

Institution: Indiana University-Bloomington (151351)
User ID: 88G2401

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

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 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	
Hispanic/Latino	
American Indian or Alaska Native	
Asian	
Black or African American	
Native Hawaiian or Other Pacific Islander	
White	4
Two or more races	
Race and ethnicity unknown	
Total men	4

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	6
Two or more races	1
Race and ethnicity unknown	
Total women	7

Total (men+women)	11
Total from prior year	11

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)		
Instructional staff	1,022	396	11	145	0	568	11	2,153
Total carried forward from previous screens	1,022	396	11	145	0	568	11	2,153
Primarily Instruction	0	0	0	0	0	0	0	0
Exclusively credit								0
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
<u>Instruction/research/public service staff</u>	1,022	396	11	145		568	11	2,153

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	45	48	93
Hispanic/Latino	75	41	116
American Indian or Alaska Native	2	0	2
Asian	113	94	207
Black or African American	55	39	94
Native Hawaiian or Other Pacific Islander	1	0	1
White	973	646	1,619
Two or more races	12	4	16
Race and ethnicity unknown	5	0	5
Total	1,281	872	2,153
Total from prior year			2,090

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	45	96	
Hispanic/Latino	75	9	
American Indian or Alaska Native	2		
Asian	113	21	
Black or African American	55	2	
Native Hawaiian or Other Pacific Islander	1		
White	973	117	
Two or more races	12	3	
Race and ethnicity unknown	5		
Total men	1,281	248	0

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	48	28	
Hispanic/Latino	41	8	
American Indian or Alaska Native	0		
Asian	94	25	
Black or African American	39	8	
Native Hawaiian or Other Pacific Islander	0		
White	646	163	
Two or more races	4	1	
Race and ethnicity unknown	0		
Total women	872	233	0

Total (men+women) 2,153 481 0

Total from prior year **2,090** **467**

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>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	1	1		
American Indian or Alaska Native		1		
Asian		2		
Black or African American	2			
Native Hawaiian or Other Pacific Islander				
White	20	22	3	6
Two or more races				
Race and ethnicity unknown				
Total men	23	26	3	6

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			1	
Hispanic/Latino	1	2		
American Indian or Alaska Native				
Asian	1	3		
Black or African American		4		1
Native Hawaiian or Other Pacific Islander				
White	30	48	6	5
Two or more races	2			
Race and ethnicity unknown				
Total women	34	58	6	6
Total (men+women)	57	84	9	12
Total from prior year	56	79	9	12

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	5	1	41	3	1
Hispanic/Latino	5	2	20	17	
American Indian or Alaska Native	1				
Asian	19	3	32	3	
Black or African American	28	3	15	21	3
Native Hawaiian or Other Pacific Islander			1		
White	463	84	667	317	26
Two or more races	5	1	5	7	
Race and ethnicity unknown	1	1	2		
Total men	527	95	783	368	30

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	4		29	4	
Hispanic/Latino	26	3	4	14	3
American Indian or Alaska Native			1	1	
Asian	14	10	25	11	3
Black or African American	35	5	5	29	2
Native Hawaiian or Other Pacific Islander					
White	495	302	232	413	66
Two or more races	6	2	4	13	
Race and ethnicity unknown	1			1	
Total women	581	322	300	486	74

Total (men+women)	1,108	417	1,083	854	104
Total from prior year	1,097	409	1,089	861	67

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	2		1		1	196
Hispanic/Latino	14		9		5	160
American Indian or Alaska Native	3					7
Asian	14		10		1	218
Black or African American	25	1	9		4	171
Native Hawaiian or Other Pacific Islander			1			3
White	495	19	259		278	3,838
Two or more races	6		4		2	47
Race and ethnicity unknown					1	10
Total men	559	20	293		291	4,650

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	3		1			118
Hispanic/Latino	16	2	15			135
American Indian or Alaska Native	3	1	1			7
Asian	11	1	11			209
Black or African American	15	2	17		1	163
Native Hawaiian or Other Pacific Islander						0
White	234	29	937		9	3,632
Two or more races	4		12		1	49
			1			3

Race and ethnicity unknown							
Total women	286	35	995	9	19	4,316	
Total (men+women)	845	55	1,288	300	116	8,966	
Total from prior year	874	60	1,308	319	112	8,909	

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 <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)		
Research staff				29			452	481
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010			3				54	57
Librarians and Media Collections Specialists 25-4020	38	42					4	84
Library Technicians 25-4030							9	9
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							12	12
Management Occupations 11-0000	66		68				974	1,108
Business and Financial Operations Occupations 13-0000			2				415	417
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000			21				1,062	1,083
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000			37				817	854
Healthcare Practitioners and Technical Occupations 29-0000			3				101	104
Total	104	42	134	29	0	0	3,900	4,209
Total from prior year	115	40	109	27			3,855	4,146

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	29		477			506	506
Associate professors	18		289			307	307
Assistant professors	6		236			242	242
Instructors						0	0
Lecturers	15		207			222	222
No academic rank	3		1			4	4
Total men	71	0	1,210	0	0	1,281	1,281
Total men full-time instructional staff from Part A						1,281	
Women							
Professors	19		189			208	208
Associate professors	19		212			231	231
Assistant professors	15		167			182	182
Instructors						0	0
Lecturers	18		226			244	244
No academic rank	7					7	7
Total women	78	0	794	0	0	872	872
Total women full-time instructional staff from Part A						872	
Total (men+women)	149	0	2,004	0	0	2,153	2,153
Total (men+women) full-time instructional staff from Part A						2,153	

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				Equated 9 months
		12 months	11 months	10 months	9 months	
Men						
Professors	506	5,910,041		70,265,422		67,671,411
Associate professors	307	2,667,372		30,730,122		29,657,639
Assistant professors	242	530,138		25,275,904		23,145,917
Instructors	0					0
Lecturers	222	1,288,727		13,921,743		13,496,114
No academic rank	4	211,835		45,000		199,376
Total men	1,281	10,608,113	0	140,238,191	0	134,170,457
Women						
Professors	208	2,805,622		24,589,762		24,235,002
Associate professors	231	1,769,563		20,532,267		19,806,213
Assistant professors	182	1,230,712		15,270,481		14,666,467
Instructors	0					0
Lecturers	244	1,510,838		13,974,973		13,710,604
No academic rank	7	374,367				280,775
Total women	872	7,691,102	0	74,367,483	0	72,699,061
Total (men + women)	2,153	18,299,215	0	214,605,674	0	206,869,518

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			
		12 months	11 months	10 months	9 months  Equated 9 months
Men					
Professors	506	203,795		147,307	133,738
Associate professors	307	148,187		106,333	96,605
Assistant professors	242	88,356		107,101	95,644
Instructors	0				
Lecturers	222	85,915		67,255	60,793
No academic rank	4	70,612		45,000	49,844
Total men	1,281	149,410		115,899	104,739
Women					
Professors	208	147,664		130,105	116,514
Associate professors	231	93,135		96,850	85,741
Assistant professors	182	82,047		91,440	80,585
Instructors	0				
Lecturers	244	83,935		61,836	56,191
No academic rank	7	53,481			40,111
Total women	872	98,604		93,662	83,370
Total (men+women)	2,153	122,814		107,089	96,084

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	481	29,563,903
Public Service staff	0	
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	162	9,604,837
Management Occupations 11-0000	1,108	107,516,720
Business and Financial Operations Occupations 13-0000	417	24,446,730
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	1,083	70,123,582
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	854	57,640,505
Healthcare Practitioners and Technical Occupations 29-0000	104	7,254,930
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	845	29,668,286
Sales and Related Occupations 41-0000	55	2,054,081
Office and Administrative Support Occupations 43-0000	1,288	50,283,652
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	300	16,105,578
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	116	4,757,626

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	<u>Instructional staff</u>	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	3		
Hispanic/Latino	4	1	
American Indian or Alaska Native			
Asian	2		
Black or African American	4		
Native Hawaiian or Other Pacific Islander			
White	159	2	
Two or more races	1		
Race and ethnicity unknown	1		
Total men	174	3	0

Women

Race/ethnicity	<u>Instructional staff</u>	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	2		
Hispanic/Latino	5		
American Indian or Alaska Native			
Asian	8	1	
Black or African American	5		
Native Hawaiian or Other Pacific Islander			
White	139	8	
Two or more races	1		
Race and ethnicity unknown	0		
Total women	160	9	0

Total (men+women)	334	12	0
Total from prior year	344	9	

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

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				3	3
Two or more races				1	1
Race and ethnicity unknown					0
Total women	0	0	0	4	4

Total (men+women)	0	0	0	4	4
Total from prior year	1			4	5

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

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino			1		
American Indian or Alaska Native					
Asian	1		1		
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	8		5	11	13
Two or more races					
Race and ethnicity unknown					
Total women	9	0	7	11	13

Total (men+women)	15	3	8	14	14
Total from prior year	14	3	8	15	5

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						3
Hispanic/Latino						5
American Indian or Alaska Native						0
Asian						2
Black or African American						4
Native Hawaiian or Other Pacific Islander						1
White	4			3	1	182
Two or more races						1
Race and ethnicity unknown						1
Total men	4	0	3	1	0	199

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						2
Hispanic/Latino				2		8
American Indian or Alaska Native						0
Asian				1		12
Black or African American						5
Native Hawaiian or Other Pacific Islander						0
White	2			22		211
Two or more races				1		3
Race and ethnicity unknown						0

Total women	2	0	26	0	0	241
Total (men+women)	6	0	29	1	0	440
Total from prior year	11		26	1		441

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	<u>Teaching</u> 25-9044	<u>Research</u>	<u>Other</u> 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
<u>Nonresident alien</u>	287	186		473
<u>Hispanic/Latino</u>	47	19		66
<u>American Indian or Alaska Native</u>		1		1
<u>Asian</u>	25	17		42
<u>Black or African American</u>	24	10		34
<u>Native Hawaiian or Other Pacific Islander</u>				0
<u>White</u>	430	210		640
<u>Two or more races</u>	17	8		25
<u>Race and ethnicity unknown</u>	3	1		4
Total men	833	452	0	1,285

Women

Race/ethnicity	<u>Teaching</u> 25-9044	<u>Research</u>	<u>Other</u> 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
<u>Nonresident alien</u>	251	166		417
<u>Hispanic/Latino</u>	37	23		60
<u>American Indian or Alaska Native</u>	1			1
<u>Asian</u>	25	21		46
<u>Black or African American</u>	26	29		55
<u>Native Hawaiian or Other Pacific Islander</u>	2			2
<u>White</u>	374	231		605
<u>Two or more races</u>	26	7		33
<u>Race and ethnicity unknown</u>	1	1		2
Total women	743	478	0	1,221
Total (men+women)	1,576	930	0	2,506
Total from prior year	1,644	921		2,565

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			Indefinite duration (continuing or at-will)		
			Multi-year contract	Annual contract	Less-than-annual contract			
Primarily Instruction	0	0	8	4	322	0	0	334
? Exclusively credit			8	4	322			334
? Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff								0
Research staff			12					12
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 ? Student and Academic Affairs and Other Education Services Occupations							4	4
25-2000 + 25-3000 + 25-9000 Management Occupations							15	15
11-0000 Business and Financial Operations Occupations							3	3
13-0000 Computer, Engineering, and Science Occupations							8	8
15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							14	14
21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations							14	14
29-0000								
Total	0	0	20	4	322	0	58	404
Total from prior year	0	0	17	6	330	0	50	403

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

2,946

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		5				4		9
Hispanic/Latino		3				1		4
American Indian or Alaska Native								0
Asian		4						4
Black or African American		2				1		3
Native Hawaiian or Other Pacific Islander								0
White	3	19				7		29
Two or more races		1						1
Race and ethnicity unknown								0
Total men	3	34	0	0	0	13	0	50

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		8				1		9
Hispanic/Latino	1	2				1		4
American Indian or Alaska Native								0
Asian		3				1		4
Black or African American	1	2				1		4
Native Hawaiian or Other Pacific Islander								0
White	3	13				16	1	33
Two or more races		1						1
Race and ethnicity unknown								0
Total women	5	29	0	0	0	20	1	55
Total (men+women)	8	63	0	0	0	33	1	105

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	9	36		
Hispanic/Latino	4	2		
American Indian or Alaska Native	0			
Asian	4			
Black or African American	3			
Native Hawaiian or Other Pacific Islander	0			
White	29	24		3
Two or more races	1	1		
Race and ethnicity unknown	0			
Total men	50	63	0	3

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	9	15		
Hispanic/Latino	4	3		
American Indian or Alaska Native	0			
Asian	4	6		1
Black or African American	4	1		1
Native Hawaiian or Other Pacific Islander	0			
White	33	34		8
Two or more races	1	1		
Race and ethnicity unknown	0			
Total women	55	60	0	10
Total (men+women)	105	123	0	13

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	2		5		
Hispanic/Latino			4	1	
American Indian or Alaska Native					
Asian	1		1		
Black or African American	4	1	1	1	
Native Hawaiian or Other Pacific Islander					
White	21	7	27	35	3
Two or more races				1	
Race and ethnicity unknown					
Total men	28	8	38	38	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		7	1	
Hispanic/Latino	2			2	2
American Indian or Alaska Native					
Asian			2	3	
Black or African American	4		1	3	1
Native Hawaiian or Other Pacific Islander					
White	36	18	19	40	10
Two or more races	1		1	2	
Race and ethnicity unknown					
Total women	44	18	30	51	13

Total (men+women)	72	26	68	89	16
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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				1		53
Hispanic/Latino	3		4		1	19
American Indian or Alaska Native						0
Asian	3		2			11
Black or African American	5		5		1	21
Native Hawaiian or Other Pacific Islander						0
White	61	2	31		8	257
Two or more races	2					5
Race and ethnicity unknown						0
Total men	74	2	43		10	366

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						33
Hispanic/Latino	2		1			16
American Indian or Alaska Native			1			1
Asian			4			20
Black or African American		1	3			19
Native Hawaiian or Other Pacific Islander						0
White	29	4	99		1	333
Two or more races	1		3			10
						0

Race and ethnicity unknown						
Total women	32	5	111	1	2	432
Total (men+women)	106	7	154	11	8	798

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: Nathan Schroder		
Email: nschrode@indiana.edu		

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

4.00	Number of Staff (including yourself)
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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	4.00 hours	2.00 hours	4.00 hours	1.50 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	8,966	440	9,113
Instructional Staff	2,153	334	2,264
Primary Instruction	0	334	111
Exclusively credit	0	334	111
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	2,153	0	2,153
Research Staff	481	12	485
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	162	4	163
Librarians, Curators, and Archivists SOC 25-4000	150	0	150
Archivists, Curators, and Museum Technicians SOC 25-4010	57	0	57
Librarians SOC 25-4020	84	0	84
Library Technicians SOC 25-4030	9	0	9
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	12	4	13
Management Occupations SOC 11-0000	1,108	15	1,113
Business and Financial Operations Occupations SOC 13-0000	417	3	418
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	1,083	8	1,086
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	854	14	859
Healthcare Practitioners and Technical Occupations SOC 29-0000	104	14	109
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	845	6	847
Sales and Related Occupations SOC 41-0000	55	0	55
Office and Administrative Support Occupations SOC 43-0000	1,288	29	1,298
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	300	1	300

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

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	116	0	116
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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	149		2,004		2,153	21,828	\$232,904,889	\$10,670
Professor	48		666		714	7,236	\$103,570,847	\$14,313
Associate professor	37		501		538	5,454	\$55,699,324	\$10,213
Assistant professor	21		403		424	4,282	\$42,307,235	\$9,880
Instructor								
Lecturer	33		433		466	4,726	\$30,696,281	\$6,495
No academic rank	10		1		11	130	\$631,202	\$4,855

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

Indiana University-Bloomington (151351)

Source	Description	Severity	Resolved	Options
Screen: B1 - FT Non-instructional, Occupation - 3				
Screen Entry	This number is outside the expected range of between 44 and 90 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason: Census, SOC Code corrections				
Screen: G2 - Salary Outlays, Instructional Staff				
Perform Edits	You reported full-time men (12 months) Professor earning \$5,910,041 in total outlays. This equates to \$16,982.90 per month for these staff. Please review your data and make any necessary corrections or explain the discrepancy. (Error #1635)	Explanation	Yes	
Reason: IU often pays a higher salary in competitive markets/positions.				
Related Screens: Part G2 - Salary Outlays for Instructional Staff				
Screen: D - PT Staff, Occupation - 2				
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason: Retirement				