

Institution: Eastern Connecticut State University (129215)
User ID: P1292151

Overview

Human Resources Overview

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

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](#)
- To access your prior year data submission for this component: [Reported Data](#)
- All staff must now be reported using the new IPEDS occupational categories, which align with the 2010 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.

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 **July 1 and October 31, 2015** 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 1, 2015**? (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

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

No

Yes

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

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

No

Yes

Are ALL of the instructional staff military personnel?

No

Yes

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

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

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

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

As of November 1, 2015

- 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			1				1
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White		1	21				22
Two or more races							0
Race and ethnicity unknown							0
Total men	0	1	24	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			3				3
Black or African American			3				3
Native Hawaiian or Other Pacific Islander			0				0
White			16				16
Two or more races			1				1
Race and ethnicity unknown							0
Total women	0	0	27	0	0	0	27
Total (men+women)	0	1	51	0	0	0	52
Total from prior year							46

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

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

As of November 1, 2015

- 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
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0
Total from prior year							

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

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

As of November 1, 2015

- 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			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			5				5
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	7	0	0	0	7

Women

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

Total (men+women)

Total (men+women)	0	0	11	0	0	0	11
Total from prior year							7

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

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

As of November 1, 2015

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

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

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2015

- 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	
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)

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, 2015

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

	With <u>Faculty Status</u>					Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Instructional staff	135	52	0	11	0	0	198
Total carried forward from previous screens	135	52	0	11	0	0	198
<u>Primarily Instruction</u>	135	52	0	11	0	0	198
Exclusively credit	135	52	0	11	0	0	198
Exclusively not-for-credit							0
Combined credit/not-for-credit							0
<u>Instruction/research/public service staff</u>							0

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2015

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	4	6	10
Hispanic/Latino	7	4	11
American Indian or Alaska Native	1	0	1
Asian	10	8	18
Black or African American	7	8	15
Native Hawaiian or Other Pacific Islander	0	0	0
White	77	63	140
Two or more races	0	3	3
Race and ethnicity unknown	0	0	0
Total	106	92	198
Total from prior year			200

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

Number of **Full-time Non-instructional Staff**

by Occupational Category

As of November 1, 2015

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	4		
Hispanic/Latino	7		
American Indian or Alaska Native	1		
Asian	10		
Black or African American	7		
Native Hawaiian or Other Pacific Islander	0		
White	77		
Two or more races	0		
Race and ethnicity unknown	0		
Total men	106	0	0

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	6		
Hispanic/Latino	4		
American Indian or Alaska Native	0		
Asian	8		
Black or African American	8		
Native Hawaiian or Other Pacific Islander	0		
White	63		
Two or more races	3		
Race and ethnicity unknown	0		0
Total women	92	0	0

Total (men+women) 198 0 0

Total from prior year **200**

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2015

•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 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino				
American Indian or Alaska Native				
Asian				
Black or African American			1	3
Native Hawaiian or Other Pacific Islander				
White		3	4	9
Two or more races				
Race and ethnicity unknown				
Total men	0	3	5	12

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino				2
American Indian or Alaska Native				
Asian				1
Black or African American		2	1	6
Native Hawaiian or Other Pacific Islander				
White	1	7	5	31
Two or more races				
Race and ethnicity unknown				
Total women	1	9	6	40
Total (men+women)	1	12	11	52
Total from prior year	1	12	13	48

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2015

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino	1		1	1	
American Indian or Alaska Native			1		
Asian		1	1		
Black or African American	2	2		2	
Native Hawaiian or Other Pacific Islander					
White	12	8	13	15	1
Two or more races		1			
Race and ethnicity unknown					
Total men	15	12	16	18	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	3	2	1		
American Indian or Alaska Native					
Asian			3		
Black or African American		1			
Native Hawaiian or Other Pacific Islander					
White	11	14	8	16	3
Two or more races					
Race and ethnicity unknown					
Total women	14	17	12	16	3
Total (men+women)	29	29	28	34	4
Total from prior year	28	29	32	31	4

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

by Occupational Category

As of November 1, 2015

•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	18				2	31
American Indian or Alaska Native	1					3
Asian	2					14
Black or African American	4				2	23
Native Hawaiian or Other Pacific Islander						0
White	31			3	28	204
Two or more races						1
Race and ethnicity unknown						0
Total men	56	0	3	32	1	280

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						6
Hispanic/Latino	18			6		36
American Indian or Alaska Native						0
Asian				1		13
Black or African American	4			5		27
Native Hawaiian or Other Pacific Islander						0
White	24			42	1	227
Two or more races				1		4
				1		1

Race and ethnicity unknown						
Total women	46	0	56	1	1	314
Total (men+women)	102	0	59	33	2	594
Total from prior year	43		66	91	1	599

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

Number of <u>Full-time Non-instructional Staff</u>							
As of November 1, 2015							
Occupational category	With Faculty Status					Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at -will contract	Annual contract	Less-than-annual contract		
Research staff							0
Public Service staff							0
Archivists, Curators, and Museum Technicians 25-4010	1						1
Librarians 25-4020	11			1			12
Library Technicians 25-4030						11	11
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	21	7		14	10		52
Management Occupations 11-0000	9	3		2		15	29
Business and Financial Operations Occupations 13-0000	19	3		2		5	29
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	19	4		2	1	2	28
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	11	18			4	1	34
Healthcare Practitioners and Technical Occupations 29-0000	2	2					4
Total	93	37	0	21	15	34	200
Total from prior year	91	36		34		37	198

Part G - Salaries Worksheet

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

Annual Salary, 2015-16

- 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
- Balance column should include instructional staff whose annual salary covers less than 9 months worked

Gender and academic rank	Months worked				Total staff for salary reporting	Total number of months	Total full-time instructional staff from Part A	Balance (all other full-time instructional staff)
	12 months	11 months	10 months	9 months				
Men								
Professors			51		51	510		
Associate professors			22		22	220		
Assistant professors			33		33	330		
Instructors					0	0		
Lecturers					0	0		
No academic rank					0	0		
Total men	0	0	106	0	106	1,060	106	0
Women								
Professors			42		42	420		
Associate professors			19		19	190		
Assistant professors			31		31	310		
Instructors					0	0		
Lecturers					0	0		
No academic rank					0	0		
Total women	0	0	92	0	92	920	92	0
Total (men + women)	0	0	198	0	198	1,980	198	0

Part G - Salary Outlays for Instructional Staff

**Salary Outlays
 for Full-time Instructional Staff**

Annual Salary Outlays, 2015-16

•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

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Total number of months (from Part G, screen 1)	? Total annual salary outlays	? Weighted average monthly salaries
Men				
Professors	51	510	5,267,654	10,329
Associate professors	22	220	1,887,213	8,578
Assistant professors	33	330	2,262,754	6,857
Instructors	0	0		
Lecturers	0	0		
No academic rank	0	0		
Total men	106	1,060	9,417,621	8,885
Women				
Professors	42	420	4,279,299	10,189
Associate professors	19	190	1,543,739	8,125
Assistant professors	31	310	2,074,640	6,692
Instructors	0	0		
Lecturers	0	0		
No academic rank	0	0		
Total women	92	920	7,897,678	8,584
Total (men + women)	198	1,980	17,315,299	8,745

Part G - Salary Outlays for Non-instructional Staff

Salary Outlays

for Full-time Non-instructional Staff

Annual Salary Outlays, 2015-16

Occupational category	Number of full-time staff (carried forward from previous screens)	Total annual salary outlays
Research staff	0	
Public Service staff	0	
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	76	5,233,534
Management Occupations 11-0000	29	4,201,409
Business and Financial Operations Occupations 13-0000	29	2,472,624
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	28	2,381,224
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	34	2,819,143
Healthcare Practitioners and Technical Occupations 29-0000	4	334,079
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	102	4,779,854
Sales and Related Occupations 41-0000	0	
Office and Administrative Support Occupations 43-0000	59	3,600,061
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	33	2,071,911
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	2	88,989

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2015

- 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	1		
Hispanic/Latino	2		
American Indian or Alaska Native			
Asian	3		
Black or African American	3		
Native Hawaiian or Other Pacific Islander	1		
White	122		
Two or more races	3		
Race and ethnicity unknown	1		
Total men	136	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino	4		
American Indian or Alaska Native			
Asian	13		
Black or African American	6		
Native Hawaiian or Other Pacific Islander			
White	131		
Two or more races	2		
Race and ethnicity unknown	1		
Total women	157	0	0

Total (men+women)	293	0	0
Total from prior year	271		

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2015

•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 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				1	1
American Indian or Alaska Native					0
Asian				1	1
Black or African American				2	2
Native Hawaiian or Other Pacific Islander					0
White			4	7	11
Two or more races					0
Race and ethnicity unknown					0
Total men	0	0	4	11	15

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 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				2	2
American Indian or Alaska Native				1	1
Asian					0
Black or African American				1	1
Native Hawaiian or Other Pacific Islander					0
White	1		4	14	19
Two or more races					0
Race and ethnicity unknown				1	1
Total women	1	0	4	19	24

Total (men+women)	1	0	8	30	39
Total from prior year	1		7	25	33

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2015

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino			1		
American Indian or Alaska Native					
Asian			1		
Black or African American					
Native Hawaiian or Other Pacific Islander					
White			6	21	
Two or more races					
Race and ethnicity unknown					
Total men	0	0	8	21	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				1	
Black or African American					
Native Hawaiian or Other Pacific Islander					
White		2	3	17	1
Two or more races					
Race and ethnicity unknown					
Total women	0	2	3	18	1

Total (men+women)	0	2	11	39	1
Total from prior year		3	11	48	1

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff****As of November 1, 2015**

•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						1
Hispanic/Latino						4
American Indian or Alaska Native						0
Asian						5
Black or African American						5
Native Hawaiian or Other Pacific Islander						1
White	4				6	170
Two or more races						3
Race and ethnicity unknown						1
Total men	4	0	0	0	6	190

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		7
American Indian or Alaska Native						1
Asian						14
Black or African American						7
Native Hawaiian or Other Pacific Islander						0
White				1		174
Two or more races						2
Race and ethnicity unknown						2

Total women	0	0	2	0	0	207
Total (men+women)	4	0	2	0	6	397
Total from prior year	5		3		5	380

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

Number of Part-time Staff

As of November 1, 2015

Occupational category	With Faculty Status					Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
<u>Primarily Instruction</u>	0	0	0	0	0	293	293
? Exclusively credit						293	293
? Exclusively not-for-credit							0
Combined credit/not-for-credit							0
<u>Instruction/research/public service staff</u>							0
<u>Research staff</u>							0
<u>Public Service staff</u>							0
<u>Archivists, Curators, and Museum Technicians</u> 25-4010						1	1
<u>Librarians</u> 25-4020							0
<u>Library Technicians</u> 25-4030						8	8
? <u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000						30	30
<u>Management Occupations</u> 11-0000							0
<u>Business and Financial Operations Occupations</u> 13-0000						2	2
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000						11	11
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000						39	39
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000						1	1
Total	0	0	0	0	0	385	385
Total from prior year	0	0		0		367	367

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

(Hired full-time between July 1 and October 31, 2015 and
 still on the payroll of the institution as of November 1, 2015)

- 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		Not on Tenure Track			
		Track	Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
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		3		4			7
Two or more races							0
Race and ethnicity unknown							0
Total men	0	3	0	6	0	0	9

Women							
Race/ethnicity	With Faculty Status					Without Faculty Status	Total
	Tenured	On Tenure		Not on Tenure Track			
		Track	Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Nonresident alien		1		1			2
Hispanic/Latino				1			1
American Indian or Alaska Native							0
Asian							0
Black or African American				1			1
Native Hawaiian or Other Pacific Islander							0
White		4					4
Two or more races		1					1
Race and ethnicity unknown							0
Total women	0	6	0	3	0	0	9
Total (men+women)	0	9	0	9	0	0	18

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

Number of Newly Hired Full-time Staff

(Hired full-time between July 1 and October 31, 2015 and still on the payroll of the institution as of November 1, 2015)

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

Men

Race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	2	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	7			
Two or more races	0			
Race and ethnicity unknown	0			
Total men	9	0	0	0

Women

Race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	2			
Hispanic/Latino	1			
American Indian or Alaska Native	0			
Asian	0			
Black or African American	1			
Native Hawaiian or Other Pacific Islander	0			
White	4			
Two or more races	1			
Race and ethnicity unknown	0			
Total women	9	0	0	0
Total (men+women)	18	0	0	0

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

Number of Newly Hired Full-time Staff

(Hired full-time between July 1 and October 31, 2015 and still on the payroll of the institution as of November 1, 2015)

•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			1		
Two or more races					
Race and ethnicity unknown					
Total men	0	0	1	0	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				
Two or more races					
Race and ethnicity unknown					
Total women	1	0	0	0	0
Total (men+women)	1	0	1	0	0

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

Number of Newly Hired Full-time Staff

(Hired full-time between July 1 and October 31, 2015 and still on the payroll of the institution as of November 1, 2015)

- 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	1					1
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White	1					9
Two or more races						0
Race and ethnicity unknown						0
Total men	2	0	0	0	0	12

Women

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

Race and ethnicity unknown							0
Total women	0	0	0	0	0	0	10
Total (men+women)	2	0	0	0	0	0	22

Human Resources Survey Evaluation

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

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 2016.

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 2015**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	594	397	726
Instructional Staff	198	293	296
Primary Instruction	198	293	296
Exclusively credit	198	293	296
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	76	39	89
Librarians, Curators, and Archivists SOC 25-4000	24	9	27
Archivists, Curators, and Museum Technicians SOC 25-4010	1	1	1
Librarians SOC 25-4020	12	0	12
Library Technicians SOC 25-4030	11	8	14
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	52	30	62
Management Occupations SOC 11-0000	29	0	29
Business and Financial Operations Occupations SOC 13-0000	29	2	30
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	28	11	32
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	34	39	47
Healthcare Practitioners and Technical Occupations SOC 29-0000	4	1	4
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	102	4	103
Sales and Related Occupations SOC 41-0000	0	0	0
Office and Administrative Support Occupations SOC 43-0000	59	2	60
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 2015**

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	2	6	4
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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 2015-16**

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			198		198	1,980	\$17,315,299	\$8,745
Professor			93		93	930	\$9,546,953	\$10,266
Associate professor			41		41	410	\$3,430,952	\$8,368
Assistant professor			64		64	640	\$4,337,394	\$6,777
Instructor								
Lecturer								
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

Eastern Connecticut State University (129215)

Source	Description	Severity	Resolved	Options
Screen: B1 - FT Non-instructional, Occupation - 4				
Screen Entry	This number is outside the expected range of between 28 and 58 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	52 Custodians were changed from 'Natural Resources, Construction.....' to 'Service.'			
Screen Entry	This number is outside the expected range of between 60 and 122 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	52 Custodians were changed from 'Natural Resources, Construction.....' to 'Service.'			
Screen: B2 - FT Non-instructional, Occupation and Tenure - 1				
Screen Entry	This number is outside the expected range of between 23 and 45 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	In the past Eastern had all non-tenure track faculty on one-year contracts, but in fall 2015 some were on less-than-1-year contracts. So the decrease in the Annual Contract column can be attributed to the increase in Less-Than-Annual-Contract column.			