

Institution: Colorado School of Mines (126775)

User ID: P1267751

Overview**Human Resources Overview**

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

Data Reporting Reminders

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

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

Resources:

- To download the survey materials for this component: [Survey Materials](#)
- All staff must now be reported using the new IPEDS occupational categories, which align with the 2010 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.

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, 2015 and October 31, 2016** either for the **first time** (new to the institution) or **after a break in service**? (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 - Tenured

Number of Full-time Instructional Staff

With Faculty Status

Tenured

As of November 1, 2016

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien		1					1
Hispanic/Latino	2	2					4
American Indian or Alaska Native							0
Asian	9	8					17
Black or African American	0	1					1
Native Hawaiian or Other Pacific Islander							0
White	55	32					87
Two or more races							0
Race and ethnicity unknown							0
Total men	66	44	0	0	0	0	110

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	2	3					5
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White	10	5					15
Two or more races	1						1
Race and ethnicity unknown							0
Total women	14	8	0	0	0	0	22

Total (men+women)	80	52	0	0	0	0	132
Total from prior year							133

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, 2016

- 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

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, 2016

- 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						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	0
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	0	0	0	0	0

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White						0	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 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, 2016

- 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

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2016

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

Men

Race/ethnicity	Without Faculty Status
Nonresident alien	
Hispanic/Latino	
American Indian or Alaska Native	
Asian	
Black or African American	
Native Hawaiian or Other Pacific Islander	
White	7
Two or more races	
Race and ethnicity unknown	
Total men	7

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	3
Two or more races	
Race and ethnicity unknown	
Total women	3

Total (men+women)	10
Total from prior year	8

Part A2 - Full-time Instructional Staff by Function

Number of Full-time Instructional Staff

As of November 1, 2016

•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	132	69	0	89	0	0	10	300
Total carried forward from previous screens	132	69	0	89	0	0	10	300
Primarily Instruction	0	0	0	0	0	0	10	10
Exclusively credit							10	10
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff	132	69		89				290

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2016

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	16	3	19
Hispanic/Latino	9	1	10
American Indian or Alaska Native	1	0	1
Asian	25	11	36
Black or African American	3	0	3
Native Hawaiian or Other Pacific Islander	0	0	0
White	162	67	229
Two or more races	1	1	2
Race and ethnicity unknown	0	0	0
Total	217	83	300
Total from prior year			287

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

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

by Occupational Category

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	16	30	
Hispanic/Latino	9	2	
American Indian or Alaska Native	1	0	
Asian	25	2	
Black or African American	3	0	
Native Hawaiian or Other Pacific Islander	0	0	
White	162	43	
Two or more races	1	0	
Race and ethnicity unknown	0	0	
Total men	217	77	0

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	3	7	
Hispanic/Latino	1	4	
American Indian or Alaska Native	0		
Asian	11	4	
Black or African American	0		
Native Hawaiian or Other Pacific Islander	0		
White	67	21	
Two or more races	1		
Race and ethnicity unknown	0		
Total women	83	36	0

Total (men+women) 300 113 0

Total from prior year **287** **100**

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

•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 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien		0		
Hispanic/Latino				1
American Indian or Alaska Native				
Asian				2
Black or African American				
Native Hawaiian or Other Pacific Islander			1	
White	1	1	1	11
Two or more races				
Race and ethnicity unknown				
Total men	1	1	2	14

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino			1	2
American Indian or Alaska Native				
Asian				1
Black or African American				
Native Hawaiian or Other Pacific Islander				
White		7	4	14
Two or more races				1
Race and ethnicity unknown		1		1
Total women	0	8	5	19
Total (men+women)	1	9	7	33
Total from prior year	1	9	7	40

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

by Occupational Category

As of November 1, 2016

•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	0				
Hispanic/Latino		3	3		
American Indian or Alaska Native					
Asian	1	3	1		
Black or African American	1	1	2	2	
Native Hawaiian or Other Pacific Islander					
White	40	24	32	23	
Two or more races		2			
Race and ethnicity unknown					
Total men	42	33	38	25	0

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino	3	5		1	
American Indian or Alaska Native					
Asian	2	1	2		
Black or African American	1	1	1		
Native Hawaiian or Other Pacific Islander					
White	42	53	6	9	
Two or more races					
Race and ethnicity unknown					
Total women	48	60	9	10	0
Total (men+women)	90	93	47	35	0
Total from prior year	85	78	50	35	

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

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

As of November 1, 2016

- 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						46
Hispanic/Latino	11		1		4	35
American Indian or Alaska Native	4				1	6
Asian	2				1	37
Black or African American						9
Native Hawaiian or Other Pacific Islander						1
White	53		13		34	439
Two or more races					1	4
Race and ethnicity unknown						0
Total men	70	0	14		41	577

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						10
Hispanic/Latino	9		13			39
American Indian or Alaska Native						0
Asian	1					22
Black or African American	3		3			9
Native Hawaiian or Other Pacific Islander						0
White	9		51		1	284
Two or more races	1					3
						2

Race and ethnicity unknown						
Total women	23	0	67	1	0	369
Total (men+women)	93	0	81	42	2	946
Total from prior year	99		84	45	3	923

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

Number of <u>Full-time Non-instructional Staff</u>								
As of November 1, 2016								
Occupational category	With <u>Faculty Status</u>						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Research staff	0			113				113
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010							1	1
Librarians 25-4020							9	9
Library Technicians 25-4030							7	7
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							33	33
Management Occupations 11-0000	5	1					84	90
Business and Financial Operations Occupations 13-0000							93	93
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							47	47
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							35	35
Healthcare Practitioners and Technical Occupations 29-0000							0	0
Total	5	1	0	113	0	0	309	428
Total from prior year	7			100			298	405

Part G - Salaries Worksheet

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

Annual Salary, 2016-17

- 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	Total number of months
	12 months	11 months	10 months	9 months	< 9 months			
Men								
Professors				75		75	75	675
Associate professors				46		46	46	414
Assistant professors				44		44	44	396
Instructors				38		38	38	342
Lecturers				7		7	7	63
No academic rank				7		7	7	63
Total men	0	0	0	217	0	217	217	1,953
Total men full-time instructional staff from Part A						217		
Women								
Professors				15		15	15	135
Associate professors				9		9	9	81
Assistant professors				20		20	20	180
Instructors				31		31	31	279
Lecturers				5		5	5	45
No academic rank				3		3	3	27
Total women	0	0	0	83	0	83	83	747
Total women full-time instructional staff from Part A						83		
Total (men + women)	0	0	0	300	0	300	300	2,700
Total (men +women) full-time instructional staff from Part A						300		

Part G - Salary Outlays for Instructional Staff

Salary Outlays for Full-time Instructional Staff

Annual Salary Outlays, 2016-17

•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

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Total number of months (from Part G, screen 1)	Salary Outlays				Weighted average monthly salaries
			12 months	11 months	10 months	9 months	
Men							
Professors	75	675				10,145,300	15,030
Associate professors	46	414				4,745,173	11,462
Assistant professors	44	396				3,833,334	9,680
Instructors	38	342				2,996,485	8,762
Lecturers	7	63				456,203	7,241
No academic rank	7	63				142,258	2,258
Total men	217	1,953	0	0	0	22,318,753	11,428
Women							
Professors	15	135				1,940,728	14,376
Associate professors	9	81				916,124	11,310
Assistant professors	20	180				1,761,529	9,786
Instructors	31	279				2,346,672	8,411
Lecturers	5	45				245,973	5,466
No academic rank	3	27				72,900	2,700
Total women	83	747	0	0	0	7,283,926	9,751
Total (men + women)	300	2,700	0	0	0	29,602,679	10,964

Part G - Average Salary by academic rank

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

Annual Average Salaries, 2016-17

Gender and academic rank	Average Salaries				Equated 9-month Average Salary
	12 months	11 months	10 months	9 months	
Men					
Professors				135,271	135,271
Associate professors				103,156	103,156
Assistant professors				87,121	87,121
Instructors				78,855	78,855
Lecturers				65,172	65,172
No academic rank				20,323	20,323
Total men				102,851	102,851
Women					
Professors				129,382	129,382
Associate professors				101,792	101,792
Assistant professors				88,076	88,076
Instructors				75,699	75,699
Lecturers				49,195	49,195
No academic rank				24,300	24,300
Total women				87,758	87,758
Total (men + women)				98,676	98,676

Part G - Salary Outlays for Non-instructional Staff

Salary Outlays

for Full-time Non-instructional Staff

Annual Salary Outlays, 2016-17

Occupational category	Number of full-time staff (carried forward from previous screens)	Total annual salary outlays
Research staff	113	6,433,109
Public Service staff	0	
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	50	2,833,024
Management Occupations 11-0000	90	9,995,076
Business and Financial Operations Occupations 13-0000	93	6,233,485
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	47	3,604,868
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	35	1,906,800
Healthcare Practitioners and Technical Occupations 29-0000	0	0
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	93	3,254,134
Sales and Related Occupations 41-0000	0	0
Office and Administrative Support Occupations 43-0000	81	3,751,609
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	42	2,256,032
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	2	88,752

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2016

- 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	3	
Hispanic/Latino	8	3	
American Indian or Alaska Native			
Asian	8		
Black or African American	1		
Native Hawaiian or Other Pacific Islander			
White	77	31	
Two or more races			
Race and ethnicity unknown		1	
Total men	97	38	0
Women			
Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	1	1	
Hispanic/Latino	6	1	
American Indian or Alaska Native			
Asian	1	1	
Black or African American			
Native Hawaiian or Other Pacific Islander			
White	31	26	
Two or more races	1		
Race and ethnicity unknown			
Total women	40	29	0
Total (men+women)	137	67	0
Total from prior year	138	35	

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2016

- 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 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					0
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White	1			7	8
Two or more races					0
Race and ethnicity unknown					0
Total men	1	0	0	8	9

Women

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

Total (men+women)	1	0	0	16	17
Total from prior year	1			27	28

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino		1			
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	3	5	1		7
Two or more races					
Race and ethnicity unknown					
Total women	3	6	1	0	7
Total (men+women)	3	8	1	1	7
Total from prior year	3	8	2	1	7

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2016

•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						6
Hispanic/Latino						12
American Indian or Alaska Native						0
Asian				1		9
Black or African American						1
Native Hawaiian or Other Pacific Islander						0
White					2	121
Two or more races						0
Race and ethnicity unknown						1
Total men	0	0	1	2	0	150

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						2
Hispanic/Latino			1			9
American Indian or Alaska Native						0
Asian						2
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White	1			17		99
Two or more races						1
Race and ethnicity unknown						0

Total women	1	0	18	0	0	113
Total (men+women)	1	0	19	2	0	263
Total from prior year	1		25	1		249

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Teaching 25-1191	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	40	120		160
Hispanic/Latino	5	15		20
American Indian or Alaska Native				0
Asian	4	2		6
Black or African American	0	1		1
Native Hawaiian or Other Pacific Islander				0
White	53	171	2	226
Two or more races	3	6		9
Race and ethnicity unknown	1	2		3
Total men	106	317	2	425

Women

Race/ethnicity	Teaching 25-1191	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	9	56		65
Hispanic/Latino	3	6		9
American Indian or Alaska Native				0
Asian	5	3		8
Black or African American	3	1		4
Native Hawaiian or Other Pacific Islander				0
White	34	86		120
Two or more races	0	5		5
Race and ethnicity unknown	0	1		1
Total women	54	158	0	212
Total (men+women)	160	475	2	637
Total from prior year	177	504		681

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

Number of Part-time Staff

As of November 1, 2016

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	0	0	0	0	136	136
? Exclusively credit							136	136
? Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff	1							1
Research staff				67				67
Public Service staff								0
Archivists, Curators, and Museum Technicians							1	1
25-4010 Librarians								0
25-4020 Library Technicians								0
25-4030 ? Student and Academic Affairs and Other Education Services Occupations							16	16
25-2000 + 25-3000 + 25-9000								
Management Occupations							3	3
11-0000								
Business and Financial Operations Occupations							8	8
13-0000								
Computer, Engineering, and Science Occupations							1	1
15-0000 + 17-0000 + 19-0000								
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations			1					1
21-0000 + 23-0000 + 27-0000								
Healthcare Practitioners and Technical Occupations							7	7
29-0000								
Total	1	1	0	67	0	0	172	241
Total from prior year	2	0		38			182	222

25-4010, 25-4020, 25-4030,
25-2000, 25-3000, 25-9000,
29-0000

Total

900

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, 2015 - October 31, 2016)

- 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	4						5
Hispanic/Latino				1				1
American Indian or Alaska Native								0
Asian		1						1
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White	5	4		7			3	19
Two or more races				1				1
Race and ethnicity unknown								0
Total men	6	9	0	9	0	0	3	27

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		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	5		3			1	10
Two or more races								0
Race and ethnicity unknown								0
Total women	1	7	0	3	0	0	1	12
Total (men+women)	7	16	0	12	0	0	4	39

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2015 - October 31, 2016)

•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	5	11		
Hispanic/Latino	1			1
American Indian or Alaska Native	0			
Asian	1			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	19	7		1
Two or more races	1			
Race and ethnicity unknown	0			
Total men	27	18	0	2

Women

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	1	1		
Hispanic/Latino	0			1
American Indian or Alaska Native	0			
Asian	1			1
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	10	2		4
Two or more races	0			1
Race and ethnicity unknown	0			2
Total women	12	3	0	9
Total (men+women)	39	21	0	11

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2015 - October 31, 2016)

•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			
American Indian or Alaska Native					
Asian					
Black or African American		1			1
Native Hawaiian or Other Pacific Islander					
White	2	8	3		1
Two or more races					
Race and ethnicity unknown					
Total men	2	10	3	2	0

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	6	6			
Two or more races					
Race and ethnicity unknown					
Total women	6	6	0	0	0

Total (men+women)	8	16	3	2	0
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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, 2015 - October 31, 2016)

•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						16
Hispanic/Latino	6				1	10
American Indian or Alaska Native						0
Asian						1
Black or African American						2
Native Hawaiian or Other Pacific Islander						0
White	11				5	57
Two or more races					1	2
Race and ethnicity unknown						0
Total men	17	0	0	0	7	88

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						2
Hispanic/Latino	3			4		8
American Indian or Alaska Native						0
Asian						2
Black or African American				3		3
Native Hawaiian or Other Pacific Islander						0
White	1			7		36
Two or more races	1					2
						2

Race and ethnicity unknown							
Total women	5	0	14	0	0	55	
Total (men+women)	22	0	14	7	0	143	

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:

<input checked="" 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: Tricia Douthit
Email: tdouthit@mines.edu

How long did it take to prepare this survey component?	8 hours	minutes
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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**

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 2016.

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 2016**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	946	263	1,034
Instructional Staff	300	137	346
Primary Instruction	10	136	55
Exclusively credit	10	136	55
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	290	1	290
Research Staff	113	67	135
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	50	17	56
Librarians, Curators, and Archivists SOC 25-4000	17	1	17
Archivists, Curators, and Museum Technicians SOC 25-4010	1	1	1
Librarians SOC 25-4020	9	0	9
Library Technicians SOC 25-4030	7	0	7
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	33	16	38
Management Occupations SOC 11-0000	90	3	91
Business and Financial Operations Occupations SOC 13-0000	93	8	96
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	47	1	47
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	35	1	35
Healthcare Practitioners and Technical Occupations SOC 29-0000	0	7	2
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	93	1	93
Sales and Related Occupations SOC 41-0000	0	0	0
Office and Administrative Support Occupations SOC 43-0000	81	19	87
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	42	2	43

**Number of staff by employment status and occupational category:
Fall 2016**

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	2	0	2
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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 2016-17**

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				300	300	2,700	\$29,602,679	\$10,964
Professor				90	90	810	\$12,086,028	\$14,921
Associate professor				55	55	495	\$5,661,297	\$11,437
Assistant professor				64	64	576	\$5,594,863	\$9,713
Instructor				69	69	621	\$5,343,157	\$8,604
Lecturer				12	12	108	\$702,176	\$6,502
No academic rank				10	10	90	\$215,158	\$2,391

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

Colorado School of Mines (126775)

Source	Description	Severity	Resolved	Options
Screen: D - PT Staff, Occupation - 1				
Screen Entry	This number is outside the expected range of between 23 and 47 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	We have more research faculty this last year.			
Screen: D - PT Staff, Occupation - 2				
Screen Entry	This number is outside the expected range of between 18 and 36 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	The decrease is from retirements and turnover.			
Screen Entry	This number is outside the expected range of between 19 and 37 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	The decrease is from retirements and turnovers.			
Screen: E - PT Staff, Occupation and Tenure - 1				
Screen Entry	This number is outside the expected range of between 25 and 51 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	We have an increase in our research staff this year.			