Human Resources 2005-06

Human Resources Screening Questions

Does your institution have any **part-time** employees?
*If you answer **Yes** to this question, you will be provided the screens to report part-time staff in the*
***Employees by Assigned Position (EAP)** and **Fall Staff** sections.*

◉ Yes   ○ No

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, the **Salaries** section is **NOT** applicable to your institution*
*and you will **NOT** be required to report data for the **Salaries** section.*

◉ 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)?

◉ No ○ Yes   Do ALL of the instructional staff teach pre-clinical or clinical medicine?

Did your institution hire any **full-time permanent employees** who were included on the payroll of the
institution between **July 1 and October 31, 2005** either for the ***first time*** or ***after a break in service***?
(Exclude persons who have returned from sabbatical leave OR full-time staff who are working less-than-9-
month contracts/teaching periods and whose primary responsibility is instruction, research, and/or public
service.)
*If you answer **Yes** to this question, you will be provided the screens to report full-time permanent **new hires***
*in the **Fall Staff, Part G, New Hires**, section.*

◉ Yes   ○ No

CAVEATS

Employees by Assigned Position - Part A - Full-time

Number of **full-time** employees by faculty status and primary function/occupational activity

As of November 1, 2005

Faculty status

Primary function/ occupational activity (mutually exclusive categories)	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	Subtotal
Primarily instruction	437	109	38		584
Instruction/research/public service	28	7	0		35
Primarily research	36	8	17		61
Primarily public service	157	15	3		175
Executive/administrative/managerial	30	5	13	29	77
Other professionals (support/service)	75	8	2	331	416
Technical and paraprofessionals				152	152
Clerical and secretarial				600	600
Skilled crafts				181	181
Service/Maintenance				646	646
Total full time	763	152	73	1,939	2,927
Total from prior year	748	158	78	1,993	2,977

Employees by Assigned Position - Part B - Part-time

Number of **part-time** employees by faculty status and primary function/occupational activity

As of November 1, 2005

Primary function/ occupational activity (mutually exclusive categories)	Faculty status					
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	Subtotal	Graduate assistants
Primarily instruction			21		21	282
Instruction/research/public service					0	
Primarily research					0	241
Primarily public service					0	
Executive/administrative/managerial			2		2	
Other professionals (support/service)				4	4	
Technical and paraprofessionals					0	
Clerical and secretarial				2	2	
Skilled crafts					0	
Service/Maintenance				1	1	
Total part time	0	0	23	7	30	523
Total from prior year			42	9	51	589

Salaries - Part A - Instructional staff by contract length/teaching period
Number of **full-time instructional staff** by contract length/teaching period, gender, and academic rank

As of November 1, 2005

Gender and academic rank

	Less-than-9-month	9/10-month	11/12-month	Total
Men				
Professors		231	0	231
Associate professors		99		99
Assistant professors	1	53	2	56
Instructors	9	4	5	18
Lecturers				0
No academic rank	1		0	1
Total men	11	387	7	405
Women				
Professors	0	84	0	84
Associate professors		61		61
Assistant professors		47	3	50
Instructors	10	2	7	19
Lecturers				0
No academic rank				0
Total women	10	194	10	214
Total (men + women)	21	581	17	619
Total from EAP, full-time non-medical section (Primarily instruction and Instruction/research/public service lines)				619
Total from prior year (Salaries section)	36	573	3	612

WARNING: These are restricted data and are not to be shared with anyone, under penalty of law.

Salaries - Part A - 9/10-month contracts/teaching periods

Salaries of **full-time instructional staff** on **9/10-month contracts/teaching periods** by gender and academic rank

As of November 1, 2005

Gender and academic rank	Number	Salary outlays	Average salary
Men			
Professors	231	15,680,034	67,879
Associate professors	99	5,758,440	58,166
Assistant professors	53	2,681,496	50,594
Instructors	4	164,124	41,031
Lecturers			0
No academic rank			0
Total men	387	24,284,094	
Women			
Professors	84	5,276,556	62,816
Associate professors	61	3,263,040	53,492
Assistant professors	47	2,218,596	47,204
Instructors	2	85,128	42,564
Lecturers			0
No academic rank			0
Total women	194	10,843,320	
Total (men + women)	581	35,127,414	
Total from prior year	573	33,119,518	

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Salaries - Part A - 11/12-month contracts/teaching periods

Salaries of **full-time instructional staff** on **11/12-month contracts/teaching periods** by gender and academic rank

As of November 1, 2005

Gender and academic rank	Number	Salary outlays	Average salary
Men			
Professors	0	0	0
Associate professors			0
Assistant professors	2	99,144	49,572
Instructors	5	198,384	39,677
Lecturers			0
No academic rank	0	0	0
Total men	7	297,528	
Women			
Professors	0	0	0
Associate professors			0
Assistant professors	3	148,716	49,572
Instructors	7	264,264	37,752
Lecturers			0
No academic rank			0
Total women	10	412,980	
Total (men + women)	17	710,508	
Total from prior year	3	158,460	

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Salaries - Part B - 9/10-month contracts/teaching periods
Fringe benefits of full-time instructional staff on 9/10-month contracts/teaching periods

As of November 1, 2005

Fringe benefits	Number covered	Expenditures	Average expenditures
Retirement plans (other than Social Security) - Vested within 5-years	581	5,269,112	9,069
Retirement plans (other than Social Security) - Vested after 5-years			
Medical/dental plans	581	256,802	442
Group life insurance			
Other insurance benefits (cafeteria plan, etc.)			
Guaranteed disability income protection			
Tuition plan (dependents only)			
Unrestricted			
Restricted			
Housing plan			
Unrestricted			
Restricted			
Social Security taxes	581	2,687,247	4,625
Unemployment compensation			
Worker's compensation	581	544,474	937
Other benefits in kind with cash options			
Total expenditures		8,757,635	
Total from prior year		8,268,341	

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Salaries - Part B - 11/12-month contracts/teaching periods
Fringe benefits of full-time instructional staff on 11/12-month contracts/teaching periods

As of November 1, 2005

Fringe benefits	Number covered	Expenditures	Average expenditures
Retirement plans (other than Social Security) - Vested within 5-years	17	106,576	6,269
Retirement plans (other than Social Security) - Vested after 5-years			
Medical/dental plans	17	7,514	442
Group life insurance			
Other insurance benefits (cafeteria plan, etc.)			
Guaranteed disability income protection			
Tuition plan (dependents only)			
Unrestricted			
Restricted			
Housing plan			
Unrestricted			
Restricted			
Social Security taxes	17	54,353	3,197
Unemployment compensation			
Worker's compensation	17	11,012	648
Other benefits in kind with cash options			
Total expenditures		179,455	
Total from prior year		34,378	

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Fall Staff - Part F - Instruction/Research/Public Service staff with tenure

Number of **full-time** staff with faculty status who are <u>**Tenured**</u> and whose primary responsibility is **instruction, research, and/or public service** by academic rank, gender, and race/ethnicity

As of November 1, 2005

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident Alien							0
Black, non-Hispanic		1					1
American Indian/Alaska Native	1						1
Asian/Pacific Islander	18	1				2	21
Hispanic	174	60	12	2		100	348
White, non-Hispanic	36	1	1			2	40
Race/ethnicity unknown							0
Total men	229	63	13	2	0	104	411
Women							
Nonresident Alien							0
Black, non-Hispanic							0
American Indian/Alaska Native							0
Asian/Pacific Islander	2	1					3
Hispanic	74	50	20			89	233
White, non-Hispanic	8	3				0	11
Race/ethnicity unknown							0
Total women	84	54	20	0	0	89	247
Total (men+women)	313	117	33	2	0	193	658
Total from EAP							658
Total (men+women) from Fall 2003							739

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Institution: UNIVERSITY OF PUERTO RICO-MAYAGUEZ (243197)   User ID: p52431971

Fall Staff - Part F - Instruction/Research/Public Service staff on tenure track

Number of **full-time** staff with faculty status who are **On tenure track** and whose primary responsibility is **instruction, research, and/or public service** by academic rank, gender, and race/ethnicity

As of November 1, 2005

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident Alien							0
Black, non-Hispanic							0
American Indian/Alaska Native							0
Asian/Pacific Islander			2				2
Hispanic	1	35	35	2		8	81
White, non-Hispanic	1	1	3				5
Race/ethnicity unknown							0
Total men	2	36	40	2	0	8	88
Women							
Nonresident Alien							0
Black, non-Hispanic							0
American Indian/Alaska Native							0
Asian/Pacific Islander							0
Hispanic		6	27	2		14	49
White, non-Hispanic		1				0	1
Race/ethnicity unknown						1	1
Total women	0	7	27	2	0	15	51
Total (men+women)	2	43	67	4	0	23	139
Total from EAP							139
Total (men+women) from Fall 2003							142

WARNING: These are restricted data and are not to be shared with anyone, under penalty of law.

Fall Staff - Part F - Instruction/Research/Public Service staff not on tenure track/No tenure system

Number of **full-time** staff with faculty status who are **Not on tenure track** and whose primary responsibility is **instruction, research, and/or public service** OR number of **full-time** staff whose primary responsibility is **instruction, research, and/or public service** and who work at an institution with **No tenure system** by academic rank, gender, and race/ethnicity

As of November 1, 2005

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident Alien							0
Black, non-Hispanic						1	1
American Indian/Alaska Native							0
Asian/Pacific Islander				1			1
Hispanic	0			2	14	10	26
White, non-Hispanic						1	1
Race/ethnicity unknown							0
Total men	0	0	3	14	0	12	29
Women							
Nonresident Alien							0
Black, non-Hispanic							0
American Indian/Alaska Native							0
Asian/Pacific Islander						1	1
Hispanic	0			3	16	8	27
White, non-Hispanic				1			1
Race/ethnicity unknown							0
Total women	0	0	3	17	0	9	29
Total (men+women)	0	0	6	31	0	21	58
Total from EAP							58
Total (men+women) from Fall 2003							98

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Fall Staff - Part F - Instruction/Research/Public Service staff without faculty status

Number of **full-time** staff **Without faculty status** whose primary responsibility is **instruction, research, and/or public service** by academic rank, gender, and race/ethnicity

As of November 1, 2005

Gender and race/ethnicity	Total
Men	
Nonresident Alien	
Black, non-Hispanic	
American Indian/Alaska Native	
Asian/Pacific Islander	
Hispanic	
White, non-Hispanic	
Race/ethnicity unknown	
Total men	
Women	
Nonresident Alien	
Black, non-Hispanic	
American Indian/Alaska Native	
Asian/Pacific Islander	
Hispanic	
White, non-Hispanic	
Race/ethnicity unknown	
Total women	
Total (men+women)	
Total from EAP	0

Fall Staff - Part F - Totals

Total number of **full-time** staff whose primary responsibility is **instruction, research, and/or public service** by gender and race/ethnicity

As of November 1, 2005

	Total men	Total women	Total (men+women)
Nonresident Alien	0	0	0
Black, non-Hispanic	2	0	2
American Indian/Alaska Native	1	0	1
Asian/Pacific Islander	24	4	28
Hispanic	455	309	764
White, non-Hispanic	46	13	59
Race/ethnicity unknown	0	1	1
Total (must equal Part A (next part))	528	327	855
Total from Fall 2003	576	403	979

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Fall Staff - Part A - Instruction/Research/Public Service staff by contract length/teaching period

Number of **full-time** staff whose primary responsibility is **instruction, research, and/or public service** by contract length/teaching periods, gender, and race/ethnicity

(Include all staff from these functions, including those with and without faculty status.)

As of November 1, 2005

Gender and race/ethnicity	Less-than-9-month	9/10-month	11/12-month	Total	Total from Part F
Men					
Nonresident Alien				0	0
Black, non-Hispanic	1	1		2	2
American Indian/Alaska Native		1		1	1
Asian/Pacific Islander		23	1	24	24
Hispanic	17	431	7	455	455
White, non-Hispanic		45	1	46	46
Race/ethnicity unknown				0	0
Total men	18	501	9	528	528
Women					
Nonresident Alien				0	0
Black, non-Hispanic				0	0
American Indian/Alaska Native				0	0
Asian/Pacific Islander	1	3		4	4
Hispanic	13	285	11	309	309
White, non-Hispanic		12	1	13	13
Race/ethnicity unknown		1		1	1
Total women	14	301	12	327	327
Total (men+women)	32	802	21	855	855
Total from EAP				855	
Total (men+women) from Fall 2003	33	103	843	979	

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Fall Staff - Part A - 9/10-month contracts/teaching periods

Number of **full-time** staff on **9/10-month contracts/teaching periods** whose primary responsibility is **instruction, research, and/or public service** by salary class intervals, gender, and race/ethnicity

(Include all staff from these functions, including those with and without faculty status.)

As of November 1, 2005

Gender and race/ethnicity	Below $30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
Men								
Nonresident Alien								
Black, non-Hispanic				1				1
American Indian/Alaska Native					1			1
Asian/Pacific Islander				4	19			23
Hispanic		13	94	168	156			431
White, non-Hispanic			5	3	37			45
Race/ethnicity unknown								
Total men	0	13	99	176	213	0	0	501
Women								
Nonresident alien								
Black, non-Hispanic								
American Indian/Alaska Native								
Asian/Pacific Islander			1		2			3
Hispanic	2	30	111	97	45			285
White, non-Hispanic				6	6			12
Race/ethnicity unknown		1						1
Total women	2	31	112	103	53	0	0	301
Total (men+women)	2	44	211	279	266	0	0	802
Total (men+women) from Fall 2003								103

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Institution: UNIVERSITY OF PUERTO RICO-MAYAGUEZ (243197)   User ID: p52431971

Fall Staff - Part A - 11/12-month contracts/teaching periods

Number of **full-time** staff on **11/12-month contracts/teaching periods** whose primary responsibility is **instruction, research, and/or public service** by salary class intervals, gender, and race/ethnicity

(Include all staff from these functions, including those with and without faculty status.)

As of November 1, 2005

Gender and race/ethnicity	Below $30,000	30,000- 39,999	40,000- 49,999	50,000- 64,999	65,000- 79,999	80,000- 99,999	100,000 and above	Total
Men								
Nonresident Alien								
Black, non-Hispanic								
American Indian/Alaska Native								
Asian/Pacific Islander			1					1
Hispanic		4	3	0	0			7
White, non-Hispanic			1					1
Race/ethnicity unknown								
Total men	0	4	5	0	0	0	0	9
Women								
Nonresident Alien								
Black, non-Hispanic								
American Indian/Alaska Native								
Asian/Pacific Islander								
Hispanic		8	3	0	0			11
White, non-Hispanic		1						1
Race/ethnicity unknown								
Total women	0	9	3	0	0	0	0	12
Total (men+women)	0	13	8	0	0	0	0	21
Total (men+women) from Fall 2003								843

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Fall Staff - Part B - Executive/administrative/managerial

Number of **full-time executive/administrative/managerial** employees by salary class intervals, gender, and race/ethnicity

As of November 1, 2005

Gender and race/ethnicity	Below $30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
Men								
Nonresident Alien								0
Black, non-Hispanic								0
American Indian/Alaska Native								0
Asian/Pacific Islander						1		1
Hispanic		1	9	11	18			39
White, non-Hispanic					2			2
Race/ethnicity unknown								0
Total men	0	1	9	11	21	0	0	42
Women								
Nonresident Alien								0
Black, non-Hispanic								0
American Indian/Alaska Native								0
Asian/Pacific Islander								0
Hispanic		5	13	9	7			34
White, non-Hispanic					1			1
Race/ethnicity unknown								0
Total women	0	5	13	9	8	0	0	35
Total (men+women)	0	6	22	20	29	0	0	77
Total from EAP								77
Total (men+women) from Fall 2003								83

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Fall Staff - Part B - Other professionals (support/service)

Number of **full-time other professional (support/service)** employees by salary class intervals, gender, and race/ethnicity

As of November 1, 2005

Gender and race/ethnicity	Below $30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and over	Total
Men								
Nonresident alien								0
Black, non-Hispanic								0
American Indian/Alaska Native								0
Asian/Pacific Islander						1		1
Hispanic	63	55	18	12	6			154
White, non-Hispanic								0
Race/ethnicity unknown								0
Total men	63	55	18	12	7	0	0	155
Women								
Nonresident alien								0
Black, non-Hispanic								0
American Indian/Alaska Native								0
Asian/Pacific Islander								0
Hispanic	95	97	42	22	3			259
White, non-Hispanic				1	1			2
Race/ethnicity unknown								0
Total women	95	97	42	23	4	0	0	261
Total (men+women)	158	152	60	35	11	0	0	416
Total from EAP								416
Total (men+women) from Fall 2003								354

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Fall Staff - Part B - Technical and paraprofessionals

Number of **full-time** <u>technical and paraprofessional</u> employees by salary class intervals, gender, and race/ethnicity

As of November 1, 2005

Gender and race/ethnicity	Below $20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and over	Total
Men						
Nonresident alien						0
Black, non-Hispanic						0
American Indian/Alaska Native						0
Asian/Pacific Islander						0
Hispanic	9	43	66	3	1	122
White, non-Hispanic						0
Race/ethnicity unknown						0
Total men	9	43	66	3	1	122
Women						
Nonresident alien						0
Black, non-Hispanic						0
American Indian/Alaska Native						0
Asian/Pacific Islander						0
Hispanic	6	15	7	2		30
White, non-Hispanic						0
Race/ethnicity unknown						0
Total women	6	15	7	2	0	30
Total (men+women)	15	58	73	5	1	152
Total from EAP						152
Total (men+women) from Fall 2003						145

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Fall Staff - Part B - Clerical and secretarial

Number of **full-time clerical and secretarial** employees by salary class intervals, gender, and race/ethnicity

As of November 1, 2005

Gender and race/ethnicity	Below $20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and over	Total
Men						
Nonresident alien						0
Black, non-Hispanic						0
American Indian/Alaska Native						0
Asian/Pacific Islander						0
Hispanic	12	43	71			126
White, non-Hispanic						0
Race/ethnicity unknown						0
Total men	12	43	71	0	0	126
Women						
Nonresident alien						0
Black, non-Hispanic						0
American Indian/Alaska Native						0
Asian/Pacific Islander						0
Hispanic	100	223	151			474
White, non-Hispanic						0
Race/ethnicity unknown						0
Total women	100	223	151	0	0	474
Total (men+women)	112	266	222	0	0	600
Total from EAP						600
Total (men+women) from Fall 2003						660

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Fall Staff - Part B - Skilled crafts

Number of **full-time skilled crafts** employees by salary class intervals, gender, and race/ethnicity

As of November 1, 2005

Gender and race/ethnicity	Below $20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and over	Total
Men						
Nonresident alien						0
Black, non-Hispanic						0
American Indian/Alaska Native						0
Asian/Pacific Islander						0
Hispanic		29	102	49		180
White, non-Hispanic						0
Race/ethnicity unknown						0
Total men		29	102	49	0	0	180
Women						
Nonresident alien						0
Black, non-Hispanic						0
American Indian/Alaska Native						0
Asian/Pacific Islander						0
Hispanic			1			1
White, non-Hispanic						0
Race/ethnicity unknown						0
Total women	0	1	0	0	0	1
Total (men+women)	29	103	49	0	0	181
Total from EAP						181
Total (men+women) from Fall 2003						183

WARNING: These are restricted data and are not to be shared with anyone, under penalty of law.

Fall Staff - Part B - Service/Maintenance

Number of **full-time service/maintenance** employees by salary class intervals, gender, and race/ethnicity

As of November 1, 2005

Gender and race/ethnicity	Below $20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and over	Total
Men						
Nonresident alien						0
Black, non-Hispanic						0
American Indian/Alaska Native						0
Asian/Pacific Islander						0
Hispanic	137	340	58			535
White, non-Hispanic						0
Race/ethnicity unknown						0
Total men	137	340	58	0	0	535
Women						
Nonresident alien						0
Black, non-Hispanic	1					1
American Indian/Alaska Native						0
Asian/Pacific Islander						0
Hispanic	78	31				109
White, non-Hispanic						0
Race/ethnicity unknown	1					1
Total women	80	31	0	0	0	111
Total (men+women)	217	371	58	0	0	646
Total from EAP						646
Total (men+women) from Fall 2003						661

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Fall Staff - Part B - Totals

Total number of **full-time employees** by primary function/occupational activity, gender, and race/ethnicity

As of November 1, 2005

Gender and race/ethnicity	Executive/ administrative/ managerial	Other professionals (support/service)	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance	Total
Men							
Nonresident alien	0	0	0	0	0	0	0
Black, non-Hispanic	0	0	0	0	0	0	0
American Indian/Alaska Native	0	0	0	0	0	0	0
Asian/Pacific Islander	1	1	0	0	0	0	2
Hispanic	39	154	122	126	180	535	1,156
White, non-Hispanic	2	0	0	0	0	0	2
Race/ethnicity unknown	0	0	0	0	0	0	0
Total men	42	155	122	126	180	535	1,160
Women							
Nonresident alien	0	0	0	0	0	0	0
Black, non-Hispanic	0	0	0	0	0	1	1
American Indian/Alaska Native	0	0	0	0	0	0	0
Asian/Pacific Islander	0	0	0	0	0	0	0
Hispanic	34	259	30	474	1	109	907
White, non-Hispanic	1	2	0	0	0	0	3
Race/ethnicity unknown	0	0	0	0	0	1	1
Total women	35	261	30	474	1	111	912
Total (men+women)	77	416	152	600	181	646	2,072
Total from EAP	77	416	152	600	181	646	
Total (men+women) from Fall 2003	83	354	145	660	183	661	2,086

WARNING: These are restricted data and are not to be shared with anyone, under penalty of law.

Fall Staff - Part D - PT Professionals by position

Number of **part-time** employees by primary function/occupational activity, gender, and race/ethnicity

As of November 1, 2005

Gender and race/ethnicity	Staff whose primary responsibility is instruction, research, and/or public service	Executive/ administrative/ managerial	Other professionals (support/service)
Men			
Nonresident Alien			
Black, non-Hispanic			
American Indian/Alaska Native			
Asian/Pacific Islander			
Hispanic	12	2	2
White, non-Hispanic			
Race/ethnicity unknown			
Total men	12	2	2
Women			
Nonresident Alien			
Black, non-Hispanic			
American Indian/ Alaska Native			
Asian/Pacific Islander			
Hispanic	8		1
White, non-Hispanic	1		1
Race/ethnicity unknown			
Total women	9	0	2
Total (men+women)	21	2	4
Total from EAP	21	2	4
Total (men+women) from Fall 2003	40	1	8

WARNING: These are restricted data and are not to be shared with anyone, under penalty of law.

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Fall Staff - Part D - PT Non-professionals by position

Number of **part-time** employees by primary function/occupational activity, gender, and race/ethnicity

As of November 1, 2005

Gender and race/ethnicity	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance
Men				
Nonresident Alien				
Black, non-Hispanic				
American Indian/Alaska Native				
Asian/Pacific Islander				
Hispanic				1
White, non-Hispanic				
Race/ethnicity unknown				
Total men	0	0	0	1
Women				
Nonresident Alien				
Black, non-Hispanic				
American Indian/Alaska Native				
Asian/Pacific Islander				
Hispanic		2		
White, non-Hispanic				
Race/ethnicity unknown				
Total women	0	2	0	0
Total (men+women)	0	2	0	1
Total from EAP	0	2	0	1
Total (men+women)from Fall 2003		2	1	

WARNING: These are restricted data and are not to be shared with anyone, under penalty of law.

Fall Staff - Part D - PT Graduate assistants
Number of **part-time** employees by primary function/occupational activity, gender, and race/ethnicity

As of November 1, 2005

Gender and race/ethnicity

	Subtotal	Graduate assistants	Part-time total
Men			
Nonresident Alien	0		0
Black, non-Hispanic	0		0
American Indian/Alaska Native	0		0
Asian/Pacific Islander	0		0
Hispanic	17	273	290
White, non-Hispanic	0		0
Race/ethnicity unknown	0		0
Total men	17	273	290
Women			
Nonresident Alien	0		0
Black, non-Hispanic	0		0
American Indian/ Alaska Native	0		0
Asian/Pacific Islander	0		0
Hispanic	11	250	261
White, non-Hispanic	2		2
Race/ethnicity unknown	0		0
Total women	13	250	263
Total (men+women)	30	523	553
Total from EAP		523	
Total (men+women) from Fall 2003			

WARNING: These are restricted data and are not to be shared with anyone, under penalty of law.

Fall Staff - Part E - Total Employees

Total number of employees by employment status, gender, and race/ethnicity

As of November 1, 2005

	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women
Nonresident alien	0	0	0	0	0	0
Black, non-Hispanic	2	1	0	0	2	1
American Indian/Alaska Native	1	0	0	0	1	0
Asian/Pacific Islander	26	4	0	0	26	4
Hispanic	1,611	1,216	290	261	1,901	1,477
White, non-Hispanic	48	16	0	2	48	18
Race/ethnicity unknown	0	2	0	0	0	2
Grand total	1,688	1,239	290	263	1,978	1,502
Grand total from Fall 2003	1,738	1,327	33	19	1,771	1,346

WARNING: These are restricted data and are not to be shared with anyone, under penalty of law.

Fall Staff - Part G - New Hires by faculty status

Number of **full-time permanent new hires** whose primary responsibility is **instruction, research, and/or public service** by faculty status, gender, and race/ethnicity

(Hired full time between July 1 and October 31, 2005)

Gender and race/ethnicity	Faculty status				
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	Total
Men					
Nonresident Alien					0
Black, non-Hispanic					0
American Indian/Alaska Native					0
Asian/Pacific Islander					0
Hispanic	2				2
White, non-Hispanic	1				1
Race/ethnicity unknown					0
Total men	3	0	0	0	3
Women					
Nonresident Alien					0
Black, non-Hispanic					0
American Indian/Alaska Native					0
Asian/Pacific Islander					0
Hispanic	4				4
White, non-Hispanic					0
Race/ethnicity unknown					0
Total women	4	0	0	0	4
Total (men+women)	7	0	0	0	7

Fall Staff - Part G - New Hires By position

Number of all other **full-time permanent new hires** by primary function/occupational activity, gender, and race/ethnicity

(Hired full time between July 1 and October 31, 2005)

Gender and race/ethnicity	Executive/ administrative/ managerial	Other professionals (support/service)	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance	Total
Men							
Nonresident Alien							0
Black, non-Hispanic							0
American Indian/Alaska Native							0
Asian/Pacific Islander							0
Hispanic		5	1				6
White, non-Hispanic	1						1
Race/ethnicity unknown							0
Total men	1	5	1	0	0	0	7
Women							
Nonresident Alien							0
Black, non-Hispanic							0
American Indian/Alaska Native							0
Asian/Pacific Islander							0
Hispanic		2	1	2			5
White, non-Hispanic	0						0
Race/ethnicity unknown							0
Total women	0	2	1	2	0	0	5
Total (men+women)	1	7	2	2	0	0	12

WARNING: These are restricted data and are not to be shared with anyone, under penalty of law.

Fall Staff - Part G - New Hires - Totals

Total number of **full-time permanent new hires** by gender and race/ethnicity

(Hired full time between July 1 and October 31, 2005)

	Total men	Total women
Nonresident Alien	0	0
Black, non-Hispanic	0	0
American Indian/Alaska Native	0	0
Asian/Pacific Islander	0	0
Hispanic	8	9
White, non-Hispanic	2	0
Race/ethnicity unknown	0	0
Total	10	9
Total from Fall 2003		

Human Resources Survey Evaluation

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

Employees were not difficult to categorize. Yet it seemed difficult the way Fall Staff Part F was included as a part of EAP and salaries, as opposed to following a sequence in the Fall Staff Sections. It was also complicated to see comparisons based on 2003 data as opposed to data from the previous year.

WARNING: These are restricted data and are not to be shared with anyone, under penalty of law.

Explanation Report

Number	Source	Location	Description	Severity	Accepted

Screen: Part Time

| 1 | Screen Entry | Row 16 Column 4 | The number entered, 23, has an expected range of between 32 and 54. Please explain this difference. | Explanation | Yes |

Reason: Numbers of Part-Time instructional employees vary since they are hired on a need basis, and the institution seeks to use efficiently its internal resources or hiring new resources when needed. Differences may also result from our constatn work witht he human resources systems.

| 2 | Screen Entry | Row 16 Column 6 | The number entered, 30, has an expected range of between 39 and 66. Please explain this difference. | Explanation | Yes |

Reason: Difference is due to Part-Time instructional employees who vary since they are hired on a need basis, and the institution seeks to use efficiently its internal resources.

Screen: Headcount

| 3 | Screen Entry | Row 25 Column 3 | The number entered, 802, has an expected range of between 78 and 133. Please explain this difference. | Explanation | Yes |

Reason: Difference is due to fine tuning of our data systems and conversions when performing the data analysis for filling out IPEDS whereby instructional faculty members are adequately classified within a 9/10 month teaching period, except in those cases where contract length has been validated as < 9 months or 11/12 months. This explains shift between totals in 2005 and 2004 between 9/10 month totals and 11/12 month totals.

| 4 | Screen Entry | Row 25 Column 4 | The number entered, 21, has an expected range of between 717 and 1011. Please explain this difference. | Explanation | Yes |

Reason: Difference is due to fine tuning of our data systems and conversions when performing the data analysis for filling out IPEDS whereby instructional faculty members are adequately classified within a 9/10 month teaching period, except in those cases where contract length has been validated as < 9 months or 11/12 months. This explains shift between totals in 2005 and 2004 between 9/10 month totals and 11/12 month totals.

Screen: Professionals

| 5 | Screen Entry | Row 22 Column 2 | The number entered, 21, has an expected range of between 31 and 52. Please explain this difference. | Explanation | Yes |

Reason: Numbers of Part-Time instructional employees vary since they are hired on a need basis, and the institution seeks to use efficiently its internal resources or hiring new resources when needed. Differences may also result from our constatn work witht he human resources systems.

Screen: Not on track

| 6 | Screen Entry | Row 22 Column 8 | The number entered, 58, has an expected range of between 74 and 127. Please explain this difference. | Explanation | Yes |

Reason: Increase may reflect employees for whom studies were paid and have returned to serve as instruction/research/public service staff who have no yet been appointed to a tenure system position and have been hired full-time but on a temporary basis.

Screen: Headcount

| 7 | Screen Entry | Row 19 Column 2 | The number entered, 21, has an expected range of between 28 and 46. Please explain this difference. | Explanation | Yes |

Reason: We expect that this number continue to descend since ideally all instructional staff have 9/10

month contracts.

Screen: Salaries 11/12 mo

| 8 | Screen Entry | Row 19 Column 3 | The number entered, 710508, has an expected range of between 134692 and 190152. Please explain this difference. | Explanation | Yes |

Reason: Difference results from the increase from 3 in 2004 to 17 in 2005 Full Time Instructional Faculty with 11/12 month teaching contracts.

Screen: Benefits 11/12 mo

| 9 | Screen Entry | Row 19 Column 4 | The number entered, 179455, has an expected range of between 29222 and 41253. Please explain this difference. | Explanation | Yes |

Reason: Difference is due to the increase from 3, in 2004, to 17 full-time instructional staff in 2005

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Part A - Employees by Assigned Position - Full Time

		FT				
		Tenured	On Tenure Track	Not on Tenure Track/No Tenure System	Without Faculty Status	Total
Primary Function	F-Primarily Instruction	437	109	38	0	584
	F-Instruction/research/public service	28	7	0	0	35
	F-Primarily Research	36	8	17	0	61
	F-Primarily Public Service	157	15	3	0	175
	Executive/Administrative/ Managerial	30	5	13	29	77
	Other Professionals	75	8	2	331	416
	Technical or Paraprofessionals	0	0	0	152	152
	Clerical and Secretarial	0	0	0	600	600
	Skilled Crafts	0	0	0	181	181
	Service/Maintenance	0	0	0	646	646
	Total	763	152	73	1939	2927

Part B - Employees by Assigned Position - Part Time

		PT				
		Tenured	On Tenure Track	Not on Tenure Track/No Tenure System	Without Faculty Status	Total
Primary Function	F-Primarily Instruction	0	0	21	0	21
	F-Instruction/research/public service	0	0	0	0	0
	F-Primarily Research	0	0	0	0	0
	F-Primarily Public Service	0	0	0	0	0
	Executive/Administrative/ Managerial	0	0	2	0	2
	Other Professionals	0	0	0	4	4
	Technical or Paraprofessionals	0	0	0	0	0
	Clerical and Secretarial	0	0	0	2	2
	Skilled Crafts	0	0	0	0	0
	Service/Maintenance	0	0	0	1	1
	Total	0	0	23	7	30

Salaries-Part A Instructional staff by contract length/teaching period
Full-time instructional staff by contract lengt/teaching period, gender, and academic rank

| | | Teaching Period | | | |
		< 9 months	9/10 Months	11/12 Months	Total
Male	Professors	0	231	0	231
	Associate Professors	0	99	0	99
	Assistant Professors	1	53	2	56
	Instructors	9	4	5	18
	Lecturers	0	0	0	0
	No Academic Rank	1	0	0	1
	NonFaculty Positions	0	0	0	0
	Total	11	387	7	405
Female	Professors	0	84	0	84
	Associate Professors	0	61	0	61
	Assistant Professors	0	47	3	50
	Instructors	10	2	7	19
	Lecturers	0	0	0	0
	No Academic Rank	0	0	0	0
	NonFaculty Positions	0	0	0	0
	Total	10	194	10	214
Total	Professors	0	315	0	315
	Associate Professors	0	160	0	160
	Assistant Professors	1	100	5	106
	Instructors	19	6	12	37
	Lecturers	0	0	0	0
	No Academic Rank	1	0	0	1
	NonFaculty Positions	0	0	0	0
	Total	21	581	17	619

Salaries-Part A-By Length of Contract/Teaching Periods
Salaries of full-time instructional staff on 9/10 month, 11/12month contracts/teaching periods by gender and academic rank

			Number	Salary Outlays	Average Salary
9/10 Months	Male	Professors	231	15680034	67879
		Associate Professors	99	5758440	58166
		Assistant Professors	53	2681496	50594
		Instructors	4	164124	41031
		Lecturers	0	.	.
		No Academic Rank	0	.	.
		NonFaculty Positions	0	.	.
		Total	387	24284094	62750
	Female	Professors	84	5276556	62816
		Associate Professors	61	3263040	53492
		Assistant Professors	47	2218596	47204
		Instructors	2	85128	42564
		Lecturers	0	.	.
		No Academic Rank	0	.	.
		NonFaculty Positions	0	.	.
		Total	194	10843320	55893

Salaries-Part A-By Length of Contract/Teaching Periods
Salaries of full-time instructional staff on 9/10 month, 11/12month contracts/teaching periods by gender and academic rank

			Number	Salary Outlays	Average Salary
9/10 Months	Total	Professors	315	20956590	66529
		Associate Professors	160	9021480	56384
		Assistant Professors	100	4900092	49001
		Instructors	6	249252	41542
		Lecturers	0	.	.
		No Academic Rank	0	.	.
		NonFaculty Positions	0	.	.
		Total	581	35127414	60460
11/12 Months	Male	Professors	0	.	.
		Associate Professors	0	.	.
		Assistant Professors	2	99144	49572
		Instructors	5	198384	39677
		Lecturers	0	.	.
		No Academic Rank	0	.	.
		NonFaculty Positions	0	.	.
		Total	7	297528	42504
	Female	Professors	0	.	.
		Associate Professors	0	.	.
		Assistant Professors	3	148716	49572
		Instructors	7	264264	37752
		Lecturers	0	.	.
		No Academic Rank	0	.	.
		NonFaculty Positions	0	.	.
		Total	10	412980	41298
	Total	Professors	0	.	.
		Associate Professors	0	.	.
		Assistant Professors	5	247860	49572
		Instructors	12	462648	38554
		Lecturers	0	.	.
		No Academic Rank	0	.	.
		NonFaculty Positions	0	.	.
		Total	17	710508	41795
< 9 months	Male	Professors	0	.	.
		Associate Professors	0	.	.
		Assistant Professors	1	56172	56172
		Instructors	9	325171	36130
		Lecturers	0	.	.
		No Academic Rank	1	67896	67896
		NonFaculty Positions	0	.	.
		Total	11	449239	40840
	Female	Professors	0	.	.
		Associate Professors	0	.	.
		Assistant Professors	0	.	.
		Instructors	10	391956	39196
		Lecturers	0	.	.
		No Academic Rank	0	.	.
		NonFaculty Positions	0	.	.
		Total	10	391956	39196

Salaries-Part A-By Length of Contract/Teaching Periods
Salaries of full-time instructional staff on 9/10 month, 11/12month contracts/teaching periods by gender and academic rank

			Number	Salary Outlays	Average Salary
< 9 months	Total	Professors	0	.	.
		Associate Professors	0	.	.
		Assistant Professors	1	56172	56172
		Instructors	19	717127	37744
		Lecturers	0	.	.
		No Academic Rank	1	67896	67896
		NonFaculty Positions	0	.	.
		Total	21	841195	40057
Total	Male	Professors	231	15680034	67879
		Associate Professors	99	5758440	58166
		Assistant Professors	56	2836812	50657
		Instructors	18	687679	38204
		Lecturers	0	.	.
		No Academic Rank	1	67896	67896
		NonFaculty Positions	0	.	.
		Total	405	25030861	61805
	Female	Professors	84	5276556	62816
		Associate Professors	61	3263040	53492
		Assistant Professors	50	2367312	47346
		Instructors	19	741348	39018
		Lecturers	0	.	.
		No Academic Rank	0	.	.
		NonFaculty Positions	0	.	.
		Total	214	11648256	54431
	Total	Professors	315	20956590	66529
		Associate Professors	160	9021480	56384
		Assistant Professors	106	5204124	49096
		Instructors	37	1429027	38622
		Lecturers	0	.	.
		No Academic Rank	1	67896	67896
		NonFaculty Positions	0	.	.
		Total	619	36679117	59255

Warnings

No valid cases remain for scale variable(s) Given Unemployment Benefits in table Salaries-Part B-By Length of Contract/Teaching Periods
Fringe Benefits of full-time instructional staff on 9/10 month, 11/12month contracts/teaching periods. Statistics cannot be computed for these variables.

Salaries-Part B-By Length of Contract/Teaching Periods
Fringe Benefits of full-time instructional staff on 9/10 month, 11/12month contracts/teaching periods

				Number Covered	Expenditures	Average Expenditures
9/10 Months	Covered by Retirement Benefit	Not Covered	Retirement	0	.	.
		Covered by Benefit	Retirement	581	5269112.10	9069.04
	Covered by Medical Plan	Not Covered	Medical Plan	0	.	.
		Covered by Benefit	Medical Plan	581	256802.00	442.00
	Covered by SSTax Benefit	Covered by Benefit	SS Tax	581	2687247.17	4625.21
	Covered by Unemployment	Not Covered	Given Unemployment Benefits	581	.	.
	Covered by Worker	Covered by Benefit	Worker's Compensation	581	544474.92	937.13
11/12 Months	Covered by Retirement Benefit	Not Covered	Retirement	0	.	.
		Covered by Benefit	Retirement	17	106576.20	6269.19
	Covered by Medical Plan	Not Covered	Medical Plan	17	.	.
		Covered by Benefit	Medical Plan	0	.	.
	Covered by SSTax Benefit	Covered by Benefit	SS Tax	17	54353.86	3197.29
	Covered by Unemployment	Not Covered	Given Unemployment Benefits	17	.	.
	Covered by Worker	Covered by Benefit	Worker's Compensation	17	11012.87	647.82
Total	Covered by Retirement Benefit	Not Covered	Retirement	0	.	.
		Covered by Benefit	Retirement	598	5375688.30	8989.45
	Covered by Medical Plan	Not Covered	Medical Plan	17	.	.
		Covered by Benefit	Medical Plan	581	256802.00	442.00
	Covered by SSTax Benefit	Covered by Benefit	SS Tax	598	2741601.03	4584.62
	Covered by Unemployment	Not Covered	Given Unemployment Benefits	598	.	.
	Covered by Worker	Covered by Benefit	Worker's Compensation	598	555487.79	928.91

Fall Staff - Part F - Instruction/Research/Public Service Staff
Full-time staff with Faculty Status Tenured, On Tenure Track, Not on Tenure Track, & Without Faculty Status

			Professors	Associate Professors	Assistant Professors	Instructors	No Academic Rank	Total
Tenured	Male	Black-Non Hispanic	0	1	0	0	0	1
		American Indian or Native of Alaska	1	0	0	0	0	1
		Asian/Pacific Islands	18	1	0	0	2	21
		Hispanic	174	60	12	2	100	348
		White-Non Hispanic	36	1	1	0	2	40
		Race/ethnicity Unknown	0	0	0	0	0	0
		Total	229	63	13	2	104	411
	Female	Black-Non Hispanic	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	2	1	0	0	0	3
		Hispanic	74	50	20	0	89	233
		White-Non Hispanic	8	3	0	0	0	11
		Race/ethnicity Unknown	0	0	0	0	0	0
		Total	84	54	20	0	89	247
	Total	Black-Non Hispanic	0	1	0	0	0	1
		American Indian or Native of Alaska	1	0	0	0	0	1
		Asian/Pacific Islands	20	2	0	0	2	24
		Hispanic	248	110	32	2	189	581
		White-Non Hispanic	44	4	1	0	2	51
		Race/ethnicity Unknown	0	0	0	0	0	0
		Total	313	117	33	2	193	658

Fall Staff - Part F - Instruction/Research/Public Service Staff
Full-time staff with Faculty Status Tenured, On Tenure Track, Not on Tenure Track, & Without Faculty Status

			Professors	Associate Professors	Assistant Professors	Instructors	No Academic Rank	Total
On Tenure Track	Male	Black-Non Hispanic	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	2	0	0	2
		Hispanic	1	35	35	2	8	81
		White-Non Hispanic	1	1	3	0	0	5
		Race/ethnicity Unknown	0	0	0	0	0	0
		Total	2	36	40	2	8	88
	Female	Black-Non Hispanic	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	0	0	0	0
		Hispanic	0	6	27	2	14	49
		White-Non Hispanic	0	1	0	0	0	1
		Race/ethnicity Unknown	0	0	0	0	1	1
		Total	0	7	27	2	15	51
	Total	Black-Non Hispanic	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	2	0	0	2
		Hispanic	1	41	62	4	22	130
		White-Non Hispanic	1	2	3	0	0	6
		Race/ethnicity Unknown	0	0	0	0	1	1
		Total	2	43	67	4	23	139
Not on Tenure Track/No Tenure System	Male	Black-Non Hispanic	0	0	0	0	1	1
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	1	0	0	1
		Hispanic	0	0	2	14	10	26
		White-Non Hispanic	0	0	0	0	1	1
		Race/ethnicity Unknown	0	0	0	0	0	0
		Total	0	0	3	14	12	29
	Female	Black-Non Hispanic	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	0	0	1	1
		Hispanic	0	0	3	16	8	27
		White-Non Hispanic	0	0	0	1	0	1
		Race/ethnicity Unknown	0	0	0	0	0	0
		Total	0	0	3	17	9	29
	Total	Black-Non Hispanic	0	0	0	0	1	1
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	1	0	1	2
		Hispanic	0	0	5	30	18	53
		White-Non Hispanic	0	0	0	1	1	2
		Race/ethnicity Unknown	0	0	0	0	0	0
		Total	0	0	6	31	21	58

Fall Staff - Part F - Instruction/Research/Public Service Staff
Full-time staff with Faculty Status Tenured, On Tenure Track, Not on Tenure Track, & Without Faculty Status

			Professors	Associate Professors	Assistant Professors	Instructors	No Academic Rank	Total
Without Faculty Status	Male	Black-Non Hispanic	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	0	0	0	0
		Hispanic	0	0	0	0	0	0
		White-Non Hispanic	0	0	0	0	0	0
		Race/ethnicity Unknown	0	0	0	0	0	0
		Total	0	0	0	0	0	0
	Female	Black-Non Hispanic	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	0	0	0	0
		Hispanic	0	0	0	0	0	0
		White-Non Hispanic	0	0	0	0	0	0
		Race/ethnicity Unknown	0	0	0	0	0	0
		Total	0	0	0	0	0	0
	Total	Black-Non Hispanic	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	0	0	0	0
		Hispanic	0	0	0	0	0	0
		White-Non Hispanic	0	0	0	0	0	0
		Race/ethnicity Unknown	0	0	0	0	0	0
		Total	0	0	0	0	0	0
Total	Male	Black-Non Hispanic	0	1	0	0	1	2
		American Indian or Native of Alaska	1	0	0	0	0	1
		Asian/Pacific Islands	18	1	3	0	2	24
		Hispanic	175	95	49	18	118	455
		White-Non Hispanic	37	2	4	0	3	46
		Race/ethnicity Unknown	0	0	0	0	0	0
		Total	231	99	56	18	124	528
	Female	Black-Non Hispanic	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	2	1	0	0	1	4
		Hispanic	74	56	50	18	111	309
		White-Non Hispanic	8	4	0	1	0	13
		Race/ethnicity Unknown	0	0	0	0	1	1
		Total	84	61	50	19	113	327
	Total	Black-Non Hispanic	0	1	0	0	1	2
		American Indian or Native of Alaska	1	0	0	0	0	1
		Asian/Pacific Islands	20	2	3	0	3	28
		Hispanic	249	151	99	36	229	764
		White-Non Hispanic	45	6	4	1	3	59
		Race/ethnicity Unknown	0	0	0	0	1	1
		Total	315	160	106	37	237	855

Fall Staff - Part F - Totals
Full-time staff whose primary responsibility is instruction, research,
and/or public service by gender and race/etnicity

	Male	Female	Total
Black-Non Hispanic	2	0	2
American Indian or Native of Alaska	1	0	1
Asian/Pacific Islands	24	4	28
Hispanic	455	309	764
White-Non Hispanic	46	13	59
Race/ethnicity Unknown	0	1	1
Total	528	327	855

Fall Staff - Part A - Instruction/Research/Public Service by Contract length/teaching period
Number of Full-time staff whose primary responsibility is instruction, research, and/or public service
by contract length/teaching periods, gender, and race/etnicity

		< 9 months	9/10 Months	11/12 Months	Total
Male	Black-Non Hispanic	1	1	0	2
	American Indian or Native of Alaska	0	1	0	1
	Asian/Pacific Islands	0	23	1	24
	Hispanic	17	431	7	455
	White-Non Hispanic	0	45	1	46
	Race/ethnicity Unknown	0	0	0	0
	Total	18	501	9	528
Female	Black-Non Hispanic	0	0	0	0
	American Indian or Native of Alaska	0	0	0	0
	Asian/Pacific Islands	1	3	0	4
	Hispanic	13	285	11	309
	White-Non Hispanic	0	12	1	13
	Race/ethnicity Unknown	0	1	0	1
	Total	14	301	12	327
Total	Black-Non Hispanic	1	1	0	2
	American Indian or Native of Alaska	0	1	0	1
	Asian/Pacific Islands	1	26	1	28
	Hispanic	30	716	18	764
	White-Non Hispanic	0	57	2	59
	Race/ethnicity Unknown	0	1	0	1
	Total	32	802	21	855

Fall Staff - Part A - 9/10-month contracts/teaching period
Number of Full-time staff on 9/10-month contracts/teaching periods
whose primary responsibility is instruction, research, and/or public service
by salary class intervals, gender, and race/etnicity

			Below $30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
9/10 Months	Male	Black-Non Hispanic	0	0	0	1	0	0	0	1
		American Indian or Native of Alaska	0	0	0	0	1	0	0	1
		Asian/Pacific Islands	0	0	0	4	19	0	0	23
		Hispanic	0	13	94	168	156	0	0	431
		White-Non Hispanic	0	0	5	3	37	0	0	45
		Race/ethnicity Unknown	0	0	0	0	0	0	0	0
		Total	0	13	99	176	213	0	0	501
	Female	Black-Non Hispanic	0	0	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	1	0	2	0	0	3
		Hispanic	2	30	111	97	45	0	0	285
		White-Non Hispanic	0	0	0	6	6	0	0	12
		Race/ethnicity Unknown	0	1	0	0	0	0	0	1
		Total	2	31	112	103	53	0	0	301
	Total	Black-Non Hispanic	0	0	0	1	0	0	0	1
		American Indian or Native of Alaska	0	0	0	0	1	0	0	1
		Asian/Pacific Islands	0	0	1	4	21	0	0	26
		Hispanic	2	43	205	265	201	0	0	716
		White-Non Hispanic	0	0	5	9	43	0	0	57
		Race/ethnicity Unknown	0	1	0	0	0	0	0	1
		Total	2	44	211	279	266	0	0	802

Fall Staff - Part A - 11/12-month contracts/teaching period
Number of Full-time staff on 9/10-month contracts/teaching periods
whose primary responsibility is instruction, research, and/or public service
by salary class intervals, gender, and race/etnicity

			Below $30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
11/12 Months	Male	Black-Non Hispanic	0	0	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	1	0	0	0	0	1
		Hispanic	0	4	3	0	0	0	0	7
		White-Non Hispanic	0	0	1	0	0	0	0	1
		Race/ethnicity Unknown	0	0	0	0	0	0	0	0
		Total	0	4	5	0	0	0	0	9
	Female	Black-Non Hispanic	0	0	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	0	0	0	0	0	0
		Hispanic	0	8	3	0	0	0	0	11
		White-Non Hispanic	0	1	0	0	0	0	0	1
		Race/ethnicity Unknown	0	0	0	0	0	0	0	0
		Total	0	9	3	0	0	0	0	12
	Total	Black-Non Hispanic	0	0	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	1	0	0	0	0	1
		Hispanic	0	12	6	0	0	0	0	18
		White-Non Hispanic	0	1	1	0	0	0	0	2
		Race/ethnicity Unknown	0	0	0	0	0	0	0	0
		Total	0	13	8	0	0	0	0	21

Fall Staff - Part B - Executive/administrative/managerial
Number of Full-time Executive/administrative/managerial
by salary class intervals, gender, and race/ethnicity

				Below $30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
Primary Function	Executive/Administrative/ Managerial	Male	Black-Non Hispanic	0	0	0	0	0	0	0	0
			American Indian or Native of Alaska	0	0	0	0	0	0	0	0
			Asian/Pacific Islands	0	0	0	0	1	0	0	1
			Hispanic	0	1	9	11	18	0	0	39
			White-Non Hispanic	0	0	0	0	2	0	0	2
			Race/ethnicity Unknown	0	0	0	0	0	0	0	0
			Total	0	1	9	11	21	0	0	42
		Female	Black-Non Hispanic	0	0	0	0	0	0	0	0
			American Indian or Native of Alaska	0	0	0	0	0	0	0	0
			Asian/Pacific Islands	0	0	0	0	0	0	0	0
			Hispanic	0	5	13	9	7	0	0	34
			White-Non Hispanic	0	0	0	0	1	0	0	1
			Race/ethnicity Unknown	0	0	0	0	0	0	0	0
			Total	0	5	13	9	8	0	0	35
		Total	Black-Non Hispanic	0	0	0	0	0	0	0	0
			American Indian or Native of Alaska	0	0	0	0	0	0	0	0
			Asian/Pacific Islands	0	0	0	0	1	0	0	1
			Hispanic	0	6	22	20	25	0	0	73
			White-Non Hispanic	0	0	0	0	3	0	0	3
			Race/ethnicity Unknown	0	0	0	0	0	0	0	0
			Total	0	6	22	20	29	0	0	77

Fall Staff - Part B - Other Professionals (Support/Service)
Number of Full-time Other Professionals
by salary class intervals, gender, and race/etnicity

			Below $30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
Other Professionals	Male	Black-Non Hispanic	0	0	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	0	0	1	0	0	1
		Hispanic	63	55	18	12	6	0	0	154
		White-Non Hispanic	0	0	0	0	0	0	0	0
		Race/ethnicity Unknown	0	0	0	0	0	0	0	0
		Total	63	55	18	12	7	0	0	155
	Female	Black-Non Hispanic	0	0	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	0	0	0	0	0	0
		Hispanic	95	97	42	22	3	0	0	259
		White-Non Hispanic	0	0	0	1	1	0	0	2
		Race/ethnicity Unknown	0	0	0	0	0	0	0	0
		Total	95	97	42	23	4	0	0	261
	Total	Black-Non Hispanic	0	0	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	0	0	1	0	0	1
		Hispanic	158	152	60	34	9	0	0	413
		White-Non Hispanic	0	0	0	1	1	0	0	2
		Race/ethnicity Unknown	0	0	0	0	0	0	0	0
		Total	158	152	60	35	11	0	0	416

Fall Staff - Part B - Technical and Paraprofessionals
Number of Full-time Technical and Paraprofessionals
by salary class intervals, gender, and race/etnicity

			Below $20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and	Total
Technical or Paraprofessionals	Male	Black-Non Hispanic	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	0	0	0	0
		Hispanic	9	43	66	3	1	122
		White-Non Hispanic	0	0	0	0	0	0
		Race/ethnicity Unknown	0	0	0	0	0	0
		Total	9	43	66	3	1	122
	Female	Black-Non Hispanic	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	0	0	0	0
		Hispanic	6	15	7	2	0	30
		White-Non Hispanic	0	0	0	0	0	0
		Race/ethnicity Unknown	0	0	0	0	0	0
		Total	6	15	7	2	0	30
	Total	Black-Non Hispanic	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	0	0	0	0
		Hispanic	15	58	73	5	1	152
		White-Non Hispanic	0	0	0	0	0	0
		Race/ethnicity Unknown	0	0	0	0	0	0
		Total	15	58	73	5	1	152

Fall Staff - Part B - Clerical and Secretarial
Number of Full-time Clerical and Secretarial
by salary class intervals, gender, and race/etnicity

			Below $20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and	Total
Clerical and Secretarial	Male	Black-Non Hispanic	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	0	0	0	0
		Hispanic	12	43	71	0	0	126
		White-Non Hispanic	0	0	0	0	0	0
		Race/ethnicity Unknown	0	0	0	0	0	0
		Total	12	43	71	0	0	126
	Female	Black-Non Hispanic	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	0	0	0	0
		Hispanic	100	223	151	0	0	474
		White-Non Hispanic	0	0	0	0	0	0
		Race/ethnicity Unknown	0	0	0	0	0	0
		Total	100	223	151	0	0	474
	Total	Black-Non Hispanic	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	0	0	0	0
		Hispanic	112	266	222	0	0	600
		White-Non Hispanic	0	0	0	0	0	0
		Race/ethnicity Unknown	0	0	0	0	0	0
		Total	112	266	222	0	0	600

Fall Staff - Part B - Skilled Crafts
Number of Full-time Skilled Crafts
by salary class intervals, gender, and race/etnicity

			Below $20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and	Total
Skilled Crafts	Male	Black-Non Hispanic	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	0	0	0	0
		Hispanic	29	102	49	0	0	180
		White-Non Hispanic	0	0	0	0	0	0
		Race/ethnicity Unknown	0	0	0	0	0	0
		Total	29	102	49	0	0	180
	Female	Black-Non Hispanic	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	0	0	0	0
		Hispanic	0	1	0	0	0	1
		White-Non Hispanic	0	0	0	0	0	0
		Race/ethnicity Unknown	0	0	0	0	0	0
		Total	0	1	0	0	0	1
	Total	Black-Non Hispanic	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	0	0	0	0
		Hispanic	29	103	49	0	0	181
		White-Non Hispanic	0	0	0	0	0	0
		Race/ethnicity Unknown	0	0	0	0	0	0
		Total	29	103	49	0	0	181

Fall Staff - Part B - Service/Maintenance
Number of Full-time Service/Maintenance
by salary class intervals, gender, and race/etnicity

			Below $20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and	Total
Service/Maintenance	Male	Black-Non Hispanic	0	0	0	0	0	0
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	0	0	0	0
		Hispanic	137	340	58	0	0	535
		White-Non Hispanic	0	0	0	0	0	0
		Race/ethnicity Unknown	0	0	0	0	0	0
		Total	137	340	58	0	0	535
	Female	Black-Non Hispanic	1	0	0	0	0	1
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	0	0	0	0
		Hispanic	78	31	0	0	0	109
		White-Non Hispanic	0	0	0	0	0	0
		Race/ethnicity Unknown	1	0	0	0	0	1
		Total	80	31	0	0	0	111
	Total	Black-Non Hispanic	1	0	0	0	0	1
		American Indian or Native of Alaska	0	0	0	0	0	0
		Asian/Pacific Islands	0	0	0	0	0	0
		Hispanic	215	371	58	0	0	644
		White-Non Hispanic	0	0	0	0	0	0
		Race/ethnicity Unknown	1	0	0	0	0	1
		Total	217	371	58	0	0	646

Fall Staff - Part B - Totals
Number of Full-time Employees by Primary Function/Occupational Activity, Gender, and Race/Etnicity

		Executive/ Administrative/ Managerial	Other Professionals	Technical or Paraprofessionals	Clerical and Secretarial	Skilled Crafts	Service/Maintenance	Total
Male	Black-Non Hispanic	0	0	0	0	0	0	0
	American Indian or Native of Alaska	0	0	0	0	0	0	0
	Asian/Pacific Islands	1	1	0	0	0	0	2
	Hispanic	39	154	122	126	180	535	1156
	White-Non Hispanic	2	0	0	0	0	0	2
	Race/ethnicity Unknown	0	0	0	0	0	0	0
	Total	42	155	122	126	180	535	1160
Female	Black-Non Hispanic	0	0	0	0	0	1	1
	American Indian or Native of Alaska	0	0	0	0	0	0	0
	Asian/Pacific Islands	0	0	0	0	0	0	0
	Hispanic	34	259	30	474	1	109	907
	White-Non Hispanic	1	2	0	0	0	0	3
	Race/ethnicity Unknown	0	0	0	0	0	1	1
	Total	35	261	30	474	1	111	912
Total	Black-Non Hispanic	0	0	0	0	0	1	1
	American Indian or Native of Alaska	0	0	0	0	0	0	0
	Asian/Pacific Islands	1	1	0	0	0	0	2
	Hispanic	73	413	152	600	181	644	2063
	White-Non Hispanic	3	2	0	0	0	0	5
	Race/ethnicity Unknown	0	0	0	0	0	1	1
	Total	77	416	152	600	181	646	2072

		I/R/PS Staff	Executive/ Administrative/ Managerial	Other Professionals	Technical or Paraprofessionals	Clerical and Secretarial	Skilled Crafts	Service/Maintenance	Self Supported Graduate Student	Total
Male	Black-Non Hispanic	0	0	0	0	0	0	0	0	0
	American Indian or Native of Alaska	0	0	0	0	0	0	0	0	0
	Asian/Pacific Islands	0	0	0	0	0	0	0	0	0
	Hispanic	12	2	2	0	0	0	1	0	17
	White-Non Hispanic	0	0	0	0	0	0	0	0	0
	Race/ethnicity Unknown	0	0	0	0	0	0	0	0	0
	Total	12	2	2	0	0	0	1	0	17
Female	Black-Non Hispanic	0	0	0	0	0	0	0	0	0
	American Indian or Native of Alaska	0	0	0	0	0	0	0	0	0
	Asian/Pacific Islands	0	0	0	0	0	0	0	0	0
	Hispanic	8	0	1	0	2	0	0	0	11
	White-Non Hispanic	1	0	1	0	0	0	0	0	2
	Race/ethnicity Unknown	0	0	0	0	0	0	0	0	0
	Total	9	0	2	0	2	0	0	0	13
Total	Black-Non Hispanic	0	0	0	0	0	0	0	0	0
	American Indian or Native of Alaska	0	0	0	0	0	0	0	0	0
	Asian/Pacific Islands	0	0	0	0	0	0	0	0	0
	Hispanic	20	2	3	0	2	0	1	0	28
	White-Non Hispanic	1	0	1	0	0	0	0	0	2
	Race/ethnicity Unknown	0	0	0	0	0	0	0	0	0
	Total	21	2	4	0	2	0	1	0	30

Fall Staff - Part E - Total Employees
Total Number of Employees by Employment Status, Gender, Race/Etnicity

	FT			PT		
	Male	Female	Total	Male	Female	Total
Black-Non Hispanic	2	1	3	0	0	0
American Indian or Native of Alaska	1	0	1	0	0	0
Asian/Pacific Islands	26	4	30	0	0	0
Hispanic	1611	1216	2827	17	11	28
White-Non Hispanic	48	16	64	0	2	2
Race/ethnicity Unknown	0	2	2	0	0	0
Total	1688	1239	2927	17	13	30

Fall Staff - Part E - Total Employees
Total Number of Employees by Employment Status, Gender, Race/Etnicity

	Total		
	Male	Female	Total
Black-Non Hispanic	2	1	3
American Indian or Native of Alaska	1	0	1
Asian/Pacific Islands	26	4	30
Hispanic	1628	1227	2855
White-Non Hispanic	48	18	66
Race/ethnicity Unknown	0	2	2
Total	1705	1252	2957

Fall Staff-Part G-New Hires by Faculty Status
Number of full-time permanenet new hires whose primary responsibility is instruction, research, and public service
by faculty status, gender, and race/etnicity

		Tenured	On Tenure Track	Not on Tenure Track/No Tenure System	Without Faculty Status	Total
Male	Black-Non Hispanic	0	0	0	0	0
	American Indian or Native of Alaska	0	0	0	0	0
	Asian/Pacific Islands	0	0	0	0	0
	Hispanic	2	0	0	0	2
	White-Non Hispanic	1	0	0	0	1
	Race/ethnicity Unknown	0	0	0	0	0
	Total	3	0	0	0	3
Female	Black-Non Hispanic	0	0	0	0	0
	American Indian or Native of Alaska	0	0	0	0	0
	Asian/Pacific Islands	0	0	0	0	0
	Hispanic	4	0	0	0	4
	White-Non Hispanic	0	0	0	0	0
	Race/ethnicity Unknown	0	0	0	0	0
	Total	4	0	0	0	4
Total	Black-Non Hispanic	0	0	0	0	0
	American Indian or Native of Alaska	0	0	0	0	0
	Asian/Pacific Islands	0	0	0	0	0
	Hispanic	6	0	0	0	6
	White-Non Hispanic	1	0	0	0	1
	Race/ethnicity Unknown	0	0	0	0	0
	Total	7	0	0	0	7

Fall Staff-Part G-New Hires by Position
Number of full-time permanenet new hires by primary function/occupational activity, gender, and race/etnicity

		Executive/ Administrative/ Managerial	Other Professionals	Technical or Paraprofessionals	Clerical and Secretarial	Skilled Crafts	Service/Maintenance	Self Supported Graduate Student	Total
Male	Black-Non Hispanic	0	0	0	0	0	0	0	0
	American Indian or Native of Alaska	0	0	0	0	0	0	0	0
	Asian/Pacific Islands	0	0	0	0	0	0	0	0
	Hispanic	0	5	1	0	0	0	0	6
	White-Non Hispanic	1	0	0	0	0	0	0	1
	Race/ethnicity Unknown	0	0	0	0	0	0	0	0
	Total	1	5	1	0	0	0	0	7
Female	Black-Non Hispanic	0	0	0	0	0	0	0	0
	American Indian or Native of Alaska	0	0	0	0	0	0	0	0
	Asian/Pacific Islands	0	0	0	0	0	0	0	0
	Hispanic	0	2	1	2	0	0	0	5
	White-Non Hispanic	0	0	0	0	0	0	0	0
	Race/ethnicity Unknown	0	0	0	0	0	0	0	0
	Total	0	2	1	2	0	0	0	5
Total	Black-Non Hispanic	0	0	0	0	0	0	0	0
	American Indian or Native of Alaska	0	0	0	0	0	0	0	0
	Asian/Pacific Islands	0	0	0	0	0	0	0	0
	Hispanic	0	7	2	2	0	0	0	11
	White-Non Hispanic	1	0	0	0	0	0	0	1
	Race/ethnicity Unknown	0	0	0	0	0	0	0	0
	Total	1	7	2	2	0	0	0	12

Fall Staff-Part G-New Hires Totals
Number of full-time permanenet new hires by gender and race/etnicity

	Male	Female	Total
Black-Non Hispanic	0	0	0
American Indian or Native of Alaska	0	0	0
Asian/Pacific Islands	0	0	0
Hispanic	8	9	17
White-Non Hispanic	2	0	2
Race/ethnicity Unknown	0	0	0
Total	10	9	19

Employees by Assigned Position - Part B - Part-time
Number of part-time employees by faculty status and primary function/occupational activity

		Count
Primary Function	F-Primarily Instruction	282
	F-Instruction/research/public service	0
	F-Primarily Research	241
	F-Primarily Public Service	0
	Executive/Administrative/ Managerial	0
	Other Professionals	0
	Technical or Paraprofessionals	0
	Clerical and Secretarial	0
	Skilled Crafts	0
	Service/Maintenance	0
	Self Supported Graduate Student	0
	Total	523

Fall Staff-Part D Graduate Assistants' 'by gender and race/ethnicity

				Count
STUDENT_GENDER	M	citizenship_from_visa	Nonresident Alien	0
			Citizen	273
			Total	273
	F	citizenship_from_visa	Nonresident Alien	0
			Citizen	250
			Total	250
	Total	citizenship_from_visa	Nonresident Alien	0
			Citizen	523
			Total	523

```
*PRIMARY FUNCTION.
RECODE
 JOBGR1
 ('H10'=10) ('H50'=50) ('H40'=40) ('H60'=60) ('H70'=70) ('H30'=30)  INTO  PRIM_FUNCT .
VARIABLE LABELS PRIM_FUNCT 'Primary Function'.
EXECUTE .
DO IF (NUM_POS = 90000 | (NUM_POS <= 90040 & NUM_POS  >=  90010) | NUM_POS = 90804) .
RECODE
 JOBGR1
 ('H20'=21)  INTO  PRIM_FUNCT .
END IF .
VARIABLE LABELS PRIM_FUNCT 'Primary Function'.
EXECUTE .
DO IF (NUM_POS = 90800) .
RECODE
 JOBGR1
 ('H20'=22)  INTO  PRIM_FUNCT .
END IF .
VARIABLE LABELS PRIM_FUNCT 'Primary Function'.
EXECUTE .

DO IF (NUM_POS <= 90140 & NUM_POS  >=  90100).
RECODE
 JOBGR1
 ('H20'=23)  INTO  PRIM_FUNCT .
END IF .
VARIABLE LABELS PRIM_FUNCT 'Primary Function'.
EXECUTE .
DO IF ((NUM_POS <= 90240 & NUM_POS  >=  90210)|(NUM_POS <= 90340 & NUM_POS  >=
90310)|(NUM_POS <= 90440 & NUM_POS  >=  90410)).
RECODE
 JOBGR1
 ('H20'=24)  INTO  PRIM_FUNCT .
END IF .
VARIABLE LABELS PRIM_FUNCT 'Primary Function'.
EXECUTE .
DO IF ((NUM_POS <= 90174 & NUM_POS  >=  90151)|(NUM_POS <= 90540 & NUM_POS  >=
90510)).
RECODE
 JOBGR1
 ('H20'=30)  INTO  PRIM_FUNCT .
END IF .
VARIABLE LABELS PRIM_FUNCT 'Primary Function'.
EXECUTE .

*WITH NEW FILE.
COMPUTE PERC_INST = (CRD_ENS/CRD_TOTALES)*100 .
EXECUTE .

COMPUTE PERC_RES = (CRD_INV/CRD_TOTALES)*100 .
EXECUTE .

COMPUTE PERC_ADM = (CRD_ADM/CRD_TOTALES)*100 .
EXECUTE .

COMPUTE PERC_OTRAS = (CRD_OTRAS/CRD_TOTALES)*100 .
EXECUTE .
```

```
DO IF ((NUM_POS = 90000 | (NUM_POS <= 90040 & NUM_POS  >=  90010) | NUM_POS = 90804) &
PERC_RES > 50) .
RECODE
 PRIM_FUNCT  (21=22) .
END IF .
EXECUTE .

DO IF ((NUM_POS = 90000 | (NUM_POS <= 90040 & NUM_POS  >=  90010) | NUM_POS = 90804) &
PERC_ADM > 50) .
RECODE
 PRIM_FUNCT  (21=22) .
END IF .
EXECUTE .

DO IF ((NUM_POS = 90000 | (NUM_POS <= 90040 & NUM_POS  >=  90010) | NUM_POS = 90804) &
PERC_OTRAS > 50) .
RECODE
 PRIM_FUNCT  (21=22) .
END IF .
EXECUTE .


*FACULTY STATUS.
DO IF (JOBGR1 ='H20') .
RECODE
 MF_ASSGN_APPT_TYPE
 (1 thru 3=1)  (4 thru 5=2)  (6 thru Highest=3)  INTO  FACULTY_STATUS .
END IF .
VARIABLE LABELS FACULTY_STATUS 'Faculty Status'.
EXECUTE .
DO IF (JOBGR1 >= 'H30') .
RECODE
 FACULTY_STATUS  (ELSE=4) .
END IF .
EXECUTE .


DO IF (PRIM_FUNCT= 10 & DOC_O_NODOCENTE= 2) .
RECODE
 FACULTY_STATUS  (MISSING=4) .
END IF .
EXECUTE .

DO IF (PRIM_FUNCT = 10 & DOC_O_NODOCENTE= 1) .
RECODE
 MF_ASSGN_APPT_TYPE
 (1 thru 3=1)  (4 thru 5=2)  (6 thru Highest=3)  INTO  FACULTY_STATUS .
END IF .
EXECUTE .

DO IF (PERC_ADM >= 50 & (PERC_INST < 50 | PERC_RES < 50)) .
RECODE
 PRIM_FUNCT  (21 thru 24=10) .
END IF .
EXECUTE .
DO IF (PERC_OTRAS>= 50 & (PERC_INST < 50 | PERC_RES < 50)) .
RECODE
 PRIM_FUNCT  (21 thru 24=30) .
END IF .
EXECUTE .
```

```
* IDENTIFICATION OF INSTRUCTIONAL FACULTY.
RECODE
 PRIM_FUNCT
 (21 thru 22=1) (ELSE=2) INTO INST_FACULTY .
VARIABLE LABELS INST_FACULTY 'Instructional Faculty'.
EXECUTE .

*ACADEMIC RANK.
RECODE
 NUM_POS
 (90040=1) (90030=2) (90020=3) (90010=4) (90000=6) (90800=6) (90804=6) (ELSE=7) INTO
ACADRANK .
VARIABLE LABELS ACADRANK 'Academic Rank'.
EXECUTE .
DO IF (JOBGR1 = 'H20' & (PRIM_FUNCT ~= 21 & PRIM_FUNCT ~= 22)) .
RECODE
 ACADRANK (7=6) .
END IF .
EXECUTE .

*IPEDS FACULTY (INSTRUCTION/RESEARCH/PUBLIC SERVICE).
IF (PRIM_FUNCT = 21 | PRIM_FUNCT = 22 | PRIM_FUNCT = 23 | PRIM_FUNCT = 24)
IPEDS_FACULTY = 1 .
VARIABLE LABELS IPEDS_FACULTY  'Ipeds Faculty'.
EXECUTE .
RECODE
 IPEDS_FACULTY (MISSING=0) .
EXECUTE .


*IDENTIFICATION OF TEACHING PERIOD.
COMPUTE CONTRACT__LEN2 = (CTIME.DAYS(END_DT-BEGIN_DT))/30.5 .
VARIABLE LABELS CONTRACT__LEN2 'Contract Length'.
EXECUTE .
IF ((PRIM_FUNCT =21|PRIM_FUNCT =22) & (FACULTY_STATUS = 1 | FACULTY_STATUS = 2))
TEACH_PERIOD= 2 .
VARIABLE LABELS TEACH_PERIOD 'Teaching Period'.
EXECUTE .
IF ((PRIM_FUNCT =21|PRIM_FUNCT =22) & (FACULTY_STATUS >= 3) & (CONTRACT__LEN2 < 9))
TEACH_PERIOD= 1 .
EXECUTE .
IF ((PRIM_FUNCT =21|PRIM_FUNCT =22) & (FACULTY_STATUS >= 3) & (CONTRACT__LEN2 >= 9
& CONTRACT__LEN2 <= 10)) TEACH_PERIOD= 2 .
EXECUTE .
IF ((PRIM_FUNCT =21|PRIM_FUNCT =22) & (FACULTY_STATUS >= 3) & (CONTRACT__LEN2 >
10)) TEACH_PERIOD= 3 .
EXECUTE .
IF ((PRIM_FUNCT ~=21& PRIM_FUNCT ~=22) & (FACULTY_STATUS = 1 | FACULTY_STATUS = 2))
TEACH_PERIOD= 2 .
EXECUTE .
IF ((PRIM_FUNCT ~=21& PRIM_FUNCT ~=22) & (FACULTY_STATUS >= 3) & (CONTRACT__LEN2 <
9)) TEACH_PERIOD= 1 .
EXECUTE .
IF ((PRIM_FUNCT ~=21& PRIM_FUNCT ~=22) & (FACULTY_STATUS >= 3) & (CONTRACT__LEN2 >=
9 & CONTRACT__LEN2 <= 10)) TEACH_PERIOD= 2 .
EXECUTE .
IF ((PRIM_FUNCT ~=21& PRIM_FUNCT ~=22) & (FACULTY_STATUS >= 3) & (CONTRACT__LEN2 >
10)) TEACH_PERIOD= 3 .
```

```
EXECUTE .


*IDENTIFICATION OF RECIPIENTS OF FRINGE BENEFITS.
RECODE
 MF_ASSGN_APPT_TYPE
 (19 thru Highest=0)  (Lowest thru 18=1)  INTO  COV_RETIRE .
VARIABLE LABELS COV_RETIRE 'Covered by Retirement Benefit'.
EXECUTE .
COMPUTE COV_SSTAX = 1 .
EXECUTE .
RECODE
 MF_ASSGN_APPT_TYPE
 (ELSE=1)  INTO  COV_SSTAX .
VARIABLE LABELS COV_SSTAX 'Covered by SSTax Benefit'.
EXECUTE .
RECODE
 MF_ASSGN_APPT_TYPE
 (ELSE=1)  INTO  COV_WKCOMP .
VARIABLE LABELS COV_WKCOMP 'Covered by Worker's Compensation Benefit'.
EXECUTE .
RECODE
 MF_ASSGN_APPT_TYPE
 (9 thru Highest=0)  (Lowest thru 8=1)  INTO  COV_MEDPLAN .
VARIABLE LABELS COV_MEDPLAN 'Covered by Medical Plan'.
EXECUTE .

RECODE
 SS_NUM
 (ELSE=SYSMIS)  INTO  UNEMP_2005 .
VARIABLE LABELS UNEMP_2005 'Given Unemployment Benefits'.
EXECUTE .

RECODE
 UNEMP_2005
 (MISSING=0)  (ELSE=1)  INTO  COV_UNEMP .
VARIABLE LABELS COV_UNEMP 'Covered by Unemployment'.
EXECUTE .


*INSITITIONAL EXPENDITURES AS FRINGE BENEFITS.
IF (COV_RETIRE = 1) RETIRE_2005 = SALARIO * .15 .
VARIABLE LABELS RETIRE_2005 'Retirement ' .
EXECUTE .
COMPUTE SSTAX_2005 = SALARIO * .0765 .
VARIABLE LABELS SSTAX_2005 'SS Tax' .
EXECUTE .
COMPUTE WKCOMP_2005 = SALARIO * .0155 .
VARIABLE LABELS WKCOMP_2005 "Worker's Compensation" .
EXECUTE .
IF (COV_MEDPLAN = 1) MEDPLAN_2005 = 442.00 .
VARIABLE LABELS MEDPLAN_2005 'Medical Plan ' .
EXECUTE .

*CONVERSION OF SALARIES TO CLASS INTERVALS.
DO IF (JOBGR1 >= 'H40') .
RECODE
 SALARIO
```

```
    (Lowest thru 19999=1)  (20000 thru 29999=2)  (30000 thru 39999=3)  (40000 thru 49999=4)  (50000
thru Highest=5)  INTO
  SAL_CLASS_H50toH70 .
END IF .
VARIABLE LABELS SAL_CLASS_H50toH70 'Salary Class Intervals'.
EXECUTE .
DO IF (JOBGR1 < 'H40') .
RECODE
  SALARIO
  (Lowest thru 29999=1)  (30000 thru 39999=2)  (40000 thru 49999=3)  (50000 thru 64999=4) (65000 thru
79999=5) (80000 thru 99999=6) (100000 thru Highest=7)  INTO
  SAL_CLASS_toH30 .
END IF .
VARIABLE LABELS SAL_CLASS_toH30 'Salary Class Intervals'.
EXECUTE .

RECODE
  MF_RACE  (MISSING='9')  .
EXECUTE .
RECODE
  PRIM_FUNCT
  (21 thru 24=1)  (ELSE=Copy)  INTO  PRIM_FUNCT_2 .
EXECUTE .

SORT CASES BY
  SS_NUM (A) .
MATCH FILES /FILE=*
 /TABLE='C:\Documents and Settings\Irmannette\My Documents\IPEDS\Fall Staff\Staff
2004\Fall_Staff_2004.sav'
 /RENAME (academic_colleges acadrank agencia aliens_Status begin_dt cases_to_eclude cien_e_inge
ciud college contract__len
  contract_len cov_medplan cov_retire cov_sstax cov_unemp cov_wkcomp crd_adm crd_ens crd_inv
crd_otra crd_totales DEPARTAMENTO
  DEPT doc_o_nodocente edad end_dt ethnicod fac_inge faculty_status filter_$ ft_pt FTE
HIGH_DEGREE inst_fac_cien_e_inge
  inst_faculty ipeds_faculty jobgr1 jobgr2 medplan_2004 mf_class_range MF_DEGREE_WORK_LEVEL
mf_sched_ident mf_step nom_pos
  nombre num_pos part_o_full_time perc_adm perc_inst perc_res pos prim_funct retire_2004
sal_class_H50toH70 sal_class_toH30
  salario salsch segsoc sexo sstax_2004 teach_period total_fringe unemp_2004 wkcomp_2004 = d0 d1
d2 d3 d4 d5 d6 d7 d8 d9 d10
  d11 d12 d13 d14 d15 d16 d17 d18 d19 d20 d21 d22 d23 d24 d25 d26 d27 d28 d29 d30 d31 d32 d33
d34 d35 d36 d37 d38 d39 d40 d41
  d42 d43 d44
 d45 d46 d47 d48 d49 d50 d51 d52 d53 d54 d55 d56 d57 d58 d59 d60 d61 d62 d63)
 /BY SS_NUM
 /DROP= d0 d1 d2 d3 d4 d5 d6 d7 d8 d9 d10 d11 d12 d13 d14 d15 d16 d17 d18 d19 d20 d21 d22 d23
d24 d25 d26 d27 d28 d29 d30 d31
  d32 d33 d34 d35 d36 d37 d38 d39 d40 d41 d42 d43 d44 d45 d46 d47 d48 d49 d50 d51 d52 d53 d54
d55 d56 d57 d58 d59 d60 d61 d62
  d63.
EXECUTE.


IF (MISSING(assignment_2004) & MF_ASSGN_APPT_TYPE = 4) new_hires = 1 .
VARIABLE LABELS new_hires 'New Hires' .
EXECUTE .
RECODE
  new_hires  (MISSING=0)  .
EXECUTE .
```

```
*VALIDATED TABLES.
*VALIDATED TABLES: SURVEY: EMPLOYEES BY ASSIGNED POSITION.
FILTER OFF.
USE ALL.
EXECUTE .
* Custom Tables.
CTABLES
 /VLABELS VARIABLES=PT_OR_FT FACULTY_STATUS DISPLAY=NONE
 /VLABELS VARIABLES=PRIM_FUNCT DISPLAY=DEFAULT
 /TABLE PRIM_FUNCT [COUNT F40.0] BY PT_OR_FT> FACULTY_STATUS
 /SLABELS VISIBLE=NO
 /CATEGORIES VARIABLES=PT_OR_FT [1] EMPTY=EXCLUDE
 /CATEGORIES VARIABLES=FACULTY_STATUS [2, 1, 3, 4] EMPTY=INCLUDE TOTAL=YES
POSITION=AFTER
 /CATEGORIES VARIABLES=PRIM_FUNCT [21, 22, 23, 24, 10, 30, 50, 40, 60, 70] EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
 /TITLES
  TITLE= 'Part A - Employees by Assigned Position - Full Time'.
* Custom Tables.
CTABLES
 /VLABELS VARIABLES=PT_OR_FT FACULTY_STATUS DISPLAY=NONE
 /VLABELS VARIABLES=PRIM_FUNCT DISPLAY=DEFAULT
 /TABLE PRIM_FUNCT [COUNT F40.0] BY PT_OR_FT > FACULTY_STATUS
 /SLABELS VISIBLE=NO
 /CATEGORIES VARIABLES=PT_OR_FT[2] EMPTY=EXCLUDE
 /CATEGORIES VARIABLES=FACULTY_STATUS [2, 1, 3, 4] EMPTY=INCLUDE TOTAL=YES
POSITION=AFTER
 /CATEGORIES VARIABLES=PRIM_FUNCT [21, 22, 23, 24, 10, 30, 50, 40, 60, 70] EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
 /TITLES
  TITLE= 'Part B - Employees by Assigned Position - Part Time'.

*VALIDATED SURVEY: SALARIES PART A..
USE ALL.
COMPUTE filter_$=((PRIM_FUNCT = 21 | PRIM_FUNCT = 22)& PT_OR_FT = 1).
VARIABLE LABEL filter_$ '(PRIM_FUNCT = 21 | PRIM_FUNCT = 22)& PT_OR_FT = 1 (FILTER)'.
VALUE LABELS filter_$  0 'Not Selected' 1 'Selected'.
FORMAT filter_$ (f1.0).
FILTER BY filter_$.
EXECUTE .
* Custom Tables.
CTABLES
 /VLABELS VARIABLES=TEACH_PERIOD DISPLAY=DEFAULT
 /VLABELS VARIABLES=SEXO ACADRANK DISPLAY=NONE
 /TABLE SEXO > ACADRANK BY TEACH_PERIOD [COUNT F40.0]
 /SLABELS VISIBLE=NO
 /CATEGORIES VARIABLES=TEACH_PERIOD [1, 2, 3] EMPTY=INCLUDE TOTAL=YES
POSITION=AFTER
 /CATEGORIES VARIABLES=SEXO ['M', 'F'] EMPTY=INCLUDE TOTAL=YES POSITION=AFTER
 /CATEGORIES VARIABLES=ACADRANK [1, 2, 3, 4, 5, 6, 80] EMPTY=INCLUDE TOTAL=YES
POSITION=AFTER
 /TITLES
  TITLE= 'Salaries-Part A Instructional staff by contract length/teaching period' 'Full-time instructional staff
by contract'+
 ' lengt/teaching period, gender, and academic rank'.

USE ALL.
COMPUTE filter_$=((PRIM_FUNCT = 21 | PRIM_FUNCT = 22)& PT_OR_FT = 1).
```

```
VARIABLE LABEL filter_$ '(PRIM_FUNCT = 21 | PRIM_FUNCT = 22)& PT_OR_FT = 1 (FILTER)'.
VALUE LABELS filter_$  0 'Not Selected' 1 'Selected'.
FORMAT filter_$ (f1.0).
FILTER BY filter_$.
EXECUTE .

* Custom Tables.
CTABLES
  /VLABELS VARIABLES=SALARIO TEACH_PERIOD SEXO ACADRANK DISPLAY=NONE
  /TABLE TEACH_PERIOD > SEXO > ACADRANK BY SALARIO [COUNT 'Number' F40.0, SUM 'Salary
Outlays', MEAN 'Average Salary']
  /CATEGORIES VARIABLES=TEACH_PERIOD [2, 3, 1, OTHERNM] EMPTY=INCLUDE TOTAL=YES
POSITION=AFTER
  /CATEGORIES VARIABLES=SEXO ['M', 'F', OTHERNM] EMPTY=INCLUDE TOTAL=YES
POSITION=AFTER
  /CATEGORIES VARIABLES=ACADRANK ORDER=A KEY=VALUE EMPTY=INCLUDE TOTAL=YES
POSITION=AFTER
  /TITLES
    TITLE= 'Salaries-Part A-By Length of Contract/Teaching Periods' 'Salaries of full-time instructional staff
on 9/10 month,'+
 ' 11/12month contracts/teaching periods by gender and academic rank'.

USE ALL.
COMPUTE filter_$=((PRIM_FUNCT = 21 | PRIM_FUNCT = 22)& PT_OR_FT = 1).
VARIABLE LABEL filter_$ '(PRIM_FUNCT = 21 | PRIM_FUNCT = 22)& PT_OR_FT = 1 (FILTER)'.
VALUE LABELS filter_$  0 'Not Selected' 1 'Selected'.
FORMAT filter_$ (f1.0).
FILTER BY filter_$.
EXECUTE .
* Custom Tables.
CTABLES
  /VLABELS VARIABLES=TEACH_PERIOD DISPLAY=NONE
  /VLABELS VARIABLES=COV_RETIRE RETIRE_2005 COV_MEDPLAN MEDPLAN_2005
COV_SSTAX SSTAX_2005 COV_UNEMP UNEMP_2005 COV_WKCOMP
  WKCOMP_2005
    DISPLAY=DEFAULT
  /TABLE TEACH_PERIOD > (COV_RETIRE > RETIRE_2005 [COUNT 'Number Covered' F40.0, SUM
'Expenditures', MEAN 'Average'+
 ' Expenditures'] + COV_MEDPLAN > MEDPLAN_2005 [COUNT 'Number Covered' F40.0, SUM
'Expenditures', MEAN 'Average Expenditures']
 + COV_SSTAX > SSTAX_2005 [COUNT 'Number Covered' F40.0, SUM 'Expenditures', MEAN 'Average
Expenditures'] + COV_UNEMP >
  UNEMP_2005 [COUNT 'Number Covered' F40.0, SUM 'Expenditures', MEAN 'Average Expenditures'] +
COV_WKCOMP > WKCOMP_2005 [COUNT
  'Number Covered' F40.0, SUM 'Expenditures', MEAN 'Average Expenditures'])
  /CATEGORIES VARIABLES=TEACH_PERIOD [2, 3] EMPTY=INCLUDE TOTAL=YES
POSITION=AFTER
  /CATEGORIES VARIABLES=COV_RETIRE COV_MEDPLAN COV_SSTAX COV_UNEMP
COV_WKCOMP [0, 1] EMPTY=EXCLUDE
  /TITLES
    TITLE= 'Salaries-Part B-By Length of Contract/Teaching Periods' 'Fringe Benefits of full-time
instructional staff on 9/10'+
 ' month, 11/12month contracts/teaching periods'.

USE ALL.
COMPUTE filter_$=(IPEDS_FACULTY = 1 & PT_OR_FT = 1).
VARIABLE LABEL filter_$ 'IPEDS_FACULTY = 1& PT_OR_FT = 1 (FILTER)'.
VALUE LABELS filter_$  0 'Not Selected' 1 'Selected'.
FORMAT filter_$ (f1.0).
FILTER BY filter_$.
```

```
EXECUTE .
* Custom Tables.
CTABLES
  /VLABELS VARIABLES=ACADRANK FACULTY_STATUS SEXO MF_RACE DISPLAY=NONE
  /TABLE FACULTY_STATUS > SEXO > MF_RACE [COUNT F40.0] BY ACADRANK
  /SLABELS VISIBLE=NO
/CATEGORIES VARIABLES=ACADRANK [1, 2, 3, 4, 5, 6, 80] EMPTY=EXCLUDE TOTAL=YES
POSITION=AFTER
  /CATEGORIES VARIABLES=FACULTY_STATUS [2, 1, 3, 4] EMPTY=INCLUDE TOTAL=YES
POSITION=AFTER
  /CATEGORIES VARIABLES=SEXO ['M', 'F'] EMPTY=INCLUDE TOTAL=YES POSITION=AFTER
  /CATEGORIES VARIABLES=MF_RACE ['2', '5', '4', '3', '1', '9', OTHERNM] EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
  /TITLES
   TITLE= 'Fall Staff - Part F - Instruction/Research/Public Service Staff ' 'Full-time staff with Faculty Status
Tenured, On'+
 ' Tenure Track, Not on Tenure Track, & Without Faculty Status'.


* Custom Tables.
CTABLES
  /VLABELS VARIABLES=SEXO MF_RACE DISPLAY=NONE
  /TABLE MF_RACE [COUNT F40.0] BY SEXO
  /SLABELS VISIBLE=NO
  /CATEGORIES VARIABLES=SEXO ['M', 'F'] EMPTY=INCLUDE TOTAL=YES POSITION=AFTER
  /CATEGORIES VARIABLES=MF_RACE ['2', '5', '4', '3', '1', '9', OTHERNM] EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
  /TITLES
   TITLE= 'Fall Staff - Part F - Totals' 'Full-time staff whose primary responsibility is instruction, research,
and/or'+
 ' public service by gender and race/ethnicity'.



USE ALL.
COMPUTE filter_$=(IPEDS_FACULTY = 1 & PT_OR_FT = 1).
VARIABLE LABEL filter_$ 'IPEDS_FACULTY = 1& PT_OR_FT = 1 (FILTER)'.
VALUE LABELS filter_$  0 'Not Selected' 1 'Selected'.
FORMAT filter_$ (f1.0).
FILTER BY filter_$.
EXECUTE .
* Custom Tables.
CTABLES
  /VLABELS VARIABLES=TEACH_PERIOD SEXO MF_RACE DISPLAY=NONE
  /TABLE SEXO > MF_RACE [COUNT F40.0] BY TEACH_PERIOD
  /SLABELS VISIBLE=NO
  /CATEGORIES VARIABLES=TEACH_PERIOD ORDER=A KEY=VALUE EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
  /CATEGORIES VARIABLES=SEXO ['M', 'F'] EMPTY=INCLUDE TOTAL=YES POSITION=AFTER
  /CATEGORIES VARIABLES=MF_RACE ['2', '5', '4', '3', '1', '9', OTHERNM] EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
  /TITLES
   TITLE= 'Fall Staff - Part A - Instruction/Research/Public Service by Contract length/teaching period'
'Number of Full-time'+
 ' staff whose primary responsibility is instruction, research, and/or public service ' 'by contract
length/teaching periods,'+
 ' gender, and race/ethnicity'.



USE ALL.
COMPUTE filter_$=(IPEDS_FACULTY = 1 & PT_OR_FT = 1).
VARIABLE LABEL filter_$ 'IPEDS_FACULTY = 1 & PT_OR_FT = 1 (FILTER)'.
```

```
VALUE LABELS filter_$  0 'Not Selected' 1 'Selected'.
FORMAT filter_$ (f1.0).
FILTER BY filter_$.
EXECUTE .
* Custom Tables.
CTABLES
  /VLABELS VARIABLES=SAL_CLASS_toH30 TEACH_PERIOD SEXO MF_RACE DISPLAY=NONE
  /TABLE TEACH_PERIOD > SEXO > MF_RACE [COUNT F40.0] BY SAL_CLASS_toH30
  /SLABELS VISIBLE=NO
  /CATEGORIES VARIABLES=SAL_CLASS_toH30 ORDER=A KEY=VALUE EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
  /CATEGORIES VARIABLES=TEACH_PERIOD [2] EMPTY=INCLUDE
  /CATEGORIES VARIABLES=SEXO ['M', 'F'] EMPTY=INCLUDE TOTAL=YES POSITION=AFTER
  /CATEGORIES VARIABLES=MF_RACE ['2', '5', '4', '3', '1', '9', OTHERNM] EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
  /TITLES
   TITLE= 'Fall Staff - Part A - 9/10-month contracts/teaching period' 'Number of Full-time staff on 9/10-
month contracts'+
 '/teaching periods' 'whose primary responsibility is instruction, research, and/or public service ' 'by salary
class intervals'+
 ', gender, and race/etnicity'.
* Custom Tables.
CTABLES
  /VLABELS VARIABLES=SAL_CLASS_toH30 TEACH_PERIOD SEXO MF_RACE DISPLAY=NONE
  /TABLE TEACH_PERIOD > SEXO > MF_RACE [COUNT F40.0] BY SAL_CLASS_toH30
  /SLABELS VISIBLE=NO
  /CATEGORIES VARIABLES=SAL_CLASS_toH30 ORDER=A KEY=VALUE EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
  /CATEGORIES VARIABLES=TEACH_PERIOD [3] EMPTY=INCLUDE
  /CATEGORIES VARIABLES=SEXO ['M', 'F'] EMPTY=INCLUDE TOTAL=YES POSITION=AFTER
  /CATEGORIES VARIABLES=MF_RACE ['2', '5', '4', '3', '1', '9', OTHERNM] EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
  /TITLES
   TITLE= 'Fall Staff - Part A - 11/12-month contracts/teaching period' 'Number of Full-time staff on 9/10-
month contracts'+
 '/teaching periods' 'whose primary responsibility is instruction, research, and/or public service ' 'by salary
class intervals'+
 ', gender, and race/etnicity'.

USE ALL.
COMPUTE filter_$=(PT_OR_FT = 1).
VARIABLE LABEL filter_$ 'PT_OR_FT = 1 (FILTER)'.
VALUE LABELS filter_$  0 'Not Selected' 1 'Selected'.
FORMAT filter_$ (f1.0).
FILTER BY filter_$.
EXECUTE .

* Custom Tables.
CTABLES
  /VLABELS VARIABLES=SAL_CLASS_toH30 SEXO MF_RACE DISPLAY=NONE
  /VLABELS VARIABLES=PRIM_FUNCT DISPLAY=DEFAULT
  /TABLE PRIM_FUNCT > SEXO > MF_RACE [COUNT F40.0] BY SAL_CLASS_toH30
  /SLABELS VISIBLE=NO
  /CATEGORIES VARIABLES=SAL_CLASS_toH30 ORDER=A KEY=VALUE EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
  /CATEGORIES VARIABLES=PRIM_FUNCT [10] EMPTY=EXCLUDE
  /CATEGORIES VARIABLES=SEXO ['M', 'F'] EMPTY=INCLUDE TOTAL=YES POSITION=AFTER
  /CATEGORIES VARIABLES=MF_RACE ['2', '5', '4', '3', '1', '9', OTHERNM] EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
  /TITLES
```

```
    TITLE= 'Fall Staff - Part B - Executive/administrative/managerial' 'Number of Full-time
Executive/administrative'+
 '/managerial' 'by salary class intervals, gender, and race/etnicity'.

* Custom Tables.
CTABLES
 /VLABELS VARIABLES=SAL_CLASS_toH30 PRIM_FUNCT SEXO MF_RACE DISPLAY=NONE
 /TABLE PRIM_FUNCT > SEXO > MF_RACE [COUNT F40.0] BY SAL_CLASS_toH30
 /SLABELS VISIBLE=NO
 /CATEGORIES VARIABLES=SAL_CLASS_toH30 ORDER=A KEY=VALUE EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
 /CATEGORIES VARIABLES=PRIM_FUNCT [30] EMPTY=EXCLUDE
 /CATEGORIES VARIABLES=SEXO ['M', 'F'] EMPTY=INCLUDE TOTAL=YES POSITION=AFTER
 /CATEGORIES VARIABLES=MF_RACE ['2', '5', '4', '3', '1', '9', OTHERNM] EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
 /TITLES
   TITLE= 'Fall Staff - Part B - Other Professionals (Support/Service)' 'Number of Full-time Other
Professionals' 'by salary'+
 ' class intervals, gender, and race/etnicity'.
* Custom Tables.
CTABLES
 /VLABELS VARIABLES=SAL_CLASS_H50toH70 PRIM_FUNCT SEXO MF_RACE DISPLAY=NONE
 /TABLE PRIM_FUNCT > SEXO > MF_RACE [COUNT F40.0] BY SAL_CLASS_H50toH70
 /SLABELS VISIBLE=NO
 /CATEGORIES VARIABLES=SAL_CLASS_H50toH70 [1, 2, 3, 4, 5] EMPTY=INCLUDE TOTAL=YES
POSITION=AFTER
 /CATEGORIES VARIABLES=PRIM_FUNCT [50] EMPTY=EXCLUDE
 /CATEGORIES VARIABLES=SEXO ['M', 'F'] EMPTY=INCLUDE TOTAL=YES POSITION=AFTER
 /CATEGORIES VARIABLES=MF_RACE ['2', '5', '4', '3', '1', '9', OTHERNM] EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
 /TITLES
   TITLE= 'Fall Staff - Part B - Technical and Paraprofessionals' 'Number of Full-time Technical and
Paraprofessionals' 'by salary'+
 ' class intervals, gender, and race/etnicity'.
* Custom Tables.
CTABLES
 /VLABELS VARIABLES=SAL_CLASS_H50toH70 PRIM_FUNCT SEXO MF_RACE DISPLAY=NONE
 /TABLE PRIM_FUNCT > SEXO > MF_RACE [COUNT F40.0] BY SAL_CLASS_H50toH70
 /SLABELS VISIBLE=NO
 /CATEGORIES VARIABLES=SAL_CLASS_H50toH70 [1, 2, 3, 4, 5] EMPTY=INCLUDE TOTAL=YES
POSITION=AFTER
 /CATEGORIES VARIABLES=PRIM_FUNCT [40] EMPTY=EXCLUDE
 /CATEGORIES VARIABLES=SEXO ['M', 'F'] EMPTY=INCLUDE TOTAL=YES POSITION=AFTER
 /CATEGORIES VARIABLES=MF_RACE ['2', '5', '4', '3', '1', '9', OTHERNM] EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
 /TITLES
   TITLE= 'Fall Staff - Part B - Clerical and Secretarial' 'Number of Full-time Clerical and Secretarial' 'by
salary class'+
 ' intervals, gender, and race/etnicity'.
* Custom Tables.
CTABLES
 /VLABELS VARIABLES=SAL_CLASS_H50toH70 PRIM_FUNCT SEXO MF_RACE DISPLAY=NONE
 /TABLE PRIM_FUNCT > SEXO > MF_RACE [COUNT F40.0] BY SAL_CLASS_H50toH70
 /SLABELS VISIBLE=NO
 /CATEGORIES VARIABLES=SAL_CLASS_H50toH70 [1, 2, 3, 4, 5] EMPTY=INCLUDE TOTAL=YES
POSITION=AFTER
 /CATEGORIES VARIABLES=PRIM_FUNCT [60] EMPTY=EXCLUDE
 /CATEGORIES VARIABLES=SEXO ['M', 'F'] EMPTY=INCLUDE TOTAL=YES POSITION=AFTER
 /CATEGORIES VARIABLES=MF_RACE ['2', '5', '4', '3', '1', '9', OTHERNM] EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
```

```
   /TITLES
    TITLE= 'Fall Staff - Part B - Skilled Crafts' 'Number of Full-time Skilled Crafts' 'by salary class intervals,
gender, and'+
 ' race/etnicity'.
* Custom Tables.
CTABLES
  /VLABELS VARIABLES=SAL_CLASS_H50toH70 PRIM_FUNCT SEXO MF_RACE DISPLAY=NONE
  /TABLE PRIM_FUNCT > SEXO > MF_RACE [COUNT F40.0] BY SAL_CLASS_H50toH70
  /SLABELS VISIBLE=NO
  /CATEGORIES VARIABLES=SAL_CLASS_H50toH70 [1, 2, 3, 4, 5] EMPTY=INCLUDE TOTAL=YES
POSITION=AFTER
  /CATEGORIES VARIABLES=PRIM_FUNCT [70] EMPTY=EXCLUDE
  /CATEGORIES VARIABLES=SEXO ['M', 'F'] EMPTY=INCLUDE TOTAL=YES POSITION=AFTER
  /CATEGORIES VARIABLES=MF_RACE ['2', '5', '4', '3', '1', '9', OTHERNM] EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
  /TITLES
    TITLE= 'Fall Staff - Part B - Service/Maintenance' 'Number of Full-time Service/Maintenance' 'by salary
class intervals,'+
 ' gender, and race/etnicity'.

* Custom Tables.
CTABLES
  /VLABELS VARIABLES=PRIM_FUNCT SEXO MF_RACE DISPLAY=NONE
  /TABLE SEXO > MF_RACE [COUNT F40.0] BY PRIM_FUNCT
  /SLABELS VISIBLE=NO
  /CATEGORIES VARIABLES=PRIM_FUNCT [10, 30, 50, 40, 60, 70] EMPTY=EXCLUDE TOTAL=YES
POSITION=AFTER
  /CATEGORIES VARIABLES=SEXO ['M', 'F'] EMPTY=INCLUDE TOTAL=YES POSITION=AFTER
  /CATEGORIES VARIABLES=MF_RACE ['2', '5', '4', '3', '1', '9', OTHERNM] EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
  /TITLES
    TITLE= 'Fall Staff - Part B - Totals' 'Number of Full-time Employees by Primary Function/Occupational
Activity, Gender,'+
 ' and Race/Etnicity'.

USE ALL.
COMPUTE filter_$=(PT_OR_FT = 2).
VARIABLE LABEL filter_$ 'PT_OR_FT = 2 (FILTER)'.
VALUE LABELS filter_$  0 'Not Selected' 1 'Selected'.
FORMAT filter_$ (f1.0).
FILTER BY filter_$.
EXECUTE .
* Custom Tables.
CTABLES
  /VLABELS VARIABLES=PRIM_FUNCT_2 SEXO MF_RACE DISPLAY=NONE
  /TABLE SEXO > MF_RACE [COUNT F40.0] BY PRIM_FUNCT_2
  /SLABELS VISIBLE=NO
  /CATEGORIES VARIABLES=PRIM_FUNCT_2 [1, 10, 30, 50, 40, 60, 70, 80] EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
  /CATEGORIES VARIABLES=SEXO ['M', 'F'] EMPTY=INCLUDE TOTAL=YES POSITION=AFTER
  /CATEGORIES VARIABLES=MF_RACE ['2', '5', '4', '3', '1', '9', OTHERNM] EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
  /TITLES
    TITLE= 'Fall Staff - Part D - Totals' 'Number of Part-Time Employees by Primary Function/Occupational
Activity, Gender,'+
 ' and Race/Etnicity'.

FILTER OFF.
USE ALL.
EXECUTE .
```

```
* Custom Tables.
CTABLES
  /VLABELS VARIABLES=PT_OR_FT SEXO MF_RACE DISPLAY=NONE
  /TABLE MF_RACE [COUNT F40.0] BY PT_OR_FT > SEXO
  /SLABELS VISIBLE=NO
  /CATEGORIES VARIABLES=PT_OR_FT [1, 2] EMPTY=INCLUDE TOTAL=YES POSITION=AFTER
  /CATEGORIES VARIABLES=SEXO ['M', 'F'] EMPTY=INCLUDE TOTAL=YES POSITION=AFTER
  /CATEGORIES VARIABLES=MF_RACE ['2', '5', '4', '3', '1', '9', OTHERNM] EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
  /TITLES
   TITLE= 'Fall Staff - Part E - Total Employees' 'Total Number of Employees by Employment Status,
Gender, Race/Etnicity'.



USE ALL.
COMPUTE filter_$=(new_hires = 1 & IPEDS_FACULTY = 1 & PT_OR_FT = 1).
VARIABLE LABEL filter_$ 'new_hires = 1 & IPEDS_FACULTY = 1 & PT_OR_FT = 1 (FILTER)'.
VALUE LABELS filter_$  0 'Not Selected' 1 'Selected'.
FORMAT filter_$ (f1.0).
FILTER BY filter_$.
EXECUTE .
* Custom Tables.
CTABLES
  /VLABELS VARIABLES=FACULTY_STATUS SEXO MF_RACE DISPLAY=NONE
  /TABLE SEXO > MF_RACE [COUNT F40.0] BY FACULTY_STATUS
  /SLABELS VISIBLE=NO
  /CATEGORIES VARIABLES=FACULTY_STATUS [2, 1, 3, 4] EMPTY=INCLUDE TOTAL=YES
POSITION=AFTER
  /CATEGORIES VARIABLES=SEXO ['M', 'F'] EMPTY=INCLUDE TOTAL=YES POSITION=AFTER
  /CATEGORIES VARIABLES=MF_RACE ['2', '5', '4', '3', '1', '9'] EMPTY=INCLUDE TOTAL=YES
POSITION=AFTER
  /TITLES
   TITLE= 'Fall Staff-Part G-New Hires by Faculty Status' 'Number of full-time permanenet new hires
whose primary'+
 ' responsibility is instruction, research, and public service' 'by faculty status, gender, and race/etnicity'.


USE ALL.
COMPUTE filter_$=(new_hires = 1 & PT_OR_FT = 1).
VARIABLE LABEL filter_$ 'new_hires = 1 & PT_OR_FT = 1 (FILTER)'.
VALUE LABELS filter_$  0 'Not Selected' 1 'Selected'.
FORMAT filter_$ (f1.0).
FILTER BY filter_$.
EXECUTE .
* Custom Tables.
CTABLES
  /VLABELS VARIABLES=PRIM_FUNCT SEXO MF_RACE DISPLAY=NONE
  /TABLE SEXO > MF_RACE [COUNT F40.0] BY PRIM_FUNCT
  /SLABELS VISIBLE=NO
  /CATEGORIES VARIABLES=PRIM_FUNCT [10, 30, 50, 40, 60, 70, 80] EMPTY=INCLUDE
TOTAL=YES POSITION=AFTER
  /CATEGORIES VARIABLES=SEXO ['M', 'F'] EMPTY=INCLUDE TOTAL=YES POSITION=AFTER
  /CATEGORIES VARIABLES=MF_RACE ['2', '5', '4', '3', '1', '9'] EMPTY=INCLUDE TOTAL=YES
POSITION=AFTER
  /TITLES
   TITLE= 'Fall Staff-Part G-New Hires by Position' 'Number of full-time permanenet new hires by primary
function'+
 '/occupational activity, gender, and race/etnicity'.
```

```
USE ALL.
COMPUTE filter_$=(new_hires = 1 & PT_OR_FT = 1).
VARIABLE LABEL filter_$ 'new_hires = 1 & PT_OR_FT = 1 (FILTER)'.
VALUE LABELS filter_$ 0 'Not Selected' 1 'Selected'.
FORMAT filter_$ (f1.0).
FILTER BY filter_$.
EXECUTE .
* Custom Tables.
CTABLES
 /VLABELS VARIABLES=SEXO MF_RACE DISPLAY=NONE
 /TABLE MF_RACE [COUNT F40.0] BY SEXO
 /SLABELS VISIBLE=NO
 /CATEGORIES VARIABLES=SEXO ['M', 'F'] EMPTY=INCLUDE TOTAL=YES POSITION=AFTER
 /CATEGORIES VARIABLES=MF_RACE ['2', '5', '4', '3', '1', '9'] EMPTY=INCLUDE TOTAL=YES
POSITION=AFTER
 /TITLES
  TITLE= 'Fall Staff-Part G-New Hires Totals' 'Number of full-time permanenet new hires by gender and
race/etnicity'.

GET
 FILE='C:\Documents and Settings\Irmannette\My Documents\Estadísticas 2005-
2006\LM_Sem1_2005_itl_query.sav'.
USE ALL.
COMPUTE filter_$=(nivaca2 = 2).
VARIABLE LABEL filter_$ 'nivaca2 = 2 (FILTER)'.
VALUE LABELS filter_$ 0 'Not Selected' 1 'Selected'.
FORMAT filter_$ (f1.0).
FILTER BY filter_$.
EXECUTE .
* Custom Tables.
CTABLES
 /VLABELS VARIABLES=prim_function DISPLAY=DEFAULT
 /TABLE prim_function [COUNT F40.0]
 /CATEGORIES VARIABLES=prim_function [21, 22, 23, 24, 10, 30, 50, 40, 60, 70, 80]
EMPTY=INCLUDE TOTAL=YES POSITION=AFTER
 /TITLES
  TITLE= 'Employees by Assigned Position - Part B - Part-time' 'Number of part-time employees by
faculty status and primary'+
 ' function/occupational activity'.

    RECODE
     CITIZENSHIP_CODE
     (0=0) (27=0) (776=0) (992=0) (1 thru 2=1) (ELSE=2) INTO Citizenship_Recode .
    VARIABLE LABELS Citizenship_Recode 'Ciudadania'.
    EXECUTE .

RECODE
 TIPO_DE_VISA
 ('VISA-ESTUDIANTE (F)'=0) INTO citizenship_from_visa .
EXECUTE .

RECODE
 citizenship_from_visa (ELSE=1) .
EXECUTE .
USE ALL.

COMPUTE filter_$=(nivaca2 = 2 & prim_function ~= MISSING(prim_function)).
VARIABLE LABEL filter_$ 'nivaca2 = 2 & prim_function ~= MISSING(prim_function) (FILTER)'.
VALUE LABELS filter_$ 0 'Not Selected' 1 'Selected'.
FORMAT filter_$ (f1.0).
```

```
FILTER BY filter_$.
EXECUTE .


* Custom Tables.
CTABLES
  /VLABELS VARIABLES=STUDENT_GENDER citizenship_from_visa DISPLAY=DEFAULT
  /TABLE STUDENT_GENDER > citizenship_from_visa [COUNT F40.0]
  /CATEGORIES VARIABLES=STUDENT_GENDER ORDER=D KEY=VALUE EMPTY=EXCLUDE
TOTAL=YES POSITION=AFTER
  /CATEGORIES VARIABLES=citizenship_from_visa [0, 1] EMPTY=INCLUDE TOTAL=YES
POSITION=AFTER
  /TITLES
   TITLE= 'Fall Staff-Part D Graduate Assistants'' ''by gender and race/ethnicity'.
```

Lock Survey

Your survey data for Human Resources, 2005-06 Winter collection were locked on 1/27/2006.

These data are now read-only.
Use the **Printable Data** option on the **Surveys** page if you wish to print out a copy of your submission

The Department of Education's National Center for Education Statistics would like to thank you for your participatio
06 Winter data collection. Please be sure that you have locked ALL applicable surveys for this collection p

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Irmannette Torres-Lugo

From: ipedshelp@rti.org
Sent: Friday, January 27, 2006 11:23 AM
To: irmannette@uprm.edu
Subject: IPEDS Survey: Human Resources

The data for Human Resources for INSTITUTION: UNIVERSITY OF PUERTO RICO-MAYAGUEZ 243197 was locked on 1/27/2006. The Department of Education's National Center for Education Statistics would like to thank you for your participation in the 2005-06 Winterdata collection. Please be sure that you have locked all applicable surveys for this collection period.