

Institution: University of Puerto Rico-Mayaguez (243197)
User ID: P2431971

Overview

Human Resources Overview

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

Data Reporting Reminders

You must enter data on each displayed screen. If a screen is not applicable, you must enter at least one zero in a field on the screen.

Resources:

To download the survey materials for this component: [Survey Materials](#)

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.

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?

The completion of the Fall Staff section is optional this year as it is in even-numbered years.

Do you wish to complete the **Fall Staff section** this year?

If you answer **No**, screens to report **Fall Staff** data will not be displayed.

If you answer **Yes**, screens to report **Fall Staff** data will be displayed and you must complete ALL applicable **Fall Staff** screens.

No, I will not complete the Fall Staff section this year

Yes, I will complete the Fall Staff section this year

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

Part A - Employees by Assigned Position - Full-time staff
Number of full-time staff by faculty status and primary function/occupational activity

Primary function/ occupational activity (mutually exclusive categories)	As of November 1, 2010 Faculty status			Without faculty status	Total
	Tenured	On tenure track	Not on tenure track/ no tenure system		
Primarily instruction	530	116	7	0	653
Instruction/research/public service	27	7	0	0	34
Primarily instruction + Instruction/research/public service	557	123	7	0	687
Primarily research	23	4	13	0	40
Primarily public service	141	1	12	0	154
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	721	128	32	0	881
Executive/administrative/managerial	20	0	6	23	49
Other professionals (support/service)	44	7	0	338	389
Technical and paraprofessionals				179	179
Clerical and secretarial				521	521
Skilled crafts				172	172
Service/Maintenance				544	544
Total full time	785	135	38	1,777	2,735
Total from prior year	804	147	50	1,859	2,860

Part B - Employees by Assigned Position - Part-time staff

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

Primary function/ occupational activity (mutually exclusive categories)	As of November 1, 2010			Without faculty status	Total	Graduate assistants
	Tenured	Faculty status On tenure track	Not on tenure track/ no tenure system			
Primarily instruction	0	0	3	0	3	318
Instruction/research/public service	0	0	0	0	0	
Primarily instruction + Instruction/research/public service	0	0	3	0	3	318
Primarily research	0	0	0	0	0	290
Primarily public service	0	0	0	0	0	
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	0	0	3	0	3	608
Executive/administrative/managerial	0	0	1	0	1	
Other professionals (support/service)	0	0	0	2	2	
Technical and paraprofessionals				0	0	
Clerical and secretarial				1	1	
Skilled crafts				0	0	
Service/Maintenance				1	1	
Total part time	0	0	4	4	8	608
Total from prior year			24	11	35	592

Part C - Employees by Assigned Position - Total number of staff

Total number of staff by employment status and primary function/occupational activity

Primary function/occupational activity	As of November 1, 2010						
	Full-time	Full-time from prior year	Part-time	Part-time from prior year	Graduate assistants	Graduate assistants from prior year	Total including Graduate assistants
Primarily instruction	653	644	3	23	318	349	974
Instruction/research/public service	34	46	0		0		34
Primarily instruction + Instruction/research/public service	687	690	3	23	318	349	1,008
Primarily research	40	39	0		290	243	330
Primarily public service	154	163	0		0		154
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	881	892	3	23	608	592	1,492
Executive/administrative/managerial	49	47	1	1	0		50
Other professionals (support/service)	389	430	2	7	0		391
Technical and paraprofessionals	179	179	0		0		179
Clerical and secretarial	521	548	1	3	0		522
Skilled crafts	172	186	0		0		172
Service/Maintenance	544	578	1	1	0		545
Grand total	2,735	2,860	8	35	608	592	3,351

Part D - Salaries - Full-time instructional staff by contract length/teaching period - Headcount

Number of full-time instructional staff by contract length/teaching period, gender, and academic rank As of November 1, 2010

Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
Men				
Professors	0	249	0	249
Associate professors	0	103	1	104
Assistant professors	0	86	1	87
Instructors	1	4	0	5
Lecturers	0	0	0	0
No academic rank	1	0	0	1
Total men	2	442	2	446
Total men from prior year		452	6	
Women				
Professors	0	108	0	108
Associate professors	0	71	0	71
Assistant professors	0	56	0	56
Instructors	1	5	0	6
Lecturers	0	0	0	0
No academic rank	0	0	0	0
Total women	1	240	0	241
Total women from prior year		217	6	
Total (men + women)	3	682	2	687
Total from EAP, full-time non-medical section (Primarily instruction + Instruction/research/public service lines)				687
Total from prior year (Salaries section)	9	669	12	690

Part D - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Faculty status

**** Applicable to 4-year degree-granting institutions and above only ****

Number of full-time instructional staff on 9/10-month contracts/teaching periods by faculty status, gender, and academic rank

Gender and academic rank	As of November 1, 2010				Total from Part D (Headcount screen)
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
Men					
Professors	248	1	0	0	249
Associate Professors	97	6	0	0	103
Assistant Professors	13	72	1	0	86
Instructors	3	1	0	0	4
Lecturers	0	0	0	0	0
No academic rank	0	0	0	0	0
Total men	361	80	1	0	442
Total men prior year	362	89	1	0	452
Women					
Professors	108	0	0	0	108
Associate Professors	69	2	0	0	71
Assistant Professors	18	37	1	0	56
Instructors	1	4	0	0	5
Lecturers	0	0	0	0	0
No academic rank	0	0	0	0	0
Total women	196	43	1	0	240
	175	41	1	0	217

Total women prior year					
Total (men + women)	557	123	2	0	682

Part D - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Faculty status

**** Applicable to 4-year degree-granting institutions and above only ****

Number of full-time instructional staff on 11/12-month contracts/teaching periods by faculty status, gender, and academic rank

Gender and academic rank	As of November 1, 2010				Total from Part D (Headcount screen)
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
Men					
Professors	0	0	0	0	0
Associate Professors	0	0	1	0	1
Assistant Professors	0	0	1	0	1
Instructors	0	0	0	0	0
Lecturers	0	0	0	0	0
No academic rank	0	0	0	0	0
Total men	0	0	2	0	2
Total men prior year	0	0	6	0	6
Women					
Professors	0	0	0	0	0
Associate Professors	0	0	0	0	0
Assistant Professors	0	0	0	0	0
Instructors	0	0	0	0	0
Lecturers	0	0	0	0	0
No academic rank	0	0	0	0	0
Total women	0	0	0	0	0
	0	0	6	0	6

Total women prior year					
Total (men + women)	0	0	2	0	2

Part E - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Salary outlays

**Salaries of full-time instructional staff on 9/10-month contracts/teaching periods by gender and academic rank
 As of November 1, 2010**

Gender and academic rank	Total from Part D (Headcount screen)	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	249	20,292,068	81,494	81,369
Associate professors	103	6,974,514	67,714	67,525
Assistant professors	86	5,335,722	62,043	61,968
Instructors	4	183,312	45,828	45,654
Lecturers	0			
No academic rank	0			
Total men	442	32,785,616	74,176	74,348
Women				
Professors	108	8,167,818	75,628	76,697
Associate professors	71	4,530,162	63,805	64,522
Assistant professors	56	3,390,090	60,537	60,354
Instructors	5	227,328	45,466	43,896
Lecturers	0			
No academic rank	0			
Total women	240	16,315,398	67,981	69,038
Total (men + women)	682	49,101,014	71,996	72,626

Part E - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Salary outlays

**Salaries of full-time instructional staff on 11/12-month contracts/teaching periods by gender and academic rank
 As of November 1, 2010**

Gender and academic rank	Total from Part D (Headcount screen)	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	0		⚠	107,757
Associate professors	1	36,000	⚠ 36,000	91,721
Assistant professors	1	59,400	59,400	59,400
Instructors	0		⚠	43,620
Lecturers	0			
No academic rank	0		⚠	75,144
Total men	2	95,400	47,700	80,900
Women				
Professors	0			0
Associate professors	0			0
Assistant professors	0			0
Instructors	0		⚠	44,546
Lecturers	0			
No academic rank	0			0
Total women	0	0		44,546
Total (men + women)	2	95,400	47,700	62,723

Part F - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Fringe benefits

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

As of November 1, 2010

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
Retirement plans (other than Social Security) - Vested within 5-years	682	5,646,617	8,279	9,151
Retirement plans (other than Social Security) - Vested after 5-years				
Medical/dental plans	680	5,251,042	7,722	6,593
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	682	3,756,228	5,508	5,556
Unemployment compensation taxes				
Worker's compensation taxes	682	761,066	1,116	1,126
Other benefits in kind with cash options				
Total expenditures		15,414,953		

Part F - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Fringe benefits

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

As of November 1, 2010

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
Retirement plans (other than Social Security) - Vested within 5-years	2	10,971	↓ 5,486	7,903
Retirement plans (other than Social Security) - Vested after 5-years				
Medical/dental plans			↓	6,592
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	2	7,298	3,649	4,798
Unemployment compensation taxes				
Worker's compensation taxes	2	1,479	740	972
Other benefits in kind with cash options				
Total expenditures		19,748		

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Human Resources Survey Evaluation

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

Summary

Human Resources Component Summary (Applicable to Degree-granting institutions and Related Administrative Offices)

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 ExPT and sent to your institution's CEO in November 2011.

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 primary function/occupational activity: Fall 2010

Primary function/occupational activity	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	2,735	8	2,738
Professional staff	1,319	6	1,321
Staff whose primary responsibility is instruction, research, and/or public service	881	3	882
Primary instruction	653	3	654
Instruction/research/public service	34	0	34
Primarily research	40	0	40
Primarily public service	154	0	154
Executive/administrative/managerial	49	1	49
Other professionals (support/service)	389	2	390
Non-professional staff	1,416	2	1,417
Technical and paraprofessional	179	0	179
Clerical/secretarial	521	1	521
Skilled crafts	172	0	172
Service/Maintenance	544	1	544

NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff from the Employees by Assigned Position (EAP) section of the IPEDS HR component and adding one-third of the total number of part-time staff from the EAP section. Graduate assistants are not included in the above figures. Many of the FTE figures are included in the DFR.

Salaries of full-time instructional staff by contract length and academic rank: Academic year 2010-11

Salaries of full-time instructional staff by contract length and academic rank: Academic year 2010-11

Academic rank	Reported values				Equated 9-month	
	Full-time instructional staff on 9/10-month contracts		Full-time instructional staff on 11/12-month contracts		Number of staff	Average salaries
	Number of staff	Salary outlays	Number of staff	Salary outlays		
All Ranks	682	\$49,101,020	2	\$95,400	684	\$71,899
Professor	357	\$28,459,890			357	\$79,720
Associate professor	174	\$11,504,680	1	\$36,000	175	\$65,909
Assistant professor	142	\$8,725,812	1	\$59,400	143	\$61,360
Instructor	9	\$410,640			9	\$45,627
Lecturer						
No academic rank						

NOTE: The above data are based on the Salaries section of the IPEDS HR component. The number of equated 9-month full-time instructional staff is the sum of staff on 9/10-month and 11/12-month contracts. The equated 9-month average salaries of full-time instructional staff (by rank) are calculated by multiplying the salary outlays (by rank) for staff on 11/12-month contracts by 0.8182 then adding the salary outlays (by rank) for staff on 9/10-month contracts. The resulting sum is then divided by the number of equated 9-month full-time instructional staff (by rank) to determine an average salary for each rank. Salaries of full-time instructional staff on less-than-9-month contracts are not collected. Also, salaries of medical school staff are not collected. The equated 9-month average salaries are included in the DFR.

Explanation Report

Number	Source	Location	Description	Severity	Accepted
Global Edits					
1		Perform Edits	The total number of employees in EAP for part-time primarily instruction entered, 3, has an expected range of between 17 and 29. Please explain this difference.	Explanation	Yes
Reason:	A cut down in the University budget provided a reduction in temporary and contractual appointments of non tenured faculty, as courses were provided for by tenured ones.				
2		Perform Edits	The total number of employees in EAP for part-time grand total entered, 8, has an expected range of between 25 and 45. Please explain this difference.	Explanation	Yes
Reason:	A cut down in the University budget provided a reduction in temporary and contractual appointments of non tenured faculty, as courses were provided for by tenured ones.				
3		Perform Edits	The total number of employees in EAP for part-time primarily instruction + instruction/research/public service entered, 3, has an expected range of between 17 and 29. Please explain this difference.	Explanation	Yes
Reason:	A cut down in the University budget provided a reduction in temporary and contractual appointments of non tenured faculty, as courses were provided for by tenured ones.				
4		Perform Edits	The total number of employees in EAP for part-time primarily instruction + instruction/research/public service + primarily research + primarily public service entered, 3, has an expected range of between 17 and 29. Please explain this difference.	Explanation	Yes
Reason:	A cut down in the University budget provided a reduction in temporary and contractual appointments of non tenured faculty, as courses were provided for by tenured ones.				
Screen: Part Time					
5	Row 16 Column 6	Screen Entry	The number entered, 8, has an expected range of between 20 and 50. Please explain this difference.	Explanation	Yes
Reason:	This number has been check and validate.				
Screen: Headcount					

Number	Source	Location	Description	Severity	Accepted
Global Edits					
6	Row 19 Column 4	Screen Entry	The number entered, 0, has an expected range of between 1 and 30. Please explain this difference.	Explanation	Yes
Reason: This number has been check and validate.					
Screen: Faculty Status 11/12 mo					
7	Row 37 Column 7	Screen Entry	The number entered, 0, has an expected range of between 1 and 30. Please explain this difference.	Explanation	Yes
Reason: This number has been check and validate.					
Global Edits					
8		Perform Edits	The average salary for one of the academic ranks in 11/12-month contracts, 0, is not within the expected range of between 86,206 and 129,308 based on the prior year value. Please fix or explain.	Explanation	Yes
Reason: This number has been check and validate.					
9		Perform Edits	The average salary for one of the academic ranks in 11/12-month contracts, 36,000, is not within the expected range of between 73,377 and 110,065 based on the prior year value. Please fix or explain.	Explanation	Yes
Reason: This number has been check and validate.					
10		Perform Edits	The average salary for one of the academic ranks in 11/12-month contracts, 0, is not within the expected range of between 34,896 and 52,344 based on the prior year value. Please fix or explain.	Explanation	Yes
Reason: This number has been check and validate.					
11		Perform Edits	The average salary for one of the academic ranks in 11/12-month contracts, 0, is not within the expected range of between 60,116 and 90,172 based on the prior year value. Please fix or explain.	Explanation	Yes
Reason: This number has been check and validate.					
12		Perform Edits		Explanation	Yes

Number	Source	Location	Description	Severity	Accepted
Global Edits					
			The average salary for one of the academic ranks in 11/12-month contracts, 0, is not within the expected range of between 35,637 and 53,455 based on the prior year value. Please fix or explain.		
Reason: This number has been check and validate.					
Global Edits					
13		Perform Edits	The average expenditure for one of the benefits in 11/12-month contracts, 5,486, is not within the expected range of between 5,533 and 10,273. Please fix or explain.	Explanation	Yes
Reason: This number has been check and validate.					
14		Perform Edits	The average expenditure for one of the benefits in 11/12-month contracts, 0, is not within the expected range of between 4,615 and 8,569. Please fix or explain.	Explanation	Yes
Reason: This number has been check and validate.					