


2019

Human Resources 2019-20

UNO Office of Institutional Effectiveness

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Overview

Human Resources Overview

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

Changes to reporting for 2019-20

There are no changes for this survey component.

Data Reporting Reminders

- Report each employee only once. If an employee could be coded in more than one occupation, code the employee in the occupation that requires the highest level of skill OR if there is no measurable difference in skill requirements, code the employee in the occupation in which they spend the most time.
- Report staff members difficult to categorize in the "Human Resources Survey Evaluation" box at the end of the survey.
- Enter data on each displayed screen. If a screen is not applicable, enter at least one zero in a field on the screen and save before continuing.
- When reporting salary data (applicable to degree-granting institutions only) include all full-time, non-medical school, instructional staff - both with and without faculty status.

See the instructions for the **Key Reporting Concepts** section -- basic reporting concepts that will assist you in completing the Human Resources survey component.

Resources:

- To download the survey materials for this component: [Survey Materials](#)
- All staff must now be reported using the new IPEDS occupational categories, which align with the 2018 Standard Occupational Classification (SOC) codes. Additional information and resources can be found in the [IPEDS HR/SOC Information Center](#), including general information about the SOC, the IPEDS/SOC crosswalk, a SOC Browse Tool, Frequently Asked Questions, and Web Tutorials.
- To access your prior year data submission for this component: [Reported Data](#)

If you have questions about completing this survey, please contact the **IPEDS Help Desk at 1-877-225-2568**.

Human Resources Screening Questions

Does your institution have any part-time staff?

If you answer **Yes** to this question, you will be provided the screens to report part-time staff.

No

Yes

Does your institution have graduate assistants?

If you answer **Yes** to this question, you will be provided the screens to report graduate assistants.

No

Yes

Does your institution have 15 or more full-time staff?

No

Yes

Does your institution have a tenure system?

If you answer **Yes** to this question, you will be provided the screens to report some data by tenure status.

No

Yes

Did your institution hire any **full-time permanent staff** who were included on the payroll of the institution between **November 1, 2018 and October 31, 2019** either for the **first time** (new to the institution) or **after a break in service**? Do not exclude persons who were no longer on the payroll as of November 1, 2019. (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

If you answer **Yes** to this question, you will be provided the screens to report **full-time permanent new hires** in **Part H**.

No

Yes

Do **ALL** of the instructional staff at your institution fall into any of the following categories?

If you answer **Yes** to any of the questions below, you will **NOT** be required to report **Part G - Salaries** for instructional staff. However, Part G will still be required for reporting data for full-time non-instructional staff.

No

Yes

Are ALL of the instructional staff military personnel?

No

Yes

Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?

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

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Tenured**Number of Full-time Instructional Staff****With Faculty Status****Tenured****As of November 1, 2019**

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino		5					5
American Indian or Alaska Native	3	3					6
Asian	14	7					21
Black or African American		2					2
Native Hawaiian or Other Pacific Islander							0
White		50					50
Two or more races	1						1
Race and ethnicity unknown	61	3					64
Total men	79	70	0	0	0	0	149

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien		1					1
Hispanic/Latino	1	5					6
American Indian or Alaska Native	1	3					4
Asian	5	5					10
Black or African American		2					2
Native Hawaiian or Other Pacific Islander							0
White	32	60	1				93
Two or more races	1	2					3
Race and ethnicity unknown							0
Total women	40	78	1	0	0	0	119

Total (men+women)	119	148	1	0	0	0	268
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Total from prior year							275
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Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - On Tenure Track

**Number of Full-time Instructional Staff
 With Faculty Status
 On Tenure Track**

As of November 1, 2019

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien		1	17				18
Hispanic/Latino			1				1
American Indian or Alaska Native							0
Asian			7				7
Black or African American			2				2
Native Hawaiian or Other Pacific Islander							0
White			36				36
Two or more races							0
Race and ethnicity unknown							0
Total men	0	1	63	0	0	0	64

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien			9				9
Hispanic/Latino			5				5
American Indian or Alaska Native							0
Asian			2				2
Black or African American			3				3
Native Hawaiian or Other Pacific Islander			1				1
White			40				40
Two or more races			1				1
Race and ethnicity unknown			1				1
Total women	0	0	62	0	0	0	62
Total (men+women)	0	1	125	0	0	0	126
Total from prior year							129

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

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

As of November 1, 2019

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

Men

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

Women

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

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

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

As of November 1, 2019

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino					4		4
American Indian or Alaska Native					1		1
Asian					1		1
Black or African American				3			3
Native Hawaiian or Other Pacific Islander							0
White		1		40	9	2	52
Two or more races				1			1
Race and ethnicity unknown				1			1
Total men	0	1	0	45	15	2	63

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino				2			2
American Indian or Alaska Native				1			1
Asian				1			1
Black or African American				2	1		3
Native Hawaiian or Other Pacific Islander							0
White			2	45	20		67
Two or more races				1			1
Race and ethnicity unknown							0
Total women	0	0	2	52	21	0	75

Total (men+women)	0	1	2	97	36	2	138
Total from prior year							118

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

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

As of November 1, 2019

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

Men

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

Women

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

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Indefinite duration contract

**Number of Full-time Instructional Staff
 With Faculty Status
 Not on Tenure Track - Indefinite duration contract**

As of November 1, 2019

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

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

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2019

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

Men

Race/ethnicity	Without Faculty Status
Nonresident alien	0
Hispanic/Latino	0
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	0

Women

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

Total (men+women)	0
Total from prior year	

Part A2 - Full-time Instructional Staff by Function

Number of Full-time Instructional Staff

As of November 1, 2019

•Report Primarily Instruction and Instruction Combined with Research and/or Public Service separately, as indicated below

	With <u>Faculty Status</u>						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at -will)		
Instructional staff	268	126	0	138	0	0	0	532
Total carried forward from previous screens	268	126	0	138	0	0	0	532
Primarily Instruction	0	0	0	0	0	0	0	0
Exclusively credit								0
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
<u>Instruction/research/public service staff</u>	268	126		138				532

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2019

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	18	10	28
Hispanic/Latino	10	13	23
American Indian or Alaska Native	7	5	12
Asian	29	13	42
Black or African American	7	8	15
Native Hawaiian or Other Pacific Islander	0	1	1
White	138	200	338
Two or more races	2	5	7
Race and ethnicity unknown	65	1	66
Total	276	256	532
Total from prior year			522

Part B1 - Full-time Non-instructional Staff by Occupational Category**Number of Full-time Non-instructional Staff****by Occupational Category****As of November 1, 2019**

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	18	3	
Hispanic/Latino	10		
American Indian or Alaska Native	7		
Asian	29	3	
Black or African American	7		1
Native Hawaiian or Other Pacific Islander	0		
White	138	6	
Two or more races	2		
Race and ethnicity unknown	65		
Total men	276	12	1

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	10		
Hispanic/Latino	13		
American Indian or Alaska Native	5		
Asian	13		1
Black or African American	8		
Native Hawaiian or Other Pacific Islander	1		
White	200	1	4
Two or more races	5		
Race and ethnicity unknown	1		
Total women	256	1	5

Total (men+women)	532	13	6
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Total from prior year	522	10	5
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Part B1 - Full-time Non-instructional Staff by Occupational Category

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino				
American Indian or Alaska Native				
Asian	1		1	
Black or African American			1	2
Native Hawaiian or Other Pacific Islander				
White		4	1	5
Two or more races			1	
Race and ethnicity unknown	1			
Total men	2	4	4	7

Women

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino				3
American Indian or Alaska Native				
Asian				3
Black or African American				2
Native Hawaiian or Other Pacific Islander				
White		3	5	14
Two or more races		1		
Race and ethnicity unknown				
Total women	0	4	5	22
Total (men+women)	2	8	9	29
Total from prior year	1	7	9	29

Part B1 - Full-time Non-instructional Staff by Occupational CategoryNumber of **Full-time Non-instructional Staff**

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	1	1	2		
Hispanic/Latino	4	2		3	
American Indian or Alaska Native					
Asian	2	1	3	1	1
Black or African American	4	1		9	
Native Hawaiian or Other Pacific Islander					
White	78	19	29	45	4
Two or more races					
Race and ethnicity unknown			1		
Total men	89	24	35	58	5

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien				2	
Hispanic/Latino	9	4	1	8	
American Indian or Alaska Native		1			
Asian	3	1		2	
Black or African American	5	4	2	9	
Native Hawaiian or Other Pacific Islander				1	
White	85	54	11	60	2
Two or more races	2	1		3	
Race and ethnicity unknown	2	1	1	2	
Total women	106	66	15	87	2
Total (men+women)	195	90	50	145	7
Total from prior year	194	87	54	132	7

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien	1					26
Hispanic/Latino	8			2		29
American Indian or Alaska Native	1					8
Asian	2					44
Black or African American	14	1	4		1	46
Native Hawaiian or Other Pacific Islander	1					1
White	76	1	25		16	18
Two or more races						3
Race and ethnicity unknown						67
Total men	103	2	31		17	19

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien	2			1		15
Hispanic/Latino	2			7		47
American Indian or Alaska Native	1			1		8
Asian	2			4		29
Black or African American	9			11		50
Native Hawaiian or Other Pacific Islander				1		3
White	21	6	128		1	595
Two or more races	1			6		19
	1			2		10

Race and ethnicity unknown						
Total women	39	6	161	1	0	776
Total (men+women)	142	8	192	18	19	1,465
Total from prior year	139	10	196	17	16	1,435

Part B2 - Full-time Non-instructional Staff by Occupational Category and Tenure Status

Number of <u>Full-time</u> Non-instructional Staff								
As of November 1, 2019								
Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
		Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)			
Research staff				13				13
Public Service staff				6				6
Archivists, Curators, and Museum Technicians 25-4010							2	2
Librarians and Media Collections Specialists 25-4020							8	8
Library Technicians 25-4030							9	9
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							29	29
Management Occupations 11-0000							195	195
Business and Financial Operations Occupations 13-0000							90	90
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							50	50
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							145	145
Healthcare Practitioners and Technical Occupations 29-0000							7	7
Total	0	0	0	19	0	0	535	554
Total from prior year				15	0		520	535

Part G1 - Salaries Worksheet

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

Annual Salary, 2019-20

- Report the number of instructional staff based on the number of months to be worked
- Months reported should correspond with the number of months that staff worked (which may differ from the number of months over which they are paid)
- Include ONLY full-time instructional staff
- Include instructional staff *with* faculty status and *without* faculty status
- Include instructional staff regardless of tenure status

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Men							
Professors	2			77		79	79
Associate professors	1			71		72	72
Assistant professors	2			61		63	63
Instructors				45		45	45
Lecturers	1			14		15	15
No academic rank				2		2	2
Total men	6	0	0	270	0	276	276
Total men full-time instructional staff from Part A						276	
Women							
Professors				40		40	40
Associate professors	3			75		78	78
Assistant professors	4			61		65	65
Instructors	1			51		52	52
Lecturers	1			20		21	21
No academic rank						0	0
Total women	9	0	0	247	0	256	256
Total women full-time instructional staff from Part A						256	
Total (men+women)	15	0	0	517	0	532	532
Total (men+women) full-time instructional staff from Part A						532	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays for Full-time Instructional Staff

Annual Salary Outlays, 2019-20

- Report the TOTAL ANNUAL salary outlays for the full-time instructional staff reported in the 12 months, 11 months, 10 months, and 9 months columns on the previous screen, Part G1 – Salaries Worksheet
- Using the TOTAL ANNUAL salary outlays data provided, the system will calculate the Equated 9 months by academic rank and gender.

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays				
		12 months	11 months	10 months	9 months	Equated 9 months
Men						
Professors	79	249,123			7,588,911	7,775,753
Associate professors	72	96,187			5,898,500	5,970,640
Assistant professors	63	104,847			5,070,052	5,148,687
Instructors	45				2,276,298	2,276,298
Lecturers	15	89,629			717,315	784,537
No academic rank	2				107,866	107,866
Total men	276	539,786	0	0	21,658,942	22,063,782
Women						
Professors	40				3,669,189	3,669,189
Associate professors	78	223,498			5,890,543	6,058,167
Assistant professors	65	260,145			4,372,697	4,567,806
Instructors	52	60,341			2,499,174	2,544,430
Lecturers	21	68,796			1,067,781	1,119,378
No academic rank	0					0
Total women	256	612,780	0	0	17,499,384	17,958,969
Total (men + women)	532	1,152,566	0	0	39,158,326	40,022,751

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank for Full-time Instructional Staff

Annual Average Salaries, 2019-20

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				Equated 9 months
		12 months	11 months	10 months	9 months	
Men						
Professors	79	124,562			98,557	98,427
Associate professors	72	96,187			83,077	82,926
Assistant professors	63	52,424			83,116	81,725
Instructors	45				50,584	50,584
Lecturers	15	89,629			51,237	52,302
No academic rank	2				53,933	53,933
Total men	276	89,964			80,218	79,941
Women						
Professors	40				91,730	91,730
Associate professors	78	74,499			78,541	77,669
Assistant professors	65	65,036			71,684	70,274
Instructors	52	60,341			49,003	48,931
Lecturers	21	68,796			53,389	53,304
No academic rank	0					
Total women	256	68,087			70,848	70,152
Total (men+women)	532	76,838			75,741	75,231

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays

for Full-time Non-instructional Staff

Annual Salary Outlays, 2019-20

Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
Research staff	13	825,860
Public Service staff	6	433,971
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	48	2,322,419
Management Occupations 11-0000	195	18,007,215
Business and Financial Operations Occupations 13-0000	90	4,964,863
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	50	3,396,144
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	145	7,158,660
Healthcare Practitioners and Technical Occupations 29-0000	7	428,652
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	142	4,613,225
Sales and Related Occupations 41-0000	8	245,039
Office and Administrative Support Occupations 43-0000	192	7,894,950
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	18	952,290
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	19	1,068,755

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2019

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

Men			
Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	6		
Hispanic/Latino	9		
American Indian or Alaska Native	1		
Asian	10		
Black or African American	6		
Native Hawaiian or Other Pacific Islander			
White	224		1
Two or more races	2		
Race and ethnicity unknown	6		
Total men	264	0	1
Women			
Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	4		
Hispanic/Latino	7		
American Indian or Alaska Native	4		
Asian	6		
Black or African American	13		
Native Hawaiian or Other Pacific Islander			
White	234		1
Two or more races	1		
Race and ethnicity unknown	2		
Total women	271	0	1
Total (men+women)	535	0	2
Total from prior year	544	1	2

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2019

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

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien					0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian				1	1
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White				1	1
Two or more races					0
Race and ethnicity unknown					0
Total men	0	0	0	2	2

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien					0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian				1	1
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White				7	7
Two or more races					0
Race and ethnicity unknown					0
Total women	0	0	0	8	8

Total (men+women)	0	0	0	10	10
Total from prior year				10	10

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian			1		
Black or African American					
Native Hawaiian or Other Pacific Islander					
White			1	2	
Two or more races					
Race and ethnicity unknown					
Total men	0	0	2	2	0

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino				1	
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	1	1		6	
Two or more races					
Race and ethnicity unknown					
Total women	1	1	0	7	0

Total (men+women)	1	1	2	9	0
Total from prior year	1		3	8	1

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

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						6
Hispanic/Latino	1					10
American Indian or Alaska Native						1
Asian						12
Black or African American						6
Native Hawaiian or Other Pacific Islander						0
White						229
Two or more races						2
Race and ethnicity unknown						6
Total men	1	0	0	0	0	272

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						4
Hispanic/Latino						8
American Indian or Alaska Native						4
Asian						7
Black or African American	1			1		15
Native Hawaiian or Other Pacific Islander						0
White	1			7		258
Two or more races						1
Race and ethnicity unknown						2

Total women	2	0	8	0	0	299
Total (men+women)	3	0	8	0	0	571
Total from prior year	3		9			582

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Teaching 25-9044	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	1	22	24	47
Hispanic/Latino		3	2	5
American Indian or Alaska Native		1	1	2
Asian		1	1	2
Black or African American		2	4	6
Native Hawaiian or Other Pacific Islander				0
White	9	19	43	71
Two or more races				0
Race and ethnicity unknown	1	2		3
Total men	11	50	75	136

Women

Race/ethnicity	Teaching 25-9044	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	2	12	16	30
Hispanic/Latino		1	7	8
American Indian or Alaska Native			1	1
Asian		2	8	10
Black or African American		1	4	5
Native Hawaiian or Other Pacific Islander				0
White	25	45	62	132
Two or more races			1	1
Race and ethnicity unknown		2		2
Total women	27	63	99	189
Total (men+women)	38	113	174	325
Total from prior year	42	113	190	345

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

Number of Part-time Staff

As of November 1, 2019

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track			Indefinite duration (continuing or at-will)		
			Multi-year contract	Annual contract	Less-than-annual contract			
Primarily Instruction	0	0	0	0	0	0	0	
? Exclusively credit							0	
? Exclusively not-for-credit							0	
Combined credit/not-for-credit							0	
Instruction/research/public service staff	6			12	517		535	
Research staff							0	
Public Service staff				1	1		2	
Archivists, Curators, and Museum Technicians							0	
25-4010							0	
Librarians and Media Collections Specialists							0	
25-4020							0	
Library Technicians							0	
25-4030							0	
? Student and Academic Affairs and Other Education Services Occupations							10	
25-2000 + 25-3000 + 25-9000							10	
Management Occupations							1	
11-0000							1	
Business and Financial Operations Occupations							1	
13-0000							1	
Computer, Engineering, and Science Occupations							2	
15-0000 + 17-0000 + 19-0000							2	
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							9	
21-0000 + 23-0000 + 27-0000							9	
Healthcare Practitioners and Technical Occupations							0	
29-0000							0	
Total	6	0	0	13	518	0	23	560
Total from prior year	9	0	0	2	536	0	23	570

23-0000, 27-0000, 25-4000,
25-4010, 25-4020, 25-4030,
25-2000, 25-3000, 25-9000,
29-0000

Total

896

Part H - New Hires, Full-time Instructional Staff by Tenure Status
Number of Newly Hired Full-time Permanent Instructional Staff

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

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

Men

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien		4						4
Hispanic/Latino								0
American Indian or Alaska Native								0
Asian								0
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White	1	7		2				10
Two or more races								0
Race and ethnicity unknown								0
Total men	1	11	0	2	0	0	0	14

Women

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien		2						2
Hispanic/Latino								0
American Indian or Alaska Native								0
Asian		1						1
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White		5		2				7
Two or more races								0
Race and ethnicity unknown								0
Total women	0	8	0	2	0	0	0	10

Total (men+women)	1	19	0	4	0	0	0	24
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Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

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

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	4			
Hispanic/Latino	0			
American Indian or Alaska Native	0			
Asian	0			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	10	1		2
Two or more races	0			
Race and ethnicity unknown	0			1
Total men	14	1	0	3

Women

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	2			
Hispanic/Latino	0			
American Indian or Alaska Native	0			
Asian	1			
Black or African American	0			1
Native Hawaiian or Other Pacific Islander	0			
White	7		1	2
Two or more races	0			
Race and ethnicity unknown	0			
Total women	10	0	1	3
Total (men+women)	24	1	1	6

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

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

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
Nonresident alien					
Hispanic/Latino				2	
American Indian or Alaska Native					
Asian					
Black or African American				2	
Native Hawaiian or Other Pacific Islander					
White	1		2	2	
Two or more races					
Race and ethnicity unknown			1		
Total men	1	0	3	6	0

Women

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
Nonresident alien					
Hispanic/Latino	1				
American Indian or Alaska Native					
Asian		1			1
Black or African American		1			1
Native Hawaiian or Other Pacific Islander					
White	5	4	1	6	
Two or more races					
Race and ethnicity unknown					
Total women	6	6	1	8	0

Total (men+women)	7	6	4	14	0
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Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

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

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						4
Hispanic/Latino						2
American Indian or Alaska Native						0
Asian						0
Black or African American						2
Native Hawaiian or Other Pacific Islander						0
White	6			1	1	26
Two or more races						0
Race and ethnicity unknown						2
Total men	6	0	1	1	0	36

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						2
Hispanic/Latino						1
American Indian or Alaska Native	1					1
Asian						3
Black or African American	1					4
Native Hawaiian or Other Pacific Islander						0
White	4	1	6		1	38
Two or more races			1			1
						0

Race and ethnicity unknown							
Total women	6	1	7	1	0	50	
Total (men+women)	12	1	8	2	0	86	

Human Resources Survey Evaluation

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

Prepared by

The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data. The Keyholder will be copied on all email correspondence to other preparers.

The time it took to prepare this component is being collected so that we can continue to improve our estimate of the reporting burden associated with IPEDS. Please include in your estimate the time it took for you to review instructions, query and search data sources, complete and review the component, and submit the data through the Data Collection System.

Thank you for your assistance.

This survey component was prepared by:

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

Name: Jeanie Gutheil-Bykerk

Email: jgutheilbykerk@unomaha.edu

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

1.00 Number of Staff (including yourself)

How many hours did you and others from your institution only spend on each of the steps below when responding to this survey component?

Exclude the hours spent collecting data for state and other reporting purposes.

Staff member	Collecting Data Needed	Revising Data to Match IPEDS Requirements	Entering Data	Revising and Locking Data
Your office	10.00 hours	hours	2.00 hours	1.00 hours
Other offices	hours	hours	hours	hours

Summary**Human Resources Component Summary**

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the [Data Center](#) and sent to your institution's CEO in November 2019.

Please review your data for accuracy. If you have questions about the data displayed below after reviewing the data reported on the survey screens, please contact the IPEDS Help Desk at: 1-877-225-2568 or ipedshelp@rti.org.

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

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,465	571	1,655
Instructional Staff	532	535	710
Primary Instruction	0	0	0
Exclusively credit	0	0	0
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	532	535	710
Research Staff	13	0	13
Public Service Staff	6	2	7
Library and Student and Academic Affairs and Other Education Services Occupations SOC	48	10	51
Librarians, Curators, and Archivists SOC 25-4000	19	0	19
Archivists, Curators, and Museum Technicians SOC 25-4010	2	0	2
Librarians SOC 25-4020	8	0	8
Library Technicians SOC 25-4030	9	0	9
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	29	10	32
Management Occupations SOC 11-0000	195	1	195
Business and Financial Operations Occupations SOC 13-0000	90	1	90
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	50	2	51
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	145	9	148
Healthcare Practitioners and Technical Occupations SOC 29-0000	7	0	7
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	142	3	143
Sales and Related Occupations SOC 41-0000	8	0	8
Office and Administrative Support Occupations SOC 43-0000	192	8	195
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	18	0	18

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

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	19	0	19
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NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.

**Salaries of full-time instructional staff by contract length and academic rank:
Academic year 2019-20**

Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				
All Ranks	15			517	532	4,833	\$40,310,892	\$8,341
Professor	2			117	119	1,077	\$11,507,223	\$10,685
Associate professor	4			146	150	1,362	\$12,108,728	\$8,890
Assistant professor	6			122	128	1,170	\$9,807,741	\$8,383
Instructor	1			96	97	876	\$4,835,813	\$5,520
Lecturer	2			34	36	330	\$1,943,521	\$5,889
No academic rank				2	2	18	\$107,866	\$5,993

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

Human Resources

University of Nebraska at Omaha (181394)

Source	Description	Severity	Resolved	Options
Screen: A1 - FT Instructional, Rank and Tenure - Tenured				
Screen Entry	The percent of these staff (men + women) whose race/ethnicity is unknown is greater than expected. Please correct your data or explain. (Error #1302)	Explanation	Yes	
Reason:	Data is accurate			
Screen: D - PT Staff, Occupation - 1				
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	This data is accurate and correct.			
Screen: D - PT Staff, Occupation - 3				
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	The data is accurate and correct.			