

Institution: San Francisco State University (122597)
User ID: 06C0017

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			8				8
Hispanic/Latino			3				3
American Indian or Alaska Native							0
Asian		1	15				16
Black or African American			5				5
Native Hawaiian or Other Pacific Islander							0
White		1	32				33
Two or more races							0
Race and ethnicity unknown			2				2
Total men	0	2	65	0	0	0	67

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien			17				17
Hispanic/Latino			9				9
American Indian or Alaska Native			4				4
Asian		1	27				28
Black or African American			5				5
Native Hawaiian or Other Pacific Islander							0
White	1	1	63				65
Two or more races		1	1				2
Race and ethnicity unknown			5				5
Total women	1	3	131	0	0	0	135
Total (men+women)	1	5	196	0	0	0	202
Total from prior year							201

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, 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

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino						5	5
American Indian or Alaska Native						1	1
Asian						3	3
Black or African American						3	3
Native Hawaiian or Other Pacific Islander							0
White						33	33
Two or more races							0
Race and ethnicity unknown						1	1
Total men	0	0	0	0	46	0	46

Women

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino						6	6
American Indian or Alaska Native							0
Asian						9	9
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White						22	22
Two or more races							0
Race and ethnicity unknown						1	1
Total women	0	0	0	0	38	0	38

Total (men+women)	0	0	0	0	84	0	84
Total from prior year							77

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					5		5
American Indian or Alaska Native							0
Asian					12		12
Black or African American					1		1
Native Hawaiian or Other Pacific Islander							0
White					14		14
Two or more races					1		1
Race and ethnicity unknown					2		2
Total men	0	0	0	0	35	0	35

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien					1		1
Hispanic/Latino					2		2
American Indian or Alaska Native							0
Asian					5		5
Black or African American					2		2
Native Hawaiian or Other Pacific Islander							0
White					12		12
Two or more races							0
Race and ethnicity unknown					1		1
Total women	0	0	0	0	23	0	23

Total (men+women)	0	0	0	0	58	0	58
Total from prior year							48

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					2		2
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White					3		3
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	0	0	5	0	5
Women							
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							0
Black or African American					1		1
Native Hawaiian or Other Pacific Islander							0
White					3		3
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	0	0	5	0	5
Total (men+women)	0	0	0	0	10	0	10
Total from prior year							11

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, 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							
Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
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	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
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, 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)	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	516	202	84	58	10	0	0	870
Total carried forward from previous screens	516	202	84	58	10	0	0	870
<u>Primarily Instruction</u>	0	0	84	58	10	0	0	152
Exclusively credit			84	58	10			152
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
<u>Instruction/research/public service staff</u>	516	202						718

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	8	23	31
Hispanic/Latino	31	36	67
American Indian or Alaska Native	5	7	12
Asian	92	119	211
Black or African American	18	17	35
Native Hawaiian or Other Pacific Islander	0	0	0
White	240	223	463
Two or more races	6	7	13
Race and ethnicity unknown	14	24	38
Total	414	456	870
Total from prior year			849

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	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	8	0	
Hispanic/Latino	31		
American Indian or Alaska Native	5		
Asian	92		
Black or African American	18		
Native Hawaiian or Other Pacific Islander	0		
White	240		
Two or more races	6		
Race and ethnicity unknown	14		
Total men	414	0	0

Women

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	23		
Hispanic/Latino	36		
American Indian or Alaska Native	7		
Asian	119	2	
Black or African American	17		
Native Hawaiian or Other Pacific Islander	0		
White	223	1	
Two or more races	7		
Race and ethnicity unknown	24		
Total women	456	3	0

Total (men+women) 870 3 0

Total from prior year **849** **7**

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			1	
Hispanic/Latino		1	2	2
American Indian or Alaska Native				
Asian			2	1
Black or African American				2
Native Hawaiian or Other Pacific Islander				
White		7	4	5
Two or more races				
Race and ethnicity unknown			1	2
Total men	0	8	10	12

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			2	2
American Indian or Alaska Native				
Asian		3	4	8
Black or African American				3
Native Hawaiian or Other Pacific Islander				
White		9	5	8
Two or more races				1
Race and ethnicity unknown		2	1	1
Total women	0	14	12	23
Total (men+women)	0	22	22	35
Total from prior year		27	23	38

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	3	21	8	16	
American Indian or Alaska Native					1
Asian	10	62	53	20	1
Black or African American	4	13	6	12	1
Native Hawaiian or Other Pacific Islander			1		
White	16	63	40	29	
Two or more races	1			1	
Race and ethnicity unknown	1	12	7	11	2
Total men	35	171	117	89	5

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	5	51	8	22	1
American Indian or Alaska Native	1	2		1	
Asian	6	177	12	42	6
Black or African American	3	23		14	1
Native Hawaiian or Other Pacific Islander		2	1	2	
White	20	108	28	39	7
Two or more races		9		1	
Race and ethnicity unknown	7	19	4	10	1
Total women	42	391	55	131	16
Total (men+women)	77	562	172	220	21
Total from prior year	79	536	177	203	19

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	2					13
Hispanic/Latino	19	1	4		11	138
American Indian or Alaska Native	1					7
Asian	27		11		15	306
Black or African American	4		2		3	68
Native Hawaiian or Other Pacific Islander						1
White	15		7	27	5	458
Two or more races			1	1		10
Race and ethnicity unknown	8		1	13	4	76
Total men	76	1	26	75	38	1,077

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						25
Hispanic/Latino	22		13			162
American Indian or Alaska Native	1		1			13
Asian	37	1	23		1	441
Black or African American	3		4	2		70
Native Hawaiian or Other Pacific Islander						5
White	5		8	1		462
Two or more races			1			19
	2		2			73

Race and ethnicity unknown						
Total women	70	1	52	3	1	1,270
Total (men+women)	146	2	78	78	39	2,347
Total from prior year	147	2	86	76	40	2,309

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 <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							3	3
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians and Media Collections Specialists 25-4020							22	22
Library Technicians 25-4030							22	22
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							35	35
Management Occupations 11-0000							77	77
Business and Financial Operations Occupations 13-0000							562	562
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							172	172
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							220	220
Healthcare Practitioners and Technical Occupations 29-0000							21	21
Total	0	0	0	0	0	0	1,134	1,134
Total from prior year							1,109	1,109

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	16			172		188	188
Associate professors				73		73	73
Assistant professors				66		66	66
Instructors						0	0
Lecturers	5			81		86	86
No academic rank	1					1	1
Total men	22	0	0	392	0	414	414
Total men full-time instructional staff from Part A						414	
Women							
Professors	20			140		160	160
Associate professors	3			93		96	96
Assistant professors				133		133	133
Instructors						0	0
Lecturers	11			55		66	66
No academic rank	1					1	1
Total women	35	0	0	421	0	456	456
Total women full-time instructional staff from Part A						456	
Total (men+women)	57	0	0	813	0	870	870
Total (men+women) full-time instructional staff from Part A						870	

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				
		12 months	11 months	10 months	9 months	Equated 9 months
Men						
Professors	188	2,369,412			20,504,136	22,281,195
Associate professors	73				7,419,900	7,419,900
Assistant professors	66				6,195,312	6,195,312
Instructors	0					0
Lecturers	86	401,064			5,324,356	5,625,154
No academic rank	1	154,716				116,037
Total men	414	2,925,192	0	0	39,443,704	41,637,598
Women						
Professors	160	2,799,204			16,003,380	18,102,783
Associate professors	96	373,176			9,186,048	9,465,930
Assistant professors	133				12,164,352	12,164,352
Instructors	0					0
Lecturers	66	998,916			3,486,036	4,235,223
No academic rank	1	187,248				140,436
Total women	456	4,358,544	0	0	40,839,816	44,108,724
Total (men + women)	870	7,283,736	0	0	80,283,520	85,746,322

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				Equated 9 months
		12 months	11 months	10 months	9 months	
Men						
Professors	188	148,088			119,210	118,517
Associate professors	73				101,642	101,642
Assistant professors	66				93,868	93,868
Instructors	0					
Lecturers	86	80,213			65,733	65,409
No academic rank	1	154,716				116,037
Total men	414	132,963			100,622	100,574
Women						
Professors	160	139,960			114,310	113,142
Associate professors	96	124,392			98,775	98,603
Assistant professors	133				91,461	91,461
Instructors	0					
Lecturers	66	90,811			63,382	64,170
No academic rank	1	187,248				140,436
Total women	456	124,530			97,007	96,730
Total (men+women)	870	127,785			98,750	98,559

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	3	178,788
Public Service staff	0	
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	79	5,201,820
Management Occupations 11-0000	77	12,564,829
Business and Financial Operations Occupations 13-0000	562	42,697,168
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	172	14,730,456
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	220	13,984,692
Healthcare Practitioners and Technical Occupations 29-0000	21	2,056,908
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	146	7,368,132
Sales and Related Occupations 41-0000	2	192,264
Office and Administrative Support Occupations 43-0000	78	4,064,268
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	78	5,531,868
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	39	1,863,276

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	3		
Hispanic/Latino	30		
American Indian or Alaska Native	3		
Asian	51		
Black or African American	18		
Native Hawaiian or Other Pacific Islander	2		
White	224	1	
Two or more races	5		
Race and ethnicity unknown	33		
Total men	369	1	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	3		
Hispanic/Latino	54		
American Indian or Alaska Native	3		
Asian	75		
Black or African American	37		
Native Hawaiian or Other Pacific Islander	3		
White	306	3	
Two or more races	10		
Race and ethnicity unknown	42	1	
Total women	533	4	0

Total (men+women)	902	5	0
Total from prior year	853	2	

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				1	1
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White		1		3	4
Two or more races					0
Race and ethnicity unknown					0
Total men	0	1	0	4	5

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		1			1
American Indian or Alaska Native					0
Asian			1	2	3
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	1	1	2	4

Total (men+women)	0	2	1	6	9
Total from prior year		1	1	7	9

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	1		
Native Hawaiian or Other Pacific Islander					
White		4	2	4	1
Two or more races					
Race and ethnicity unknown					1
Total men	0	6	3	6	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		4	2	1	
American Indian or Alaska Native		2			
Asian		5			1
Black or African American		3			
Native Hawaiian or Other Pacific Islander					
White		13	2	1	2
Two or more races			1	1	
Race and ethnicity unknown		1			
Total women	0	28	5	3	3

Total (men+women)	0	34	8	9	5
Total from prior year		39	10	16	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						3
Hispanic/Latino	5		2		1	41
American Indian or Alaska Native						3
Asian	13		2		1	69
Black or African American	2					22
Native Hawaiian or Other Pacific Islander						2
White			2		2	244
Two or more races						5
Race and ethnicity unknown	1					35
Total men	21	0	6	3	2	424

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						3
Hispanic/Latino	7		1			70
American Indian or Alaska Native						5
Asian	25		7			116
Black or African American	1					41
Native Hawaiian or Other Pacific Islander						3
White	1		2			330
Two or more races						12
Race and ethnicity unknown	4		1			49

Total women	38	0	11	0	0	629
Total (men+women)	59	0	17	3	2	1,053
Total from prior year	60		14	3	2	1,011

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	8		5	13
Hispanic/Latino	16		13	29
American Indian or Alaska Native				0
Asian	23		8	31
Black or African American	1		5	6
Native Hawaiian or Other Pacific Islander				0
White	54		21	75
Two or more races	8		1	9
Race and ethnicity unknown	6		4	10
Total men	116	0	57	173

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	10		10	20
Hispanic/Latino	14		15	29
American Indian or Alaska Native				0
Asian	12		11	23
Black or African American	2		8	10
Native Hawaiian or Other Pacific Islander			2	2
White	35		46	81
Two or more races	4		3	7
Race and ethnicity unknown	4		1	5
Total women	81	0	96	177
Total (men+women)	197	0	153	350
Total from prior year	199		160	359

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	262	343	266	0	0	871
? Exclusively credit			262	343	266			871
? Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff	30	1						31
Research staff							5	5
Public Service staff								0
Archivists, Curators, and Museum Technicians								0
25-4010 Librarians and Media Collections Specialists							2	2
25-4020 Library Technicians							1	1
25-4030 ? Student and Academic Affairs and Other Education Services Occupations							6	6
25-2000 + 25-3000 + 25-9000 Management Occupations								0
11-0000 Business and Financial Operations Occupations							34	34
13-0000 Computer, Engineering, and Science Occupations							8	8
15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							9	9
21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations							5	5
29-0000								
Total	30	1	262	343	266	0	70	972
Total from prior year	28	1	247	290	287		79	932

Part F - Part-time Summary

Summary 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	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	0	0	262	343	266	0	871	
Exclusively credit			262	343	266		871	
Exclusively not-for-credit							0	
Combined credit/not-for-credit							0	
Instruction/research/public service staff	30	1					31	
Research staff						5	5	
Public Service staff							0	
Archivists, Curators, and Museum Technicians 25-4010							0	
Librarians and Media Collections Specialists 25-4020						2	2	
Library Technicians 25-4030						1	1	
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000						6	6	
Management Occupations 11-0000							0	
Business and Financial Operations Occupations 13-0000						34	34	
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000						8	8	
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000						9	9	
Healthcare Practitioners and Technical Occupations 29-0000						5	5	
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000							59	
Sales and Related Occupations 41-0000							0	
Office and Administrative Support Occupations 43-0000							17	
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000							3	
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000							2	
Graduate Assistants							350	
Teaching 25-9044							197	
Research							0	
Other 11-0000, 13-0000, 15-0000,							153	

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

1,403

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			1					1
Hispanic/Latino					1	2		3
American Indian or Alaska Native								0
Asian			4	4				8
Black or African American			1	1				2
Native Hawaiian or Other Pacific Islander								0
White	1	3				1		5
Two or more races								0
Race and ethnicity unknown				1				1
Total men	1	9	0	7	3	0	0	20

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			7	1				8
Hispanic/Latino			2			1		3
American Indian or Alaska Native								0
Asian	4	5		1				10
Black or African American				2	1			3
Native Hawaiian or Other Pacific Islander								0
White	3	8		1	2			14
Two or more races								0
Race and ethnicity unknown								0
Total women	7	22	0	5	4	0	0	38
Total (men+women)	8	31	0	12	7	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, 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	1			
Hispanic/Latino	3			
American Indian or Alaska Native	0			
Asian	8			
Black or African American	2			
Native Hawaiian or Other Pacific Islander	0			
White	5			
Two or more races	0			
Race and ethnicity unknown	1			
Total men	20	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	8			
Hispanic/Latino	3			2
American Indian or Alaska Native	0			
Asian	10			3
Black or African American	3			1
Native Hawaiian or Other Pacific Islander	0			
White	14	1		5
Two or more races	0			1
Race and ethnicity unknown	0			1
Total women	38	1	0	13
Total (men+women)	58	1	0	13

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			1		
Hispanic/Latino		2		5	
American Indian or Alaska Native					
Asian	4	6	5	4	
Black or African American	2	5		2	
Native Hawaiian or Other Pacific Islander					
White	1	8	1	6	
Two or more races				1	
Race and ethnicity unknown		3	1	1	
Total men	7	24	8	19	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			1		
Hispanic/Latino		5	1	6	
American Indian or Alaska Native		1			
Asian		17	1	5	1
Black or African American		8		7	
Native Hawaiian or Other Pacific Islander					
White	5	11	4	11	3
Two or more races		2			
Race and ethnicity unknown		1		1	
Total women	5	45	7	30	4

Total (men+women)	12	69	15	49	4
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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						2
Hispanic/Latino	2				1	13
American Indian or Alaska Native						0
Asian	1		3		1	34
Black or African American	1					12
Native Hawaiian or Other Pacific Islander						0
White	2		2		2	29
Two or more races						1
Race and ethnicity unknown						6
Total men	6	0	5		4	97

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						9
Hispanic/Latino	1		4			22
American Indian or Alaska Native			1			2
Asian	3		3			43
Black or African American			1		1	21
Native Hawaiian or Other Pacific Islander						0
White	1		4			59
Two or more races						3
	1		1			5

Race and ethnicity unknown						
Total women	6	0	14	1	0	164
Total (men+women)	12	0	19	5	4	261

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 type="radio"/> HR Contact
<input type="radio"/> Finance Contact	<input type="radio"/> Academic Library Contact	<input type="radio"/> Other
Name:		
Email:		

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)	
--------------------------------------	--

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	2,347	1,053	2,698
Instructional Staff	870	902	1,171
Primary Instruction	152	871	442
Exclusively credit	152	871	442
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	718	31	728
Research Staff	3	5	5
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	79	9	82
Librarians, Curators, and Archivists SOC 25-4000	44	3	45
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	0
Librarians SOC 25-4020	22	2	23
Library Technicians SOC 25-4030	22	1	22
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	35	6	37
Management Occupations SOC 11-0000	77	0	77
Business and Financial Operations Occupations SOC 13-0000	562	34	573
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	172	8	175
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	220	9	223
Healthcare Practitioners and Technical Occupations SOC 29-0000	21	5	23
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	146	59	166
Sales and Related Occupations SOC 41-0000	2	0	2
Office and Administrative Support Occupations SOC 43-0000	78	17	84
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	78	3	79

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

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	39	2	40
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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	57			813	870	8,001	\$87,567,256	\$10,945
Professor	36			312	348	3,240	\$41,676,132	\$12,863
Associate professor	3			166	169	1,530	\$16,979,124	\$11,097
Assistant professor				199	199	1,791	\$18,359,664	\$10,251
Instructor								
Lecturer	16			136	152	1,416	\$10,210,372	\$7,211
No academic rank	2				2	24	\$341,964	\$14,248

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

San Francisco State University (122597)

Source	Description	Severity	Resolved	Options
Screen: G4 - Salary Outlays, Non-instructional Staff				
Perform Edits	The amount entered in Part G for Total annual salary outlays for Sales and Related Occupations (\$192,264) is outside the expected range of between \$40,000 and \$140,000 based on an estimated average salary of between \$20,000 and \$70,000 per individual for this category. Please correct your data or explain. (Error #1377)	Explanation	Yes	
Reason:	The entered number is correct.			
Related Screens:	G - Salary Outlays, Non-instructional Staff			
Perform Edits	The amount entered in Part G for Total annual salary outlays for Natural Resources, Construction, and Maintenance Occupations (\$5,531,868) is outside the expected range of between \$1,560,000 and \$5,460,000 based on an estimated average salary of between \$20,000 and \$70,000 per individual for this category. Please correct your data or explain. (Error #1379)	Explanation	Yes	
Reason:	The entered number is correct.			
Related Screens:	G - Salary Outlays, Non-instructional Staff			