

Institution: Alabama State University (100724)
User ID: P1007243

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 - 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							0
Hispanic/Latino			1				1
American Indian or Alaska Native							0
Asian		3	3				6
Black or African American		6	14				20
Native Hawaiian or Other Pacific Islander							0
White			10				10
Two or more races							0
Race and ethnicity unknown			1				1
Total men	0	9	29	0	0	0	38

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			1				1
Black or African American		5	17				22
Native Hawaiian or Other Pacific Islander							0
White		1	3				4
Two or more races							0
Race and ethnicity unknown			1				1
Total women	0	6	22	0	0	0	28
Total (men+women)	0	15	51	0	0	0	66
Total from prior year							56

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
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	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	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							0
American Indian or Alaska Native							0
Asian							0
Black or African American		1	3	12			16
Native Hawaiian or Other Pacific Islander							0
White			2	2			4
Two or more races							0
Race and ethnicity unknown							0
Total men	0	1	5	14	0	0	20

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			2	1			3
Black or African American		1	2	18			21
Native Hawaiian or Other Pacific Islander							0
White			4				4
Two or more races							0
Race and ethnicity unknown				3			3
Total women	0	1	8	22	0	0	31

Total (men+women)

Total (men+women)	0	2	13	36	0	0	51
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Total from prior year

56

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

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2019

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

Men

Race/ethnicity	Without Faculty Status
Nonresident alien	
Hispanic/Latino	
American Indian or Alaska Native	
Asian	
Black or African American	
Native Hawaiian or Other Pacific Islander	
White	
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	
Black or African American	3
Native Hawaiian or Other Pacific Islander	
White	1
Two or more races	
Race and ethnicity unknown	
Total women	4

Total (men+women)	4
Total from prior year	3

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	105	66	0	51	0	0	4	226
Total carried forward from previous screens	105	66	0	51	0	0	4	226
Primarily Instruction	0	0	0	51	0	0	4	55
Exclusively credit				51			4	55
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff	105	66						171

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	0	0	0
Hispanic/Latino	3	0	3
American Indian or Alaska Native	0	0	0
Asian	21	8	29
Black or African American	58	80	138
Native Hawaiian or Other Pacific Islander	0	0	0
White	31	20	51
Two or more races	0	0	0
Race and ethnicity unknown	1	4	5
Total	114	112	226
Total from prior year			227

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	0		
Hispanic/Latino	3		
American Indian or Alaska Native	0		
Asian	21	2	
Black or African American	58		
Native Hawaiian or Other Pacific Islander	0		
White	31		
Two or more races	0		
Race and ethnicity unknown	1		
Total men	114	2	0

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	0		
Hispanic/Latino	0		
American Indian or Alaska Native	0		
Asian	8	1	
Black or African American	80		
Native Hawaiian or Other Pacific Islander	0		
White	20		
Two or more races	0		
Race and ethnicity unknown	4		
Total women	112	1	0

Total (men+women) 226 3 0

Total from prior year 227 4

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	
Black or African American	2	2	3	10
Native Hawaiian or Other Pacific Islander				
White		1		
Two or more races				
Race and ethnicity unknown				2
Total men	2	4	3	12

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				
American Indian or Alaska Native				
Asian			1	
Black or African American	1	7	4	53
Native Hawaiian or Other Pacific Islander				
White		1		3
Two or more races				
Race and ethnicity unknown				8
Total women	1	8	5	64
Total (men+women)	3	12	8	76
Total from prior year	4	14	11	71

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					
Hispanic/Latino					1
American Indian or Alaska Native					
Asian	1		1		
Black or African American	20	6	11	46	
Native Hawaiian or Other Pacific Islander					
White	4		2	12	
Two or more races					
Race and ethnicity unknown		1	1	6	
Total men	25	7	15	65	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					
American Indian or Alaska Native					
Asian					
Black or African American	32	25	11	23	1
Native Hawaiian or Other Pacific Islander				1	
White	3		2	6	
Two or more races					
Race and ethnicity unknown		4	2		
Total women	35	29	15	30	1
Total (men+women)	60	36	30	95	1
Total from prior year	65	36	24	78	2

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						0
Hispanic/Latino						4
American Indian or Alaska Native						0
Asian	1					27
Black or African American	58		6		26	4
Native Hawaiian or Other Pacific Islander						0
White		1			2	53
Two or more races						0
Race and ethnicity unknown	6		2		3	22
Total men	65	1	8		31	4

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						0
Hispanic/Latino						0
American Indian or Alaska Native					1	1
Asian						10
Black or African American	43	2	74		5	1
Native Hawaiian or Other Pacific Islander						1
White			1			36
Two or more races						0
	2	1	11			32

Race and ethnicity unknown						
Total women	45	3	86	6	1	442
Total (men+women)	110	4	94	37	5	800
Total from prior year	114	4	94	36	2	786

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							3	3
Public Service staff							0	0
Archivists, Curators, and Museum Technicians 25-4010		2					1	3
Librarians and Media Collections Specialists 25-4020	1	11					0	12
Library Technicians 25-4030							8	8
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							76	76
Management Occupations 11-0000	12			1			47	60
Business and Financial Operations Occupations 13-0000							36	36
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							30	30
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							95	95
Healthcare Practitioners and Technical Occupations 29-0000							1	1
Total	13	13	0	1	0	0	297	324
Total from prior year	14	16					279	309

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			30			30	30
Associate professors			35			35	35
Assistant professors			35			35	35
Instructors			14			14	14
Lecturers						0	0
No academic rank						0	0
Total men	0	0	114	0	0	114	114
Total men full-time instructional staff from Part A						114	
Women							
Professors			26			26	26
Associate professors			28			28	28
Assistant professors			32			32	32
Instructors			22			22	22
Lecturers						0	0
No academic rank	1		3			4	4
Total women	1	0	111	0	0	112	112
Total women full-time instructional staff from Part A						112	
Total (men+women)	1	0	225	0	0	226	226
Total (men+women) full-time instructional staff from Part A						226	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays

for Full-time Instructional Staff

Annual Salary Outlays, 2019-20

•Report the TOTAL ANNUAL salary outlays for the full-time instructional staff reported in the 12 months, 11 months, 10 months, and 9 months columns on the previous screen, Part G1 – Salaries Worksheet


•Using the TOTAL ANNUAL salary outlays data provided, the system will calculate the Equated 9 months by academic rank and gender.

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays				Equated 9 months
		12 months	11 months	10 months	9 months	
Men						
Professors	30			2,773,769		2,496,392
Associate professors	35			2,649,120		2,384,208
Assistant professors	35			2,444,161		2,199,745
Instructors	14			707,736		636,962
Lecturers	0					0
No academic rank	0					0
Total men	114	0	0	8,574,786	0	7,717,307
Women						
Professors	26			2,448,447		2,203,602
Associate professors	28			2,047,438		1,842,694
Assistant professors	32			2,018,322		1,816,490
Instructors	22			1,101,950		991,755
Lecturers	0					0
No academic rank	4	40,000		102,531		122,278
Total women	112	40,000	0	7,718,688	0	6,976,819
Total (men + women)	226	40,000	0	16,293,474	0	14,694,127

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank
 for Full-time Instructional Staff

Annual Average Salaries, 2019-20

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries			
		12 months	11 months	10 months	9 months  Equated 9 months
Men					
Professors	30			92,459	83,213
Associate professors	35			75,689	68,120
Assistant professors	35			69,833	62,850
Instructors	14			50,553	45,497
Lecturers	0				
No academic rank	0				
Total men	114			75,217	67,696
Women					
Professors	26			94,171	84,754
Associate professors	28			73,123	65,811
Assistant professors	32			63,073	56,765
Instructors	22			50,089	45,080
Lecturers	0				
No academic rank	4	40,000		34,177	30,569
Total women	112	40,000		69,538	62,293
Total (men+women)	226	40,000		72,415	65,018

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	3	135,000
Public Service staff	0	0
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	99	4,310,508
Management Occupations 11-0000	60	5,762,562
Business and Financial Operations Occupations 13-0000	36	1,648,731
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	30	1,491,666
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	95	4,144,890
Healthcare Practitioners and Technical Occupations 29-0000	1	44,000
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	110	3,245,168
Sales and Related Occupations 41-0000	4	135,503
Office and Administrative Support Occupations 43-0000	94	3,494,661
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	37	1,426,428
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	5	176,850

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			
Hispanic/Latino			
American Indian or Alaska Native			
Asian	5		
Black or African American	38		
Native Hawaiian or Other Pacific Islander			
White	7		
Two or more races			
Race and ethnicity unknown	7	0	0
Total men	57	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino	1		
American Indian or Alaska Native			
Asian	1		
Black or African American	57		
Native Hawaiian or Other Pacific Islander			
White	4		
Two or more races	14		
Race and ethnicity unknown		0	0
Total women	77	0	0

Total (men+women)	134	0	0
Total from prior year	182		

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff by Occupational Category**

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien					0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian					0
Black or African American	1		1	3	5
Native Hawaiian or Other Pacific Islander					0
White					0
Two or more races					0
Race and ethnicity unknown					0
Total women	1	0	1	3	5
Total (men+women)	1	0	1	4	6
Total from prior year	1		1	5	7

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Total (men+women)	0	1	1	18	1
Total from prior year		2	5	36	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						0
Hispanic/Latino						0
American Indian or Alaska Native						0
Asian						5
Black or African American	3	3	2			56
Native Hawaiian or Other Pacific Islander						0
White						7
Two or more races						0
Race and ethnicity unknown	1			2		15
Total men	4	3	4	0	0	83

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						0
Hispanic/Latino						1
American Indian or Alaska Native						0
Asian						1
Black or African American	1	2	4		1	2
Native Hawaiian or Other Pacific Islander						0
White						4
Two or more races						14
Race and ethnicity unknown		1	1			3

Total women	1	3	5	1	2	101
Total (men+women)	5	6	9	1	2	184
Total from prior year	7	9	24		4	277

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	2	4		2
Hispanic/Latino				0
American Indian or Alaska Native				0
Asian				0
Black or African American				4
Native Hawaiian or Other Pacific Islander				0
White	1			1
Two or more races				0
Race and ethnicity unknown				0
Total men	3	4		6

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	1			1
Hispanic/Latino				0
American Indian or Alaska Native				0
Asian				0
Black or African American	4	6		5
Native Hawaiian or Other Pacific Islander				0
White				1
Two or more races				0
Race and ethnicity unknown				0
Total women	5	6		7
Total (men+women)	8	10		13
Total from prior year	12	8		14
				34

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	134	0	0	134
? Exclusively credit					134			134
? Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff							0	0
Research staff							0	0
Public Service staff							0	0
Archivists, Curators, and Museum Technicians							1	1
25-4010 Librarians and Media Collections Specialists							0	0
25-4020 Library Technicians							1	1
25-4030 ? Student and Academic Affairs and Other Education Services Occupations							4	4
25-2000 + 25-3000 + 25-9000 Management Occupations							0	0
11-0000 Business and Financial Operations Occupations							1	1
13-0000 Computer, Engineering, and Science Occupations							1	1
15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							18	18
21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations							1	1
29-0000								
Total	0	0	0	0	134	0	27	161
Total from prior year	0	0	0	0	182		51	233

Part F - Part-time Summary

Summary 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					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	0	0	0	0	134	0	134	
Exclusively credit					134		134	
Exclusively not-for-credit							0	
Combined credit/not-for-credit							0	
Instruction/research/public service staff							0	
Research staff							0	
Public Service staff							0	
Archivists, Curators, and Museum Technicians 25-4010							1	
Librarians and Media Collections Specialists 25-4020							0	
Library Technicians 25-4030							1	
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							4	
Management Occupations 11-0000							0	
Business and Financial Operations Occupations 13-0000							1	
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							1	
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							18	
Healthcare Practitioners and Technical Occupations 29-0000							1	
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000							5	
Sales and Related Occupations 41-0000							6	
Office and Administrative Support Occupations 43-0000							9	
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000							1	
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000							2	
Graduate Assistants							31	
Teaching 25-9044							8	
Research							10	
Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000,							13	

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

Total

215

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								0
Hispanic/Latino								0
American Indian or Alaska Native								0
Asian		1						1
Black or African American		7						7
Native Hawaiian or Other Pacific Islander								0
White		3						3
Two or more races								0
Race and ethnicity unknown		1						1
Total men	0	12	0	0	0	0	0	12

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								0
Hispanic/Latino								0
American Indian or Alaska Native								0
Asian								0
Black or African American	1	4		4				9
Native Hawaiian or Other Pacific Islander								0
White		1						1
Two or more races								0
Race and ethnicity unknown		1		3				4
Total women	1	6	0	7	0	0	0	14
Total (men+women)	1	18	0	7	0	0	0	26

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	0			
Hispanic/Latino	0			
American Indian or Alaska Native	0			
Asian	1			
Black or African American	7			4
Native Hawaiian or Other Pacific Islander	0			
White	3			
Two or more races	0			
Race and ethnicity unknown	1			2
Total men	12	0	0	6

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	0			
Hispanic/Latino	0			
American Indian or Alaska Native	0			
Asian	0			
Black or African American	9			7
Native Hawaiian or Other Pacific Islander	0			
White	1			1
Two or more races	0			
Race and ethnicity unknown	4			6
Total women	14	0	0	14
Total (men+women)	26	0	0	20

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

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

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

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian			1		
Black or African American			1	19	
Native Hawaiian or Other Pacific Islander					
White			1	4	
Two or more races					
Race and ethnicity unknown		1	1	6	
Total men	0	1	4	29	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					
American Indian or Alaska Native					
Asian					
Black or African American	1	2		4	
Native Hawaiian or Other Pacific Islander					
White				2	
Two or more races					
Race and ethnicity unknown		4	2		
Total women	1	6	2	6	0

Total (men+women)	1	7	6	35	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						0
Hispanic/Latino						0
American Indian or Alaska Native						0
Asian						2
Black or African American	3			1		4
Native Hawaiian or Other Pacific Islander						0
White						8
Two or more races						0
Race and ethnicity unknown	6			2	3	22
Total men	9	0	3	3	4	71

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						0
Hispanic/Latino						0
American Indian or Alaska Native						0
Asian						0
Black or African American	13					36
Native Hawaiian or Other Pacific Islander						0
White						4
Two or more races						0
	2	1	8			27

Race and ethnicity unknown							
Total women	15	1	8	0	0	67	
Total (men+women)	24	1	11	3	4	138	

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: Bryn Bakoyema

Email: bbakoyema@alasu.edu

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

6.00 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	hours	hours	hours	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	800	184	861
Instructional Staff	226	134	271
Primary Instruction	55	134	100
Exclusively credit	55	134	100
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	171	0	171
Research Staff	3	0	3
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	99	6	101
Librarians, Curators, and Archivists SOC 25-4000	23	2	24
Archivists, Curators, and Museum Technicians SOC 25-4010	3	1	3
Librarians SOC 25-4020	12	0	12
Library Technicians SOC 25-4030	8	1	8
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	76	4	77
Management Occupations SOC 11-0000	60	0	60
Business and Financial Operations Occupations SOC 13-0000	36	1	36
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	30	1	30
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	95	18	101
Healthcare Practitioners and Technical Occupations SOC 29-0000	1	1	1
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	110	5	112
Sales and Related Occupations SOC 41-0000	4	6	6
Office and Administrative Support Occupations SOC 43-0000	94	9	97
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	37	1	37

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

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	5	2	6
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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	1		225		226	2,262	\$16,333,474	\$7,221
Professor			56		56	560	\$5,222,216	\$9,325
Associate professor			63		63	630	\$4,696,558	\$7,455
Assistant professor			67		67	670	\$4,462,483	\$6,660
Instructor			36		36	360	\$1,809,686	\$5,027
Lecturer								
No academic rank	1		3		4	42	\$142,531	\$3,394

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

Alabama State University (100724)

Source	Description	Severity	Resolved	Options
Screen: D - PT Staff, Occupation - 3				
Screen Entry	This number is outside the expected range of between 24 and 48 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Fewer part-time employees were hired for jobs related to these codes.			
Screen: E - PT Staff, Occupation and Tenure - 1				
Screen Entry	This number is outside the expected range of between 34 and 68 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Hired fewer part-time staff in the 21-0000, 23-0000, and 27-0000 categories.			
Screen: H - New Hires, Occupation - 3				
Screen Entry	The percentage of new hires (men + women) reported across all occupational categories whose race/ethnicity is unknown is greater than expected. Please correct your data or explain. (Error #1360)	Explanation	Yes	
Reason:	Employees provide these data voluntarily and it is not always provided by new hires.			
Related Screens:	H - New Hires, Occupation - 3			