number is outside the expected range of between 875 and 1,457 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Lower than expected number is due to a change in business practices to identify the type of contractual employees.			
Upload File	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:	Higher than expected number is due to a change in business practices to identify the type of contractual employees.			
Upload File	This number is outside the expected range of between 357 and 595 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	The number is higher than expected because it now reflects graduate part-time instructors (GPTIs) in the "Primarily instruction, Exclusively credit" category. Per IPEDS human resources survey instructions, graduate students who teach one or more full courses (like GPTIs) should be classified in the 25-1000 minor group. This corresponds to "Primarily instruction, Exclusively credit" category for GPTIs.			