

Institution: University of Wisconsin-La Crosse (240329)  
User ID: 55C0011

## Overview

### Human Resources Overview

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

#### Changes to reporting for 2019-20

There are no changes for this survey component.

#### Data Reporting Reminders

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

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

#### Resources:

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

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

## Human Resources Screening Questions

### Does your institution have any part-time staff?

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

No

Yes

Does your institution have graduate assistants?

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

No

Yes

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

No

Yes

Does your institution have a tenure system?

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

No

Yes

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

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

No

Yes

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

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

No

Yes

Are ALL of the instructional staff military personnel?

No

Yes

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

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



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

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

**As of November 1, 2019**

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

**Men**

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien		2	8				10
Hispanic/Latino		1	3				4
American Indian or Alaska Native							0
Asian		2	8				10
Black or African American		1					1
Native Hawaiian or Other Pacific Islander							0
White		9	45				54
Two or more races							0
Race and ethnicity unknown							0
<b>Total men</b>	0	15	64	0	0	0	79

**Women**

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien			5				5
Hispanic/Latino			1				1
American Indian or Alaska Native							0
Asian		1	5				6
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White		14	41				55
Two or more races							0
Race and ethnicity unknown			2				2
<b>Total women</b>	0	15	54	0	0	0	69
<b>Total (men+women)</b>	0	30	118	0	0	0	148
Total from prior year							129



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

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

As of November 1, 2019

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

**Men**

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian					1		1
Black or African American					2		2
Native Hawaiian or Other Pacific Islander							0
White					11		11
Two or more races							0
Race and ethnicity unknown							0
<b>Total men</b>	0	0	0	0	14	0	14

**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			3		8		11
Two or more races							0
Race and ethnicity unknown							0
<b>Total women</b>	0	0	3	0	8	0	11

<b>Total (men+women)</b>	0	0	3	0	22	0	25
Total from prior year							20

**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, 2019

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

<b>Men</b>							
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
<b>Total men</b>	0	0	0	0	0	0	0
<b>Women</b>							
Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian					1		1
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
<b>Total women</b>	0	0	0	0	1	0	1
<b>Total (men+women)</b>	0	0	0	0	1	0	1
Total from prior year							3





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

**Number of Full-time Instructional Staff**

**Without Faculty Status**

**As of November 1, 2019**

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

**Men**

Race/ethnicity	Without Faculty Status
Nonresident alien	
Hispanic/Latino	
American Indian or Alaska Native	
Asian	
Black or African American	0
Native Hawaiian or Other Pacific Islander	
White	
Two or more races	
Race and ethnicity unknown	
<b>Total men</b>	<b>0</b>

**Women**

Race/ethnicity	Without Faculty Status
Nonresident alien	
Hispanic/Latino	
American Indian or Alaska Native	
Asian	
Black or African American	
Native Hawaiian or Other Pacific Islander	
White	
Two or more races	
Race and ethnicity unknown	
<b>Total women</b>	<b>0</b>

**Total (men+women)**

<b>Total (men+women)</b>	<b>0</b>
Total from prior year	

**Part A2 - Full-time Instructional Staff by Function**

**Number of Full-time Instructional Staff**

**As of November 1, 2019**

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

	With <u>Faculty Status</u>						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at -will)		
Instructional staff	205	148	81	25	1	40	0	500
Total carried forward from previous screens	205	148	81	25	1	40	0	500
Primarily Instruction	0	0	81	25	1	40	0	147
Exclusively credit								0
Exclusively not-for-credit								0
Combined credit/not-for-credit			81	25	1	40		147
<u>Instruction/research/public service staff</u>	205	148						353

### Part A3 - Full-time Instructional Staff - Totals

#### Total number of Full-time Instructional Staff

As of November 1, 2019

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	10	7	17
Hispanic/Latino	9	3	12
American Indian or Alaska Native	0	2	2
Asian	24	19	43
Black or African American	5	1	6
Native Hawaiian or Other Pacific Islander	0	0	0
White	205	206	411
Two or more races	4	0	4
Race and ethnicity unknown	1	4	5
<b>Total</b>	<b>258</b>	<b>242</b>	<b>500</b>
Total from prior year			<b>491</b>

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

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

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	10		
Hispanic/Latino	9		
American Indian or Alaska Native	0		
Asian	24		
Black or African American	5		
Native Hawaiian or Other Pacific Islander	0		
White	205		
Two or more races	4		
Race and ethnicity unknown	1		
<b>Total men</b>	258	0	0

**Women**

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	7		
Hispanic/Latino	3		
American Indian or Alaska Native	2		
Asian	19		
Black or African American	1		
Native Hawaiian or Other Pacific Islander	0		
White	206		
Two or more races	0	0	
Race and ethnicity unknown	4		
<b>Total women</b>	242	0	0

**Total (men+women)** 500 0 0

Total from prior year **491**

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians 25-4010</u>	<u>Librarians and Media Collections Specialists 25-4020</u>	<u>Library Technicians 25-4030</u>	<u>Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000</u>
Nonresident alien				
Hispanic/Latino				
American Indian or Alaska Native				
Asian				
Black or African American				
Native Hawaiian or Other Pacific Islander				
White			4	6
Two or more races				
Race and ethnicity unknown				
<b>Total men</b>	0	4	6	5

**Women**

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians 25-4010</u>	<u>Librarians and Media Collections Specialists 25-4020</u>	<u>Library Technicians 25-4030</u>	<u>Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000</u>
Nonresident alien				
Hispanic/Latino				
American Indian or Alaska Native				
Asian				
Black or African American				
Native Hawaiian or Other Pacific Islander				
White			5	2
Two or more races				
Race and ethnicity unknown				
<b>Total women</b>	0	5	2	7
<b>Total (men+women)</b>	0	9	8	12
Total from prior year		11	7	11

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino	2				1
American Indian or Alaska Native			1		
Asian	2		2		2
Black or African American	4				2
Native Hawaiian or Other Pacific Islander					
White	34	17	32	40	2
Two or more races				1	
Race and ethnicity unknown					
<b>Total men</b>	<b>42</b>	<b>17</b>	<b>35</b>	<b>46</b>	<b>2</b>

**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	2	1	1	4	
American Indian or Alaska Native					
Asian	1	1	1	4	
Black or African American	2			2	
Native Hawaiian or Other Pacific Islander					
White	39	36	18	55	10
Two or more races				2	
Race and ethnicity unknown				1	
<b>Total women</b>	<b>44</b>	<b>38</b>	<b>20</b>	<b>68</b>	<b>10</b>
<b>Total (men+women)</b>	<b>86</b>	<b>55</b>	<b>55</b>	<b>114</b>	<b>12</b>
Total from prior year	<b>81</b>	<b>57</b>	<b>51</b>	<b>105</b>	<b>12</b>

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

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)	
Nonresident alien						10	
Hispanic/Latino	1					13	
American Indian or Alaska Native						1	
Asian	25				1	56	
Black or African American	2					13	
Native Hawaiian or Other Pacific Islander						0	
White	81		16		27	7	476
Two or more races						5	
Race and ethnicity unknown					2		3
<b>Total men</b>	<b>109</b>	<b>0</b>	<b>16</b>		<b>30</b>	<b>7</b>	<b>577</b>

**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						7
Hispanic/Latino	2					13
American Indian or Alaska Native						2
Asian	8		3			37
Black or African American			1			6
Native Hawaiian or Other Pacific Islander						0
White	23		91		1	493
Two or more races	1					3
	1					6

Race and ethnicity unknown						
<b>Total women</b>	35	0	95	1	0	567
<b>Total (men+women)</b>	144	0	111	31	7	1,144
Total from prior year	<b>139</b>		<b>100</b>	<b>33</b>	<b>5</b>	<b>1,103</b>



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

Number of <u>Full-time</u> Non-instructional Staff								
As of November 1, 2019								
Occupational category	With 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)		
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians and Media Collections Specialists 25-4020							9	9
Library Technicians 25-4030							8	8
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							12	12
Management Occupations 11-0000	16						70	86
Business and Financial Operations Occupations 13-0000							55	55
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							55	55
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							114	114
Healthcare Practitioners and Technical Occupations 29-0000							12	12
<b>Total</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>335</b>	<b>351</b>
Total from prior year	<b>15</b>						<b>320</b>	<b>335</b>



## Part G1 - Salaries Worksheet

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

Annual Salary, 2019-20

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

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
<b>Men</b>							
Professors	0	3	0	59	0	62	62
Associate professors	0	3	0	54	0	57	57
Assistant professors	0	0	0	73	0	73	73
Instructors						0	0
Lecturers	0	0	0	66	0	66	66
No academic rank						0	0
<b>Total men</b>	0	6	0	252	0	258	258
Total men full-time instructional staff from Part A						258	
<b>Women</b>							
Professors	0	0	0	39	0	39	39
Associate professors	0	3	0	64	0	67	67
Assistant professors	0	9	0	64	0	73	73
Instructors						0	0
Lecturers	0	0	0	63	0	63	63
No academic rank						0	0
<b>Total women</b>	0	12	0	230	0	242	242
Total women full-time instructional staff from Part A						242	
<b>Total (men+women)</b>	0	18	0	482	0	500	500
Total (men+women) full-time instructional staff from Part A						500	

## Part G2 - Salary Outlays for Instructional Staff

### Salary Outlays for Full-time Instructional Staff

#### Annual Salary Outlays, 2019-20


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

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays					Equated 9 months
		12 months	11 months	10 months	9 months		
<b>Men</b>							
Professors	62	0	319,285	0	5,006,839	5,268,014	
Associate professors	57	0	287,409	0	3,760,500	3,995,601	
Assistant professors	73	0	0	0	5,145,488	5,145,488	
Instructors	0					0	
Lecturers	66	0	0	0	3,143,174	3,143,174	
No academic rank	0					0	
<b>Total men</b>	<b>258</b>	<b>0</b>	<b>606,694</b>	<b>0</b>	<b>17,056,001</b>	<b>17,552,277</b>	
<b>Women</b>							
Professors	39	0	0	0	3,116,995	3,116,995	
Associate professors	67	0	283,466	0	4,339,715	4,571,590	
Assistant professors	73	0	752,076	0	4,201,129	4,816,327	
Instructors	0					0	
Lecturers	63	0	0	0	3,026,669	3,026,669	
No academic rank	0					0	
<b>Total women</b>	<b>242</b>	<b>0</b>	<b>1,035,542</b>	<b>0</b>	<b>14,684,508</b>	<b>15,531,581</b>	
<b>Total (men + women)</b>	<b>500</b>	<b>0</b>	<b>1,642,236</b>	<b>0</b>	<b>31,740,509</b>	<b>33,083,858</b>	

### Part G3 - Average Salaries for Instructional Staff by Academic Rank

#### Average Salary by academic rank for Full-time Instructional Staff

#### Annual Average Salaries, 2019-20

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries			
		12 months	11 months	10 months	9 months  Equated 9 months
<b>Men</b>					
Professors	62		106,428		84,968
Associate professors	57		95,803		70,098
Assistant professors	73			70,486	70,486
Instructors	0				
Lecturers	66			47,624	47,624
No academic rank	0				
<b>Total men</b>	<b>258</b>		<b>101,116</b>		<b>68,032</b>
<b>Women</b>					
Professors	39			79,923	79,923
Associate professors	67		94,489		68,233
Assistant professors	73		83,564		65,977
Instructors	0				
Lecturers	63			48,042	48,042
No academic rank	0				
<b>Total women</b>	<b>242</b>		<b>86,295</b>		<b>64,180</b>
<b>Total (men+women)</b>	<b>500</b>		<b>91,235</b>		<b>66,168</b>

**Part G4 - Salary Outlays for Non-instructional Staff**

**Salary Outlays**

**for Full-time Non-instructional Staff**

**Annual Salary Outlays, 2019-20**

Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
Research staff	0	
Public Service staff	0	
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	29	1,415,261
Management Occupations 11-0000	86	7,821,644
Business and Financial Operations Occupations 13-0000	55	3,242,417
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	55	3,104,936
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	114	5,436,558
Healthcare Practitioners and Technical Occupations 29-0000	12	772,451
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	144	4,764,974
Sales and Related Occupations 41-0000	0	
Office and Administrative Support Occupations 43-0000	111	4,180,966
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	31	1,536,929
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	7	343,595

**Part D - Part-time Staff by Occupational Category**

Number of Part-time Staff by Occupational Category

As of November 1, 2019

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

**Men**

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino	1		
American Indian or Alaska Native	1		
Asian	1		
Black or African American	1		
Native Hawaiian or Other Pacific Islander			
White	23		
Two or more races	2		
Race and ethnicity unknown	4		
<b>Total men</b>	<b>33</b>	<b>0</b>	<b>0</b>

**Women**

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino	3		
American Indian or Alaska Native			
Asian	2		
Black or African American	1		
Native Hawaiian or Other Pacific Islander	1		
White	63		
Two or more races			
Race and ethnicity unknown	1		
<b>Total women</b>	<b>71</b>	<b>0</b>	<b>0</b>

<b>Total (men+women)</b>	<b>104</b>	<b>0</b>	<b>0</b>
Total from prior year	<b>87</b>		

**Part D - Part-time Staff by Occupational Category**

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

**As of November 1, 2019**

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

**Men**

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien					0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian					0
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White				8	8
Two or more races					0
Race and ethnicity unknown					0
<b>Total men</b>	0	0	0	8	8

**Women**

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien					0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian					0
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White			1	14	15
Two or more races					0
Race and ethnicity unknown					0
<b>Total women</b>	0	0	1	14	15

<b>Total (men+women)</b>	0	0	1	22	23
Total from prior year			2	22	24



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

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian					
Black or African American				3	
Native Hawaiian or Other Pacific Islander					
White		1	2	20	2
Two or more races					
Race and ethnicity unknown				2	
<b>Total men</b>	0	1	2	25	2

**Women**

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino					1
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	1	4	6	17	5
Two or more races					
Race and ethnicity unknown					
<b>Total women</b>	1	4	6	17	6

<b>Total (men+women)</b>	1	5	8	42	8
Total from prior year	2	3	13	44	3

**Part D - Part-time Staff by Occupational Category****Number of Part-time Staff****As of November 1, 2019**

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						0
Hispanic/Latino						1
American Indian or Alaska Native						1
Asian						1
Black or African American						4
Native Hawaiian or Other Pacific Islander						0
White	2					58
Two or more races						2
Race and ethnicity unknown						6
<b>Total men</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>73</b>

**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						4
American Indian or Alaska Native						0
Asian						2
Black or African American						1
Native Hawaiian or Other Pacific Islander						1
White	3			9		123
Two or more races						0
Race and ethnicity unknown				1		2

<b>Total women</b>	3	0	10	0	0	133
<b>Total (men+women)</b>	5	0	10	0	0	206
Total from prior year	4		16	1	1	198

**Part D - Graduate assistants****Number of Graduate Assistants****As of November 1, 2019**

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	Teaching 25-9044	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien				0
Hispanic/Latino				0
American Indian or Alaska Native				0
Asian	1			2
Black or African American				0
Native Hawaiian or Other Pacific Islander				0
White	35			40
Two or more races	1			2
Race and ethnicity unknown				0
<b>Total men</b>	<b>37</b>	<b>0</b>	<b>7</b>	<b>44</b>

**Women**

Race/ethnicity	Teaching 25-9044	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien				0
Hispanic/Latino	1			2
American Indian or Alaska Native				0
Asian	2			6
Black or African American	1			1
Native Hawaiian or Other Pacific Islander				0
White	32			40
Two or more races	1			2
Race and ethnicity unknown	3			4
<b>Total women</b>	<b>40</b>	<b>0</b>	<b>15</b>	<b>55</b>
<b>Total (men+women)</b>	<b>77</b>	<b>0</b>	<b>22</b>	<b>99</b>
Total from prior year	<b>81</b>	<b>1</b>	<b>20</b>	<b>102</b>

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

Number of Part-time Staff

As of November 1, 2019

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year contract	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	0	0	47	13	26	4	0	90
? Exclusively credit								0
? Exclusively not-for-credit								0
Combined credit/not-for-credit			47	13	26	4		90
Instruction/research/public service staff	11	3						14
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians								0
25-4010								0
Librarians and Media Collections Specialists								0
25-4020								0
Library Technicians							1	1
25-4030								0
? Student and Academic Affairs and Other Education Services Occupations							22	22
25-2000 + 25-3000 + 25-9000								0
Management Occupations							1	1
11-0000								0
Business and Financial Operations Occupations							5	5
13-0000								0
Computer, Engineering, and Science Occupations							8	8
15-0000 + 17-0000 + 19-0000								0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							42	42
21-0000 + 23-0000 + 27-0000								0
Healthcare Practitioners and Technical Occupations							8	8
29-0000								0
<b>Total</b>	<b>11</b>	<b>3</b>	<b>47</b>	<b>13</b>	<b>26</b>	<b>4</b>	<b>87</b>	<b>191</b>
<b>Total from prior year</b>	<b>6</b>	<b>1</b>	<b>43</b>	<b>13</b>	<b>20</b>	<b>4</b>	<b>89</b>	<b>176</b>



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

Total

305

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

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

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

**Men**

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien								0
Hispanic/Latino						1		1
American Indian or Alaska Native								0
Asian						3		3
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White						11		11
Two or more races								0
Race and ethnicity unknown								0
<b>Total men</b>	0	0	0	0	0	15	0	15

**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								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						4		4
Two or more races								0
Race and ethnicity unknown						1		1
<b>Total women</b>	0	0	0	0	0	5	0	5
<b>Total (men+women)</b>	0	0	0	0	0	20	0	20



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

### Number of Newly Hired Full-time Staff

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

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

•Report race for non-Hispanic/Latino individuals only

#### Men

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino	1			
American Indian or Alaska Native	0			
Asian	3			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	11			
Two or more races	0			
Race and ethnicity unknown	0			
<b>Total men</b>	15	0	0	0

#### Women

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino	0			
American Indian or Alaska Native	0			
Asian	0			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0		0	
White	4			
Two or more races	0			
Race and ethnicity unknown	1			
<b>Total women</b>	5	0	0	0
<b>Total (men+women)</b>	20	0	0	0

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

**Number of Newly Hired Full-time Staff**

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

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

•Report race for non-Hispanic/Latino individuals only

**Men**

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

**Women**

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

<b>Total (men+women)</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>
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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, 2018 - October 31, 2019)

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						0
Hispanic/Latino						1
American Indian or Alaska Native						0
Asian	1					4
Black or African American						1
Native Hawaiian or Other Pacific Islander						0
White	7		1		1	23
Two or more races						0
Race and ethnicity unknown						0
<b>Total men</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>29</b>

**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						0
Hispanic/Latino						2
American Indian or Alaska Native						0
Asian						0
Black or African American				1		1
Native Hawaiian or Other Pacific Islander						0
White	2		12			20
Two or more races						0
						1

Race and ethnicity unknown							
<b>Total women</b>	2	0	13	0	0	24	
<b>Total (men+women)</b>	10	0	14	1	1	53	

### Human Resources Survey Evaluation

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

None

**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: Kelly Thomas

Email: kelly.thomas@uwss.wisconsin.edu

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

3.00 Number of Staff (including yourself)

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

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

Staff member	Collecting Data Needed	Revising Data to Match IPEDS Requirements	Entering Data	Revising and Locking Data
Your office	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 2019.

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

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

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
<b>Total number of staff</b>	1,144	206	1,213
Instructional Staff	500	104	535
Primary Instruction	147	90	177
Exclusively credit	0	0	0
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	147	90	177
Instruction/research/public service	353	14	358
Research Staff	0	0	0
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	29	23	37
Librarians, Curators, and Archivists SOC 25-4000	17	1	17
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	0
Librarians SOC 25-4020	9	0	9
Library Technicians SOC 25-4030	8	1	8
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	12	22	19
Management Occupations SOC 11-0000	86	1	86
Business and Financial Operations Occupations SOC 13-0000	55	5	57
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	55	8	58
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	114	42	128
Healthcare Practitioners and Technical Occupations SOC 29-0000	12	8	15
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	144	5	146
Sales and Related Occupations SOC 41-0000	0	0	0
Office and Administrative Support Occupations SOC 43-0000	111	10	114
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	31	0	31

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

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	7	0	7
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NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.

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

Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				
<b>All Ranks</b>		18		482	500	4,536	\$33,382,745	\$7,360
Professor		3		98	101	915	\$8,443,119	\$9,227
Associate professor		6		118	124	1,128	\$8,671,090	\$7,687
Assistant professor		9		137	146	1,332	\$10,098,693	\$7,582
Instructor								
Lecturer				129	129	1,161	\$6,169,843	\$5,314
No academic rank								

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



Human Resources

University of Wisconsin-La Crosse (240329)

Source	Description	Severity	Resolved	Options
<b>Global Edits</b>				
Perform Edits	The number of newly hired, full-time Instructional staff with a Indefinite duration (continuing or at-will) contract reported for Hispanic/Latino men in Part H (1) exceeds the total number of these staff reported in Part A (0). Please correct your data. (Error #1925)	Fatal	Yes	
Reason:	Overridden by administrator. New hire no longer on payroll as of Nov.1. ALB			
Related Screens:	A1 - FT Instructional, Rank and Tenure - Indefinite duration Contract,&nbsp;H - New Hires Instructional, Tenure			
Perform Edits	The number of newly hired, full-time Instructional staff with a Indefinite duration (continuing or at-will) contract reported for Asian men in Part H (3) exceeds the total number of these staff reported in Part A (1). Please correct your data. (Error #1927)	Fatal	Yes	
Reason:	Overridden by administrator. New hire no longer on payroll as of Nov.1. ALB			
Related Screens:	A1 - FT Instructional, Rank and Tenure - Indefinite duration Contract,&nbsp;H - New Hires Instructional, Tenure			
Perform Edits	The number of newly hired, full-time Instructional staff with a Indefinite duration (continuing or at-will) contract reported for women of Race and ethnicity unknown in Part H (1) exceeds the total number of these staff reported in Part A (0). Please correct your data. (Error #1941)	Fatal	Yes	
Reason:	Overridden by administrator. New hire no longer on payroll as of Nov.1. ALB			
Related Screens:	A1 - FT Instructional, Rank and Tenure - Indefinite duration Contract,&nbsp;H - New Hires Instructional, Tenure			
<b>Screen: D - PT Staff, Occupation - 4</b>				
Upload File	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:	Race/ethnicity data has been reviewed and is valid.			
Upload File	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:	Race/ethnicity data has been reviewed and is valid.			
<b>Screen: D - Graduate Assistants</b>				
Upload File	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:	Race/ethnicity data has been reviewed and is valid.			