

Institution: University of Arizona (104179)
User ID: P1041791

Overview

Human Resources Overview

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

Recent changes

- New occupational categories replaced the primary function/occupational activity categories previously used in the IPEDS HR survey. The change was required to align the IPEDS HR categories with the 2010 Standard Occupational Classification (SOC) System. For additional information on the IPEDS HR survey and how it relates to the 2010 SOC system, refer to the section of the IPEDS HR instructions called, "Reporting Staff by Occupational Category."
- A few other changes were made to the IPEDS HR survey that is applicable to degree-granting institutions. These changes can be found in the section of the IPEDS HR instructions called, "Changes in Reporting."
- Survey became part of the IPEDS Spring data collection.

Resources:

- The NEW IPEDS HR/SOC Information Center can be found at the following website: <http://nces.ed.gov/ipeds/resource/soc.asp>. (The new center includes, but is not limited to the following links: New (2012-13) IPEDS Occupational Categories and 2010 SOC crosswalk; 2012-13 IPEDS HR survey material; Standard Occupational Classification (SOC) System material; IPEDS HR/SOC Browse Tool; and Web Tutorials.)
- To download the survey materials for this component: [Survey Materials](#)

Data reporting reminders:

- Enter data on each displayed screen. If a screen is not applicable, enter at least one zero in a field on the screen.
- Report staff members difficult to categorize in the "Human Resources Survey Evaluation" box at the end of the survey.

You must enter data on each displayed screen. If a screen is not applicable, you must enter at least one zero in a field on the screen.

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.

Yes No

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

Yes No

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, the full-time instructional staff screens of **Part G** are **NOT** applicable to your institution and you will **NOT** be required to report data for the full-time instructional staff screens of **Part G**. However, Part G will still be required for reporting data for full-time non-instructional staff.

- | | | |
|-------------------------------------|---------------------------|---|
| <input checked="" type="radio"/> No | <input type="radio"/> Yes | Are ALL of the instructional staff military personnel? |
| <input checked="" type="radio"/> No | <input type="radio"/> Yes | Do ALL of the instructional staff contribute their services (e.g., members of a religious order)? |
| <input checked="" type="radio"/> No | <input type="radio"/> Yes | Do ALL of the instructional staff teach pre-clinical or clinical medicine? |

The reporting of data by gender AND race/ethnicity is optional this year as it is in even-numbered years.

Do you wish to report data by gender AND race/ethnicity this year?

If you answer **No**, screens to report data by employment status (full-time and part-time) and occupational category will be displayed.

If you answer **Yes**, screens to report data by employment status (full-time and part-time), occupational category, and gender AND race/ethnicity will be displayed and you must complete all applicable screens.

- No, I will not report data by gender and race/ethnicity this year
- Yes, I will report data by gender and race/ethnicity this year

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

Institution: University of Arizona (104179)

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Human Resources Screening Questions

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.*

Yes No

Does your institution have graduate assistants?

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

Yes No

Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2012 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, 2012? (Exclude persons who have returned from sabbatical leave OR full-time Postsecondary Staff who are working less-than-9-month contracts.)

*If you answer **Yes** to this question and your institution has 15 or more full-time staff, you will be provided the screens to report **full-time permanent new hires** in **Part H**.*

Yes No

Part A - Full-time instructional staff

**Number of full-time instructional staff with faculty status who are tenured
by academic rank, gender, and race/ethnicity**

As of November 1, 2012

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident alien	1	1				0	2
Hispanic/Latino	33	12					45
American Indian or Alaska Native	3	0					3
Asian	39	26					65
Black or African American	5	3					8
Native Hawaiian or Other Pacific Islander	0	0					0
White	443	179					622
Two or more races	0	1					1
Race and ethnicity unknown	17	23					40
Total men	541	245	0	0	0	0	786
Women							
Nonresident alien	0	1					1
Hispanic/Latino	7	23					30
American Indian or Alaska Native	1	3					4
Asian	14	16					30
Black or African American	3	2					5
	0	0					0

<u>Native Hawaiian or Other Pacific Islander</u>							253
White	148	105					1
Two or more races	1	0					13
<u>Race and ethnicity unknown</u>	1	12					
Total women	175	162	0	0	0	0	337
Total (men+women)	716	407	0	0	0	0	1,123

Part A - Full-time instructional staff

**Number of full-time instructional staff with faculty status who are on tenure track
by academic rank, gender, and race/ethnicity**

As of November 1, 2012

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident alien	0	4	16				20
Hispanic/Latino	0	2	10				12
American Indian or Alaska Native	0	0	1				1
Asian	1	7	30				38
Black or African American	0	0	3				3
Native Hawaiian or Other Pacific Islander	0	0	0				0
White	5	16	78				99
Two or more races	0	0	1				1
Race and ethnicity unknown	0	0	21				21
Total men	6	29	160	0	0	0	195
Women							
Nonresident alien	0	0	8				8
Hispanic/Latino	0	0	14				14
American Indian or Alaska Native	0	0	3				3
Asian	0	0	17				17
Black or African American	0	0	2				2
	0	0	0				0

Part A - Full-time instructional staff

**Number of full-time instructional staff with faculty status who are not on tenure track
 with multi-year contract
 by academic rank, gender, and race/ethnicity**

As of November 1, 2012

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	1	1
Black or African American	0	0	0	0	1	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	4	1	1	0	17	0	23
Two or more races	0	0	0	0	1	0	1
Race and ethnicity unknown	0	0	0	0	1	0	1
Total men	4	1	1	0	20	1	27
Women							
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	1	0	3	0	4
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	2	0	2
Black or African American	0	0	1	0	0	0	1
	0	0	0	0	0	0	0

Native Hawaiian or Other Pacific Islander								
White	4	3	8	0	18	0		33
Two or more races	0	0	0	0	0	0		0
Race and ethnicity unknown	1	0	0	0	3	0		4
Total women	5	3	10	0	26	0		44
Total (men+women)	9	4	11	0	46	1		71

Part A - Full-time instructional staff

**Number of full-time instructional staff with faculty status who are not on tenure track
with annual contract
by academic rank, gender, and race/ethnicity**

As of November 1, 2012

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident alien	1	0	2	2	1	0	6
Hispanic/Latino	0	1	1	2	3	0	7
American Indian or Alaska Native	0	0	0	2	0	0	2
Asian	1	0	1	0	1	0	3
Black or African American	0	0	0	0	2	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	11	4	22	16	39	0	92
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	1	7	1	2	0	11
Total men	13	6	33	23	48	0	123
Women							
Nonresident alien	0	0	0	4	0	2	6
Hispanic/Latino	0	0	1	1	7	0	9
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	3	2	1	0	6
Black or African American	0	0	0	0	1	0	1
	0	0	0	0	0	0	0

Native Hawaiian or Other Pacific Islander								
White	5	12	19	11	27	3		77
Two or more races	0	0	0	0	2	0		2
Race and ethnicity unknown	0	0	1	0	0	0		1
Total women	5	12	24	18	38	5		102
Total (men+women)	18	18	57	41	86	5		225

Part A - Full-time instructional staff

**Number of full-time instructional staff with faculty status who are not on tenure track
with less than annual contract
by academic rank, gender, and race/ethnicity**

As of November 1, 2012

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	4	0	0	4
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	1	3	0	4
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	0	0	0	5	3	0	8
Women							
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	3	0	0	3
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0
	0	0	0	0	0	0	0

Native Hawaiian or Other Pacific Islander								
White	0	0	0	1	3	0	4	
Two or more races	0	0	0	0	0	0	0	
Race and ethnicity unknown	0	0	0	0	0	0	0	
Total women	0	0	0	4	3	0	7	
Total (men+women)	0	0	0	9	6	0	15	

Part A - Full-time instructional staff

**Number of full-time instructional staff without faculty status
by gender and race/ethnicity**

As of November 1, 2012

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Total
Men	
<u>Nonresident alien</u>	0
<u>Hispanic/Latino</u>	0
<u>American Indian or Alaska Native</u>	0
<u>Asian</u>	0
<u>Black or African American</u>	0
<u>Native Hawaiian or Other Pacific Islander</u>	0
<u>White</u>	0
<u>Two or more races</u>	0
<u>Race and ethnicity unknown</u>	0
Total men	0
Women	
<u>Nonresident alien</u>	0
<u>Hispanic/Latino</u>	0
<u>American Indian or Alaska Native</u>	0
<u>Asian</u>	0
<u>Black or African American</u>	0
<u>Native Hawaiian or Other Pacific Islander</u>	0
<u>White</u>	0
<u>Two or more races</u>	0
<u>Race and ethnicity unknown</u>	0
Total women	0
Total (men+women)	0

Part A - Full-time instructional staff

**Number of full-time instructional staff
by tenure status, medical school status, and function**

As of November 1, 2012

	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
Non-medical and function	984	263	71	203	15	0	1,536
Instruction	984	263	71	203	15	0	1,536
Exclusively credit	984	263	71	203	15	0	1,536
Exclusively not-for-credit	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0
Instruction/research/public service	0	0	0	0	0	0	0
Medical and function	139	69	0	22	0	0	230
Instruction	139	69	0	22	0	0	230
Exclusively credit	139	69	0	22	0	0	230
Exclusively not-for-credit	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0
Instruction/research/public service	0	0	0	0	0	0	0
Total carried forward from previous screens	1,123	332	71	225	15	0	1,766

Part A - Full-time instructional staff - Totals**Total number of full-time instructional staff
by gender and race/ethnicity****As of November 1, 2012**

Race/ethnicity	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	28	15	43
<u>Hispanic/Latino</u>	68	60	128
<u>American Indian or Alaska Native</u>	6	7	13
<u>Asian</u>	107	55	162
<u>Black or African American</u>	14	9	23
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	840	442	1,282
<u>Two or more races</u>	3	3	6
<u>Race and ethnicity unknown</u>	73	36	109
Total	1,139	627	1,766

Part B - Full-time non-instructional staff

**Number of full-time non-instructional staff
by occupational category, gender, and race/ethnicity**

As of November 1, 2012

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Instructional Staff (carried forward from Part A)	Postsecondary Teachers	
		Research	Public Service
Men			
Nonresident alien	28	130	0
Hispanic/Latino	68	22	0
American Indian or Alaska Native	6	1	0
Asian	107	59	0
Black or African American	14	4	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	840	226	0
Two or more races	3	3	0
Race and ethnicity unknown	73	19	0
Total men	1,139	464	0
Women			
Nonresident alien	15	60	0
Hispanic/Latino	60	26	0
American Indian or Alaska Native	7	4	0
Asian	55	39	0
Black or African American	9	4	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	442	213	0
Two or more races	3	0	0

<u>Race and ethnicity unknown</u>	36	17	0
Total women	627	363	0
Total (men+women)	1,766	827	0

Part B - Full-time non-instructional staff

**Number of full-time non-instructional staff
by occupational category, gender, and race/ethnicity**

As of November 1, 2012

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Archivists, Curators, and Museum Technicians	Librarians	Library Technicians	Other Teachers and Instructional Support Staff
Men				
Nonresident alien	0	1	0	2
Hispanic/Latino	0	3	1	26
American Indian or Alaska Native	0	0	1	2
Asian	0	0	0	4
Black or African American	0	0	2	11
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	14	12	11	125
Two or more races	0	1	0	5
Race and ethnicity unknown	2	0	1	9
Total men	16	17	16	184
Women				
Nonresident alien	0	0	0	2
Hispanic/Latino	5	6	11	91
American Indian or Alaska Native	2	1	1	12
Asian	0	2	2	11
Black or African American	0	0	1	9
	0	0	0	0

Native Hawaiian or Other Pacific Islander				
White	20	35	30	291
Two or more races	0	0	0	7
Race and ethnicity unknown	0	2	0	11
Total women	27	46	45	434
Total (men+women)	43	63	61	618

Part B - Full-time non-instructional staff

**Number of full-time non-instructional staff
 by occupational category, gender, and race/ethnicity**

As of November 1, 2012

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Management Occupations	Business and Financial Operations Occupations	Computer, Engineering, and Science Occupations	Community Service, Legal, Arts, and Media Occupations	Healthcare Practitioners and Technical Occupations
Men					
Nonresident alien	0	7	40	3	56
Hispanic/Latino	10	56	98	32	30
American Indian or Alaska Native	0	4	9	2	1
Asian	3	10	56	4	80
Black or African American	0	6	16	16	8
Native Hawaiian or Other Pacific Islander	0	1	1	1	0
White	68	253	688	127	225
Two or more races	1	4	7	1	4
Race and ethnicity unknown	4	13	26	5	13
Total men	86	354	941	191	417
Women					
Nonresident alien	0	16	12	0	34
Hispanic/Latino	10	179	57	21	26
American Indian or Alaska Native	2	10	6	2	3
Asian	2	39	27	5	64
Black or African American	4	15	3	10	8

Native Hawaiian or Other Pacific Islander	0	1	0	1	1
White	71	556	292	110	203
Two or more races	2	15	4	0	2
Race and ethnicity unknown	2	28	15	7	25
Total women	93	859	416	156	366
Total (men+women)	179	1,213	1,357	347	783

Part B - Full-time non-instructional staff

**Number of full-time non-instructional staff
 by occupational category, gender, and race/ethnicity**

As of November 1, 2012

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Natural Resources, Construction, and Maintenance Occupations	Production, Transportation, and Material Moving Occupations	Grand Total (All full-time staff)
Men						
Nonresident alien	0	0	1	1	0	269
Hispanic/Latino	163	3	41	105	30	688
American Indian or Alaska Native	10	0	5	3	1	45
Asian	4	0	3	1	1	332
Black or African American	11	0	3	2	6	99
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	3
White	137	8	75	178	65	3,052
Two or more races	3	0	2	1	0	35
Race and ethnicity unknown	15	1	7	30	2	220
Total men	343	12	137	321	105	4,743
Women						
Nonresident alien	3	0	0	0	0	142
Hispanic/Latino	215	9	325	2	4	1,047
American Indian or Alaska Native	7	0	12	1	0	70
Asian	11	3	18	0	0	278
	9	0	21	0	0	93

Black or African American						
Native Hawaiian or Other Pacific Islander	0	0	1	0	0	4
White	81	12	727	4	11	3,098
Two or more races	1	1	10	0	0	45
Race and ethnicity unknown	21	1	65	1	1	232
Total women	348	26	1,179	8	16	5,009
Total (men+women)	691	38	1,316	329	121	9,752

Postsecondary Teachers - Research	0	0	0	375	0	73	
Postsecondary Teachers - Public Service	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians	0	0	0	0	0	0	0
Librarians	0	0	0	0	0	17	17
Library Technicians	0	0	0	0	0	6	6
Other Teachers and Instructional Support Staff	0	0	0	0	0	70	70
Management Occupations	6	0	0	0	0	19	25
Business and Financial Operations Occupations	0	0	0	0	0	269	269
Computer, Engineering, and Science Occupations	0	0	0	0	0	192	192
Community Service, Legal, Arts, and Media Occupations	0	0	0	0	0	34	34
Healthcare Practitioners and Technical Occupations	0	0	0	0	0	707	707

Part B - Full-time non-instructional staff

**Number of full-time non-instructional staff
by medical school status and occupational category**

As of November 1, 2012

Occupational category	Total	Non-Medical	Medical
<u>Service Occupations</u>	691	690	1
<u>Sales and Related Occupations</u>	38	38	0
<u>Office and Administrative Support Occupations</u>	1,316	1,047	269
<u>Natural Resources, Construction, and Maintenance Occupations</u>	329	327	2
<u>Production, Transportation, and Material Moving Occupations</u>	121	120	1

Part G - Salary Worksheet

Number of full-time, non-medical, instructional staff for calculation of total number of months

As of November 1, 2012

Gender and academic rank	9-Month Contract or Employment agreement	10-Month Contract or Employment agreement	11-Month Contract or Employment agreement	12-Month Contract or Employment agreement	Total employees for Salary reporting	Total Number of Months	Total full-time, non-medical, instructional staff from Part A	Balance
Men								
Professors	408			55	463	4,332		
Associate professors	234			20	254	2,346		
Assistant professors	141			18	159	1,485		
Instructors	28			0	28	252		
Lecturers	61			7	68	633		
No academic rank	1			0	1	9		
Total men	873	0	0	100	973	9,057		
Women								
Professors	141			22	163	1,533		
Associate professors	158			11	169	1,554		
Assistant professors	123			17	140	1,311		
Instructors	21			1	22	201		
Lecturers	62			2	64	582		
No academic rank	5			0	5	45		
Total women	510	0	0	53	563	5,226		
Total (men + women)	1,383	0	0	153	1,536	14,283	1,536	0

Part G - Salary outlays for full-time instructional staff

**Salary outlays for full-time, non-medical, instructional staff
by gender and academic rank**



As of November 1, 2012

Gender and academic rank	Headcount (from Part G, screen 1) OR Total employees for Salary reporting	Total Number of Months (from Part G, screen 1)	Salary Outlays	Weighted average Salaries per month
Men				
Professors	463	4,332	58,772,404	13,567
Associate professors	254	2,346	21,498,988	9,164
Assistant professors	159	1,485	12,482,697	8,406
Instructors	28	252	994,950	3,948
Lecturers	68	633	4,083,787	6,451
No academic rank	1	9	45,000	5,000
Total men	973	9,057	97,877,826	10,807
Women				
Professors	163	1,533	18,314,730	11,947
Associate professors	169	1,554	13,699,879	8,816
Assistant professors	140	1,311	10,222,093	7,797
Instructors	22	201	850,809	4,233
Lecturers	64	582	3,411,370	5,861
No academic rank	5	45	225,000	5,000
Total women	563	5,226	46,723,881	8,941
Total (men + women)	1,536	14,283	144,601,707	10,124

Part G - Salary outlays for full-time non-instructional staff

**Salary outlays for full-time, non-medical, non-instructional staff
 by occupational category**

As of November 1, 2012

Occupational category	 Number of full-time staff	 Total salary outlays
<u>Postsecondary Teachers - Research</u>	379	19,167,506
<u>Postsecondary Teachers - Public Service</u>	0	0
<u>Library and Instructional Support Occupations</u>	692	36,614,656
<u>Management Occupations</u>	154	 23,846,549
<u>Business and Financial Operations Occupations</u>	944	51,384,681
<u>Computer, Engineering, and Science Occupations</u>	1,165	73,701,380
<u>Community Service, Legal, Arts, and Media Occupations</u>	313	24,767,428
<u>Healthcare Practitioners and Technical Occupations</u>	76	4,413,747
<u>Service Occupations</u>	690	20,265,477
<u>Sales and Related Occupations</u>	38	987,714
<u>Office and Administrative Support Occupations</u>	1,047	40,999,800
<u>Natural Resources, Construction, and Maintenance Occupations</u>	327	12,546,076
<u>Production, Transportation, and Material Moving Occupations</u>	120	3,820,138

Part D - Part-time staff

**Number of part-time staff
 by occupational category, gender, and race/ethnicity**

As of November 1, 2012

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Postsecondary Teachers		
	Instructional Staff	Research	Public Service
Men			
Nonresident alien	4	9	0
Hispanic/Latino	15	2	0
American Indian or Alaska Native	3	1	0
Asian	10	8	0
Black or African American	4	1	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	265	68	0
Two or more races	0	0	0
Race and ethnicity unknown	28	3	0
Total men	329	92	0
Women			
Nonresident alien	6	13	0
Hispanic/Latino	22	12	0
American Indian or Alaska Native	2	1	0
Asian	7	7	0
Black or African American	4	5	0
Native Hawaiian or Other Pacific Islander	1	0	0
White	243	69	0
Two or more races	2	0	0
Race and ethnicity unknown	20	5	0

Total women	307	112	0
Total (men+women)	636	204	0

Part D - Part-time staff

**Number of part-time non-instructional staff
by occupational category, gender, and race/ethnicity**

As of November 1, 2012

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Archivists, Curators, and Museum Technicians	Librarians	Library Technicians	Other Teachers and Instructional Support Staff	Library and Instructional Support Occupations
Men					
Nonresident alien	0	0	0	3	3
Hispanic/Latino	0	0	0	13	13
American Indian or Alaska Native	0	0	0	0	0
Asian	0	1	0	7	8
Black or African American	0	0	0	4	4
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	6	7	1	87	101
Two or more races	0	0	0	2	2
Race and ethnicity unknown	0	1	0	7	8
Total men	6	9	1	123	139
Women					
Nonresident alien	0	0	0	1	1
Hispanic/Latino	0	0	1	39	40
American Indian or Alaska Native	0	0	1	3	4
Asian	0	0	0	8	8
Black or African American	0	0	0	0	0

Native Hawaiian or Other Pacific Islander	0	0	0	1	1
White	8	4	3	152	167
Two or more races	0	1	0	2	3
Race and ethnicity unknown	0	1	0	12	13
Total women	8	6	5	218	237
Total (men+women)	14	15	6	341	376

Part D - Part-time staff

**Number of part-time staff
by occupational category, gender, and race/ethnicity**

As of November 1, 2012

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Management Occupations	Business and Financial Operations Occupations	Computer, Engineering, and Science Occupations	Community Service, Legal, Arts, and Media Occupations	Healthcare Practitioners and Technical Occupations
Men					
Nonresident alien	0	3	9	0	0
Hispanic/Latino	0	9	6	5	0
American Indian or Alaska Native	1	1	2	0	0
Asian	0	3	5	0	0
Black or African American	0	1	1	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	5	43	110	34	8
Two or more races	0	0	1	0	0
Race and ethnicity unknown	0	5	4	3	0
Total men	6	65	138	42	9
Women					
Nonresident alien	0	6	3	0	0
Hispanic/Latino	0	19	20	10	2
American Indian or Alaska Native	0	1	1	0	0
Asian	0	10	16	2	3
Black or African American	0	0	3	1	0

Native Hawaiian or Other Pacific Islander	0	1	0	0	0
White	5	122	102	63	44
Two or more races	0	0	1	1	0
Race and ethnicity unknown	0	3	3	3	1
Total women	5	162	149	80	50
Total (men+women)	11	227	287	122	59

Part D - Part-time staff

**Number of part-time staff
by occupational category, gender, and race/ethnicity**

As of November 1, 2012

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Natural Resources, Construction, and Maintenance Occupations	Production, Transportation, and Material Moving Occupations	Grand Total (All part-time staff)
Men						
Nonresident alien	0	0	0	0	0	28
Hispanic/Latino	20	1	7	1	2	81
American Indian or Alaska Native	0	0	1	0	0	9
Asian	4	0	3	0	0	41
Black or African American	5	0	0	1	1	19
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	88	2	24	5	5	758
Two or more races	2	0	3	0	0	8
Race and ethnicity unknown	16	2	5	4	0	78
Total men	135	5	43	11	8	1,022
Women						
Nonresident alien	0	0	2	0	0	31
Hispanic/Latino	23	4	48	0	0	200
American Indian or Alaska Native	2	0	2	0	0	13
Asian	1	2	6	0	0	62
	5	0	5	0	0	23

Black or African American							
Native Hawaiian or Other Pacific Islander	0	0	0	0	0		3
White	111	16	148	1	2		1,093
Two or more races	0	0	6	0	0		13
Race and ethnicity unknown	34	7	12	0	1		102
Total women		176	29	229	1	3	1,540
Total (men+women)		311	34	272	12	11	2,562

Native Hawaiian or Other Pacific Islander										
White	415	229	0	16	13	9	20	0		702
Two or more races	25	16	0	2	1	0	0	0		44
Race and ethnicity unknown	41	16	0	0	3	0	1	0		61
Total women	773	475	0	23	38	14	32	2		1,357
Total (men+women)	1,615	1,178	0	52	63	20	51	5		2,984

Part E - Part-time staff

**Number of part-time staff
 by tenure status, medical school status and occupational category**

As of November 1, 2012

Medical school status and occupational category	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
Non-Medical							
Postsecondary Teachers	65	10	8	255	271	52	661
Instruction	65	10	8	197	269	0	549
Exclusively credit	65	10	8	160	265	0	508
Exclusively not-for-credit	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	37	4	0	41
Instruction/research/public service	0	0	0	0	0	0	0
Research	0	0	0	58	2	52	112
Public Service	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians	0	0	0	0	0	14	14
Librarians	0	0	0	0	0	13	13
Library Technicians	0	0	0	0	0	4	4
Other Teachers and Instructional Support Staff	0	0	0	0	0	308	308
Management Occupations	0	0	0	0	0	6	6
Business and Financial Operations Occupations	0	0	0	0	0	157	157
Computer, Engineering, and Science Occupations	0	0	0	0	0	208	208
Community Service, Legal, Arts, and Media Occupations	0	0	0	0	0	108	108
Healthcare Practitioners and Technical Occupations	0	0	0	0	0	42	42
Medical							
Postsecondary Teachers	26	4	0	136	1	12	179
Instruction	26	4	0	56	1	0	87
Exclusively credit	26	4	0	24	0	0	54
Exclusively not-for-credit							0

	0	0	0	0	0	0	
Combined credit/not-for-credit	0	0	0	32	1	0	33
Instruction/research/public service	0	0	0	0	0	0	0
Research	0	0	0	80	0	12	92
Public Service	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians	0	0	0	0	0	0	0
Librarians	0	0	0	0	0	2	2
Library Technicians	0	0	0	0	0	2	2
Other Teachers and Instructional Support Staff	0	0	0	0	0	33	33
Management Occupations	0	0	0	0	0	5	5
Business and Financial Operations Occupations	0	0	0	0	0	70	70
Computer, Engineering, and Science Occupations	0	0	0	0	0	79	79
Community Service, Legal, Arts, and Media Occupations	0	0	0	0	0	14	14
Healthcare Practitioners and Technical Occupations	0	0	0	0	0	17	17

Part E - Part-time staff

**Number of part-time staff
 by medical school status and occupational category**

As of November 1, 2012

Occupational category	Total	Non-Medical	Medical
<u>Service Occupations</u>	311	137	174
<u>Sales and Related Occupations</u>	34	34	0
<u>Office and Administrative Support Occupations</u>	272	199	73
<u>Natural Resources, Construction, and Maintenance Occupations</u>	12	12	0
<u>Production, Transportation, and Material Moving Occupations</u>	11	9	2
<u>Graduate Assistants</u>	2,984	2,888	96
<u>Teaching</u>	1,615	1,595	20
<u>Research</u>	1,178	1,106	72
<u>Management</u>	0	0	0
<u>Business and Financial Operations</u>	52	52	0
<u>Computer, Engineering, and Science</u>	63	63	0
<u>Community Service, Legal, Arts, and Media</u>	20	20	0
<u>Library and Instructional Support</u>	51	51	0
<u>Healthcare Practitioners and Technical</u>	5	1	4

Community Service, Legal, Arts, and Media		
Library and Instructional Support		51
Healthcare Practitioners and Technical		1
Total		4,800

Community Service, Legal, Arts, and Media		
Library and Instructional Support		0
Healthcare Practitioners and Technical		4
Total		746

Part H - New Hires - Full-time instructional staff

**Number of newly hired full-time permanent instructional staff
by tenure status, gender, and race/ethnicity
(Hired full time between July 1 and October 31, 2012 and
still on payroll of the institution as of November 1, 2012)**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
Men							
Nonresident alien	0	2	0	2	0	0	4
Hispanic/Latino	0	1	0	1	0	0	2
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	3	0	0	0	0	3
Black or African American	0	1	0	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	1	8	0	8	0	0	17
Two or more races	0	0	1	0	0	0	1
Race and ethnicity unknown	2	7	0	3	0	0	12
Total men	3	22	1	14	0	0	40
Women							
Nonresident alien	0	1	0	0	0	0	1
Hispanic/Latino	0	1	0	0	0	0	1
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	2	0	0	0	0	2
Black or African American	0	1	0	0	0	0	1

Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	3	8	0	7	0	0	18
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	3	13	0	7	0	0	23
Total (men+women)	6	35	1	21	0	0	63

Part H - New Hires - Full-time staff

**Number of newly hired full-time staff
 by occupational category, gender, and race/ethnicity
 (Hired full time between July 1 and October 31, 2012 and
 still on payroll of the institution as of November 1, 2012)**

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

Gender and race/ethnicity	Instructional Staff (carried forward from Part H, screen 1)	Postsecondary Teachers		Library and Instructional Support Occupations
		Research	Public Service	
Men				
Nonresident alien	4	15	0	0
Hispanic/Latino	2	1	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	3	0	0
Black or African American	1	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	17	16	0	1
Two or more races	1	0	0	0
Race and ethnicity unknown	12	2	0	0
Total men	40	37	0	2
Women				
Nonresident alien	1	11	0	0
Hispanic/Latino	1	0	0	2
American Indian or Alaska Native	0	0	0	1
Asian	2	2	0	0
Black or African American	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0

White	18			
		13	0	13
Two or more races	0			
		0	0	0
Race and ethnicity unknown	0			
		3	0	4
Total women	23	29	0	20
Total (men+women)	63	66	0	22

Part H - New Hires - Full-time non-instructional staff

**Number of newly hired full-time non-instructional staff
 by occupational category, gender, and race/ethnicity**

**(Hired full time between July 1 and October 31, 2012 and
 still on payroll of the institution as of November 1, 2012)**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Management Occupations	Business and Financial Operations Occupations	Computer, Engineering, and Science Occupations	Community Service, Legal, Arts, and Media Occupations	Healthcare Practitioners and Technical Occupations
Men					
Nonresident alien	0	0	4	0	16
Hispanic/Latino	0	1	1	2	9
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	2	0	17
Black or African American	0	1	0	1	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	10	18	5	52
Two or more races	0	0	0	0	3
Race and ethnicity unknown	0	2	1	2	3
Total men	0	14	26	10	102
Women					
Nonresident alien	0	3	0	0	13
Hispanic/Latino	1	0	1	0	4
American Indian or Alaska Native	1	0	1	0	1
Asian	0	0	0	2	23

Black or African American	0	3	0	0	1	
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	
White	0	14	9	1	46	
Two or more races	0	0	0	0	1	
Race and ethnicity unknown	1	1	1	1	9	
Total women		3	21	12	4	98
Total (men+women)		3	35	38	14	200

Part H - New Hires - Full-time non-instructional staff and Total New Hires

**Number of newly hired full-time non-instructional staff and Total new hires
by occupational category, gender, and race/ethnicity
(Hired full time between July 1 and October 31, 2012 and
still on payroll of the institution as of November 1, 2012)**

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Natural Resources, Construction, and Maintenance Occupations	Production, Transportation, and Material Moving Occupations	Grand Total (All full-time new hires)
Men						
Nonresident alien	0	0	0	0	0	39
Hispanic/Latino	3	0	2	0	0	21
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	25
Black or African American	0	0	0	0	0	6
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	6	1	4	7	0	137
Two or more races	1	0	0	0	0	5
Race and ethnicity unknown	2	0	0	2	0	26
Total men	12	1	6	9	0	259
Women						
Nonresident alien	0	0	0	0	0	28
Hispanic/Latino	2	0	4	0	0	15
American Indian or Alaska Native	0	0	0	0	0	4
Asian	0	0	1	0	0	30

Black or African American	0	0	0	0	0	5
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	0	0	15	1	0	130
Two or more races	1	1	0	0	0	3
Race and ethnicity unknown	3	0	6	0	0	29
Total women	6	1	26	1	0	244
Total (men+women)	18	2	32	10	0	503

Institution: University of Arizona (104179)

User ID: P1041791

Human Resources Survey Evaluation

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

Ag. Extension agents, Post Doctorates, What does IPEDS expect in Public Service, Clinical Faculty, Graduate Assistants who are not Research or teaching, Management positions.

Institution: University of Arizona (104179)

User ID: P1041791

Prepared by

This survey component was prepared by:

<input type="radio"/> Keyholder	<input type="radio"/> SFA Contact	<input type="radio"/> HR Contact	<input type="radio"/> Finance Contact	<input checked="" type="radio"/> Other
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Name:

Email:

How long did it take to prepare this survey component? hours minutes

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.

Summary

Human Resources Component Summary
(Applicable to Degree-granting institutions and Related Administrative Offices)

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 ExPT and sent to your institution's CEO in November 2013.

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 2012

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	9,752	2,562	10,606
Postsecondary Teachers	2,593	840	2,873
Instructional Staff	1,766	636	1,978
Instruction	1,766	636	1,978
Exclusively credit	1,766	562	1,953
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	74	25
Instruction/research/public service	0	0	0
Research	827	204	895
Public Service	0	0	0
Library and Instructional Support Occupations	785	376	910
Librarians, Curators, and Archivists	167	35	179
Archivists, Curators, and Museum Technicians	43	14	48
Librarians	63	15	68
Library Technicians	61	6	63
Other Teachers and Instructional Support Staff	618	341	732
Management Occupations	179	11	183
Business and Financial Operations Occupations	1,213	227	1,289
Computer, Engineering, and Science Occupations	1,357	287	1,453
Community Service, Legal, Arts, and Media Occupations	347	122	388
Healthcare Practitioners and Technical Occupations	783	59	803
Service Occupations	691	311	795
Sales and Related Occupations	38	34	49
Office and Administrative Support Occupations	1,316	272	1,407

**Number of staff by employment status and occupational category:
Fall 2012**

Natural Resources, Construction, and Maintenance Occupations	329	12	333
Production, Transportation, and Material Moving Occupations	121	11	125

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 2012-13**

Academic rank	Full-time instructional staff				Total employees for Salary reporting	Total Number of Months	Salary Outlays	Weighted average Salaries per month
	9-month contracts	10-month contracts	11-month contracts	12-month contracts				
All Ranks	1,383			153	1,536	14,283	\$144,601,707	\$10,124
Professor	549			77	626	5,865	\$77,087,134	\$13,144
Associate professor	392			31	423	3,900	\$35,198,867	\$9,025
Assistant professor	264			35	299	2,796	\$22,704,790	\$8,120
Instructor	49			1	50	453	\$1,845,759	\$4,075
Lecturer	123			9	132	1,215	\$7,495,157	\$6,169
No academic rank	6				6	54	\$270,000	\$5,000

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

Human Resources

University of Arizona (104179)

Source	Description	Severity	Resolved	Options
Screen: Salaries for non-instructional staff				
Perform Edits	The amount entered in Part G for Total salary outlays for Management Occupations (\$23,846,549) is outside the expected range of between \$4,928,000 and \$16,940,000 based on an estimated average salary of between \$32,000 and \$110,000 per individual for this category. Please fix your data or enter an explanation for this difference. (Error #1371)	Explanation	Yes	
Reason:	The Management category primarily contains the University's president, provost, vice presidents, vice provosts, deans and assistant/associate VP's along with select directors. High salary outliers including the Presidents, Vice President and Director for Athletics, and high profile dean salaries skew the distribution.			
Related Screens:	Salaries for non-instructional staff			