

Institution: Naval Postgraduate School (119678)
User ID: P1196781

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 - On Tenure Track

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

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			2				2
American Indian or Alaska Native							0
Asian		0	1				1
Black or African American			0				0
Native Hawaiian or Other Pacific Islander			1				1
White	1	5	16				22
Two or more races							0
Race and ethnicity unknown			2				4
Total men	1	8	21	0	0	0	30

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien			0				0
Hispanic/Latino			0				0
American Indian or Alaska Native							0
Asian		1	1				2
Black or African American			1				1
Native Hawaiian or Other Pacific Islander							0
White		6	6				12
Two or more races							0
Race and ethnicity unknown			1				1
Total women	0	7	9	0	0	0	16

Total (men+women) 1 15 30 0 0 0 46

Total from prior year 45

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						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
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
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	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, 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	149	46	0	113	0	0	0	308
Total carried forward from previous screens	149	46	0	113	0	0	0	308
Primarily Instruction	0	0	0	103	0	0	0	103
Exclusively credit	0			103				103
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff	149	46		10				205

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	0	0	0
Hispanic/Latino	9	4	13
American Indian or Alaska Native	1	1	2
Asian	17	9	26
Black or African American	0	2	2
Native Hawaiian or Other Pacific Islander	2	0	2
White	211	43	254
Two or more races	0	0	0
Race and ethnicity unknown	7	2	9
Total	247	61	308
Total from prior year			315

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	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	0	0	
Hispanic/Latino	9	3	
American Indian or Alaska Native	1	1	
Asian	17	8	
Black or African American	0		
Native Hawaiian or Other Pacific Islander	2		
White	211	98	
Two or more races	0		
Race and ethnicity unknown	7		
Total men	247	110	0

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	0		
Hispanic/Latino	4		
American Indian or Alaska Native	1		
Asian	9	7	
Black or African American	2	1	
Native Hawaiian or Other Pacific Islander	0		
White	43	32	
Two or more races	0	2	
Race and ethnicity unknown	2		
Total women	61	42	0

Total (men+women)	308	152	0
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Total from prior year	315	183	
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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				
Hispanic/Latino				3
American Indian or Alaska Native				
Asian			1	1
Black or African American				
Native Hawaiian or Other Pacific Islander				
White		3	2	12
Two or more races				
Race and ethnicity unknown				
Total men	0	3	3	16

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				
American Indian or Alaska Native				1
Asian		1	2	2
Black or African American				2
Native Hawaiian or Other Pacific Islander				
White		5	8	23
Two or more races				
Race and ethnicity unknown				
Total women	0	6	10	28
Total (men+women)	0	9	13	44
Total from prior year		9	12	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	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino	2	3	4		
American Indian or Alaska Native	1				1
Asian	1	5	7		
Black or African American		4	6		
Native Hawaiian or Other Pacific Islander					
White	33	15	55	5	1
Two or more races					
Race and ethnicity unknown	1	3	1		
Total men	38	30	73	6	1

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino		7	1		
American Indian or Alaska Native	1				1
Asian	1	8	1		
Black or African American		10			
Native Hawaiian or Other Pacific Islander		1			
White	10	26	9	4	2
Two or more races					
Race and ethnicity unknown		1			
Total women	12	53	11	5	2
Total (men+women)	50	83	84	11	3
Total from prior year	52	75	79	9	2

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						0
Hispanic/Latino	1	0	1		0	26
American Indian or Alaska Native						4
Asian				7		47
Black or African American				1		11
Native Hawaiian or Other Pacific Islander				1		3
White	6			13		3
Two or more races						0
Race and ethnicity unknown				1		13
Total men	7	0	24	0	3	561

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						0
Hispanic/Latino	0	0	9		0	21
American Indian or Alaska Native						4
Asian				17		48
Black or African American				12		1
Native Hawaiian or Other Pacific Islander				1		2
White				39		201
Two or more races						2
			2			5

Race and ethnicity unknown							
Total women	0	0	80	0	1	311	
Total (men+women)	7	0	104	0	4	872	
Total from prior year	5		114	1	4	895	

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, 2016								
Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Research staff				150			2	152
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians 25-4020							9	9
Library Technicians 25-4030							13	13
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000				27			17	44
Management Occupations 11-0000	26	1		18			5	50
Business and Financial Operations Occupations 13-0000							83	83
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							84	84
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							11	11
Healthcare Practitioners and Technical Occupations 29-0000							3	3
Total	26	1	0	195	0	0	227	449
Total from prior year	27			220			209	456

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	72					72	72	864
Associate professors	68					68	68	816
Assistant professors	21					21	21	252
Instructors	0					0	0	0
Lecturers	86					86	86	1,032
No academic rank	0					0	0	0
Total men	247	0	0	0	0	247	247	2,964
Total men full-time instructional staff from Part A						247		
Women								
Professors	12					12	12	144
Associate professors	23					23	23	276
Assistant professors	9					9	9	108
Instructors	0					0	0	0
Lecturers	17					17	17	204
No academic rank	0					0	0	0
Total women	61	0	0	0	0	61	61	732
Total women full-time instructional staff from Part A						61		
Total (men + women)	308	0	0	0	0	308	308	3,696
Total (men +women) full-time instructional staff from Part A						308		

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	72	864	12,253,519				14,182
Associate professors	68	816	11,302,069				13,851
Assistant professors	21	252	2,924,548				11,605
Instructors	0	0					
Lecturers	86	1,032	13,379,704				12,965
No academic rank	0	0					
Total men	247	2,964	39,859,840	0	0	0	13,448
Women							
Professors	12	144	2,003,447				13,913
Associate professors	23	276	3,814,029				13,819
Assistant professors	9	108	1,238,326				11,466
Instructors	0	0					
Lecturers	17	204	2,280,468				11,179
No academic rank	0	0					
Total women	61	732	9,336,270	0	0	0	12,754
Total (men + women)	308	3,696	49,196,110	0	0	0	13,311

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	170,188				127,641
Associate professors	166,207				124,655
Assistant professors	139,264				104,448
Instructors					
Lecturers	155,578				116,683
No academic rank					
Total men	161,376				121,032
Women					
Professors	166,954				125,215
Associate professors	165,827				124,371
Assistant professors	137,592				103,194
Instructors					
Lecturers	134,145				100,609
No academic rank					
Total women	153,054				114,790
Total (men + women)	159,728				119,796

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	152	18,494,818
Public Service staff	0	
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	66	5,908,700
Management Occupations 11-0000	50	8,068,458
Business and Financial Operations Occupations 13-0000	83	6,877,380
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	84	8,023,406
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	11	882,168
Healthcare Practitioners and Technical Occupations 29-0000	3	261,050
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	7	569,710
Sales and Related Occupations 41-0000	0	0
Office and Administrative Support Occupations 43-0000	104	7,070,956
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	0	0
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	4	262,732

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	<u>Instructional staff</u>	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien			
Hispanic/Latino		1	
American Indian or Alaska Native			
Asian	3	3	
Black or African American			
Native Hawaiian or Other Pacific Islander			
White	33	8	
Two or more races			
Race and ethnicity unknown	1		
Total men	37	12	0
Women			
Race/ethnicity	<u>Instructional staff</u>	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien			
Hispanic/Latino		1	
American Indian or Alaska Native			
Asian	2		
Black or African American			
Native Hawaiian or Other Pacific Islander			
White	13	7	
Two or more races			
Race and ethnicity unknown			
Total women	15	8	0
Total (men+women)	52	20	0
Total from prior year	55	23	

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	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians</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	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u>
<u>Nonresident alien</u>					0
<u>Hispanic/Latino</u>	0	0	0	0	0
<u>American Indian or Alaska Native</u>					0
<u>Asian</u>					0
<u>Black or African American</u>					0
<u>Native Hawaiian or Other Pacific Islander</u>					0
<u>White</u>					0
<u>Two or more races</u>					0
<u>Race and ethnicity unknown</u>					0
Total men	0	0	0	0	0

Women

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians</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	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u>
<u>Nonresident alien</u>					0
<u>Hispanic/Latino</u>	0	0		0	0
<u>American Indian or Alaska Native</u>					0
<u>Asian</u>					0
<u>Black or African American</u>					0
<u>Native Hawaiian or Other Pacific Islander</u>					0
<u>White</u>				1	1
<u>Two or more races</u>					0
<u>Race and ethnicity unknown</u>			1		1
Total women	0	0	1	1	2

Total (men+women)	0	0	1	1	2
Total from prior year			1	3	4

Part D - Part-time Staff by Occupational CategoryNumber 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	0	0	0	0	0
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

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

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						0
Hispanic/Latino	0	0	0		0	1
American Indian or Alaska Native						0
Asian						6
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White						41
Two or more races						0
Race and ethnicity unknown						1
Total men	0	0	0		0	49

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						0
Hispanic/Latino					0	1
American Indian or Alaska Native						0
Asian						2
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White	1			2		26
Two or more races						0
Race and ethnicity unknown						1

Total women	1	0	2	0	0	30
Total (men+women)	1	0	2	0	0	79
Total from prior year	1		3			88

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	47	0	0	47	
? Exclusively credit	0			47			47	
? Exclusively not-for-credit							0	
Combined credit/not-for-credit							0	
Instruction/research/public service staff		1		4			5	
Research staff				20			20	
Public Service staff							0	
Archivists, Curators, and Museum Technicians							0	
25-4010 Librarians						0	0	
25-4020 Library Technicians						1	1	
25-4030 ? Student and Academic Affairs and Other Education Services Occupations						1	1	
25-2000 + 25-3000 + 25-9000								
Management Occupations						0	0	
11-0000								
Business and Financial Operations Occupations						0	0	
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						0	0	
29-0000								
Total	0	1	0	71	0	0	76	
Total from prior year	0	1		75			84	

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								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				6				6
Two or more races								0
Race and ethnicity unknown								0
Total men	0	0	0	6	0	0	0	6

Women

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

Total (men+women)	0	0	0	6	0	0	0	6
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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	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino	0			0
American Indian or Alaska Native	0			
Asian	0	2		
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	6	1		
Two or more races	0			
Race and ethnicity unknown	0			
Total men	6	3	0	0

Women

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino	0			
American Indian or Alaska Native	0			
Asian	0			1
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	0	1		2
Two or more races	0			
Race and ethnicity unknown	0			
Total women	0	1	0	3
Total (men+women)	6	4	0	3

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		3			
Black or African American			2		
Native Hawaiian or Other Pacific Islander					
White	1	2	3	1	
Two or more races					
Race and ethnicity unknown		3			
Total men	1	8	6	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	1		
American Indian or Alaska Native					
Asian		1			
Black or African American					
Native Hawaiian or Other Pacific Islander					
White		1	1	2	
Two or more races					
Race and ethnicity unknown					
Total women	0	3	2	2	0

Total (men+women)	1	11	8	3	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						0
Hispanic/Latino						1
American Indian or Alaska Native						0
Asian						5
Black or African American				1		3
Native Hawaiian or Other Pacific Islander						0
White	1			2		17
Two or more races						0
Race and ethnicity unknown				1		4
Total men	1	0	4	0	0	30

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						0
Hispanic/Latino				1		3
American Indian or Alaska Native						0
Asian						2
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White				2		9
Two or more races						0
				2		2

Race and ethnicity unknown							
Total women	0	0	5	0	0	16	
Total (men+women)	1	0	9	0	0	46	

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: Kristen Yamamoto
Email: kkyamamo@nps.edu

How long did it take to prepare this survey component?	50 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	872	79	898
Instructional Staff	308	52	325
Primary Instruction	103	47	119
Exclusively credit	103	47	119
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	205	5	207
Research Staff	152	20	159
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	66	2	67
Librarians, Curators, and Archivists SOC 25-4000	22	1	22
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	0
Librarians SOC 25-4020	9	0	9
Library Technicians SOC 25-4030	13	1	13
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	44	1	44
Management Occupations SOC 11-0000	50	0	50
Business and Financial Operations Occupations SOC 13-0000	83	0	83
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	84	1	84
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	11	1	11
Healthcare Practitioners and Technical Occupations SOC 29-0000	3	0	3
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	7	1	7
Sales and Related Occupations SOC 41-0000	0	0	0
Office and Administrative Support Occupations SOC 43-0000	104	2	105
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	0	0	0

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

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	4	0	4
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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	308				308	3,696	\$49,196,110	\$13,311
Professor	84				84	1,008	\$14,256,966	\$14,144
Associate professor	91				91	1,092	\$15,116,098	\$13,843
Assistant professor	30				30	360	\$4,162,874	\$11,564
Instructor								
Lecturer	103				103	1,236	\$15,660,172	\$12,670
No academic rank								

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

Human Resources

Naval Postgraduate School (119678)

Source	Description	Severity	Resolved	Options
Screen: B1 - FT Non-instructional, Occupation - 4				
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	The 1 person who was in the 47-0000 job left and was not replaced.			
Screen: G - Salary Outlays, Non-instructional Staff				
Screen Entry	The amount entered in Part G for Total annual salary outlays for Research staff (\$18,494,818) is outside the expected range of between \$4,864,000 and \$16,720,000 based on an estimated average salary of between \$32,000 and \$110,000 per individual for this category. Please correct your data or explain. (Error #1368)	Explanation	Yes	
Reason:	Many Research staff are highly paid. The federal government locality rate for Monterey also increases salaries.			
Related Screens:	G - Salary Outlays, Non-instructional Staff			
Screen Entry	The amount entered in Part G for Total annual salary outlays for Library and Student and Academic Affairs and Other Education Services Occupations (\$5,908,700) is outside the expected range of between \$1,650,000 and \$5,610,000 based on an estimated average salary of between \$25,000 and \$85,000 per individual for this category. Please correct your data or explain. (Error #1370)	Explanation	Yes	
Reason:	Some people in this category are highly paid which skews the average. And the federal locality rate for Monterey increases the pay rate.			
Related Screens:	G - Salary Outlays, Non-instructional Staff			
Screen Entry	The amount entered in Part G for Total annual salary outlays for Service Occupations (\$569,710) is outside the expected range of between \$140,000 and \$490,000 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 #1376)	Explanation	Yes	
Reason:	Long time employees plus the federal government locality rate for Monterey increase the average salary rate.			
Related Screens:	G - Salary Outlays, Non-instructional Staff			