Human Resources 2016-17

Institution: Southwestern Oregon Community College (210155)

User ID: P2101551

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
- All staff must now be reported using the new IPEDS occupational categories, which align with the 2010 Standard Occupational Classfication (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.

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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. ONo Yes Does your institution have graduate assistants? If you answer Yes to this question, you will be provided the screens to report graduate assistants. Yes Does your institution have 15 or more full-time staff? ONo 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. ONo Yes Did your institution hire any full-time permanent staff who were included on the payroll of the institution between November 1, 2015 and October 31, 2016 either for the first time (new to the institution) or after a break in service? (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. ONo 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. Are ALL of the instructional staff military personnel? No Yes No OYes 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.

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

With <u>Faculty Status</u> Tenured

As of November 1, 2016

- •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		Ac	ademic Rar	nk		No academic	
		Associate	Assistant			rank	Total
	Professors	professors	professors	Instructors	Lecturers		
Nonresident alien		1		0			1
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White	9	2	. 2				13
Two or more races							0
Race and ethnicity unknown	1						1
Total men	10	3	2	0	0	0	15

Women							
Race/ethnicity		Ac	ademic Rar	<u>ık</u>		No academic	
			Assistant			rank	Total
	Professors	professors	professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native	1						1
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White	1	2	3				6
Two or more races							0
Race and ethnicity unknown	1						1
Total women	3	2	3	0	0	0	8
Total (men+women)	13	5	5	0	0	0	23
Total from prior year							32

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Race and ethnicity unknown

Total men

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

Number of <u>Full-time</u> <u>Instructional Staff</u> With <u>Faculty Status</u> On Tenure Track

As of November 1, 2016

- •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 No academic Race/ethnicity Academic Rank rank Associate Assistant Total Professors 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 9 White 1 1 1 6 0 Two or more races

1

0

10

0

0

7

1

Women							
Race/ethnicity		Ac	ademic Rar	ık		No academic	
	D (Assistant			rank	Total
	Professors	professors	professors	Instructors	Lecturers		
Nonresident alien							U
Hispanic/Latino							0
American Indian or Alaska Native			1				1
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White		1	1	8			10
Two or more races							0
Race and ethnicity unknown				1			1
Total women	0	1	2	9	0	0	12
Total (men+women)	1	2	3	16	0	0	22
Total from prior year							14

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

Number of <u>Full-time</u> <u>Instructional Staff</u> With <u>Faculty Status</u> Not on Tenure Track - <u>Multi-Year Contract</u>

- •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		Ac	ademic Rar	nk		No academic	
			Assistant			rank	Total
	Professors	professors	professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
<u>Asian</u>							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown						0	0
Total men	0	0	0	C	0	0	0

Women							
Gender and race/ethnicity		Ac	ademic Rar	ık		No academic	
			Assistant			rank	Total
	Professors	professors	professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown						0	0
Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0

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

Number of <u>Full-time</u> <u>Instructional Staff</u> With <u>Faculty Status</u> Not on Tenure Track - <u>Annual Contract</u>

- •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

Race/ethnicity			No academic				
			Assistant			rank	Total
	Professors	professors	professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
<u>Asian</u>							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White				4			4
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	0	4	. 0	0	4

			n	

Race/ethnicity		Ac		No academic			
	Professors		Assistant professors	Instructors	Lecturers	rank	Total
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
		1	1				
Total (men+women)	0	0	0	4	0	0	4
Total from prior year							

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

Number of <u>Full-time</u> <u>Instructional Staff</u> With <u>Faculty Status</u>

Not on Tenure Track - Less-than-annual Contract

- •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		Ac	ademic Rar	<u>ık</u>		No academic	
		Associate	Assistant			rank	Total
	Professors	professors	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
<u>White</u>							0
Two or more races							0
Race and ethnicity unknown						0	0
Total men	0	0	0	0	0	0	0

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

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

Number of <u>Full-time</u> <u>Instructional Staff</u> With Faculty Status

Not on Tenure Track - Indefinite duration contract

As of November 1, 2016

- •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

111011							
Gender and race/ethnicity		Ac	ademic Rar	nk		No academic	
·		Associate	Assistant			rank	Total
	Professors	professors	professors	Instructors	Lecturers		. 0 (0.
Nonresident alien							0
Hispanic/Latino				1			1
American Indian or Alaska Native							0
<u>Asian</u>							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White	1			1			2
Two or more races							0
Race and ethnicity unknown							0
Total men	1	C	0	2	0	0	3

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Gender and race/ethnicity	Academic Rank					No academic	
			Assistant			rank	Total
	Professors	professors	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 women	1	0	0	0	0	0	1
Total (men+women)	2	0	0	2	. 0	0	4

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2016

- •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			
wen			

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	
<u>White</u>	
Two or more races	
Race and ethnicity unknown	0
Total men	0

Women

Total from prior year

vvomen	
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	0
Total women	0
Total (men+women)	0

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

As of November 1, 2016

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

	With <u>Faculty Status</u>					Without		
	Tenured	ured On Not on Tenure Track			Faculty			
			Multi-year	<u>Annual</u>	Less-than-annual	<u>Indefinite</u>	Status	
		<u>Track</u>		<u>contract</u>	<u>contract</u>	duration		
						(continuing or at		
Landa alta esta esta esta esta esta esta esta es	23	22	0	1	0	<u>-will)</u>	0	53
Instructional staff	23	22	U	4	U	4	U	55
Total carried forward from	23	22	0	4	0	4	0	53
previous screens								
Primarily Instruction	23	22	0	4	0	4	0	
Exclusively credit	21	22		4		4		51
Exclusively not-for-credit								0
Combined credit/not-for- credit	2							2
Instruction/research/public service staff								0

Total number of Full-time Instructional Staff							
As of November 1, 2016							
Race/ethnicity	Total men	Total women	Total (men+women)				
Nonresident alien	2	0	2				
Hispanic/Latino	1	0	1				
American Indian or Alaska Native	0	2	2				
Asian	0	0	0				
Black or African American	0	0	0				
Native Hawaiian or Other Pacific Islander	0	0	0				
White	28	17	45				
Two or more races	0	0	0				
Race and ethnicity unknown	1	2	3				
Total	32	21	53				
Total from prior year			54				

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

Number of <u>Full-time</u> Non-instructional by Occupational Category

As of November 1, 2016

- •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	2		
Hispanic/Latino	1		
American Indian or Alaska Native	0		
Asian	0		
Black or African American	0		
Native Hawaiian or Other Pacific Islander	0		
White	28		9
Two or more races	0		
Race and ethnicity unknown	1		
Total men	32	0	9

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Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
0		
0		
2		1
0		
0		
0		
17		8
0		1
2		1
21	0	11
53	0	20
54		21
	(carried forward from Part A) 0 0 2 0 0 17 0 2 21	(carried forward from Part A) 0 0 0 2 0 0 0 17 0 2 21 0 53

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

Number of <u>Full-time</u> Non-instructional St by Occupational Category

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

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				
<u>Asian</u>				
Black or African American				
Native Hawaiian or Other Pacific Islander				
White				
Two or more races				
Race and ethnicity				
unknown				
Total men	0	0	C	0

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Race/ethnicity	Archivists, Curators, and	Librarians	Library	Student and Academic Affairs and Other
	Museum Technicians	25-4020	Technicians	Education Services Occupations
	25-4010		25-4030	25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino				
American Indian or Alaska Native				
Asian				
Black or African American				
Native Hawaiian or Other Pacific Islander				
White			2	2
Two or more races				
Race and ethnicity unknown				
Total women	0	0	2	2
Total (men+women)	0	⊕ 0	2	2
Total from prior year		1	1	2

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

by Occupational Category

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

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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			2		
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	11		8		
Two or more races					
Race and ethnicity unknown	2		1		
Total men	13	0	11	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	1				
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	22	2	2	1	
Two or more races					
Race and ethnicity unknown					
Total women	23	2	2	1	0
		_			_
Total (men+women)	36	2	13	1	0
Total from prior year	30	2	11	3	

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

Production,

Transportation,

Grand

Total

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

Men				
Race/ethnicity	Service Occupations	Sales and	Office and	Natural Resources,
	31-0000 + 33-0000 + 35-0000 + 37-0000	Related	Administrative	Construction, and
	+ 39-0000	Occupations	Support	Maintenance
		41-0000	Occupations	Occupations

	01 0000 00 0000 00 0000 01 0000	i tolatou	, tarring notice at to	Condition, and	rianoportation,	. Otal	
	+ 39-0000	Occupations	Support	Maintenance	and Material	(All full-	
		41-0000	Occupations	Occupations	Moving	time	
			43-0000	45-0000 + 47-0000 + 49-	Occupations	staff)	
				0000	51-0000 + 53-		
					0000		
Nonresident						2	
alien							
Hispanic/Latino						1	

<u>American</u>	1			3
Indian or				
Indian or Alaska Native				
<u>Asian</u>				0
Black or African American				0
African				
American				

0 Native Hawaiian or Other Pacific Islander 77 White 10

0 Two or more races Race and ethnicity unknown

Total men	12	0	10	0	0	87
Women						

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Administrative	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-	Production, Transportation, and Material Moving Occupations 51-0000 + 53-	Grand Total (All full- time staff)
Nonresident				0000	0000	0
alien						ŭ
Hispanic/Latino			1			1
American Indian or Alaska Native	1	1				5
Asian						0
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White	6	3 1	40			103
Two or more races						1
			2			5

Race and ethnicity unknown Total women	7	1	43	0	0	115
Total	19	1	53	0	0	202
(men+women) Total from prior year	17	1	50			193

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

Status								
	Numb	er of <u>Fu</u>	<u>III-time</u> No	n-instruc	tional Staff			
		As	of Novemb	oer 1, 201	6			
Occupational category			W	ith <u>Facult</u>	y Status		Without	Total
	Tenured	<u>On</u>		No	t on Tenure Track		Faculty	
			Multi-year		Less-than-annual	Indefinite	Status	
		Track		contract	contract	duration (continuing or		
						at-will)		
Research staff								0
Public Service staff							20	20
Archivists, Curators, and Museum								0
<u>Technicians</u>								
25-4010 Librarians								0
25-4020								Ŭ
Library Technicians							2	2
25-4030								0
Student and Academic Affairs							2	2
and Other Education Services								
Occupations 25-2000 + 25-3000 + 25-9000								
Management Occupations							36	36
11-0000								
Business and Financial							2	2
Operations Occupations 13-0000								
Computer, Engineering, and							13	13
Science Occupations								
<u>15-0000 + 17-0000 +</u> 19-0000								
Community, Social Service,							1	1
Legal, Arts, Design, Entertainment, Sports, and Media								
Occupations								
21-0000 + 23-0000 + 27-0000								
Healthcare Practitioners and								0
Technical Occupations 29-0000								
Total	1 0	C	0	0	C	0	76	76
Tatal facus union								
Total from prior year	1						70	71

Part C - Full-time Summary

Summary of Full-time Staff

• Data will not be generated on this screen	until the r	elevant	screens in	the pre	vious section have	been comp	leted.	
Occupational category	With Faculty Status Without							Total
	Tenured				on Tenure Track		Faculty	
		Tenure Track		Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)	Status	
Primarily Instruction	23	22	0	4	. 0		0	53
Exclusively credit	21	22		4		4		51
Exclusively not-for-credit								0
Combined credit/not-for-credit	2							2
Instruction/research/public service staff								0
Research staff								0
Public Service staff							20	20
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians 25-4020								0
Library Technicians 25-4030							2	
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							2	2
Management Occupations 11-0000							36	36
Business and Financial Operations Occupations 13-0000							2	2
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							13	13
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							1	1
Healthcare Practitioners and Technical Occupations 29-0000								0
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000								19
Sales and Related Occupations 41-0000								1
Office and Administrative Support Occupations 43-0000								53
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000								0
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000								0
Total								202

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Part G - Salaries Worksheet

Number of Full-time Instructional Staff

For Calculation of Total Number of Months

Annual Salary, 2016-17

- •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	INDINIS WOLKED			Total				
academic rank	12 months	11 months	10 months	9	< 9 months	Staff	reporting	months
Men								
Professors	1			11		12	12	111
Associate professors				4		4	4	36
Assistant professors				3		3	3	27
Instructors	2			11		13	13	123
Lecturers						0	0	0
No academic rank						0	0	0
Total men	3	0	0	29	0	32	32	297
Total men full-time in	structiona	l staff fror	m Part A			32		
Women								
Professors	1			3		4	4	39
Associate professors				3		3	3	27
Assistant professors				5		5	5	45
Instructors				9		9	9	81
Lecturers						0	0	0
No academic rank						0	0	0
Total women	1	0	0	20	0	21	21	192
Total women full-time instructional staff from Part A					21			
Total (men + women)	4	0	0	49	0	53	53	489
Total (men +women)	full-time i	nstruction	al staff fro	m Part A		53		

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Part G - Salary Outlays for Instructional Staff

Salary Outlays

for Full-time Instructional Staff

Annual Salary Outlays, 2016-17

•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	Total staff for			Salary Outlays				Weighted average	
academic rank	salary reporting (from Part G, screen 1)	months (from F screen	Part G,	12 months	11 months	10 months		monthly salaries	
Men									
Professors		12	111	73,566			719,400		
Associate professors		4	36				239,500		
Assistant professors		3	27				170,700		
Instructors		13	123	142,984			524,440	5,426	
Lecturers		0	0						
No academic rank		0	0						
Total men		32	297	216,550	0	0	1,654,040	6,298	
Women									
Professors		4	39	73,566			194,500	6,873	
Associate professors		3	27	7 0,000			172,400		
Assistant professors		5	45				282,800		
Instructors		9	81				467,770	5,775	
Lecturers		0	0						
No academic rank		0	0						
Total women		21	192	73,566	0	0	1,117,470	6,203	
Total (men + women)		53	489	290,116	0	0	2,771,510	6,261	

72,529

Total (men + women)

Part G - Average Salary by academic rank

Part G - Average Salar	Part G - Average Salary by academic rank Average Salary by academic rank							
		_						
	TO	or <u>Full-time</u>	Instructiona	ai Staff				
	An	nual Avera	ge Salaries,	2016-17				
Gender and academic rank		Average	Salaries		Equated 9-month Average Salary			
	12 months	11 months	10 months	9 months				
Men								
Professors	73,566			65,400	64,548			
Associate professors				59,875	59,875			
Assistant professors				56,900	56,900			
Instructors	71,492			47,676	48,591			
Lecturers								
No academic rank								
Total men	72,183			57,036	56,764			
Women								
Professors	73,566			64,833	62,419			
Associate professors				57,467	57,467			
Assistant professors				56,560	56,560			
Instructors				51,974	51,974			
Lecturers								
No academic rank								
Total women	73,566			55,874	55,840			

56,561

56,398

Coccupational category	Part G - Salary Outlays for Non-instructional Staff								
Annual Salary Outlays, 2016-17 Occupational category Public Service staff Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000 Management Occupations 11-0000 Business and Financial Operations Occupations 15-0000 + 17-0000 + 19-0000 Computer, Engineering, and Science Occupations 21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations 21-0000 + 23-0000 + 35-0000 + 37-0000 + 39-0000 Service Occupations 10-0000 Service Occupations 11-0000 Service Occupations 12-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000 Service Occupations 13-0000	Salary Outlays								
Occupational category Number of full-time staff (carried forward from previous screens) Research staff	for Full-time Non-instruction	for Full-time Non-instructional Staff							
Occupational category Number of full-time staff (carried forward from previous screens) Research staff									
Occupational category Number of full-time staff (carried forward from previous screens) Research staff	Annual Salary Outlays 201	16-17							
Research staff Carried forward from previous screens		_	_						
Public Service staff 20 790,390	Occupational category	full-time staff (carried forward from previous screens)							
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	Research staff	-							
Services Occupations 25-4000 + 25-2000 + 25-9000	Public Service staff	20	790,390						
25-4000 + 25-2000 + 25-3000 + 25-9000 Management Occupations 36 2,368,038 11-0000 36 2,368,038 11-0000 37-0000 37-0000 Computer, Engineering, and Science Occupations 13 623,321 15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 1 46,228 and Media Occupations 21-0000 + 27-0000 Healthcare Practitioners and Technical Occupations 29-0000 Service Occupations 19 658,157 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000 Sales and Related Occupations 1 34,736 41-0000 34-0000 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 0		4	131,465						
Service Occupations Service Occupations									
13 13 13 13 13 15 15 10 10 15 15 15 15		36	2,368,038						
15-0000 + 17-0000 + 19-0000 19-00000 19-		2	120,642						
and Media Occupations 21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations 0 29-0000 19 Service Occupations 19 658,157 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000 1 34,736 Sales and Related Occupations 1 34,736 41-0000 53 2,035,642 43-0000 Natural Resources, Construction, and Maintenance Occupations 0 45-0000 + 47-0000 + 49-0000 Production, Transportation, and Material Moving Occupations 0	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	13	623,321						
Service Occupations 19 658,157 31-0000 + 33-0000 + 35-0000 + 39-0000 Sales and Related Occupations 1 34,736 41-0000 Office and Administrative Support Occupations 53 2,035,642 43-0000 Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000 Production, Transportation, and Material Moving Occupations 0	and Media Occupations	1	46,228						
31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000 Sales and Related Occupations 1 34,736 41-0000 Office and Administrative Support Occupations 53 2,035,642 43-0000 Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000 Production, Transportation, and Material Moving Occupations 0		0							
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 0	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	19	658,157						
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 0	Sales and Related Occupations	1	34,736						
45-0000 + 47-0000 + 49-0000 Production, Transportation, and Material Moving Occupations	Office and Administrative Support Occupations	53	2,035,642						
Production, Transportation, and Material Moving Occupations	Natural Resources, Construction, and Maintenance Occupations	0							
	Production, Transportation, and Material Moving Occupations	0							

User ID: P2101551

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

As of November 1, 2016

- •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	1		
American Indian or Alaska Native	1		
Asian			
Black or African American	1		
Native Hawaiian or Other Pacific Islander			
<u>White</u>	36		
Two or more races			
Race and ethnicity unknown	12		
Total men	51	0	0

Women			
Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino	2		
American Indian or Alaska Native	3		
Asian	2		
Black or African American			
Native Hawaiian or Other Pacific Islander	1		1
White	50		7
Two or more races	1		
Race and ethnicity unknown	9		
Total women	68	0	8
Total (men+women)	119	0	8
Total from prior year	128		4

User ID: P2101551

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

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

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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					0
American Indian or Alaska Native					0
<u>Asian</u>					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	O	0	0	C	0

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VVOITIETT					
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					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				1	1
Total women	0	0	0	2	2
Total (men+women)	O	0	0	2	2
Total from prior year				3	3

User ID: P2101551

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

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

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					
<u>Asian</u>					
Black or African					
American					
Native Hawaiian					
or Other Pacific					
<u>Islander</u>					
<u>White</u>					
Two or more					
races					
Race and ethnicity unknown					
Total men	0	0	0	0	0

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

User ID: P2101551

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

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

MEH						
Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000		Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53-	Grand Total (All part- time staff)
Nonresident alien						0
Hispanic/Latino)					1
American Indian or Alaska Native						1
Asian						0
Black or African American						1
Native Hawaiian or Other Pacific Islander						0
White	•	6	2	2		44
Two or more races						0
Race and ethnicity unknown						12
Total men		6 () 2	2 () (59

Women						
Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000		Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						0
Hispanic/Latino						2
American Indian or Alaska Native						3
Asian						2
Black or African American						0
Native Hawaiian or Other Pacific Islander						2
White	4		7			70
Two or more races						1
Race and ethnicity unknown	2	2				12

Total women	6	0	7	0	0	92
Total (men+women)	12	0	9	0	0	151
Total from prior year	12		6			154

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

Part E - Part-time Staff by Occupational Category and Tenure Status Number of Part-time Staff										
	Nu	ımber o	T Part-tim	e Starr						
	Α	s of No	vember 1,	2016						
					~		\			
Occupational category			Wit	h <u>Faculty</u>			Without Faculty	Tota		
	Tenured		Multi ve on		on Tenure Track	Indofinite	Status			
		Track	<u>iviuiti-year</u>	contract	Less-than-annual contract	Indefinite duration	Ctatac			
				<u> </u>	<u> </u>	(continuing				
						or at-will)	440	446		
Primarily Instruction	0	0	0	0	0	0	119			
Exclusively credit								0		
								C		
Exclusively not- for-credit										
Combined							119	119		
credit/not-for-credit Instruction/research/public service staff								C		
Research staff								C		
Public Service staff							8	8		
Archivists, Curators, and Museum							U	C		
Technicians 25-4010										
Librarians								C		
25-4020										
<u>Library Technicians</u> 25-4030								C		
Student and Academic Affairs and							2	2		
Other Education Services Occupations 25-2000 + 25-3000 + 25-9000										
Management Occupations 11-0000								(
Business and Financial Operations							1	1		
Occupations 13-0000										
Computer, Engineering, and Science								C		
Occupations 15-0000 + 17-0000 + 19-0000										
Community, Social Service, Legal, Arts,								C		
Design, Entertainment, Sports, and Media Occupations										
21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical								C		
Occupations										
29-0000 Total	0	0	0	0	0	0	130	130		
Total from prior year	0							136		
Total Holli phor year	U	U					130	130		

Part F - Part-time Summary

Part F - Part-time Summary	Summ	ary of	Part-time	Staff				
	As of	f Nove	ember 1, 2	2016				
Occupational category	Т	On enure Track			on Tenure Track Less-than-annua	duration (continuing	Without Faculty Status	Total
Primarily Instruction	0	0	(0		or at-will)	119	119
Exclusively credit Exclusively not-for-credit Combined credit/not-for-credit							119	0 0 119 0
Instruction/research/public service staff Research staff								0
Public Service staff							8	8
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians 25-4020								0
Library Technicians 25-4030								0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							2	
Management Occupations 11-0000								0
Business and Financial Operations Occupations 13-0000							1	1
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000								0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000								0
Healthcare Practitioners and Technical Occupations 29-0000								0
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000								12
Sales and Related Occupations 41-0000								0
Office and Administrative Support Occupations 43-0000								9
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000								0
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000								0
Total								151

User ID: P2101551

Part H - New Hires, Full-time Instructional Staff by Tenure Status

Number of Newly Hired Full-time Permanent Instructional Staff

- •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

Race/ethnicity		With Faculty Status							
	Tenured	Tenured On Not on Tenure Track					Faculty		
		Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at- will)	Status		
Nonresident alien		1						1	
Hispanic/Latino								0	
American Indian or Alaska Native								0	
Asian								0	
Black or African American								0	
Native Hawaiian or Other Pacific Islander								0	
White		4	ļ	4				8	
Two or more races								0	
Race and ethnicity unknown								0	
Total men	0	5	0	4	C	0	0	9	

Women									
Race/ethnicity		With Faculty Status							
Ť	Tenured	Tenured On Not on Tenure Track							
		Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at- will)	Status		
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		5						5	
Two or more races								0	
Race and ethnicity unknown								0	
Total women	0	5	0	0	0	0	C) 5	
Total (men+women)	0	10	0	4	0	0	C)	
rotar (month womon)								14	

User ID: P2101551

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

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

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	1			
Hispanic/Latino	0			
American Indian or Alaska Native	0			
<u>Asian</u>	0			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	8			
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	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	5		2	
Two or more races	0			
Race and ethnicity unknown	0			
Total women	5	0	2	0
	4.4	0	2	0
Total (men+women)	14	0	2	0

User ID: P2101551

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

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

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					20 0000
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	1	0	0	0	0

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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	2				
Two or more races					
Race and ethnicity unknown					
Total women	2	0	0	0	0
Total (men+women)	3	0	0	0	0

User ID: P2101551

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

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

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Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000		Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident						1
alien						0
Hispanic/Latino	<u>)</u>					0
American Indian or Alaska Native						0
<u>Asian</u>						0
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White		3				12
Two or more races						0
Race and ethnicity unknown						0
Total men		3 (0	C	C	13

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Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000		Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						0
Hispanic/Latino						0
American Indian or Alaska Native						0
Asian						0
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White	2	2	4	1		15
Two or more races						0
						0

Race and ethnicity unknown Total women	2	0	4	0	0	15
Total (men+women)	5	0	4	0	0	28

Human Resources Survey Evaluation Were any staff members difficult to categorize? If so, please explain in the box below.				
	ĺ			

User ID: P2101551

Prepared by

This survey compor	ent was prepared by:		
O Keyhold	der O	SFA Contact	HR Contact
O Finance	e Contact O	Academic Library Contact O	Other
Name: Lisa Fl	etcher Gordon		
Email: Ifletche	er@socc.edu		
How long did it take to survey component?	prepare this 16	shours	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

User ID: P2101551

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.

Occupational category	Reported	FTE staff	
	Number of full-time staff	Number of part-time staff	
Total number of staff	202	151	252
Instructional Staff	53	119	93
Primary Instruction	53	119	93
Exclusively credit	51	0	51
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	2	119	42
Instruction/research/public service	0	0	0
Research Staff	0	0	0
Public Service Staff	20	8	23
Library and Student and Academic Affairs and Other Education Services Occupations SOC	4	2	5
Librarians, Curators, and Archivists SOC 25-4000	2	0	2
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	0
Librarians SOC 25-4020	0	0	0
Library Technicians SOC 25-4030	2	0	2
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	2	2	3
Management Occupations SOC 11-0000	36	0	36
Business and Financial Operations Occupations SOC 13-0000	2	1	2
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	13	0	13
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	1	0	1
Healthcare Practitioners and Technical Occupations SOC 29-0000	0	0	0
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	19	12	23
Sales and Related Occupations SOC 41-0000	1	0	1
Office and Administrative Support Occupations SOC 43-0000	53	9	56
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	0	0	0

Number of staff by employment status and occupational category: Fall 2016					
Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	0	0	0		

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 2016-17

Academic rank	Months Covered by Annual Salary			Total Staff	Total		Weighted	
	12 months	11 months	10 months	9 months	for Salary reporting	Number of Months	Salary Outlays	Average Monthly Salaries
All Ranks	4			49	53	489	\$3,061,626	\$6,261
Professor	2			14	16	150	\$1,061,032	\$7,074
Associate professor				7	7	63	\$411,900	\$6,538
Assistant professor				8	8	72	\$453,500	\$6,299
Instructor	2			20	22	204	\$1,135,194	\$5,565
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.

Institution: Southwestern Oregon Community College (210155)

Edit Report User ID: P2101551

Human Resources

Southwestern Oregon Community College (210155)

Source	Description	Severity	Resolved	Options			
Screen: B1 - FT Non-instructional, Occupation- 2							
•	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes				
Reason: Librarian position was vacant until January.							
Screen: B2 - FT Non-instructional, Occupation and Tenure - 1							
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes				
Reason:	Librarian position was vacant until January.						
Screen: H - New Hires Instructional, Tenure							
Perform Edits	The total number of new hires (14) is outside the expected range of between -1 and 7 based on the number of full-time staff reported in the prior year and the number of full-time staff reported in part A. Please correct your data or explain. (Error #1393)	Explanation	Yes				
Reason:	Reason: The number of retirements last year were greater than previous years.						