

Institution: Florida Agricultural and Mechanical University (133650)
User ID: P1336501

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 2018 Standard Occupational Classification (SOC) codes. Additional information and resources can be found in the [IPEDS HR/SOC Information Center](#), including general information about the SOC, the IPEDS/SOC crosswalk, a SOC Browse Tool, Frequently Asked Questions, and Web Tutorials.
- To access your prior year data submission for this component: [Reported Data](#)

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

Human Resources Screening Questions

Does your institution have any part-time staff?

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

No

Yes

Does your institution have graduate assistants?

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

No

Yes

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

No

Yes

Does your institution have a tenure system?

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

No

Yes

Did your institution hire any **full-time permanent staff** who were included on the payroll of the institution between **November 1, 2017 and October 31, 2018** either for the **first time** (new to the institution) or **after a break in service**? Do not exclude persons who were no longer on the payroll as of November 1, 2018. (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

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

No

Yes

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

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

No

Yes

Are ALL of the instructional staff military personnel?

No

Yes

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

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

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

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

As of November 1, 2018

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

Men

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
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 men	0	0	0	0	0	0	0

Women

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

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

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

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

As of November 1, 2018

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

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

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

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

**Number of Full-time Instructional Staff
 With Faculty Status
 Not on Tenure Track - Indefinite duration contract**

As of November 1, 2018

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

Men

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
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 men	0	0	0	0	0	0	0

Women

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

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

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2018

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

Men

Race/ethnicity	Without Faculty Status
Nonresident alien	
Hispanic/Latino	1
American Indian or Alaska Native	
Asian	
Black or African American	5
Native Hawaiian or Other Pacific Islander	
White	
Two or more races	
Race and ethnicity unknown	
Total men	6

Women

Race/ethnicity	Without Faculty Status
Nonresident alien	
Hispanic/Latino	
American Indian or Alaska Native	
Asian	
Black or African American	28
Native Hawaiian or Other Pacific Islander	
White	1
Two or more races	
Race and ethnicity unknown	
Total women	29

Total (men+women)	35
Total from prior year	

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2018

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	34	17	51
Hispanic/Latino	11	8	19
American Indian or Alaska Native	2	0	2
Asian	20	9	29
Black or African American	186	235	421
Native Hawaiian or Other Pacific Islander	0	0	0
White	63	30	93
Two or more races	1	0	1
Race and ethnicity unknown	0	0	0
Total	317	299	616
Total from prior year			552

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2018

•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	34	4	
Hispanic/Latino	11	1	
American Indian or Alaska Native	2		
Asian	20	5	1
Black or African American	186	4	1
Native Hawaiian or Other Pacific Islander	0		
White	63	2	
Two or more races	1		
Race and ethnicity unknown	0		
Total men	317	16	2

Women

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	17	2	
Hispanic/Latino	8		
American Indian or Alaska Native	0		
Asian	9	1	
Black or African American	235	6	11
Native Hawaiian or Other Pacific Islander	0		
White	30	1	
Two or more races	0		
Race and ethnicity unknown	0		
Total women	299	10	11

Total (men+women)	616	26	13
Total from prior year	552	36	32

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino			1	
American Indian or Alaska Native				
Asian		1		
Black or African American		3	7	21
Native Hawaiian or Other Pacific Islander				
White			1	
Two or more races				
Race and ethnicity unknown				
Total men	0	4	9	21

Women

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
Nonresident alien				1
Hispanic/Latino		1		1
American Indian or Alaska Native				
Asian		2		
Black or African American		4	14	60
Native Hawaiian or Other Pacific Islander				
White		3		4
Two or more races				
Race and ethnicity unknown				
Total women	0	10	14	66
Total (men+women)	0	14	23	87
Total from prior year		18	25	83

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	4	1	1		
Hispanic/Latino		1			
American Indian or Alaska Native					
Asian	3		2		
Black or African American	93	12	26	25	1
Native Hawaiian or Other Pacific Islander					
White	14	2	6	10	
Two or more races			1		
Race and ethnicity unknown					
Total men	114	16	36	35	1

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	1	3	2	1	
Hispanic/Latino					
American Indian or Alaska Native					
Asian	3		4		
Black or African American	149	54	27	23	2
Native Hawaiian or Other Pacific Islander					
White	9	3	6	2	
Two or more races	1				
Race and ethnicity unknown					
Total women	163	60	39	26	2
Total (men+women)	277	76	75	61	3
Total from prior year	290	84	78	57	5

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

**Number of Full-time Non-instructional Staff
 by Occupational Category**

As of November 1, 2018

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

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien	1					45
Hispanic/Latino						14
American Indian or Alaska Native	1					3
Asian						32
Black or African American	109		26		7	4
Native Hawaiian or Other Pacific Islander						0
White	9		2		1	110
Two or more races						2
Race and ethnicity unknown						0
Total men	120	0	28	8	4	731

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien	1			1		29
Hispanic/Latino				3		13
American Indian or Alaska Native				2		2
Asian	1					20
Black or African American	45	1	171		1	803
Native Hawaiian or Other Pacific Islander						0
White				7		65
Two or more races						1
						0

Race and ethnicity unknown						
Total women	47	1	184	1	0	933
Total (men+women)	167	1	212	9	4	1,664
Total from prior year	190	1	210	10	4	1,675

Part G1 - Salaries Worksheet

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

Annual Salary, 2018-19

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

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Men							
Professors	37			74		111	111
Associate professors	23			56		79	79
Assistant professors	21		2	53		76	76
Instructors	9		4	15		28	28
Lecturers						0	0
No academic rank	23					23	23
Total men	113	0	6	198	0	317	317
Total men full-time instructional staff from Part A						317	
Women							
Professors	25			27		52	52
Associate professors	29			44		73	73
Assistant professors	31		2	42		75	75
Instructors	22		27	29		78	78
Lecturers						0	0
No academic rank	21					21	21
Total women	128	0	29	142	0	299	299
Total women full-time instructional staff from Part A						299	
Total (men+women)	241	0	35	340	0	616	616
Total (men+women) full-time instructional staff from Part A						616	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays for Full-time Instructional Staff

Annual Salary Outlays, 2018-19

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

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays				Equated 9 months
		12 months	11 months	10 months	9 months	
Men						
Professors	111	4,474,683			7,857,799	11,213,811
Associate professors	79	2,319,632			4,304,825	6,044,549
Assistant professors	76	1,795,362		106,232	3,684,412	5,126,542
Instructors	28	668,989		180,603	786,062	1,450,346
Lecturers	0					0
No academic rank	23	1,119,290				839,468
Total men	317	10,377,956	0	286,835	16,633,098	24,674,717
Women						
Professors	52	3,208,262			2,684,974	5,091,171
Associate professors	73	2,917,618			3,334,217	5,522,431
Assistant professors	75	2,701,990		110,749	2,788,893	4,915,060
Instructors	78	1,717,410		1,051,798	1,743,764	3,978,440
Lecturers	0					0
No academic rank	21	953,573				715,180
Total women	299	11,498,853	0	1,162,547	10,551,848	20,222,280
Total (men + women)	616	21,876,809	0	1,449,382	27,184,946	44,896,997

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank
 for Full-time Instructional Staff

Annual Average Salaries, 2018-19

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				Equated 9 months
		12 months	11 months	10 months	9 months	
Men						
Professors	111	120,937		106,186		101,025
Associate professors	79	100,854		76,872		76,513
Assistant professors	76	85,493		53,116	69,517	67,455
Instructors	28	74,332		45,151	52,404	51,798
Lecturers	0					
No academic rank	23	48,665				36,499
Total men	317	91,840		47,806	84,006	77,838
Women						
Professors	52	128,330		99,443		97,907
Associate professors	73	100,608		75,778		75,650
Assistant professors	75	87,161		55,375	66,402	65,534
Instructors	78	78,064		38,955	60,130	51,006
Lecturers	0					
No academic rank	21	45,408				34,056
Total women	299	89,835		40,088	74,309	67,633
Total (men+women)	616	90,775		41,411	79,956	72,885

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays

for Full-time Non-instructional Staff

Annual Salary Outlays, 2018-19

Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
Research staff	26	1,299,441
Public Service staff	13	596,588
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	124	4,746,185
Management Occupations 11-0000	277	24,107,800
Business and Financial Operations Occupations 13-0000	76	3,614,723
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	75	4,066,041
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	61	3,725,653
Healthcare Practitioners and Technical Occupations 29-0000	3	163,958
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	167	5,115,899
Sales and Related Occupations 41-0000	1	28,744
Office and Administrative Support Occupations 43-0000	212	8,427,353
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	9	377,969
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	4	117,720

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2018

- 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	3		
Hispanic/Latino	4		
American Indian or Alaska Native			
Asian	1		
Black or African American	32		
Native Hawaiian or Other Pacific Islander			
White	14		
Two or more races			
Race and ethnicity unknown			
Total men	54	0	0
Women			
Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino	5		
American Indian or Alaska Native			
Asian	1		
Black or African American	58		
Native Hawaiian or Other Pacific Islander			
White	17		
Two or more races			
Race and ethnicity unknown			
Total women	81	0	0
Total (men+women)	135	0	0
Total from prior year	131		

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2018

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

Men

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

Women

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

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

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Women

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

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

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2018

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

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						3
Hispanic/Latino						4
American Indian or Alaska Native						0
Asian						1
Black or African American						32
Native Hawaiian or Other Pacific Islander						0
White						14
Two or more races						0
Race and ethnicity unknown						0
Total men	0	0	0	0	0	54

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						0
Hispanic/Latino						5
American Indian or Alaska Native						0
Asian						1
Black or African American				1		60
Native Hawaiian or Other Pacific Islander						0
White						17
Two or more races						0
Race and ethnicity unknown						0

Total women	0	0	1	0	0	83
Total (men+women)	0	0	1	0	0	137
Total from prior year			1			133

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Teaching 25-9044	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	8	18		28
Hispanic/Latino		2		2
American Indian or Alaska Native				0
Asian				1
Black or African American	2	5		32
Native Hawaiian or Other Pacific Islander				0
White		2		5
Two or more races				0
Race and ethnicity unknown				0
Total men	10	27		68

Women

Race/ethnicity	Teaching 25-9044	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	1	3		19
Hispanic/Latino				0
American Indian or Alaska Native				0
Asian		1		2
Black or African American	5	17		79
Native Hawaiian or Other Pacific Islander				0
White	1			6
Two or more races				0
Race and ethnicity unknown				0
Total women	7	21		106
Total (men+women)	17	48		174
Total from prior year	14	43		146

105

134

239

203

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

Number of Part-time Staff

As of November 1, 2018

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	1	0	0	4	0	0	130	135
? Exclusively credit	1			4			130	135
? Exclusively not-for-credit								0
Combined credit/not-for-credit								0
<u>Instruction/research/public service staff</u>								0
<u>Research staff</u>								0
<u>Public Service staff</u>								0
<u>Archivists, Curators, and Museum Technicians</u>								0
25-4010								0
<u>Librarians and Media Collections Specialists</u>								0
25-4020								0
<u>Library Technicians</u>								0
25-4030								0
? <u>Student and Academic Affairs and Other Education Services Occupations</u>								0
25-2000 + 25-3000 + 25-9000								0
<u>Management Occupations</u>							1	1
11-0000								0
<u>Business and Financial Operations Occupations</u>								0
13-0000								0
<u>Computer, Engineering, and Science Occupations</u>								0
15-0000 + 17-0000 + 19-0000								0
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u>								0
21-0000 + 23-0000 + 27-0000								0
<u>Healthcare Practitioners and Technical Occupations</u>								0
29-0000								0
Total	1	0	0	4	0	0	131	136
Total from prior year	1	0		3			128	132

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

Total

376

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

(Hired full-time between November 1, 2017 - October 31, 2018)

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

Men								
Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien				3				3
Hispanic/Latino								0
American Indian or Alaska Native								0
Asian								0
Black or African American	2	4		6				12
Native Hawaiian or Other Pacific Islander								0
White		2		4				6
Two or more races								0
Race and ethnicity unknown								0
Total men	2	6	0	13	0	0	0	21

Women								
Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien			3		2			5
Hispanic/Latino					1			1
American Indian or Alaska Native								0
Asian			1		1			2
Black or African American	1	5		22				28
Native Hawaiian or Other Pacific Islander								0
White				1				1
Two or more races								0
Race and ethnicity unknown								0
Total women	1	9	0	27	0	0	0	37
Total (men+women)	3	15	0	40	0	0	0	58

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2017 - October 31, 2018)

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

Men

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	3	2		
Hispanic/Latino	0			
American Indian or Alaska Native	0			
Asian	0			
Black or African American	12			2
Native Hawaiian or Other Pacific Islander	0			
White	6			
Two or more races	0			
Race and ethnicity unknown	0			
Total men	21	2	0	2

Women

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	5			
Hispanic/Latino	1			
American Indian or Alaska Native	0			
Asian	2			
Black or African American	28			3
Native Hawaiian or Other Pacific Islander	0			
White	1			
Two or more races	0			
Race and ethnicity unknown	0			
Total women	37	0	0	3
Total (men+women)	58	2	0	5

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2017 - October 31, 2018)

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	1		1		
Hispanic/Latino					
American Indian or Alaska Native					
Asian					
Black or African American	8	1		3	
Native Hawaiian or Other Pacific Islander					
White	1			2	
Two or more races			1		
Race and ethnicity unknown					
Total men	10	1	2	5	0

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian					
Black or African American	4	2	1	3	1
Native Hawaiian or Other Pacific Islander					
White	1			1	
Two or more races					
Race and ethnicity unknown					
Total women	5	2	1	4	1

Total (men+women)	15	3	3	9	1
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Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2017 - October 31, 2018)

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

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						7
Hispanic/Latino						0
American Indian or Alaska Native						0
Asian						0
Black or African American	1			2		29
Native Hawaiian or Other Pacific Islander						0
White				1	1	11
Two or more races						1
Race and ethnicity unknown						0
Total men	1	0	3	1	0	48

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						5
Hispanic/Latino						1
American Indian or Alaska Native						0
Asian						2
Black or African American	1			6		49
Native Hawaiian or Other Pacific Islander						0
White						3
Two or more races						0
						0

Race and ethnicity unknown							
Total women	1	0	6	0	0	60	
Total (men+women)	2	0	9	1	0	108	

Human Resources Survey Evaluation

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

Prepared by

The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data. The Keyholder will be copied on all email correspondence to other preparers.

The time it took to prepare this component is being collected so that we can continue to improve our estimate of the reporting burden associated with IPEDS. Please include in your estimate the time it took for you to review instructions, query and search data sources, complete and review the component, and submit the data through the Data Collection System.

Thank you for your assistance.

This survey component was prepared by:

<input type="radio"/> Keyholder	<input type="radio"/> SFA Contact	<input checked="" type="radio"/> HR Contact
<input type="radio"/> Finance Contact	<input type="radio"/> Academic Library Contact	<input type="radio"/> Other
Name: Lakeisha Brooks		
Email: lakeisha.brooks@famuc.edu		

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

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

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

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

Summary**Human Resources Component Summary**

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the [Data Center](#) and sent to your institution's CEO in November 2018.

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 2018**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,664	137	1,710
Instructional Staff	616	135	661
Primary Instruction	616	135	661
Exclusively credit	616	135	661
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	0	0	0
Research Staff	26	0	26
Public Service Staff	13	0	13
Library and Student and Academic Affairs and Other Education Services Occupations SOC	124	0	124
Librarians, Curators, and Archivists SOC 25-4000	37	0	37
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	0
Librarians SOC 25-4020	14	0	14
Library Technicians SOC 25-4030	23	0	23
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	87	0	87
Management Occupations SOC 11-0000	277	1	277
Business and Financial Operations Occupations SOC 13-0000	76	0	76
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	75	0	75
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	61	0	61
Healthcare Practitioners and Technical Occupations SOC 29-0000	3	0	3
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	167	0	167
Sales and Related Occupations SOC 41-0000	1	0	1
Office and Administrative Support Occupations SOC 43-0000	212	1	212
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	9	0	9

**Number of staff by employment status and occupational category:
Fall 2018**

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	4	0	4
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NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.

**Salaries of full-time instructional staff by contract length and academic rank:
Academic year 2018-19**

Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				
All Ranks	241		35	340	616	6,302	\$50,511,137	\$8,015
Professor	62			101	163	1,653	\$18,225,718	\$11,026
Associate professor	52			100	152	1,524	\$12,876,292	\$8,449
Assistant professor	52		4	95	151	1,519	\$11,187,638	\$7,365
Instructor	31		31	44	106	1,078	\$6,148,626	\$5,704
Lecturer								
No academic rank	44				44	528	\$2,072,863	\$3,926

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

Human Resources

Florida Agricultural and Mechanical University (133650)

Source	Description	Severity	Resolved	Options
Global Edits				
Perform Edits	You reported full-time women (12 months) Assistant professors earning \$87,161 average per year. In the the prior year you reported full-time women (12 months) Assistant professors earning \$41,328 average per year. These two average salaries per year are very different. Please review your data and make any necessary corrections or explain the discrepancy. (Error #1636)	Explanation	Yes	
Reason:	It appears their was an increased in hiring which had a significant impact on earnings.			
Related Screens:	Part G3 - Average Salaries for Instructional Staff by Academic Rank			
Perform Edits	The Equated 9 months Annual Average salaries of No academic rank (Men) reported in Part G3 - Average Salaries for Instructional Staff by Academic Rank has changed significantly since last year. Please review your data and make any necessary corrections, or explain the discrepancy. (Error #1949)	Explanation	Yes	
Reason:	There was changes made to instructional staff ranking status from last year.			
Related Screens:	G3 - Average Salaries for Instructional Staff by Academic Rank			
Perform Edits	The Equated 9 months Annual Average salaries of Assistant professors (Women) reported in Part G3 - Average Salaries for Instructional Staff by Academic Rank has changed significantly since last year. Please review your data and make any necessary corrections, or explain the discrepancy. (Error #1952)	Explanation	Yes	
Reason:	There was changes made to instructional staff ranking status from last year.			
Related Screens:	G3 - Average Salaries for Instructional Staff by Academic Rank			
Perform Edits	The Equated 9 months Annual Average salaries of No academic rank (Women) reported in Part G3 - Average Salaries for Instructional Staff by Academic Rank has changed significantly since last year. Please review your data and make any necessary corrections, or explain the discrepancy. (Error #1955)	Explanation	Yes	
Reason:	There was changes made to instructional staff ranking status from last year.			
Related Screens:	G3 - Average Salaries for Instructional Staff by Academic Rank			
Screen: B1 - FT Non-instructional, Occupation - 1				
Screen Entry	This number is outside the expected range of between 21 and 43 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Vacant positions had an impact on the number of public service staff.			
Screen: B2 - FT Non-instructional, Occupation and Tenure - 1				
Screen Entry	This number is outside the expected range of between 25 and 51 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Faculty resignations had an impact on the number of Tenured staff.			
Screen: H - New Hires Instructional, Tenure				
Screen Entry	The total number of new hires for instructional staff (58) was expected to be at least 64. Please correct your data or explain. (Error #1394)	Explanation	Yes	
Reason:	During the allotted time period of 1/17/17 to 10/31/18, the rate of vacant position was low.			