

# Employees in Postsecondary Institutions, Fall 2010, and Salaries of Full-Time Instructional Staff, 2010–11

First Look





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NOVEMBER 2011

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## Foreword

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This *First Look* presents findings from the Human Resources (HR) Component of the Integrated Postsecondary Education Data System (IPEDS) winter 2010-11 data collection. The HR component consists of the following three sections: Employees by Assigned Position (EAP) and Fall Staff for fall 2010 and Salaries for academic year 2010-11. Only the EAP and Salaries sections of the HR component were required for the winter 2010-11 collection; the Fall Staff section was optional. The HR data were collected through the IPEDS web-based data collection system.

The data on which this report is based are available to researchers and the public through the IPEDS Data Center, which can be found at <http://nces.ed.gov/ipeds>. This *First Look* report continues the series of *First Look* reports based on the collection of data from more than 7,000 postsecondary education institutions that participate in Title IV federal student financial aid programs.

We hope that the information provided in the report will be useful to a wide range of interested readers. Further, we hope that the results reported here will encourage researchers and others to make full use of the IPEDS data for analysis, to perform comparisons of peer institutions, or to help answer questions about postsecondary education institutions.

**Thomas Weko**  
*Associate Commissioner*  
*Postsecondary, Adult, and Career Education Division*

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## Acknowledgments

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The information presented in this publication was provided by either state coordinators for the Integrated Postsecondary Education Data System (IPEDS) or officials at individual institutions. In addition, these persons provided assistance in resolving questions about their submitted data, which resulted in more accurate information. Although it is not possible to list the names of all these people, their assistance was invaluable and is appreciated.

The U.S. Department of Education, National Center for Education Statistics (NCES), and the Office for Civil Rights, with the approval of the Office of Management and Budget, cooperate in the collection of racial/ethnic and gender information from all postsecondary institutions that participate in the Human Resources component of IPEDS. In this collaboration, data provided by postsecondary institutions are designated as Compliance Reports pursuant to the Civil Rights Act of 1964 (34 CFR 100.6(b)).

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# Introduction

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The Integrated Postsecondary Education Data System (IPEDS) collects institution-level data from postsecondary institutions in the United States (50 states and the District of Columbia) and other jurisdictions (see appendix A for a list of other jurisdictions). IPEDS defines a postsecondary institution as an organization that is open to the public and has the provision of postsecondary education or training beyond the high school level as one of its primary missions. This definition includes institutions that offer academic, vocational, and continuing professional education programs and excludes institutions that offer only avocational (leisure) and adult basic education programs. IPEDS provides basic statistics on postsecondary institutions regarding tuition and fees, number and types of degrees and certificates conferred, number of students enrolled, number of employees, financial statistics, graduation rates, and student financial aid. The Higher Education Amendments of 1992 make submission of data to IPEDS mandatory for any institution that participates in or is an applicant for participation in any federal financial assistance program authorized by Title IV of the Higher Education Act of 1965, as amended. As a result of this mandate, IPEDS response rates are nearly 100 percent, and the resulting database is used as the principal sampling frame for other postsecondary surveys.

## **IPEDS 2010-11**

Participation in IPEDS was required for institutions and administrative offices that participated in Title IV federal student financial aid programs such as Pell Grants or Stafford Loans during the 2010-11 academic year.<sup>1</sup> Title IV institutions include 4-year colleges and universities, 2-year institutions, and non-degree-granting institutions (such as schools of cosmetology), among others. Accordingly, 7,178 institutions and 81 administrative offices (central or system offices) in the United States and other jurisdictions were expected to participate in the Human Resources (HR) component.

After submitting fall 2010 data to IPEDS, 3 institutions closed, leaving 7,175 institutions and 81 administrative offices in the United States and other jurisdictions that were required to complete the 2010-11 HR component.

## **Human Resources: Employees by Assigned Position, Fall Staff, and Salaries**

The HR component consists of three sections: Employees by Assigned Position (EAP), Fall Staff, and Salaries.

- The EAP section, which collects the number of staff employed by each institution by medical school staff status, employment status (full or part time), faculty status, and primary function/occupational activity, was required of all 7,256 Title IV institutions and administrative offices, and 7,252, or 99.9 percent, responded (table A-1).

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<sup>1</sup> Institutions participating in Title IV programs are accredited by an agency or organization recognized by the Secretary of the U.S. Department of Education, have a program of more than 300 clock hours or 8 credit hours, have been in business for at least 2 years, and have a signed Program Participation Agreement with the Office of Postsecondary Education, U.S. Department of Education.

- The Fall Staff section was optional for the winter 2010-11 collection; however, 3,364 Title IV institutions and administrative offices (46.3 percent) responded (data not shown).<sup>2</sup>
- The Salaries section was required of 4,565 Title IV entities, and 4,561, or 99.9 percent, responded (table A-1).<sup>3</sup>

Please refer to appendix A for a detailed description of the sections of the HR component.

## Changes in Reporting

Beginning in fall 2010, Title IV participating institutions that are not primarily postsecondary were required to respond to the IPEDS survey, reporting data pertinent to the postsecondary portion of the institution. This *First Look* contains data from 48 such institutions in the United States. One additional Title IV not primarily postsecondary institution is in the other jurisdictions. Please see the Changes in Reporting section of appendix A for details.

## Focus of This Report

Tabulations in this report present selected data items collected in winter 2010-11 from 7,096 institutions and administrative offices in the United States (excluding those in other jurisdictions) that were required to respond to the HR component (table A-1a). This includes 7,018 Title IV institutions and 78 administrative offices. Additional HR data are available through the IPEDS Data Center.<sup>4</sup>

The purpose of this report is to introduce new data through the presentation of tables containing descriptive information. As a result, only selected findings are presented. These findings have been chosen to demonstrate the range of information available when using the IPEDS data rather than to discuss all of the observed differences, and they are not meant to emphasize any particular issue.

Several tables in this *First Look* display trends. In tables 4, 7, and 8, the time points displayed were chosen to demonstrate the range of data available from IPEDS for trend analysis, not to emphasize any particular period of change.

In the EAP section of the HR component, institutions with medical schools report their medical school employees separately from employees not working in medical schools. This is intended to facilitate comparisons between similar institutions where one institution has a medical school and the other institution does not. Consequently, data reported in the EAP section are depicted separately for medical schools in this report.

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<sup>2</sup> The Fall Staff section is required in odd-numbered reporting years, such as fall 2009, and is optional in even-numbered years, such as fall 2010.

<sup>3</sup> The Salaries section was applicable to degree-granting institutions except for those institutions at which all instructional staff were part time, contributed their services, were in the military, or taught preclinical or clinical medicine. Two degree-granting institutions reported not only their own data, but also data for one non-degree-granting institution and one administrative office because the data from the degree-granting institutions could not be separated from the non-degree-granting institution and administrative office. The two additional entities are included in the universe and response rate numbers of the Salaries section.

<sup>4</sup> See <http://nces.ed.gov/ipeds>.

# Selected Findings

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## Staff at Title IV Institutions and Administrative Offices in the United States

- Institutions reported employing approximately 3.9 million individuals in fall 2010 (table 1). Of the 3.9 million individuals, about 2.5 million were reported to be employed full time and about 1.4 million were reported to be employed part time.
- Of the 3.9 million total employees reported by institutions, about 377,000 were employed in a medical school (table 1). Of the remaining 3.5 million employees, approximately 2.7 million were reported to be employed by 4-year institutions, while 2-year institutions reported employing about 731,000 individuals and less-than-2-year institutions reported employing about 53,700 individuals (table 2).
- Of the approximately 1.4 million full-time professionals reported to be employed at degree-granting institutions (excluding medical schools), 46 percent had faculty status: 21 percent with tenure, 8 percent on tenure track, 10 percent not on tenure track, and 7 percent who were employed by institutions without a tenure system (table 3). Institutions reported that the remaining 54 percent of full-time professionals did not have faculty status.
- Compared with fall 2004, the number of instructional staff reported to be employed at degree-granting institutions (excluding administrative offices and medical schools) in fall 2010 increased from approximately 1.1 million to about 1.3 million (table 4). During this same time period, the proportion of these instructional staff classified as full-time decreased from 49 percent to 45 percent.

## Salaries of Full-Time Instructional Staff at Title IV Degree-Granting Institutions in the United States

- Of the nearly 594,000 reported instructional staff, 154,000 were professors, 129,000 were associate professors, 132,000 were assistant professors, 98,400 were instructors, and 29,600 were lecturers (table 5). The remaining 50,900 instructional staff had no academic rank.
- Based on adjusted 9-month average salaries,<sup>5</sup> institutions reported that, on average, professors earned approximately \$104,000, associate professors earned \$74,900, assistant professors earned \$63,100, instructors earned \$53,500, lecturers earned \$54,900, and those with no academic rank earned \$54,400 (table 6).
- More men than women were employed as professors at 4-year institutions (table 7). For example, in 2010-11 there were about 62,500 male professors and 23,100 female professors at 4-year public institutions, approximately 37,100 male professors and 14,700 female professors at 4-year private nonprofit institutions, and roughly 1,100 male professors and 500 female professors at 4-year private for-profit institutions.

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<sup>5</sup> Total salary outlays for full-time instructional staff (by rank) on 11/12-month contracts were adjusted to 9/10-month outlays by multiplying the outlay for 11/12-month contracted staff by 0.8182. The “equated” outlays were then added to the outlays for 9/10-month staff, and the resulting sum was then divided by the total number of full-time instructional staff to determine an average salary for each rank. Salaries for staff on less-than-9-month contracts were not collected.

- In 2010-11, professors at 4-year nonprofit institutions were reported to have earned the highest adjusted 9-month average salaries (table 8). These institutions reported that male professors earned about \$116,000, an increase of 5 percent (after adjusting for inflation) from their 2004-05 salaries, and female professors earned approximately \$101,000, an increase of 4 percent (after adjusting for inflation) from their 2004-05 salaries.



Table 1. Number of staff at Title IV institutions and administrative offices, by employment status, medical school staff status, control of institution, and primary function/occupational activity: United States, fall 2010

Control of institution and primary function/occupational activity	Total			Full time			Part time		
	Total	Staff (except those in medical schools)	Medical school staff <sup>1</sup>	Total	Staff (except those in medical schools)	Medical school staff <sup>1</sup>	Total	Staff (except those in medical schools)	Medical school staff <sup>1</sup>
Total staff	3,893,574	3,516,077	377,497	2,470,855	2,158,886	311,969	1,422,719	1,357,191	65,528
Staff whose primary responsibility is instruction, research, and/or public service	1,542,321	1,419,906	122,415	769,779	666,179	103,600	772,542	753,727	18,815
Primarily instruction	1,180,807	1,152,161	28,646	491,912	469,314	22,598	688,895	682,847	6,048
Instruction/research/public service	271,967	207,434	64,533	207,109	150,942	56,167	64,858	56,492	8,366
Primarily research	64,868	44,868	20,000	54,103	36,882	17,221	10,765	7,986	2,779
Primarily public service <sup>2</sup>	24,679	15,443	9,236	16,655	9,041	7,614	8,024	6,402	1,622
Executive/administrative/managerial	245,794	224,840	20,954	236,923	216,911	20,012	8,871	7,929	942
Other professional (support/service)	807,770	686,010	121,760	702,618	596,531	106,087	105,152	89,479	15,673
Graduate assistants <sup>3</sup>	351,475	330,773	20,702	†	†	†	351,475	330,773	20,702
Technical and paraprofessionals	202,247	164,989	37,258	159,769	127,062	32,707	42,478	37,927	4,551
Clerical and secretarial	443,991	397,768	46,223	346,569	304,337	42,232	97,422	93,431	3,991
Skilled crafts	61,876	60,682	1,194	58,641	57,475	1,166	3,235	3,207	28
Service/maintenance	238,100	231,109	6,991	196,556	190,391	6,165	41,544	40,718	826
Public	2,500,796	2,287,646	213,150	1,546,480	1,376,099	170,381	954,316	911,547	42,769
Staff whose primary responsibility is instruction, research, and/or public service	953,938	884,866	69,072	493,026	434,987	58,039	460,912	449,879	11,033
Primarily instruction	708,635	691,901	16,734	306,998	293,761	13,237	401,637	398,140	3,497
Instruction/research/public service	188,440	150,105	38,335	142,664	109,913	32,751	45,776	40,192	5,584
Primarily research	39,624	28,894	10,730	32,505	23,131	9,374	7,119	5,763	1,356
Primarily public service <sup>2</sup>	17,239	13,966	3,273	10,859	8,182	2,677	6,380	5,784	596
Executive/administrative/managerial	114,906	107,152	7,754	109,985	102,722	7,263	4,921	4,430	491
Other professional (support/service)	513,658	436,370	77,288	442,714	376,157	66,557	70,944	60,213	10,731
Graduate assistants <sup>3</sup>	284,353	268,689	15,664	†	†	†	284,353	268,689	15,664
Technical and paraprofessionals	148,385	130,673	17,712	115,531	100,206	15,325	32,854	30,467	2,387
Clerical and secretarial	281,217	258,391	22,826	210,308	189,658	20,650	70,909	68,733	2,176
Skilled crafts	46,455	45,953	502	44,034	43,550	484	2,421	2,403	18
Service/maintenance	157,884	155,552	2,332	130,882	128,819	2,063	27,002	26,733	269
Private nonprofit	1,097,283	932,936	164,347	762,940	621,352	141,588	334,343	311,584	22,759
Staff whose primary responsibility is instruction, research, and/or public service	424,011	370,668	53,343	234,128	188,567	45,561	189,883	182,101	7,782
Primarily instruction	310,302	298,390	11,912	144,525	135,164	9,361	165,777	163,226	2,551
Instruction/research/public service	81,098	54,900	26,198	62,241	38,825	23,416	18,857	16,075	2,782
Primarily research	25,202	15,932	9,270	21,582	13,735	7,847	3,620	2,197	1,423
Primarily public service <sup>2</sup>	7,409	1,446	5,963	5,780	843	4,937	1,629	603	1,026
Executive/administrative/managerial	100,989	87,789	13,200	97,790	85,041	12,749	3,199	2,748	451
Other professional (support/service)	229,604	185,132	44,472	198,383	158,853	39,530	31,221	26,279	4,942
Graduate assistants <sup>3</sup>	66,445	61,407	5,038	†	†	†	66,445	61,407	5,038
Technical and paraprofessionals	49,455	29,909	19,546	41,573	24,191	17,382	7,882	5,718	2,164
Clerical and secretarial	136,043	112,646	23,397	113,950	92,368	21,582	22,093	20,278	1,815
Skilled crafts	14,975	14,283	692	14,335	13,653	682	640	630	10
Service/maintenance	75,761	71,102	4,659	62,781	58,679	4,102	12,980	12,423	557

See notes at end of table.

Table 1. Number of staff at Title IV institutions and administrative offices, by employment status, medical school staff status, control of institution, and primary function/occupational activity: United States, fall 2010—Continued

Control of institution and primary function/occupational activity	Total			Full time			Part time		
	Total	Staff (except those in medical schools)	Medical school staff <sup>1</sup>	Total	Staff (except those in medical schools)	Medical school staff <sup>1</sup>	Total	Staff (except those in medical schools)	Medical school staff <sup>1</sup>
Private for-profit	295,495	295,495	†	161,435	161,435	†	134,060	134,060	†
Staff whose primary responsibility is instruction, research, and/or public service	164,372	164,372	†	42,625	42,625	†	121,747	121,747	†
Primarily instruction	161,870	161,870	†	40,389	40,389	†	121,481	121,481	†
Instruction/research/public service	2,429	2,429	†	2,204	2,204	†	225	225	†
Primarily research	42	42	†	16	16	†	26	26	†
Primarily public service <sup>2</sup>	31	31	†	16	16	†	15	15	†
Executive/administrative/managerial	29,899	29,899	†	29,148	29,148	†	751	751	†
Other professional (support/service)	64,508	64,508	†	61,521	61,521	†	2,987	2,987	†
Graduate assistants <sup>3</sup>	677	677	†	†	†	†	677	677	†
Technical and paraprofessionals	4,407	4,407	†	2,665	2,665	†	1,742	1,742	†
Clerical and secretarial	26,731	26,731	†	22,311	22,311	†	4,420	4,420	†
Skilled crafts	446	446	†	272	272	†	174	174	†
Service/maintenance	4,455	4,455	†	2,893	2,893	†	1,562	1,562	†

† Not applicable.

<sup>1</sup>Medical schools are defined as those with Doctor of Medicine (M.D.) and/or Doctor of Osteopathic Medicine (D.O.) programs. Also includes health or allied health schools or departments that are affiliated with (housed in or under the authority of) the medical school.

<sup>2</sup>Staff whose specific assignments are for the purpose of carrying out public service activities such as agricultural extension services, clinical services, or continuing education.

<sup>3</sup>By definition, all graduate assistants are part time.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2010-11, Human Resources component, Employees by Assigned Position section.

Table 2. Number of staff at Title IV institutions and administrative offices other than medical schools, by level of institution, employment status, control of institution, and primary function/occupational activity: United States, fall 2010

Control of institution and primary function/occupational activity	4-year			2-year			Less-than-2-year		
	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time
Total staff	2,731,503	1,765,078	966,425	730,900	357,741	373,159	53,674	36,067	17,607
Staff whose primary responsibility is instruction, research, and/or public service	966,067	517,247	448,820	425,743	133,936	291,807	28,096	14,996	13,100
Primarily instruction	712,402	323,869	388,533	411,663	130,449	281,214	28,096	14,996	13,100
Instruction/research/public service	197,598	147,865	49,733	9,836	3,077	6,759	†	†	†
Primarily research	44,787	36,835	7,952	81	47	34	†	†	†
Primarily public service <sup>1</sup>	11,280	8,678	2,602	4,163	363	3,800	†	†	†
Executive/administrative/managerial	179,159	172,886	6,273	38,230	37,060	1,170	7,451	6,965	486
Other professional (support/service)	595,784	525,910	69,874	82,924	64,292	18,632	7,302	6,329	973
Graduate assistants <sup>2</sup>	330,773	†	330,773	†	†	†	†	†	†
Technical and paraprofessionals	119,004	96,864	22,140	44,442	29,169	15,273	1,543	1,029	514
Clerical and secretarial	296,774	239,227	57,547	94,257	59,871	34,386	6,737	5,239	1,498
Skilled crafts	54,243	52,263	1,980	6,020	5,067	953	419	145	274
Service/maintenance	189,699	160,681	29,018	39,284	28,346	10,938	2,126	1,364	762
Public	1,616,299	1,059,720	556,579	658,784	309,689	349,095	12,563	6,690	5,873
Staff whose primary responsibility is instruction, research, and/or public service	488,242	315,091	173,151	388,693	116,593	272,100	7,931	3,303	4,628
Primarily instruction	308,967	177,153	131,814	375,003	113,305	261,698	7,931	3,303	4,628
Instruction/research/public service	140,609	107,026	33,583	9,496	2,887	6,609	†	†	†
Primarily research	28,843	23,086	5,757	51	45	6	†	†	†
Primarily public service <sup>1</sup>	9,823	7,826	1,997	4,143	356	3,787	†	†	†
Executive/administrative/managerial	77,798	74,313	3,485	28,480	27,657	823	874	752	122
Other professional (support/service)	365,842	323,308	42,534	69,631	52,193	17,438	897	656	241
Graduate assistants <sup>2</sup>	268,689	†	268,689	†	†	†	†	†	†
Technical and paraprofessionals	87,006	71,568	15,438	43,198	28,328	14,870	469	310	159
Clerical and secretarial	171,422	135,713	35,709	85,647	52,917	32,730	1,322	1,028	294
Skilled crafts	39,893	38,550	1,343	5,840	4,951	889	220	49	171
Service/maintenance	117,407	101,177	16,230	37,295	27,050	10,245	850	592	258
Private nonprofit	921,526	614,168	307,358	8,983	5,379	3,604	2,427	1,805	622
Staff whose primary responsibility is instruction, research, and/or public service	364,660	185,767	178,893	4,976	2,192	2,784	1,032	608	424
Primarily instruction	292,406	132,373	160,033	4,952	2,183	2,769	1,032	608	424
Instruction/research/public service	54,882	38,817	16,065	18	8	10	†	†	†
Primarily research	15,930	13,735	2,195	2	0	2	†	†	†
Primarily public service <sup>1</sup>	1,442	842	600	4	1	3	†	†	†
Executive/administrative/managerial	86,338	83,692	2,646	1,075	993	82	376	356	20
Other professional (support/service)	183,411	157,428	25,983	1,286	1,036	250	435	389	46
Graduate assistants <sup>2</sup>	61,407	†	61,407	†	†	†	†	†	†
Technical and paraprofessionals	29,520	23,910	5,610	278	207	71	111	74	37
Clerical and secretarial	111,490	91,522	19,968	802	545	257	354	301	53
Skilled crafts	14,213	13,608	605	67	43	24	3	2	1
Service/maintenance	70,487	58,241	12,246	499	363	136	116	75	41

See notes at end of table.

Table 2. Number of staff at Title IV institutions and administrative offices other than medical schools, by level of institution, employment status, control of institution, and primary function/occupational activity: United States, fall 2010—Continued

Control of institution and primary function/occupational activity	4-year			2-year			Less-than-2-year		
	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time
Private for-profit	193,678	91,190	102,488	63,133	42,673	20,460	38,684	27,572	11,112
Staff whose primary responsibility is instruction, research, and/or public service	113,165	16,389	96,776	32,074	15,151	16,923	19,133	11,085	8,048
Primarily instruction	111,029	14,343	96,686	31,708	14,961	16,747	19,133	11,085	8,048
Instruction/research/public service	2,107	2,022	85	322	182	140	†	†	†
Primarily research	14	14	0	28	2	26	†	†	†
Primarily public service <sup>1</sup>	15	10	5	16	6	10	†	†	†
Executive/administrative/managerial	15,023	14,881	142	8,675	8,410	265	6,201	5,857	344
Other professional (support/service)	46,531	45,174	1,357	12,007	11,063	944	5,970	5,284	686
Graduate assistants <sup>2</sup>	677	†	677	†	†	†	†	†	†
Technical and paraprofessionals	2,478	1,386	1,092	966	634	332	963	645	318
Clerical and secretarial	13,862	11,992	1,870	7,808	6,409	1,399	5,061	3,910	1,151
Skilled crafts	137	105	32	113	73	40	196	94	102
Service/maintenance	1,805	1,263	542	1,490	933	557	1,160	697	463

† Not applicable.

<sup>1</sup>Staff whose specific assignments are for the purpose of carrying out public service activities such as agricultural extension services, clinical services, or continuing education.

<sup>2</sup>By definition, all graduate assistants are part time.

NOTE: Medical schools are defined as those with Doctor of Medicine (M.D.) and/or Doctor of Osteopathic Medicine (D.O.) programs. Also includes health or allied health schools or departments that are affiliated with (housed in or under the authority of) the medical school.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2010-11, Human Resources component, Employees by Assigned Position section.

Table 3. Number and percentage distribution of full-time professional staff at Title IV degree-granting institutions and administrative offices, by control of institution, medical school staff status, level of institution, and faculty status: United States, fall 2010

Medical school staff status, level of institution, and faculty status	Number				Percent			
	Total	Public	Private nonprofit	Private for-profit	Total	Public	Private nonprofit	Private for-profit
Total staff <sup>1</sup>	1,668,633	1,036,336	527,612	104,685	100.0	100.0	100.0	100.0
Staff (except those in medical schools <sup>2</sup> )	1,438,934	904,477	429,772	104,685	100.0	100.0	100.0	100.0
With faculty status	656,937	443,698	183,602	29,637	45.7	49.1	42.7	28.3
With tenure	295,102	214,760	80,131	211	20.5	23.7	18.6	0.2
On tenure track	116,987	81,227	35,591	169	8.1	9.0	8.3	0.2
Not on tenure track	146,290	102,350	43,744	196	10.2	11.3	10.2	0.2
No tenure system	98,558	45,361	24,136	29,061	6.8	5.0	5.6	27.8
Without faculty status	781,997	460,779	246,170	75,048	54.3	50.9	57.3	71.7
4-year	1,215,890	712,685	426,761	76,444	100.0	100.0	100.0	100.0
With faculty status	526,793	327,919	182,018	16,856	43.3	46.0	42.7	22.1
With tenure	248,141	167,995	80,033	113	20.4	23.6	18.8	0.1
On tenure track	101,516	65,804	35,550	162	8.3	9.2	8.3	0.2
Not on tenure track	135,095	91,336	43,567	192	11.1	12.8	10.2	0.3
No tenure system	42,041	2,784	22,868	16,389	3.5	0.4	5.4	21.4
Without faculty status	689,097	384,766	244,743	59,588	56.7	54.0	57.3	77.9
2-year	223,044	191,792	3,011	28,241	100.0	100.0	100.0	100.0
With faculty status	130,144	115,779	1,584	12,781	58.3	60.4	52.6	45.3
With tenure	46,961	46,765	98	98	21.1	24.4	3.3	0.3
On tenure track	15,471	15,423	41	7	6.9	8.0	1.4	0.0
Not on tenure track	11,195	11,014	177	4	5.0	5.7	5.9	0.0
No tenure system	56,517	42,577	1,268	12,672	25.3	22.2	42.1	44.9
Without faculty status	92,900	76,013	1,427	15,460	41.7	39.6	47.4	54.7
Medical school staff <sup>2</sup>	229,699	131,859	97,840	†	100.0	100.0	100.0	†
With faculty status	97,218	56,202	41,016	†	42.3	42.6	41.9	†
With tenure	21,534	13,696	7,838	†	9.4	10.4	8.0	†
On tenure track	17,546	7,595	9,951	†	7.6	5.8	10.2	†
Not on tenure track	57,576	34,911	22,665	†	25.1	26.5	23.2	†
No tenure system	562	0	562	†	0.2	0.0	0.6	†
Without faculty status	132,481	75,657	56,824	†	57.7	57.4	58.1	†

† Not applicable.

<sup>1</sup>Data are from degree-granting institutions only. The number of staff displayed in this table will not be equal to corresponding values from table 1.

<sup>2</sup>Medical schools are defined as those with Doctor of Medicine (M.D.) and/or Doctor of Osteopathic Medicine (D.O.) programs. Also includes health or allied health schools or departments that are affiliated with (housed in or under the authority of) the medical school. NOTE: Full-time professional staff includes those staff in the following positions: primarily instruction, instruction combined with research and/or public service, primarily research, primarily public service, executive/administrative/managerial, and other professional (support/service). Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2010-11, Human Resources component, Employees by Assigned Position section.

Table 4. Number and percentage distribution of instructional staff at Title IV degree-granting institutions other than medical schools, by sector of institution and employment status: United States, fall 2004, 2006, 2008, and 2010

Sector of institution and employment status	Fall 2004 <sup>1</sup>		Fall 2006 <sup>2</sup>		Fall 2008 <sup>3</sup>		Fall 2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total staff	1,096,446	100.0	1,165,762	100.0	1,214,892	100.0	1,317,498	100.0
Full time <sup>4</sup>	537,579	49.0	556,616	47.7	582,753	48.0	597,623	45.4
Part time	558,867	51.0	609,146	52.3	632,139	52.0	719,875	54.6
Public 4-year	379,837	100.0	401,221	100.0	430,267	100.0	449,427	100.0
Full time	255,330	67.2	265,205	66.1	279,548	65.0	284,089	63.2
Part time	124,507	32.8	136,016	33.9	150,719	35.0	165,338	36.8
Public 2-year	347,772	100.0	354,008	100.0	360,799	100.0	377,311	100.0
Full time	110,984	31.9	112,929	31.9	114,416	31.7	112,960	29.9
Part time	236,788	68.1	241,079	68.1	246,383	68.3	264,351	70.1
Private nonprofit 4-year	292,127	100.0	307,566	100.0	329,026	100.0	347,213	100.0
Full time	153,100	52.4	158,571	51.6	166,780	50.7	171,137	49.3
Part time	139,027	47.6	148,995	48.4	162,246	49.3	176,076	50.7
Private nonprofit 2-year	4,090	100.0	3,787	100.0	3,836	100.0	3,588	100.0
Full time	1,934	47.3	1,767	46.7	1,563	40.7	1,372	38.2
Part time	2,156	52.7	2,020	53.3	2,273	59.3	2,216	61.8
Private for-profit 4-year	55,712	100.0	82,259	100.0	71,603	100.0	113,113	100.0
Full time	8,029	14.4	10,190	12.4	11,781	16.5	16,365	14.5
Part time	47,683	85.6	72,069	87.6	59,822	83.5	96,748	85.5
Private for-profit 2-year	16,908	100.0	16,921	100.0	19,361	100.0	26,846	100.0
Full time	8,202	48.5	7,954	47.0	8,665	44.8	11,700	43.6
Part time	8,706	51.5	8,967	53.0	10,696	55.2	15,146	56.4

<sup>1</sup>Prior to 2010-11, only Title IV primarily postsecondary institutions were required to respond to the IPEDS survey; however, in 2010-11 both primarily postsecondary and not primarily postsecondary institutions were required to respond. One not primarily postsecondary institution from 2004-05 met the criteria to be included in this table. This institution responded voluntarily to the Employees by Assigned Position component during the Winter 2004-05 collection and its data are included in the figures displayed here.

<sup>2</sup>Prior to 2010-11, only Title IV primarily postsecondary institutions were required to respond to the IPEDS survey; however, in 2010-11 both primarily postsecondary and not primarily postsecondary institutions were required to respond. One not primarily postsecondary institution from 2006-07 met the criteria to be included in this table. This institution responded voluntarily to the Employees by Assigned Position section of the Human Resources component during the Winter 2006-07 collection and its data are included in the figures displayed here.

<sup>3</sup>Prior to 2010-11, only Title IV primarily postsecondary institutions were required to respond to the IPEDS survey; however, in 2010-11 both primarily postsecondary and not primarily postsecondary institutions were required to respond. One not primarily postsecondary institution from 2008-09 met the criteria to be included in this table. This institution responded voluntarily to the Employees by Assigned Position section of the Human Resources component during the Winter 2008-09 collection and its data are included in the figures displayed here.

<sup>4</sup>Full-time instructional staff are included in this table regardless of contract length since the Employees by Assigned Position section of the HR component does not collect data by contract length. As a result, the full-time instructional staff presented in this table does not match the corresponding figure in Table 5.

NOTE: Graduate assistants are not included in this table. Instructional staff are those reported as "primarily instruction" or "instruction combined with research and/or public service." Medical schools are defined as those with Doctor of Medicine (M.D.) and/or Doctor of Osteopathic Medicine (D.O.) programs. Also includes health or allied health schools or departments that are affiliated with (housed in or under the authority of) the medical school.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2004-05, Employees by Assigned Position component, and Winter 2006-07, Winter 2008-09, and Winter 2010-11, Human Resources component, Employees by Assigned Position section.

Table 5. Number of full-time instructional staff at Title IV degree-granting institutions, by academic rank, control and level of institution, and gender: United States, academic year 2010-11

Control and level of institution, and gender	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank <sup>1</sup>
Total staff <sup>2</sup>	593,886	153,844	129,379	131,780	98,383	29,627	50,873
Public	394,898	100,250	83,744	84,006	67,418	21,787	37,693
4-year	282,751	85,600	73,161	72,542	22,191	20,988	8,269
Men	164,077	62,497	42,843	36,864	8,635	9,376	3,862
Women	118,674	23,103	30,318	35,678	13,556	11,612	4,407
2-year	112,147	14,650	10,583	11,464	45,227	799	29,424
Men	51,127	7,115	4,793	4,905	20,846	328	13,140
Women	61,020	7,535	5,790	6,559	24,381	471	16,284
Private nonprofit	171,652	51,865	44,699	46,752	11,713	7,811	8,812
4-year	170,336	51,802	44,519	46,503	11,071	7,801	8,640
Men	98,244	37,056	25,509	22,576	4,882	3,592	4,629
Women	72,092	14,746	19,010	23,927	6,189	4,209	4,011
2-year	1,316	63	180	249	642	10	172
Men	509	33	53	70	255	5	93
Women	807	30	127	179	387	5	79
Private for-profit	27,336	1,729	936	1,022	19,252	29	4,368
4-year	16,155	1,623	845	913	9,191	23	3,560
Men	8,487	1,076	451	391	4,576	18	1,975
Women	7,668	547	394	522	4,615	5	1,585
2-year	11,181	106	91	109	10,061	6	808
Men	4,794	46	44	54	4,373	0	277
Women	6,387	60	47	55	5,688	6	531

<sup>1</sup>Includes staff at institutions without standard academic ranks.

<sup>2</sup>Total full-time instructional staff includes those on 9/10-month and 11/12-month contracts. As a result, total full-time instructional staff in this table will not match the corresponding figure given in Table 4.

NOTE: Although the Salaries section was applicable to degree-granting institutions except for those institutions at which all instructional staff were part time, contributed their services, were in the military, or taught preclinical or clinical medicine, two degree-granting institutions reported not only their own data, but also data for one non-degree-granting institution and one administrative office because the data from the degree-granting institutions could not be separated from the non-degree-granting institution and administrative office. The two additional entities are included in the universe and response rate numbers of the Salaries section. Instructional staff are those members of the instruction/research staff who are employed full time and whose specific assignments customarily are made for the purpose of providing instruction or teaching, including those with released time for research. Full-time instructional staff also includes those for whom it is not possible to differentiate between instruction or teaching, research, and public service because each of these functions is an integral component of their regular assignment. They are reported as "primarily instruction" or "instruction combined with research and/or public service" in the full-time non-medical-school part of the Employees by Assigned Position section.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2010-11, Human Resources component, Salaries section.

Table 6. Adjusted 9-month average salaries of full-time instructional staff at Title IV degree-granting institutions, by academic rank, control and level of institution, and gender: United States, academic year 2010-11

Control and level of institution, and gender	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank <sup>1</sup>
Adjusted 9-month average salaries <sup>2</sup>	\$73,555	\$104,147	\$74,893	\$63,081	\$53,517	\$54,947	\$54,362
Public	72,995	101,052	74,526	63,157	58,397	53,958	54,010
4-year	77,706	106,070	76,531	64,588	46,842	54,041	52,467
Men	84,294	109,466	78,646	66,693	47,988	57,507	53,838
Women	68,598	96,886	73,542	62,413	46,113	51,243	51,266
2-year	61,115	71,728	60,669	54,098	64,067	51,776	54,443
Men	62,359	73,537	61,581	54,696	65,016	51,579	55,503
Women	60,074	70,019	59,913	53,651	63,256	51,914	53,588
Private nonprofit	79,800	111,664	76,058	63,134	48,011	57,724	61,478
4-year	80,061	111,736	76,153	63,205	48,215	57,760	61,961
Men	86,752	115,850	78,136	65,394	48,220	61,145	65,969
Women	70,944	101,399	73,492	61,139	48,211	54,872	57,335
2-year	45,893	51,746	52,508	49,929	44,487	29,354	37,194
Men	41,414	51,536	49,289	44,850	39,376	29,321	36,984
Women	48,719	51,977	53,851	51,915	47,855	29,386	37,441
Private for-profit	42,443	58,128	52,119	54,413	39,778	50,179	43,052
4-year	46,080	59,360	53,427	56,322	42,863	56,314	43,895
Men	46,652	60,264	51,923	56,644	43,716	54,241	42,788
Women	45,447	57,581	55,148	56,080	42,017	63,776	45,275
2-year	37,187	39,264	39,972	38,428	36,960	26,662	39,338
Men	38,031	40,444	39,581	40,034	38,036	†	36,927
Women	36,554	38,360	40,337	36,850	36,134	26,662	40,597

† Not applicable. No full-time instructional staff were reported in this category.

<sup>1</sup>Includes staff at institutions without standard academic ranks.

<sup>2</sup>Total salary outlays for full-time instructional staff (by rank) on 11/12-month contracts were adjusted to 9/10-month outlays by multiplying the outlay for 11/12-month contracted staff by 0.8182. The "equated" outlays were then added to the outlays for 9/10-month staff, and the resulting sum was then divided by the total number of staff to determine an average salary for each rank. Salaries for staff on less-than-9-month contracts were not collected.

NOTE: Although the Salaries section was applicable to degree-granting institutions except for those institutions at which all instructional staff were part time, contributed their services, were in the military, or taught preclinical or clinical medicine, two degree-granting institutions reported not only their own data, but also data for one non-degree-granting institution and one administrative office because the data from the degree-granting institutions could not be separated from the non-degree-granting institution and administrative office. The two additional entities are included in the universe and response rate numbers of the Salaries section. Instructional staff are those members of the instruction/research staff who are employed full time and whose specific assignments customarily are made for the purpose of providing instruction or teaching, including those with released time for research. Full-time instructional staff also includes those for whom it is not possible to differentiate between instruction or teaching, research, and public service because each of these functions is an integral component of their regular assignment. They are reported as "primarily instruction" or "instruction combined with research and/or public service" in the full-time non-medical-school part of the Employees by Assigned Position section.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2010-11, Human Resources component, Salaries section.



Table 7. Number of full-time instructional staff at Title IV degree-granting institutions, and percentage change, by gender, sector of institution, and academic rank: United States, academic years 2004-05, 2006-07, 2008-09, and 2010-11

Sector of institution and academic rank	Men					Women				
	2004-05 <sup>1</sup>	2006-07 <sup>2</sup>	2008-09 <sup>3</sup>	2010-11	Percent change 2004-05 to 2010-11	2004-05 <sup>1</sup>	2006-07 <sup>2</sup>	2008-09 <sup>3</sup>	2010-11	Percent change 2004-05 to 2010-11
<b>Public 4-year</b>										
Professor	63,479	62,661	62,218	62,497	-1.5	18,315	19,807	21,552	23,103	26.1
Associate professor	39,783	40,788	42,076	42,843	7.7	24,409	26,430	28,492	30,318	24.2
Assistant professor	36,356	37,743	39,115	36,864	1.4	30,571	33,306	36,151	35,678	16.7
Instructor	6,706	7,633	8,394	8,635	28.8	9,865	11,425	13,131	13,556	37.4
Lecturer	7,415	8,198	9,041	9,376	26.4	8,595	9,854	10,973	11,612	35.1
<b>Public 2-year</b>										
Professor	7,258	7,328	7,107	7,115	-2.0	6,433	7,003	7,225	7,535	17.1
Associate professor	4,789	4,708	4,721	4,793	0.1	5,234	5,238	5,483	5,790	10.6
Assistant professor	5,260	5,271	5,208	4,905	-6.7	6,187	6,500	6,756	6,559	6.0
Instructor	21,802	21,936	21,595	20,846	-4.4	23,586	24,664	24,833	24,381	3.4
Lecturer	482	264	336	328	-32.0	501	373	470	471	-6.0
<b>Private nonprofit 4-year</b>										
Professor	36,547	36,532	36,678	37,056	1.4	11,657	12,630	13,754	14,746	26.5
Associate professor	24,363	24,624	25,265	25,509	4.7	15,925	16,730	17,643	19,010	19.4
Assistant professor	22,813	22,529	22,974	22,576	-1.0	21,122	21,836	23,152	23,927	13.3
Instructor	4,472	4,514	4,979	4,882	9.2	5,488	5,521	6,306	6,189	12.8
Lecturer	2,286	2,807	3,458	3,592	57.1	2,542	3,110	4,013	4,209	65.6
<b>Private nonprofit 2-year</b>										
Professor	56	46	59	33	-41.1	67	62	71	30	-55.2
Associate professor	68	68	69	53	-22.1	115	119	154	127	10.4
Assistant professor	81	79	80	70	-13.6	142	176	213	179	26.1
Instructor	554	469	282	255	-54.0	492	483	407	387	-21.3
Lecturer	19	1	2	5	-73.7	46	7	6	5	-89.1
<b>Private for-profit 4-year</b>										
Professor	534	673	684	1,076	101.5	206	275	309	547	165.5
Associate professor	368	343	407	451	22.6	145	188	316	394	171.7
Assistant professor	195	278	251	391	100.5	135	238	240	522	286.7
Instructor	2,915	3,395	3,670	4,576	57.0	1,610	2,271	3,019	4,615	186.6
Lecturer	0	2	0	18	†	6	2	0	5	-16.7
<b>Private for-profit 2-year</b>										
Professor	122	36	28	46	-62.3	45	46	31	60	33.3
Associate professor	32	10	13	44	37.5	31	24	18	47	51.6
Assistant professor	30	26	15	54	80.0	34	18	21	55	61.8

See notes at end of table.

Table 7. Number of full-time instructional staff at Title IV degree-granting institutions, and percentage change, by gender, sector of institution, and academic rank: United States, academic years 2004-05, 2006-07, 2008-09, and 2010-11—Continued

Sector of institution and academic rank	Men					Women				
	2004-05 <sup>1</sup>	2006-07 <sup>2</sup>	2008-09 <sup>3</sup>	2010-11	Percent change 2004-05 to 2010-11	2004-05 <sup>1</sup>	2006-07 <sup>2</sup>	2008-09 <sup>3</sup>	2010-11	Percent change 2004-05 to 2010-11
Private for-profit 2-year— Continued										
Instructor	3,843	3,622	3,734	4,373	13.8	3,154	3,286	4,223	5,688	80.3
Lecturer	56	2	0	0	-100.0	34	33	0	6	-82.4

† Not applicable.

<sup>1</sup>Prior to 2010-11, only Title IV primarily postsecondary institutions were required to respond to the IPEDS survey; however, in 2010-11 both primarily postsecondary and not primarily postsecondary institutions were required to respond. One not primarily postsecondary institution from 2004-05 met the criteria to be included in this table. This institution responded voluntarily to the Salaries component during the Winter 2004-05 collection and its data are included in the figures displayed here.

<sup>2</sup>Prior to 2010-11, only Title IV primarily postsecondary institutions were required to respond to the IPEDS survey; however, in 2010-11 both primarily postsecondary and not primarily postsecondary institutions were required to respond. One not primarily postsecondary institution from 2006-07 met the criteria to be included in this table. This institution responded voluntarily to the Salaries section of the Human Resources component during the Winter 2006-07 collection and its data are included in the figures displayed here.

<sup>3</sup>Prior to 2010-11, only Title IV primarily postsecondary institutions were required to respond to the IPEDS survey; however, in 2010-11 both primarily postsecondary and not primarily postsecondary institutions were required to respond. One not primarily postsecondary institution from 2008-09 met the criteria to be included in this table. This institution responded voluntarily to the Salaries section of the Human Resources component during the Winter 2008-09 collection and its data are included in the figures displayed here.

NOTE: Full-time instructional staff includes those on 9/10-month and 11/12-month contracts. Although the Salaries section was applicable to degree-granting institutions except for those institutions at which all instructional staff were part time, contributed their services, were in the military, or taught preclinical or clinical medicine, some degree-granting institutions reported not only their own data, but also data for administrative offices and non-degree-granting institutions because the data for the degree-granting institutions could not be separated from the administrative offices and non-degree-granting institutions. For the 2004-05 Salaries component, two degree-granting institutions reported for two non-degree-granting institutions; for the 2006-07 Salaries section of the Human Resources (HR) component, four degree-granting institutions reported for two non-degree-granting institutions and two administrative offices; for the 2008-09 Salaries section of the HR component, three degree-granting institutions reported for one non-degree-granting institution and two administrative offices; and for the 2010-11 Salaries section of the HR component, two degree-granting institutions reported for one non-degree-granting institution and one administrative office. Instructional staff are those members of the instruction/research staff who are employed full time and whose specific assignments are customarily made for the purpose of providing instruction or teaching, including those with released time for research. Full-time instructional staff also includes those for whom it is not possible to differentiate between instruction or teaching, research, and public service because each of these functions is an integral component of their regular assignment. They are reported as "primarily instruction" or "instruction combined with research and/or public service" in the full-time non-medical-school part of the Employees by Assigned Position section.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2004-05, Salaries component, and Winter 2006-07, Winter 2008-09, and Winter 2010-11, Human Resources component, Salaries section.

Table 8. Adjusted 9-month average salaries (in constant 2010-11 dollars) of full-time instructional staff at Title IV degree-granting institutions, and percentage change, by gender, sector of institution, and academic rank: United States, academic years 2004-05, 2006-07, 2008-09, and 2010-11

Sector of institution and academic rank	Men					Women				
	2004-05 <sup>1</sup>	2006-07 <sup>2</sup>	2008-09 <sup>3</sup>	2010-11	Percent change 2004-05 to 2010-11	2004-05 <sup>1</sup>	2006-07 <sup>2</sup>	2008-09 <sup>3</sup>	2010-11	Percent change 2004-05 to 2010-11
<b>Public 4-year</b>										
Professor	\$105,321	\$107,198	\$108,125	\$109,466	3.9	\$94,474	\$95,736	\$96,021	\$96,886	2.6
Associate professor	76,993	77,655	78,110	78,646	2.1	71,893	72,721	73,104	73,542	2.3
Assistant professor	65,228	65,849	66,029	66,693	2.2	60,423	61,194	61,736	62,413	3.3
Instructor	46,250	46,448	47,465	47,988	3.8	44,639	44,957	45,525	46,113	3.3
Lecturer	52,279	56,257	56,982	57,507	10.0	48,002	50,377	50,926	51,243	6.8
<b>Public 2-year</b>										
Professor	75,451	74,064	73,581	73,537	-2.5	71,042	69,969	69,825	70,019	-1.4
Associate professor	62,349	61,703	61,125	61,581	-1.2	60,301	59,778	59,278	59,913	-0.6
Assistant professor	54,912	54,424	54,522	54,696	-0.4	53,474	53,334	53,119	53,651	0.3
Instructor	63,414	64,585	64,604	65,016	2.5	61,198	62,267	62,788	63,256	3.4
Lecturer	56,566	50,153	43,590	51,579	-8.8	48,486	51,324	44,274	51,914	7.1
<b>Private nonprofit 4-year</b>										
Professor	110,770	111,375	113,075	115,850	4.6	97,429	98,273	98,744	101,399	4.1
Associate professor	76,501	75,996	76,555	78,136	2.1	71,384	71,176	71,951	73,492	3.0
Assistant professor	64,360	63,252	63,730	65,394	1.6	59,941	59,206	59,691	61,139	2.0
Instructor	46,650	45,865	46,516	48,220	3.4	46,861	45,972	46,674	48,211	2.9
Lecturer	59,560	58,933	59,891	61,145	2.7	52,366	53,006	53,317	54,872	4.8
<b>Private nonprofit 2-year</b>										
Professor	51,370	52,840	58,319	51,536	0.3	52,130	50,330	52,731	51,977	-0.3
Associate professor	45,472	47,684	46,506	49,289	8.4	48,796	47,966	49,580	53,851	10.4
Assistant professor	38,201	39,656	40,848	44,850	17.4	41,284	45,647	46,848	51,915	25.8
Instructor	43,173	40,665	36,739	39,376	-8.8	43,351	46,517	44,243	47,855	10.4
Lecturer	48,533	34,399	26,900	29,321	-39.6	56,043	37,667	36,256	29,386	-47.6
<b>Private for-profit 4-year</b>										
Professor	60,708	58,037	58,988	60,264	-0.7	58,797	56,296	55,552	57,581	-2.1
Associate professor	52,462	50,146	50,772	51,923	-1.0	51,710	52,162	54,227	55,148	6.6
Assistant professor	49,915	52,083	55,190	56,644	13.5	47,931	51,476	53,657	56,080	17.0
Instructor	42,258	44,240	43,886	43,716	3.5	39,918	40,963	41,064	42,017	5.3
Lecturer	†	13,286	†	54,241	†	51,529	13,286	†	63,776	23.8
<b>Private for-profit 2-year</b>										
Professor	36,830	42,779	35,560	40,444	9.8	34,827	39,911	37,237	38,360	10.1
Associate professor	37,535	37,950	41,173	39,581	5.5	33,068	38,345	40,212	40,337	22.0
Assistant professor	38,281	33,123	35,305	40,034	4.6	36,289	35,634	33,939	36,850	1.5

See notes at end of table.

Table 8. Adjusted 9-month average salaries (in constant 2010-11 dollars) of full-time instructional staff at Title IV degree-granting institutions, and percentage change, by gender, sector of institution, and academic rank: United States, academic years 2004-05, 2006-07, 2008-09, and 2010-11—Continued

Sector of institution and academic rank	Men					Women				
	2004-05 <sup>1</sup>	2006-07 <sup>2</sup>	2008-09 <sup>3</sup>	2010-11	Percent change 2004-05 to 2010-11	2004-05 <sup>1</sup>	2006-07 <sup>2</sup>	2008-09 <sup>3</sup>	2010-11	Percent change 2004-05 to 2010-11
Private for-profit 2-year— Continued										
Instructor	\$36,379	\$37,929	\$37,722	\$38,036	4.6	\$32,165	\$34,524	\$35,546	\$36,134	12.3
Lecturer	36,337	36,847	†	†	†	31,428	40,893	†	26,662	-15.2

† Not applicable.

<sup>1</sup>Prior to 2010-11, Title IV not primarily postsecondary institutions were not required to respond to the IPEDS survey; the one such institution meeting the criteria to be included in this table responded voluntarily to the Winter 2004-05 Salaries component.

<sup>2</sup>Prior to 2010-11, Title IV not primarily postsecondary institutions were not required to respond to the IPEDS survey; the one such institution meeting the criteria to be included in this table responded voluntarily to the Winter 2006-07 Human Resources component, Salaries section.

<sup>3</sup>Prior to 2010-11, Title IV not primarily postsecondary institutions were not required to respond to the IPEDS survey; the one such institution meeting the criteria to be included in this table responded voluntarily to the Winter 2008-09 Human Resources component, Salaries section.

NOTE: All amounts from 2004-05, 2006-07, and 2008-09 were converted to 2010-11 dollars by multiplying each amount by the ratio of the average Consumer Price Index (CPI) for the 12-month period ending in November 2010 to the average CPI for the 12-month period ending in November 2004, November 2006, or November 2008. Total salary outlays for full-time instructional staff (by rank) on 11/12-month contracts were adjusted to 9/10-month outlays by multiplying the outlay for 11/12-month contracted staff by 0.8182. The "equated" outlays were then added to the outlays for 9/10-month staff, and the resulting sum was then divided by the total number of staff to determine an average salary for each rank. Salaries for staff on less-than-9-month contracts were not collected. Although the Salaries section was applicable to degree-granting institutions except for those institutions at which all instructional staff were part time, contributed their services, were in the military, or taught preclinical or clinical medicine, some degree-granting institutions reported not only their own data, but also data for administrative offices and non-degree-granting institutions because the data for the degree-granting institutions could not be separated from the administrative offices and non-degree-granting institutions. For the 2004-05 Salaries component, two degree-granting institutions reported for two non-degree-granting institutions; for the 2006-07 Salaries section of the Human Resources (HR) component, four degree-granting institutions reported for two non-degree-granting institutions and two administrative offices; for the 2008-09 Salaries section of the HR component, three degree-granting institutions reported for one non-degree-granting institution and two administrative offices; and for the 2010-11 Salaries section of the HR component, two degree-granting institutions reported for one non-degree-granting institution and one administrative office. Instructional staff are those members of the instruction/research staff who are employed full time and whose specific assignments are customarily made for the purpose of providing instruction or teaching, including those with released time for research. Full-time instructional staff also includes those for whom it is not possible to differentiate between instruction or teaching, research, and public service because each of these functions is an integral component of their regular assignment. They are reported as "primarily instruction" or "instruction combined with research and/or public service" in the full-time non-medical-school part of the Employees by Assigned Position section.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2004-05, Salaries component, and Winter 2006-07, Winter 2008-09, and Winter 2010-11, Human Resources component, Salaries section.

# Appendix A: Survey Methodology

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## Overview

The Integrated Postsecondary Education Data System (IPEDS) defines a postsecondary institution as an organization that is open to the public and has a primary mission of providing education or training beyond the high school level. The main focus of the IPEDS winter 2010-11 data collection was to collect data from Title IV institutions. These institutions have Program Participation Agreements (PPAs) with the Office of Postsecondary Education (OPE) within the U.S. Department of Education and thus are eligible to participate in Title IV student financial aid programs. There were 7,259 Title IV institutions and administrative offices<sup>1</sup> located in the United States and the other jurisdictions<sup>2</sup> of the United States at the beginning of the 2010-11 academic year. Three institutions closed before the winter 2010-11 data collection began, leaving 7,175 institutions and 81 administrative offices.

The winter 2010-11 data collection was entirely web-based. Institutions in the universe were asked to enter their survey responses using the IPEDS data collection website. The winter 2010-11 IPEDS data were collected between December 8, 2010, and January 26, 2011. The collection of the Human Resources (HR) component had three sections: Employees by Assigned Position (EAP), Fall Staff (S), and Salaries (SA). These three sections were previously separate components but were merged into the single HR component beginning with the winter 2005-06 data collection to simplify reporting and better ensure data consistency and accuracy. During the winter 2005-06 data collection, the glossary and instructions were also restructured based on the new design to improve consistency of reporting between sections. For example, prior to 2005-06, institutions could classify librarians and counselors as either “Faculty” or “Other professional (support/service)”; however, beginning with 2005-06, institutions were instructed to classify librarians and counselors as “Other professional (support/service)” only. (For detailed information on the primary functions/occupational activities, refer to appendix B, Glossary.)

## Universe, Institutions Surveyed, and Response Rates

The IPEDS universe is established during the fall collection period. For 2010-11, some 62 postsecondary institutions included in prior IPEDS data collections were determined to be outside the scope of IPEDS because they were closed, merged with another institution, or no longer offered postsecondary programs. Additionally, 258 institutions were reported exclusively by a parent institution; also, 347 institutions were added to the universe. Four of the U.S. service

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<sup>1</sup> Title IV institutions and administrative offices include 7,178 institutions and 81 administrative offices (central or system offices). The administrative offices are required to complete the Institutional Characteristics component in the fall, the EAP section of the Human Resources component in the winter, and the Finance component in the winter or spring (if they have their own separate budget). Administrative offices are required to complete the Fall Staff section of the Human Resources component in odd-numbered years such as 2009, but not in even-numbered years such as 2010. The U.S. service academies are included in the number of institutions.

<sup>2</sup> The other jurisdictions surveyed in IPEDS are American Samoa, the Federated States of Micronesia, Guam, the Marshall Islands, the Commonwealth of the Northern Mariana Islands, Palau, Puerto Rico, and the U.S. Virgin Islands.

academies are included in the IPEDS universe as if they were Title IV institutions.<sup>3</sup> These entities were identified from several sources, including a universe review by state coordinators, a review of the Postsecondary Education Participation System (PEPS) data file maintained by OPE, and information provided by the institutions themselves.

According to Section 490 of the Higher Education Amendments of 1992 (P.L. 102-325), IPEDS is mandatory for any institutions that participate in or are applicants for participation in any federal financial assistance program authorized by Title IV of the Higher Education Act of 1965, as amended (20 USC 1094(a)(17)). Therefore, most of the studies that use IPEDS data concentrate on the Title IV institutions, and this group is the main focus of IPEDS. To ensure the inclusion of all Title IV participants, the full set of 7,259 Title IV entities in the established IPEDS universe was validated by matching it with OPE's PEPS file.

The IPEDS database includes institutions that do not participate in Title IV financial aid programs. These institutions are invited to participate in the IPEDS program, and if they voluntarily respond to the surveys, the institutions are included in the College Navigator (<http://nces.ed.gov/collegenavigator>). For the 2010-11 HR component, 87 non-Title IV institutions provided data. The College Navigator is designed to help college students, prospective students, and their parents learn about admission requirements, degrees offered, costs, graduation rates, and other characteristics of institutions that they may find helpful in selecting between postsecondary institutions.

Not all Title IV institutions were required to complete all sections of the HR component. Three institutions were not required to complete the HR component because they closed during the fall 2010 collection. The EAP section of the HR component was required of all Title IV institutions and administrative offices. The Fall Staff section was not required during the winter 2010-11 collection, but all Title IV institutions and administrative offices could have provided Fall Staff data if they had chosen to do so. The Salaries section was required of Title IV degree-granting institutions except for those institutions at which all instructional staff were part time, contributed their services, were in the military, or taught preclinical or clinical medicine. Of the 7,256 Title IV entities eligible for the winter 2010-11 IPEDS collection, all 7,175 institutions and 81 administrative offices were eligible for the EAP section, and 4,563 degree-granting institutions were eligible for the Salaries section. Although the Salaries section was applicable to degree-granting institutions only, two degree-granting institutions reported not only their own data, but also data for one non-degree-granting institution and one administrative office because the data could not be separated by the degree-granting status of the institution. The two additional entities are included in the universe and response rate numbers of the Salaries section.

Table A-1 provides the number of Title IV institutions and administrative offices and the survey response rates for the HR component overall and the specific HR sections for winter 2010-11, by degree-granting status of institution and level and control of institution, for the United States and other jurisdictions. Because Title IV institutions are the primary focus of IPEDS and they are required to respond, response rates for Title IV institutions and administrative offices in the winter 2010-11 IPEDS collection were high. The overall response rate in winter 2010-11 was

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<sup>3</sup> The four U.S. service academies that are not Title IV-eligible are the U.S. Naval Academy, the U.S. Military Academy, the U.S. Coast Guard Academy, and the U.S. Air Force Academy. One academy, the U.S. Merchant Marine Academy, is Title IV-eligible. Data for all five institutions are included in the tables and counts of institutions.

99.9 percent for the HR component. The response rates for the EAP and Salaries sections were also 99.9 percent.

Table A-1a provides the number of Title IV institutions and administrative offices and the survey response rates for the HR component overall and the specific HR sections for winter 2010-11, by degree-granting status of institution and level and control of institution for the United States only (excluding any other jurisdictions).

Table A-1. Number and response rates of Title IV institutions and administrative offices responding to the IPEDS winter 2010-11 data collection, by survey component or section, degree-granting status of institution, and level and control of institution: United States and other jurisdictions

Degree-granting status of institution and level and control of institution	Human Resources component			Employees by Assigned Position section		
	Final universe	Number responded	Response rate (%)	Final universe	Number responded	Response rate (%)
All institutions	7,256	7,252	99.9	7,256	7,252	99.9
Public	2,113	2,111	99.9	2,113	2,111	99.9
Private nonprofit	1,874	1,872	99.9	1,874	1,872	99.9
Private for-profit	3,269	3,269	100.0	3,269	3,269	100.0
4-year	2,996	2,993	99.9	2,996	2,993	99.9
Public	735	733	99.7	735	733	99.7
Private nonprofit	1,602	1,601	99.9	1,602	1,601	99.9
Private for-profit	659	659	100.0	659	659	100.0
2-year	2,333	2,332	100.0	2,333	2,332	100.0
Public	1,124	1,124	100.0	1,124	1,124	100.0
Private nonprofit	178	177	99.4	178	177	99.4
Private for-profit	1,031	1,031	100.0	1,031	1,031	100.0
Less-than-2-year	1,927	1,927	100.0	1,927	1,927	100.0
Public	254	254	100.0	254	254	100.0
Private nonprofit	94	94	100.0	94	94	100.0
Private for-profit	1,579	1,579	100.0	1,579	1,579	100.0
Degree-granting	4,766	4,762	99.9	4,766	4,762	99.9
4-year	2,981	2,978	99.9	2,981	2,978	99.9
Public	734	732	99.7	734	732	99.7
Private nonprofit	1,589	1,588	99.9	1,589	1,588	99.9
Private for-profit	658	658	100.0	658	658	100.0
2-year	1,785	1,784	99.9	1,785	1,784	99.9
Public	1,018	1,018	100.0	1,018	1,018	100.0
Private nonprofit	91	90	98.9	91	90	98.9
Private for-profit	676	676	100.0	676	676	100.0
Non-degree-granting	2,490	2,490	100.0	2,490	2,490	100.0
4-year <sup>1</sup>	15	15	100.0	15	15	100.0
Public	1	1	100.0	1	1	100.0
Private nonprofit	13	13	100.0	13	13	100.0
Private for-profit	1	1	100.0	1	1	100.0
2-year	548	548	100.0	548	548	100.0
Public	106	106	100.0	106	106	100.0
Private nonprofit	87	87	100.0	87	87	100.0
Private for-profit	355	355	100.0	355	355	100.0
Less-than-2-year	1,927	1,927	100.0	1,927	1,927	100.0
Public	254	254	100.0	254	254	100.0
Private nonprofit	94	94	100.0	94	94	100.0
Private for-profit	1,579	1,579	100.0	1,579	1,579	100.0

See notes at end of table.

Table A-1. Number and response rates of Title IV institutions and administrative offices responding to the IPEDS winter 2010-11 data collection, by survey component or section, degree-granting status of institution, and level and control of institution: United States and other jurisdictions—Continued

Degree-granting status of institution and level and control of institution	Salaries section		
	Final universe	Number responded	Response rate (%)
All institutions	4,565 <sup>2,3</sup>	4,561	99.9
Public	1,676 <sup>2,3</sup>	1,674	99.9
Private nonprofit	1,621	1,619	99.9
Private for-profit	1,268	1,268	100.0
4-year	2,838	2,835	99.9
Public	688	686	99.7
Private nonprofit	1,536	1,535	99.9
Private for-profit	614	614	100.0
2-year	1,726 <sup>2</sup>	1,725	99.9
Public	987 <sup>2</sup>	987	100.0
Private nonprofit	85	84	98.8
Private for-profit	654	654	100.0
Less-than-2-year	1 <sup>3</sup>	1	100.0
Public	1 <sup>3</sup>	1	100.0
Private nonprofit	†	†	†
Private for-profit	†	†	†
Degree-granting	4,564 <sup>2</sup>	4,560	99.9
4-year	2,838	2,835	99.9
Public	688	686	99.7
Private nonprofit	1,536	1,535	99.9
Private for-profit	614	614	100.0
2-year	1,726 <sup>2</sup>	1,725	99.9
Public	987 <sup>2</sup>	987	100.0
Private nonprofit	85	84	98.8
Private for-profit	654	654	100.0
Non-degree-granting	1 <sup>3</sup>	1	100.0
4-year <sup>1</sup>	†	†	†
Public	†	†	†
Private nonprofit	†	†	†
Private for-profit	†	†	†
2-year	†	†	†
Public	†	†	†
Private nonprofit	†	†	†
Private for-profit	†	†	†
Less-than-2-year	1 <sup>3</sup>	1	100.0
Public	1 <sup>3</sup>	1	100.0
Private nonprofit	†	†	†
Private for-profit	†	†	†

† Not applicable.

<sup>1</sup>These institutions grant certificates at the postbaccalaureate and post-master's levels; they do not award degrees.

<sup>2</sup>One administrative office is included here because one degree-granting institution could not separate its full-time instructional staff data by the degree-granting status of the institution.

<sup>3</sup>One public less-than-2-year institution is included here because one degree-granting institution could not separate its full-time instructional staff data by the degree-granting status of the institution.

NOTE: The Employees by Assigned Position section was applicable to all institutions and administrative offices. Although the Salaries section was applicable to degree-granting institutions except for those institutions at which all instructional staff were part time, contributed their services, were in the military, or taught preclinical or clinical medicine, two degree-granting institutions reported not only their own data, but also data for one non-degree-granting institution and one administrative office because the data from the degree-granting institutions could not be separated from the non-degree-granting institution and administrative office. The two additional entities are included in the universe and response rate numbers of the Salaries section. Data were imputed for all Human Resources nonrespondents. The other jurisdictions include American Samoa, the Federated States of Micronesia, Guam, the Marshall Islands, the Commonwealth of the Northern Mariana Islands, Palau, Puerto Rico, and the U.S. Virgin Islands. SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2010-11, Human Resources component, Employees by Assigned Position and Salaries sections.



Table A-1a. Number and response rates of Title IV institutions and administrative offices responding to the IPEDS winter 2010-11 data collection, by survey component or section, degree-granting status of institution, and level and control of institution: United States

Degree-granting status of institution and level and control of institution	Human Resources component			Employees by Assigned Position section		
	Final universe	Number responded	Response rate (%)	Final universe	Number responded	Response rate (%)
All institutions	7,096	7,092	99.9	7,096	7,092	99.9
Public	2,084	2,082	99.9	2,084	2,082	99.9
Private nonprofit	1,815	1,813	99.9	1,815	1,813	99.9
Private for-profit	3,197	3,197	100.0	3,197	3,197	100.0
4-year	2,927	2,924	99.9	2,927	2,924	99.9
Public	717	715	99.7	717	715	99.7
Private nonprofit	1,558	1,557	99.9	1,558	1,557	99.9
Private for-profit	652	652	100.0	652	652	100.0
2-year	2,307	2,306	100.0	2,307	2,306	100.0
Public	1,114	1,114	100.0	1,114	1,114	100.0
Private nonprofit	174	173	99.4	174	173	99.4
Private for-profit	1,019	1,019	100.0	1,019	1,019	100.0
Less-than-2-year	1,862	1,862	100.0	1,862	1,862	100.0
Public	253	253	100.0	253	253	100.0
Private nonprofit	83	83	100.0	83	83	100.0
Private for-profit	1,526	1,526	100.0	1,526	1,526	100.0
Degree-granting	4,674	4,670	99.9	4,674	4,670	99.9
4-year	2,912	2,909	99.9	2,912	2,909	99.9
Public	716	714	99.7	716	714	99.7
Private nonprofit	1,545	1,544	99.9	1,545	1,544	99.9
Private for-profit	651	651	100.0	651	651	100.0
2-year	1,762	1,761	99.9	1,762	1,761	99.9
Public	1,009	1,009	100.0	1,009	1,009	100.0
Private nonprofit	87	86	98.9	87	86	98.9
Private for-profit	666	666	100.0	666	666	100.0
Non-degree-granting	2,422	2,422	100.0	2,422	2,422	100.0
4-year <sup>1</sup>	15	15	100.0	15	15	100.0
Public	1	1	100.0	1	1	100.0
Private nonprofit	13	13	100.0	13	13	100.0
Private for-profit	1	1	100.0	1	1	100.0
2-year	545	545	100.0	545	545	100.0
Public	105	105	100.0	105	105	100.0
Private nonprofit	87	87	100.0	87	87	100.0
Private for-profit	353	353	100.0	353	353	100.0
Less-than-2-year	1,862	1,862	100.0	1,862	1,862	100.0
Public	253	253	100.0	253	253	100.0
Private nonprofit	83	83	100.0	83	83	100.0
Private for-profit	1,526	1,526	100.0	1,526	1,526	100.0

See notes at end of table.

Table A-1a. Number and response rates of Title IV institutions and administrative offices responding to the IPEDS winter 2010-11 data collection, by survey component or section, degree-granting status of institution, and level and control of institution: United States—Continued

Degree-granting status of institution and level and control of institution	Salaries section		
	Final universe	Number responded	Response rate (%)
All institutions	4,478 <sup>2,3</sup>	4,474	99.9
Public	1,650 <sup>2,3</sup>	1,648	99.9
Private nonprofit	1,577	1,575	99.9
Private for-profit	1,251	1,251	100.0
4-year	2,774	2,771	99.9
Public	671	669	99.7
Private nonprofit	1,496	1,495	99.9
Private for-profit	607	607	100.0
2-year	1,703 <sup>2</sup>	1,702	99.9
Public	978 <sup>2</sup>	978	100.0
Private nonprofit	81	80	98.8
Private for-profit	644	644	100.0
Less-than-2-year	1 <sup>3</sup>	1	100.0
Public	1 <sup>3</sup>	1	100.0
Private nonprofit	†	†	†
Private for-profit	†	†	†
Degree-granting	4,477 <sup>2</sup>	4,473	99.9
4-year	2,774	2,771	99.9
Public	671	669	99.7
Private nonprofit	1,496	1,495	99.9
Private for-profit	607	607	100.0
2-year	1,703 <sup>2</sup>	1,702	99.9
Public	978 <sup>2</sup>	978	100.0
Private nonprofit	81	80	98.8
Private for-profit	644	644	100.0
Non-degree-granting	1 <sup>3</sup>	1	100.0
4-year <sup>1</sup>	†	†	†
Public	†	†	†
Private nonprofit	†	†	†
Private for-profit	†	†	†
2-year	†	†	†
Public	†	†	†
Private nonprofit	†	†	†
Private for-profit	†	†	†
Less-than-2-year	1 <sup>3</sup>	1	100.0
Public	1 <sup>3</sup>	1	100.0
Private nonprofit	†	†	†
Private for-profit	†	†	†

† Not applicable.

<sup>1</sup>These institutions grant certificates at the postbaccalaureate and post-master's levels; they do not award degrees.

<sup>2</sup>One administrative office is included here because one degree-granting institution could not separate its full-time instructional staff data by the degree-granting status of the institution.

<sup>3</sup>One public less-than-2-year institution is included here because one degree-granting institution could not separate its full-time instructional staff data by the degree-granting status of the institution.

NOTE: The Employees by Assigned Position section was applicable to all institutions and administrative offices. Although the Salaries section was applicable to degree-granting institutions except for those institutions at which all instructional staff were part time, contributed their services, were in the military, or taught preclinical or clinical medicine, two degree-granting institutions reported not only their own data, but also data for one non-degree-granting institution and one administrative office because the data from the degree-granting institutions could not be separated from the non-degree-granting institution and administrative office. The two additional entities are included in the universe and response rate numbers of the Salaries section. Data were imputed for all Human Resources nonrespondents. Table is restricted to U.S. institutions only. No data were imputed for institutions in other jurisdictions.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2010-11, Human Resources component, Employees by Assigned Position and Salaries sections.

The National Center for Education Statistics (NCES) statistical standards require that the potential for nonresponse bias for all institutions (including those in the other jurisdictions) be analyzed for sectors for which the response rate was less than 85 percent. As shown in table A-1, no sectors require this analysis.

## **Inflation Adjustments**

Table 8 in this report is reported in constant 2010-11 dollars. To convert the previous years' salary data to 2010-11 dollar amounts, the average Consumer Price Index (CPI) for All Urban Consumers values for the 12-month period ending in November of the academic year the data represent were used. The ratio of the average CPI for the 12-month period ending in November 2010 to the average CPI ending in November of the appropriate prior year was multiplied by the data from the prior year to calculate the constant 2010-11 dollar amounts. These amounts were then used in the calculation of the values shown in the table. Percentage changes in these tables reflect changes over and above changes due to inflation.

## **Human Resources Component Survey Sections**

The Human Resources (HR) component comprises three sections: Employees by Assigned Position (EAP), Fall Staff, and Salaries. A description of each HR section follows.

### **Employees by Assigned Position (EAP)**

This section of the HR component was required by all Title IV institutions and administrative offices for winter 2010-11. The EAP section categorizes all staff on the institution's payroll as of November 1 of the collection year, by employment status (full or part time), faculty status, and primary function/occupational activity. The medical school pages of EAP were applicable to institutions with Doctor of Medicine (M.D.) and/or Doctor of Osteopathic Medicine (D.O.) programs only. Employees affiliated with (housed in or under the authority of) the medical school were reported with the medical school. For example, if an institution's medical school employees were housed with the institution's employees in other health-related disciplines (e.g., dentistry, veterinary medicine, nursing), the institution was instructed to report both sets of employees in the medical school part of the EAP section and list the other health-related disciplines in the designated comment box in the EAP section. Employees who were in health disciplines that were not housed in the medical school were reported in the non-medical-school part of EAP.

The main functions/occupational activities of the EAP section are primarily instruction, instruction combined with research and/or public service, primarily research, primarily public service, executive/administrative/managerial, other professional (support/service), graduate assistants, technical and paraprofessionals, clerical and secretarial, skilled crafts, and service/maintenance. If, by institutional definition, a staff member has faculty status, the staff member is categorized according to tenure status: with tenure, on tenure track, not on tenure track, or no tenure system. If a staff member does not have faculty status, he or she is counted in the "without faculty status" category.

All full-time instructional staff classified in the EAP full-time non-medical-school part as either (1) primarily instruction or (2) instruction combined with research and/or public service are included in the Salaries section, unless they are exempted because of one of the exclusions noted in the description of the Salaries section.

## Fall Staff

This section of the HR component is required in odd-numbered years (e.g., staff in fall 2009) and optional in even-numbered years (e.g., 2010). There are two versions of the Fall Staff section for degree-granting institutions; applicability of each version is determined by the number of full-time staff at the institution. Non-degree-granting institutions do not receive a separate Fall Staff section. Instead, these data are collected via a combined EAP/Fall Staff instrument. The two versions of Fall Staff are described below.

1. Degree-granting institutions and related administrative offices with *15 or more full-time staff* complete the long version of Fall Staff. This version collects the number of staff by employment status (full time and part time), gender, race/ethnicity, faculty status, contract length, academic rank, salary class intervals, and primary function/occupational activity. This version also collects data on newly hired full-time permanent staff. The long version includes the following six parts:
  - Part G: Faculty and tenure status of full-time staff whose primary responsibility is instruction, research, and/or public service, by race/ethnicity, gender, and academic rank;
  - Part H: Full-time staff whose primary responsibility is instruction, research, and/or public service, by race/ethnicity, gender, contract length, and salary class intervals;
  - Part I: All other full-time staff by race/ethnicity, gender, primary function/ occupational activity, and salary class intervals;
  - Part J: Part-time staff by race/ethnicity, gender, and primary function/ occupational activity;<sup>4</sup>
  - Part K: Summary of full-time and part-time staff by race/ethnicity and gender; and
  - Part L: New hires by race/ethnicity, gender, and primary function/occupational activity.
2. Degree-granting institutions and related administrative offices with *fewer than 15 full-time staff* complete the short version of Fall Staff, which collects the number of staff by employment status (full time and part time), gender, race/ethnicity, and primary function/occupational activity. (Data entry screens to report graduate assistants are included in this version.) This version includes the following three parts:
  - Part G: Full-time staff by race/ethnicity, gender, and primary function/ occupational activity;
  - Part H: Part-time staff by race/ethnicity, gender, and primary function/ occupational activity;<sup>4</sup> and
  - Part I: Summary of full-time and part-time staff by race/ethnicity and gender.

In both versions of the Fall Staff section, data are collected for staff on the payroll of the institution as of November 1 of the collection year.<sup>5</sup> While most of the primary functions/ occupational activities in the Fall Staff section are the same as the primary functions/

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<sup>4</sup> Includes data entry screens to report graduate assistants.

<sup>5</sup> The new hires part of the long version of Fall Staff has slightly different reporting requirements. For more information on new hires, refer to the glossary (appendix B).

occupational activities in the EAP section, the aggregate category of “instruction/ research/public service” staff from the Fall Staff section does not have a single, direct counterpart in the EAP section. The set of individuals reported in this portion of the Fall Staff section is equivalent to the group of people reported in the EAP section as primarily instruction, instruction combined with research and/or public service, primarily research, and primarily public service.

### **Salaries**

This section of the HR component collects data on full-time instructional staff—that is, those persons classified as either primarily instruction or instruction combined with research and/or public service (except those reported in the medical schools part of the EAP section, as described above). Although the Salaries section is required for Title IV degree-granting institutions except for those institutions at which all instructional staff are part time, contribute their services, are in the military, or teach preclinical or clinical medicine, two degree-granting institutions reported not only their own data, but also data for one non-degree-granting institution and one administrative office because the data could not be separated by the degree-granting status of the institution. The two additional entities are included in the universe and response rate numbers of the Salaries section. Data are collected for full-time instructional staff on the institution’s payroll as of November 1 of the collection year.

Part D of the Salaries section collects the number of full-time instructional staff on less-than-9-month, 9/10-month, and 11/12-month contracts by gender and academic rank (professor, associate professor, assistant professor, instructor, lecturer, and no academic rank). In addition, 4-year degree-granting institutions report the number of full-time instructional staff on 9/10-month and 11/12-month contracts by faculty status, gender, and academic rank in Part D. Part E collects the salary outlays associated with the full-time instructional staff on 9/10-month and 11/12-month contracts reported in part D, by gender and academic rank. For full-time instructional staff on 9/10-month and 11/12-month contracts, part F collects data on the fringe benefit expenditures and the number covered by these benefits. Types of fringe benefits included are retirement plans, medical/dental plans, group life insurance, other insurance benefits, guaranteed disability income protection, tuition plan (dependents only), housing plan, employer portion of Social Security taxes, unemployment compensation taxes, worker’s compensation taxes, and other benefits in kind with cash options.

### **Changes in Reporting**

Beginning in fall 2010, Title IV participating institutions that are not primarily postsecondary were required to respond to the IPEDS survey, reporting data pertinent to the postsecondary portion of the institution. Most of these institutions mainly serve students that are the traditional age for high school. These institutions are typically affiliated with a local education agency or affiliated with a community college system and have a substantial dual enrollment program. The 7,178 total Title IV institutions in the IPEDS universe include 49 (0.7 percent) not primarily postsecondary institutions. Of the 49 institutions, 46 are public institutions (six 2-year and 40 less-than-2-year), two are nonprofit institutions (one 2-year and one less-than-2-year), and one is a for-profit less-than-2-year institution. These institutions reported employing about 2,700 total staff (0.1 percent of the approximately 3.9 million staff employed by all Title IV institutions). One of the 49 institutions was eligible for the Salaries section of the HR component, reporting about 20 full-time instructional staff (less than 0.1 percent of the approximately 590,000 full-time instructional staff reported at all Title IV institutions).

## Survey Procedures

The winter 2010-11 IPEDS data collection was entirely web-based. Each institution designated a keyholder, who was the person responsible for ensuring that data submitted by the institution were correct. The keyholder could generate UserIDs and passwords for up to six additional survey respondents who could also enter and review data. For most institutions, keyholders were also required to edit and “lock” the data; locking submits the completed data to NCES.

Additionally, many states or systems had one or more coordinators who took responsibility for a specified group of institutions to ensure that all data were entered correctly. Some coordinators may be responsible for a system of institutions (e.g., SUNY—the State University of New York); others may coordinate all or some institutions in a state. Also, coordinators may elect to provide different levels of review. For example, some may only view data provided by their institutions, while others may upload data from state databases, review, and/or lock data for their institutions.

For the 2010-11 IPEDS data collections, keyholders were asked to register prior to the fall 2010 data collection. Registration information, including UserIDs and passwords, were e-mailed to existing keyholders in early August. Also in early August, letters were sent to chief executive officers (CEOs) at institutions without preregistered keyholders requesting that they appoint a keyholder for the 2010-11 collection year. The package included a letter for the keyholder and a registration certificate with the institution’s UserID and password for the entire 2010-11 collection period. Subsequent registration mailings were sent to CEOs at institutions at which a keyholder had still not been registered in late August and late September. At the beginning of the winter and spring collections (in early December and early March, respectively), e-mail messages were sent to registered keyholders and coordinators requesting that they update or confirm their registration contact information when the collections opened. Schools were allowed to designate a new keyholder at any time during the collection year, if needed. As with previous IPEDS data collection cycles, follow-up for nonresponse was conducted with CEOs, coordinators, and keyholders via mail, e-mail, and telephone throughout all three collection periods.

The web-based survey instruments offered many features designed to improve the quality and timeliness of the data. As indicated above, survey respondents were required to register before entering 2010-11 data to ensure a point of contact between NCES/IPEDS and the institution. Online data entry forms were tailored to each institution based on characteristics such as the degree-granting status of the institution and presence of a medical school.

When data from previous years were available for an institution, they were preloaded on the customized forms for easy reference and comparison purposes. Once the 2010-11 data were entered, either manually or through file upload, the keyholders were required to run edit checks (programmed into the web system based on criteria determined by NCES) and resolve all identified errors before they were able to lock (submit) their data. Once data were locked, they were considered submitted, regardless of whether or not the coordinator had reviewed the submission.

Once the data were complete and all locks were applied, IPEDS help desk staff conducted a final review of all edit error explanations and of all caveats. Additionally, a randomly selected sample of institutions had their complete data reviewed for completeness and consistency with other reported data. If additional problems were detected, the help desk staff contacted the institutions to resolve any remaining questions. Once the data were reviewed and, if necessary, problems

resolved, most data were migrated to the IPEDS Data Center, where they were made available to other responding institutions for comparison purposes.

## **Edit Procedures**

Edit checks are built into the web-based data collection instrument to detect major reporting errors. The system automatically generates percentages for many data elements, and totals for each survey page. Based on these calculations, edit checks compared current responses to previously reported data. The percentage variance necessary to trigger an edit check varied depending on the data element being compared, but typically was considered out of the expected range if the variance was greater than 25 percent. Edit checks can be run by the keyholder at any time during the collection, and all edit failures were required to be resolved before the keyholder could lock the data. As edit checks are executed, survey respondents are allowed to correct any errors detected by the system. If data were entered correctly but failed the edit checks, the survey respondents were asked either to confirm that the data were correct as entered or to key in a text message explaining why the data appeared to be out of the expected data range. Additionally, some edit failures were “fatal”; in these cases, the data had to be corrected by the keyholder rather than confirmed or explained. Survey respondents are also provided with a context box for each survey component and are encouraged to use this area to explain any special circumstances that might not be evident in their reported data.

For the EAP and Salaries sections, current year data (winter 2010-11) were compared to the previous year’s data (winter 2009-10) and large discrepancies had to be explained.

Within the Fall Staff section, when reported, the total number of full-time staff whose primary function was instruction, research, and/or public service by gender and race/ethnicity reported in Part G had to match the total number of full-time staff whose primary function was instruction, research, and/or public service by gender and race/ethnicity reported in Part H (headcount). Likewise, the total number of full-time staff whose primary responsibility was instruction, research, and/or public service by gender and race/ethnicity in Part H had to be greater than or equal to the number of newly hired full-time permanent staff whose primary responsibility was instruction, research, and/or public service by gender and race/ethnicity in Part L (new hires), and the total number of all other full-time staff by primary function/occupational activity, gender, and race/ethnicity in Part I had to be greater than or equal to the number of newly hired full-time staff in the corresponding primary function/occupational activity by gender and race/ethnicity in Part L (new hires).

Within the Salaries section, average salaries were calculated, and checks were in place to detect unusually high or unusually low averages. The number of full-time instructional staff receiving fringe benefits could not exceed the total number of full-time instructional staff by contract length, except for the tuition plan (dependents only) benefit.<sup>6</sup> The number of full-time instructional staff in the Salaries section had to be equal to the number of full-time non-medical-school staff reported as either primarily instruction or instruction combined with research and/or

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<sup>6</sup> The number of persons reported for the tuition plan (dependents only) benefit represents the number of dependents (e.g., children, spouse) of full-time instructional staff receiving tuition benefits, rather than the number of full-time instructional staff receiving this benefit. For example, if a full-time instructional staff member is receiving tuition benefits and two children of the same staff member are also receiving tuition benefits, the two children should be reported in the “tuition plan (dependents only)” benefit category; however, the staff member should not be reported in this case.

public service in the EAP section and less than or equal to the number of full-time instruction/research/public service staff in the Fall Staff section.

When comparing across sections, the total number of staff reported in the Fall Staff section was required to match the total number of staff reported in the EAP section. More specifically, the total number of staff by employment status (full time plus part time) and primary function/occupational activity for the EAP and Fall Staff sections were required to match. Totals from the EAP section were carried forward to the Fall Staff section for comparison and to ensure the consistency of data being reported. Staff classified as primarily instruction, primarily research, primarily public service, and/or instruction combined with research and/or public service in the EAP section had to be reported in the Fall Staff section by race/ethnicity and gender in the single category “staff whose primary responsibility is instruction, research, and/or public service”; otherwise, a fatal error occurred. The number of full-time instructional staff in the Salaries section had to be equal to the number of full-time non-medical-school staff reported as either primarily instruction or instruction combined with research and/or public service in the EAP section and had to be less than or equal to the number of full-time instruction/research/public service staff in the Fall Staff section.

### **Imputation Procedures**

All required sections of the HR component were subject to imputation for nonresponse; imputations were performed for both total (institutional) nonresponse and partial (item) nonresponse. The imputation base was restricted to institutions satisfying the following conditions:

- The institution must participate in Title IV student financial aid programs.
- The institution must be currently active<sup>7</sup> in IPEDS.
- The institution must not be a child institution (a child institution’s data are reported by another institution, referred to as the “parent”).
- For the Salaries section, the institution must be a degree-granting institution.
- For the Salaries section, the institution’s instructional staff must not all fall into one of the following categories:
  - instructional staff who are employed on a part-time basis;
  - instructional staff who contribute their services;
  - instructional staff who are military personnel; or
  - instructional staff who teach preclinical or clinical medicine.

The HR component was imputed using 79 imputation groups as necessary to ensure imputed data were donated from institutions with characteristics similar to those of the nonresponding institution. The imputation groups were formed based primarily on institutional sector and undergraduate, graduate, and first-professional offerings.

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<sup>7</sup> Prior to imputation, institutions that did not respond were verified as currently active (open for business) through telephone calls or e-mail.



The following imputation methods<sup>8</sup> were used to impute missing data in the HR component: Carry Forward, Nearest Neighbor, or Group Median.

#### **Carry Forward**

Reported prior year data were carried forward to the current year. The prior year data were used as the base value for the imputation. To adjust for year-to-year change, the base value was then multiplied by an adjustment ratio for each section of the HR component. The adjustment ratio varied depending on the data being imputed. For employee counts, the adjustment factor used was the ratio of total staff reported in the current year to those reported in the prior year in EAP, within the imputation group. For salary outlays, an inflation adjustment was used. This ratio is total salary outlays in the current year to total salary outlays in the prior year, within the imputation group.

#### **Nearest Neighbor**

Previous year Fall Enrollment data were used to determine the distance between an imputee and a potential donor. The distance measure was full-time equivalent enrollment, defined as the sum of all full-time students and one-third of the part-time students. Each nearest neighbor imputee was imputed with the current year HR data from the donor in the same imputation group whose distance measure was closest to that of the imputee. The donor's data values were adjusted by multiplying by the ratio of the imputee's distance measure to the donor's distance measure.

#### **Group Median**

If insufficient prior year data were available to perform either of the previously described methods, the group median method was used. For each imputation group, the sum of all full-time staff and one-third of the part-time staff was calculated for each institution. The institution with the median value of this measure within each imputation group was the donor institution.

For the EAP section, table A-2 depicts information on the total number of staff along with the number and percentages of staff that were imputed for all Title IV institutions and administrative offices in the United States, by control of institution, staff employment status, primary function/occupational activity, degree-granting status of institution, and medical school staff status.

For the Salaries section, table A-3 depicts the total salary outlays along with the amounts and percentages that were imputed for Title IV degree-granting institutions in the United States, by control of institution, staff contract length, gender, and academic rank.

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<sup>8</sup> Imputation methods are listed in order of preferred usage. If data are not available for application of one method, the next method is used.

Table A-2. Number of staff, number of staff imputed, and percentages imputed for all Title IV institutions and administrative offices, by control of institution, employment status, primary function/occupational activity, degree-granting status of institution, and medical school staff status: United States, fall 2010

Employment status, primary function/occupational activity, degree-granting status of institution, and medical school staff status	Total			Public			Private nonprofit			Private for-profit		
	Imputed			Imputed			Imputed			Imputed		
	Staff	Number	Percent	Staff	Number	Percent	Staff	Number	Percent	Staff	Number	Percent
Total staff	3,893,574	555	#	2,500,796	476	#	1,097,283	79	#	295,495	0	0.0
Full-time staff	2,470,855	517	#	1,546,480	470	#	762,940	47	#	161,435	0	0.0
Primarily instruction	491,912	266	0.1	306,998	255	0.1	144,525	11	#	40,389	0	0.0
Instruction/research/ public service	207,109	0	0.0	142,664	0	0.0	62,241	0	0.0	2,204	0	0.0
Primarily research	54,103	8	#	32,505	8	#	21,582	0	0.0	16	0	0.0
Primarily public service	16,655	0	0.0	10,859	0	0.0	5,780	0	0.0	16	0	0.0
Executive/administrative/ managerial	236,923	59	#	109,985	35	#	97,790	24	#	29,148	0	0.0
Other professional (support/service)	702,618	62	#	442,714	53	#	198,383	9	#	61,521	0	0.0
Technical and paraprofessionals	159,769	29	#	115,531	29	#	41,573	0	0.0	2,665	0	0.0
Clerical and secretarial	346,569	33	#	210,308	31	#	113,950	2	#	22,311	0	0.0
Skilled crafts	58,641	15	#	44,034	15	#	14,335	0	0.0	272	0	0.0
Service/maintenance	196,556	45	#	130,882	44	#	62,781	1	#	2,893	0	0.0
Part-time staff	1,422,719	230	#	954,316	198	#	334,343	32	#	134,060	0	0.0
Primarily instruction	688,895	145	#	401,637	120	#	165,777	25	#	121,481	0	0.0
Instruction/research/ public service	64,858	0	0.0	45,776	0	0.0	18,857	0	0.0	225	0	0.0
Primarily research	10,765	0	0.0	7,119	0	0.0	3,620	0	0.0	26	0	0.0
Primarily public service	8,024	0	0.0	6,380	0	0.0	1,629	0	0.0	15	0	0.0
Executive/administrative/ managerial	8,871	2	#	4,921	0	0.0	3,199	2	0.1	751	0	0.0
Other professional (support/service)	105,152	3	#	70,944	0	0.0	31,221	3	#	2,987	0	0.0
Graduate assistants <sup>1</sup>	351,475	16	#	284,353	16	#	66,445	0	0.0	677	0	0.0
Technical and paraprofessionals	42,478	0	0.0	32,854	0	0.0	7,882	0	0.0	1,742	0	0.0
Clerical and secretarial	97,422	63	0.1	70,909	62	0.1	22,093	1	#	4,420	0	0.0
Skilled crafts	3,235	0	0.0	2,421	0	0.0	640	0	0.0	174	0	0.0
Service/maintenance	41,544	1	#	27,002	0	0.0	12,980	1	#	1,562	0	0.0
Degree-granting	3,815,586	555	#	2,476,930	476	#	1,092,046	79	#	246,610	0	0.0
Non-degree-granting	77,988	0	0.0	23,866	0	0.0	5,237	0	0.0	48,885	0	0.0
Staff (except those in medical schools)	3,516,077	555	#	2,287,646	476	#	932,936	79	#	295,495	0	0.0
Medical school staff	377,497	0	0.0	213,150	0	0.0	164,347	0	0.0	†	†	†

† Not applicable.

# Rounds to zero.

<sup>1</sup>By definition, graduate assistants are part time.

NOTE: Table is restricted to U.S. institutions only. No staff were imputed for institutions in other jurisdictions.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2010-11, Human Resources component, Employees by Assigned Position section.

Table A-3. Salary outlays, amounts imputed, and percentages of outlays imputed for Title IV degree-granting institutions, by control of institution, contract length, gender, and academic rank: United States, academic year 2010-11

Gender and academic rank	Total <sup>1</sup>			Public		
	Salary outlays (in thousands)	Imputed		Salary outlays (in thousands)	Imputed	
		Amount (in thousands)	Percent		Amount (in thousands)	Percent
9/10-month contract						
Total	\$37,033,201	\$6,351	#	\$24,926,725	\$5,465	#
Men	22,337,979	3,378	#	14,708,645	3,266	#
Professor	10,168,365	1,443	#	6,224,292	1,443	#
Associate professor	5,052,344	796	#	3,257,207	740	#
Assistant professor	3,770,783	423	#	2,452,977	367	#
Instructor	1,736,012	71	#	1,559,173	71	#
Lecturer	644,379	644	0.1	448,269	644	0.1
No academic rank	966,095	0	0.0	766,727	0	0.0
Women	14,695,222	2,974	#	10,218,080	2,198	#
Professor	3,749,920	1,118	#	2,381,376	1,118	#
Associate professor	3,514,824	847	#	2,270,057	382	#
Assistant professor	3,521,098	584	#	2,257,305	274	#
Instructor	2,112,100	0	0.0	1,874,633	0	0.0
Lecturer	725,572	425	0.1	518,910	425	0.1
No academic rank	1,071,708	0	0.0	915,799	0	0.0
11/12-month contract						
Total	\$8,127,915	\$19,827	0.2	\$4,765,064	\$18,889	0.4
Men	4,648,240	14,050	0.3	2,823,670	13,903	0.5
Professor	1,903,530	6,210	0.3	1,393,535	6,210	0.4
Associate professor	773,897	2,969	0.4	497,919	2,969	0.6
Assistant professor	562,021	3,112	0.6	334,728	3,112	0.9
Instructor	788,942	1,608	0.2	257,302	1,485	0.6
Lecturer	161,913	126	0.1	131,794	126	0.1
No academic rank	457,936	25	#	208,392	0	0.0
Women	3,479,675	5,777	0.2	1,941,394	4,987	0.3
Professor	668,055	669	0.1	470,014	669	0.1
Associate professor	597,960	1,217	0.2	374,574	1,217	0.3
Assistant professor	685,718	1,459	0.2	392,780	1,459	0.4
Instructor	943,018	1,774	0.2	357,745	1,440	0.4
Lecturer	153,376	201	0.1	122,920	201	0.2
No academic rank	431,548	457	0.1	223,361	0	0.0

See notes at end of table.

Table A-3. Salary outlays, amounts imputed, and percentages of outlays imputed for Title IV degree-granting institutions, by control of institution, contract length, gender, and academic rank: United States, academic year 2010-11—Continued

Gender and academic rank	Private nonprofit			Private for-profit		
	Salary outlays (in thousands)	Imputed Amount (in thousands)	Percent	Salary outlays (in thousands)	Imputed Amount (in thousands)	Percent
9/10-month contract						
Total	\$12,023,024	\$887	#	\$83,452	\$0	0.0
Men	7,583,041	111	#	46,293	0	0.0
Professor	3,922,967	0	0.0	21,107	0	0.0
Associate professor	1,791,927	56	#	3,210	0	0.0
Assistant professor	1,311,909	56	#	5,898	0	0.0
Instructor	167,700	0	0.0	9,139	0	0.0
Lecturer	196,111	0	0.0	0	0	†
No academic rank	192,428	0	0.0	6,940	0	0.0
Women	4,439,983	775	#	37,158	0	0.0
Professor	1,357,506	0	0.0	11,038	0	0.0
Associate professor	1,241,228	465	#	3,540	0	0.0
Assistant professor	1,254,895	311	#	8,898	0	0.0
Instructor	229,470	0	0.0	7,996	0	0.0
Lecturer	206,662	0	0.0	0	0	†
No academic rank	150,222	0	0.0	5,687	0	0.0
11/12-month contract						
Total	\$2,046,838	\$824	#	\$1,316,013	\$113	#
Men	1,174,407	74	#	650,163	74	#
Professor	454,266	0	0.0	55,729	0	0.0
Associate professor	249,153	0	0.0	26,826	0	0.0
Assistant professor	204,790	0	0.0	22,503	0	0.0
Instructor	95,030	49	0.1	436,610	74	#
Lecturer	28,926	0	0.0	1,193	0	0.0
No academic rank	142,243	25	#	107,302	0	0.0
Women	872,432	751	0.1	665,849	39	#
Professor	170,223	0	0.0	27,818	0	0.0
Associate professor	198,839	0	0.0	24,547	0	0.0
Assistant professor	265,558	0	0.0	27,380	0	0.0
Instructor	106,856	294	0.3	478,417	39	#
Lecturer	29,870	0	0.0	585	0	0.0
No academic rank	101,086	457	0.5	107,102	0	0.0

† Not applicable.

# Rounds to zero.

<sup>1</sup>Although the Salaries section was applicable to degree-granting institutions except for those institutions at which all instructional staff were part time, contributed their services, were in the military, or taught preclinical or clinical medicine, two degree-granting institutions reported not only their own data, but also data for one non-degree-granting institution and one administrative office because the data could not be separated by the degree-granting status of the institution. The two additional entities are included in the universe and response rate numbers of the Salaries section.

NOTE: Table is restricted to U.S. institutions only. No salary outlays were imputed for institutions in other jurisdictions.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2010-11, Human Resources component, Salaries section.

## Appendix B: Glossary of IPEDS Terms

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**child institution:** An institution that has its data reported by another institution, known as the parent institution.

**clerical and secretarial:** A primary function or occupational activity category used to classify persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Includes personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmer) and/or information and other paperwork required in an office.

**control (of institution):** A classification of whether an institution is operated by publicly elected or appointed officials (public control) or by privately elected or appointed officials and derives its major source of funds from private sources (nonprofit or for-profit control).

**coordinator:** The person responsible for Integrated Postsecondary Education Data System (IPEDS) survey-related coordination activities for a specified group of schools within a state. This person may have certain viewing, verifying, and locking privileges on the data collection system.

**degree-granting institution:** An institution offering an associate's, bachelor's, master's, doctor's, or first-professional degree.

**donor institution:** A responding institution whose values are assigned to the imputee.

**executive, administrative, and managerial:** A primary function or occupational activity category used to classify persons whose assignments require management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department, or subdivision. Assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment.

**faculty:** Persons whose specific assignments customarily are made for the purpose of providing instruction or teaching, research, or public service as a principal activity (or activities). They may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of those academic ranks. Faculty may also include the chancellor/president, provost, vice provosts, deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or the equivalent) if their principal activity is instruction combined with research and/or public service. Graduate, teaching, and research assistants are not included in this category.

**fringe benefits:** Cash contributions in the form of supplementary or deferred compensation other than salary. Excludes the employee's contribution. Employee fringe benefits include retirement plans, employer portion of Social Security taxes, medical/dental plans, guaranteed disability income protection plans, tuition plans, housing plans, unemployment compensation plans, group life insurance plans, worker's compensation plans, and other benefits in-kind with cash options.

**full-time instructional staff:** Those members of the instruction/research staff who are employed full time and whose specific assignments customarily are made for the purpose of providing instruction or teaching, including those with released time for research. Also includes full-time staff for whom it

is not possible to differentiate between instruction or teaching, research, and public service because each of these functions is an integral component of their regular assignment.

**graduate assistants:** Graduate-level students who are employed on a part-time basis for the primary purpose of assisting in classroom or laboratory instruction or in the conduct of research. Graduate students having titles such as graduate assistant, teaching assistant, teaching associate, teaching fellow, or research assistant typically hold these positions.

**imputee:** A nonresponding institution that has its values imputed.

**instruction combined with research and/or public service:** A primary function or occupational activity category used to classify persons for whom it is not possible to differentiate between instruction or teaching, research, and public service because each of these functions is an integral component of their regular assignment. These employees may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent. These employees may also hold titles such as deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) if their principal activity is instruction combined with research and/or public service.

**keyholder:** The person designated by an official institutional representative to have in his or her possession the necessary UserID and password to gain access to the IPEDS data collection system to complete the survey. The keyholder is responsible for entering data and locking the data by each survey completion date.

**less-than-2-year institution:** This group includes any postsecondary institution that offers programs of less than 2 years' duration below the baccalaureate level, as well as occupational and vocational schools with programs that do not exceed 1,800 contact hours.

**less-than-9-month salary contract/teaching period:** The contracted teaching period of instructional staff employed for less than two semesters, three quarters, two trimesters, or two 4-month sessions.

**level (of institution):** A classification of whether an institution's programs are of at least 4 years' duration or beyond a baccalaureate level (4-year institution), at least 2 but less than 4 years (2-year institution), or less than 2 years (less-than-2-year institution).

**medical school staff:** Staff employed by or staff working in the medical school (Doctor of Medicine [M.D.] and/or Doctor of Osteopathic Medicine [D.O.]) component of a postsecondary institution or in a freestanding medical school. Does not include staff employed by or employees working strictly in a hospital associated with a medical school or those who work in health or allied health schools or departments such as dentistry, veterinary medicine, nursing, or dental hygiene unless the health or allied health schools or departments are affiliated with (housed in or under the authority of) the medical school.

**new hires:** Full-time permanent staff who were included on the payroll of the institution between July 1st and October 31st of the survey year, either for the first time (new to the institution) or after a break in service and who were still on the payroll of the institution as of November 1st of the same survey year. Does not include persons who have returned from sabbatical leave or full-time staff working less-than-9-month contracts/teaching periods.

**non-degree-granting institution:** An institution offering only postbaccalaureate or post-master's certificates, or certificates or diplomas of 4 years or less.

**nonprofessional staff:** Staff of an institution whose primary function or occupational activity is classified as one of the following: technical and paraprofessional; clerical and secretarial; skilled crafts; or service/maintenance.

**not on tenure track:** Personnel positions that are considered non-tenure-earning positions.

**Office of Postsecondary Education (OPE):** OPE formulates federal postsecondary education policy and administers programs that address critical national needs in support of its mission to increase access to quality postsecondary education.

**on tenure track:** Personnel positions that lead to consideration for tenure.

**other professional (support/service):** A primary function or occupational activity category used to classify persons employed for the primary purpose of performing academic support, student service, and institutional support, whose assignments would require either a baccalaureate degree or higher or experience of such kind and amount as to provide a comparable background.

**parent institution:** An institution that reports data for another institution, known as the child institution.

**postsecondary education institution:** An institution that has as its sole purpose, or one of its primary missions, the provision of postsecondary education. Postsecondary education is the provision of a formal instructional program whose curriculum is designed primarily for students beyond the compulsory age for high school. This includes programs whose purpose is academic, vocational, or continuing professional education, and excludes avocational and adult basic education programs. For IPEDS, these institutions must be open to the public.

**Postsecondary Education Participation System (PEPS):** Database used by OPE to track all institutions eligible for Title IV federal student financial aid programs.

**primarily instruction:** A primary function or occupational activity category used to classify persons whose specific assignments customarily are made for the purpose of providing instruction or teaching and who may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent. Includes deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) if their principal activity is instruction.

**primarily public service:** A primary function or occupational activity category used to classify persons whose specific assignments customarily are made for the purpose of carrying out public service activities such as agricultural extension services, clinical services, or continuing education and who may hold academic rank titles of professor, associate professor, or assistant professor. Includes deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) if their principal activity is public service.

**primarily research:** A primary function or occupational activity category used to classify persons whose specific assignments customarily are made for the purpose of conducting research and who may hold academic rank titles of professor, associate professor, of assistant professor or titles such as research associate or postdoctoral fellow. Includes deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) if their principal activity is research.

**primary function/occupational activity:** The principal activity of a staff member as determined by the institution. If an individual participates in two or more activities, the primary activity is normally determined by the amount of time spent in each activity. Primary functions/occupational activities are designated as follows: executive, administrative, and managerial; primarily instruction; instruction/research/public service; primarily research; primarily public service; graduate assistants; other professional (support/service); technical and paraprofessional; clerical and secretarial; skilled crafts; and service/maintenance (see separate definitions).

**private for-profit institution:** A private institution in which the individual(s) or agency in control receives compensation other than wages, rent, or other expenses for the assumption of risk.

**private institution:** An educational institution controlled by a private individual(s) or by a nongovernmental agency, usually supported primarily by other than public funds, and operated by other than publicly elected or appointed officials. These institutions may be either for-profit or nonprofit.

**private nonprofit institution:** A private institution in which the individual(s) or agency in control receives no compensation, other than wages, rent, or other expenses for the assumption of risk. These include both independent nonprofit schools and those affiliated with a religious organization.

**professional staff:** Staff of an institution whose primary function or occupational activity is classified as one of the following: primarily instruction; instruction/research/public service; primarily research; primarily public service; executive, administrative, managerial; other professional (support/service); or graduate assistant.

**Program Participation Agreement (PPA):** A written agreement between a postsecondary institution and the Secretary of Education. This agreement allows institutions to participate in any of the Title IV student assistance programs other than the State Student Incentive Grant (SSIG) and the National Early Intervention Scholarship and Partnership (NEISP) programs. The PPA conditions the initial and continued participation of an eligible institution in any Title IV program upon compliance with the General Provisions regulations, the individual program regulations, and any additional conditions specified in the program participation agreement that the Department of Education requires the institution to meet. Institutions with such an agreement are referred to as Title IV institutions.

**public institution:** An educational institution whose programs and activities are operated by publicly elected or appointed school officials and which is supported largely by public funds.

**race/ethnicity (new definition):** Categories developed in 1997 by the Office of Management and Budget that are used to describe groups to which individuals belong, identify with, or belong in the eyes of the community. The categories do not denote scientific definitions of anthropological origins. The designations are used to categorize U.S. citizens, resident aliens, and other eligible noncitizens.

Individuals are asked to first designate ethnicity as

- Hispanic or Latino; or
- Not Hispanic or Latino.

Second, individuals are asked to indicate all races that apply among the following:

- American Indian or Alaska Native;
- Asian;
- Black or African American;



- Native Hawaiian or Other Pacific Islander; and
- White.

**race/ethnicity (old definition):** Categories used to describe groups to which individuals belong, identify with, or belong in the eyes of the community. The categories do not denote scientific definitions of anthropological origins. A person may be counted in only one group. The groups used to categorize U.S. citizens, resident aliens, and other eligible noncitizens are as follows: American Indian/Alaska Native; Asian/Pacific Islander; Black, non-Hispanic; Hispanic; White, non-Hispanic.

**sector:** One of nine institutional categories resulting from dividing the universe according to control and level. Control categories are public, nonprofit, and for-profit. Level categories are 4 years and higher (4-year institutions), at least 2 but less than 4 years (2-year institutions), and less than 2 years (less-than-2-year institutions). For example: sector 1 = public 4-year institutions; sector 2 = nonprofit 4-year institutions.

**service/maintenance:** A primary function or occupational activity category used to classify persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties that result in or contribute to the comfort, convenience, and hygiene of personnel and the student body or that contribute to the upkeep of the institutional property.

**skilled crafts:** A primary function or occupational activity category used to classify persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job-training and experience or through apprenticeship or other formal training programs.

**technical and paraprofessional:** A primary function or occupational activity category used to classify persons whose assignments require specialized knowledge or skills which may be acquired through experience, apprenticeship, on-the-job training, or academic work in occupationally specific programs that result in a 2-year degree or other certificate or diploma. Includes persons who perform some of the duties of a professional in a supportive role, which usually requires less formal training and experience than normally required for professional status.

**tenure status:** Status of a personnel position with respect to permanence of the position.

**Title IV institution:** An institution that has a written agreement with the Secretary of Education that allows the institution to participate in any of the Title IV federal student financial assistance programs (other than the State Student Incentive Grant [SSIG] and the National Early Intervention Scholarship and Partnership [NEISP] programs).

**UserID:** A series of numbers possibly with an alpha prefix that is created for a specific user to be able to access a system. Each user is required to have a UserID and a password for security purposes in order to access the IPEDS data collection system.

**2-year institution:** This group includes any postsecondary institution that offers programs of at least 2 but less than 4 years' duration, as well as occupational and vocational schools with programs of at least 1,800 hours and academic institutions with programs of less than 4 years. Does not include bachelor's degree-granting institutions where the baccalaureate program can be completed in 3 years.

**4-year institution:** This group includes any postsecondary institution that offers programs of at least 4 years' duration or one that offers programs at or above the baccalaureate level, as well as schools that offer postbaccalaureate certificates only or those that offer graduate programs only. Also includes free-standing medical, law, or other first-professional schools.

**9/10-month salary contract/teaching period:** The contracted teaching period of instructional staff employed for two semesters, three quarters, two trimesters, two 4-month sessions, or the equivalent.

**11/12-month salary contract/teaching period:** The contracted teaching period of instructional staff employed for the entire year, usually for a period of 11 or 12 months.