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Human Resources 2010-11

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User ID: P1813941

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	Human Resc	ources 2010-11	

Institution: University of Nebraska at Omaha (181394)

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.

Institution: University of Nebraska at Omaha (181394) User ID: P181): P1813941							
Hum	an R	esou	irces	Screening Q	uestions					
Does y	our in	stitut	ion ha	ive any <u>part-time</u>	staff?					
lf you a	answer	Yes t	to this	question, you will	be provided the	e screens to	report part-	time staff.		
							۲	Yes	\bigcirc	No
Do AL	L of th	e inst	ructio	nal staff at your	institution fall	into any of	the followi	ng categori	es?	
				of the questions b t data for the Sala		ries section i	is NOT appl	licable to you	Ir institution	and you will
	No	\bigcirc	Yes	Are ALL of the inst	structional staff	f military pers	sonnel?			
۲	No	\bigcirc	Yes	Do ALL of the ins	structional staff	contribute th	eir services	(e.g., memb	pers of a relig	gious order)?
۲	No	\bigcirc	Yes	Do ALL of the ins	structional staff	teach pre-cli	nical or clin	ical medicine	ə?	
The co	mplet	ion of	the F	all Staff section i	is optional this	s year as it i	s in even-r	umbered ye	ears.	
If you a	answer answer	No , s	creens	the Fall Staff sect s to report Fall Sta ns to report Fall St	aff data will not	be displaye		t complete A	LL applicabl	le Fall Staff
	lo, I wi	ll not d	comple	ete the Fall Staff se	ection this year	r				
(ا	′es, I w	/ill con	nplete	the Fall Staff sect	ion this year					

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

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Human Resources Screening Questions

Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2010 either for the *first time* or *after a break in service* AND who were still on the payroll of the institution as of November 1, 2010? (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 and your institution has 15 or more full-time staff, you will be provided the screens to report **full-time permanent new hires** in the **Fall Staff section (long version)**.

Yes No

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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)	Tenured	<u>On tenure</u> <u>track</u>	Not on tenure track/ no tenure system	Without faculty status	Total
Primarily instruction	301	96	70	0	467
Instruction/research/public service	0	0	0	0	0
Primarily instruction + Instruction/research/public service	301	96	70	0	467
Primarily research	0	1	10	0	11
Primarily public service	0	0	7	0	7
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	301	97	87	0	485
Executive/administrative/managerial	18	1	0	22	41
Other professionals (support/service)	0	0	0	390	390
Technical and paraprofessionals				12	12
Clerical and secretarial				198	198
Skilled crafts				27	27
Service/Maintenance				154	154
Total full time	319	98	87	803	1,307
Total from prior year	320	108	88	794	1,310

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

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

As of November 1, 2010

Faculty status Primary function/ Not on Without Graduate occupational activity tenure Total faculty On tenure assistants Tenured track/ (mutually exclusive categories) status track no tenure system Primarily instruction Instruction/research/public service Primarily instruction + Instruction/research/public service Primarily research Primarily public service Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service Executive/administrative/managerial Other professionals (support/service) Technical and paraprofessionals Clerical and secretarial Skilled crafts Service/Maintenance **Total part time** Total from prior year

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

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

As of November 1, 2010								
Primary function/occupational activity	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	467	483	391	393	249	247	1,107	
Instruction/research/public service	0		0		0		0	
Primarily instruction + Instruction/research/public service	467	483	391	393	249	247	1,107	
Primarily research	11	7	0	3	0		11	
Primarily public service	7	7	2	2	0		9	
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	485	497	393	398	249	247	1,127	
Executive/administrative/managerial	41	39	2	3	0		43	
Other professionals (support/service)	390	380	27	29	0		417	
Technical and paraprofessionals	12	7	5	4	0		17	
Clerical and secretarial	198	204	9	7	0		207	
Skilled crafts	27	25	0		0		27	
Service/Maintenance	154	158	1	2	0		155	
Grand total	1,307	1,310	437	443	249	247	1,993	

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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	103	10	113				
Associate professors	0	78	3	81				
Assistant professors	0	46	1	47				
Instructors	0	19	1	20				
Lecturers	0	5	0	5				
No academic rank	0	0	3	3				
Total men	0	251	18	269				
Total men from prior year		255	18					
Women								
Professors	0	38	4	42				
Associate professors	0	60	7	67				
Assistant professors	0	49	4	53				
Instructors	1	19	1	21				
Lecturers	0	12	0	12				
No academic rank	0	1	2	3				
Total women	1	179	18	198				
Total women from prior year		191	19					
Total (men + women)	1	430	36	467				
Total from EAP, full-time non-medical section (Primarily instruction + Instruction/research/public service lines)				467				
Total from prior year (Salaries section)		446	37	483				

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

As of November 1, 2010

Faculty status

Gender and academic rank	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	Total from Part D (Headcount screen)
Men					
Professors	103	0	0	0	103
Associate Professors	75	3	0	0	78
Assistant Professors	0	43	3	0	46
Instructors	0	0	19	0	19
Lecturers	0	0	5	0	5
No academic rank	0	0	0	0	0
Total men	178	46	27	0	251
Total men prior year	180	47	28	0	255
Women					
Professors	38	0	0	0	38
Associate Professors	58	2	0	0	60
Assistant Professors	3	44	2	0	49
Instructors	0	0	19	0	19
Lecturers	0	0	12	0	12
No academic rank	0	0	1	0	1
Total women	99	46	34	0	179
Total women prior year	98	55	38	0	191
Total (men + women)	277	92	61	0	430

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

As of November 1, 2010

Faculty status

Gender and academic rank	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	Total from Part D (Headcount screen)
Men					
Professors	10	0	0	0	10
Associate Professors	2	0	1	0	3
Assistant Professors	1	0	0	0	1
Instructors	0	0	1	0	1
Lecturers	0	0	0	0	0
No academic rank	0	0	3	0	3
Total men	13	0	5	0	18
Total men prior year	13	0	5	0	18
Women					
Professors	4	0	0	0	4
Associate Professors	6	1	0	0	7
Assistant Professors	1	3	0	0	4
Instructors	0	0	1	0	1
Lecturers	0	0	0	0	0
No academic rank	0	0	2	0	2
Total women	11	4	3	0	18
Total women prior year	11	5	3	0	19
Total (men + women)	24	4	8	0	36

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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	103	9,214,450	89,461	88,571				
Associate professors	78	6,123,793	78,510	78,223				
Assistant professors	46	2,890,844	62,844	62,496				
Instructors	19	764,250	40,224	41,016				
Lecturers	5	238,611	47,722	50,225				
No academic rank	0	0	•	57,792				
Total men	251	19,231,948	76,621	75,946				
Women								
Professors	38	3,070,907	80,813	79,960				
Associate professors	60	4,397,525	73,292	73,355				
Assistant professors	49	3,082,474	62,908	62,174				
Instructors	19	728,876	38,362	37,789				
Lecturers	12	568,509	47,376	47,242				
No academic rank	1	30,992	30,992	30,637				
Total women	179	11,879,283	66,365	65,211				
Total (men + women)	430	31,111,231	72,352	71,349				

https://surveys.nces.ed.gov/ipeds/DataForms.aspx

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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	10	1,061,346	106,135	104,968				
Associate professors	3	268,750	89,583	88,530				
Assistant professors	1	72,232	72,232	71,536				
Instructors	1	74,895	74,895	74,019				
Lecturers	0	0						
No academic rank	3	305,434	101,811	99,622				
Total men	18	1,782,657	99,037	97,761				
Women								
Professors	4	395,615	98,904	99,371				
Associate professors	7	556,460	79,494	80,787				
Assistant professors	4	243,494	60,874	60,291				
Instructors	1	56,793	56,793	56,103				
Lecturers	0	0						
No academic rank	2	61,476	30,738	30,576				
Total women	18	1,313,838	72,991	73,699				
Total (men + women)	36	3,096,495	86,014	85,405				

https://surveys.nces.ed.gov/ipeds/DataForms.aspx

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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

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
Retirement plans (other than Social Security) - Vested within 5-years	430	2,512,805	5,844	5,466
Retirement plans (other than Social Security) - Vested after 5-years	0	0		
Medical/dental plans	430	3,364,368	7,824	7,314
Group life insurance	430	57,275	(133	77
Other insurance benefits (cafeteria plan, etc.)	0	0		
Guaranteed disability income protection	0	0		
Tuition plan (dependents only)				
Unrestricted	50	92,924	1,858	1,716
Restricted	0	0		
Housing plan				
Unrestricted	0	0		
Restricted	0	0		
Social Security taxes	430	2,402,869	5,588	5,458
Unemployment compensation taxes	0	0		
Worker's compensation taxes	0	0		
Other benefits in kind with cash options	0	0		
Total expenditures		8,430,241		

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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 N	lovember 1	, 2010		
Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
Retirement plans (other than Social Security) - Vested within 5-years	36	238,120	6,614	6,736
Retirement plans (other than Social Security) - Vested after 5-years	0	0		
Medical/dental plans	36	271,320	7,537	7,512
Group life insurance	36	4,619	128 🌗	79
Other insurance benefits (cafeteria plan, etc.)	0	0		
Guaranteed disability income protection	0	0		
Tuition plan (dependents only)				
Unrestricted	7	7,503	1,072	1,592
Restricted	0	0		
Housing plan				
Unrestricted	0	0		
Restricted	0	0		
Social Security taxes	36	227,702	6,325	6,533
Unemployment compensation taxes	0	0		
Worker's compensation taxes	0	0		
Other benefits in kind with cash options	0	0		
Total expenditures		749,264		

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Part G - Fall Staff - Full-time instruction/research/public service staff - Tenured

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

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

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	1	2	0	0	0	0	3
<u>American Indian or Alaska</u> <u>Native</u>	0	2	0	0	0	0	2
<u>Asian</u>	10	8	0	0	0	0	18
Black or African American	3	5	0	0	0	0	8
<u>Native Hawaiian or Other</u> <u>Pacific Islander</u>	0	0	0	0	0	0	0
White	99	60	1	0	0	0	160
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	113	5 77	1	0	0	0	191
Women							
Nonresident alien	0	1	0	0	0	0	1
Hispanic/Latino	2	3	0	0	0	0	5
<u>American Indian or Alaska</u> <u>Native</u>	0	4	0	0	0	0	4
<u>Asian</u>	3	4	0	0	0	0	7
Black or African American	4	1	3	0	0	0	8
<u>Native Hawaiian or Other</u> Pacific Islander	0	0	0	0	0	0	0
White	33	51	1	0	0	0	85
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	42	64	4	0	0	0	110
Total (men+women)	155	5 141	5	6 0	0	0	301
Total from EAP							301

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Part G - Fall Staff - Full-time instruction/research/public service staff - On tenure track

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

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

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident alien	0	0	3	0	0	0	3
Hispanic/Latino	0	0	3	0	0	0	3
<u>American Indian or Alaska</u> <u>Native</u>	0	0	1	0	0	0	1
<u>Asian</u>	0	1	4	0	0	0	5
Black or African American	0	0	0	0	0	0	0
<u>Native Hawaiian or Other</u> Pacific Islander	0	0	0	0	0	0	0
White	0	3	32	0	0	0	35
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	0	4	43	0	0	0	47
Women							
Nonresident alien	0	0	5	0	0	0	5
Hispanic/Latino	0	0	3	0	0	0	3
<u>American Indian or Alaska</u> <u>Native</u>	0	0	0	0	0	0	0
<u>Asian</u>	0	0	2	0	0	0	2
Black or African American	0	0	3	0	0	0	3
<u>Native Hawaiian or Other</u> <u>Pacific Islander</u>	0	0	0	0	0	0	0
White	0	3	34	0	0	0	37
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	0	3	47	0	0	0	50
Total (men+women)	0	7	90	0	0	0	97
Total from EAP							97

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Part G - Fall Staff - Full-time 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

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

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident alien	0	0	0	0	0	5	5
Hispanic/Latino	0	0	0	2	0	0	2
<u>American Indian or Alaska</u> <u>Native</u>	0	0	0	1	0	0	1
<u>Asian</u>	0	0	0	1	0	1	2
Black or African American	0	0	0	3	0	2	5
<u>Native Hawaiian or Other</u> <u>Pacific Islander</u>	0	0	0	0	0	0	0
White	0	1	3	13	5	10	32
Two or more races	0	0	0	0	0	0	0
<u>Race and ethnicity</u> <u>unknown</u>	0	0	0	0	0	0	0
Total men	C) 1	3	20	5	18	47
Women							
Nonresident alien	0	0	0	0	0	1	1
Hispanic/Latino	0	0	0	0	1	0	1
<u>American Indian or Alaska</u> <u>Native</u>	0	0	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0
<u>Native Hawaiian or Other</u> Pacific Islander	0	0	0	0	0	0	0
White	0	0	2	21	11	4	38
Two or more races	0	0	0	0	0	0	0
<u>Race and ethnicity</u> <u>unknown</u>	0	0	0	0	0	0	0
Total women	C) C) 2	2 21	12	5	40
Total (men+women)	C) 1	5	5 41	17	23	87
Total from EAP							87

Print Forms (data)

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Institution: University of Nebraska at Omaha (181394)

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Part G - Fall Staff - Full-time 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 gender and race/ethnicity

As of November 1, 2010

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

Gender and race/ethnicity Total Men 0 Nonresident alien Hispanic/Latino American Indian or Alaska Native Asian Black or African American Native Hawaiian or Other Pacific Islander White Two or more races Race and ethnicity unknown **Total men** Women Nonresident alien Hispanic/Latino American Indian or Alaska Native Asian Black or African American Native Hawaiian or Other Pacific Islander White Two or more races 0 Race and ethnicity unknown **Total women** Total (men+women) Total from EAP

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Part G - Fall Staff - Full-time instruction/research/public service staff - Totals

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

	Total men	Total women	Total (men+women)
Nonresident alien	8	7	15
Hispanic/Latino	8	9	17
American Indian or Alaska Native	4	4	8
Asian	25	9	34
Black or African American	13	11	24
Native Hawaiian or Other Pacific Islander	0	0	0
White	227	160	387
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
Total (must equal Part H (next part))	285	200	485

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Part H - Fall Staff - Full-time instruction/research/public service staff by contract length/teaching period - Headcount

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

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

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

Gender and race/ethnicity	Less-than-9-month	9/10-month	11/12-month	Total	Total from Part G
Men					
Nonresident alien	0	3	5	8	8
Hispanic/Latino	0	8	0	8	8
American Indian or Alaska Native	0	4	0	4	4
Asian	0	24	1	25	25
Black or African American	0	11	2	13	13
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	1	202	24	227	227
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	1	252	32	285	285
Women					
Nonresident alien	0	6	1	7	7
Hispanic/Latino	0	8	1	9	9
American Indian or Alaska Native	0	4	0	4	4
Asian	0	8	1	9	9
Black or African American	0	10	1	11	11
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	1	143	16	160	160
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	1	179	20	200	200
Total (men+women)	2	431	52	485	485
Total from EAP				485	
Total (men+women) from Fall 2009		446	51		

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Part H - Fall Staff - Full-time instruction/research/public service staff on 9/10-month contracts/teaching periods - Salary class intervals

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.)

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

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 from Part H (Headcount screen)
Men								
Nonresident alien	0	0	0	2	0	1	0	3
Hispanic/Latino	0	2	0	6	0	0	0	8
<u>American Indian or</u> <u>Alaska Native</u>	0	0	0	4	0	0	0	4
<u>Asian</u>	0	1	1	2	3	4	13	24
<u>Black or African</u> American	0	1	1	1	4	3	1	11
<u>Native Hawaiian or</u> Other Pacific Islander	0	0	0	0	0	0	0	0
<u>White</u>	2	6	6	59	53	42	34	202
Two or more races	0	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0	0
Total men	2	10	8	74	60	50	48	252
Women								
Nonresident alien	0	0	0	3	0	1	2	6
Hispanic/Latino	0	0	0	7	1	0	0	8
<u>American Indian or</u> <u>Alaska Native</u>	0	0	0	3	1	0	0	4
<u>Asian</u>	0	0	0	1	1	2	4	8
<u>Black or African</u> <u>American</u>	0	0	0	4	3	3	0	10
<u>Native Hawaiian or</u> <u>Other Pacific</u> <u>Islander</u>	0	0	0	0	0	0	0	0
<u>White</u>	1	16	16	56	31	13	10	143
Two or more races	0	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0	0

Total women	1	16	16	74	37	19	16	179
Total	3	26	24	148	97	69	64	431
(men+women)	-						•	

User ID: P1813941

Part H - Fall Staff - Full-time instruction/research/public service staff on 11/12month contracts/teaching periods - Salary class intervals

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.)

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

O an dan an d	Delaur	00.000	40.000	50.000	05 000	00.000	100.000	Total from
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	Part H (Headcount screen)
Men								
Nonresident alien	0	5	0	0	0	0	0	5
Hispanic/Latino	0	0	0	0	0	0	0	0
<u>American Indian or</u> <u>Alaska Native</u>	0	0	0	0	0	0	0	0
<u>Asian</u>	0	0	0	0	1	0	0	1
<u>Black or African</u> American	0	0	0	0	1	1	0	2
<u>Native Hawaiian or</u> Other Pacific Islander	0	0	0	0	0	0	0	0
<u>White</u>	0	0	1	1	6	7	9	24
Two or more races	0	0	0	0	0	0	0	0
<u>Race and ethnicity</u> unknown	0	0	0	0	0	0	0	0
Total men	() 5	1	1	8	8	9	32
Women								
Nonresident alien	1	0	0	0	0	0	0	1
Hispanic/Latino	0	0	0	0	0	0	1	1
<u>American Indian or</u> <u>Alaska Native</u>	0	0	0	0	0	0	0	0
<u>Asian</u>	0	0	0	0	1	0	0	1
<u>Black or African</u> American	0	0	0	0	1	0	0	1
<u>Native Hawaiian or</u> <u>Other Pacific</u> <u>Islander</u>	0	0	0	0	0	0	0	0
White	0	1	0	4	6	4	1	16
Two or more races	0	0	0	0	0	0	0	0
<u>Race and ethnicity</u> <u>unknown</u>	0	0	0	0	0	0	0	0

Total women	1	1	0	4	8	4	2	20
Total (men+women)	1	6	1	5	16	12	11	52

User ID: P1813941

Part I - Fall Staff - Full-time executive/administrative/managerial staff - Salary class intervals

Number of full-time <u>executive/administrative/managerial</u> staff by salary class intervals, gender, and race/ethnicity

As of November 1, 2010

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

• Report race for non-Hispanic/Latino individuals only

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	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0	0
<u>American Indian or</u> <u>Alaska Native</u>	0	0	0	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0	0	1	1
<u>Black or African</u> American	0	0	0	0	0	2	1	3
<u>Native Hawaiian or</u> Other Pacific Islander	0	0	0	0	0	0	0	0
White	0	0	0	0	0	4	19	23
Two or more races	0	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0	0
Total men	C) 0	0	0	C) 6	21	27
Women								
Nonresident alien	0	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0	0
<u>American Indian or</u> Alaska Native	0	0	0	0	1	0	0	1
<u>Asian</u>	0	0	0	0	0	0	0	0
<u>Black or African</u> American	0	0	0	0	0	0	1	1
<u>Native Hawaiian or</u> Other Pacific Islander	0	0	0	0	0	0	0	0
White	0	0	0	0	2	3	7	12
Two or more races	0	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0	0
Total women	C) 0	0	0	9 3	3 3	8	14
Total (men+women)	C) 0	0	0	3	3 9	29	41
Total from EAP								41

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Part I - Fall Staff - Full-time other professional (support/service) staff - Salary class intervals

Number of full-time <u>other professional (support/service)</u> staff by salary class intervals, gender, and race/ethnicity

As of November 1, 2010

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

• Report race for non-Hispanic/Latino individuals only

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	1	4	0	0	0	0	5
Hispanic/Latino	0	0	1	0	0	0	0	1
<u>American Indian or</u> <u>Alaska Native</u>	0	0	0	0	0	0	0	0
<u>Asian</u>	0	0	0	2	1	0	0	3
<u>Black or African</u> American	0	2	1	3	3	0	0	9
<u>Native Hawaiian or</u> Other Pacific Islander	0	0	0	0	0	0	0	0
White	1	28	43	50	25	17	6	170
Two or more races	0	0	0	0	0	0	0	0
<u>Race and ethnicity</u> <u>unknown</u>	0	0	0	0	0	0	0	0
Total men	1	31	49	55	29	17	6	188
Women								
Nonresident alien	0	1	0	0	0	0	0	1
Hispanic/Latino	0	0	2	1	0	0	0	3
<u>American Indian or</u> Alaska Native	0	0	0	0	0	0	0	0
<u>Asian</u>	0	1	1	1	2	0	0	5
<u>Black or African</u> American	0	3	4	1	1	1	0	10
<u>Native Hawaiian or</u> Other Pacific Islander	0	0	0	0	0	0	0	0
White	2	44	57	52	20	7	1	183
Two or more races	0	0	0	0	0	0	0	0
<u>Race and ethnicity</u> <u>unknown</u>	0	0	0	0	0	0	0	0
Total women	2	2 49	64	55	23	8	1	202
Total (men+women)	3	80	113	110	52	25	7	390
Total from EAP								390

User ID: P1813941

Part I - Fall Staff - Full-time technical and paraprofessional staff - Salary class intervals

Number of full-time technical and paraprofessional staff by salary class intervals, gender, and race/ethnicity

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

Gender and race/ethnicity	Below \$20,000	20,000- 29,999	30,000- 39,999	40,000- 49,999	50,000 and above	Total
Men						
Nonresident alien						0
Hispanic/Latino						0
American Indian or Alaska Native						0
Asian						0
Black or African American						0
<u>Native Hawaiian or Other Pacific</u> Islander						0
White	0	1	6	1	2	10
Two or more races						0
Race and ethnicity unknown						0
Total men	C) 1	6	; .	I 2	2 10
Women						
Nonresident alien						0
Hispanic/Latino						0
American Indian or Alaska Native						0
Asian						0
Black or African American						0
<u>Native Hawaiian or Other Pacific</u> Islander						0
White		2				2
Two or more races						0
Race and ethnicity unknown						0
Total women	C) 2	0) () 0) 2
Total (men+women)	C) 3	6	;	I 2	2 12
Total from EAP						12

User ID: P1813941

Part I - Fall Staff - Full-time clerical and secretarial staff - Salary class intervals

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

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

Gender and race/ethnicity	Below \$20,000	20,000- 29,999	30,000- 39,999	40,000- 49,999	50,000 and above	Total
Men						
Nonresident alien						0
Hispanic/Latino						0
American Indian or Alaska Native						0
<u>Asian</u>	0	1	0	0	0	1
Black or African American	0	1	1	0	0	2
<u>Native Hawaiian or Other Pacific</u> Islander						0
<u>White</u>	0	13	5	1	0	19
Two or more races						0
Race and ethnicity unknown						0
Total men	() 15	5 6	i 1	C	22
Women						
Nonresident alien						0
Hispanic/Latino	0	5	0	1	0	6
American Indian or Alaska Native	0	1	0	0	0	1
<u>Asian</u>	0	1	0	0	0	1
Black or African American	0	10	8	0	0	18
<u>Native Hawaiian or Other Pacific</u> Islander						0
<u>White</u>	2	64	71	12	1	150
Two or more races						0
Race and ethnicity unknown						0
Total women	2	2 81	79	13	1	176
Total (men+women)	2	2 96	85 85	14	1	198
Total from EAP						198

User ID: P1813941

Part I - Fall Staff - Full-time skilled crafts staff - Salary class intervals

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

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

Gender and race/ethnicity	Below \$20,000	20,000- 29,999	30,000- 39,999	40,000- 49,999	50,000 and above	Total
Men						
Nonresident alien						0
Hispanic/Latino						0
American Indian or Alaska Native						0
<u>Asian</u>						0
Black or African American	0	0	1	0	0	1
<u>Native Hawaiian or Other Pacific</u> Islander						0
<u>White</u>	0	0	13	7	6	26
Two or more races						0
Race and ethnicity unknown						0
Total men	() (0 14	1 7	7	6 27
Women						
Nonresident alien						0
Hispanic/Latino						0
American Indian or Alaska Native						0
<u>Asian</u>						0
Black or African American						0
<u>Native Hawaiian or Other Pacific</u> Islander						0
White						0
Two or more races						0
Race and ethnicity unknown						0
Total women	() () () ()	0 0
Total (men+women)	() () 14	4 7	7	6 27
Total from EAP						27

User ID: P1813941

Part I - Fall Staff - Full-time service/maintenance staff - Salary class intervals

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

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

Gender and race/ethnicity	Below \$20,000	20,000- 29,999	30,000- 39,999	40,000- 49,999	50,000 and above	Total
Men						
Nonresident alien	0	0	0	0	0	0
Hispanic/Latino	1	4	0	0	0	5
American Indian or Alaska Native	0	1	0	0	0] 1
<u>Asian</u>	2	1	1	0	0	4
Black or African American	4	9	2	1	0	16
<u>Native Hawaiian or Other Pacific</u> Islander	0	0	0	0	0	0
<u>White</u>	26	45	9	4	0	84
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0
Total men	33	60	12	2 5	5 0) 110
Women						
Nonresident alien	0	1	0	0	0] 1
Hispanic/Latino	2	1	0	0	0	3
American Indian or Alaska Native	0	0	0	0	0	0
<u>Asian</u>	0	4	0	0	0	4
Black or African American	3	6	0	0	0	9
<u>Native Hawaiian or Other Pacific</u> Islander	0	0	0	0	0	0
White	9	12	6	0	0	27
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0
Total women	14	- 24	. 6	6 () 0) 44
Total (men+women)	47	. 84	18	3 5	5 0) 154
Total from EAP						154

User ID: P1813941

Part I - Fall Staff - Full-time staff (excluding instruction/research/public service staff) - Totals

Total number of full-time staff by primary function/occupational activity, gender, and race/ethnicity (excluding instruction/research/public service staff)

As of November 1, 2010							
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	5	0	0	0	0	5
Hispanic/Latino	0	1	0	0	0	5	6
American Indian or Alaska Native	0	0	0	0	0	1	1
<u>Asian</u>	1	3	0	1	0	4	9
<u>Black or African</u> <u>American</u>	3	9	0	2	1	16	31
<u>Native Hawaiian</u> or Other Pacific Islander	0	0	0	0	0	0	0
<u>White</u>	23	170	10	19	26	84	332
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	27	188	10	22	27	110	384
Women							
Nonresident alien	0	1	0	0	0	1	2
Hispanic/Latino	0	3	0	6	0	3	12
American Indian or Alaska Native	1	0	0	1	0	0	2
<u>Asian</u>	0	5	0	1	0	4	10
<u>Black or African</u> American	1	10	0	18	0	9	38
<u>Native Hawaiian</u> or Other Pacific Islander	0	0	0	0	0	0	0
<u>White</u>	12	183	2	150	0	27	374
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	14	202	2	176	0	44	438
Total (men+women)	41	390	12	198	27	154	822
Total from EAP	41	390	12	198	27	154	822

User ID: P1813941

Part J - Fall Staff - Part-time professional staff

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

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

Gender and race/ethnicity	<u>Staff whose primary</u> responsibility is instruction, research, and/or public service	Executive/ administrative/ managerial	<u>Other professionals</u> (support/service)
Men			
Nonresident alien	0	0	0
Hispanic/Latino	6	0	0
American Indian or Alaska Native	2	0	0
Asian	4	0	0
Black or African American	12	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	177	1	10
Two or more races	0	0	0
Race and ethnicity unknown	2	0	0
Total men	203	1	10
Women			
Nonresident alien	1	0	0
Hispanic/Latino	6	0	0
American Indian or Alaska Native	2	0	1
Asian	3	0	0
Black or African American	9	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	168	1	16
Two or more races	1	0	0
Race and ethnicity unknown	0	0	0
Total women	190	1	17
Total (men+women)	393	2	27
Total from EAP	393	2	27

User ID: P1813941

Part J - Fall Staff - Part-time non-professional staff

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

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

Gender and race/ethnicity	Technical and paraprofessionals	<u>Clerical and</u> secretarial	Skilled crafts	<u>Service/</u> Maintenance
Men				
Nonresident alien				
Hispanic/Latino				
American Indian or Alaska Native				
Asian				
Black or African American				
Native Hawaiian or Other Pacific Islander				
White	3	0		1
Two or more races				
Race and ethnicity unknown				
Total men	:	3 () 0	1
Women				
Nonresident alien				
Hispanic/Latino				
American Indian or Alaska Native				
Asian				
Black or African American	1	0		
Native Hawaiian or Other Pacific Islander				
White	1	9		
Two or more races				
Race and ethnicity unknown				
Total women	2	2 9	0 0	0
Total (men+women)	Ę	5 9	0 0	1
Total from EAP	Ę	5 9	0 0	1

User ID: P1813941

Part J - Fall Staff - Graduate assistants and part-time grand total

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

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

Gender and race/ethnicity	Total (includes Part-time Professionals and Part-time Non- professionals)	Graduate assistants	Part-time grand total (includes graduate assistants)
Men			
Nonresident alien	0	26	26
Hispanic/Latino	6	3	9
American Indian or Alaska Native	2	0	2
Asian	4	0	4
Black or African American	12	1	13
<u>Native Hawaiian or Other Pacific</u> Islander	0	0	0
White	192	88	280
Two or more races	0	0	0
Race and ethnicity unknown	2	2	4
Total men	218	120	338
Women			
Nonresident alien	1	27	28
Hispanic/Latino	6	0	6
American Indian or Alaska Native	3	0	3
Asian	3	3	6
Black or African American	10	3	13
<u>Native Hawaiian or Other Pacific</u> Islander	0	0	0
White	195	95	290
Two or more races	1	0	1
Race and ethnicity unknown	0	1	1
Total women	219	129	348
Total (men+women)	437	249	686
Total from EAP	437	249	686

User ID: P1813941

Part K - Fall Staff - Total number of staff

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

As of November 1, 2010									
Gender and race/ethnicity	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women			
Nonresident alien	13	9	26	28	39	37			
Hispanic/Latino	14	21	9	6	23	27			
American Indian or Alaska Native	5	6	2	3	7	9			
<u>Asian</u>	34	19	4	6	38	25			
Black or African American	44	49	13	13	57	62			
<u>Native Hawaiian or Other Pacific</u> Islander	0	0	0	0	0	0			
White	559	534	280	290	839	824			
Two or more races	0	0	0	1	0	1			
Race and ethnicity unknown	0	0	4	1	4	1			
Grand total	669	638	338	348	1,007	986			

User ID: P1813941

Part L - Fall Staff - New hires - Full-time instruction/research/public service staff - 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, 2010 and still on payroll of the institution as of November 1, 2010)

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

		Without			
Gender and race/ethnicity	Tenured	On tenure track	Not on tenure track/ no tenure system	faculty status	Total
Men	rendred		no tenure system	Sialus	
				0	
Nonresident alien	0	0		0	
Hispanic/Latino	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	1	0] 1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	3	5	0	8
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	0	3	7	C) 10
Women					
Nonresident alien					0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian					0
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White			3		3
Two or more races					0
Race and ethnicity unknown					0
Total women	0	0	3	C) 3
Total (men+women)	0	3	10	C) 13

User ID: P1813941

Part L - Fall Staff - New hires - Full-time staff by position

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

(Hired full time between July 1 and October 31, 2010 and still on payroll of the institution as of November 1, 2010)

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

• Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Executive/ administrative/ managerial		Technical and paraprofessionals	<u>Clerical</u> and secretarial	<u>Skilled</u> crafts	<u>Service/</u> Maintenance	Total
Men	<i>g</i>	(<u></u>	,,				
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
<u>Asian</u>							0
<u>Black or African</u> <u>American</u>					1	1	2
Native Hawaiian or Other Pacific Islander							0
White		4	2			8	14
Two or more races							0
Race and ethnicity unknown							0
Total men	0	4	2	0	1	9	16
Women							
Nonresident alien							0
Hispanic/Latino			0	1			1
<u>American Indian or</u> <u>Alaska Native</u>							0
<u>Asian</u>							0
<u>Black or African</u> <u>American</u>							0
Native Hawaiian or Other Pacific Islander							0
White		3	0	6		2	11
Two or more races							0
Race and ethnicity unknown							0
Total women	0	3	0	7	0	2	12
Total (men+women)	0	7	2	7	1	11	28

User ID: P1813941

Part L - Fall Staff - 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, 2010 and still on payroll of the institution as of November 1, 2010)

	Total men	Total women	Total (men+women)
Nonresident alien	1	0	1
Hispanic/Latino	0	1	1
American Indian or Alaska Native	0	0	0
Asian	0	0	0
Black or African American	3	0	3
Native Hawaiian or Other Pacific Islander	0	0	0
White	22	14	36
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
Grand total	26	15	41

User ID: P1813941

Human Resources Survey Evaluation

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

No.

User ID: P1813941

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 <u>ipedshelp@rti.org</u>.

2010							
Primary function/occupational activity	Reported	FTE staff					
	Number of full-time staff staff						
Total number of staff	1,307	437	1,45				
Professional staff	916	422	1,05				
Staff whose primary responsibility is instruction, research, and/or public service	485	393	61				
Primary instruction	467	391	59				
Instruction/research/public service	0	0					
Primarily research	11	0	1				
Primarily public service	7	2					
Executive/administrative/managerial	41	2	4				
Other professionals (support/service)	390	27	39				
Non-professional staff	391	15	39				
Technical and paraprofessional	12	5	1				
Clerical/secretarial	198	9	20				
Skilled crafts	27	0	2				
Service/Maintenance	154	1	15				

Number of staff by employment status and primary function/occupational activity: Fall 2010

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

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	Salary outlays	Number of staff	Salary outlays	Number of staff	Average salaries
All Ranks	430	\$31,111,230	36	\$3,096,495	466	\$72,199
Professor	141	\$12,285,360	14	\$1,456,961	155	\$86,95
Associate professor	138	\$10,521,320	10	\$825,210	148	\$75,652
Assistant professor	95	\$5,973,318	5	\$315,726	100	\$62,31
Instructor	38	\$1,493,126	2	\$131,688	40	\$40,02
Lecturer	17	\$807,120			17	\$47,47
No academic rank	1	\$30,992	5	\$366,910	6	\$55,200

NOTE: The above data are based on the Salaries section of the IPEDS HR component. The number of equated 9month full-time instructional staff is the sum of staff on 9/10-month and 11/12-month contracts. The equated 9month 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 9/10month 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. Print Forms (data)

User ID: P1813941

Number	Source	Location	Description	Severity	Accepted			
Global Ec	lits		·	,				
1		Perform Edits	The total number of employees in EAP for part-time primarily research entered, 0, has an expected range of between 1 and 30. Please explain this difference.	Explanation	Yes			
Reason:	There are no Part-time Primarily Research staff this year.							
Global Ec	lits							
2		Perform Edits	The average salary for one of the academic ranks in 9/10-month contracts, 0, is not within the expected range of between 46,234 and 69,350 based on the prior year value. Please fix or explain.	Explanation	Yes			
Reason:	There ar	e no males	without academic rank in this category t	his year.	·			
Screen: E	Benefits	9/10 mo						
3	Row 6 Column 5	Screen Entry	The average expenditure for one of the benefits in 9/10-month contracts, 133, is not within the expected range of between 54 and 100. Please fix or explain.	Explanation	Yes			
Reason:	expendit		d to cover approximately 1 year of annua for a full-year at the new rate. Last year		rate for			
Screen: E	Benefits	11/12 mo						
4	Row 6 Column 5	Screen Entry	The average expenditure for one of the benefits in 11/12-month contracts, 128, is not within the expected range of between 56 and 102. Please fix or explain.	Explanation	Yes			
4 Reason:	5 The grou	Entry Ip life insur	of between 56 and 102. Please fix or	ed last year t				

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