

Institution: Oakland University (171571)
User ID: P1715711

Overview

Human Resources Overview	
Welcome to the IPEDS Human Resources (HR) survey component. This survey collects important information about your institution's faculty and staff.	
Recent changes	
<ul style="list-style-type: none">New occupational categories replaced the primary function/occupational activity categories previously used in the IPEDS HR survey. The change was required to align the IPEDS HR categories with the 2010 Standard Occupational Classification (SOC) System. For additional information on the IPEDS HR survey and how it relates to the 2010 SOC system, refer to the section of the IPEDS HR instructions called, "Reporting Staff by Occupational Category."A few other changes were made to the IPEDS HR survey that is applicable to degree-granting institutions. These changes can be found in the section of the IPEDS HR instructions called, "Changes in Reporting."Survey became part of the IPEDS Spring data collection.	
Resources:	
<ul style="list-style-type: none">The NEW IPEDS HR/SOC Information Center can be found at the following website: http://nces.ed.gov/ipeds/resource/soc.asp. (The new center includes, but is not limited to the following links: New (2012-13) IPEDS Occupational Categories and 2010 SOC crosswalk; 2012-13 IPEDS HR survey material; Standard Occupational Classification (SOC) System material; IPEDS HR/SOC Browse Tool; and Web Tutorials.)To download the survey materials for this component: Survey Materials	
Data reporting reminders:	
<ul style="list-style-type: none">Enter data on each displayed screen. If a screen is not applicable, enter at least one zero in a field on the screen.Report staff members difficult to categorize in the “Human Resources Survey Evaluation” box at the end of the survey.	
You must enter data on each displayed screen. If a screen is not applicable, you must enter at least one zero in a field on the screen.	
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.

	<input checked="" type="radio"/> Yes	<input type="radio"/> No
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Does your institution have 15 or more full-time staff?

	<input checked="" type="radio"/> Yes	<input type="radio"/> No
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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, the full-time instructional staff screens of **Part G** are **NOT** applicable to your institution and you will **NOT** be required to report data for the full-time instructional staff screens of **Part G**. However, Part G will still be required for reporting data for full-time non-instructional staff.

<input checked="" type="radio"/> No	<input type="radio"/> Yes	Are ALL of the instructional staff military personnel?
<input checked="" type="radio"/> No	<input type="radio"/> Yes	Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?
<input checked="" type="radio"/> No	<input type="radio"/> Yes	Do ALL of the instructional staff teach pre-clinical or clinical medicine?

The reporting of data by gender AND race/ethnicity is optional this year as it is in even-numbered years.

Do you wish to report data by gender AND race/ethnicity this year?
If you answer **No**, screens to report data by employment status (full-time and part-time) and occupational category will be displayed.
If you answer **Yes**, screens to report data by employment status (full-time and part-time), occupational category, and gender AND race/ethnicity will be displayed and you must complete all applicable screens.

<input type="radio"/> No, I will not report data by gender and race/ethnicity this year
<input checked="" type="radio"/> Yes, I will report data by gender and race/ethnicity this year

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

Human Resources Screening Questions

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.

<input checked="" type="radio"/>	Yes	<input type="radio"/>	No
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Does your institution have graduate assistants?

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

<input checked="" type="radio"/>	Yes	<input type="radio"/>	No
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Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2012 either for the *first time* (new to the institution) or *after a break in service* AND who were still on the payroll of the institution as of November 1, 2012? (Exclude persons who have returned from sabbatical leave OR full-time Postsecondary Staff who are working less-than-9-month contracts.)

If you answer **Yes** to this question and your institution has 15 or more full-time staff, you will be provided the screens to report **full-time permanent new hires** in **Part H**.

<input checked="" type="radio"/>	Yes	<input type="radio"/>	No
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Part A - Full-time instructional staff

Number of full-time instructional staff with faculty status who are <u>tenured</u> by academic rank, gender, and race/ethnicity							
As of November 1, 2012							
•Report Hispanic/Latino individuals of any race as Hispanic/Latino							
•Report race for non-Hispanic/Latino individuals only							
Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident alien		6	0	0	0	0	6
Hispanic/Latino	1	4	0	0	0	0	5
American Indian or Alaska Native	1	1	0	0	0	0	2
Asian	21	22	0	0	0	0	43
Black or African American	1	4	0	0	0	0	5
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	62	84	0	8	0	0	154
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	2	0	0	0	0	2
Total men	86	123	0	8	0	0	217
Women							
Nonresident alien	0	1	0	0	0	0	1
Hispanic/Latino	0	1	0	1	0	0	2
American Indian or Alaska Native	0	1	0	0	0	0	1
Asian	3	11	0	0	0	0	14
Black or African American	0	7	0	1	0	0	8
	0	0	0	0	0	0	0

Native Hawaiian or Other Pacific Islander							
White	14	69	2	14	0	0	99
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	17	90	2	16	0	0	125
Total (men+women)	103	213	2	24	0	0	342

Part A - Full-time instructional staff

Number of full-time instructional staff with faculty status who are <u>on tenure track</u> by academic rank, gender, and race/ethnicity							
As of November 1, 2012							
•Report Hispanic/Latino individuals of any race as Hispanic/Latino							
•Report race for non-Hispanic/Latino individuals only							
Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident alien	0	0	6	2	0	0	8
Hispanic/Latino	0	0	2	1	0	0	3
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	11	0	0	0	11
Black or African American	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	36	4	0	0	40
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	1	0	0	0	1
Total men	0	0	56	7	0	0	63
Women							
Nonresident alien	0	0	14	0	0	0	14
Hispanic/Latino	0	0	2	0	0	0	2
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	7	1	0	0	8
Black or African American	0	1	2	0	0	0	3
	0	0	0	0	0	0	0

Native Hawaiian or Other Pacific Islander							
White	0	2	60	5	0	0	67
Two or more races	0	0	1	1	0	0	2
Race and ethnicity unknown	0	0	1	1	0	0	2
Total women	0	3	87	8	0	0	98
Total (men+women)	0	3	143	15	0	0	161

Part A - Full-time instructional staff

Number of full-time instructional staff with faculty status who are <u>not on tenure track</u> with <u>multi-year contract</u> by academic rank, gender, and race/ethnicity							
As of November 1, 2012							
•Report Hispanic/Latino individuals of any race as Hispanic/Latino							
•Report race for non-Hispanic/Latino individuals only							
Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	1	0	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	1	0	2	3	0	0	6
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	1	1	2	3	0	0	7
Women							
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	2	0	0	2
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0
	0	0	0	0	0	0	0

Native Hawaiian or Other Pacific Islander							
White	1	1	4	7	0	0	13
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	1	1	4	9	0	0	15
Total (men+women)	2	2	6	12	0	0	22

Part A - Full-time instructional staff

Number of full-time instructional staff with faculty status who are <u>not on tenure track</u> with <u>annual contract</u> by academic rank, gender, and race/ethnicity							
As of November 1, 2012							
•Report Hispanic/Latino individuals of any race as Hispanic/Latino							
•Report race for non-Hispanic/Latino individuals only							
Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident alien	0	0	2	0	0	0	2
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American	0	0	1	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	3	0	3	4	0	0	10
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	1	0	0	0	1
Total men	3	0	7	4	0	0	14
Women							
Nonresident alien	0	0	2	0	0	0	2
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
							0

Native Hawaiian or Other Pacific Islander							
White	2	0	10	6		0	18
Two or more races	0	0	1	0	0	0	1
Race and ethnicity unknown							0
Total women	2	0	13	6	0	0	21
Total (men+women)	5	0	20	10	0	0	35

Part A - Full-time instructional staff

**Number of full-time instructional staff with faculty status who are not on tenure track
with less than annual contract
by academic rank, gender, and race/ethnicity**

As of November 1, 2012

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

- Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	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							
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian							0
Black or African American							0
							0

Native Hawaiian or Other Pacific Islander							
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

Part A - Full-time instructional staff

Number of full-time instructional staff without faculty status by gender and race/ethnicity	
As of November 1, 2012	
•Report Hispanic/Latino individuals of any race as Hispanic/Latino	
•Report race for non-Hispanic/Latino individuals only	
Gender and race/ethnicity	Total
Men	
Nonresident alien	<div>0</div>
Hispanic/Latino	<div>0</div>
American Indian or Alaska Native	<div>0</div>
Asian	<div>0</div>
Black or African American	<div>0</div>
Native Hawaiian or Other Pacific Islander	<div>0</div>
White	<div>0</div>
Two or more races	<div></div>
Race and ethnicity unknown	<div>0</div>
Total men	0
Women	
Nonresident alien	<div>0</div>
Hispanic/Latino	<div>0</div>
American Indian or Alaska Native	<div>0</div>
Asian	<div>0</div>
Black or African American	<div>0</div>
Native Hawaiian or Other Pacific Islander	<div>0</div>
White	<div>0</div>
Two or more races	<div></div>
Race and ethnicity unknown	<div></div>
Total women	0
Total (men+women)	0

Part A - Full-time instructional staff

Number of full-time instructional staff by tenure status, medical school status, and function							
As of November 1, 2012							
	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
Non-medical and function	332	146	22	34	0	0	534
Instruction	332	146	22	34	0	0	534
Exclusively credit	324	143	21	34			522
Exclusively not-for-credit							0
Combined credit/not-for-credit	8	3	1				12
Instruction/research/public service							0
Medical and function	10	15	0	1	0	0	26
Instruction	10	15	0	1	0	0	26
Exclusively credit	10	15	0	1			26
Exclusively not-for-credit							0
Combined credit/not-for-credit							0
Instruction/research/public service							0
Total carried forward from previous screens	342	161	22	35	0	0	560

Part A - Full-time instructional staff - Totals

Total number of full-time instructional staff by gender and race/ethnicity			
As of November 1, 2012			
Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	16	17	33
Hispanic/Latino	8	6	14
American Indian or Alaska Native	2	1	3
Asian	54	22	76
Black or African American	7	11	18
Native Hawaiian or Other Pacific Islander	0	0	0
White	210	197	407
Two or more races	0	3	3
Race and ethnicity unknown	4	2	6
Total	301	259	560

Part B - Full-time non-instructional staff

Number of full-time non-instructional staff by occupational category, gender, and race/ethnicity			
As of November 1, 2012			
•Report Hispanic/Latino individuals of any race as Hispanic/Latino			
•Report race for non-Hispanic/Latino individuals only			
Gender and race/ethnicity	Postsecondary Teachers		
	Instructional Staff (carried forward from Part A)	Research	Public Service
Men			
Nonresident alien	16	1	
Hispanic/Latino	8		
American Indian or Alaska Native	2		
Asian	54	2	
Black or African American	7		
Native Hawaiian or Other Pacific Islander	0		
White	210	2	
Two or more races	0	1	
Race and ethnicity unknown	4		
Total men	301	6	0
Women			
Nonresident alien	17		
Hispanic/Latino	6		
American Indian or Alaska Native	1		
Asian	22		
Black or African American	11		
Native Hawaiian or Other Pacific Islander	0		
White	197	1	
Two or more races	3		

Race and ethnicity unknown	2		
Total women	259	1	0
Total (men+women)	560	7	0

Part B - Full-time non-instructional staff

Number of full-time non-instructional staff
by occupational category, gender, and race/ethnicity

As of November 1, 2012

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Archivists, Curators, and Museum Technicians	Librarians	Library Technicians	Other Teachers and Instructional Support Staff
Men				
Nonresident alien				
Hispanic/Latino				
American Indian or Alaska Native	0	0	0	1
Asian	0	0	0	1
Black or African American	2	0	0	4
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	2	4	19
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total men	2	2	4	25
Women				
Nonresident alien	0	0	0	1
Hispanic/Latino	0	0	0	2
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	1
Black or African American	0	1	0	16
	0	0	0	0

Native Hawaiian or Other Pacific Islander				
White	3	11	5	78
Two or more races	0	0	0	1
Race and ethnicity unknown	0	1	0	1
Total women	3	13	5	100
Total (men+women)	5	15	9	125

Part B - Full-time non-instructional staff

Number of full-time non-instructional staff by occupational category, gender, and race/ethnicity					
As of November 1, 2012					
•Report Hispanic/Latino individuals of any race as Hispanic/Latino					
•Report race for non-Hispanic/Latino individuals only					
Gender and race/ethnicity	Management Occupations	Business and Financial Operations Occupations	Computer, Engineering, and Science Occupations	Community Service, Legal, Arts, and Media Occupations	Healthcare Practitioners and Technical Occupations
Men					
Nonresident alien	1	0	13		
Hispanic/Latino	0	0	2	0	0
American Indian or Alaska Native	0	1	0	1	0
Asian	1	0	4	0	0
Black or African American	3	0	2	2	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	35	29	56	40	3
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	1	0	0
Total men	40	30	78	43	3
Women					
Nonresident alien	0	1	1	1	0
Hispanic/Latino	0	1	0	1	0
American Indian or Alaska Native	0	0	1	0	0
Asian	2	4	7	0	0
Black or African American	4	18	1	8	0

Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	24	81	19	49	4
Two or more races	0	0	0	0	0
Race and ethnicity unknown	1	0	0	0	0
Total women	31	105	29	59	4
Total (men+women)	71	135	107	102	7

Part B - Full-time non-instructional staff

Number of full-time non-instructional staff by occupational category, gender, and race/ethnicity						
As of November 1, 2012						
•Report Hispanic/Latino individuals of any race as Hispanic/Latino						
•Report race for non-Hispanic/Latino individuals only						
Gender and race/ethnicity	Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Natural Resources, Construction, and Maintenance Occupations	Production, Transportation, and Material Moving Occupations	Grand Total (All full-time staff)
Men						
Nonresident alien	1	0	0	0	0	32
Hispanic/Latino	1	0	2	0	0	13
American Indian or Alaska Native	1	0	0	1	0	7
Asian	2	0	1	0	0	65
Black or African American	15	0	0	2	0	37
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	54	0	13	40	0	507
Two or more races	0	0	1	0	0	2
Race and ethnicity unknown	0	0	0	0	0	5
Total men	74	0	17	43	0	668
Women						
Nonresident alien	0	0	0	0	0	21
Hispanic/Latino	1	0	5	0	0	16
American Indian or Alaska Native	0	0	1	0	0	3
Asian	10	0	3	0	0	49
	10	0	31	0	0	100

Black or African American						0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	
White	23	0	168	0	0	663
Two or more races	0	0	0	0	0	4
Race and ethnicity unknown	0	0	0	0	0	5
Total women	44	0	208	0	0	861
Total (men+women)	118	0	225	43	0	1,529

Part B - Full-time non-instructional staff

Number of full-time non-instructional staff by tenure status, medical school status and occupational category						
As of November 1, 2012						
Medical school status and occupational category	Tenured	On Tenure Track	Multi-year contract	Annual contract	Less-than-annual contract	Without Faculty status
Non-Medical						
Postsecondary Teachers - Research	3	1	3	0	0	0
Postsecondary Teachers - Public Service						
Archivists, Curators, and Museum Technicians						5
Librarians	5	7				2
Library Technicians						9
Other Teachers and Instructional Support Staff	0	0	0	0	0	109
Management Occupations	25	0	0	0	0	41
Business and Financial Operations Occupations	0	0	0	0	0	130
Computer, Engineering, and Science Occupations	0	0	0	0	0	101
Community Service, Legal, Arts, and Media Occupations	0	0	0	0	0	101
Healthcare Practitioners and Technical Occupations	0	0	0	0	0	7
Medical						0

Postsecondary Teachers - Research							0
Postsecondary Teachers - Public Service							
Archivists, Curators, and Museum Technicians							0
Librarians	1						
Library Technicians							0
Other Teachers and Instructional Support Staff						16	
Management Occupations	5	0	0	0	0	0	5
Business and Financial Operations Occupations						5	
Computer, Engineering, and Science Occupations						6	6
Community Service, Legal, Arts, and Media Occupations						1	
Healthcare Practitioners and Technical Occupations							0

Part B - Full-time non-instructional staff

Number of full-time non-instructional staff by medical school status and occupational category			
As of November 1, 2012			
Occupational category	Total	Non-Medical	Medical
Service Occupations	118	118	
Sales and Related Occupations	0	0	0
Office and Administrative Support Occupations	225	218	7
Natural Resources, Construction, and Maintenance Occupations	43	43	
Production, Transportation, and Material Moving Occupations	0	0	

Part C - Full-time summary non-medical

Summary of full-time, non-medical school, staff by tenure status and occupational category							
As of November 1, 2012							
Occupational category	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
Postsecondary Teachers	335	147	25	34	0	0	541
Instruction	332	146	22	34	0	0	534
Exclusively credit	324	143	21	34			522
Exclusively not-for-credit							0
Combined credit/not-for-credit	8	3	1				12
Instruction/research/public service							0
Research	3	1	3	0	0	0	7
Public Service							0
Archivists, Curators, and Museum Technicians						5	5
Librarians	5	7				2	14
Library Technicians						9	9
Other Teachers and Instructional Support Staff	0	0	0	0	0	109	109
Management Occupations	25	0	0	0	0	41	66
Business and Financial Operations Occupations	0	0	0	0	0	130	130
Computer, Engineering, and Science Occupations	0	0	0	0	0	101	101
Community Service, Legal, Arts, and Media Occupations	0	0	0	0	0	101	101
Healthcare Practitioners and Technical Occupations	0	0	0	0	0	7	7
Service Occupations							118
Sales and Related Occupations							0
Office and Administrative Support Occupations							218
Natural Resources, Construction, and Maintenance Occupations							43
Production, Transportation, and Material Moving Occupations							0
Total							1,462


Part C - Full-time summary medical

Summary of full-time, medical school, staff by tenure status and occupational category							
As of November 1, 2012							
Occupational category	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
Postsecondary Teachers	10	15	0	1	0	0	26
Instruction	10	15	0	1	0	0	26
Exclusively credit	10	15	0	1			26
Exclusively not-for-credit							0
Combined credit/not-for-credit							0
Instruction/research/public service							0
Research							0
Public Service							0
Archivists, Curators, and Museum Technicians							0
Librarians	1						1
Library Technicians							0
Other Teachers and Instructional Support Staff						16	16
Management Occupations	5	0	0	0	0	0	5
Business and Financial Operations Occupations						5	5
Computer, Engineering, and Science Occupations						6	6
Community Service, Legal, Arts, and Media Occupations						1	1
Healthcare Practitioners and Technical Occupations							0
Service Occupations							
Sales and Related Occupations							0
Office and Administrative Support Occupations							7
Natural Resources, Construction, and Maintenance Occupations							
Production, Transportation, and Material Moving Occupations							
Total							67

Part G - Salary Worksheet

Number of full-time, non-medical, instructional staff for calculation of total number of months								
As of November 1, 2012								
Gender and academic rank	9-Month Contract or Employment agreement	10-Month Contract or Employment agreement	11-Month Contract or Employment agreement	12-Month Contract or Employment agreement	Total employees for Salary reporting	Total Number of Months	Total full-time, non-medical, instructional staff from Part A	Balance
Men								
Professors	87			0	87	783		
Associate professors	121			0	121	1,089		
Assistant professors	62	0	0	0	62	558		
Instructors	22	0	0	0	22	198		
Lecturers	0	0	0	0	0	0		
No academic rank	0	0	0	0	0	0		
Total men	292	0	0	0	292	2,628		
Women								
Professors	20	0	0	0	20	180		
Associate professors	87	0	0	0	87	783		
Assistant professors	96	0	0	0	96	864		
Instructors	39	0	0	0	39	351		
Lecturers					0	0		
No academic rank					0	0		
Total women	242	0	0	0	242	2,178		
Total (men + women)	534	0	0	0	534	4,806	534	0

Part G - Salary outlays for full-time instructional staff

Salary outlays for full-time, non-medical, instructional staff by gender and academic rank				
As of November 1, 2012				
Gender and academic rank	Headcount (from Part G, screen 1) OR Total employees for Salary reporting	Total Number of Months (from Part G, screen 1)	 Salary Outlays	Weighted average Salaries per month
Men				
Professors	87	783	<div>9,059,858</div>	11,571
Associate professors	121	1,089	<div>9,289,623</div>	8,530
Assistant professors	62	558	<div>4,085,405</div>	7,322
Instructors	22	198	<div>1,286,376</div>	6,497
Lecturers	0	0	<div></div>	
No academic rank	0	0	<div></div>	
Total men	292	2,628	23,721,262	9,026
Women				
Professors	20	180	<div>1,756,938</div>	9,761
Associate professors	87	783	<div>6,394,531</div>	8,167
Assistant professors	96	864	<div>6,111,172</div>	7,073
Instructors	39	351	<div>2,269,675</div>	6,466
Lecturers	0	0	<div></div>	
No academic rank	0	0	<div></div>	
Total women	242	2,178	16,532,316	7,591
Total (men + women)	534	4,806	40,253,578	8,376

Part G - Salary outlays for full-time non-instructional staff

Salary outlays for full-time, non-medical, non-instructional staff by occupational category		
As of November 1, 2012		
Occupational category	? Number of full-time staff	? Total salary outlays
Postsecondary Teachers - Research	7	482,457
Postsecondary Teachers - Public Service	0	0
Library and Instructional Support Occupations	137	6,707,634
Management Occupations	66	! 8,227,085
Business and Financial Operations Occupations	130	7,923,706
Computer, Engineering, and Science Occupations	101	5,753,584
Community Service, Legal, Arts, and Media Occupations	101	5,112,784
Healthcare Practitioners and Technical Occupations	7	384,595
Service Occupations	118	4,844,796
Sales and Related Occupations	0	0
Office and Administrative Support Occupations	218	8,734,524
Natural Resources, Construction, and Maintenance Occupations	43	2,460,074
Production, Transportation, and Material Moving Occupations	0	0

Part D - Part-time staff

Number of part-time staff by occupational category, gender, and race/ethnicity			
As of November 1, 2012			
•Report Hispanic/Latino individuals of any race as Hispanic/Latino			
•Report race for non-Hispanic/Latino individuals only			
Gender and race/ethnicity	Postsecondary Teachers		
	Instructional Staff	Research	Public Service
Men			
Nonresident alien	2		
Hispanic/Latino	4		
American Indian or Alaska Native	3		
Asian	11		
Black or African American	8		
Native Hawaiian or Other Pacific Islander	0		
White	182	1	
Two or more races	1		
Race and ethnicity unknown	6		
Total men	217	1	0
Women			
Nonresident alien	2		
Hispanic/Latino	5		
American Indian or Alaska Native	1		
Asian	18		
Black or African American	15		
Native Hawaiian or Other Pacific Islander	0		
White	291		
Two or more races	1		
Race and ethnicity unknown	9		

Total women	342	0	0
Total (men+women)	559	1	0

Part D - Part-time staff

Number of part-time non-instructional staff by occupational category, gender, and race/ethnicity					
As of November 1, 2012					
•Report Hispanic/Latino individuals of any race as Hispanic/Latino					
•Report race for non-Hispanic/Latino individuals only					
Gender and race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u>	<u>Librarians</u>	<u>Library Technicians</u>	<u>Other Teachers and Instructional Support Staff</u>	<u>Library and Instructional Support Occupations</u>
Men					
Nonresident alien					0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian				1	1
Black or African American	1				1
Native Hawaiian or Other Pacific Islander					0
White					0
Two or more races					0
Race and ethnicity unknown					0
Total men	0	1	0	1	2
Women					
Nonresident alien	1				1
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	2		4	7
Two or more races					0
Race and ethnicity unknown					0
Total women	1	4	0	4	9
Total (men+women)	1	5	0	5	11

Part D - Part-time staff

Number of part-time staff by occupational category, gender, and race/ethnicity					
As of November 1, 2012					
•Report Hispanic/Latino individuals of any race as Hispanic/Latino					
•Report race for non-Hispanic/Latino individuals only					
Gender and race/ethnicity	Management Occupations	Business and Financial Operations Occupations	Computer, Engineering, and Science Occupations	Community Service, Legal, Arts, and Media Occupations	Healthcare Practitioners and Technical Occupations
Men					
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White					
Two or more races					
Race and ethnicity unknown					
Total men	0	0	0	0	0
Women					
Nonresident alien					
Hispanic/Latino		2			
American Indian or Alaska Native					
Asian			1		
Black or African American					

Native Hawaiian or Other Pacific Islander					
White		6	3	5	1
Two or more races					
Race and ethnicity unknown					
Total women	0	8	4	5	1
Total (men+women)	0	8	4	5	1

Part D - Part-time staff

Number of part-time staff by occupational category, gender, and race/ethnicity						
As of November 1, 2012						
•Report Hispanic/Latino individuals of any race as Hispanic/Latino						
•Report race for non-Hispanic/Latino individuals only						
Gender and race/ethnicity	Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Natural Resources, Construction, and Maintenance Occupations	Production, Transportation, and Material Moving Occupations	Grand Total (All part-time staff)
Men						
Nonresident alien						2
Hispanic/Latino						4
American Indian or Alaska Native						3
Asian						12
Black or African American			1			10
Native Hawaiian or Other Pacific Islander						0
White						183
Two or more races						1
Race and ethnicity unknown						6
Total men	0	0	1	0	0	221
Women						
Nonresident alien						3
Hispanic/Latino						7
American Indian or Alaska Native						1
Asian						20
			2			17

Black or African American						
Native Hawaiian or Other Pacific Islander						0
White	1		18			332
Two or more races						1
Race and ethnicity unknown						9
Total women	1	0	20	0	0	390
Total (men+women)	1	0	21	0	0	611

Part D - Graduate assistants

[illegible]

Native Hawaiian or Other Pacific Islander									
White	72	13							85
Two or more races									0
Race and ethnicity unknown	9	0							9
Total women	121	22	0	0	0	0	0	0	143
Total (men+women)	221	54	0	0	0	0	0	0	275

Part E - Part-time staff

Number of part-time staff by tenure status, medical school status and occupational category							
As of November 1, 2012							
Medical school status and occupational category	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
Non-Medical							
Postsecondary Teachers	0	0	0	211	344	0	555
Instruction	0	0	0	211	343	0	554
Exclusively credit				209	343		552
Exclusively not-for-credit							0
Combined credit/not-for-credit				2	0		2
Instruction/research/public service							0
Research					1		1
Public Service							0
Archivists, Curators, and Museum Technicians						1	1
Librarians					5		5
Library Technicians					0		0
Other Teachers and Instructional Support Staff						4	4
Management Occupations							0
Business and Financial Operations Occupations						7	7
Computer, Engineering, and Science Occupations						4	4
Community Service, Legal, Arts, and Media Occupations						5	5
Healthcare Practitioners and Technical Occupations						1	1
Medical							
Postsecondary Teachers	0	0	0	0	5	0	5
Instruction	0	0	0	0	5	0	5
Exclusively credit					5		5
Exclusively not-for-credit							0

	Combined credit/not-for-credit							0
	Instruction/research/public service							0
	Research							0
	Public Service							0
								0
	Archivists, Curators, and Museum Technicians							0
	Librarians							0
	Library Technicians							0
	Other Teachers and Instructional Support Staff							1
	Management Occupations						1	0
								1
	Business and Financial Operations Occupations						1	0
	Computer, Engineering, and Science Occupations							0
	Community Service, Legal, Arts, and Media Occupations							0
								0
	Healthcare Practitioners and Technical Occupations							0

Part E - Part-time staff

Number of part-time staff by medical school status and occupational category			
As of November 1, 2012			
Occupational category	Total	Non-Medical	Medical
Service Occupations	1	1	
Sales and Related Occupations	0		
Office and Administrative Support Occupations	21	21	
Natural Resources, Construction, and Maintenance Occupations	0		
Production, Transportation, and Material Moving Occupations	0		
Graduate Assistants	275	275	0
Teaching	221	221	
Research	54	54	
Management	0		
Business and Financial Operations	0		
Computer, Engineering, and Science	0		
Community Service, Legal, Arts, and Media	0		
Library and Instructional Support	0		
Healthcare Practitioners and Technical	0		

Part F - Part-time summary non-medical

Summary of part-time staff by tenure status and occupational category							
As of November 1, 2012							
Occupational category	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
Postsecondary Teachers	0	0	0	211	344	0	555
Instruction	0	0	0	211	343	0	554
Exclusively credit				209	343		552
Exclusively not-for-credit							0
Combined credit/not-for-credit				2	0		2
Instruction/research/public service							0
Research					1		1
Public Service							0
Archivists, Curators, and Museum Technicians						1	1
Librarians					5		5
Library Technicians					0		0
Other Teachers and Instructional Support Staff						4	4
Management Occupations							0
Business and Financial Operations Occupations						7	7
Computer, Engineering, and Science Occupations						4	4
Community Service, Legal, Arts, and Media Occupations						5	5
Healthcare Practitioners and Technical Occupations						1	1
Service Occupations							1
Sales and Related Occupations							
Office and Administrative Support Occupations							21
Natural Resources, Construction, and Maintenance Occupations							
Production, Transportation, and Material Moving Occupations							
Graduate Assistants							275
Teaching							221
Research							54
Management							
Business and Financial Operations							
Computer, Engineering, and Science							

Community Service, Legal, Arts, and Media		
Library and Instructional Support		
Healthcare Practitioners and Technical		
Total		879

Part F - Part-time summary medical

Summary of part-time, medical school, staff by tenure status and occupational category							
As of November 1, 2012							
Occupational category	Tenured	On Tenure Track	Not on Tenure Track			Without Faculty status	Total
			Multi-year contract	Annual contract	Less-than-annual contract		
Postsecondary Teachers	0	0	0	0	5	0	5
Instruction	0	0	0	0	5	0	5
Exclusively credit					5		5
Exclusively not-for-credit							0
Combined credit/not-for-credit							0
Instruction/research/public service							0
Research							0
Public Service							0
Archivists, Curators, and Museum Technicians							0
Librarians							0
Library Technicians							0
Other Teachers and Instructional Support Staff						1	1
Management Occupations							0
Business and Financial Operations Occupations						1	1
Computer, Engineering, and Science Occupations							0
Community Service, Legal, Arts, and Media Occupations							0
Healthcare Practitioners and Technical Occupations							0
Service Occupations							
Sales and Related Occupations							
Office and Administrative Support Occupations							
Natural Resources, Construction, and Maintenance Occupations							
Production, Transportation, and Material Moving Occupations							
Graduate Assistants							0
Teaching							
Research							
Management							
Business and Financial Operations							
Computer, Engineering, and Science							

Community Service, Legal, Arts, and Media		
Library and Instructional Support		
Healthcare Practitioners and Technical		
Total		7

Part H - New Hires - Full-time instructional staff

Number of newly hired full-time permanent instructional staff by tenure status, gender, and race/ethnicity (Hired full time between July 1 and October 31, 2012 and still on payroll of the institution as of November 1, 2012)							
•Report Hispanic/Latino individuals of any race as Hispanic/Latino •Report race for non-Hispanic/Latino individuals only							
Gender and race/ethnicity	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Multi-year contract</u>	Not on Tenure Track <u>Annual contract</u>	<u>Less-than-annual contract</u>	Without Faculty status	Total
Men							
Nonresident alien		1		2			3
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian		1					1
Black or African American		0		1			1
Native Hawaiian or Other Pacific Islander							0
White		5		9			14
Two or more races							0
Race and ethnicity unknown				1			1
Total men	0	7	0	13	0	0	20
Women							
Nonresident alien		8		1			9
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		11		18			29
Two or more races				1			1
Race and ethnicity unknown		1					1
Total women	0	21	0	20	0	0	41
Total (men+women)	0	28	0	33	0	0	61

Part H - New Hires - Full-time staff

Number of newly hired full-time staff by occupational category, gender, and race/ethnicity (Hired full time between July 1 and October 31, 2012 and still on payroll of the institution as of November 1, 2012)				
•Report Hispanic/Latino individuals of any race as Hispanic/Latino •Report race for non-Hispanic/Latino individuals only				
Gender and race/ethnicity	<u>Instructional Staff</u> (carried forward from Part H, screen 1)	<u>Postsecondary Teachers</u> <u>Research</u> <u>Public Service</u>		<u>Library and Instructional Support Occupations</u>
Men				
Nonresident alien	3			
Hispanic/Latino	0			
American Indian or Alaska Native	0			
Asian	1			1
Black or African American	1			
Native Hawaiian or Other Pacific Islander	0			
White	14			2
Two or more races	0			
Race and ethnicity unknown	1			
Total men	20	0	0	3
Women				
Nonresident alien	9			
Hispanic/Latino	1			
American Indian or Alaska Native	0			
Asian	0			
Black or African American	0			1
Native Hawaiian or Other Pacific Islander	0			

White	29			7
Two or more races	1			
Race and ethnicity unknown	1			
Total women	41	0	0	8
Total (men+women)	61	0	0	11

Part H - New Hires - Full-time non-instructional staff

Number of newly hired full-time non-instructional staff by occupational category, gender, and race/ethnicity					
(Hired full time between July 1 and October 31, 2012 and still on payroll of the institution as of November 1, 2012)					
•Report Hispanic/Latino individuals of any race as Hispanic/Latino					
•Report race for non-Hispanic/Latino individuals only					
Gender and race/ethnicity	Management Occupations	Business and Financial Operations Occupations	Computer, Engineering, and Science Occupations	Community Service, Legal, Arts, and Media Occupations	Healthcare Practitioners and Technical Occupations
Men					
Nonresident alien			2		
Hispanic/Latino					
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	1	2	3	1	
Two or more races					
Race and ethnicity unknown					
Total men	1	2	5	1	0
Women					
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian					

Black or African American	<div></div>	<div>2</div>	<div></div>	<div>2</div>	<div></div>
Native Hawaiian or Other Pacific Islander	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
White	<div>1</div>	<div>3</div>	<div></div>	<div>4</div>	<div></div>
Two or more races	<div>0</div>	<div></div>	<div></div>	<div></div>	<div></div>
Race and ethnicity unknown	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Total women	1	5	0	6	0
Total (men+women)	2	7	5	7	0

Part H - New Hires - Full-time non-instructional staff and Total New Hires

Number of newly hired full-time non-instructional staff and Total new hires by occupational category, gender, and race/ethnicity (Hired full time between July 1 and October 31, 2012 and still on payroll of the institution as of November 1, 2012)						
•Report Hispanic/Latino individuals of any race as Hispanic/Latino						
•Report race for non-Hispanic/Latino individuals only						
Gender and race/ethnicity	Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Natural Resources, Construction, and Maintenance Occupations	Production, Transportation, and Material Moving Occupations	Grand Total (All full- time new hires)
Men						
Nonresident alien						5
Hispanic/Latino						0
American Indian or Alaska Native						0
Asian						2
Black or African American						1
Native Hawaiian or Other Pacific Islander						0
White	4			2		29
Two or more races						0
Race and ethnicity unknown						1
Total men	4	0	0	2	0	38
Women						
Nonresident alien						9
Hispanic/Latino						1
American Indian or Alaska Native						0
Asian						0

Black or African American	2					7
Native Hawaiian or Other Pacific Islander						0
White	2		6			52
Two or more races						1
Race and ethnicity unknown						1
Total women	4	0	6	0	0	71
Total (men+women)	8	0	6	2	0	109

Institution: Oakland University (171571)
User ID: P1715711

Human Resources Survey Evaluation

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

Prepared by

This survey component was prepared by:

Keyholder

SFA Contact

HR Contact

Finance Contact

Other

Name:

Ramona Gale

Email:

gale@oakland.edu

How long did it take to prepare this survey component?

40

hoursminutes

The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data. The Keyholder will be copied on all email correspondence to other preparers. The time it took to prepare this component is being collected so that we can continue to improve our estimate of the reporting burden associated with IPEDS. Please include in your estimate the time it took for you to review instructions, query and search data sources, complete and review the component, and submit the data through the Data Collection System.

Thank you for your assistance.

Summary

Human Resources Component Summary
(Applicable to Degree-granting institutions and Related Administrative Offices)

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 ExPT and sent to your institution’s CEO in November 2013.

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 2012			
Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,529	611	1,733
Postsecondary Teachers	567	560	754
Instructional Staff	560	559	746
Instruction	560	559	746
Exclusively credit	548	557	734
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	12	2	13
Instruction/research/public service	0	0	0
Research	7	1	7
Public Service	0	0	0
Library and Instructional Support Occupations	154	11	158
Librarians, Curators, and Archivists	29	6	31
Archivists, Curators, and Museum Technicians	5	1	5
Librarians	15	5	17
Library Technicians	9	0	9
Other Teachers and Instructional Support Staff	125	5	127
Management Occupations	71	0	71
Business and Financial Operations Occupations	135	8	138
Computer, Engineering, and Science Occupations	107	4	108
Community Service, Legal, Arts, and Media Occupations	102	5	104
Healthcare Practitioners and Technical Occupations	7	1	7
Service Occupations	118	1	118
Sales and Related Occupations	0		0
Office and Administrative Support Occupations	225	21	232

**Number of staff by employment status and occupational category:
Fall 2012**

Natural Resources, Construction, and Maintenance Occupations	43		43
Production, Transportation, and Material Moving Occupations	0		0

NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.

**Salaries of full-time instructional staff by contract length and academic rank:
Academic year 2012-13**

Academic rank	Full-time instructional staff				Total employees for Salary reporting	Total Number of Months	Salary Outlays	Weighted average Salaries per month
	9-month contracts	10-month contracts	11-month contracts	12-month contracts				
All Ranks	534				534	4,806	\$40,253,578	\$8,376
Professor	107				107	963	\$10,816,796	\$11,232
Associate professor	208				208	1,872	\$15,684,154	\$8,378
Assistant professor	158				158	1,422	\$10,196,577	\$7,171
Instructor	61				61	549	\$3,556,051	\$6,477
Lecturer								
No academic rank								

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

Edit Report

Human Resources

Oakland University (171571)

Source	Description	Severity	Resolved	Options
Screen: Salaries for non-instructional staff				
Perform Edits	The amount entered in Part G for Total salary outlays for Management Occupations (\$8,227,085) is outside the expected range of between \$2,112,000 and \$7,260,000 based on an estimated average salary of between \$32,000 and \$110,000 per individual for this category. Please fix your data or enter an explanation for this difference. (Error #1371)	Explanation	Yes	
Reason:	We have reviewed the data & it is correct.			
Related Screens:	Salaries for non-instructional staff			