

Institution: University of Wisconsin-Milwaukee (240453)
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**.

Parent child allocation factors

The [Human Resources survey](#) report submitted under this UnitID is a combined report that includes data for all the locations listed below. Because this is a combined report, you must provide allocation factors that indicate how the data should be distributed among all included institutions. Allocation factors are percentages. The allocation factors you provide will be used to allocate reported data to each component location and create derived variables for the **IPEDS Data Feedback Reports**.

Enter allocation factors in the spaces provided; use whole numbers only. Percentages must add to 100%. You may not leave any cell blank. You will not be able to lock your data if this section is not completed.

UnitID	Name of Institution	City, State	Allocation factor	2018-19 Allocation factor
240453	University of Wisconsin-Milwaukee	Milwaukee, WI	99 %	99
491288	University of Wisconsin-Milwaukee Flex	Milwaukee, WI	1 %	1
		Total:	100 %	

If this list of institutions is not complete, or is incorrect in any way, or if you would like to report data for each component institution instead of submitting a combined report, or if you have any questions or concerns, please call the Help Desk at

1-877-225-2568.

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

This is an estimate.

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		1	11				12
Hispanic/Latino		1	2				3
American Indian or Alaska Native							0
Asian		1	7				8
Black or African American		1					1
Native Hawaiian or Other Pacific Islander							0
White		5	21				26
Two or more races							0
Race and ethnicity unknown							0
Total men	0	9	41	0	0	0	50

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien			3				3
Hispanic/Latino		3	3				6
American Indian or Alaska Native							0
Asian		3	7				10
Black or African American			2				2
Native Hawaiian or Other Pacific Islander							0
White		9	34				43
Two or more races		1					1
Race and ethnicity unknown							0
Total women	0	16	49	0	0	0	65
Total (men+women)	0	25	90	0	0	0	115
Total from prior year							125

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			1				1
American Indian or Alaska Native							0
Asian			2				2
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White			5		3		8
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	8	0	3	0	11

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			2	4	2		8
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	2	4	2	0	8
Total (men+women)	0	0	10	4	5	0	19
Total from prior year							19

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

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	1				2		3
Two or more races							0
Race and ethnicity unknown				0	0		0
Total men	1	0	0	0	2	0	3

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					1		1
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	0	0	0	0	2	0	2
Total (men+women)	1	0	0	0	4	0	5
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, 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	0
Hispanic/Latino	
American Indian or Alaska Native	
Asian	
Black or African American	
Native Hawaiian or Other Pacific Islander	
White	
Two or more races	
Race and ethnicity unknown	
Total men	0

Women

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

Total (men+women)

Total (men+women)	0
Total from prior year	

Part A2 - Full-time Instructional Staff by Function

Number of Full-time Instructional Staff

As of November 1, 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	557	115	136	19	5	224	0	1,056
Total carried forward from previous screens	557	115	136	19	5	224	0	1,056
Primarily Instruction	0	0	136	19	5	204	0	364
Exclusively credit								0
Exclusively not-for-credit								0
Combined credit/not-for-credit			136	19	5	204		364
Instruction/research/public service staff	557	115				20		692

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	19	11	30
Hispanic/Latino	21	23	44
American Indian or Alaska Native	3	2	5
Asian	94	56	150
Black or African American	15	22	37
Native Hawaiian or Other Pacific Islander	0	0	0
White	390	390	780
Two or more races	5	5	10
Race and ethnicity unknown	0	0	0
Total	547	509	1,056
Total from prior year			1,068

Part B1 - Full-time Non-instructional Staff by Occupational CategoryNumber 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	19	17	
Hispanic/Latino	21	1	
American Indian or Alaska Native	3		
Asian	94	6	
Black or African American	15		
Native Hawaiian or Other Pacific Islander	0		
White	390	13	
Two or more races	5	1	
Race and ethnicity unknown	0		
Total men	547	38	0

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	11	7	
Hispanic/Latino	23	3	
American Indian or Alaska Native	2		
Asian	56	3	
Black or African American	22		
Native Hawaiian or Other Pacific Islander	0		
White	390	12	
Two or more races	5		
Race and ethnicity unknown	0		
Total women	509	25	0
Total (men+women)	1,056	63	0
Total from prior year	1,068	80	

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</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	1		
Black or African American			1	
Native Hawaiian or Other Pacific Islander				
White		6	1	7
Two or more races				
Race and ethnicity unknown				
Total men	1	8	2	7

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				
Hispanic/Latino			1	1
American Indian or Alaska Native				
Asian				2
Black or African American		1	1	2
Native Hawaiian or Other Pacific Islander				
White	1	23	5	6
Two or more races				
Race and ethnicity unknown				
Total women	1	25	6	11
Total (men+women)	2	33	8	18
Total from prior year	1	34	9	15

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				2	
Hispanic/Latino	6	3	8	3	
American Indian or Alaska Native	1				
Asian	5	1	17	7	1
Black or African American	1	3	8	17	
Native Hawaiian or Other Pacific Islander					
White	91	64	139	82	3
Two or more races		1	2	2	
Race and ethnicity unknown					
Total men	104	72	176	111	4

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				2	
Hispanic/Latino	1	6	3	21	
American Indian or Alaska Native	1			1	
Asian	4	8	13	6	1
Black or African American	8	18	7	35	
Native Hawaiian or Other Pacific Islander				1	
White	68	158	72	209	8
Two or more races	2	1		8	
Race and ethnicity unknown					
Total women	84	191	97	281	9

Total (men+women)	188	263	273	392	13
Total from prior year	198	261	259	380	11

Race and ethnicity unknown						
Total women	93	0	203	2	3	1,540
Total (men+women)	235	1	270	63	25	2,903
Total from prior year	238	1	266	61	25	2,907

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

Number of <u>Full-time Non-instructional Staff</u>								
As of November 1, 2019								
Occupational category	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)		
Research staff							63	63
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010							2	2
Librarians and Media Collections Specialists 25-4020							33	33
Library Technicians 25-4030							8	8
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							18	18
Management Occupations 11-0000	33						155	188
Business and Financial Operations Occupations 13-0000							263	263
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							273	273
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							392	392
Healthcare Practitioners and Technical Occupations 29-0000							13	13
Total	33	0	0	0	0	0	1,220	1,253
Total from prior year	38						1,210	1,248

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		
Men							
Professors	0	6	0	159	0	165	165
Associate professors	0	2	0	204	0	206	206
Assistant professors	0	7	0	66	0	73	73
Instructors	0	2	0	2	0	4	4
Lecturers	0	6	0	93	0	99	99
No academic rank						0	0
Total men	0	23	0	524	0	547	547
Total men full-time instructional staff from Part A						547	
Women							
Professors	0	11	0	73	0	84	84
Associate professors	0	12	0	164	0	176	176
Assistant professors	0	19	0	85	0	104	104
Instructors	0	3	0	21	0	24	24
Lecturers	0	1	0	120	0	121	121
No academic rank						0	0
Total women	0	46	0	463	0	509	509
Total women full-time instructional staff from Part A						509	
Total (men+women)	0	69	0	987	0	1,056	1,056
Total (men+women) full-time instructional staff from Part A						1,056	


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		
Men							
Professors	165	0	527,152	0	17,835,711	18,266,921	
Associate professors	206	0	377,696	0	17,038,531	17,347,486	
Assistant professors	73	0	466,795	0	5,406,468	5,788,306	
Instructors	4	0	113,475	0	86,657	179,480	
Lecturers	99	0	567,383	0	4,472,765	4,936,884	
No academic rank	0					0	
Total men	547	0	2,052,501	0	44,840,132	46,519,078	
Women							
Professors	84	0	990,470	0	7,288,051	8,098,255	
Associate professors	176	0	1,139,917	0	13,001,130	13,933,582	
Assistant professors	104	0	1,348,017	0	6,110,929	7,213,607	
Instructors	24	0	180,067	0	1,168,682	1,315,977	
Lecturers	121	0	54,973	0	5,688,738	5,733,706	
No academic rank	0					0	
Total women	509	0	3,713,444	0	33,257,530	36,295,127	
Total (men + women)	1,056	0	5,765,945	0	78,097,662	82,814,205	

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
Men					
Professors	165		87,859	112,174	110,709
Associate professors	206		188,848	83,522	84,211
Assistant professors	73		66,685	81,916	79,292
Instructors	4		56,738	43,329	44,870
Lecturers	99		94,564	48,094	49,868
No academic rank	0				
Total men	547		89,239	85,573	85,044
Women					
Professors	84		90,043	99,836	96,408
Associate professors	176		94,993	79,275	79,168
Assistant professors	104		70,948	71,893	69,362
Instructors	24		60,022	55,652	54,832
Lecturers	121		54,973	47,406	47,386
No academic rank	0				
Total women	509		80,727	71,831	71,307
Total (men+women)	1,056		83,564	79,126	78,423

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	63	4,149,547
Public Service staff	0	
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	61	3,294,937
Management Occupations 11-0000	188	22,843,800
Business and Financial Operations Occupations 13-0000	263	16,947,994
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	273	17,693,039
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	392	20,726,203
Healthcare Practitioners and Technical Occupations 29-0000	13	1,315,964
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	235	9,216,329
Sales and Related Occupations 41-0000	1	41,683
Office and Administrative Support Occupations 43-0000	270	11,111,093
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	63	4,081,872
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	25	1,215,718

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	5	3	
Hispanic/Latino	10		
American Indian or Alaska Native			
Asian	12	3	
Black or African American	10		
Native Hawaiian or Other Pacific Islander			
White	239	3	
Two or more races	7		
Race and ethnicity unknown			
Total men	283	9	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	5	3	
Hispanic/Latino	10		
American Indian or Alaska Native			
Asian	13	2	
Black or African American	22		
Native Hawaiian or Other Pacific Islander			
White	300	2	
Two or more races	3		
Race and ethnicity unknown			
Total women	353	7	0

Total (men+women)	636	16	0
Total from prior year	624	16	

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			1	2	3
Two or more races					0
Race and ethnicity unknown					0
Total men	0	0	1	2	3

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				1	1
Native Hawaiian or Other Pacific Islander					0
White		5	2	5	12
Two or more races					0
Race and ethnicity unknown					0
Total women	0	5	2	6	13

Total (men+women)	0	5	3	8	16
Total from prior year		3	4	5	12

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			1	1	
American Indian or Alaska Native					
Asian					1
Black or African American					1
Native Hawaiian or Other Pacific Islander					
White	5	4	11	7	
Two or more races					
Race and ethnicity unknown					
Total men	5	4	12	10	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	1				2
American Indian or Alaska Native					
Asian			1		1
Black or African American		2	1		2
Native Hawaiian or Other Pacific Islander					1
White	5	21	12	30	11
Two or more races					
Race and ethnicity unknown					
Total women	6	23	14	36	11

Total (men+women)	11	27	26	46	11
Total from prior year	5	28	29	54	15

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						8
Hispanic/Latino	3					15
American Indian or Alaska Native						0
Asian						16
Black or African American	6				1	19
Native Hawaiian or Other Pacific Islander						0
White	3		4		4	287
Two or more races						7
Race and ethnicity unknown	1					1
Total men	13	0	4	5	5	353

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						8
Hispanic/Latino	2					15
American Indian or Alaska Native						0
Asian						17
Black or African American	6		3			37
Native Hawaiian or Other Pacific Islander						1
White	4		22		1	420
Two or more races						3
Race and ethnicity unknown						0

Total women	12	0	25	1	0	501
Total (men+women)	25	0	29	6	5	854
Total from prior year	27		28	5	6	849

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	129	41	1	171
Hispanic/Latino	12	2		14
American Indian or Alaska Native	1			1
Asian	46	13	1	60
Black or African American	13	1	2	16
Native Hawaiian or Other Pacific Islander	2			2
White	251	37	3	291
Two or more races	7	1		8
Race and ethnicity unknown				0
Total men	461	95	7	563

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	106	13	3	122
Hispanic/Latino	14	2	1	17
American Indian or Alaska Native	1			1
Asian	31	7	1	39
Black or African American	16	3	2	21
Native Hawaiian or Other Pacific Islander				0
White	280	50	11	341
Two or more races	9	2		11
Race and ethnicity unknown				0
Total women	457	77	18	552
Total (men+women)	918	172	25	1,115
Total from prior year	899	185	39	1,123

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			Indefinite duration (continuing or at-will)		
			Multi-year contract	Annual contract	Less-than-annual contract			
Primarily Instruction	0	0	342	68	163	21	14	608
? Exclusively credit								0
? Exclusively not-for-credit								0
Combined credit/not-for-credit			342	68	163	21	14	608
Instruction/research/public service staff	24	3				1		28
Research staff							16	16
Public Service staff								0
Archivists, Curators, and Museum Technicians								0
25-4010 Librarians and Media Collections Specialists							5	5
25-4020 Library Technicians							3	3
25-4030 ? Student and Academic Affairs and Other Education Services Occupations							8	8
25-2000 + 25-3000 + 25-9000 Management Occupations	1						10	11
11-0000 Business and Financial Operations Occupations							27	27
13-0000 Computer, Engineering, and Science Occupations							26	26
15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							46	46
21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations							11	11
29-0000								
Total	25	3	342	68	163	22	166	789
Total from prior year	24	0	315	107	152	10	175	783

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

1,969

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						4	4	
Black or African American		1					1	
Native Hawaiian or Other Pacific Islander							0	
White						10	10	
Two or more races						1	1	
Race and ethnicity unknown							0	
Total men	0	1	0	0	0	16	17	

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						1	1	
American Indian or Alaska Native							0	
Asian							0	
Black or African American							0	
Native Hawaiian or Other Pacific Islander							0	
White						9	9	
Two or more races						1	1	
Race and ethnicity unknown							0	
Total women	0	0	0	0	0	11	11	
Total (men+women)	0	1	0	0	0	27	28	

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	4			1
Black or African American	1			
Native Hawaiian or Other Pacific Islander	0			
White	10			2
Two or more races	1			
Race and ethnicity unknown	0			
Total men	17	0	0	3

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	1			
American Indian or Alaska Native	0			
Asian	0			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	9			2
Two or more races	1			
Race and ethnicity unknown	0			
Total women	11	0	0	2
Total (men+women)	28	0	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, 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			1	2	
American Indian or Alaska Native					
Asian	1		4	1	
Black or African American			2	4	
Native Hawaiian or Other Pacific Islander					
White	7	3	11	10	1
Two or more races		1			
Race and ethnicity unknown					
Total men	8	4	18	17	1

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino		1		4	
American Indian or Alaska Native					
Asian			2	1	1
Black or African American		1		1	
Native Hawaiian or Other Pacific Islander					
White	2	19	6	15	1
Two or more races				1	
Race and ethnicity unknown					
Total women	2	21	8	22	2

Total (men+women)	10	25	26	39	3
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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		3		1	9
American Indian or Alaska Native						0
Asian			1		1	13
Black or African American	18				2	27
Native Hawaiian or Other Pacific Islander						0
White	6		8		7	67
Two or more races						2
Race and ethnicity unknown						0
Total men	25	0	12	11	2	118

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				1		1
Hispanic/Latino	2		1			9
American Indian or Alaska Native						0
Asian			1			5
Black or African American	11		3			16
Native Hawaiian or Other Pacific Islander						0
White	9		15		1	79
Two or more races			1			3
						0

Race and ethnicity unknown							
Total women	22	0	22	0	1	113	
Total (men+women)	47	0	34	11	3	231	

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)
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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 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.

**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	
Total number of staff	2,903	854	3,188
Instructional Staff	1,056	636	1,268
Primary Instruction	364	608	567
Exclusively credit	0	0	0
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	364	608	567
Instruction/research/public service	692	28	701
Research Staff	63	16	68
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	61	16	66
Librarians, Curators, and Archivists SOC 25-4000	43	8	46
Archivists, Curators, and Museum Technicians SOC 25-4010	2	0	2
Librarians SOC 25-4020	33	5	35
Library Technicians SOC 25-4030	8	3	9
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	18	8	21
Management Occupations SOC 11-0000	188	11	192
Business and Financial Operations Occupations SOC 13-0000	263	27	272
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	273	26	282
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	392	46	407
Healthcare Practitioners and Technical Occupations SOC 29-0000	13	11	17
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	235	25	243
Sales and Related Occupations SOC 41-0000	1	0	1
Office and Administrative Support Occupations SOC 43-0000	270	29	280
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	63	6	65

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

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	25	5	27
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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				
All Ranks		69		987	1,056	9,642	\$83,863,607	\$8,698
Professor		17		232	249	2,275	\$26,641,384	\$11,710
Associate professor		14		368	382	3,466	\$31,557,274	\$9,105
Assistant professor		26		151	177	1,645	\$13,332,209	\$8,105
Instructor		5		23	28	262	\$1,548,881	\$5,912
Lecturer		7		213	220	1,994	\$10,783,859	\$5,408
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-Milwaukee (240453)

Source	Description	Severity	Resolved	Options
Screen: G2 - Salary Outlays, Instructional Staff				
Perform Edits	You reported full-time men (11 months) Associate professors earning \$377,696 in total outlays. This equates to \$17,168 per month for these staff. Please review your data and make any necessary corrections or explain the discrepancy. (Error #1635)	Explanation	Yes	
Reason:	Data reported are correct.			
Related Screens:	Part G2 - Salary Outlays for Instructional Staff			
Screen: G4 - Salary Outlays, Non-instructional Staff				
Upload File	The amount entered in Part G for Total annual salary outlays for Healthcare Practitioners and Technical Occupations (\$1,315,964) is outside the expected range of between \$377,000 and \$1,313,000 based on an estimated average salary of between \$29,000 and \$101,000 per individual for this category. Please correct your data or explain. (Error #1375)	Explanation	Yes	
Reason:	Salary data for Healthcare Practitioners and Technical Occupations has been reviewed and is valid.			
Related Screens:	G - Salary Outlays, Non-instructional Staff			
Screen: D - Graduate Assistants				
Upload File	This number is outside the expected range of between 26 and 52 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.			
Screen: E - PT Staff, Occupation and Tenure - 1				
Upload File	This number is outside the expected range of between 70 and 144 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Contract data reviewed and data is valid.			