

Institution: Frostburg State University (162584)
 User ID: P1625841

Overview

Human Resources Overview

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

Changes to reporting for 2019-20

There are no changes for this survey component.

Data Reporting Reminders

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

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

Resources:

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

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

Human Resources Screening Questions

Does your institution have any part-time staff?

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

- ☐ No
- ☒ Yes

Does your institution have graduate assistants?

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

- ☐ No
- ☒ Yes

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

- ☐ No
- ☒ Yes

Does your institution have a tenure system?

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

- ☐ No
- ☒ Yes

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

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

- ☐ No
- ☒ Yes

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

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

☒ No	☐ Yes	Are ALL of the instructional staff military personnel?
☒ No	☐ Yes	Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?

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

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

Number of Full-time Instructional Staff

With Faculty Status

Tenured

As of November 1, 2019

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien		1					1
Hispanic/Latino		1					1
American Indian or Alaska Native							0
Asian	6	4					10
Black or African American	4	2					6
Native Hawaiian or Other Pacific Islander							0
White	38	31	4				73
Two or more races							0
Race and ethnicity unknown							0
Total men	48	39	4	0	0	0	91

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino	2						2
American Indian or Alaska Native							0
Asian	2	3					5
Black or African American		2					2
Native Hawaiian or Other Pacific Islander							0
White	14	23	2				39
Two or more races							0
Race and ethnicity unknown							0
Total women	18	28	2	0	0	0	48

Total (men+women)	66	67	6	0	0	0	139
Total from prior year							141

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - On Tenure Track

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

As of November 1, 2019

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien			3				3
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian		1	4				5
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White	1	5	11				17
Two or more races							0
Race and ethnicity unknown							0
Total men	1	6	18	0	0	0	25

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien			4				4
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian			1				1
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White		6	24				30
Two or more races							0
Race and ethnicity unknown							0
Total women	0	6	29	0	0	0	35
Total (men+women)	1	12	47	0	0	0	60
Total from prior year							63

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

Number of <u>Full-time Instructional Staff</u> With <u>Faculty Status</u> <u>Not on Tenure Track - Multi-Year Contract</u> As of November 1, 2019							
•Report Hispanic/Latino individuals of any race as Hispanic/Latino •Report race for non-Hispanic/Latino individuals only •Include both Primarily Instruction and Instruction Combined with Research and/or Public Service							
Men							
Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0						0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	0	0	0	0	0
Women							
Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0						0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0
Total from prior year							

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

Number of <u>Full-time Instructional Staff</u> With <u>Faculty Status</u> <u>Not on Tenure Track - Annual Contract</u>							
As of November 1, 2019							
•Report Hispanic/Latino individuals of any race as Hispanic/Latino •Report race for non-Hispanic/Latino individuals only •Include both Primarily Instruction and Instruction Combined with Research and/or Public Service							
Men							
Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian					1		1
Black or African American					1		1
Native Hawaiian or Other Pacific Islander							0
White				0	15		15
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	0	0	17	0	17
Women							
Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian					0		0
Black or African American					1		1
Native Hawaiian or Other Pacific Islander							0
White					18		18
Two or more races					1		1
Race and ethnicity unknown							0
Total women	0	0	0	0	20	0	20
Total (men+women)	0	0	0	0	37	0	37
Total from prior year							33

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

Number of <u>Full-time Instructional Staff</u> With <u>Faculty Status</u> <u>Not on Tenure Track - Less-than-annual Contract</u> As of November 1, 2019							
•Report Hispanic/Latino individuals of any race as Hispanic/Latino •Report race for non-Hispanic/Latino individuals only •Include both Primarily Instruction and Instruction Combined with Research and/or Public Service							
Men							
Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White					1		1
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	0	1	0	0	1
Women							
Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian					1		1
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	0	0	1	0	1
Total (men+women)	0	0	0	1	1	0	2
Total from prior year							1

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

Number of <u>Full-time Instructional Staff</u> With <u>Faculty Status</u> <u>Not on Tenure Track - Indefinite duration contract</u> As of November 1, 2019							
•Report Hispanic/Latino individuals of any race as Hispanic/Latino •Report race for non-Hispanic/Latino individuals only •Include both Primarily Instruction and Instruction Combined with Research and/or Public Service							
Men							
Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0						0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	0	0	0	0	0
Women							
Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0						0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0
Total from prior year							

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

Number of <u>Full-time Instructional Staff</u>	
Without Faculty Status	
As of November 1, 2019	
•Report Hispanic/Latino individuals of any race as Hispanic/Latino	
•Report race for non-Hispanic/Latino individuals only	
•Include both Primarily Instruction and Instruction Combined with Research and/or Public Service	
Men	
Race/ethnicity	Without Faculty Status
Nonresident alien	0
Hispanic/Latino	
American Indian or Alaska Native	
Asian	
Black or African American	
Native Hawaiian or Other Pacific Islander	
White	
Two or more races	
Race and ethnicity unknown	
Total men	0
Women	
Race/ethnicity	Without Faculty Status
Nonresident alien	0
Hispanic/Latino	
American Indian or Alaska Native	
Asian	
Black or African American	
Native Hawaiian or Other Pacific Islander	
White	
Two or more races	
Race and ethnicity unknown	
Total women	0
Total (men+women)	0
Total from prior year	

Part A2 - Full-time Instructional Staff by Function
Number of Full-time Instructional Staff

As of November 1, 2019

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

	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at -will)		
Instructional staff	139	60	0	37	2	0	0	238
Total carried forward from previous screens	139	60	0	37	2	0	0	238
Primarily Instruction	139	60	0	37	2	0	0	238
 Exclusively credit	139	60		37	2			238
 Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff								0

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff			
As of November 1, 2019			
Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	4	4	8
Hispanic/Latino	1	2	3
American Indian or Alaska Native	0	0	0
Asian	16	7	23
Black or African American	7	3	10
Native Hawaiian or Other Pacific Islander	0	0	0
White	106	87	193
Two or more races	0	1	1
Race and ethnicity unknown	0	0	0
Total	134	104	238
Total from prior year			238

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	4	0	0
Hispanic/Latino	1		
American Indian or Alaska Native	0		
Asian	16		
Black or African American	7		
Native Hawaiian or Other Pacific Islander	0		
White	106		
Two or more races	0		
Race and ethnicity unknown	0		
Total men	134	0	0

Women

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	4	0	0
Hispanic/Latino	2		
American Indian or Alaska Native	0		
Asian	7		
Black or African American	3		
Native Hawaiian or Other Pacific Islander	0		
White	87		
Two or more races	1		
Race and ethnicity unknown	0		
Total women	104	0	0
Total (men+women)	238	0	0
Total from prior year	238		

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Women

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

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19- 0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian	1				
Black or African American	3			3	
Native Hawaiian or Other Pacific Islander					
White	32	19	24	21	1
Two or more races					
Race and ethnicity unknown					
Total men	36	19	24	24	1

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19- 0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino	1				
American Indian or Alaska Native					
Asian				1	
Black or African American	4	1		3	
Native Hawaiian or Other Pacific Islander					
White	44	44	8	16	6
Two or more races				1	
Race and ethnicity unknown					
Total women	49	45	8	21	6
Total (men+women)	85	64	32	45	7
Total from prior year	78	63	35	39	4

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien						4
Hispanic/Latino	1					2
American Indian or Alaska Native						0
Asian						17
Black or African American						13
Native Hawaiian or Other Pacific Islander						0
White	47		22	33	5	316
Two or more races						0
Race and ethnicity unknown						0
Total men	48	0	22	33	5	352

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien						4
Hispanic/Latino						3
American Indian or Alaska Native						0
Asian			1			9
Black or African American	1		4			16
Native Hawaiian or Other Pacific Islander						0
White	30	1	76			324
Two or more races						2
						0

Race and ethnicity unknown						
Total women	31	1	81	0	0	358
Total (men+women)	79	1	103	33	5	710
Total from prior year	83	1	102	34	5	701

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

Number of <u>Full-time</u> Non-instructional Staff								
As of November 1, 2019								
Occupational category	With <u>Faculty Status</u>						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians							3	3
25-4010								
Librarians and Media Collections Specialists	6						1	7
25-4020								
Library Technicians							4	4
25-4030								
Student and Academic Affairs and Other Education Services Occupations							4	4
25-2000 + 25-3000 + 25-9000								
Management Occupations	9						76	85
11-0000								
Business and Financial Operations Occupations							64	64
13-0000								
Computer, Engineering, and Science Occupations							32	32
15-0000 + 17-0000 + 19-0000								
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							45	45
21-0000 + 23-0000 + 27-0000								
Healthcare Practitioners and Technical Occupations							7	7
29-0000								
Total	15	0	0	0	0	0	236	251
Total from prior year	13						225	238

Part G1 - Salaries Worksheet

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

Annual Salary, 2019-20

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

Gender and academic rank	🔗 Months worked					Total Staff	🔗 Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Men							
Professors	0	0	49	0	0	49	49
Associate professors	0	0	45	0	0	45	45
Assistant professors	2	0	20	0	0	22	22
Instructors	0	0	1	0	0	1	1
Lecturers	17	0	0	0	0	17	17
No academic rank	0	0	0	0	0	0	0
Total men	19	0	115	0	0	134	134
Total men full-time instructional staff from Part A						134	
Women							
Professors	0	0	18	0	0	18	18
Associate professors	0	0	34	0	0	34	34
Assistant professors	2	0	29	0	0	31	31
Instructors	0	0	0	0	0	0	0
Lecturers	20	0	1	0	0	21	21
No academic rank	0	0	0	0	0	0	0
Total women	22	0	82	0	0	104	104
Total women full-time instructional staff from Part A						104	
Total (men+women)	41	0	197	0	0	238	238
Total (men+women) full-time instructional staff from Part A						238	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays

for Full-time Instructional Staff

Annual Salary Outlays, 2019-20

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

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays					Equated 9 months
		12 months	11 months	10 months	9 months		
Men							
Professors	49	0	0	4,700,605	0	4,230,545	
Associate professors	45	0	0	3,410,017	0	3,069,015	
Assistant professors	22	202,723	0	1,481,663	0	1,485,539	
Instructors	1	0	0	48,852	0	43,967	
Lecturers	17	810,354	0	0	0	607,766	
No academic rank	0	0	0	0	0	0	
Total men	134	1,013,077	0	9,641,137	0	9,436,831	
Women							
Professors	18	0	0	1,550,312	0	1,395,281	
Associate professors	34	0	0	2,631,920	0	2,368,728	
Assistant professors	31	242,846	0	1,959,392	0	1,945,587	
Instructors	0	0	0		0	0	
Lecturers	21	954,526	0	60,000	0	769,895	
No academic rank	0	0	0	0	0	0	
Total women	104	1,197,372	0	6,201,624	0	6,479,491	
Total (men + women)	238	2,210,449	0	15,842,761	0	15,916,322	

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank
 for Full-time Instructional Staff

Annual Average Salaries, 2019-20

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				 Equated 9 months
		12 months	11 months	10 months	9 months	
Men						
Professors	49			95,931		86,338
Associate professors	45			75,778		68,200
Assistant professors	22	101,362		74,083		67,524
Instructors	1			48,852		43,967
Lecturers	17	47,668				35,751
No academic rank	0					
Total men	134	53,320		83,836		70,424
Women						
Professors	18			86,128		77,516
Associate professors	34			77,409		69,668
Assistant professors	31	121,423		67,565		62,761
Instructors	0					
Lecturers	21	47,726		60,000		36,662
No academic rank	0					
Total women	104	54,426		75,630		62,303
Total (men+women)	238	53,913		80,420		66,875

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays for <u>Full-time</u> Non-instructional Staff Annual Salary Outlays, 2019-20		
Occupational category	? Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	? Total annual salary outlays
Research staff	0	0
Public Service staff	0	0
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	18	1,011,274
Management Occupations 11-0000	85	8,240,632
Business and Financial Operations Occupations 13-0000	64	3,424,932
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	32	2,196,185
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	45	2,403,407
Healthcare Practitioners and Technical Occupations 29-0000	7	399,047
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	79	2,732,829
Sales and Related Occupations 41-0000	1	43,460
Office and Administrative Support Occupations 43-0000	103	3,650,743
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	33	1,476,351
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	5	231,083

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2019

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

Men

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino			
American Indian or Alaska Native			
Asian	3		
Black or African American	5		
Native Hawaiian or Other Pacific Islander			
White	39		
Two or more races			
Race and ethnicity unknown	1		
Total men	48	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino			
American Indian or Alaska Native			
Asian	4		
Black or African American	1		
Native Hawaiian or Other Pacific Islander			
White	66		
Two or more races			
Race and ethnicity unknown			
Total women	71	0	0

Total (men+women)	119	0	0
Total from prior year	129		

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Women

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

Total (men+women)	1	0	0	0	1
Total from prior year					

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19- 0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian					
Black or African American		1		1	
Native Hawaiian or Other Pacific Islander					
White		9			
Two or more races					
Race and ethnicity unknown		1		1	
Total men	0	11	0	2	0

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19- 0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	1	10	1	3	
Two or more races					
Race and ethnicity unknown		1			
Total women	1	11	1	3	0
Total (men+women)	1	22	1	5	0
Total from prior year	1	23	3	6	

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						0
Hispanic/Latino			1			1
American Indian or Alaska Native						0
Asian						3
Black or African American			2			9
Native Hawaiian or Other Pacific Islander						0
White			20		1	69
Two or more races						0
Race and ethnicity unknown			1			4
Total men	0	0	24	0	1	86

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						0
Hispanic/Latino			1			1
American Indian or Alaska Native						0
Asian						4
Black or African American			1			2
Native Hawaiian or Other Pacific Islander						0
White	2	1	30			115
Two or more races						0
Race and ethnicity unknown						1

Total women	2	1	32	0	0	123
	2	1	56	0	1	209
Total (men+women)						
Total from prior year	3	1	56		5	227

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Women

Race/ethnicity	Teaching 25-9044	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien				0
Hispanic/Latino				2
American Indian or Alaska Native				0
Asian				0
Black or African American				6
Native Hawaiian or Other Pacific Islander				0
White				31
Two or more races				1
Race and ethnicity unknown				2
Total women	0	0		42
Total (men+women)	0	0		63
Total from prior year				75

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

Number of Part-time Staff

As of November 1, 2019

Occupational category	With <u>Faculty Status</u>						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	0	0	0	0	119	0	0	119
? Exclusively credit					119			119
? Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff								0
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians							1	1
25-4010								0
Librarians and Media Collections Specialists								0
25-4020								0
Library Technicians								0
25-4030								0
? Student and Academic Affairs and Other Education Services Occupations								0
25-2000 + 25-3000 + 25-9000								0
Management Occupations							1	1
11-0000								0
Business and Financial Operations Occupations							22	22
13-0000								0
Computer, Engineering, and Science Occupations							1	1
15-0000 + 17-0000 + 19-0000								0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							5	5
21-0000 + 23-0000 + 27-0000								0
Healthcare Practitioners and Technical Occupations								0
29-0000								0
Total	0	0	0	0	119	0	30	149
Total from prior year	0	0		0	129		33	162

Part F - Part-time Summary

Summary of Part-time Staff								
As of November 1, 2019								
Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Not on Tenure Track Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	0	0	0	0	119	0	0	119
Exclusively credit					119			119
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff								0
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010							1	1
Librarians and Media Collections Specialists 25-4020								0
Library Technicians 25-4030								0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000								0
Management Occupations 11-0000							1	1
Business and Financial Operations Occupations 13-0000							22	22
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							1	1
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							5	5
Healthcare Practitioners and Technical Occupations 29-0000								0
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000								2
Sales and Related Occupations 41-0000								1
Office and Administrative Support Occupations 43-0000								56
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000								0
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000								1
Graduate Assistants								63
Teaching 25-9044								0
Research								0
Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000,								63

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

Total

272

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

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

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

Men

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien		2						2
Hispanic/Latino								0
American Indian or Alaska Native								0
Asian								0
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White		1						1
Two or more races								0
Race and ethnicity unknown								0
Total men	0	3	0	0	0	0	0	3

Women

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

Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

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

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Women

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	1			
Hispanic/Latino	0			
American Indian or Alaska Native	0			
Asian	1			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	5			2
Two or more races	0			
Race and ethnicity unknown	0			
Total women	7	0	0	2
Total (men+women)	10	0	0	2

Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

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

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19- 0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	3			4	1
Two or more races					
Race and ethnicity unknown					
Total men	3	0	0	4	1

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19- 0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	4	2	2	2	2
Two or more races				1	
Race and ethnicity unknown					
Total women	4	2	2	3	2
Total (men+women)	7	2	2	7	3

Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

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

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						2
Hispanic/Latino						0
American Indian or Alaska Native						0
Asian						0
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White	2			1	3	15
Two or more races						0
Race and ethnicity unknown						0
Total men	2	0	1	3	0	17

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						1
Hispanic/Latino						0
American Indian or Alaska Native						0
Asian						1
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White	2			5		26
Two or more races						1
						0

Race and ethnicity unknown						
Total women	2	0	5	0	0	29
Total (men+women)	4	0	6	3	0	46

Human Resources Survey Evaluation

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

Prepared by

The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data. The Keyholder will be copied on all email correspondence to other preparers. The time it took to prepare this component is being collected so that we can continue to improve our estimate of the reporting burden associated with IPEDS. Please include in your estimate the time it took for you to review instructions, query and search data sources, complete and review the component, and submit the data through the Data Collection System.

Thank you for your assistance.

This survey component was prepared by:

☒ Keyholder	☐ SFA Contact	☐ HR Contact
☐ Finance Contact	☐ Academic Library Contact	☐ Other
Name: Sean Morton		
Email: SMorton@frostburg.edu		

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

4.00	Number of Staff (including yourself)
------	--------------------------------------

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

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

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

Summary**Human Resources Component Summary**

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

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

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

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	710	209	780
Instructional Staff	238	119	278
Primary Instruction	238	119	278
Exclusively credit	238	119	278
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	0	0	0
Research Staff	0	0	0
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	18	1	18
Librarians, Curators, and Archivists SOC 25-4000	14	1	14
Archivists, Curators, and Museum Technicians SOC 25-4010	3	1	3
Librarians SOC 25-4020	7	0	7
Library Technicians SOC 25-4030	4	0	4
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	4	0	4
Management Occupations SOC 11-0000	85	1	85
Business and Financial Operations Occupations SOC 13-0000	64	22	71
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	32	1	32
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	45	5	47
Healthcare Practitioners and Technical Occupations SOC 29-0000	7	0	7
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	79	2	80
Sales and Related Occupations SOC 41-0000	1	1	1
Office and Administrative Support Occupations SOC 43-0000	103	56	122
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	33	0	33

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

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	5	1	5
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NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.

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

Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				
All Ranks	41		197		238	2,462	\$18,053,210	\$7,333
Professor			67		67	670	\$6,250,917	\$9,330
Associate professor			79		79	790	\$6,041,937	\$7,648
Assistant professor	4		49		53	538	\$3,886,624	\$7,224
Instructor			1		1	10	\$48,852	\$4,885
Lecturer	37		1		38	454	\$1,824,880	\$4,020
No academic rank								

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

Human Resources

Frostburg State University (162584)

There are no errors for the selected survey and institution.